

# Apple Valley Foothill County Water District

## Salary Schedule Placement

**POLICY TITLE:** Salary Schedule Placement

**POLICY NUMBER:** 3401

1. This policy shall apply to all employees.

1.1 Non-exempt employees are those employees who are considered non-exempt as defined by the Fair Labor Standards Act (Title 29, US Code). A non-exempt employee shall be considered not management nor supervisory as defined by California Government Code. A non-exempt employee shall be considered an employee paid at a standard hourly rate, eligible for overtime and not salaried on a monthly basis.

1.2 **FLSA Exempt\*\*** employees are those employees who are considered exempt as defined by the Fair Labor Standards Act (Title 29, US Code). Exempt employee shall be considered management or supervisory as defined by California Government Code. Exempt employees shall be considered an employee paid on a standard monthly salaried basis as negotiated by contract and are not eligible for overtime.

2. Employees hired under the following job descriptions shall be placed at the appropriate range as listed on the Salary Schedule.

### 2.1 Job Description Salary Placement

JOB TITLE	RANGE	STARTING PAY
Office Secretary	35	20.15
Maintenance Worker w/o D1	35	20.15
Maintenance Worker w/D1	40	22.80
Lead Maintenance Worker w/D1	45	25.79
General Manager** -FLSA Exempt – Salaried	**	45k annually

3. Employees hired prior to the effective date of this policy shall be placed at the appropriate Step on the Salary Schedule as calculated based on longevity (length of time of service, length of time of employment with the district). Employees hired by the District after the effective date of this policy shall routinely be hired in at Step 1 of the indicated range. The Board of Directors may authorize advanced step placement based on a variety of factors (higher education, extensive experience, advanced certifications, etc) for any current or new employees at the Board's discretion.

