

**Orange County Sanitation District
Classification and Compensation Plan
Rates Effective July 11, 2025**

PROFESSIONAL GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5

CIP Project Manager	PRO88	\$ 75.65	\$ 79.41	\$ 83.41	\$ 87.54	\$ 91.94
Senior Engineer	PRO88					
		\$ 157,352.00	\$ 165,172.80	\$ 173,492.80	\$ 182,083.20	\$ 191,235.20

Pr Information Technology Analyst	PRO87	\$ 73.81	\$ 77.50	\$ 81.34	\$ 85.40	\$ 89.67
		\$ 153,524.80	\$ 161,200.00	\$ 169,187.20	\$ 177,632.00	\$ 186,513.60

Principal Contracts Administrator	PRO86					
Senior Regulatory Specialist	PRO86	\$ 71.98	\$ 75.60	\$ 79.37	\$ 83.33	\$ 87.49
Senior Scientist	PRO86					
		\$ 149,718.40	\$ 157,248.00	\$ 165,089.60	\$ 173,326.40	\$ 181,979.20

Engineer	PRO84					
Principal Accountant	PRO84					
Principal Public Affairs Specialist	PRO84	\$ 68.52	\$ 71.94	\$ 75.53	\$ 79.33	\$ 83.29
Principal Staff Analyst	PRO84					
Senior Cost Estimator	PRO84					
Senior Planner/Scheduler	PRO84					
		\$ 142,521.60	\$ 149,635.20	\$ 157,102.40	\$ 165,006.40	\$ 173,243.20

Sr Information Technology Analyst	PRO83	\$ 66.86	\$ 70.21	\$ 73.68	\$ 77.38	\$ 81.27
		\$ 139,068.80	\$ 146,036.80	\$ 153,254.40	\$ 160,950.40	\$ 169,041.60

Regulatory Specialist	PRO82					
Principal Safety & Health Specialist	PRO82	\$ 65.23	\$ 68.49	\$ 71.91	\$ 75.48	\$ 79.25
Scientist	PRO82					
Senior Contracts Administrator	PRO82					
		\$ 135,678.40	\$ 142,459.20	\$ 149,572.80	\$ 156,998.40	\$ 164,840.00

Associate Engineer	PRO80					
Cost Estimator	PRO80					
Maintenance Specialist	PRO80					
Planner/Scheduler	PRO80	\$ 62.09	\$ 65.21	\$ 68.46	\$ 71.90	\$ 75.46
Principal Buyer	PRO80					
Principal Environmental Specialist	PRO80					
Security & Emergency Plng Spec	PRO80					
		\$ 129,147.20	\$ 135,636.80	\$ 142,396.80	\$ 149,552.00	\$ 156,956.80

**Orange County Sanitation District
Classification and Compensation Plan
Rates Effective July 11, 2025**

PROFESSIONAL GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5

Information Technology Analyst III	PRO79	\$ 60.61	\$ 63.63	\$ 66.83	\$ 70.14	\$ 73.62
		\$ 126,068.80	\$ 132,350.40	\$ 139,006.40	\$ 145,891.20	\$ 153,129.60

Assistant Engineer	PRO76	\$ 56.26	\$ 59.03	\$ 62.00	\$ 65.11	\$ 68.35
Contracts Administrator	PRO76					
Senior Accountant	PRO76					
Senior Buyer	PRO76					
Senior Environmental Specialist	PRO76					
Senior Public Affairs Specialist	PRO76					
Senior Safety & Health Specialist	PRO76					
Senior Staff Analyst	PRO76					
		\$ 117,020.80	\$ 122,782.40	\$ 128,960.00	\$ 135,428.80	\$ 142,168.00

Boat Captain	PRO75	\$ 54.88	\$ 57.65	\$ 60.51	\$ 63.54	\$ 66.74
Information Technology Analyst II	PRO75					
		\$ 114,150.40	\$ 119,912.00	\$ 125,860.80	\$ 132,163.20	\$ 138,819.20

Assistant Boat Captain	PRO72	\$ 50.94	\$ 53.51	\$ 56.19	\$ 58.99	\$ 61.93
Environmental Specialist	PRO72					
		\$ 105,955.20	\$ 111,300.80	\$ 116,875.20	\$ 122,699.20	\$ 128,814.40

Accountant	PRO70	\$ 48.50	\$ 50.93	\$ 53.49	\$ 56.17	\$ 58.98
Buyer	PRO70					
Public Affairs Specialist	PRO70					
Safety & Health Specialist	PRO70					
Staff Analyst	PRO70					
		\$ 100,880.00	\$ 105,934.40	\$ 111,259.20	\$ 116,833.60	\$ 122,678.40