

MWDOC Pay Structure - Effective July 1, 2025 (3.3% range adjustment)

Drive Stat	Grade	Dept	Status	Job Classification	Period	Range Min \$	25th %\$	Mid \$	75th %\$	Range Max \$				
sedentary	R1		NE	Intern	Annually									
					Monthly									
					Hourly	21.47	23.61	25.76	27.90	30.05				
	R2				Annually	47,992	52,791	57,590	62,389	67,188				
					Monthly	3,999	4,399	4,799	5,199	5,599				
					Hourly	23.08	25.38	27.69	30.00	32.30				
sedentary	R3	MET	NE	Water Resources Program Assistant	Annually	51,598	56,758	61,918	67,078	72,238				
					Monthly	4,300	4,730	5,160	5,590	6,020				
					Hourly	24.80	27.28	29.77	32.25	34.73				
	R4				Annually	55,512	61,063	66,614	72,166	77,717				
					Monthly	4,626	5,089	5,552	6,014	6,477				
					Hourly	26.69	29.36	32.03	34.70	37.36				
driving sedentary	R5	WLC	NE	Water Loss Control Programs Assistant	Annually	59,656	65,621	71,587	77,552	83,518				
					Monthly	4,972	5,469	5,966	6,463	6,960				
					Hourly	28.68	31.55	34.41	37.28	40.15				
driving	R6	PA	NE	Public Affairs Assistant	Annually	64,121	70,533	76,946	83,358	89,770				
					Monthly	5,344	5,878	6,412	6,947	7,481				
					Hourly	30.82	33.91	36.99	40.08	43.16				
sedentary	R7	FIN	NE	Accounting Technician	Annually	68,925	75,818	82,711	89,603	96,496				
					driving	ADMIN	NE	Administrative Assistant	Monthly	5,743	6,318	6,892	7,467	8,041
					driving	WLC	NE	Water Loss Control Programs Technician I	Hourly	33.14	36.45	39.77	43.08	46.39
driving	R8	PA	NE	Public Affairs Coordinator I	Annually	74,067	81,474	88,880	96,287	103,694				
					driving	ADMIN	NE	Sr. Administrative Assistant	Monthly	6,172	6,789	7,407	8,024	8,641
							NE		Hourly	35.61	39.17	42.73	46.29	49.85
sedentary	R9	BOARD	NE	Records Specialist	Annually	79,669	87,636	95,602	103,569	111,536				
					driving	WLC	NE	Water Loss Control Programs Technician II	Monthly	6,639	7,303	7,967	8,631	9,295
									Hourly	38.30	42.13	45.96	49.79	53.62
sedentary	R10	FIN	NE	Accountant	Annually	85,639	94,203	102,766	111,330	119,894				
					driving	PA	NE	Public Affairs Coordinator II	Monthly	7,137	7,850	8,564	9,278	9,991
					sedentary	WUE	NE	Water Use Efficiency Programs Analyst I	Hourly	41.18	45.29	49.41	53.52	57.64
driving		WEROC	NE	WEROC Emergency Coordinator										
sedentary	R11	MET	NE	Assoc. Water Resources Analyst	Annually	92,039	101,243	110,447	119,650	128,854				
					sedentary	ADMIN	NE	Executive Assistant	Monthly	7,670	8,437	9,204	9,971	10,738
					driving	WLC	NE	Water Loss Control Programs Lead	Hourly	44.25	48.68	53.10	57.53	61.95
sedentary		WUE	NE	Water Use Efficiency Programs Analyst II										
sedentary	R12	FIN	E	IT System Analyst I	Annually	98,945	108,840	118,734	128,629	138,523				
					driving	PA	NE	Public Affairs Specialist	Monthly	8,246	9,070	9,895	10,719	11,544
					sedentary	FIN	NE	Senior Accountant	Hourly	47.57	52.33	57.08	61.84	66.60
driving		WEROC	NE	WEROC Emergency Specialist										
sedentary	R13	FIN	E	Financial Analyst/Database Analyst	Annually	106,389	117,028	127,666	138,305	148,944				
					sedentary	ADMIN	NE	Senior Executive Assistant	Monthly	8,866	9,753	10,639	11,526	12,413
					sedentary	WUE	NE	Senior Water Use Efficiency Programs Analyst	Hourly	51.14	56.26	61.38	66.49	71.61
sedentary		MET	NE	Water Resources Analyst										
sedentary		MET	NE	Water Resources Data Management Analyst										
sedentary		BOARD	NE	Assistant Board Secretary										

