



UNION PUBLIC UTILITY DISTRICT

2026-2027 APPROVED SALARY SCHEDULE

Effective: July 1, 2026

Position	Step A		Step B		Step C		Step D		Step E	
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
Customer Service Representative I	\$4,476.97	\$25.08	\$4,563.89	\$26.33	\$4,792.09	\$27.64	\$5,031.69	\$29.03	\$5,283.27	\$30.48
Customer Service Representative II	\$4,803.08	\$27.71	\$5,043.22	\$29.09	\$5,295.38	\$30.55	\$5,560.16	\$32.08	\$5,838.16	\$33.69
Customer Service Representative III	\$5,573.67	\$32.16	\$5,852.35	\$33.77	\$6,144.97	\$35.45	\$6,452.22	\$37.22	\$6,774.83	\$39.09
Executive Administrative Coordinator	\$6,008.03	\$34.67	\$6,308.43	\$36.40	\$6,623.86	\$38.21	\$6,955.05	\$40.12	\$7,302.81	\$42.13
Water Distribution/Treatment Trainee	\$4,340.72	\$25.04	\$4,557.75	\$26.29	\$4,785.64	\$27.61	\$5,024.91	\$28.99	\$5,276.16	\$30.45
Water Distribution/Treatment Operator I	\$4,867.06	\$28.08	\$5,110.42	\$29.49	\$5,365.93	\$30.96	\$5,634.23	\$32.50	\$5,915.94	\$34.13
Water Distribution/Treatment Operator II	\$5,393.51	\$31.12	\$5,663.18	\$32.67	\$5,946.34	\$34.31	\$6,243.66	\$36.02	\$6,555.84	\$37.82
Water Distribution/Treatment Operator III	\$6,008.03	\$34.67	\$6,308.43	\$36.40	\$6,623.86	\$38.21	\$6,955.05	\$40.12	\$7,302.81	\$42.13
Construction & Distribution Superintendent	\$7,914.00	\$45.66	\$8,309.00	\$47.94	\$8,725.00	\$50.33	\$9,161.00	\$52.85	\$9,619.00	\$55.49
Operations Manager	\$10,171.91	\$58.69	\$10,680.50	\$61.62	\$11,214.53	\$64.70	\$11,775.26	\$67.94	\$12,364.02	\$71.34

**5% Annual step increase on anniversary date.*

Longevity Pay

Year of continuous, full-time service	10	15	20	25
	2.5%	5.0%	7.5%	10%