West County Wastewater
Hourly, Bi-Weekly and Yearly Wage Schedule
July 1, 2023 - June 30, 2024 (Amended January 1, 2024)
(26 Pay Periods Per Year)

Bargining Unit	FLSA Status	Class Code	Job Classification	Hourly Pay Rate					Bi-Weekly					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
ACU	Non-Exempt	A305	Accountant	$ 51.41	$ 54.25	$ 57.08	$ 60.21	$ 63.35	$ 4,113	$ 4,340	$ 4,566	$ 4,817	$ 5,068	$ 106,933	$ 112,840	$ 118,726	$ 125,237	$ 131,768
ACU	**Non-Exempt**	**A629**	**Administrative Assistant**	**$ 43.34**	**$ 45.70**	**$ 48.09**	**$ 50.75**	**$ 53.38**	**$ 3,467**	**$ 3,656**	**$ 3,847**	**$ 4,060**	**$ 4,270**	**$ 90,147**	**$ 95,056**	**$ 100,027**	**$ 105,560**	**$ 111,030**
ACU	Non-Exempt	A313	Administrative Technician	$ 39.37	$ 41.54	$ 43.71	$ 46.09	$ 48.51	$ 3,150	$ 3,323	$ 3,497	$ 3,687	$ 3,881	$ 81,890	$ 86,403	$ 90,917	$ 95,867	$ 100,901
UNREP	**Non-Exempt**	**U350**	**Assistant Management Analyst**	**$ 44.20**	**$ 46.63**	**$ 49.19**	**$ 51.89**	**$ 54.75**	**$ 3,536**	**$ 3,730**	**$ 3,935**	**$ 4,151**	**$ 4,380**	**$ 91,936**	**$ 96,990**	**$ 102,315**	**$ 107,931**	**$ 113,880**
UNREP	Exempt	U351	Associate Management Analyst	$ 48.61	$ 51.49	$ 54.34	$ 57.19	$ 60.04	$ 3,889	$ 4,119	$ 4,347	$ 4,575	$ 4,803	$ 101,109	$ 107,099	$ 113,027	$ 118,955	$ 124,883
MEU	**Exempt**	**M304**	**Capital Portfolio Manager**	**$ 77.06**	**$ 81.29**	**$ 85.54**	**$ 90.24**	**$ 94.94**	**$ 6,165**	**$ 6,503**	**$ 6,843**	**$ 7,219**	**$ 7,595**	**$ 160,285**	**$ 169,083**	**$ 177,923**	**$ 187,699**	**$ 197,475**
FOU	Non-Exempt	F413	Collection System Crew Member	$ 39.89	$ 42.07	$ 44.27	$ 46.70	$ 49.14	$ 3,191	$ 3,366	$ 3,542	$ 3,736	$ 3,931	$ 82,971	$ 87,506	$ 92,082	$ 97,136	$ 102,211
FOU	**Non-Exempt**	**F411**	**Collection System Field Supervisor**	**$ 60.08**	**$ 63.09**	**$ 66.23**	**$ 69.55**	**$ 73.04**	**$ 4,806**	**$ 5,047**	**$ 5,298**	**$ 5,564**	**$ 5,843**	**$ 124,966**	**$ 131,227**	**$ 137,758**	**$ 144,664**	**$ 151,923**
MEU	Exempt	M410	Collection System Manager	$ 77.06	$ 81.29	$ 85.54	$ 90.24	$ 94.94	$ 6,165	$ 6,503	$ 6,843	$ 7,219	$ 7,595	$ 160,285	$ 169,083	$ 177,923	$ 187,699	$ 197,475
UNREP	**Exempt**	**U401**	**Communications Program Manager**	**$ 55.94**	**$ 59.05**	**$ 62.19**	**$ 65.30**	**$ 68.43**	**$ 4,475**	**$ 4,724**	**$ 4,975**	**$ 5,224**	**$ 5,474**	**$ 116,355**	**$ 122,824**	**$ 129,355**	**$ 135,824**	**$ 142,334**
UNREP	Exempt	U103	Deputy General Manager	$ 110.70	$ 116.24	$ 122.04	$ 128.15	$ 134.55	$ 8,856	$ 9,299	$ 9,763	$ 10,252	$ 10,764	$ 230,256	$ 241,779	$ 253,843	$ 266,552	$ 279,864
