



West County Wastewater
Hourly, Bi-weekly, and Yearly Wage Schedule
July 1, 2025 - June 30, 2026

Bargaining Unit	FLSA Status	Class Code	Job Classification	Hourly					Bi-Weekly					Annually				
				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
FOU	Non-Exempt	A305	ACCOUNTANT	\$ 53.08	\$ 56.01	\$ 58.93	\$ 62.18	\$ 65.43	\$ 4,246.00	\$ 4,481.00	\$ 4,714.00	\$ 4,974.00	\$ 5,234.00	\$ 110,396.00	\$ 116,506.00	\$ 122,564.00	\$ 129,324.00	\$ 136,084.00
UNREP	Exempt	U353	ADMINISTRATIVE SERVICES MANAGER	\$ 88.64	\$ 93.07	\$ 97.72	\$ 102.61	\$ 107.74	\$ 7,091.15	\$ 7,445.69	\$ 7,817.96	\$ 8,208.85	\$ 8,619.31	\$ 184,370.00	\$ 193,588.00	\$ 203,267.00	\$ 213,430.00	\$ 224,102.00
FOU	Non-Exempt	A629	ADMINISTRATIVE ASSISTANT	\$ 40.64	\$ 42.89	\$ 45.13	\$ 47.59	\$ 50.08	\$ 3,251.00	\$ 3,431.00	\$ 3,610.00	\$ 3,807.00	\$ 4,006.00	\$ 84,526.00	\$ 89,206.00	\$ 93,860.00	\$ 98,982.00	\$ 104,156.00
FOU	Non-Exempt	A313	ADMINISTRATIVE TECHNICIAN	\$ 44.75	\$ 47.19	\$ 49.65	\$ 52.40	\$ 55.11	\$ 3,580.00	\$ 3,775.00	\$ 3,972.00	\$ 4,192.00	\$ 4,409.00	\$ 93,080.00	\$ 98,150.00	\$ 103,272.00	\$ 108,992.00	\$ 114,634.00
FOU	Non-Exempt	F332	ASSISTANT ENGINEER	\$ 59.26	\$ 62.53	\$ 65.78	\$ 69.41	\$ 73.04	\$ 4,741.00	\$ 5,002.00	\$ 5,262.00	\$ 5,553.00	\$ 5,843.00	\$ 123,266.00	\$ 130,052.00	\$ 136,812.00	\$ 144,378.00	\$ 151,918.00
UNREP	Non-Exempt	U350	ASSISTANT MANAGEMENT ANALYST	\$ 48.27	\$ 50.68	\$ 53.22	\$ 55.88	\$ 58.67	\$ 3,861.65	\$ 4,054.73	\$ 4,257.46	\$ 4,470.35	\$ 4,693.85	\$ 100,403.00	\$ 105,423.00	\$ 110,694.00	\$ 116,229.00	\$ 122,040.00
FOU	Non-Exempt	F333	ASSOCIATE ENGINEER	\$ 68.08	\$ 71.84	\$ 75.58	\$ 79.73	\$ 83.89	\$ 5,446.00	\$ 5,747.00	\$ 6,046.00	\$ 6,378.00	\$ 6,711.00	\$ 141,596.00	\$ 149,422.00	\$ 157,196.00	\$ 165,828.00	\$ 174,486.00
UNREP	Exempt	U351	ASSOCIATE MANAGEMENT ANALYST	\$ 52.94	\$ 55.58	\$ 58.36	\$ 61.28	\$ 64.34	\$ 4,234.81	\$ 4,446.54	\$ 4,668.85	\$ 4,902.31	\$ 5,147.42	\$ 110,105.00	\$ 115,610.00	\$ 121,390.00	\$ 127,460.00	\$ 133,833.00
MEU	Exempt	M304	CAPITAL PORTFOLIO MANAGER	\$ 83.71	\$ 87.90	\$ 92.29	\$ 96.91	\$ 101.75	\$ 6,697.04	\$ 7,031.88	\$ 7,383.46	\$ 7,752.62	\$ 8,140.23	\$ 174,123.00	\$ 182,829.00	\$ 191,970.00	\$ 201,568.00	\$ 211,646.00
