

**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

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<b>MANAGERS GROUP</b>
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Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Manager	<b>EM18</b>	\$ 94.55	\$ 99.39	\$ 104.47	\$ 109.80	\$ 115.43
		\$ 196,664.00	\$ 206,731.20	\$ 217,297.60	\$ 228,384.00	\$ 240,094.40

Environmental Protection Manager	<b>EM16</b>					
Finance Manager						
Human Resources Manager						
Information Technology Manager		\$ 89.99	\$ 94.60	\$ 99.44	\$ 104.51	\$ 109.84
Maintenance Manager						
Operations Manager						
Purchasing & Contracts Manager						
Safety & Health Manager						
		\$ 187,179.20	\$ 196,768.00	\$ 206,835.20	\$ 217,380.80	\$ 228,467.20

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**SUPERVISOR GROUP**

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Engineering Supervisor	<b>SUP92</b>	\$ 79.90	\$ 83.88	\$ 88.09	\$ 92.51	\$ 97.09
		\$ 166,192.00	\$ 174,470.40	\$ 183,227.20	\$ 192,420.80	\$ 201,947.20
Contracts Supervisor	<b>SUP90</b>					
Chief Plant Operator	<b>SUP90</b>					
Environmental Supervisor	<b>SUP90</b>	\$ 76.06	\$ 79.89	\$ 83.85	\$ 88.03	\$ 92.46
Information Technology Supervisor	<b>SUP90</b>					
Maintenance Superintendent	<b>SUP90</b>					
		\$ 158,204.80	\$ 166,171.20	\$ 174,408.00	\$ 183,102.40	\$ 192,316.80
Accounting Supervisor	<b>SUP86</b>					
Public Affairs Supervisor	<b>SUP86</b>	\$ 68.88	\$ 72.34	\$ 75.95	\$ 79.74	\$ 83.72
Purchasing Supervisor	<b>SUP86</b>					
		\$ 143,270.40	\$ 150,467.20	\$ 157,976.00	\$ 165,859.20	\$ 174,137.60
Construction Inspection Supervisor	<b>SUP84</b>					
Maintenance Supervisor	<b>SUP84</b>	\$ 65.57	\$ 68.84	\$ 72.28	\$ 75.91	\$ 79.70
Operations Supervisor	<b>SUP84</b>					
		\$ 136,385.60	\$ 143,187.20	\$ 150,342.40	\$ 157,892.80	\$ 165,776.00
Materials Management Supervisor	<b>SUP83</b>	\$ 63.98	\$ 67.19	\$ 70.51	\$ 74.05	\$ 77.77
		\$ 133,078.40	\$ 139,755.20	\$ 146,660.80	\$ 154,024.00	\$ 161,761.60

**Orange County Sanitation District  
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<b>PROFESSIONAL GROUP</b>						
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Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5

CIP Project Manager	PRO88	\$ 72.39	\$ 75.99	\$ 79.82	\$ 83.77	\$ 87.98
Senior Engineer	PRO88					
		\$ 150,571.20	\$ 158,059.20	\$ 166,025.60	\$ 174,241.60	\$ 182,998.40

Pr Information Technology Analyst	PRO87	\$ 70.63	\$ 74.16	\$ 77.84	\$ 81.72	\$ 85.81
		\$ 146,910.40	\$ 154,252.80	\$ 161,907.20	\$ 169,977.60	\$ 178,484.80

Principal Contracts Administrator	PRO86					
Senior Regulatory Specialist	PRO86	\$ 68.88	\$ 72.34	\$ 75.95	\$ 79.74	\$ 83.72
Senior Scientist	PRO86					
		\$ 143,270.40	\$ 150,467.20	\$ 157,976.00	\$ 165,859.20	\$ 174,137.60

Engineer	PRO84					
Principal Accountant	PRO84					
Principal Public Affairs Specialist	PRO84	\$ 65.57	\$ 68.84	\$ 72.28	\$ 75.91	\$ 79.70
Principal Staff Analyst	PRO84					
Senior Cost Estimator	PRO84					
Senior Planner/Scheduler	PRO84					
		\$ 136,385.60	\$ 143,187.20	\$ 150,342.40	\$ 157,892.80	\$ 165,776.00

Sr Information Technology Analyst	PRO83	\$ 63.98	\$ 67.19	\$ 70.51	\$ 74.05	\$ 77.77
		\$ 133,078.40	\$ 139,755.20	\$ 146,660.80	\$ 154,024.00	\$ 161,761.60

Regulatory Specialist	PRO82					
Principal Safety & Health Specialist	PRO82	\$ 62.42	\$ 65.54	\$ 68.81	\$ 72.23	\$ 75.84
Scientist	PRO82					
Senior Contracts Administrator	PRO82					
		\$ 129,833.60	\$ 136,323.20	\$ 143,124.80	\$ 150,238.40	\$ 157,747.20

