

SWDA Employee Pay and Classification Structure

Scale				Position	Salary Exempt Position
Grade	Minimum	Midpoint	Maximum	Customer Service Representative I Inmate Supervisor Operations Support Specialist I Scale Operator I Solid Waste Technician	
H1	\$34,401.12	\$45,367.92	\$56,357.81		
	\$16.54	\$21.81	\$27.10		
Grade	Minimum	Midpoint	Maximum	Customer Service Representative II Junior Dispatcher Operations Support Specialist II Scale Operator II	
H2	\$36,086.54	\$47,630.54	\$59,174.54		
	\$17.35	\$22.90	\$28.45		
Grade	Minimum	Midpoint	Maximum	Equipment Operator I Senior Dispatcher Driver I Compliance Assistant	
H3	\$36,885.89	\$48,657.02	\$60,450.62		
	\$17.73	\$23.39	\$29.06		
Grade	Minimum	Midpoint	Maximum	Buyer I Equipment Operator II Mechanic I Operations Support Specialist III Driver II	
H4	\$38,750.40	\$51,105.60	\$63,483.26		
	\$18.63	\$24.57	\$30.52		
Grade	Minimum	Midpoint	Maximum	Asst Customer Service Manger Buyer II Deputy Officer I Dispatch Supervisor Driver III Executive Assistant Equipment Operator III Residential Accountant	
H5	\$41,064.19	\$54,183.17	\$67,279.68		
	\$19.74	\$26.05	\$32.35		
Grade	Minimum	Midpoint	Maximum	Deputy Officer II Route Auditor	
H6	\$43,535.23	\$57,417.98	\$71,323.20		
	\$20.93	\$27.60	\$34.29		
Grade	Minimum	Midpoint	Maximum	Equipment Operator IV Mechanic II	
H7	\$44,837.52	\$59,186.40	\$73,491.60		
	\$21.56	\$28.46	\$35.33		
Grade	Minimum	Midpoint	Maximum	Accountant Customer Services Manager Environmental Technician Operations Coordinator Operations Support Supervisor Recycling Outreach Coordinator Systems Technician	
H8/S8	\$47,633.04	\$62,833.68	\$78,056.16		
	\$22.90	\$30.21	\$37.53		
Grade	Minimum	Midpoint	Maximum	Collection Supervisor (North, South, Services) Supervisor (MSW, C&D) Master Mechanic (Trucks, Heavy, MRF) Transfer Station Supervisor Facilities Coordinator	
H9	\$50,515.92	\$66,612.00	\$82,751.76		
	\$24.29	\$32.03	\$39.78		

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Scale				Position	Salary Exempt Position
Grade	Minimum	Midpoint	Maximum	Maintenance Manager	
H10	\$53,529.84 \$25.74	\$70,630.56 \$33.96	\$87,709.44 \$42.17		
Grade	Minimum	Midpoint	Maximum	Director of Customer Engagement	
H11	\$57,002.40 \$27.41	\$75,195.12 \$36.15	\$93,409.68 \$44.91		
Grade	Minimum	Midpoint	Maximum	Director of Collection Services Director of Compliance Director of Disposal Services Director of Recycle Services	Senior Accountant
H12/S12	\$60,431.28 \$29.05	\$79,716.00 \$38.33	\$99,000.72 \$47.60		
Grade	Minimum	Midpoint	Maximum		
S13	\$64,047	\$84,499	\$104,949		
				Salary Exempt	
Grade	Minimum	Midpoint	Maximum		Director of Finance Director of Human Resources
S14	\$68,204	\$89,981	\$111,760		
				Salary Exempt	
Grade	Minimum	Midpoint	Maximum		
S15	\$72,977	\$96,281	\$119,582		
				Salary Exempt	
Grade	Minimum	Midpoint	Maximum		
S16	\$78,086	\$103,020	\$127,955		
				Salary Exempt	
Grade	Minimum	Midpoint	Maximum		
S322	\$83,553	\$110,232	\$136,911		
				Salary Exempt	
Grade	Minimum	Midpoint	Maximum		
S323	\$89,401	\$117,947	\$149,705		
				Salary Exempt	
Grade	Minimum	Midpoint	Maximum		
S324	\$95,659	\$126,204	\$156,748		
				Salary Exempt	
Grade	Minimum	Midpoint	Maximum		Chief Operations Officer
S325	\$127,944	\$168,799	\$209,655		
				Salary Exempt	