

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

PROFESSIONAL GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
CIP Project Manager	PRO88	\$ 79.05	\$ 82.98	\$ 87.16	\$ 91.48	\$ 96.08
Senior Engineer	PRO88					
		\$ 164,424.00	\$ 172,598.40	\$ 181,292.80	\$ 190,278.40	\$ 199,846.40
Pr Information Technology Analyst	PRO87	\$ 77.13	\$ 80.99	\$ 85.00	\$ 89.24	\$ 93.71
		\$ 160,430.40	\$ 168,459.20	\$ 176,800.00	\$ 185,619.20	\$ 194,916.80
Principal Contracts Administrator	PRO86					
Senior Regulatory Specialist	PRO86	\$ 75.22	\$ 79.00	\$ 82.94	\$ 87.08	\$ 91.43
Senior Scientist	PRO86					
		\$ 156,457.60	\$ 164,320.00	\$ 172,515.20	\$ 181,126.40	\$ 190,174.40
Engineer	PRO84					
Principal Accountant	PRO84					
Principal Public Affairs Specialist	PRO84	\$ 71.60	\$ 75.18	\$ 78.93	\$ 82.90	\$ 87.04
Principal Staff Analyst	PRO84					
Senior Cost Estimator	PRO84					
Senior Planner/Scheduler	PRO84					
		\$ 148,928.00	\$ 156,374.40	\$ 164,174.40	\$ 172,432.00	\$ 181,043.20
Sr Information Technology Analyst	PRO83	\$ 69.87	\$ 73.37	\$ 77.00	\$ 80.86	\$ 84.93
		\$ 145,329.60	\$ 152,609.60	\$ 160,160.00	\$ 168,188.80	\$ 176,654.40
Regulatory Specialist	PRO82					
Principal Safety & Health Specialist	PRO82					
Scientist	PRO82	\$ 68.17	\$ 71.57	\$ 75.15	\$ 78.88	\$ 82.82
Security & Emergency Plng Spec	PRO82					
Senior Contracts Administrator	PRO82					
		\$ 141,793.60	\$ 148,865.60	\$ 156,312.00	\$ 164,070.40	\$ 172,265.60
Associate Engineer	PRO80					
Cost Estimator	PRO80					
Maintenance Specialist	PRO80	\$ 64.88	\$ 68.14	\$ 71.54	\$ 75.14	\$ 78.86
Planner/Scheduler	PRO80					
Principal Buyer	PRO80					
Principal Environmental Specialist	PRO80					
		\$ 134,950.40	\$ 141,731.20	\$ 148,803.20	\$ 156,291.20	\$ 164,028.80

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Information Technology Analyst III	PRO79	\$ 63.34	\$ 66.49	\$ 69.84	\$ 73.30	\$ 76.93
		\$ 131,747.20	\$ 138,299.20	\$ 145,267.20	\$ 152,464.00	\$ 160,014.40

Assistant Engineer	PRO76	\$ 58.79	\$ 61.69	\$ 64.79	\$ 68.04	\$ 71.43
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					
		\$ 122,283.20	\$ 128,315.20	\$ 134,763.20	\$ 141,523.20	\$ 148,574.40

Boat Captain	PRO75	\$ 57.35	\$ 60.24	\$ 63.23	\$ 66.40	\$ 69.74
Information Technology Analyst II	PRO75					
		\$ 119,288.00	\$ 125,299.20	\$ 131,518.40	\$ 138,112.00	\$ 145,059.20

Assistant Boat Captain	PRO72	\$ 53.23	\$ 55.92	\$ 58.72	\$ 61.64	\$ 64.72
Environmental Specialist	PRO72					
		\$ 110,718.40	\$ 116,313.60	\$ 122,137.60	\$ 128,211.20	\$ 134,617.60

Accountant	PRO70	\$ 50.68	\$ 53.22	\$ 55.90	\$ 58.70	\$ 61.63
Buyer	PRO70					
Public Affairs Specialist	PRO70					
Safety & Health Specialist	PRO70					
Staff Analyst	PRO70					
		\$ 105,414.40	\$ 110,697.60	\$ 116,272.00	\$ 122,096.00	\$ 128,190.40