FOU	Non-Exempt	F413	COLLECTION SYSTEM CREW MEMBER	\$ 39.88	\$ 42.08	\$ 44.26	\$ 46.70	\$ 49.14	\$ 3,190.00	\$ 3,366.00	\$ 3,541.00	\$ 3,736.00	\$ 3,931.00	\$ 82,940.00	\$ 87,516.00	\$ 92,066.00	\$ 97,136.00	\$ 102,206.00
FOU	Non-Exempt	F411	COLLECTION SYSTEM FIELD SUPERVISOR	\$ 60.08	\$ 63.09	\$ 66.24	\$ 69.55	\$ 73.04	\$ 4,806.00	\$ 5,047.00	\$ 5,299.00	\$ 5,564.00	\$ 5,843.00	\$ 124,956.00	\$ 131,222.00	\$ 137,774.00	\$ 144,864.00	\$ 151,918.00
MEU	Exempt	M410	COLLECTION SYSTEM MANAGER	\$ 86.47	\$ 90.80	\$ 95.34	\$ 100.10	\$ 105.11	\$ 6,917.85	\$ 7,263.73	\$ 7,626.92	\$ 8,008.27	\$ 8,408.69	\$ 179,864.00	\$ 188,857.00	\$ 198,300.00	\$ 208,215.00	\$ 218,626.00
UNREP	Exempt	U401	COMMUNICATIONS PROGRAM MANAGER	\$ 69.24	\$ 72.71	\$ 76.34	\$ 80.16	\$ 84.17	\$ 5,539.54	\$ 5,816.50	\$ 6,107.31	\$ 6,412.69	\$ 6,733.31	\$ 144,028.00	\$ 151,229.00	\$ 158,790.00	\$ 166,730.00	\$ 175,068.00
UNREP	Exempt	U103	DEPUTY GENERAL MANAGER	\$ 122.18	\$ 128.29	\$ 134.71	\$ 141.44	\$ 148.52	\$ 9,774.73	\$ 10,263.46	\$ 10,776.65	\$ 11,315.50	\$ 11,881.27	\$ 254,143.00	\$ 266,850.00	\$ 280,193.00	\$ 294,203.00	\$ 308,913.00
UNREP	Exempt	U210	DIRECTOR OF ADMINISTRATIVE SERVICES	\$ 109.84	\$ 115.33	\$ 121.10	\$ 127.16	\$ 133.51	\$ 8,787.31	\$ 9,226.69	\$ 9,688.04	\$ 10,172.42	\$ 10,681.04	\$ 228,470.00	\$ 239,894.00	\$ 251,889.00	\$ 264,483.00	\$ 277,707.00
UNREP	Exempt	U220	DIRECTOR OF INFRASTRUCTURE AND PLANNING	\$ 109.84	\$ 115.33	\$ 121.10	\$ 127.16	\$ 133.51	\$ 8,787.31	\$ 9,226.69	\$ 9,688.04	\$ 10,172.42	\$ 10,681.04	\$ 228,470.00	\$ 239,894.00	\$ 251,889.00	\$ 264,483.00	\$ 277,707.00
UNREP	Exempt	U230	DIRECTOR OF WATER QUALITY & RESOURCE RECOVERY	\$ 109.84	\$ 115.33	\$ 121.10	\$ 127.16	\$ 133.51	\$ 8,787.31	\$ 9,226.69	\$ 9,688.04	\$ 10,172.42	\$ 10,681.04	\$ 228,470.00	\$ 239,894.00	\$ 251,889.00	\$ 264,483.00	\$ 277,707.00
FOU	Non-Exempt	F320	DISTRICT INSPECTOR	\$ 52.45	\$ 55.33	\$ 58.21	\$ 61.41	\$ 64.63	\$ 4,196.00	\$ 4,426.00	\$ 4,657.00	\$ 4,913.00	\$ 5,170.00	\$ 109,096.00	\$ 115,076.00	\$ 121,082.00	\$ 127,738.00	\$ 134,420.00
FOU	Non-Exempt	F520	ENVIRONMENTAL COMPLIANCE INSPECTOR	\$ 51.15	\$ 53.96	\$ 56.78	\$ 59.90	\$ 63.03	\$ 4,092.00	\$ 4,317.00	\$ 4,542.00	\$ 4,792.00	\$ 5,042.00	\$ 106,392.00	\$ 112,242.00	\$ 118,092.00	\$ 124,592.00	\$ 131,092.00