UNREP	**Exempt**	**U210**	**Director of Administrative Services**	**$ 102.49**	**$ 107.61**	**$ 112.99**	**$ 118.64**	**$ 124.58**	**$ 8,199**	**$ 8,609**	**$ 9,039**	**$ 9,491**	**$ 9,966**	**$ 213,179**	**$ 223,829**	**$ 235,019**	**$ 246,771**	**$ 259,126**
UNREP	Exempt	U220	Director of Infrastructure and Planning	$ 102.49	$ 107.61	$ 112.99	$ 118.64	$ 124.58	$ 8,199	$ 8,609	$ 9,039	$ 9,491	$ 9,966	$ 213,179	$ 223,829	$ 235,019	$ 246,771	$ 259,126
UNREP	**Exempt**	**U230**	**Director of Water Quality & Resource Recovery**	**$ 102.49**	**$ 107.61**	**$ 112.99**	**$ 118.64**	**$ 124.58**	**$ 8,199**	**$ 8,609**	**$ 9,039**	**$ 9,491**	**$ 9,966**	**$ 213,179**	**$ 223,829**	**$ 235,019**	**$ 246,771**	**$ 259,126**
FOU	Non-Exempt	F320	District Inspector	$ 52.45	$ 55.33	$ 58.21	$ 61.41	$ 64.62	$ 4,196	$ 4,426	$ 4,657	$ 4,913	$ 5,170	$ 109,096	$ 115,086	$ 121,077	$ 127,733	$ 134,410
FOU	**Non-Exempt**	**F331**	**Engineer I**	**$ 50.45**	**$ 53.23**	**$ 56.00**	**$ 59.07**	**$ 62.15**	**$ 4,036**	**$ 4,258**	**$ 4,480**	**$ 4,726**	**$ 4,972**	**$ 104,936**	**$ 110,718**	**$ 116,480**	**$ 122,866**	**$ 129,272**
FOU	Non-Exempt	F332	Engineer III	$ 59.27	$ 62.53	$ 65.77	$ 69.41	$ 73.04	$ 4,742	$ 5,002	$ 5,262	$ 5,553	$ 5,843	$ 123,282	$ 130,062	$ 136,802	$ 144,373	$ 151,923
FOU	**Non-Exempt**	**F333**	**Engineer III**	**$ 68.08**	**$ 71.84**	**$ 75.58**	**$ 79.73**	**$ 83.89**	**$ 5,446**	**$ 5,747**	**$ 6,046**	**$ 6,378**	**$ 6,711**	**$ 141,606**	**$ 149,427**	**$ 157,206**	**$ 165,838**	**$ 174,491**
FOU	Non-Exempt	F520	Environmental Compliance Inspector	$ 51.15	$ 53.96	$ 56.78	$ 59.90	$ 63.02	$ 4,092	$ 4,317	$ 4,542	$ 4,792	$ 5,042	$ 106,392	$ 112,237	$ 118,102	$ 124,592	$ 131,082
MEU	**Exempt**	**M505**	**Environmental Services Manager**	**$ 67.59**	**$ 71.30**	**$ 75.03**	**$ 79.15**	**$ 83.29**	**$ 5,407**	**$ 5,704**	**$ 6,002**	**$ 6,332**	**$ 6,663**	**$ 140,587**	**$ 148,304**	**$ 156,062**	**$ 164,632**	**$ 173,243**
UNREP	Exempt	U636	Finance Manager	$ 71.66	$ 75.45	$ 79.43	$ 83.39	$ 87.55	$ 5,733	$ 6,036	$ 6,354	$ 6,671	$ 7,004	$ 149,053	$ 156,936	$ 165,214	$ 173,451	$ 182,104
UNREP	**Exempt**	**U307**	**Financial Analyst**	**$ 55.94**	**$ 59.05**	**$ 62.19**	**$ 65.30**	**$ 68.43**	**$ 4,475**	**$ 4,724**	**$ 4,975**	**$ 5,224**	**$ 5,474**	**$ 116,355**	**$ 122,824**	**$ 129,355**	**$ 135,824**	**$ 142,334**
CONTRACT	Non-Exempt	G101	General Manager	$ -	$ -	$ -	$ -	$ 140.75					$ 11,260	$ -	$ -	$ -	$ -	$ 292,760
FOU	**Non-Exempt**	**F334**	**Geographical Information Systems Program Analyst**	**$ 68.08**	**$ 71.84**	**$ 75.58**	**$ 79.73**	**$ 83.89**	**$ 5,446**	**$ 5,747**	**$ 6,046**	**$ 6,378**	**$ 6,711**	**$ 141,606**	**$ 149,427**	**$ 157,206**	**$ 165,838**	**$ 174,491**
