

Orange County Sanitation District
Classification and Compensation Plan
Rates Effective July 10, 2026

CONFIDENTIAL GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Human Resources Supervisor	CON90	\$ 83.06	\$ 87.25	\$ 91.56	\$ 96.13	\$ 100.97
		\$ 172,764.80	\$ 181,480.00	\$ 190,444.80	\$ 199,950.40	\$ 210,017.60
Clerk of the Board	CON88	\$ 79.05	\$ 82.98	\$ 87.16	\$ 91.48	\$ 96.08
		\$ 164,424.00	\$ 172,598.40	\$ 181,292.80	\$ 190,278.40	\$ 199,846.40
Principal Human Resources Analyst	CON84	\$ 71.60	\$ 75.18	\$ 78.93	\$ 82.90	\$ 87.04
		\$ 148,928.00	\$ 156,374.40	\$ 164,174.40	\$ 172,432.00	\$ 181,043.20
Senior Human Resources Analyst	CON76	\$ 58.79	\$ 61.69	\$ 64.79	\$ 68.04	\$ 71.43
		\$ 122,283.20	\$ 128,315.20	\$ 134,763.20	\$ 141,523.20	\$ 148,574.40
Assistant Clerk of the Board	CON74	\$ 55.91	\$ 58.75	\$ 61.67	\$ 64.74	\$ 67.99
		\$ 116,292.80	\$ 122,200.00	\$ 128,273.60	\$ 134,659.20	\$ 141,419.20
Secretary to the General Manager	CON73	\$ 54.57	\$ 57.30	\$ 60.15	\$ 63.16	\$ 66.33
		\$ 113,505.60	\$ 119,184.00	\$ 125,112.00	\$ 131,372.80	\$ 137,966.40
Human Resources Analyst	CON70	\$ 50.68	\$ 53.22	\$ 55.90	\$ 58.70	\$ 61.63
		\$ 105,414.40	\$ 110,697.60	\$ 116,272.00	\$ 122,096.00	\$ 128,190.40
Human Resources Technician II	CON67	\$ 48.96	\$ 51.39	\$ 53.97	\$ 56.65	\$ 59.48
		\$ 101,836.80	\$ 106,891.20	\$ 112,257.60	\$ 117,832.00	\$ 123,718.40
Human Resources Technician I	CON62	\$ 43.28	\$ 45.47	\$ 47.73	\$ 50.12	\$ 52.61
		\$ 90,022.40	\$ 94,577.60	\$ 99,278.40	\$ 104,249.60	\$ 109,428.80