

**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

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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

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SUPERVISOR GROUP

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

Engineering Supervisor	SUP92	\$ 83.50	\$ 87.65	\$ 92.05	\$ 96.67	\$ 101.46
		\$ 173,680.00	\$ 182,312.00	\$ 191,464.00	\$ 201,073.60	\$ 211,036.80

Contracts Supervisor	SUP90	\$ 79.48	\$ 83.49	\$ 87.62	\$ 91.99	\$ 96.62
Chief Plant Operator	SUP90					
Environmental Supervisor	SUP90					
Information Technology Supervisor	SUP90					
Maintenance Superintendent	SUP90					
		\$ 165,318.40	\$ 173,659.20	\$ 182,249.60	\$ 191,339.20	\$ 200,969.60

Accounting Supervisor	SUP86	\$ 71.98	\$ 75.60	\$ 79.37	\$ 83.33	\$ 87.49
Public Affairs Supervisor	SUP86					
Purchasing Supervisor	SUP86					
		\$ 149,718.40	\$ 157,248.00	\$ 165,089.60	\$ 173,326.40	\$ 181,979.20

Construction Inspection Supervisor	SUP84	\$ 68.52	\$ 71.94	\$ 75.53	\$ 79.33	\$ 83.29
Maintenance Supervisor	SUP84					
Operations Supervisor	SUP84					
		\$ 142,521.60	\$ 149,635.20	\$ 157,102.40	\$ 165,006.40	\$ 173,243.20

Materials Management Supervisor	SUP83	\$ 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

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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

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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

**Orange County Sanitation District
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**Orange County Employees Association (OCEA)
ADMINISTRATIVE AND CLERICAL UNIT**

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

Graphics Designer	OCE69	\$ 49.21	\$ 51.69	\$ 54.28	\$ 56.98	\$ 59.85
		\$ 102,356.80	\$ 107,515.20	\$ 112,902.40	\$ 118,518.40	\$ 124,488.00

Administrative Assistant	OCE67	\$ 46.85	\$ 49.18	\$ 51.65	\$ 54.21	\$ 56.92
Contract/Purchasing Technician	OCE67					
Payroll Technician	OCE67					
Records Mgmt Technician	OCE67					
		\$ 97,448.00	\$ 102,294.40	\$ 107,432.00	\$ 112,756.80	\$ 118,393.60

Materials Mgmt Technician	OCE64	\$ 43.50	\$ 45.68	\$ 47.96	\$ 50.36	\$ 52.88
		\$ 90,480.00	\$ 95,014.40	\$ 99,756.80	\$ 104,748.80	\$ 109,990.40

Lead Materials Mgmt Clerk	OCE62	\$ 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

Accounting Technician	OCE58	\$ 37.49	\$ 39.39	\$ 41.34	\$ 43.37	\$ 45.59
		\$ 77,979.20	\$ 81,931.20	\$ 85,987.20	\$ 90,209.60	\$ 94,827.20

Materials Management Clerk	OCE56	\$ 35.73	\$ 37.48	\$ 39.38	\$ 41.32	\$ 43.36
Program Assistant	OCE56					
		\$ 74,318.40	\$ 77,958.40	\$ 81,910.40	\$ 85,945.60	\$ 90,188.80

Office Assistant	OCE50	\$ 30.79	\$ 32.32	\$ 33.93	\$ 35.63	\$ 37.41
		\$ 64,043.20	\$ 67,225.60	\$ 70,574.40	\$ 74,110.40	\$ 77,812.80

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

Orange County Employees Association (OCEA)
TECHNICAL SERVICES UNIT

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Lead Source Control Inspector	OCE77	\$ 59.97	\$ 62.99	\$ 66.15	\$ 69.45	\$ 72.90
		\$ 124,737.60	\$ 131,019.20	\$ 137,592.00	\$ 144,456.00	\$ 151,632.00
Data Management Technician II	OCE75	\$ 57.06	\$ 59.91	\$ 62.94	\$ 66.06	\$ 69.39
		\$ 118,684.80	\$ 124,612.80	\$ 130,915.20	\$ 137,404.80	\$ 144,331.20
Source Control Inspector II	OCE73	\$ 54.31	\$ 57.00	\$ 59.88	\$ 62.87	\$ 66.02
		\$ 112,964.80	\$ 118,560.00	\$ 124,550.40	\$ 130,769.60	\$ 137,321.60
Data Management Technician I	OCE71	\$ 51.68	\$ 54.27	\$ 56.97	\$ 59.85	\$ 62.80
		\$ 107,494.40	\$ 112,881.60	\$ 118,497.60	\$ 124,488.00	\$ 130,624.00
Source Control Inspector I	OCE69	\$ 49.21	\$ 51.69	\$ 54.28	\$ 56.98	\$ 59.85
		\$ 102,356.80	\$ 107,515.20	\$ 112,902.40	\$ 118,518.40	\$ 124,488.00
Info Technology Technician	OCE65	\$ 44.59	\$ 46.81	\$ 49.16	\$ 51.62	\$ 54.17
		\$ 92,747.20	\$ 97,364.80	\$ 102,252.80	\$ 107,369.60	\$ 112,673.60
Environmental Technician	OCE61	\$ 40.39	\$ 42.41	\$ 44.51	\$ 46.76	\$ 49.10
		\$ 84,011.20	\$ 88,212.80	\$ 92,580.80	\$ 97,260.80	\$ 102,128.00

