West County Wastewater

Hourly, bi-weekly and Yearly Wage Schedule

July 1, 2024 - June 30, 2025 (Amended April 2, 2025)

				Hourly					Bi-Weekly					Annually				
Bargaining Unit	FLSA Status	Class Code	Job Classification	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**	**53.08**	**56.01**	**58.93**	**62.18**	**65.43**	**4,246**	**4,481**	**4,714**	**4,974**	**5,234**	**110,396**	**116,506**	**122,564**	**129,324**	**136,084**
UNREP	Exempt	U353	ADMINISTRATIVE SERVICES MANAGER	73.99	77.90	82.01	86.10	90.40	5,919	6,232	6,561	6,888	7,232	153,894	162,032	170,586	179,088	188,032
ACU	**Non-Exempt**	**A629**	**ADMINISTRATIVE ASSISTANT**	**40.64**	**42.89**	**45.13**	**47.59**	**50.08**	**3,251**	**3,431**	**3,610**	**3,807**	**4,006**	**84,526**	**89,206**	**93,860**	**98,982**	**104,156**
ACU	Non-Exempt	A313	ADMINISTRATIVE TECHNICIAN	44.75	47.19	49.65	52.40	55.11	3,580	3,775	3,972	4,192	4,409	93,080	98,150	103,272	108,992	114,634
FOU	Non-Exempt	F332	ASSISTANT ENGINEER	59.26	62.53	65.78	69.41	73.04	4,741	5,002	5,262	5,553	5,843	123,266	130,052	136,812	144,378	151,918
UNREP	**Non-Exempt**	**U350**	**ASSISTANT MANAGEMENT ANALYST**	**45.64**	**48.14**	**50.79**	**53.59**	**56.53**	**3,651**	**3,851**	**4,063**	**4,287**	**4,522**	**94,926**	**100,126**	**105,638**	**111,462**	**117,572**
FOU	**Non-Exempt**	**F333**	**ASSOCIATE ENGINEER**	**68.08**	**71.84**	**75.58**	**79.73**	**83.89**	**5,446**	**5,747**	**6,046**	**6,378**	**6,711**	**141,596**	**149,422**	**157,196**	**165,828**	**174,486**
UNREP	Exempt	U351	ASSOCIATE MANAGEMENT ANALYST	50.19	53.16	56.10	59.05	61.99	4,015	4,253	4,488	4,724	4,959	104,390	110,578	116,688	122,824	128,934
MEU	**Exempt**	**M304**	**CAPITAL PORTFOLIO MANAGER**	**79.99**	**84.38**	**88.79**	**93.66**	**98.55**	**6,399**	**6,750**	**7,103**	**7,493**	**7,884**	**166,374**	**175,500**	**184,678**	**194,818**	**204,984**
FOU	Non-Exempt	F413	COLLECTION SYSTEM CREW MEMBER	39.88	42.08	44.26	46.70	49.14	3,190	3,366	3,541	3,736	3,931	82,940	87,516	92,066	97,136	102,206
FOU	**Non-Exempt**	**F411**	**COLLECTION SYSTEM FIELD SUPERVISOR**	**60.08**	**63.09**	**66.24**	**69.55**	**73.04**	**4,806**	**5,047**	**5,299**	**5,564**	**5,843**	**124,956**	**131,222**	**137,774**	**144,664**	**151,918**
MEU	Exempt	M410	COLLECTION SYSTEM MANAGER	83.75	87.94	92.33	96.95	101.80	6,700	7,035	7,386	7,756	8,144	174,200	182,910	192,036	201,656	211,744
UNREP	**Exempt**	**U401**	**COMMUNICATIONS PROGRAM MANAGER**	**57.75**	**60.98**	**64.21**	**67.43**	**70.65**	**4,620**	**4,878**	**5,137**	**5,394**	**5,652**	**120,120**	**126,828**	**133,562**	**140,244**	**146,952**
UNREP	Exempt	U103	DEPUTY GENERAL MANAGER	114.30	120.01	126.00	132.31	138.93	9,144	9,601	10,080	10,585	11,114	237,744	249,626	262,080	275,210	288,964
UNREP	**Exempt**	**U210**	**DIRECTOR OF ADMINISTRATIVE SERVICES**	**105.81**	**111.11**	**116.66**	**122.49**	**128.63**	**8,465**	**8,889**	**9,333**	**9,799**	**10,290**	**220,090**	**231,114**	**242,658**	**254,774**	**267,540**
UNREP	Exempt	U220	DIRECTOR OF INFRASTRUCTURE AND PLANNING	105.81	111.11	116.66	122.49	128.63	8,465	8,889	9,333	9,799	10,290	220,090	231,114	242,658	254,774	267,540
