

EXHIBIT "B"

**SOUTH ORANGE COUNTY WASTEWATER AUTHORITY
EMPLOYEE HANDBOOK - JOB CLASSIFICATION SALARY SCHEDULE**

July 1, 2016

Classification	Non-Management / Non-Exempt				
	Salary Range	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary
Operations/Maintenance Department					
<i>Operations</i>					
Operator III/Shift Supervisor	43	\$ 38.24	\$ 48.80	\$ 6,628.27	\$ 8,458.67
Operator Grade II	41	\$ 34.68	\$ 44.26	\$ 6,011.20	\$ 7,671.73
Operator Grade I	37	\$ 28.52	\$ 36.41	\$ 4,943.47	\$ 6,311.07
Operator in Training	35	\$ 25.88	\$ 33.03	\$ 4,075.07	\$ 5,201.73
<i>Maintenance</i>					
Maintenance Mechanic III / Supervisor	42.5	\$ 37.32	\$ 47.64	\$ 6,468.80	\$ 8,257.60
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Maintenance Mechanic II	38	\$ 29.95	\$ 38.24	\$ 5,191.33	\$ 6,628.27
Maintenance Mechanic II / Truck Driver	38	\$ 29.95	\$ 38.24	\$ 5,191.33	\$ 6,628.27
Maintenance Mechanic I	36	\$ 27.16	\$ 34.68	\$ 4,707.73	\$ 6,011.20
Inventory Control Specialist	36	\$ 27.16	\$ 34.68	\$ 4,707.73	\$ 6,011.20
<i>Support Services</i>					
Information System Administrator	43	\$ 38.24	\$ 48.80	\$ 6,628.27	\$ 8,458.67
Sr. Electrician/SCADA Technician	45	\$ 42.13	\$ 53.80	\$ 7,302.53	\$ 9,325.33
Electrical/Instrumentation Technician	42	\$ 36.41	\$ 46.48	\$ 6,311.07	\$ 8,056.53
Electrician	40	\$ 33.03	\$ 42.13	\$ 5,725.20	\$ 7,302.53
Environmental Compliance Laboratory Services					
Environmental Compliance Specialist	43.5	\$ 39.19	\$ 50.01	\$ 6,792.93	\$ 8,668.40
Laboratory Technician III	43.5	\$ 39.19	\$ 50.01	\$ 6,792.93	\$ 8,668.40
Laboratory Technician II	41	\$ 34.68	\$ 44.26	\$ 6,011.20	\$ 7,671.73
Laboratory Technician I	39	\$ 31.47	\$ 40.14	\$ 5,454.80	\$ 6,957.60
Laboratory Aide/Sampler	35	\$ 25.88	\$ 33.03	\$ 4,485.87	\$ 5,725.20
Engineering					
Sr. Engineer	50	\$ 53.80	\$ 68.67	\$ 9,325.33	\$ 11,902.80
Associate Engineer	47.5	\$ 47.64	\$ 60.79	\$ 8,257.60	\$ 10,536.93
Finance					
Procurement/Contracts Administrator	35	\$ 25.88	\$ 33.03	\$ 4,485.87	\$ 5,725.20
Sr. Accountant	43	\$ 38.24	\$ 48.80	\$ 6,628.27	\$ 8,458.67
Accounts Payable/Payroll Accountant	35	\$ 25.88	\$ 33.03	\$ 4,485.87	\$ 5,725.20

Classification	Management / Non-Exempt				
	Salary Range	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary
Operations/Maintenance					
Chief Operator	47	\$ 46.48	\$ 59.33	\$ 8,056.53	\$ 10,283.87
Support Services					
Support Services Supervisor	46.5	\$ 45.37	\$ 57.91	\$ 7,864.13	\$ 10,037.73
Environmental Compliance					
Environmental Compliance Safety Risk Manager	43.5	\$ 39.19	\$ 50.01	\$ 6,792.93	\$ 8,668.40
Source Control Manager	46	\$ 44.26	\$ 56.49	\$ 7,671.73	\$ 9,791.60
Laboratory Manager	48	\$ 48.80	\$ 62.30	\$ 8,458.67	\$ 10,798.67
Administration					
Executive Assistant/Clerk of the Board	43	\$ 38.24	\$ 48.80	\$ 6,628.27	\$ 8,458.67
Human Resource Administrator	45.5	\$ 43.20	\$ 55.13	\$ 7,488.00	\$ 9,555.87

Classification	Management / Exempt				
	Salary Range	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary
Executive Management					
General Manager		Set by the Board by Contract			\$ 17,508.40
Engineering Division					
Director of Engineering	54	\$ 65.39	\$ 83.46	\$ 11,334.27	\$ 14,466.40
Operations Division					
Director of Operations	54	\$ 65.39	\$ 83.46	\$ 11,334.27	\$ 14,466.40
Superintendent of Operations & Maintenance	50	\$ 53.80	\$ 68.67	\$ 9,325.33	\$ 11,902.80
Environmental Compliance Division					
Director of Environmental Compliance	54	\$ 65.39	\$ 83.46	\$ 11,334.27	\$ 14,466.40
Administration Division					
Finance Controller	52	\$ 59.33	\$ 75.70	\$ 10,283.87	\$ 13,121.33