West County Wastewater

Hourly, Bi-weekly, and Yearly Wage Schedule

July 1, 2025 - June 30, 2026 (Amended September 17, 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
FOU	Non-Exempt	F305	ACCOUNTANT	61.20	64.26	67.47	70.85	74.39	4,896.08	5,140.88	5,397.92	5,667.81	5,951.19	127,298	133,663	140,346	147,363	154,731
FOU	**Non-Exempt**	**F629**	**ADMINISTRATIVE ASSISTANT**	**42.76**	**44.90**	**47.15**	**49.50**	**51.98**	**3,421.00**	**3,592.04**	**3,771.65**	**3,960.23**	**4,158.23**	**88,946**	**93,393**	**98,063**	**102,966**	**108,114**
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	193,588	203,267	213,430	224,102
FOU	**Non-Exempt**	**F313**	**ADMINISTRATIVE TECHNICIAN**	**47.81**	**50.20**	**52.71**	**55.34**	**58.11**	**3,824.58**	**4,015.81**	**4,216.62**	**4,427.46**	**4,648.85**	**99,439**	**104,411**	**109,632**	**115,114**	**120,870**
FOU	Non-Exempt	F332	ASSISTANT ENGINEER	63.83	67.02	70.37	73.89	77.59	5,106.50	5,361.81	5,629.88	5,911.38	6,206.96	132,769	139,407	146,377	153,696	161,381
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**	**105,423**	**110,694**	**116,229**	**122,040**
FOU	Non-Exempt	F333	ASSOCIATE ENGINEER	72.35	75.97	79.77	83.76	87.95	5,788.27	6,077.69	6,381.58	6,700.65	7,035.69	150,495	158,020	165,921	174,217	182,928
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**	**115,610**	**121,390**	**127,460**	**133,833**
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	182,829	191,970	201,568	211,646
FOU	**Non-Exempt**	**F413**	**COLLECTION SYSTEM CREW MEMBER**	**44.07**	**46.28**	**48.59**	**51.02**	**53.57**	**3,525.77**	**3,702.08**	**3,887.19**	**4,081.54**	**4,285.62**	**91,670**	**96,254**	**101,067**	**106,120**	**111,426**
FOU	Non-Exempt	F411	COLLECTION SYSTEM FIELD SUPERVISOR	65.43	68.70	72.13	75.74	79.53	5,234.23	5,495.92	5,770.73	6,059.27	6,362.23	136,090	142,894	150,039	157,541	165,418
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**	**188,857**	**198,300**	**208,215**	**218,626**
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	151,229	158,790	166,730	175,066
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**	**266,850**	**280,193**	**294,203**	**308,913**
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	239,894	251,889	264,483	277,707
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**	**239,894**	**251,889**	**264,483**	**277,707**
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	239,894	251,889	264,483	277,707
FOU	**Non-Exempt**	**F320**	**DISTRICT INSPECTOR**	**57.83**	**60.72**	**63.75**	**66.94**	**70.29**	**4,626.00**	**4,857.31**	**5,100.19**	**5,355.19**	**5,622.96**	**120,276**	**126,290**	**132,605**	**139,235**	**146,197**
FOU	Non-Exempt	F520	ENVIRONMENTAL COMPLIANCE INSPECTOR	56.42	59.24	62.20	65.31	68.58	4,513.65	4,739.35	4,976.31	5,225.12	5,486.38	117,355	123,223	129,384	135,853	142,646
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**	**171,093**	**179,648**	**188,630**	**198,062**
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	198,428	208,349	218,766	229,704
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**	**143,941**	**151,138**	**158,695**	**166,630**
GM	Exempt	G101	GENERAL MANAGER	-	-	-	-	167.54	-	-	-	-	13,403.27	-	-	-	-	348,485
FOU	**Non-Exempt**	**F334**	**GEOGRAPHICAL INFORMATION SYSTEMS PROGRAM ANALYST**	**71.64**	**75.22**	**78.98**	**82.93**	**87.08**	**5,730.92**	**6,017.46**	**6,318.35**	**6,634.27**	**6,966.00**	**149,004**	**156,454**	**164,277**	**172,491**	**181,116**
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	140,435	147,457	154,830	162,572
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**	**193,588**	**203,267**	**213,430**	**224,102**
FOU	Non-Exempt	F331	JUNIOR ENGINEER	56.41	59.23	62.19	65.30	68.57	4,512.88	4,738.54	4,975.46	5,224.23	5,485.46	117,335	123,202	129,362	135,830	142,622
