



HERLONG PUBLIC UTILITY DISTRICT

SALARY STEP & SCALE

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GENERAL MANAGER	HOURLY RATE \$59.17 ANNUAL SALARY \$123,079.18	\$60.65 \$126,156.16	\$62.17 \$129,310.06	\$63.72 \$132,542.82	\$65.32 \$135,856.39	\$66.95 \$139,252.80	\$68.62 \$142,734.11	\$70.34 \$146,302.47	\$72.10 \$149,960.03	\$73.90 \$153,709.03
FINANCE MANAGER/ TREASURER	HOURLY RATE \$40.82 ANNUAL SALARY \$84,898.34	\$41.43 \$86,171.82	\$42.05 \$87,464.39	\$42.68 \$88,776.36	\$43.32 \$90,108.00	\$43.97 \$91,459.62	\$44.63 \$92,831.52	\$45.30 \$94,223.99	\$45.98 \$95,637.35	\$46.67 \$97,071.91
SUPERINTENDENT	HOURLY RATE \$37.05 ANNUAL SALARY \$77,060.20	\$37.97 \$78,986.71	\$38.92 \$80,961.37	\$39.90 \$82,985.41	\$40.89 \$85,060.04	\$41.92 \$87,186.54	\$42.96 \$89,366.21	\$44.04 \$91,600.36	\$45.14 \$93,890.37	\$46.27 \$96,237.63
LEAD OPERATIONS & ADMINISTRATION	HOURLY RATE \$29.96 ANNUAL SALARY \$62,306.90	\$30.70 \$63,864.57	\$31.47 \$65,461.19	\$32.26 \$67,097.72	\$33.06 \$68,775.16	\$33.89 \$70,494.54	\$34.74 \$72,256.90	\$35.61 \$74,063.32	\$36.50 \$75,914.91	\$37.41 \$77,812.78
CERTIFIED OP 2+ ADMIN II	HOURLY RATE \$23.53 ANNUAL SALARY \$48,939.08	\$24.12 \$50,162.56	\$24.72 \$51,416.62	\$25.34 \$52,702.04	\$25.97 \$54,019.59	\$26.62 \$55,370.08	\$27.29 \$56,754.33	\$27.97 \$58,173.19	\$28.67 \$59,627.52	\$29.38 \$61,118.20
OPERATOR/ADMIN I	HOURLY RATE \$18.68 ANNUAL SALARY \$38,850.18	\$19.14 \$39,821.43	\$19.62 \$40,816.97	\$20.11 \$41,837.39	\$20.62 \$42,883.33	\$21.13 \$43,955.41	\$21.66 \$45,054.30	\$22.20 \$46,180.66	\$22.76 \$47,335.17	\$23.33 \$48,518.55
ADMIN I GEN. LABOR	HOURLY RATE \$16.00 ANNUAL SALARY \$33,280.00	\$16.40 \$34,112.00	\$16.81 \$34,964.80	\$17.23 \$35,838.92	\$17.66 \$36,734.89	\$18.10 \$37,653.27	\$18.56 \$38,594.60	\$19.02 \$39,559.46	\$19.49 \$40,548.45	\$19.98 \$41,562.16
ON CALL PAY	DAILY RATE \$ 40.00									

(3.04% COLA increase 2025 per board approval)

Updated December 31, 2024