MEU	Exempt	M505	ENVIRONMENTAL SERVICES MANAGER	\$ 78.34	\$ 82.26	\$ 86.37	\$ 90.69	\$ 95.22	\$ 6,267.15	\$ 6,580.50	\$ 6,909.54	\$ 7,255.00	\$ 7,617.77	\$ 162,946.00	\$ 171,093.00	\$ 179,648.00	\$ 188,630.00	\$ 198,062.00
UNREP	Exempt	U636	FINANCE MANAGER	\$ 90.86	\$ 95.40	\$ 100.17	\$ 105.18	\$ 110.43	\$ 7,268.42	\$ 7,631.85	\$ 8,013.42	\$ 8,414.08	\$ 8,834.77	\$ 188,979.00	\$ 198,428.00	\$ 208,349.00	\$ 218,766.00	\$ 229,704.00
UNREP	Exempt	U307	FINANCIAL ANALYST	\$ 65.91	\$ 69.20	\$ 72.66	\$ 76.30	\$ 80.11	\$ 5,272.58	\$ 5,536.19	\$ 5,813.00	\$ 6,103.65	\$ 6,408.85	\$ 137,087.00	\$ 143,941.00	\$ 151,138.00	\$ 158,695.00	\$ 166,630.00
CONTRACT	Non-Exempt	G101	GENERAL MANAGER	\$ -	\$ -	\$ -	\$ -	\$ 161.88	\$ -	\$ -	\$ -	\$ -	\$ 12,950.00					\$ 336,700.00
FOU	Non-Exempt	F334	GEOGRAPHICAL INFORMATION SYSTEMS PROGRAM ANALYST	\$ 68.08	\$ 71.84	\$ 75.58	\$ 79.74	\$ 83.89	\$ 5,446.00	\$ 5,747.00	\$ 6,046.00	\$ 6,379.00	\$ 6,711.00	\$ 141,596.00	\$ 149,422.00	\$ 157,196.00	\$ 165,854.00	\$ 174,486.00
UNREP	Exempt	U637	HUMAN RESOURCES ANALYST	\$ 64.30	\$ 67.52	\$ 70.89	\$ 74.44	\$ 78.16	\$ 5,144.15	\$ 5,401.35	\$ 5,671.42	\$ 5,955.00	\$ 6,252.77	\$ 133,748.00	\$ 140,435.00	\$ 147,457.00	\$ 154,830.00	\$ 162,572.00
UNREP	Exempt	U638	HUMAN RESOURCES MANAGER	\$ 88.64	\$ 93.07	\$ 97.72	\$ 102.61	\$ 107.74	\$ 7,091.15	\$ 7,445.69	\$ 7,817.96	\$ 8,208.85	\$ 8,619.31	\$ 184,370.00	\$ 193,588.00	\$ 203,267.00	\$ 213,430.00	\$ 224,102.00
FOU	Non-Exempt	F331	JUNIOR ENGINEER	\$ 50.45	\$ 53.23	\$ 56.00	\$ 59.08	\$ 62.14	\$ 4,036.00	\$ 4,258.00	\$ 4,480.00	\$ 4,726.00	\$ 4,971.00	\$ 104,936.00	\$ 110,708.00	\$ 116,480.00	\$ 122,876.00	\$ 129,246.00
FOU	Non-Exempt	F515	LABORATORY ANALYST I	\$ 46.03	\$ 48.55	\$ 51.09	\$ 53.90	\$ 56.71	\$ 3,682.00	\$ 3,884.00	\$ 4,087.00	\$ 4,312.00	\$ 4,537.00	\$ 95,732.00	\$ 100,984.00	\$ 106,262.00	\$ 112,112.00	\$ 117,962.00
FOU	Non-Exempt	F525	LABORATORY ANALYST II	\$ 51.15	\$ 53.96	\$ 56.78	\$ 59.90	\$ 63.03	\$ 4,092.00	\$ 4,317.00	\$ 4,542.00	\$ 4,792.00	\$ 5,042.00	\$ 106,392.00	\$ 112,242.00	\$ 118,092.00	\$ 124,592.00	\$ 131,092.00