sedentary	R14	FIN	E	Accounting Supervisor	Annually	114,354	125,789	137,225	148,660	160,095
sedentary		ENG	E	Associate Engineer	Monthly	9,529	10,482	11,435	12,388	13,341
sedentary		FIN	E	IT System Analyst II	Hourly	54.98	60.47	65.97	71.47	76.97
driving		PA	E	Public Affairs Supervisor						
sedentary		ADMIN	E	Senior Human Resources Analyst						
sedentary	R15	FIN	E	Sr. Financial Analyst/Database Analyst	Annually	122,933	135,226	147,519	159,813	172,106
sedentary		MET	E	Sr. Water Resources Analyst	Monthly	10,244	11,269	12,293	13,318	14,342
driving		WLC	E	Water Loss Control Programs Supervisor	Hourly	59.10	65.01	70.92	76.83	82.74
sedentary		MET	E	Sr. Water Resources Data Management Analyst						
sedentary		WUE	E	WUE Programs Supervisor						
sedentary	R16	BOARD	E	Executive Assist. to the GM & Board Secretary	Annually	132,126	145,338	158,551	171,764	184,976
driving		FIN	E	IT Systems Administrator	Monthly	11,010	12,111	13,212	14,313	15,414
sedentary		MET	E	Water Resources Programs Lead	Hourly	63.52	69.87	76.23	82.58	88.93
sedentary		MET	E	MET Issues & Water Policy Lead						
sedentary		ENG	E	Senior Engineer						
driving		WEROC	E	WEROC Emergency Manager						
sedentary	R17	FIN	E	Accounting Manager	Annually	142,071	156,279	170,486	184,693	198,900
driving		WLC	E	Water Loss Control Programs Manager	Monthly	11,840	13,024	14,208	15,392	16,576
driving		PA	E	Public Affairs Communications Manager	Hourly	68.30	75.13	81.96	88.79	95.62
driving		PA	E	Public Affairs Education Manager						
sedentary		ADMIN	E	Administrative Services Manager						
sedentary		GA	E	Government Affairs Manager						
sedentary		WUE	E	WUE Programs Manager						
sedentary	R18	ENG	E	Principal Engineer	Monthly	152,738	168,012	183,285	198,559	213,833
sedentary		MET	E	MET Issues & Water Policy Manager	Hourly	12,728	14,001	15,274	16,546	17,819
sedentary		MET	E	Water Resources Programs Manager		73.44	80.78	88.12	95.46	102.80
	R19				Annually	164,141	180,555	196,969	213,383	229,797
					Monthly	13,678	15,046	16,414	17,782	19,150
					Hourly	78.91	86.80	94.70	102.59	110.48
driving	R20	WEROC	E	Director of Emergency Management	Annually	176,495	194,145	211,795	229,444	247,094
driving		FIN	E	Director of Finance/IT	Monthly	14,708	16,178	17,649	19,120	20,591
driving		GA	E	Director of Government Affairs	Hourly	84.85	93.34	101.82	110.31	118.80
driving		ADMIN	E	Director of HR & Administration						
driving		MET	E	Director of Metropolitan Issues & Policy						
driving		PA	E	Director of Public Affairs						
driving		WUE	E	Director of Water Use Efficiency Programs						
driving	R21	ENG	E	Director of Engineering/District Engineer	Annually	189,725	208,698	227,670	246,643	265,615
					Monthly	15,811	17,392	18,973	20,554	22,135
					Hourly	91.21	100.34	109.46	118.58	127.70
driving	R22	ADMIN	E	Associate General Manager	Annually	203,952	224,347	244,742	265,137	285,533
					Monthly	16,996	18,695	20,395	22,095	23,794
					Hourly	98.05	107.86	117.66	127.47	137.28
driving	R23	ADMIN	E	Assistant General Manager	Annually	219,254	241,179	263,104	285,030	306,955
					Monthly	18,271	20,098	21,925	23,752	25,579
					Hourly	105.41	115.95	126.49	137.03	147.57
driving	GM		E	General Manager	Annually	267,767	294,544	321,320	348,097	374,874
					Monthly	22,314	24,546	26,777	29,009	31,240
					Hourly	128.73	141.61	154.48	167.35	180.23