## **SWDA** Employee Pay and Classification Structure

\$26.51

\$34.98

\$43.43

Scale				Position	
Grade	Minimum	Midpoint	Maximum	Customer Service Representative I	
Ш1	\$35,433.15	\$46,728.96	\$58,048.54	Recycle Technician II	
H1	\$17.04	\$22.47	\$27.91	Solid Waste Technician	
		•			
Grade	Minimum	Midpoint	Maximum	Customer Service Representative II	
H2	\$37,169.14	\$49,059.46	\$60,949.78	Junior Dispatcher	
H2	\$17.87	\$23.59	\$29.30	Operations Support Specialist I	
				Scale Operator I	
Grade	Minimum	Midpoint	Maximum	Compliance Assistant	
112	\$37,992.46	\$50,116.73	\$62,264.14	Equipment Operator I	
Н3	\$18.27	\$24.09	\$29.93	Driver I	
	·	•		Operations Support Specialist II	
				Scale Operator II	
				Senior Dispatcher	
Grade	Minimum	Midpoint	Maximum	Equipment Operator II	
	\$39,912.91	\$52,638.77	\$65,387.76	Mechanic I	
H4	\$19.19	\$25.31	\$31.44	Driver II	
	'				
Grade	Minimum	Midpoint	Maximum	Asst Customer Service Manager	Equipment Operator III-B
Graue	\$42,296.12	\$55,808.66	\$69,298.07	Buyer II	Operations Support Specialist III
H5	\$20.33	\$26.83	\$33.32	Deputy Officer I	Residential Accountant
	720.33	720.03	<b>755.52</b>	Driver III	Residential Accountant
				Executive Assistant	
Curde	NA:-:	NA: do a la t	N. 0	Donutu Officer II	Davida Avadida v
Grade	Minimum \$44,841.29	Midpoint \$59,140.52	Maximum \$73,462.90	Deputy Officer II Dispatch Supervisor	Route Auditor Transfer Driver/Operator I
Н6	\$21.56	\$28.43	\$75,462.90	Equipment Operator III-A	
	\$21.50	Ş28.43	<b>Ϋ33.32</b>	Junior Accountant	
				Juliot Accountant	
Grade	Minimum	Midpoint	Maximum	Equipment Operator IV	
H7	\$46,182.65	\$60,961.99	\$75,696.35	Mechanic II	
1.7	\$22.20	\$29.31	\$36.39	Transfer Driver/Operator II	
Grade	Minimum	Midpoint	Maximum	Landfill Accountant	Operations Support Supervisor
H8/S8	\$49,062.03	\$64,718.69	\$80,397.84	Customer Services Manager	Recycling Outreach Coordinator
110, 30	\$23.59	\$31.11	\$38.65	Environmental Technician	Systems Technician
				Operations Coordinator	
Grade	Minimum	Midpoint	Maximum	Collection Supervisor (North, South, S	Services)
	\$52,031.40	\$68,610.36	\$85,234.31	Supervisor (MSW, C&D)	
Н9	\$25.02	\$32.99	\$40.98	Master Mechanic (Trucks, Heavy)	
				MRF Manager	
				Transfer Station Supervisor	
				MRF Maintenance Technician	
Grade	Minimum	Midpoint	Maximum	Maintenance Manager	
	\$55,135.74	\$72,749.48	\$90,340.72	Facilities Maintenance Manager	
H10	\$26.51	\$34.08	\$13.13		