UNREP	Exempt	U637	Human Resources Analyst	$ 56.14	$ 59.21	$ 62.46	$ 65.90	$ 69.53	$ 4,491	$ 4,737	$ 4,997	$ 5,272	$ 5,562	$ 116,771	$ 123,157	$ 129,917	$ 137,072	$ 144,622
UNREP	**Exempt**	**U638**	**Human Resources Manager**	**$ 71.66**	**$ 75.45**	**$ 79.43**	**$ 83.39**	**$ 87.55**	**$ 5,733**	**$ 6,036**	**$ 6,354**	**$ 6,671**	**$ 7,004**	**$ 149,053**	**$ 156,936**	**$ 165,214**	**$ 173,451**	**$ 182,104**
FOU	Non-Exempt	F515	Laboratory Analyst I	$ 46.03	$ 48.56	$ 51.09	$ 53.90	$ 56.72	$ 3,682	$ 3,885	$ 4,087	$ 4,312	$ 4,538	$ 95,742	$ 101,005	$ 106,267	$ 112,112	$ 117,978
FOU	**Non-Exempt**	**F525**	**Laboratory Analyst II**	**$ 51.15**	**$ 53.96**	**$ 56.77**	**$ 59.90**	**$ 63.02**	**$ 4,092**	**$ 4,317**	**$ 4,542**	**$ 4,792**	**$ 5,042**	**$ 106,392**	**$ 112,237**	**$ 118,082**	**$ 124,592**	**$ 131,082**
MEU	Exempt	M511	Laboratory Manager	$ 67.59	$ 71.30	$ 75.03	$ 79.15	$ 83.29	$ 5,407	$ 5,704	$ 6,002	$ 6,332	$ 6,663	$ 140,587	$ 148,304	$ 156,062	$ 164,632	$ 173,243
FOU	**Non-Exempt**	**F534**	**Lead Operator / Shift Supervisor**	**$ 57.25**	**$ 60.38**	**$ 63.53**	**$ 67.02**	**$ 70.53**	**$ 4,580**	**$ 4,830**	**$ 5,082**	**$ 5,362**	**$ 5,642**	**$ 119,080**	**$ 125,590**	**$ 132,142**	**$ 139,402**	**$ 146,702**
FOU	Non-Exempt	F551	Maintenance Field Supervisor	$ 66.71	$ 70.06	$ 73.56	$ 77.23	$ 81.09	$ 5,337	$ 5,605	$ 5,885	$ 6,178	$ 6,487	$ 138,757	$ 145,725	$ 153,005	$ 160,638	$ 168,667
FOU	**Non-Exempt**	**F555**	**Maintenance Technician**	**$ 45.53**	**$ 48.04**	**$ 50.52**	**$ 53.31**	**$ 56.09**	**$ 3,642**	**$ 3,843**	**$ 4,042**	**$ 4,265**	**$ 4,487**	**$ 94,702**	**$ 99,923**	**$ 105,082**	**$ 110,885**	**$ 116,667**
FOU	Non-Exempt	F556	Maintenance / Instrumentation Technician	$ 47.79	$ 50.43	$ 53.05	$ 55.99	$ 58.89	$ 3,823	$ 4,034	$ 4,244	$ 4,479	$ 4,711	$ 99,403	$ 104,894	$ 110,344	$ 116,459	$ 122,491
MEU	**Exempt**	**M534**	**Operations and Maintenance Manager**	**$ 77.06**	**$ 81.29**	**$ 85.54**	**$ 90.24**	**$ 94.94**	**$ 6,165**	**$ 6,503**	**$ 6,843**	**$ 7,219**	**$ 7,595**	**$ 160,285**	**$ 169,083**	**$ 177,923**	**$ 187,699**	**$ 197,475**
FOU	Non-Exempt	F530	Operations Field Supervisor	$ 66.71	$ 70.06	$ 73.56	$ 77.23	$ 81.09	$ 5,337	$ 5,605	$ 5,885	$ 6,178	$ 6,487	$ 138,757	$ 145,725	$ 153,005	$ 160,638	$ 168,667
MEU	**Exempt**	**M306**	**Planning and Support Manager**	**$ 77.06**	**$ 81.29**	**$ 85.54**	**$ 90.24**	**$ 94.94**	**$ 6,165**	**$ 6,503**	**$ 6,843**	**$ 7,219**	**$ 7,595**	**$ 160,285**	**$ 169,083**	**$ 177,923**	**$ 187,699**	**$ 197,475**
FOU	Non-Exempt	F535	Plant Operator	$ 44.76	$ 47.21	$ 49.67	$ 52.41	$ 55.15	$ 3,581	$ 3,777	$ 3,974	$ 4,193	$ 4,412	$ 93,101	$ 98,197	$ 103,314	$ 109,013	$ 114,712