Associate Engineer	PRO80					
Cost Estimator	PRO80					
Maintenance Specialist	PRO80					
Planner/Scheduler	PRO80	\$ 59.42	\$ 62.40	\$ 65.51	\$ 68.80	\$ 72.21
Principal Buyer	PRO80					
Principal Environmental Specialist	PRO80					
Security & Emergency Plng Spec	PRO80					
		\$ 123,593.60	\$ 129,792.00	\$ 136,260.80	\$ 143,104.00	\$ 150,196.80

**Orange County Sanitation District  
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<b>PROFESSIONAL GROUP</b>						
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Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5

Information Technology Analyst III	PRO79	\$ 58.00	\$ 60.89	\$ 63.95	\$ 67.12	\$ 70.45
		\$ 120,640.00	\$ 126,651.20	\$ 133,016.00	\$ 139,609.60	\$ 146,536.00

Assistant Engineer	PRO76	\$ 53.84	\$ 56.49	\$ 59.33	\$ 62.31	\$ 65.41
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					
		\$ 111,987.20	\$ 117,499.20	\$ 123,406.40	\$ 129,604.80	\$ 136,052.80

Boat Captain	PRO75	\$ 52.52	\$ 55.17	\$ 57.90	\$ 60.80	\$ 63.87
Information Technology Analyst II	PRO75	\$ 109,241.60	\$ 114,753.60	\$ 120,432.00	\$ 126,464.00	\$ 132,849.60

Assistant Boat Captain	PRO72	\$ 48.75	\$ 51.21	\$ 53.77	\$ 56.45	\$ 59.26
Environmental Specialist	PRO72	\$ 101,400.00	\$ 106,516.80	\$ 111,841.60	\$ 117,416.00	\$ 123,260.80

Accountant	PRO70	\$ 46.41	\$ 48.74	\$ 51.19	\$ 53.75	\$ 56.44
Buyer	PRO70					
Public Affairs Specialist	PRO70					
Safety & Health Specialist	PRO70					
Staff Analyst	PRO70					
		\$ 96,532.80	\$ 101,379.20	\$ 106,475.20	\$ 111,800.00	\$ 117,395.20

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

<b>Orange County Employees Association (OCEA)</b>						
<b>ADMINISTRATIVE AND CLERICAL UNIT</b>						

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

Graphics Designer	OCE69	\$ 47.09	\$ 49.46	\$ 51.94	\$ 54.53	\$ 57.27
		\$ 97,947.20	\$ 102,876.80	\$ 108,035.20	\$ 113,422.40	\$ 119,121.60

Administrative Assistant	OCE67	\$ 44.83	\$ 47.06	\$ 49.43	\$ 51.88	\$ 54.47
Contract/Purchasing Technician	OCE67					
Payroll Technician	OCE67					
Records Mgmt Technician	OCE67					
		\$ 93,246.40	\$ 97,884.80	\$ 102,814.40	\$ 107,910.40	\$ 113,297.60

Materials Mgmt Technician	OCE64	\$ 41.63	\$ 43.71	\$ 45.89	\$ 48.19	\$ 50.60
		\$ 86,590.40	\$ 90,916.80	\$ 95,451.20	\$ 100,235.20	\$ 105,248.00

Lead Materials Mgmt Clerk	OCE62	\$ 39.64	\$ 41.64	\$ 43.70	\$ 45.89	\$ 48.17
		\$ 82,451.20	\$ 86,611.20	\$ 90,896.00	\$ 95,451.20	\$ 100,193.60

Accounting Technician	OCE58	\$ 35.88	\$ 37.69	\$ 39.56	\$ 41.50	\$ 43.63
		\$ 74,630.40	\$ 78,395.20	\$ 82,284.80	\$ 86,320.00	\$ 90,750.40

Materials Management Clerk	OCE56	\$ 34.19	\$ 35.87	\$ 37.68	\$ 39.54	\$ 41.49
Program Assistant	OCE56					
		\$ 71,115.20	\$ 74,609.60	\$ 78,374.40	\$ 82,243.20	\$ 86,299.20

Office Assistant	OCE50	\$ 29.46	\$ 30.93	\$ 32.47	\$ 34.10	\$ 35.80
		\$ 61,276.80	\$ 64,334.40	\$ 67,537.60	\$ 70,928.00	\$ 74,464.00

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

<b>Orange County Employees Association (OCEA)</b>						
<b>TECHNICAL SERVICES UNIT</b>						

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

Lead Source Control Inspector	<b>OCE77</b>	\$ 57.39	\$ 60.28	\$ 63.30	\$ 66.46	\$ 69.76
		\$ 119,371.20	\$ 125,382.40	\$ 131,664.00	\$ 138,236.80	\$ 145,100.80

