

SOUTH ORANGE COUNTY WASTEWATER AUTHORITY
EMPLOYEE HANDBOOK - JOB CLASSIFICATION SALARY SCHEDULE
 REVISED 7/1/2026 w/COLA of 3.4%

SEA Represented Classifications / Non-Exempt						
Classification	Salary Range	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary	
<i>Operations</i>						
Lead Operator	43.5	\$ 56.20	\$ 71.71	\$ 9,741.33	\$ 12,429.73	
Operator Grade III	43	\$ 54.82	\$ 69.96	\$ 9,502.13	\$ 12,126.40	
Operator Grade II	41	\$ 49.71	\$ 63.46	\$ 8,616.40	\$ 10,999.73	
Operator Grade I	37	\$ 40.87	\$ 52.19	\$ 7,084.13	\$ 9,046.27	
Operator in Training	35	\$ 37.11	\$ 47.35	\$ 6,432.40	\$ 8,207.33	
<i>Maintenance</i>						
Maintenance Mechanic III / Truck Driver	43.5	\$ 56.20	\$ 71.71	\$ 9,741.33	\$ 12,429.73	
Maintenance Mechanic III	42.5	\$ 53.51	\$ 68.29	\$ 9,275.07	\$ 11,836.93	
Maintenance Mechanic II	38	\$ 42.95	\$ 54.82	\$ 7,444.67	\$ 9,502.13	
Maintenance Mechanic I	36	\$ 38.95	\$ 49.71	\$ 6,751.33	\$ 8,616.40	
Procurement Technician (Buyer)	40.5	\$ 48.54	\$ 61.94	\$ 8,413.60	\$ 10,736.27	
<i>Support Services</i>						
Sr. Electrician/SCADA Technician	45	\$ 60.39	\$ 77.14	\$ 10,467.60	\$ 13,370.93	
SCADA Technician	45	\$ 60.39	\$ 77.14	\$ 10,467.60	\$ 13,370.93	
Lead Electrical/Instrumentation Technician	43.5	\$ 56.20	\$ 71.71	\$ 9,741.33	\$ 12,429.73	
Electrical/Instrumentation Technician	42	\$ 52.19	\$ 66.64	\$ 9,046.27	\$ 11,550.93	
Electrical Technician	40	\$ 47.35	\$ 60.39	\$ 8,207.33	\$ 10,467.60	
<i>Laboratory Services</i>						
Laboratory Q&A Specialist	44.5	\$ 59.04	\$ 75.30	\$ 10,233.60	\$ 13,052.00	
Laboratory Technician III	43.5	\$ 56.20	\$ 71.71	\$ 9,741.33	\$ 12,429.73	
Laboratory Technician II	41	\$ 49.71	\$ 63.46	\$ 8,616.40	\$ 10,999.73	
Laboratory Technician I	39	\$ 45.13	\$ 57.57	\$ 7,822.53	\$ 9,978.80	
Laboratory Aide/Sampler	35	\$ 37.11	\$ 47.35	\$ 6,432.40	\$ 8,207.33	

Unrepresented Classifications						
Classification	Salary Range	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary	
<i>Operations</i>						
Assistant Chief Operator	44	\$ 57.57	\$ 73.46	\$ 9,978.80	\$ 12,733.07	
<i>Maintenance</i>						
Maintenance Mechanic Supervisor	44	\$ 57.57	\$ 73.46	\$ 9,978.80	\$ 12,733.07	
<i>Environmental Compliance</i>						
Source Control Manager	48	\$ 69.96	\$ 89.32	\$ 12,126.40	\$ 15,482.13	
<i>Administration</i>						
Assistant Clerk	36	\$ 38.95	\$ 49.71	\$ 6,751.33	\$ 8,616.40	
Administrative Assistant	30	\$ 29.02	\$ 37.00	\$ 5,030.13	\$ 6,413.33	
Sr. Accountant	43	\$ 54.82	\$ 69.96	\$ 9,502.13	\$ 12,126.40	
Accountant	38	\$ 42.95	\$ 54.82	\$ 7,444.67	\$ 9,502.13	
Staff Accountant	37	\$ 40.87	\$ 52.19	\$ 7,084.13	\$ 9,046.27	

Professional Classifications						
Classification	Salary Range	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary	
<i>Operations / Safety / Maintenance</i>						
Chief Operator	50	\$ 77.14	\$ 98.45	\$ 13,370.93	\$ 17,064.67	
Chief Mechanic	50	\$ 77.14	\$ 98.45	\$ 13,370.93	\$ 17,064.67	
Safety & Emergency Manager	45.5	\$ 61.94	\$ 79.05	\$ 10,736.27	\$ 13,702.00	
<i>Engineering</i>						
Associate Engineer	45	\$ 60.39	\$ 77.14	\$ 10,467.60	\$ 13,370.93	
<i>Environmental Compliance / Laboratory Services</i>						
Laboratory Quality Manager	46	\$ 63.46	\$ 80.98	\$ 10,999.73	\$ 14,036.53	
<i>Administration Division</i>						
Human Resource Administrator	49	\$ 73.46	\$ 93.76	\$ 12,733.07	\$ 16,251.73	

Management Classifications						
Classification	Salary Range	Minimum Hourly Salary	Maximum Hourly Salary	Minimum Monthly Salary	Maximum Monthly Salary	
<i>Executive Management Division</i>						
General Manager		Set by the Board by Contract			\$	26,242.37
Deputy GM/Chief Engineer	55	\$ 98.45	\$ 125.64	\$ 17,064.67	\$	21,777.60
Operations Superintendent	52	\$ 85.08	\$ 108.55	\$ 14,747.20	\$	18,815.33
Capital Improvement Program (CIP) Manager	52	\$ 85.08	\$ 108.55	\$ 14,747.20	\$	18,815.33
Chief Technology Officer	52	\$ 85.08	\$ 108.55	\$ 14,747.20	\$	18,815.33
Environmental Compliance Manager	52	\$ 85.08	\$ 108.55	\$ 14,747.20	\$	18,815.33