**SALARY SCHEDULE**  
**UPDATED: February 2026**  
**APPLE VALLEY FOOTHILL COUNTY WATER DISTRICT**

Range	0 Days / 0-Months Step 1		90 Days / 3-Months Step 2		180 Days / 6-Months Step 3		365 Days / 1-Year Step 4		720 Days / 2-Years Step 5		Range
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	
35	\$3,492	\$20.15	\$3,667	\$21.16	\$3,850	\$22.21	\$4,043	\$23.32	\$4,245	\$24.49	35
36	\$3,579	\$20.65	\$3,759	\$21.69	\$3,946	\$22.77	\$4,144	\$23.90	\$4,351	\$25.10	36
37	\$3,669	\$21.17	\$3,853	\$22.23	\$4,045	\$23.33	\$4,248	\$24.50	\$4,460	\$25.73	37
38	\$3,761	\$21.70	\$3,949	\$22.79	\$4,146	\$23.92	\$4,354	\$25.11	\$4,571	\$26.37	38
39	\$3,855	\$22.24	\$4,048	\$23.36	\$4,250	\$24.52	\$4,463	\$25.74	\$4,686	\$27.03	39
40	\$3,951	\$22.80	\$4,149	\$23.94	\$4,356	\$25.13	\$4,574	\$26.38	\$4,803	\$27.71	40
41	\$4,050	\$23.37	\$4,253	\$24.54	\$4,465	\$25.76	\$4,689	\$27.04	\$4,923	\$28.40	41
42	\$4,151	\$23.95	\$4,359	\$25.15	\$4,576	\$26.40	\$4,806	\$27.72	\$5,046	\$29.11	42
43	\$4,255	\$24.55	\$4,468	\$25.78	\$4,691	\$27.06	\$4,926	\$28.41	\$5,172	\$29.84	43
44	\$4,361	\$25.16	\$4,580	\$26.43	\$4,808	\$27.74	\$5,049	\$29.12	\$5,301	\$30.58	44
45	\$4,470	\$25.79	\$4,694	\$27.09	\$4,928	\$28.43	\$5,175	\$29.85	\$5,434	\$31.35	45
46	\$4,582	\$26.44	\$4,811	\$27.76	\$5,052	\$29.14	\$5,305	\$30.60	\$5,570	\$32.13	46
47	\$4,696	\$27.10	\$4,932	\$28.46	\$5,178	\$29.87	\$5,437	\$31.36	\$5,709	\$32.94	47
48	\$4,814	\$27.78	\$5,055	\$29.17	\$5,307	\$30.62	\$5,573	\$32.15	\$5,852	\$33.76	48
49	\$4,934	\$28.47	\$5,181	\$29.90	\$5,440	\$31.38	\$5,713	\$32.95	\$5,998	\$34.60	49
50	\$5,057	\$29.18	\$5,311	\$30.65	\$5,576	\$32.17	\$5,855	\$33.77	\$6,148	\$35.47	50
51	\$5,184	\$29.91	\$5,444	\$31.41	\$5,715	\$32.97	\$6,002	\$34.62	\$6,302	\$36.36	51
52	\$5,313	\$30.66	\$5,580	\$32.20	\$5,858	\$33.80	\$6,152	\$35.48	\$6,459	\$37.26	52
53	\$5,446	\$31.43	\$5,719	\$33.00	\$6,005	\$34.64	\$6,306	\$36.37	\$6,621	\$38.20	53
54	\$5,582	\$32.21	\$5,862	\$33.83	\$6,155	\$35.51	\$6,463	\$37.28	\$6,786	\$39.15	54
55	\$5,722	\$33.02	\$6,009	\$34.67	\$6,309	\$36.39	\$6,625	\$38.21	\$6,956	\$40.13	55
56	\$5,865	\$33.84	\$6,159	\$35.54	\$6,466	\$37.30	\$6,791	\$39.17	\$7,130	\$41.13	56
57	\$6,012	\$34.69	\$6,313	\$36.43	\$6,628	\$38.24	\$6,960	\$40.15	\$7,308	\$42.16	57
58	\$6,162	\$35.56	\$6,471	\$37.34	\$6,794	\$39.19	\$7,134	\$41.15	\$7,491	\$43.22	58
59	\$6,316	\$36.45	\$6,633	\$38.27	\$6,964	\$40.17	\$7,313	\$42.18	\$7,678	\$44.30	59
60	\$6,474	\$37.36	\$6,798	\$39.23	\$7,138	\$41.18	\$7,495	\$43.23	\$7,870	\$45.40	60
61	\$6,636	\$38.29	\$6,968	\$40.21	\$7,316	\$42.21	\$7,683	\$44.31	\$8,067	\$46.54	61
62	\$6,802	\$39.25	\$7,143	\$41.22	\$7,499	\$43.26	\$7,875	\$45.42	\$8,268	\$47.70	62
63	\$6,972	\$40.23	\$7,321	\$42.25	\$7,687	\$44.34	\$8,072	\$46.56	\$8,475	\$48.89	63
64	\$7,146	\$41.24	\$7,504	\$43.30	\$7,879	\$45.45	\$8,274	\$47.72	\$8,687	\$50.12	64
65	\$7,325	\$42.27	\$7,692	\$44.38	\$8,076	\$46.59	\$8,480	\$48.92	\$8,904	\$51.37	65

Ranges Separated by 2.5% Differential Steps Separated by 5% Differential		Standard Over-Time Rates Apply Minimum Callout Pay Hourly Rate Times (x) 2		21,6667 working days per month used for all calculations using 260 working days per calendar year. <b>Hourly rate = Monthly rate/21.6667/8</b>		
PROPOSED Longevity Steps ( <b>Longevity is NOT cumulative</b> ) Longevity applies to all employees ( <b>exempt AND non-exempt</b> )		<b>5 year</b> begins at the start of 5th year 2%	<b>8 year</b> begins at the start of 8th year 4%	<b>11 year</b> begins at the start of 11th year 6%	<b>15 year</b> begins at the start of 14th year 9%	<b>20+ year</b> begins at the start of 18th year 14%
Proposed SWRCB Certification Stipends shall be a percentage based on certifications earned and apply to all employees ( <b>exempt AND non-exempt</b> )				<b>D2</b> 1%	<b>T2</b> 1%	<b>D2 &amp; T2</b> 2%