

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

CONFIDENTIAL GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Human Resources Supervisor	CON90	\$ 79.48	\$ 83.49	\$ 87.62	\$ 91.99	\$ 96.62
		\$ 165,318.40	\$ 173,659.20	\$ 182,249.60	\$ 191,339.20	\$ 200,969.60
Clerk of the Board	CON88	\$ 75.65	\$ 79.41	\$ 83.41	\$ 87.54	\$ 91.94
		\$ 157,352.00	\$ 165,172.80	\$ 173,492.80	\$ 182,083.20	\$ 191,235.20
Principal Human Resources Analyst	CON84	\$ 68.52	\$ 71.94	\$ 75.53	\$ 79.33	\$ 83.29
		\$ 142,521.60	\$ 149,635.20	\$ 157,102.40	\$ 165,006.40	\$ 173,243.20
Senior Human Resources Analyst	CON76	\$ 56.26	\$ 59.03	\$ 62.00	\$ 65.11	\$ 68.35
		\$ 117,020.80	\$ 122,782.40	\$ 128,960.00	\$ 135,428.80	\$ 142,168.00
Assistant Clerk of the Board	CON74	\$ 53.50	\$ 56.22	\$ 59.01	\$ 61.95	\$ 65.06
		\$ 111,280.00	\$ 116,937.60	\$ 122,740.80	\$ 128,856.00	\$ 135,324.80
Secretary to the General Manager	CON73	\$ 52.22	\$ 54.83	\$ 57.56	\$ 60.44	\$ 63.47
		\$ 108,617.60	\$ 114,046.40	\$ 119,724.80	\$ 125,715.20	\$ 132,017.60
Human Resources Analyst	CON70	\$ 48.50	\$ 50.93	\$ 53.49	\$ 56.17	\$ 58.98
		\$ 100,880.00	\$ 105,934.40	\$ 111,259.20	\$ 116,833.60	\$ 122,678.40
Human Resources Technician II	CON67	\$ 46.85	\$ 49.18	\$ 51.65	\$ 54.21	\$ 56.92
		\$ 97,448.00	\$ 102,294.40	\$ 107,432.00	\$ 112,756.80	\$ 118,393.60
Human Resources Technician I	CON62	\$ 41.42	\$ 43.51	\$ 45.67	\$ 47.96	\$ 50.34
		\$ 86,153.60	\$ 90,500.80	\$ 94,993.60	\$ 99,756.80	\$ 104,707.20