

**SOOS CREEK WATER & SEWER DISTRICT**  
**2026 SALARY STRUCTURE**

GRADE	POSITION	MINIMUM	MAXIMUM
16	GENERAL MANAGER	\$17,802	\$24,922
15	BUDGET AND FINANCE DIRECTOR	\$13,241	\$19,067
15	ENGINEERING MANAGER	\$13,241	\$19,067
14	HUMAN RESOURCES MANAGER	\$12,037	\$17,334
14	OPERATIONS MANAGER	\$12,037	\$17,334
13	N/A	\$10,944	\$15,321
12	ACCOUNTING MANAGER	\$9,949	\$13,928
12	FIELD SUPERVISOR	\$9,949	\$13,928
12	IT BUSINESS ANALYST/PROGRAM MANAGER	\$9,949	\$13,928
12	PROJECT ENGINEER	\$9,949	\$13,928
11	DEVELOPMENT ADMINISTRATION SUPERVISOR	\$9,045	\$12,662
11	IT SYSTEMS ANALYST	\$9,045	\$12,662
11	SENIOR TECHNICIAN	\$9,045	\$12,662
11	TECHNICAL ANALYST (SCADA)	\$9,045	\$12,662
10	ACCOUNTING SUPERVISOR	\$8,222	\$11,511
10	DESIGN ENGINEER	\$8,222	\$11,511
9	CONSTRUCTION INSPECTOR II	\$7,475	\$10,090
9	WATER/WASTEWATER SPECIALIST III	\$7,475	\$10,090
8	ASSISTANT ENGINEER	\$6,795	\$9,174
8	CONSTRUCTION INSPECTOR I	\$6,795	\$9,174
8	DEVELOPMENT COORDINATOR II	\$6,795	\$9,174
8	PERMIT SPECIALIST II	\$6,795	\$9,174
7	PAYROLL AND ACCOUNTS PAYABLE SPECIALIST	\$6,351	\$8,573
7	WATER/WASTEWATER SPECIALIST II	\$6,351	\$8,573
6	ADMINISTRATIVE ASSISTANT III	\$5,935	\$8,013
6	BILLING AND CUSTOMER SERVICE REPRESENTATIVE III	\$5,935	\$8,013
6	DEVELOPMENT COORDINATOR I	\$5,935	\$8,013
6	PERMIT SPECIALIST I	\$5,935	\$8,013
6	WATER/WASTEWATER SPECIALIST I	\$5,935	\$8,013
5	ADMINISTRATIVE ASSISTANT II	\$5,599	\$7,559
5	BILLING AND CUSTOMER SERVICE REPRESENTATIVE II	\$5,599	\$7,559
5	UTILITY WORKER	\$5,599	\$7,559
4	ADMINISTRATIVE ASSISTANT I	\$5,282	\$7,130
4	BILLING AND CUSTOMER SERVICE REPRESENTATIVE I	\$5,282	\$7,130
3	N/A	\$5,079	\$6,857
2	N/A	\$4,883	\$6,349
1	TEMPORARY FIELD WORKER	\$4,572	\$5,944
1	TEMPORARY OFFICE WORKER	\$4,572	\$5,944

NOTE: Grades 1 - 12 (excluding the Accounting Manager, IT Business Analyst/Program Manager, and Project Engineer) are non-exempt positions and are paid on an hourly basis determined by converting the annualized monthly rate to an hourly rate of pay.