Revised: 1/1/2025

## **SWDA** Employee Pay and Classification Structure

Crade   Minimum   Midpoint   Maximum   S58,712.47   \$77,450.97   \$96,211.97   \$28.23   \$37.24   \$46.26   \$38.712.47   \$77,450.97   \$96,211.97   \$28.23   \$37.24   \$46.26   \$38.712.47   \$77.450.97   \$96,211.97   \$28.23   \$37.24   \$46.26   \$38.712.47   \$29.93   \$39.47   \$49.02   \$101,970.74   \$29.93   \$39.47   \$49.02   \$101.970.74   \$29.93   \$39.47   \$49.02   \$101.970.74   \$101.	Scale				Position	
Salary Exempt   Salary Exempt	Grade	Minimum	Midpoint	Maximum		Environ., Health & Safety Manager
Sys. 3   Sys. 24   Sys. 26   Sys. 26   Sys. 26   Sys. 26   Sys. 27   Sys.	1144/544	\$58,712.47	\$77,450.97	\$96,211.97		
Grade   Minimum   Midpoint   Maximum   Director of Collection Services   Senior Accountant	П11/311	\$28.23	\$37.24	\$46.26		
H12/S12			Salary Exempt			
H12/S12			nati ti ti		Divertor of Collegation Commisses	lo · · · ·
Signature   Sign	Grade					Senior Accountant
Salary Exempt   Director of Disposal Services	H12/S12		. ,		-	
Director of Recycle Services		\$29.93				
Grade         Minimum         Midpoint         Maximum           \$13         \$65,968         \$87,033         \$108,098           Salary Exempt         \$108,098         \$108,098           \$14         \$70,250         \$92,681         \$115,113           \$15         \$14         \$15,167         \$99,169         \$123,169           \$15         \$15         \$15,167         \$99,169         \$123,169           \$16         \$16         \$10,111         \$131,793           \$16         \$11,533         \$106,111         \$131,793           \$322         \$86,059         \$113,538         \$141,018           \$322         \$86,059         \$13,538         \$141,018           \$323         \$92,083         \$121,485         \$154,197           \$323         \$92,083         \$121,485         \$154,197           \$323         \$323         \$8323         \$121,485         \$154,197			Salary Exempt			
S13					Director of Recycle Services	1
S13	Grade	Minimum	Midpoint_	Maximum_		
Salary Exempt   Salary Exempt	<b>C12</b>	\$65,968		\$108,098		
S14   \$70,250   \$92,681   \$115,113     Salary Exempt	313		Salary Exempt			
S14   \$70,250   \$92,681   \$115,113   Salary Exempt						
Salary Exempt	Grade					
Salary Exempt   Salary Exempt	S14	\$70,250				Director of Human Resources
\$15   \$75,167   \$99,169   \$123,169			Salary Exempt			
\$15   \$75,167   \$99,169   \$123,169	01.	8.61.11	0.01.1	0.00		
Salary Exempt   Salary Exempt	Grade					
Grade         Minimum         Midpoint         Maximum           \$16         \$80,428         \$106,111         \$131,793           Salary Exempt         Salary Exempt    Grade  Minimum  Midpoint  Maximum  Salary Exempt  Grade  Minimum  Midpoint  Maximum  \$92,083         \$121,485         \$154,197           Salary Exempt         Salary Exempt	S15	\$75,167				
\$80,428   \$106,111   \$131,793			Salary Exempt			
\$80,428   \$106,111   \$131,793	Grade	Minimum	Midpoint	Maximum		
Salary Exempt   Salary Exempt						
Grade         Minimum         Midpoint         Maximum           \$322         \$86,059         \$113,538         \$141,018           Salary Exempt           Grade         Minimum         Midpoint         Maximum           \$92,083         \$121,485         \$154,197           Salary Exempt	S16	, , -				
\$86,059   \$113,538   \$141,018						
Grade Minimum Midpoint Maximum  \$92,083 \$121,485 \$154,197  Salary Exempt	Grade					
Grade Minimum Midpoint Maximum  \$92,083 \$121,485 \$154,197  Salary Exempt	5322	\$86,059				
\$92,083 \$121,485 \$154,197  Salary Exempt			Salary Exempt			
\$92,083 \$121,485 \$154,197  Salary Exempt	Cuada	D.4 in income	Daidesint	Navissa		
Salary Exempt	Grade					
	S323	\$92,083				
			Salary Exempt			1
Grade Minimum Midpoint Maximum	Grade	Minimum	Midpoint	Maximum		
\$08.520 \$120.000 \$161.451	S324					
Salary Exempt		, /				
			'			
Grade Minimum Midpoint Maximum Chief Operations Officer	Grade	Minimum	Midpoint	Maximum		Chief Operations Officer
\$131,782 \$173,863 \$215,944	S325	\$131,782	\$173,863	\$215,944		
Salary Exempt	3323		Salary Exempt			

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