Data Management Technician II	<b>OCE75</b>	\$ 54.60	\$ 57.33	\$ 60.23	\$ 63.22	\$ 66.40
		\$ 113,568.00	\$ 119,246.40	\$ 125,278.40	\$ 131,497.60	\$ 138,112.00

Source Control Inspector II	<b>OCE73</b>	\$ 51.97	\$ 54.55	\$ 57.30	\$ 60.16	\$ 63.18
		\$ 108,097.60	\$ 113,464.00	\$ 119,184.00	\$ 125,132.80	\$ 131,414.40

Data Management Technician I	<b>OCE71</b>	\$ 49.45	\$ 51.93	\$ 54.52	\$ 57.27	\$ 60.10
		\$ 102,856.00	\$ 108,014.40	\$ 113,401.60	\$ 119,121.60	\$ 125,008.00

Source Control Inspector I	<b>OCE69</b>	\$ 47.09	\$ 49.46	\$ 51.94	\$ 54.53	\$ 57.27
		\$ 97,947.20	\$ 102,876.80	\$ 108,035.20	\$ 113,422.40	\$ 119,121.60

Info Technology Technician	<b>OCE65</b>	\$ 42.67	\$ 44.79	\$ 47.04	\$ 49.40	\$ 51.84
		\$ 88,753.60	\$ 93,163.20	\$ 97,843.20	\$ 102,752.00	\$ 107,827.20

Environmental Technician	<b>OCE61</b>	\$ 38.65	\$ 40.58	\$ 42.59	\$ 44.75	\$ 46.99
		\$ 80,392.00	\$ 84,406.40	\$ 88,587.20	\$ 93,080.00	\$ 97,739.20

**Orange County Sanitation District  
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Rates Effective July 12, 2024**

<b>Orange County Employees Association (OCEA)</b>						
<b>ENGINEERING UNIT</b>						

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

Safety Inspector	<b>OCE78</b>	\$ 58.81	\$ 61.77	\$ 64.81	\$ 68.07	\$ 71.48
Senior Construction Inspector	<b>OCE78</b>					
		\$ 122,324.80	\$ 128,481.60	\$ 134,804.80	\$ 141,585.60	\$ 148,678.40

Engineering Associate	<b>OCE76</b>	\$ 55.96	\$ 58.76	\$ 61.71	\$ 64.78	\$ 68.04
		\$ 116,396.80	\$ 122,220.80	\$ 128,356.80	\$ 134,742.40	\$ 141,523.20

Construction Inspector	<b>OCE74</b>	\$ 53.29	\$ 55.95	\$ 58.75	\$ 61.70	\$ 64.77
		\$ 110,843.20	\$ 116,376.00	\$ 122,200.00	\$ 128,336.00	\$ 134,721.60

Engineering Technician	<b>OCE70</b>	\$ 48.27	\$ 50.69	\$ 53.24	\$ 55.89	\$ 58.68
		\$ 100,401.60	\$ 105,435.20	\$ 110,739.20	\$ 116,251.20	\$ 122,054.40



**Orange County Sanitation District  
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Rates Effective July 12, 2024**

**LOCAL 501 GROUP**

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Lead Electrical Technician	LOC75	\$ 55.41	\$ 58.19	\$ 61.10	\$ 64.16	\$ 67.33
Lead Instrumentation Technician	LOC75					
Lead Plant Operator	LOC75					
Lead Power Plant Operator	LOC75					
Reliability Maintenance Technician	LOC75					
		\$ 115,252.80	\$ 121,035.20	\$ 127,088.00	\$ 133,452.80	\$ 140,046.40
Lead Mechanic	LOC72	\$ 51.43	\$ 54.01	\$ 56.71	\$ 59.53	\$ 62.52
		\$ 106,974.40	\$ 112,340.80	\$ 117,956.80	\$ 123,822.40	\$ 130,041.60
Electrical Technician II	LOC71	\$ 50.17	\$ 52.68	\$ 55.32	\$ 58.09	\$ 61.00
Instrumentation Technician II	LOC71					
Power Plant Operator II	LOC71					
Senior Plant Operator	LOC71					
		\$ 104,353.60	\$ 109,574.40	\$ 115,065.60	\$ 120,827.20	\$ 126,880.00
Machinist	LOC68	\$ 46.59	\$ 48.92	\$ 51.39	\$ 53.94	\$ 56.64
Senior Mechanic	LOC68					
		\$ 96,907.20	\$ 101,753.60	\$ 106,891.20	\$ 112,195.20	\$ 117,811.20
Automotive/Heavy Equipmt Technician	LOC67	\$ 45.48	\$ 47.75	\$ 50.15	\$ 52.66	\$ 55.28
Building Maintenance Technician	LOC67					
Mobile Crane Operator	LOC67					
Welder/Fabricator	LOC67					
		\$ 94,598.40	\$ 99,320.00	\$ 104,312.00	\$ 109,532.80	\$ 114,982.40
Lead Facilities Worker	LOC66	\$ 44.39	\$ 46.59	\$ 48.92	\$ 51.38	\$ 53.96
Plant Operator	LOC66					
Power Plant Operator I	LOC66					
		\$ 92,331.20	\$ 96,907.20	\$ 101,753.60	\$ 106,870.40	\$ 112,236.80
Electrical Technician I	LOC65	\$ 43.30	\$ 45.45	\$ 47.72	\$ 50.09	\$ 52.60
Instrumentation Technician I	LOC65					
		\$ 90,064.00	\$ 94,536.00	\$ 99,257.60	\$ 104,187.20	\$ 109,408.00

