Ironhouse Sanitary District
Salary Step Schedule (Annual Pay)
(As of: 7/1/2026, Reflects 2.5% COLA*)

	Step 1	Step 2	Step 3	Step 4	Step 5
	FY 26/27				
	Bi-weekly (26 pay periods)				
Administration					
General Manager **					13,009.62
Assistant General Manager					10,804.14
District Engineer	9,264.09	9,727.29	10,213.66	10,724.34	11,260.56
Finance Manager	6,729.70	7,066.18	7,419.49	7,790.47	8,179.99
Information Technology Analyst I	5,699.20	5,984.16	6,283.36	6,597.53	6,927.41
District Secretary/Office Administrator	5,693.18	5,977.83	6,276.73	6,590.56	6,920.09
Public Outreach and Communications Specialist	4,952.48	5,200.11	5,460.11	5,733.12	6,019.78
Human Resources/Finance Technician	4,406.04	4,626.34	4,857.66	5,100.54	5,355.57
Business Analyst (Engineering)	4,207.67	4,418.06	4,638.96	4,870.91	5,114.45
Finance Technician ***	4,207.67	4,418.06	4,638.96	4,870.91	5,114.45
Administrative Technician	4,013.06	4,213.72	4,424.40	4,645.62	4,877.90
Administrative Assistant	3,655.12	3,837.88	4,029.77	4,231.26	4,442.83
Collections					
Collection System Superintendent	7,359.91	7,727.91	8,114.30	8,520.02	8,946.02
Collection System Supervisor	5,563.30	5,841.47	6,133.54	6,440.22	6,762.23
Collection System Operator III	4,702.40	4,937.52	5,184.39	5,443.61	5,715.79
Collection System Operator II	4,275.07	4,488.83	4,713.27	4,948.93	5,196.38
Collection System Operator I	3,886.46	4,080.79	4,284.83	4,499.07	4,724.02
Jersey Island Operations					
Jersey Island Superintendent	6,645.93	6,978.23	7,327.14	7,693.50	8,078.17
Heavy Equipment Operator	4,257.94	4,470.84	4,694.38	4,929.10	5,175.55
WRF Operations					
Plant Superintendent	7,727.87	8,114.27	8,519.98	8,945.98	9,393.28
Plant Lead/Supervisor	5,563.30	5,841.47	6,133.54	6,440.22	6,762.23
Plant Operator III	4,702.40	4,937.52	5,184.39	5,443.61	5,715.79
Plant Operator II	4,275.07	4,488.83	4,713.27	4,948.93	5,196.38
Plant Operator I	3,886.46	4,080.79	4,284.83	4,499.07	4,724.02
Lead Plant Maintenance - Specialist IV	5,172.63	5,431.26	5,702.83	5,987.97	6,287.37
Plant Maintenance Specialist III	4,702.40	4,937.52	5,184.39	5,443.61	5,715.79
Plant Maintenance Specialist II	4,275.07	4,488.83	4,713.27	4,948.93	5,196.38
Plant Maintenance Specialist I	3,886.46	4,080.79	4,284.83	4,499.07	4,724.02
Plant Operator In-Training	3,412.51	3,497.82	3,585.27	3,674.90	3,766.77
Vehicle/Equipment Mechanics					
Lead Vehicle/Heavy Equipment Mechanic	4,919.23	5,165.19	5,423.45	5,694.62	5,979.35
Vehicle/Heavy Equipment Mechanic	4,360.78	4,578.82	4,807.76	5,048.15	5,300.56

*Salary Schedule is effective 07/01/2026, revised and adopted 11/17/2026.
**General Manager Salary revised per terms of Employment Agreement effective 07/01/2026 Board Adopted 10/06/2026.
***Job title change.