

MWDOC Pay Structure - Effective July 1, 2024 (3.5% range adjustment)

Grade	Dept	Status	Job Classification	Period	Range Min \$	25th %\$	Mid \$	75th %\$	Range Max \$
R1		NE	Intern	Hourly	20.78	22.8575	24.935	27.0125	29.09
R2				Annually	46,459	51,104	55,750	60,396	65,042
				Monthly	3,871	4,259	4,646	5,033	5,420
				Hourly	22.34	24.57	26.81	29.04	31.27
R3				Annually	49,950	54,945	59,940	64,935	69,930
				Monthly	4,163	4,579	4,995	5,412	5,828
				Hourly	24.01	26.41	28.82	31.22	33.62
R4				Annually	53,739	59,112	64,486	69,860	75,234
				Monthly	4,479	4,926	5,374	5,822	6,270
				Hourly	25.84	28.42	31.01	33.59	36.17
R5	WLC	NE	Water Loss Control Programs Assistant	Annually	57,750	63,525	69,300	75,075	80,850
	WUE	NE	WUE Programs Assistant	Monthly	4,813	5,294	5,775	6,257	6,738
				Hourly	27.76	30.54	33.32	36.09	38.87
R6	PA	NE	Public Affairs Assistant	Annually	62,073	68,280	74,487	80,695	86,902
				Monthly	5,173	5,690	6,207	6,725	7,242
				Hourly	29.84	32.83	35.81	38.80	41.78
R7	FIN	NE	Accounting Technician	Annually	66,724	73,396	80,068	86,741	93,413
	ADMIN	NE	Administrative Assistant	Monthly	5,560	6,116	6,672	7,228	7,784
	WLC	NE	Water Loss Control Programs Technician I	Hourly	32.08	35.29	38.50	41.70	44.91
R8	PA	NE	Public Affairs Coordinator I	Annually	71,701	78,871	86,041	93,211	100,381
	ADMIN	NE	Sr. Administrative Assistant	Monthly	5,975	6,573	7,170	7,768	8,365
		NE		Hourly	34.47	37.92	41.37	44.81	48.26
R9	ADMIN	NE	Records Specialist	Annually	77,124	84,836	92,548	100,261	107,973
	WLC	NE	Water Loss Control Programs Technician II	Monthly	6,427	7,070	7,713	8,355	8,998
				Hourly	37.08	40.79	44.50	48.20	51.91
R10	FIN	NE	Accountant	Annually	82,903	91,193	99,483	107,774	116,064
	PA	NE	Public Affairs Coordinator II	Monthly	6,909	7,599	8,290	8,981	9,672
	WUE	NE	Water Use Efficiency Programs Analyst I	Hourly	39.86	43.85	47.83	51.82	55.80
	WEROC	NE	WEROC Emergency Coordinator						
R11	MET	NE	Assoc. Water Resources Analyst	Annually	89,099	98,008	106,918	115,828	124,738
	ADMIN	NE	Executive Assistant	Monthly	7,425	8,168	8,910	9,653	10,395
	WLC	NE	Water Loss Control Programs Lead	Hourly	42.84	47.12	51.41	55.69	59.97
	WUE	NE	Water Use Efficiency Programs Analyst II						
R12	FIN	E	IT System Analyst I	Annually	95,784	105,363	114,941	124,520	134,098
	PA	NE	Public Affairs Specialist	Monthly	7,982	8,780	9,579	10,377	11,175
	FIN	NE	Senior Accountant	Hourly	46.05	50.66	55.26	59.87	64.47
	WEROC	NE	WEROC Emergency Specialist						
R13	FIN	E	Financial Analyst/Database Analyst	Annually	102,990	113,289	123,588	133,887	144,186
	ADMIN	NE	Senior Executive Assistant	Monthly	8,583	9,441	10,299	11,158	12,016
	WUE	NE	Senior Water Use Efficiency Programs Analyst	Hourly	49.51	54.46	59.42	64.37	69.32
	MET	E	Water Resources Analyst						

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R14	FIN	E	Accounting Supervisor	Annually	110,701	121,771	132,841	143,911	154,981
	ENG	E	Associate Engineer	Monthly	9,225	10,148	11,070	11,993	12,915
	FIN	E	IT System Analyst II	Hourly	53.22	58.54	63.87	69.19	74.51
	PA	E	Public Affairs Supervisor						
	ADMIN	E	Senior Human Resources Analyst						
R15	ADMIN	E	District Secretary	Annually	119,006	130,906	142,807	154,707	166,608
	FIN	E	Sr. Financial Analyst/Database Analyst	Monthly	9,917	10,909	11,901	12,892	13,884
	MET	E	Sr. Water Resources Analyst	Hourly	57.21	62.93	68.66	74.38	80.10
	WLC	E	Water Loss Control Programs Supervisor						
	WUE	E	WUE Programs Supervisor						
R16	ADMIN	E	Executive Assist. to the GM & District Secretary	Annually	127,905	140,696	153,486	166,277	179,067
	PA	E	Public Affairs Manager	Monthly	10,659	11,724	12,790	13,856	14,922
	ENG	E	Senior Engineer	Hourly	61.49	67.64	73.79	79.94	86.09
	WEROCE		WEROE Emergency Manager						
R17	FIN	E	Accounting Manager	Annually	137,533	151,286	165,039	178,793	192,546
	GA	E	Government Affairs Manager	Monthly	11,461	12,608	13,754	14,900	16,046
	WUE	E	WUE Programs Manager	Hourly	66.12	72.73	79.35	85.96	92.57
R18	ADMIN	E	Administrative Services Manager	Annually	147,859	162,644	177,430	192,216	207,002
	ENG	E	Principal Engineer	Monthly	12,321	13,554	14,786	16,018	17,250
	MET	E	Principal Water Resources Analyst	Hourly	71.09	78.20	85.31	92.41	99.52
R19				Annually	158,897	174,787	190,677	206,566	222,456
				Monthly	13,241	14,566	15,890	17,214	18,538
				Hourly	76.39	84.03	91.67	99.31	106.95
R20	WEROCE	E	Director of Emergency Management	Annually	170,857	187,943	205,029	222,114	239,200
	FIN	E	Director of Finance/IT	Monthly	14,238	15,662	17,085	18,509	19,933
	GA	E	Director of Government Affairs	Hourly	82.14	90.36	98.57	106.79	115.00
	ADMIN	E	Director of HR & Administration						
	MET	E	Director of Metropolitan Issues & Policy						
	PA	E	Director of Public Affairs						
	WUE	E	Director of Water Use Efficiency Programs						
R21	ENG	E	Director of Engineering/District Engineer	Annually	183,664	202,031	220,397	238,764	257,130
				Monthly	15,306	16,836	18,367	19,897	21,428
				Hourly	88.30	97.13	105.96	114.79	123.62
R22	ADMIN	E	Associate General Manager	Annually	197,436	217,180	236,924	256,667	276,411
				Monthly	16,453	18,098	19,743	21,389	23,034
				Hourly	94.92	104.41	113.91	123.40	132.89
R23	ADMIN	E	Assistant General Manager	Annually	212,249	233,474	254,699	275,924	297,149
				Monthly	17,687	19,456	21,225	22,993	24,762
				Hourly	102.04	112.25	122.45	132.66	142.86
GM		E	General Manager	Annually	259,213	285,134	311,055	336,977	362,898
				Monthly	21,601	23,762	25,922	28,082	30,242
				Hourly	124.62	137.08	149.55	162.01	174.47