UNREP	**Exempt**	**U230**	**DIRECTOR OF WATER QUALITY & RESOURCE RECOVERY**	**105.81**	**111.11**	**116.66**	**122.49**	**128.63**	**8,465**	**8,889**	**9,333**	**9,799**	**10,290**	**220,090**	**231,114**	**242,658**	**254,774**	**267,540**
FOU	Non-Exempt	F320	DISTRICT INSPECTOR	52.45	55.33	58.21	61.41	64.63	4,196	4,426	4,657	4,913	5,170	109,096	115,076	121,082	127,738	134,420
FOU	Non-Exempt	F520	ENVIRONMENTAL COMPLIANCE INSPECTOR	51.15	53.96	56.78	59.90	63.03	4,092	4,317	4,542	4,792	5,042	106,392	112,242	118,092	124,592	131,092
MEU	**Exempt**	**M505**	**ENVIRONMENTAL SERVICES MANAGER**	**75.88**	**79.66**	**83.65**	**87.83**	**92.23**	**6,070**	**6,373**	**6,692**	**7,026**	**7,378**	**157,820**	**165,698**	**173,992**	**182,676**	**191,828**
UNREP	Exempt	U636	FINANCE MANAGER	73.99	77.90	82.01	86.10	90.40	5,919	6,232	6,561	6,888	7,232	153,894	162,032	170,586	179,088	188,032
UNREP	**Exempt**	**U307**	**FINANCIAL ANALYST**	**57.75**	**60.98**	**64.21**	**67.43**	**70.65**	**4,620**	**4,878**	**5,137**	**5,394**	**5,652**	**120,120**	**126,828**	**133,562**	**140,244**	**146,952**
GM	Non-Exempt	G101	GENERAL MANAGER	0.00	0.00	0.00	0.00	161.88	-	-	-	-	12,950	0	0	0	0	336,700
FOU	**Non-Exempt**	**F334**	**GEOGRAPHICAL INFORMATION SYSTEMS PROGRAM ANALYST**	**68.08**	**71.84**	**75.58**	**79.74**	**83.89**	**5,446**	**5,747**	**6,046**	**6,379**	**6,711**	**141,596**	**149,422**	**157,196**	**165,854**	**174,486**
UNREP	Exempt	U637	HUMAN RESOURCES ANALYST	57.96	61.14	64.49	68.04	71.79	4,637	4,891	5,159	5,443	5,743	120,562	127,166	134,134	141,518	149,318
UNREP	**Exempt**	**U638**	**HUMAN RESOURCES MANAGER**	**73.99**	**77.90**	**82.01**	**86.10**	**90.40**	**5,919**	**6,232**	**6,561**	**6,888**	**7,232**	**153,894**	**162,032**	**170,586**	**179,088**	**188,032**
FOU	**Non-Exempt**	**F331**	**JUNIOR ENGINEER**	**50.45**	**53.23**	**56.00**	**59.08**	**62.14**	**4,036**	**4,258**	**4,480**	**4,726**	**4,971**	**104,936**	**110,708**	**116,480**	**122,876**	**129,246**
FOU	Non-Exempt	F515	LABORATORY ANALYST I	46.03	48.55	51.09	53.90	56.71	3,682	3,884	4,087	4,312	4,537	95,732	100,984	106,262	112,112	117,962
FOU	**Non-Exempt**	**F525**	**LABORATORY ANALYST II**	**51.15**	**53.96**	**56.78**	**59.90**	**63.03**	**4,092**	**4,317**	**4,542**	**4,792**	**5,042**	**106,392**	**112,242**	**118,092**	**124,592**	**131,092**
MEU	Exempt	M511	LABORATORY MANAGER	75.88	79.66	83.65	87.83	92.23	6,070	6,373	6,692	7,026	7,378	157,820	165,698	173,992	182,676	191,828
FOU	**Non-Exempt**	**F534**	**LEAD OPERATOR/SHIFT SUPERVISOR**	**57.25**	**60.38**	**63.53**	**67.03**	**70.54**	**4,580**	**4,830**	**5,082**	**5,362**	**5,643**	**119,080**	**125,580**	**132,132**	**139,412**	**146,718**
FOU	Non-Exempt	F551	MAINTENANCE FIELD SUPERVISOR	66.71	70.05	73.55	77.23	81.09	5,337	5,604	5,884	6,178	6,487	138,762	145,704	152,984	160,628	168,662
FOU	**Non-Exempt**	**F555**	**MAINTENANCE TECHNICIAN**	**45.54**	**48.04**	**50.53**	**53.30**	**56.08**	**3,643**	**3,843**	**4,042**	**4,264**	**4,486**	**94,718**	**99,918**	**105,092**	**110,864**	**116,636**