**Orange County Sanitation District  
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<b>LOCAL 501 GROUP</b>
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Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5

Facilities Worker	LOC62	\$ 40.21	\$ 42.21	\$ 44.31	\$ 46.54	\$ 48.88
Mechanic	LOC62					
		\$ 83,636.80	\$ 87,796.80	\$ 92,164.80	\$ 96,803.20	\$ 101,670.40

Maintenance Worker	LOC60	\$ 38.27	\$ 40.18	\$ 42.20	\$ 44.30	\$ 46.52
		\$ 79,601.60	\$ 83,574.40	\$ 87,776.00	\$ 92,144.00	\$ 96,761.60

Operator-In-Training	LOC58	\$ 36.40	\$ 38.23	\$ 40.14	\$ 42.16	\$ 44.26
		\$ 75,712.00	\$ 79,518.40	\$ 83,491.20	\$ 87,692.80	\$ 92,060.80

**Orange County Sanitation District  
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<b>CONFIDENTIAL GROUP</b>
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Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Human Resources Supervisor	<b>CON90</b>	\$ 76.06	\$ 79.89	\$ 83.85	\$ 88.03	\$ 92.46
		\$ 158,204.80	\$ 166,171.20	\$ 174,408.00	\$ 183,102.40	\$ 192,316.80
Clerk of the Board	<b>CON88</b>	\$ 72.39	\$ 75.99	\$ 79.82	\$ 83.77	\$ 87.98
		\$ 150,571.20	\$ 158,059.20	\$ 166,025.60	\$ 174,241.60	\$ 182,998.40
Principal Human Resources Analyst	<b>CON84</b>	\$ 65.57	\$ 68.84	\$ 72.28	\$ 75.91	\$ 79.70
		\$ 136,385.60	\$ 143,187.20	\$ 150,342.40	\$ 157,892.80	\$ 165,776.00
Senior Human Resources Analyst	<b>CON76</b>	\$ 53.84	\$ 56.49	\$ 59.33	\$ 62.31	\$ 65.41
		\$ 111,987.20	\$ 117,499.20	\$ 123,406.40	\$ 129,604.80	\$ 136,052.80
Assistant Clerk of the Board	<b>CON74</b>	\$ 51.20	\$ 53.80	\$ 56.47	\$ 59.28	\$ 62.26
		\$ 106,496.00	\$ 111,904.00	\$ 117,457.60	\$ 123,302.40	\$ 129,500.80
Secretary to the General Manager	<b>CON73</b>	\$ 49.97	\$ 52.47	\$ 55.08	\$ 57.84	\$ 60.74
		\$ 103,937.60	\$ 109,137.60	\$ 114,566.40	\$ 120,307.20	\$ 126,339.20
Human Resources Analyst	<b>CON70</b>	\$ 46.41	\$ 48.74	\$ 51.19	\$ 53.75	\$ 56.44
		\$ 96,532.80	\$ 101,379.20	\$ 106,475.20	\$ 111,800.00	\$ 117,395.20
Human Resources Technician II	<b>CON67</b>	\$ 44.83	\$ 47.06	\$ 49.43	\$ 51.88	\$ 54.47
		\$ 93,246.40	\$ 97,884.80	\$ 102,814.40	\$ 107,910.40	\$ 113,297.60
Human Resources Technician I	<b>CON62</b>	\$ 39.64	\$ 41.64	\$ 43.70	\$ 45.89	\$ 48.17
		\$ 82,451.20	\$ 86,611.20	\$ 90,896.00	\$ 95,451.20	\$ 100,193.60

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<u><b>INTERNS</b></u>	
<b>Programs</b>	<b>Hourly Pay Rate</b>
Graduate	<b>\$ 24.00</b>
Undergraduate	<b>\$ 21.00</b>
Vocational	<b>\$ 19.00</b>