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Orange County Employees Association (OCEA)
ENGINEERING UNIT

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

Safety Inspector	OCE78	\$ 61.46	\$ 64.55	\$ 67.73	\$ 71.13	\$ 74.70
Senior Construction Inspector	OCE78					
		\$ 127,836.80	\$ 134,264.00	\$ 140,878.40	\$ 147,950.40	\$ 155,376.00

Construction Inspector	OCE74	\$ 55.69	\$ 58.47	\$ 61.39	\$ 64.48	\$ 67.68
		\$ 115,835.20	\$ 121,617.60	\$ 127,691.20	\$ 134,118.40	\$ 140,774.40

Engineering Technician	OCE70	\$ 50.44	\$ 52.97	\$ 55.64	\$ 58.41	\$ 61.32
		\$ 104,915.20	\$ 110,177.60	\$ 115,731.20	\$ 121,492.80	\$ 127,545.60

**Orange County Sanitation District
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LOCAL 501 GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Lead Electrical Technician	LOC75	\$ 57.90	\$ 60.81	\$ 63.85	\$ 67.05	\$ 70.36
Lead Instrumentation Technician	LOC75					
Lead Plant Operator	LOC75					
Lead Power Plant Operator	LOC75					
Reliability Maintenance Technician	LOC75					
		\$ 120,432.00	\$ 126,484.80	\$ 132,808.00	\$ 139,464.00	\$ 146,348.80
Lead Mechanic	LOC72	\$ 53.74	\$ 56.44	\$ 59.26	\$ 62.21	\$ 65.33
		\$ 111,779.20	\$ 117,395.20	\$ 123,260.80	\$ 129,396.80	\$ 135,886.40
Electrical Technician II	LOC71	\$ 52.43	\$ 55.05	\$ 57.81	\$ 60.70	\$ 63.75
Instrumentation Technician II	LOC71					
Power Plant Operator II	LOC71					
Senior Plant Operator	LOC71					
		\$ 109,054.40	\$ 114,504.00	\$ 120,244.80	\$ 126,256.00	\$ 132,600.00
Machinist	LOC68	\$ 48.69	\$ 51.12	\$ 53.70	\$ 56.37	\$ 59.19
Senior Mechanic	LOC68					
		\$ 101,275.20	\$ 106,329.60	\$ 111,696.00	\$ 117,249.60	\$ 123,115.20
Automotive/Heavy Equipmt Technician	LOC67	\$ 47.53	\$ 49.90	\$ 52.41	\$ 55.03	\$ 57.77
Building Maintenance Technician	LOC67					
Mobile Crane Operator	LOC67					
Welder/Fabricator	LOC67					
		\$ 98,862.40	\$ 103,792.00	\$ 109,012.80	\$ 114,462.40	\$ 120,161.60
Lead Facilities Worker	LOC66	\$ 46.39	\$ 48.69	\$ 51.12	\$ 53.69	\$ 56.39
Plant Operator	LOC66					
Power Plant Operator I	LOC66					
		\$ 96,491.20	\$ 101,275.20	\$ 106,329.60	\$ 111,675.20	\$ 117,291.20

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LOCAL 501 GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Electrical Technician I	LOC65	\$ 45.25	\$ 47.50	\$ 49.87	\$ 52.34	\$ 54.97
Instrumentation Technician I	LOC65					
		\$ 94,120.00	\$ 98,800.00	\$ 103,729.60	\$ 108,867.20	\$ 114,337.60
Facilities Worker	LOC62	\$ 42.02	\$ 44.11	\$ 46.30	\$ 48.63	\$ 51.08
Mechanic	LOC62					
		\$ 87,401.60	\$ 91,748.80	\$ 96,304.00	\$ 101,150.40	\$ 106,246.40
Maintenance Worker	LOC60	\$ 39.99	\$ 41.99	\$ 44.10	\$ 46.29	\$ 48.61
		\$ 83,179.20	\$ 87,339.20	\$ 91,728.00	\$ 96,283.20	\$ 101,108.80
Operator-In-Training	LOC58	\$ 38.04	\$ 39.95	\$ 41.95	\$ 44.06	\$ 46.25
		\$ 79,123.20	\$ 83,096.00	\$ 87,256.00	\$ 91,644.80	\$ 96,200.00

Orange County Sanitation District
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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

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<u>INTERNS</u>	
Programs	Hourly Pay Rate
Graduate	\$ 24.00
Undergraduate	\$ 21.00
Vocational	