

**Orange County Sanitation District  
Classification and Compensation Plan  
Rates Effective July 12, 2024**

<b>EXECUTIVE MANAGEMENT GROUP</b>						
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Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant General Manager	<b>EM32</b>	\$ 133.59	\$ 140.44	\$ 147.59	\$ 155.17	\$ 163.08
		\$ 277,867.20	\$ 292,115.20	\$ 306,987.20	\$ 322,753.60	\$ 339,206.40
Director of Engineering	<b>EM27</b>	\$ 118.08	\$ 124.12	\$ 130.46	\$ 137.15	\$ 144.17
		\$ 245,606.40	\$ 258,169.60	\$ 271,356.80	\$ 285,272.00	\$ 299,873.60
Director of Operations & Maintenance	<b>EM26</b>	\$ 115.20	\$ 121.10	\$ 127.28	\$ 133.78	\$ 140.65
		\$ 239,616.00	\$ 251,888.00	\$ 264,742.40	\$ 278,262.40	\$ 292,552.00
Director of Environmental Services	<b>EM25</b>	\$ 112.40	\$ 118.13	\$ 124.18	\$ 130.52	\$ 137.21
Director of Finance						
Director of Human Resources						
		\$ 233,792.00	\$ 245,710.40	\$ 258,294.40	\$ 271,481.60	\$ 285,396.80
Director of Communications	<b>EM24</b>	\$ 109.66	\$ 115.24	\$ 121.15	\$ 127.33	\$ 133.85
		\$ 228,092.80	\$ 239,699.20	\$ 251,992.00	\$ 264,846.40	\$ 278,408.00