



**West County Wastewater**  
**Hourly, Bi-Weekly and Yearly Wage Schedule**  
**July 1, 2022 - June 30, 2023 (Amended December 7, 2022)**  
**(26 pay periods per year)**

**Job Classification**

	Hourly Pay Rate					Biweekly Pay Rate					Yearly Pay Rate				
	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
ACCOUNTANT	48.23	50.89	53.54	56.48	59.43	3,858	4,071	4,283	4,518	4,754	100,308	105,846	111,358	117,468	123,604
ADMINISTRATION TECHNICIAN	40.65	42.88	45.11	47.60	50.08	3,252	3,430	3,609	3,808	4,006	84,552	89,180	93,834	99,008	104,156
ADMINISTRATIVE ASSISTANT	36.93	38.96	40.99	43.24	45.50	2,954	3,117	3,279	3,459	3,640	76,804	81,042	85,254	89,934	94,640
ADMINISTRATIVE CLERK	29.31	30.93	32.51	34.33	36.11	2,345	2,474	2,601	2,746	2,889	60,970	64,324	67,626	71,396	75,114
ASSISTANT MAINTENANCE SUPERVISOR	51.33	54.14	56.96	60.10	63.23	4,106	4,331	4,557	4,808	5,058	106,756	112,606	118,482	125,008	131,508
ASSISTANT MANAGEMENT ANALYST	42.81	45.16	47.64	50.26	53.03	3,425	3,613	3,811	4,021	4,242	89,050	93,938	99,086	104,546	110,292
ASSOCIATE ENGINEER	63.70	67.23	70.73	74.61	78.50	5,096	5,378	5,658	5,969	6,280	132,496	139,828	147,108	155,194	163,280
ASSOCIATE MANAGEMENT ANALYST	47.09	49.86	52.63	55.39	58.15	3,767	3,989	4,210	4,431	4,652	97,942	103,714	109,460	115,206	120,952
CAPITAL PORTFOLIO MANAGER	74.64	78.73	82.85	87.40	91.95	5,971	6,298	6,628	6,992	7,356	155,246	163,748	172,328	181,792	191,256
COLLECTION SYSTEM CREW MEMBER	36.24	38.23	40.23	42.43	44.64	2,899	3,058	3,218	3,394	3,571	75,374	79,508	83,668	88,244	92,846
COLLECTION SYSTEM FIELD SUPERVISOR	54.59	57.31	60.18	63.19	66.35	4,367	4,585	4,814	5,055	5,308	113,542	119,210	125,164	131,430	138,008
COLLECTION SYSTEM MANAGER	74.64	78.73	82.85	87.40	91.95	5,971	6,298	6,628	6,992	7,356	155,246	163,748	172,328	181,792	191,256
COMMUNICATIONS PROGRAM MANAGER	54.18	57.19	60.23	63.25	66.28	4,334	4,575	4,818	5,060	5,302	112,684	118,950	125,268	131,560	137,852
DEPUTY GENERAL MANAGER	107.21	112.64	118.20	124.11	130.31	8,577	9,011	9,456	9,929	10,425	223,002	234,286	245,856	258,154	271,050
DIRECTOR OF ADMINISTRATIVE SERVICES	99.26	104.23	121.94	114.91	120.65	7,941	8,338	8,755	9,193	9,652	206,466	216,788	226,630	236,118	245,952
DIRECTOR OF INFRASTRUCTURE AND PLANNING	99.26	104.23	121.94	114.91	120.65	7,941	8,338	8,755	9,193	9,652	206,466	216,788	226,630	236,118	245,952
DIRECTOR OF WATER QUALITY AND RESOURCE RECOVERY	99.26	104.23	121.94	114.91	120.65	7,941	8,338	8,755	9,193	9,652	206,466	216,788	226,630	236,118	245,952
DISTRICT INSPECTOR	47.65	50.26	52.89	55.79	58.71	3,812	4,021	4,231	4,463	4,697	99,112	104,546	110,006	116,038	122,122
ENGINEER I	45.84	48.35	50.88	53.66	56.46	3,667	3,868	4,070	4,293	4,517	95,342	100,568	105,820	111,618	117,442
ENGINEER II	53.84	56.81	59.75	63.06	66.35	4,307	4,545	4,780	5,045	5,308	111,982	118,170	124,280	131,170	138,008
ENGINEER III	61.85	65.26	68.66	72.44	76.21	4,948	5,221	5,493	5,795	6,097	128,648	135,746	142,818	150,670	158,522
ENVIRONMENTAL COMPLIANCE INSPECTOR	46.46	49.03	51.58	54.41	57.25	3,717	3,922	4,126	4,353	4,580	96,642	101,972	107,276	113,178	119,080
ENVIRONMENTAL SERVICES MANAGER	65.46	69.05	72.66	76.66	80.66	5,237	5,524	5,813	6,133	6,453	136,162	143,624	151,138	159,458	167,778
FINANCE MANAGER	69.41	73.08	76.93	80.76	84.80	5,553	5,846	6,154	6,461	6,784	144,378	151,996	160,004	167,986	176,384
FINANCIAL ANALYST	54.18	57.19	60.23	63.25	66.28	4,334	4,575	4,818	5,060	5,302	112,684	118,950	125,268	131,560	137,852
