

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

EXECUTIVE MANAGEMENT GROUP

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
General Manager	EM37	\$ 170.83	\$ 179.57	\$ 188.76	\$ 198.41	\$ 208.54
		\$355,326.40	\$373,505.60	\$392,620.80	\$412,692.80	\$433,763.20
Assistant General Manager	EM32	\$ 145.88	\$ 153.36	\$ 161.17	\$ 169.45	\$ 178.09
		\$303,430.40	\$318,988.80	\$335,233.60	\$352,456.00	\$370,427.20
Director of Engineering	EM27	\$ 128.94	\$ 135.55	\$ 142.46	\$ 149.77	\$ 157.44
		\$268,195.20	\$281,944.00	\$296,316.80	\$311,521.60	\$327,475.20
Director of Operations & Maintenance	EM26	\$ 125.80	\$ 132.24	\$ 139.00	\$ 146.09	\$ 153.59
		\$261,664.00	\$275,059.20	\$289,120.00	\$303,867.20	\$319,467.20
Director of Environmental Services	EM25	\$ 122.75	\$ 129.01	\$ 135.61	\$ 142.53	\$ 149.83
Director of Finance						
Director of Human Resources						
		\$255,320.00	\$268,340.80	\$282,068.80	\$296,462.40	\$311,646.40
Director of Communications	EM24	\$ 119.75	\$ 125.85	\$ 132.30	\$ 139.05	\$ 146.16
		\$249,080.00	\$261,768.00	\$275,184.00	\$289,224.00	\$304,012.80

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MANAGERS GROUP

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Manager	EM18	\$ 103.25	\$ 108.53	114.08	\$ 119.90	\$ 126.05
		\$ 214,760.00	\$ 225,742.40	\$ 237,286.40	\$ 249,392.00	\$ 262,184.00

Environmental Protection Manager	EM16	\$ 98.27	\$ 103.31	\$ 108.59	\$ 114.12	\$ 119.95
Finance Manager						
Human Resources Manager						
Information Technology Manager						
Maintenance Manager						
Operations Manager						
Purchasing & Contracts Manager						
Safety & Health Manager						
		\$ 204,401.60	\$ 214,884.80	\$ 225,867.20	\$ 237,369.60	\$ 249,496.00

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SUPERVISOR GROUP

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

Engineering Supervisor	SUP92	\$ 87.26	\$ 91.59	\$ 96.19	\$ 101.02	\$ 106.03
		\$ 181,500.80	\$ 190,507.20	\$ 200,075.20	\$ 210,121.60	\$ 220,542.40

Contracts Supervisor	SUP90					
Chief Plant Operator	SUP90					
Environmental Supervisor	SUP90	\$ 83.06	\$ 87.25	\$ 91.56	\$ 96.13	\$ 100.97
Information Technology Supervisor	SUP90					
Maintenance Superintendent	SUP90					
		\$ 172,764.80	\$ 181,480.00	\$ 190,444.80	\$ 199,950.40	\$ 210,017.60

Accounting Supervisor	SUP86					
Public Affairs Supervisor	SUP86	\$ 75.22	\$ 79.00	\$ 82.94	\$ 87.08	\$ 91.43
Purchasing Supervisor	SUP86					
		\$ 156,457.60	\$ 164,320.00	\$ 172,515.20	\$ 181,126.40	\$ 190,174.40

Construction Inspection Supervisor	SUP84					
Maintenance Supervisor	SUP84	\$ 71.60	\$ 75.18	\$ 78.93	\$ 82.90	\$ 87.04
Operations Supervisor	SUP84					
		\$ 148,928.00	\$ 156,374.40	\$ 164,174.40	\$ 172,432.00	\$ 181,043.20

Materials Management Supervisor	SUP83	\$ 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

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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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PROFESSIONAL GROUP