FOU	**Non-Exempt**	**F515**	**LABORATORY ANALYST I**	**49.86**	**52.36**	**54.98**	**57.72**	**60.61**	**3,989.15**	**4,188.62**	**4,398.04**	**4,617.92**	**4,848.81**	**103,718**	**108,904**	**114,349**	**120,066**	**126,069**
FOU	Non-Exempt	F525	LABORATORY ANALYST II	55.04	57.80	60.69	63.72	66.91	4,403.46	4,623.62	4,854.81	5,097.54	5,352.42	114,490	120,214	126,225	132,536	139,163
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**	**171,093**	**179,648**	**188,630**	**198,062**
FOU	Non-Exempt	F534	LEAD OPERATOR/SHIFT SUPERVISOR	60.24	63.25	66.41	69.73	73.22	4,818.88	5,059.85	5,312.85	5,578.50	5,857.42	125,291	131,556	138,134	145,041	152,293
FOU	**Non-Exempt**	**F551**	**MAINTENANCE FIELD SUPERVISOR**	**70.46**	**73.98**	**77.68**	**81.56**	**85.64**	**5,636.58**	**5,918.42**	**6,214.35**	**6,525.08**	**6,851.35**	**146,551**	**153,879**	**161,573**	**169,652**	**178,135**
FOU	Non-Exempt	F555	MAINTENANCE TECHNICIAN	51.11	53.66	56.35	59.16	62.12	4,088.73	4,293.15	4,507.81	4,733.19	4,969.85	106,307	111,622	117,203	123,063	129,216
FOU	**Non-Exempt**	**F556**	**MAINTENANCE/INSTRUMENTATION TECHNICIAN**	**53.70**	**56.38**	**59.20**	**62.16**	**65.27**	**4,295.77**	**4,510.58**	**4,736.12**	**4,972.92**	**5,221.58**	**111,690**	**117,275**	**123,139**	**129,296**	**135,761**
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	193,565	203,243	213,405	224,075
FOU	**Non-Exempt**	**F530**	**OPERATIONS FIELD SUPERVISOR**	**72.22**	**75.83**	**79.62**	**83.60**	**87.78**	**5,777.35**	**6,066.23**	**6,369.54**	**6,688.00**	**7,022.38**	**150,211**	**157,722**	**165,608**	**173,888**	**182,582**
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	182,829	191,970	201,568	211,646
FOU	**Non-Exempt**	**F535**	**PLANT OPERATOR**	**47.57**	**49.95**	**52.44**	**55.06**	**57.82**	**3,805.38**	**3,995.65**	**4,195.42**	**4,405.19**	**4,625.46**	**98,940**	**103,887**	**109,081**	**114,535**	**120,262**
FOU	Non-Exempt	F537	PLANT OPERATOR-IN-TRAINING	38.95	40.90	42.95	45.09	47.35	3,116.35	3,272.15	3,435.77	3,607.54	3,787.92	81,025	85,076	89,330	93,796	98,486
FOU	**Non-Exempt**	**F321**	**PROJECT MANAGER**	**62.37**	**65.49**	**68.76**	**72.20**	**75.81**	**4,989.69**	**5,239.19**	**5,501.15**	**5,776.23**	**6,065.04**	**129,732**	**136,219**	**143,030**	**150,182**	**157,691**
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	131,766	138,354	145,272	152,536
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**	**143,938**	**151,135**	**158,692**	**166,627**
FOU	Non-Exempt	F412	SENIOR COLLECTION SYSTEM CREW MEMBER	53.70	56.38	59.20	62.16	65.27	4,295.77	4,510.58	4,736.12	4,972.92	5,221.58	111,690	117,275	123,139	129,296	135,761
FOU	**Non-Exempt**	**F519**	**SENIOR ENVIRONMENTAL COMPLIANCE INSPECTOR**	**62.50**	**65.62**	**68.91**	**72.35**	**75.97**	**4,999.96**	**5,249.96**	**5,512.46**	**5,788.08**	**6,077.46**	**129,999**	**136,499**	**143,324**	**150,490**	**158,014**
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	155,500	163,275	171,439	180,011
FOU	**Non-Exempt**	**F553**	**SENIOR MAINTENANCE TECHNICIAN**	**56.41**	**59.23**	**62.19**	**65.30**	**68.57**	**4,512.88**	**4,738.54**	**4,975.46**	**5,224.23**	**5,485.46**	**117,335**	**123,202**	**129,362**	**135,830**	**142,622**
FOU	Non-Exempt	F552	SENIOR MAINTENANCE/INSTRUMENTATION TECHNICIAN	64.33	67.54	70.92	74.47	78.19	5,146.15	5,403.46	5,673.65	5,957.35	6,255.23	133,800	140,490	147,515	154,891	162,636
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**	**133,665**	**140,348**	**147,365**	**154,733**
FOU	Non-Exempt	F322	SENIOR PROJECT MANAGER	71.64	75.22	78.98	82.93	87.08	5,730.92	6,017.46	6,318.35	6,634.27	6,966.00	149,004	156,454	164,277	172,491	181,116
FOU	**Non-Exempt**	**F571**	**UTILITY WORKER**	**39.92**	**41.92**	**44.02**	**46.22**	**48.53**	**3,193.96**	**3,353.65**	**3,521.35**	**3,697.42**	**3,882.31**	**83,043**	**87,195**	**91,555**	**96,133**	**100,940**

TEMPORARY APPOINTMENTS (District Code 2.05.030) Up to $75 per hour