

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

**EXECUTIVE MANAGEMENT GROUP**

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
General Manager	EM37	\$ 163.47	\$ 171.84	\$ 180.63	189.87	\$ 199.56
		\$340,017.60	\$357,427.20	\$375,710.40	\$394,929.60	\$415,084.80
Assistant General Manager	EM32	\$ 139.60	\$ 146.76	\$ 154.23	162.15	\$ 170.42
		\$290,368.00	\$305,260.80	\$320,798.40	\$337,272.00	\$354,473.60
Director of Engineering	EM27	\$ 123.39	\$ 129.71	\$ 136.33	\$ 143.32	\$ 150.66
		\$256,651.20	\$269,796.80	\$283,566.40	\$298,105.60	\$313,372.80
Director of Operations & Maintenance	EM26	\$ 120.38	\$ 126.55	\$ 133.01	\$ 139.80	\$ 146.98
		\$250,390.40	\$263,224.00	\$276,660.80	\$290,784.00	\$305,718.40
Director of Environmental Services	EM25	\$ 117.46	\$ 123.45	\$ 129.77	\$ 136.39	\$ 143.38
Director of Finance						
Director of Human Resources						
		\$244,316.80	\$256,776.00	\$269,921.60	\$283,691.20	\$298,230.40
Director of Communications	EM24	\$ 114.59	\$ 120.43	\$ 126.60	\$ 133.06	\$ 139.87
		\$238,347.20	\$250,494.40	\$263,328.00	\$276,764.80	\$290,929.60