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

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

Orange County Sanitation District
Classification and Compensation Plan
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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	\$ 51.42	\$ 54.02	\$ 56.72	\$ 59.54	\$ 62.54
		\$ 106,953.60	\$ 112,361.60	\$ 117,977.60	\$ 123,843.20	\$ 130,083.20
Administrative Assistant	OCE67	\$ 48.96	\$ 51.39	\$ 53.97	\$ 56.65	\$ 59.48
Contract/Purchasing Technician	OCE67					
Payroll Technician	OCE67					
Records Mgmt Technician	OCE67					
		\$ 101,836.80	\$ 106,891.20	\$ 112,257.60	\$ 117,832.00	\$ 123,718.40
Materials Mgmt Technician	OCE64	\$ 45.46	\$ 47.74	\$ 50.12	\$ 52.63	\$ 55.26
		\$ 94,556.80	\$ 99,299.20	\$ 104,249.60	\$ 109,470.40	\$ 114,940.80
Lead Materials Mgmt Clerk	OCE62	\$ 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
Accounting Technician	OCE58	\$ 39.18	\$ 41.16	\$ 43.20	\$ 45.32	\$ 47.64
		\$ 81,494.40	\$ 85,612.80	\$ 89,856.00	\$ 94,265.60	\$ 99,091.20
Materials Management Clerk	OCE56	\$ 37.34	\$ 39.17	\$ 41.15	\$ 43.18	\$ 45.31
Program Assistant	OCE56					
		\$ 77,667.20	\$ 81,473.60	\$ 85,592.00	\$ 89,814.40	\$ 94,244.80
Office Assistant	OCE50	\$ 32.18	\$ 33.77	\$ 35.46	\$ 37.23	\$ 39.09
		\$ 66,934.40	\$ 70,241.60	\$ 73,756.80	\$ 77,438.40	\$ 81,307.20

**Orange County Sanitation District
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**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	\$ 62.67	\$ 65.82	\$ 69.13	\$ 72.58	\$ 76.18
		\$ 130,353.60	\$ 136,905.60	\$ 143,790.40	\$ 150,966.40	\$ 158,454.40
Data Management Technician II	OCE75	\$ 59.63	\$ 62.61	\$ 65.77	\$ 69.03	\$ 72.51
		\$ 124,030.40	\$ 130,228.80	\$ 136,801.60	\$ 143,582.40	\$ 150,820.80
Source Control Inspector II	OCE73	\$ 56.75	\$ 59.57	\$ 62.57	\$ 65.70	\$ 68.99
		\$ 118,040.00	\$ 123,905.60	\$ 130,145.60	\$ 136,656.00	\$ 143,499.20
Data Management Technician I	OCE71	\$ 54.01	\$ 56.71	\$ 59.53	\$ 62.54	\$ 65.63
		\$ 112,340.80	\$ 117,956.80	\$ 123,822.40	\$ 130,083.20	\$ 136,510.40
Source Control Inspector I	OCE69	\$ 51.42	\$ 54.02	\$ 56.72	\$ 59.54	\$ 62.54
		\$ 106,953.60	\$ 112,361.60	\$ 117,977.60	\$ 123,843.20	\$ 130,083.20
Info Technology Technician	OCE65	\$ 46.60	\$ 48.92	\$ 51.37	\$ 53.94	\$ 56.61
		\$ 96,928.00	\$ 101,753.60	\$ 106,849.60	\$ 112,195.20	\$ 117,748.80
Environmental Technician	OCE61	\$ 42.21	\$ 44.32	\$ 46.51	\$ 48.86	\$ 51.31
		\$ 87,796.80	\$ 92,185.60	\$ 96,740.80	\$ 101,628.80	\$ 106,724.80