MEU	Exempt	M511	LABORATORY MANAGER	\$ 78.34	\$ 82.26	\$ 86.37	\$ 90.69	\$ 95.22	\$ 6,267.15	\$ 6,580.50	\$ 6,909.54	\$ 7,255.00	\$ 7,617.77	\$ 162,946.00	\$ 171,093.00	\$ 179,648.00	\$ 188,630.00	\$ 198,062.00
FOU	Non-Exempt	F534	LEAD OPERATOR/SHIFT SUPERVISOR	\$ 57.25	\$ 60.38	\$ 63.53	\$ 67.03	\$ 70.54	\$ 4,580.00	\$ 4,830.00	\$ 5,082.00	\$ 5,362.00	\$ 5,643.00	\$ 119,080.00	\$ 125,580.00	\$ 132,132.00	\$ 139,412.00	\$ 146,718.00
FOU	Non-Exempt	F551	MAINTENANCE FIELD SUPERVISOR	\$ 66.71	\$ 70.05	\$ 73.55	\$ 77.23	\$ 81.09	\$ 5,337.00	\$ 5,604.00	\$ 5,884.00	\$ 6,178.00	\$ 6,487.00	\$ 138,762.00	\$ 145,704.00	\$ 152,984.00	\$ 160,628.00	\$ 168,662.00
FOU	Non-Exempt	F555	MAINTENANCE TECHNICIAN	\$ 45.54	\$ 48.04	\$ 50.53	\$ 53.30	\$ 56.08	\$ 3,643.00	\$ 3,843.00	\$ 4,042.00	\$ 4,264.00	\$ 4,486.00	\$ 94,718.00	\$ 99,918.00	\$ 105,092.00	\$ 110,864.00	\$ 116,638.00
FOU	Non-Exempt	F556	MAINTENANCE/INSTRUMENTATION TECHNICIAN	\$ 47.79	\$ 50.43	\$ 53.05	\$ 55.99	\$ 58.89	\$ 3,823.00	\$ 4,034.00	\$ 4,244.00	\$ 4,479.00	\$ 4,711.00	\$ 99,398.00	\$ 104,884.00	\$ 110,344.00	\$ 116,454.00	\$ 122,486.00
MEU	Exempt	M534	OPERATIONS AND MAINTENANCE MANAGER	\$ 88.63	\$ 93.06	\$ 97.71	\$ 102.60	\$ 107.73	\$ 7,090.31	\$ 7,444.81	\$ 7,817.04	\$ 8,207.88	\$ 8,618.27	\$ 184,348.00	\$ 193,565.00	\$ 203,243.00	\$ 213,405.00	\$ 224,075.00
FOU	Non-Exempt	F530	OPERATIONS FIELD SUPERVISOR	\$ 66.71	\$ 70.05	\$ 73.55	\$ 77.23	\$ 81.09	\$ 5,337.00	\$ 5,604.00	\$ 5,884.00	\$ 6,178.00	\$ 6,487.00	\$ 138,762.00	\$ 145,704.00	\$ 152,984.00	\$ 160,628.00	\$ 168,662.00
MEU	Exempt	M306	PLANNING AND SUPPORT MANAGER	\$ 83.71	\$ 87.90	\$ 92.29	\$ 96.91	\$ 101.75	\$ 6,697.04	\$ 7,031.88	\$ 7,383.46	\$ 7,752.62	\$ 8,140.23	\$ 174,123.00	\$ 182,829.00	\$ 191,970.00	\$ 201,568.00	\$ 211,646.00
FOU	Non-Exempt	F535	PLANT OPERATOR	\$ 44.76	\$ 47.21	\$ 49.66	\$ 52.41	\$ 55.15	\$ 3,581.00	\$ 3,777.00	\$ 3,973.00	\$ 4,193.00	\$ 4,412.00	\$ 93,106.00	\$ 98,202.00	\$ 103,298.00	\$ 109,018.00	\$ 114,712.00
FOU	Non-Exempt	F537	PLANT OPERATOR-IN-TRAINING	\$ 34.39	\$ 36.26	\$ 38.16	\$ 40.25	\$ 42.36	\$ 2,751.00	\$ 2,901.00	\$ 3,053.00	\$ 3,220.00	\$ 3,389.00	\$ 71,526.00	\$ 75,426.00	\$ 79,378.00	\$ 83,720.00	\$ 88,114.00
