

**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