GENERAL MANAGER				140.76						11,261					292,786
GEOGRAPHICAL INFORMATION SYSTEMS (GIS) PROGRAM ANALYST	62.30	65.26	68.66	72.44	76.21	4,984	5,221	5,493	5,795	6,097	129,584	135,746	142,818	150,670	158,522
HUMAN RESOURCES ANALYST	54.38	57.35	60.50	63.83	67.34	4,350	4,588	4,840	5,106	5,387	113,100	119,288	125,840	132,756	140,062
HUMAN RESOURCES MANAGER	69.41	73.08	76.93	80.76	84.80	5,553	5,846	6,154	6,461	6,784	144,378	151,996	160,004	167,986	176,384
LABORATORY ANALYST I	41.81	44.11	46.41	48.96	51.53	3,345	3,529	3,713	3,917	4,122	86,970	91,754	96,538	101,842	107,172
LABORATORY ANALYST II	46.46	49.03	51.58	54.41	57.25	3,717	3,922	4,126	4,353	4,580	96,642	101,972	107,276	113,178	119,080
LABORATORY MANAGER	65.46	69.05	72.66	76.66	80.66	5,237	5,524	5,813	6,133	6,453	136,162	143,624	151,138	159,458	167,778
LEAD OPERATOR/SHIFT SUPERVISOR	52.01	54.86	57.71	60.90	64.08	4,161	4,389	4,617	4,872	5,126	108,186	114,114	120,042	126,672	133,276
MAINTENANCE FIELD SUPERVISOR	60.61	63.65	66.83	70.18	73.68	4,849	5,092	5,346	5,614	5,894	126,074	132,392	138,996	145,964	153,244
MAINTENANCE TECHNICIAN	41.36	43.64	45.90	48.43	50.95	3,309	3,491	3,672	3,874	4,076	86,034	90,766	95,472	100,724	105,976
MAINTENANCE/INSTRUMENTATION TECHNICIAN	43.43	45.81	48.19	50.86	53.50	3,474	3,665	3,855	4,069	4,280	90,324	95,290	100,230	105,794	111,280
OPERATIONS AND MAINTENANCE MANAGER	74.64	78.73	82.85	87.40	91.95	5,971	6,298	6,628	6,992	7,356	155,246	163,748	172,328	181,792	191,256
OPERATIONS FIELD SUPERVISOR	60.61	63.65	66.83	70.20	73.68	4,849	5,092	5,346	5,616	5,894	126,074	132,392	138,996	146,016	153,244
PLANNING AND SUPPORT MANAGER	74.64	78.73	82.85	87.40	91.95	5,971	6,298	6,628	6,992	7,356	155,246	163,748	172,328	181,792	191,256
PLANT OPERATOR	40.66	42.89	45.13	47.61	50.10	3,253	3,431	3,610	3,809	4,008	84,578	89,206	93,860	99,034	104,208
PLANT OPERATOR-IN-TRAINING	31.24	32.95	34.68	36.58	38.49	2,499	2,636	2,774	2,926	3,079	64,974	68,536	72,124	76,076	80,054
PROJECT MANAGER	53.84	56.81	59.75	63.06	66.35	4,307	4,545	4,780	5,045	5,308	111,982	118,170	124,280	131,170	138,008
RECORDS PROGRAM MANAGER	54.18	57.19	60.23	63.25	66.28	4,334	4,575	4,818	5,060	5,302	112,684	118,950	125,268	131,560	137,852
SECRETARY OF THE DISTRICT/DISTRICT CLERK	57.88	61.08	64.43	67.95	71.69	4,630	4,886	5,154	5,436	5,735	120,380	127,036	134,004	141,336	149,110
SENIOR COLLECTION SYSTEM CREW MEMBER	43.41	45.80	48.19	50.78	53.50	3,473	3,664	3,855	4,062	4,280	90,298	95,264	100,230	105,612	111,280
SENIOR ENVIRONMENTAL COMPLIANCE INSPECTOR	54.16	56.86	59.71	62.70	65.84	4,333	4,549	4,777	5,016	5,267	112,658	118,274	124,202	130,416	136,942
SENIOR HUMAN RESOURCES ANALYST	62.93	66.25	69.74	73.56	77.44	5,034	5,300	5,579	5,885	6,195	130,884	137,800	145,054	153,010	161,070
SENIOR MAINTENANCE TECHNICIAN	45.83	48.35	50.88	53.66	56.46	3,666	3,868	4,070	4,293	4,517	95,316	100,568	105,820	111,618	117,442
SENIOR MAINTENANCE/INSTRUMENTATION TECHNICIAN	49.73	52.46	55.19	58.23	61.26	3,978	4,197	4,415	4,658	4,901	103,428	109,122	114,790	121,108	127,426
SENIOR MANAGEMENT ANALYST	54.18	57.19	60.23	63.25	66.28	4,334	4,575	4,818	5,060	5,302	112,684	118,950	125,268	131,560	137,852
SENIOR PROJECT MANAGER	61.85	65.26	68.66	72.44	76.21	4,948	5,221	5,493	5,795	6,097	128,648	135,746	142,818	150,670	158,522
UTILITY WORKER	33.25	35.08	36.89	38.93	40.95	2,660	2,806	2,951	3,114	3,276	69,160	72,956	76,726	80,964	85,176

TEMPORARY APPOINTMENTS(DISTRICT CODE 2.05.030)

Up to \$40 per hour