

Virginia Work for Water Committee

2025 Hourly Pay Examples*

Visit these websites for more information

<https://www.workforwater.org>

<https://www.vwea.org/page/WorkforWater>

<https://www.vaawwa.org/page/work-for-water>

Position name	Starting Hourly Rate Range	Manager/Upper Hourly Rate
Administrative Assistant	\$22-\$36	\$50
Accountant	\$23-\$62	\$80
Project Manager	\$31-\$51	\$86
Regulatory Compliance Specialist	\$27-\$45	\$61
Engineer	\$32-\$54	\$88
Engineering Technician	\$22-\$37	\$67
Chemist/Lab Analyst	\$28-\$47	\$80
Financial Specialist	\$28-\$47	\$79
Buildings and Grounds Worker	\$22-\$50	\$60
Heavy Equipment Operator	\$24-\$41	\$45
Human Resources Specialist	\$29-\$62	\$71
HVAC Technician	\$26-\$43	\$46
Industrial Electrician	\$24-\$46	\$56
IT Technician	\$28-\$47	\$88
Instrumentation Technician	\$28-\$57	\$58
Inventory Manager	\$28-\$54	\$73
Maintenance Worker	\$19-\$32	\$60
Outreach/Communications	\$28-\$47	\$54
Painter	\$24-\$41	\$46
Plant Mechanic	\$27-\$50	\$58
Plant Operator	\$24-\$41	\$60
Safety Analyst	\$34-\$56	\$57
Welder	\$26-\$43	\$57
Top Management	\$75-100+	N/A

*Positions and pay listed are an example of two Northern Virginia Wastewater Utilities and does not reflect Northern Virginia Utilities as a whole.

