



West County Wastewater
Hourly, Bi-weekly, and Yearly Wage Schedule
July 1, 2026 - June 30, 2026 (Amended Janurary 1, 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	F305	ACCOUNTANT	63.19	66.35	69.67	73.15	76.81	5,055.19	5,307.96	5,573.35	5,852.00	6,144.61	131,435	138,007	144,907	152,152	159,760
FOU	Non-Exempt	F629	ADMINISTRATIVE ASSISTANT	44.15	46.36	48.68	51.11	53.67	3,532.19	3,708.81	3,894.23	4,088.92	4,293.37	91,837	96,429	101,250	106,312	111,628
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	49.36	51.83	54.42	57.14	60.00	3,948.92	4,146.38	4,353.69	4,571.38	4,799.93	102,672	107,806	113,196	118,856	124,798
FOU	Non-Exempt	F332	ASSISTANT ENGINEER	65.91	69.20	72.66	76.29	80.11	5,272.42	5,536.04	5,812.85	6,103.50	6,408.69	137,083	143,937	151,134	158,691	166,626
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	74.70	78.44	82.36	86.48	90.80	5,976.38	6,275.19	6,588.96	6,918.42	7,264.35	155,386	163,155	171,313	179,879	188,873
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	45.50	47.78	50.17	52.68	55.31	3,640.38	3,822.38	4,013.50	4,214.19	4,424.90	94,650	99,382	104,351	109,569	115,047
FOU	Non-Exempt	F411	COLLECTION SYSTEM FIELD SUPERVISOR	67.55	70.93	74.48	78.20	82.11	5,404.31	5,674.54	5,958.27	6,256.19	6,569.00	140,512	147,538	154,915	162,661	170,794
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	59.70	62.69	65.82	69.12	72.57	4,776.35	5,015.15	5,265.92	5,529.23	5,805.71	124,185	130,394	136,914	143,760	150,948
FOU	Non-Exempt	F520	ENVIRONMENTAL COMPLIANCE INSPECTOR	58.25	61.17	64.23	67.44	70.81	4,660.38	4,893.42	5,138.08	5,394.96	5,664.69	121,170	127,229	133,590	140,269	147,282
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	73.96	77.66	81.55	85.62	89.90	5,917.19	6,213.04	6,523.69	6,849.88	7,192.40	153,847	161,539	169,616	178,097	187,002
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	58.25	61.16	64.21	67.43	70.80	4,659.62	4,892.58	5,137.19	5,394.04	5,663.74	121,150	127,207	133,567	140,245	147,257
FOU	Non-Exempt	F515	LABORATORY ANALYST I	51.49	54.06	56.76	59.60	62.58	4,118.81	4,324.73	4,540.96	4,768.00	5,006.39	107,089	112,443	118,065	123,968	130,166
FOU	Non-Exempt	F525	LABORATORY ANALYST II	56.83	59.67	62.66	65.79	69.08	4,546.58	4,773.92	5,012.62	5,263.23	5,526.38	118,211	124,122	130,328	136,844	143,686
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	62.19	65.30	68.57	72.00	75.60	4,975.54	5,224.31	5,485.54	5,759.81	6,047.79	129,364	135,832	142,624	149,755	157,243
FOU	Non-Exempt	F551	MAINTENANCE FIELD SUPERVISOR	72.75	76.39	80.20	84.21	88.43	5,819.81	6,110.81	6,416.35	6,737.15	7,074.01	151,315	158,881	166,825	175,166	183,924
FOU	Non-Exempt	F555	MAINTENANCE TECHNICIAN	52.77	55.41	58.18	61.09	64.14	4,221.58	4,432.65	4,654.27	4,887.00	5,131.37	109,761	115,249	121,011	127,062	133,416
FOU	Non-Exempt	F556	MAINTENANCE/INSTRUMENTATION TECHNICIAN	55.44	58.21	61.13	64.18	67.39	4,435.42	4,657.19	4,890.04	5,134.54	5,391.28	115,321	121,087	127,141	133,498	140,173
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	74.56	78.29	82.21	86.32	90.63	5,965.12	6,263.38	6,576.54	6,905.35	7,250.61	155,093	162,848	170,990	179,539	188,516
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	49.11	51.57	54.15	56.85	59.70	3,929.08	4,125.54	4,331.81	4,548.38	4,775.79	102,156	107,264	112,627	118,258	124,171
FOU	Non-Exempt	F537	PLANT OPERATOR-IN-TRAINING	40.22	42.23	44.34	46.56	48.89	3,217.62	3,378.50	3,547.42	3,724.81	3,911.03	83,658	87,841	92,233	96,845	101,687
FOU	Non-Exempt	F321	PROJECT MANAGER	64.40	67.62	71.00	74.55	78.28	5,151.92	5,409.50	5,679.96	5,963.96	6,262.15	133,950	140,647	147,679	155,063	162,816
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	55.44	58.21	61.13	64.18	67.39	4,435.42	4,657.19	4,890.04	5,134.54	5,391.28	115,321	121,087	127,141	133,498	140,173
FOU	Non-Exempt	F519	SENIOR ENVIRONMENTAL COMPLIANCE INSPECTOR	64.53	67.76	71.14	74.70	78.44	5,162.42	5,420.54	5,691.58	5,976.15	6,274.98	134,223	140,934	147,981	155,380	163,149
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	58.25	61.16	64.21	67.43	70.80	4,659.62	4,892.58	5,137.19	5,394.04	5,663.74	121,150	127,207	133,567	140,245	147,257
FOU	Non-Exempt	F552	SENIOR MAINTENANCE/INSTRUMENTATION TECHNICIAN	66.42	69.74	73.23	76.89	80.73	5,313.46	5,579.12	5,858.08	6,150.96	6,458.53	138,150	145,057	152,310	159,925	167,922
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	73.96	77.66	81.55	85.62	89.90	5,917.19	6,213.04	6,523.69	6,849.88	7,192.40	153,847	161,539	169,616	178,097	187,002
FOU	Non-Exempt	F571	UTILITY WORKER	41.22	43.28	45.45	47.72	50.11	3,297.81	3,462.69	3,635.81	3,817.62	4,008.48	85,743	90,030	94,531	99,258	104,221

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