



West County Wastewater
Hourly, Bi-weekly, and Yearly Wage Schedule
July 1, 2026 - June 30, 2027

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	92.01	96.61	101.44	106.51	111.84	7,360.58	7,728.62	8,115.04	8,520.81	8,946.84	191,375	200,944	210,991	221,541	232,618
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	50.10	52.61	55.24	58.00	60.90	4,008.38	4,208.81	4,419.23	4,640.19	4,872.21	104,218	109,429	114,900	120,645	126,678
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	54.95	57.69	60.58	63.61	66.79	4,395.73	4,615.50	4,846.27	5,088.58	5,343.03	114,289	120,003	126,003	132,303	138,919
FOU	Non-Exempt	F323	CAPITAL PROGRAM SUPERVISOR	81.36	85.43	89.70	94.19	98.90	6,508.88	6,834.35	7,176.08	7,534.88	7,911.62	169,231	177,693	186,578	195,907	205,702
MEU	Exempt	M307	CAPITAL PROGRAMS AND ENGINEERING MANAGER	94.31	99.02	103.97	109.17	114.63	7,544.62	7,921.85	8,317.92	8,733.81	9,170.49	196,160	205,968	216,266	227,079	238,433
FOU	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	Non-Exempt	M410	COLLECTION SYSTEM MANAGER	89.76	94.25	98.96	103.91	109.10	7,180.69	7,539.73	7,916.73	8,312.58	8,728.22	186,698	196,033	205,835	216,127	226,934
UNREP	Exempt	U401	COMMUNICATIONS PROGRAM MANAGER	71.88	75.47	79.24	83.20	87.36	5,750.00	6,037.50	6,339.38	6,656.35	6,989.17	149,500	156,975	164,824	173,065	181,719
UNREP	Exempt	U103	DEPUTY GENERAL MANAGER	126.83	133.17	139.83	146.82	154.16	10,146.19	10,653.50	11,186.19	11,745.50	12,332.76	263,801	276,991	290,841	305,383	320,652
UNREP	Exempt	U210	DIRECTOR OF ADMINISTRATIVE SERVICES	114.02	119.72	125.70	131.99	138.59	9,121.23	9,577.31	10,056.15	10,558.96	11,086.92	237,152	249,010	261,460	274,533	288,260
UNREP	Exempt	U220	DIRECTOR OF INFRASTRUCTURE AND PLANNING	114.02	119.72	125.70	131.99	138.59	9,121.23	9,577.31	10,056.15	10,558.96	11,086.92	237,152	249,010	261,460	274,533	288,260
UNREP	Exempt	U230	DIRECTOR OF WATER QUALITY & RESOURCE RECOVERY	114.02	119.72	125.70	131.99	138.59	9,121.23	9,577.31	10,056.15	10,558.96	11,086.92	237,152	249,010	261,460	274,533	288,260
FOU	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	F335	ENGINEERING AND TECHNICAL RESOURCES SUPERVISOR	82.92	87.07	91.42	95.99	100.79	6,633.85	6,965.54	7,313.81	7,679.50	8,063.46	172,480	181,104	190,159	199,667	209,650
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	Non-Exempt	M505	ENVIRONMENTAL SERVICES MANAGER	81.32	85.38	89.65	94.13	98.84	6,505.27	6,830.54	7,172.08	7,530.69	7,907.24	169,137	177,594	186,474	195,798	205,588
UNREP	Exempt	U636	FINANCE MANAGER	94.31	99.02	103.97	109.17	114.63	7,544.62	7,921.85	8,317.92	8,733.81	9,170.49	196,160	205,968	216,266	227,079	238,433
UNREP	Exempt	U307	FINANCIAL ANALYST	68.41	71.83	75.42	79.20	83.15	5,472.92	5,746.58	6,033.92	6,335.62	6,652.38	142,296	149,411	156,882	164,726	172,962
GM	Exempt	G101	GENERAL MANAGER	-	-	-	-	179.27	-	-	-	-	14,341.50	-	-	-	-	372,879
FOU	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	Non-Exempt	U637	HUMAN RESOURCES ANALYST	66.75	70.08	73.59	77.27	81.13	5,339.62	5,606.62	5,886.96	6,181.31	6,490.37	138,830	145,772	153,061	160,714	168,750
UNREP	Exempt	U638	HUMAN RESOURCES MANAGER	92.01	96.61	101.44	106.51	111.84	7,360.58	7,728.62	8,115.04	8,520.81	8,946.84	191,375	200,944	210,991	221,541	232,618
FOU	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	Non-Exempt	M511	LABORATORY MANAGER	81.32	85.38	89.65	94.13	98.84	6,505.27	6,830.54	7,172.08	7,530.69	7,907.24	169,137	177,594	186,474	195,798	205,588
FOU	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	Non-Exempt	M534	OPERATIONS AND MAINTENANCE MANAGER	92.00	96.60	101.43	106.50	111.82	7,359.69	7,727.69	8,114.08	8,519.77	8,945.76	191,352	200,920	210,966	221,514	232,590
FOU	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
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	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	Exempt	U402	RECORDS PROGRAM MANAGER	62.63	65.76	69.04	72.50	76.12	5,010.00	5,260.50	5,523.54	5,799.73	6,089.71	130,260	136,773	143,612	150,793	158,332
UNREP	Exempt	U621	SECRETARY TO THE DISTRICT/DISTRICT CLERK	68.41	71.83	75.42	79.19	83.15	5,472.85	5,746.50	6,033.81	6,335.50	6,652.26	142,294	149,409	156,879	164,723	172,959
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	73.91	77.60	81.48	85.55	89.83	5,912.46	6,208.08	6,518.46	6,844.38	7,186.59	153,724	161,410	169,480	177,954	186,851
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	63.53	66.70	70.04	73.54	77.22	5,082.19	5,336.31	5,603.12	5,883.27	6,177.42	132,137	138,744	145,681	152,965	160,613
FOU	Non-Exempt	F322	SENIOR PROJECT MANAGER	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
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