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	99,398	104,884	110,344	116,454	122,486
MEU	**Exempt**	**M534**	**OPERATIONS AND MAINTENANCE MANAGER**	**85.84**	**90.14**	**94.64**	**99.38**	**104.34**	**6,867**	**7,211**	**7,571**	**7,950**	**8,347**	**178,542**	**187,486**	**196,846**	**206,700**	**217,022**
FOU	Non-Exempt	F530	OPERATIONS FIELD SUPERVISOR	66.71	70.05	73.55	77.23	81.09	5,337	5,604	5,884	6,178	6,487	138,762	145,704	152,984	160,628	168,662
MEU	**Exempt**	**M306**	**PLANNING AND SUPPORT MANAGER**	**79.99**	**84.38**	**88.79**	**93.66**	**98.55**	**6,399**	**6,750**	**7,103**	**7,493**	**7,884**	**166,374**	**175,500**	**184,678**	**194,818**	**204,984**
FOU	Non-Exempt	F535	PLANT OPERATOR	44.76	47.21	49.66	52.41	55.15	3,581	3,777	3,973	4,193	4,412	93,106	98,202	103,298	109,018	114,712
FOU	**Non-Exempt**	**F537**	**PLANT OPERATOR-IN-TRAINING**	**34.39**	**36.26**	**38.16**	**40.25**	**42.36**	**2,751**	**2,901**	**3,053**	**3,220**	**3,389**	**71,526**	**75,426**	**79,378**	**83,720**	**88,114**
FOU	Non-Exempt	F321	PROJECT MANAGER	59.26	62.53	65.78	69.41	73.04	4,741	5,002	5,262	5,553	5,843	123,266	130,052	136,812	144,378	151,918
UNREP	**Exempt**	**U402**	**RECORDS PROGRAM MANAGER**	**57.75**	**60.98**	**64.21**	**67.43**	**70.65**	**4,620**	**4,878**	**5,137**	**5,394**	**5,652**	**120,120**	**126,828**	**133,562**	**140,244**	**146,952**
UNREP	Exempt	U621	SECRETARY TO THE DISTRICT/DISTRICT CLERK	61.69	65.11	68.69	72.44	76.41	4,935	5,209	5,495	5,795	6,113	128,310	135,434	142,870	150,670	158,938
FOU	**Non-Exempt**	**F412**	**SENIOR COLLECTION SYSTEM CREW MEMBER**	**47.78**	**50.41**	**53.05**	**55.89**	**58.89**	**3,822**	**4,033**	**4,244**	**4,471**	**4,711**	**99,372**	**104,858**	**110,344**	**116,246**	**122,486**
FOU	Non-Exempt	F519	SENIOR ENVIRONMENTAL COMPLIANCE INSPECTOR	59.61	62.59	65.74	69.01	72.46	4,769	5,007	5,259	5,521	5,797	123,994	130,182	136,734	143,546	150,722
UNREP	**Exempt**	**U365**	**SENIOR HUMAN RESOURCES ANALYST**	**67.09**	**70.63**	**74.34**	**78.41**	**82.55**	**5,367**	**5,650**	**5,947**	**6,273**	**6,604**	**139,542**	**146,900**	**154,622**	**163,098**	**171,704**
FOU	Non-Exempt	F553	SENIOR MAINTENANCE TECHNICIAN	50.44	53.23	56.00	59.08	62.14	4,035	4,258	4,480	4,726	4,971	104,910	110,708	116,480	122,876	129,246
FOU	**Non-Exempt**	**F552**	**SENIOR MAINTENANCE/INSTRUMENTATION TECHNICIAN**	**54.74**	**57.74**	**60.75**	**64.09**	**67.44**	**4,379**	**4,619**	**4,860**	**5,127**	**5,395**	**113,854**	**120,094**	**126,360**	**133,302**	**140,270**
UNREP	Non-Exempt	U352	SENIOR MANAGEMENT ANALYST	57.75	60.98	64.21	67.43	70.65	4,620	4,878	5,137	5,394	5,652	120,120	126,828	133,562	140,244	146,952
FOU	**Non-Exempt**	**F322**	**SENIOR PROJECT MANAGER**	**68.08**	**71.84**	**75.58**	**79.74**	**83.89**	**5,446**	**5,747**	**6,046**	**6,379**	**6,711**	**141,596**	**149,422**	**157,196**	**165,854**	**174,486**
FOU	Non-Exempt	F571	UTILITY WORKER	36.60	38.60	40.60	42.85	45.06	2,928	3,088	3,248	3,428	3,605	76,128	80,288	84,448	89,128	93,730
TEMPORARY APPOINTMENTS (District Code 2.05.030 Up to $40 per hour																		