**Orange County Sanitation District
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Orange County Employees Association (OCEA) ENGINEERING UNIT
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Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Safety Inspector	OCE78	\$ 64.23	\$ 67.45	\$ 70.78	\$ 74.33	\$ 78.06
Senior Construction Inspector	OCE78	\$ 133,598.40	\$ 140,296.00	\$ 147,222.40	\$ 154,606.40	\$ 162,364.80
Construction Inspector	OCE74	\$ 58.20	\$ 61.10	\$ 64.15	\$ 67.38	\$ 70.73
		\$ 121,056.00	\$ 127,088.00	\$ 133,432.00	\$ 140,150.40	\$ 147,118.40
Engineering Technician	OCE70	\$ 52.71	\$ 55.35	\$ 58.14	\$ 61.04	\$ 64.08
		\$ 109,636.80	\$ 115,128.00	\$ 120,931.20	\$ 126,963.20	\$ 133,286.40

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

LOCAL 501 GROUP

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

Lead Electrical Technician	LOC75	\$ 60.51	\$ 63.55	\$ 66.72	\$ 70.07	\$ 73.53
Lead Instrumentation Technician	LOC75					
Lead Plant Operator	LOC75					
Lead Power Plant Operator	LOC75					
Reliability Maintenance Technician	LOC75					
		\$ 125,860.80	\$ 132,184.00	\$ 138,777.60	\$ 145,745.60	\$ 152,942.40

Lead Mechanic	LOC72	\$ 56.16	\$ 58.98	\$ 61.93	\$ 65.01	\$ 68.27
		\$ 116,812.80	\$ 122,678.40	\$ 128,814.40	\$ 135,220.80	\$ 142,001.60

Electrical Technician II	LOC71	\$ 54.79	\$ 57.53	\$ 60.41	\$ 63.43	\$ 66.62
Instrumentation Technician II	LOC71					
Power Plant Operator II	LOC71					
Senior Plant Operator	LOC71					
		\$ 113,963.20	\$ 119,662.40	\$ 125,652.80	\$ 131,934.40	\$ 138,569.60

Machinist	LOC68	\$ 50.88	\$ 53.42	\$ 56.12	\$ 58.91	\$ 61.85
Senior Mechanic	LOC68	\$ 105,830.40	\$ 111,113.60	\$ 116,729.60	\$ 122,532.80	\$ 128,648.00

Automotive/Heavy Equipmt Technician	LOC67	\$ 49.67	\$ 52.15	\$ 54.77	\$ 57.51	\$ 60.37
Building Maintenance Technician	LOC67					
Mobile Crane Operator	LOC67					
Welder/Fabricator	LOC67					
		\$ 103,313.60	\$ 108,472.00	\$ 113,921.60	\$ 119,620.80	\$ 125,569.60

Lead Facilities Worker	LOC66	\$ 48.48	\$ 50.88	\$ 53.42	\$ 56.11	\$ 58.93
Plant Operator	LOC66					
Power Plant Operator I	LOC66					
		\$ 100,838.40	\$ 105,830.40	\$ 111,113.60	\$ 116,708.80	\$ 122,574.40

**Orange County Sanitation District
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LOCAL 501 GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Electrical Technician I	LOC65	\$ 47.29	\$ 49.64	\$ 52.11	\$ 54.70	\$ 57.44
Instrumentation Technician I	LOC65					
		\$ 98,363.20	\$ 103,251.20	\$ 108,388.80	\$ 113,776.00	\$ 119,475.20
Facilities Worker	LOC62	\$ 43.91	\$ 46.09	\$ 48.38	\$ 50.82	\$ 53.38
Mechanic	LOC62					
		\$ 91,332.80	\$ 95,867.20	\$ 100,630.40	\$ 105,705.60	\$ 111,030.40
Maintenance Worker	LOC60	\$ 41.79	\$ 43.88	\$ 46.08	\$ 48.37	\$ 50.80
		\$ 86,923.20	\$ 91,270.40	\$ 95,846.40	\$ 100,609.60	\$ 105,664.00
Operator-In-Training	LOC58	\$ 39.75	\$ 41.75	\$ 43.84	\$ 46.04	\$ 48.33
		\$ 82,680.00	\$ 86,840.00	\$ 91,187.20	\$ 95,763.20	\$ 100,526.40

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

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

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