MWDOC Pay Structure - Effective July 1, 2026

(3.20% range adjustment)

Dept	Status	Grade	Job Classification	Period	Range Min $	25th %$	Mid $	75th %$	Range Max $
	N/E	1	Intern	Annually	49,537	54,487	59,437	64,388	69,338
				Monthly	4,128	4,541	4,953	5,366	5,778
				Hourly	23.82	26.20	28.58	30.96	33.34
		2	Open	Annually	53,240	58,567	63,894	69,222	74,549
				Monthly	4,437	4,881	5,325	5,768	6,212
				Hourly	25.60	28.16	30.72	33.28	35.84
		3	Open	Annually	57,298	63,024	68,750	74,477	80,203
				Monthly	4,775	5,252	5,729	6,206	6,684
				Hourly	27.55	30.30	33.05	35.81	38.56
	N/E	4	Programs Assistant	Annually	61,555	67,714	73,873	80,031	86,190
				Monthly	5,130	5,643	6,156	6,669	7,183
				Hourly	29.59	32.55	35.52	38.48	41.44
		5	Open	Annually	66,167	72,786	79,405	86,024	92,643
				Monthly	5,514	6,066	6,617	7,169	7,720
				Hourly	31.81	34.99	38.18	41.36	44.54
ACCT	N/E	6	Accounting Technician	Annually	71,134	78,246	85,359	92,471	99,583
ADMIN	N/E		Administrative Assistant I	Monthly	5,928	6,521	7,113	7,706	8,299
WLC	N/E		Water Loss Control Programs Technician I	Hourly	34.20	37.62	41.04	44.46	47.88
PA	N/E	7	Public Affairs Coordinator I	Annually	76,434	84,078	91,723	99,367	107,012
BRDSRV	N/E		Records Specialist I	Monthly	6,369	7,007	7,644	8,281	8,918
				Hourly	36.75	40.42	44.10	47.77	51.45
ADMIN	N/E	8	Administrative Assistant II	Annually	82,221	90,442	98,663	106,884	115,105
WLC	N/E		Water Loss Control Programs Technician II	Monthly	6,852	7,537	8,222	8,907	9,592
				Hourly	39.53	43.48	47.43	51.39	55.34
BRDSRV	N/E	9	Records Specialist II	Annually	88,385	97,222	106,058	114,894	123,731
ACCT	N/E		Accountant	Monthly	7,365	8,102	8,838	9,575	10,311
PA	N/E		Public Affairs Coordinator II	Hourly	42.49	46.74	50.99	55.24	59.49
WUE	N/E		Water Use Efficiency Programs Analyst I						
WEROC	N/E		WEROC Emergency Coordinator						
WUE	N/E	10	Water Use Efficiency Programs Analyst II	Annually	94,993	104,489	113,985	123,481	132,977
WR	E		Water Resources Analyst I	Monthly	7,916	8,707	9,499	10,290	11,081
WLC	N/E		Water Loss Control Programs Technician III	Hourly	45.67	50.24	54.80	59.37	63.93
ADMIN	N/E		Executive Assistant						
HR	N/E	11	Human Resources Analyst	Annually	102,111	112,322	122,533	132,744	142,956
IT	E		IT Systems Analyst I	Monthly	8,509	9,360	10,211	11,062	11,913
PA	N/E		Public Affairs Specialist	Hourly	49.09	54.00	58.91	63.82	68.73
ACCT	N/E		Senior Accountant						
WEROC	N/E		WEROC Emergency Specialist						
BRDSRV	N/E	12	Assistant Board Secretary	Annually	109,783	120,765	131,747	142,728	153,710
FIN	E		Financial Analyst	Monthly	9,149	10,064	10,979	11,894	12,809
ADMIN	N/E		Sr. Executive Assistant	Hourly	52.78	58.06	63.34	68.62	73.90
WUE	N/E		Sr. Water Use Efficiency Programs Analyst						
WLC	N/E		Water Loss Control Programs Lead						
WR	E		Water Resources Analyst II						

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Dept	Status	Grade	Job Classification	Period	Range Min $	25th %$	Mid $	75th %$	Range Max $
IT	E	13	IT System Analyst II	Annually	118,010	129,812	141,614	153,416	165,218
ENG	E		Associate Engineer	Monthly	9,834	10,818	11,801	12,785	13,768
HR	E		Sr. Human Resources Analyst	Hourly	56.74	62.41	68.08	73.76	79.43
ACCT	E	14	Principal Accountant	Annually	126,857	139,546	152,235	164,924	177,613
PA	E		Principal Public Affairs Specialist	Monthly	10,571	11,629	12,686	13,744	14,801
FIN	E		Sr. Financial Analyst	Hourly	60.99	67.09	73.19	79.29	85.39
WR	E		Sr. Water Resources Analyst						
FIN	E	15	Principal Financial Analyst	Annually	136,348	149,985	163,622	177,259	190,896
HR	E		Principal Human Resources Analyst	Monthly	11,362	12,499	13,635	14,772	15,908
WR	E		Principal Water Resources Analyst	Hourly	65.55	72.11	78.66	85.22	91.78
WUE	E		Principal Water Use Efficiency Programs Analyst						
WEROC	E		WEROC Emergency Manager						
ENG	E		Sr. Engineer						
BRDSRV	E		Executive Assistant to the GM & Board Secretary						
IT	E		IT Systems Administrator						
IT	E	16	IT Manager	Annually	146,614	161,277	175,939	190,602	205,264
ACCT	E		Accounting Manager	Monthly	12,218	13,440	14,662	15,883	17,105
ADM	E		Administrative Services Manager	Hourly	70.49	77.54	84.59	91.64	98.68
GA	E		Government Affairs Manager						
PA	E		Public Affairs Manager						
WLC	E		Water Loss Control Programs Manager						
WUE	E		Water Use Efficiency Programs Manager						
WR	E	17	Water Resources Programs Manager	Annually	157,643	173,399	189,155	204,911	220,666
				Monthly	13,137	14,450	15,763	17,076	18,389
				Hourly	75.79	83.36	90.94	98.51	106.09
ENG	E	18	Principal Engineer	Annually	169,387	186,328	203,269	220,210	237,151
				Monthly	14,116	15,527	16,939	18,351	19,763
				Hourly	81.44	89.58	97.73	105.87	114.01
WEROC	E	19	Director of Emergency Management	Annually	182,137	200,353	218,569	236,785	255,001
ADMIN	E		Director of HR & Administration	Monthly	15,178	16,696	18,214	19,732	21,250
GA	E		Director of Government Affairs	Hourly	87.57	96.32	105.08	113.84	122.60
FIN	E		Director of Finance/IT						
PA	E		Director of Public Affairs						
ENG	E	20	Director of Engineering/District Engineer	Annually	195,796	215,376	234,955	254,535	274,115
				Monthly	16,316	17,948	19,580	21,211	22,843
				Hourly	94.13	103.55	112.96	122.37	131.79
GM	E	21	Associate General Manager	Annually	210,475	231,524	252,573	273,621	294,670
				Monthly	17,540	19,294	21,048	22,802	24,556
				Hourly	101.19	111.31	121.43	131.55	141.67
GM	E	22	Assistant GM	Annually	226,263	248,892	271,520	294,149	316,777
				Monthly	18,855	20,741	22,627	24,512	26,398
				Hourly	108.78	119.66	130.54	141.42	152.30
GM	E	GM	General Manager	Annually	276,332	303,966	331,601	359,235	386,869
				Monthly	23,028	25,331	27,633	29,936	32,239
				Hourly	132.85	146.14	159.42	172.71	185.99