FOU	Non-Exempt	F321	PROJECT MANAGER	\$ 59.26	\$ 62.53	\$ 65.78	\$ 69.41	\$ 73.04	\$ 4,741.00	\$ 5,002.00	\$ 5,262.00	\$ 5,553.00	\$ 5,843.00	\$ 123,266.00	\$ 130,052.00	\$ 136,812.00	\$ 144,378.00	\$ 151,918.00
UNREP	Exempt	U402	RECORDS PROGRAM MANAGER	\$ 60.33	\$ 63.35	\$ 66.52	\$ 69.84	\$ 73.33	\$ 4,826.58	\$ 5,067.92	\$ 5,321.31	\$ 5,587.38	\$ 5,866.77	\$ 125,491.00	\$ 131,766.00	\$ 138,354.00	\$ 145,272.00	\$ 152,536.00
UNREP	Exempt	U621	SECRETARY TO THE DISTRICT/DISTRICT CLERK	\$ 65.91	\$ 69.20	\$ 72.66	\$ 76.29	\$ 80.11	\$ 5,272.46	\$ 5,536.08	\$ 5,812.88	\$ 6,103.54	\$ 6,408.73	\$ 137,084.00	\$ 143,938.00	\$ 151,135.00	\$ 158,692.00	\$ 166,627.00
FOU	Non-Exempt	F412	SENIOR COLLECTION SYSTEM CREW MEMBER	\$ 47.78	\$ 50.41	\$ 53.05	\$ 55.89	\$ 58.89	\$ 3,822.00	\$ 4,033.00	\$ 4,244.00	\$ 4,471.00	\$ 4,711.00	\$ 99,372.00	\$ 104,858.00	\$ 110,344.00	\$ 116,246.00	\$ 122,486.00
FOU	Non-Exempt	F519	SENIOR ENVIRONMENTAL COMPLIANCE INSPECTOR	\$ 59.61	\$ 62.59	\$ 65.74	\$ 69.01	\$ 72.46	\$ 4,769.00	\$ 5,007.00	\$ 5,259.00	\$ 5,521.00	\$ 5,797.00	\$ 123,994.00	\$ 130,182.00	\$ 136,734.00	\$ 143,546.00	\$ 150,722.00
UNREP	Exempt	U365	SENIOR HUMAN RESOURCES ANALYST	\$ 71.20	\$ 74.76	\$ 78.50	\$ 82.42	\$ 86.54	\$ 5,695.96	\$ 5,980.77	\$ 6,279.81	\$ 6,593.81	\$ 6,923.50	\$ 148,095.00	\$ 155,500.00	\$ 163,275.00	\$ 171,439.00	\$ 180,011.00
FOU	Non-Exempt	F553	SENIOR MAINTENANCE TECHNICIAN	\$ 50.44	\$ 53.23	\$ 56.00	\$ 59.08	\$ 62.14	\$ 4,035.00	\$ 4,258.00	\$ 4,480.00	\$ 4,726.00	\$ 4,971.00	\$ 104,910.00	\$ 110,708.00	\$ 116,480.00	\$ 122,876.00	\$ 129,246.00
FOU	Non-Exempt	F552	SENIOR MAINTENANCE/INSTRUMENTATION TECHNICIAN	\$ 54.74	\$ 57.74	\$ 60.75	\$ 64.09	\$ 67.44	\$ 4,379.00	\$ 4,619.00	\$ 4,860.00	\$ 5,127.00	\$ 5,395.00	\$ 113,854.00	\$ 120,094.00	\$ 126,360.00	\$ 133,302.00	\$ 140,270.00
UNREP	Non-Exempt	U352	SENIOR MANAGEMENT ANALYST	\$ 61.20	\$ 64.26	\$ 67.48	\$ 70.85	\$ 74.39	\$ 4,896.15	\$ 5,140.96	\$ 5,398.00	\$ 5,667.88	\$ 5,951.27	\$ 127,300.00	\$ 133,665.00	\$ 140,346.00	\$ 147,365.00	\$ 154,733.00
FOU	Non-Exempt	F322	SENIOR PROJECT MANAGER	\$ 68.08	\$ 71.84	\$ 75.58	\$ 79.74	\$ 83.89	\$ 5,446.00	\$ 5,747.00	\$ 6,046.00	\$ 6,379.00	\$ 6,711.00	\$ 141,596.00	\$ 149,422.00	\$ 157,196.00	\$ 165,854.00	\$ 174,