FOU	**Non-Exempt**	**F537**	**Plant Operator-in-Training**	**$ 34.38**	**$ 36.27**	**$ 38.16**	**$ 40.26**	**$ 42.36**	**$ 2,750**	**$ 2,902**	**$ 3,053**	**$ 3,221**	**$ 3,389**	**$ 71,510**	**$ 75,442**	**$ 79,373**	**$ 83,741**	**$ 88,109**
FOU	Non-Exempt	F321	Project Manager	$ 59.27	$ 62.53	$ 65.77	$ 69.41	$ 73.04	$ 4,742	$ 5,002	$ 5,262	$ 5,553	$ 5,843	$ 123,282	$ 130,062	$ 136,802	$ 144,373	$ 151,923
UNREP	**Exempt**	**U402**	**Records Program Manager**	**$ 55.94**	**$ 59.05**	**$ 62.19**	**$ 65.30**	**$ 68.43**	**$ 4,475**	**$ 4,724**	**$ 4,975**	**$ 5,224**	**$ 5,474**	**$ 116,355**	**$ 122,824**	**$ 129,355**	**$ 135,824**	**$ 142,334**
UNREP	Exempt	U621	Secretary to the District/District Clerk	$ 59.75	$ 63.06	$ 66.53	$ 70.16	$ 74.01	$ 4,780	$ 5,045	$ 5,322	$ 5,613	$ 5,921	$ 124,280	$ 131,165	$ 138,382	$ 145,933	$ 153,941
FOU	**Non-Exempt**	**F412**	**Senior Collection System Crew Member**	**$ 47.78**	**$ 50.42**	**$ 53.05**	**$ 55.89**	**$ 58.88**	**$ 3,822**	**$ 4,034**	**$ 4,244**	**$ 4,471**	**$ 4,710**	**$ 99,382**	**$ 104,874**	**$ 110,344**	**$ 116,251**	**$ 122,470**
FOU	Non-Exempt	F519	Senior Environmental Compliance Inspector	$ 59.62	$ 62.58	$ 65.73	$ 69.01	$ 72.47	$ 4,770	$ 5,006	$ 5,258	$ 5,521	$ 5,798	$ 124,010	$ 130,166	$ 136,718	$ 143,541	$ 150,738
UNREP	**Exempt**	**U365**	**Senior Human Resources Analyst**	**$ 64.98**	**$ 68.40**	**$ 72.00**	**$ 75.95**	**$ 79.95**	**$ 5,198**	**$ 5,472**	**$ 5,760**	**$ 6,076**	**$ 6,396**	**$ 135,158**	**$ 142,272**	**$ 149,760**	**$ 157,976**	**$ 166,296**
FOU	Non-Exempt	F553	Senior Maintenance Technician	$ 50.44	$ 53.23	$ 56.00	$ 59.07	$ 62.15	$ 4,035	$ 4,258	$ 4,480	$ 4,726	$ 4,972	$ 104,915	$ 110,718	$ 116,480	$ 122,866	$ 129,272
FOU	**Non-Exempt**	**F552**	**Senior Maintenance/Instrumentation Technician**	**$ 54.73**	**$ 57.75**	**$ 60.75**	**$ 64.10**	**$ 67.43**	**$ 4,378**	**$ 4,620**	**$ 4,860**	**$ 5,128**	**$ 5,394**	**$ 113,838**	**$ 120,120**	**$ 126,360**	**$ 133,328**	**$ 140,254**
FOU	Non-Exempt	F322	Senior Project Manager	$ 57.76	$ 60.97	$ 64.21	$ 67.42	$ 70.65	$ 4,621	$ 4,878	$ 5,137	$ 5,394	$ 5,652	$ 120,141	$ 126,818	$ 133,557	$ 140,234	$ 146,952
FOU	**Non-Exempt**	**F532**	**Shift Supervisor FOU**	**$ 68.08**	**$ 71.84**	**$ 75.58**	**$ 79.74**	**$ 83.89**	**$ 5,446**	**$ 5,747**	**$ 6,046**	**$ 6,379**	**$ 6,711**	**$ 141,606**	**$ 149,427**	**$ 157,206**	**$ 165,859**	**$ 174,491**
FOU	Non-Exempt	F571	Utility Worker	$ 36.60	$ 38.61	$ 40.60	$ 42.85	$ 45.07	$ 2,928	$ 3,089	$ 3,248	$ 3,428	$ 3,606	$ 76,128	$ 80,309	$ 84,448	$ 89,128	$ 93,746
N/A	Non-Exempt	H301	Temporary-Extra Help				*UP TO*	$ 40.00										