

SWDA Employee Pay and Classification Structure

Scale				Position	
Grade	Minimum	Midpoint	Maximum		
H	\$32,240.00	\$42,556.80	\$52,769.60	Recycle Technician I	
	\$15.50	\$20.46	\$25.37		
H1	\$39,603.20	\$50,481.60	\$62,212.80	CHaRM Support Specialist CHaRM Recycle Technician Customer Service Representative I Recycle Technician II	
	\$19.04	\$24.27	\$29.91		
H2	\$41,329.60	\$53,227.20	\$65,104.00	Customer Service Representative II Operations Support Specialist I Scale Operator I	
	\$19.87	\$25.59	\$31.30		
H3	\$42,161.60	\$54,267.20	\$66,414.40	Compliance Assistant Equipment Operator I Driver I Operations Support Specialist II Scale Operator II Senior Dispatcher	
	\$20.27	\$26.09	\$31.93		
H4	\$44,075.20	\$56,804.80	\$69,555.20	Equipment Operator II Mechanic I Driver II Junior Landfill Accountant	
	\$21.19	\$27.31	\$33.44		
H5	\$46,446.40	\$59,966.40	\$73,465.60	Asst Customer Service Manager Buyer II Deputy Officer I Driver III Executive Assistant Equipment Operator III-B HR Specialist I Residential Accountant	
	\$22.33	\$28.83	\$35.32		
H6	\$49,004.80	\$63,294.40	\$77,625.60	CHaRM Supervisor Deputy Officer II Dispatch Supervisor Equipment Operator III-A Junior Accountant Route Auditor Transfer Driver/Operator I	
	\$23.56	\$30.43	\$37.32		
H7	\$50,336.00	\$65,124.80	\$79,851.20	Asst. MRF Manager Equipment Operator IV Mechanic II Transfer Driver/Operator II	
	\$24.20	\$31.31	\$38.39		
H8	\$53,227.20	\$68,868.80	\$84,552.00	Landfill Accountant Customer Services Manager Environmental Technician Operations Coordinator Operations Support Supervisor Recycling Outreach Coordinator Systems Technician	
	\$25.59	\$33.11	\$40.65		
H9	\$56,201.60	\$72,779.20	\$89,398.40	Collection Supervisor (North, South, Services) Supervisor (MSW, C&D) Master Mechanic (Trucks, Heavy) MRF Manager MRF Maintenance Technician Transfer Station Supervisor	
	\$27.02	\$34.99	\$42.98		

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H10	\$59,300.80	\$76,918.40	\$94,494.40	Maintenance Manager Facilities Maintenance Manager
	\$28.51	\$36.98	\$45.43	
H11/S11	\$62,878.40	\$81,619.20	\$100,380.80	Director of Marketing Environ., Health & Safety Manager
	\$30.23	\$39.24	\$48.26	
	Salary Exempt			
H12/S12	\$66,414.40	\$86,257.60	\$106,121.60	Senior Accountant
	\$31.93	\$41.47	\$51.02	
	Salary Exempt			
H13/S13	\$70,128	\$91,193	\$112,258	Director of Collection Services Director of Compliance Director of Customer Engagement Director of Disposal Services Senior Heavy Equipment Technician
	\$33.72	\$43.84	\$53.97	
	Salary Exempt			
H14/S14	\$74,410	\$96,841	\$119,273	Director of Maintenance Director of Finance Director of Human Resources
	\$35.77	\$46.56	\$57.34	
	Salary Exempt			
S15	\$79,327	\$103,329	\$127,329	
	Salary Exempt			
S16	\$84,588	\$110,271	\$135,953	
	Salary Exempt			
S322	\$90,219	\$117,698	\$145,178	
	Salary Exempt			
S323	\$96,243	\$125,645	\$158,357	
	Salary Exempt			
S324	\$102,689	\$134,150	\$165,611	
	Salary Exempt			
S325	\$135,942	\$178,023	\$220,104	Chief Operations Officer
	Salary Exempt			