

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

**MANAGERS GROUP**

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Manager	EM18	\$ 98.80	\$ 103.86	109.17	\$ 114.74	\$ 120.62
		\$ 205,504.00	\$ 216,028.80	\$ 227,073.60	\$ 238,659.20	\$ 250,889.60

Environmental Protection Manager	EM16	\$ 94.04	\$ 98.86	\$ 103.91	\$ 109.21	\$ 114.78
Finance Manager						
Human Resources Manager						
Information Technology Manager						
Maintenance Manager						
Operations Manager						
Purchasing & Contracts Manager						
Safety & Health Manager						
		\$ 195,603.20	\$ 205,628.80	\$ 216,132.80	\$ 227,156.80	\$ 238,742.40