

# SWDA Employee Pay and Classification Structure

Scale				Position
Grade	Minimum	Midpoint	Maximum	
H1	\$35,433.15	\$46,728.96	\$58,048.54	Customer Service Representative I
	\$17.04	\$22.47	\$27.91	Recycle Technician II Solid Waste Technician
H2	\$37,169.14	\$49,059.46	\$60,949.78	Customer Service Representative II
	\$17.87	\$23.59	\$29.30	Junior Dispatcher Operations Support Specialist I Scale Operator I
H3	\$37,992.46	\$50,116.73	\$62,264.14	Compliance Assistant
	\$18.27	\$24.09	\$29.93	Equipment Operator I Driver I Operations Support Specialist II Scale Operator II Senior Dispatcher
H4	\$39,912.91	\$52,638.77	\$65,387.76	Equipment Operator II
	\$19.19	\$25.31	\$31.44	Mechanic I Driver II
H5	\$42,296.12	\$55,808.66	\$69,298.07	Asst Customer Service Manager
	\$20.33	\$26.83	\$33.32	Buyer II Deputy Officer I Driver III Executive Assistant
H6	\$44,841.29	\$59,140.52	\$73,462.90	Deputy Officer II
	\$21.56	\$28.43	\$35.32	Dispatch Supervisor Equipment Operator III-A Junior Accountant
H7	\$46,182.65	\$60,961.99	\$75,696.35	Equipment Operator IV
	\$22.20	\$29.31	\$36.39	Mechanic II Transfer Driver/Operator II
H8/S8	\$49,062.03	\$64,718.69	\$80,397.84	Landfill Accountant
	\$23.59	\$31.11	\$38.65	Customer Services Manager Environmental Technician Operations Coordinator
H9	\$52,031.40	\$68,610.36	\$85,234.31	Operations Support Supervisor
	\$25.02	\$32.99	\$40.98	Recycling Outreach Coordinator Systems Technician
H10	\$55,135.74	\$72,749.48	\$90,340.72	Collection Supervisor (North, South, Services)
	\$26.51	\$34.98	\$43.43	Supervisor (MSW, C&D) Master Mechanic (Trucks, Heavy) MRF Manager Transfer Station Supervisor MRF Maintenance Technician
H10	\$55,135.74	\$72,749.48	\$90,340.72	Maintenance Manager
	\$26.51	\$34.98	\$43.43	Facilities Maintenance Manager

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Scale				Position
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Environ., Health &amp; Safety Manager</b>
<b>H11/S11</b>	\$58,712.47	\$77,450.97	\$96,211.97	
	\$28.23	\$37.24	\$46.26	
	Salary Exempt			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Director of Collection Services Director of Compliance Director of Customer Engagement Director of Disposal Services Director of Recycle Services</b>
<b>H12/S12</b>	\$62,244.22	\$82,107.48	\$101,970.74	
	\$29.93	\$39.47	\$49.02	
	Salary Exempt			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>S13</b>	\$65,968	\$87,033	\$108,098	
	Salary Exempt			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Director of Finance Director of Human Resources</b>
<b>S14</b>	\$70,250	\$92,681	\$115,113	
	Salary Exempt			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>S15</b>	\$75,167	\$99,169	\$123,169	
	Salary Exempt			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>S16</b>	\$80,428	\$106,111	\$131,793	
	Salary Exempt			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>S322</b>	\$86,059	\$113,538	\$141,018	
	Salary Exempt			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>S323</b>	\$92,083	\$121,485	\$154,197	
	Salary Exempt			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>S324</b>	\$98,529	\$129,990	\$161,451	
	Salary Exempt			
<b>Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Chief Operations Officer</b>
<b>S325</b>	\$131,782	\$173,863	\$215,944	
	Salary Exempt			