

**Orange County Sanitation District
Classification and Compensation Plan**

Professional and Supervisory Group

4% Structure Adjustment Each Year of Agreement

PROFESSIONAL GROUP

Classification	Pay Grade	Effective July 6, 2007		Effective July 4, 2008		Effective July 3, 2009	
		MIN	MAX	MIN	MAX	MIN	MAX
Accountant	70	\$30.40	\$36.95	\$31.62	\$38.43	\$32.88	\$39.97
Associate Engineer I	72	\$31.93	\$38.81	\$33.21	\$40.37	\$34.54	\$41.98
Associate Engineer II	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Associate Engineer III	80	\$38.91	\$47.30	\$40.47	\$49.19	\$42.09	\$51.16
Boat Captain	82	\$40.87	\$49.68	\$42.51	\$51.67	\$44.21	\$53.73
Buyer	70	\$30.40	\$36.95	\$31.62	\$38.43	\$32.88	\$39.97
Chief Scientist	90	\$49.81	\$60.55	\$51.81	\$62.97	\$53.88	\$65.49
CIP Project Manager	88	\$47.40	\$57.62	\$49.30	\$59.92	\$51.27	\$62.32
Contracts Administrator	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Cost Estimator	80	\$38.91	\$47.30	\$40.47	\$49.19	\$42.09	\$51.16
Engineer	84	\$42.94	\$52.20	\$44.66	\$54.29	\$46.45	\$56.46
Engineering Data Management Specialist	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Environmental Specialist	72	\$31.93	\$38.81	\$33.21	\$40.37	\$34.54	\$41.98
Financial Analyst	70	\$30.40	\$36.95	\$31.62	\$38.43	\$32.88	\$39.97
Human Resources Information Systems Analyst	73	\$32.73	\$39.78	\$34.04	\$41.37	\$35.40	\$43.03
Information Technology Analyst I	71	\$31.14	\$37.86	\$32.39	\$39.37	\$33.69	\$40.95
Information Technology Analyst II	75	\$34.40	\$41.81	\$35.77	\$43.48	\$37.20	\$45.22
Information Technology Analyst III	79	\$37.97	\$46.16	\$39.49	\$48.00	\$41.07	\$49.92
Laboratory Analyst	69	\$29.66	\$36.06	\$30.85	\$37.50	\$32.08	\$39.00
Legal & Regulatory Affairs Liaison	90	\$49.81	\$60.55	\$51.81	\$62.97	\$53.88	\$65.49
Legislative Affairs Liaison	90	\$49.81	\$60.55	\$51.81	\$62.97	\$53.88	\$65.49
LIMS Administrator	86	\$45.12	\$54.84	\$46.92	\$57.03	\$48.80	\$59.31
Maintenance Specialist	80	\$38.91	\$47.30	\$40.47	\$49.19	\$42.09	\$51.16
Planner/Scheduler	80	\$38.91	\$47.30	\$40.47	\$49.19	\$42.09	\$51.16
Principal Accountant	84	\$42.94	\$52.20	\$44.66	\$54.29	\$46.45	\$56.46
Principal Contracts Administrator	86	\$45.12	\$54.84	\$46.92	\$57.03	\$48.80	\$59.31
Principal Engineering Data Management Specialist	84	\$42.94	\$52.20	\$44.66	\$54.29	\$46.45	\$56.46
Principal Environmental Specialist	80	\$38.91	\$47.30	\$40.47	\$49.19	\$42.09	\$51.16
Principal Financial Analyst	84	\$42.94	\$52.20	\$44.66	\$54.29	\$46.45	\$56.46
Principal Information Technology Analyst	87	\$46.25	\$56.21	\$48.10	\$58.46	\$50.02	\$60.80

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PROFESSIONAL GROUP

Classification	Pay Grade	Effective July 6, 2007		Effective July 4, 2008		Effective July 3, 2009	
		MIN	MAX	MIN	MAX	MIN	MAX
Principal Laboratory Analyst	77	\$36.14	\$43.93	\$37.59	\$45.69	\$39.09	\$47.51
Principal Public Information Specialist	84	\$42.94	\$52.20	\$44.66	\$54.29	\$46.45	\$56.46
Principal Staff Analyst	84	\$42.94	\$52.20	\$44.66	\$54.29	\$46.45	\$56.46
Public Information Specialist	70	\$30.40	\$36.95	\$31.62	\$38.43	\$32.88	\$39.97
Records Management Specialist	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Regulatory Specialist	82	\$40.87	\$49.68	\$42.51	\$51.67	\$44.21	\$53.73
Safety & Health Representative	70	\$30.40	\$36.95	\$31.62	\$38.43	\$32.88	\$39.97
Safety & Health Specialist	82	\$40.87	\$49.68	\$42.51	\$51.67	\$44.21	\$53.73
Scientist	82	\$40.87	\$49.68	\$42.51	\$51.67	\$44.21	\$53.73
Security & Emergency Planning Specialist	80	\$38.91	\$47.30	\$40.47	\$49.19	\$42.09	\$51.16
Senior Accountant	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Senior Buyer	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Senior Contracts Administrator	82	\$40.87	\$49.68	\$42.51	\$51.67	\$44.21	\$53.73
Senior Engineer	88	\$47.40	\$57.62	\$49.30	\$59.92	\$51.27	\$62.32
Senior Engineering Associate	80	\$38.91	\$47.30	\$40.47	\$49.19	\$42.09	\$51.16
Senior Engineering Data Management Specialist	80	\$38.91	\$47.30	\$40.47	\$49.19	\$42.09	\$51.16
Senior Environmental Specialist	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Senior Financial Analyst	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Senior Information Technology Analyst	83	\$41.90	\$50.93	\$43.58	\$52.97	\$45.32	\$55.08
Senior Laboratory Analyst	73	\$32.73	\$39.78	\$34.04	\$41.37	\$35.40	\$43.03
Senior Public Information Specialist	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Senior Regulatory Specialist	86	\$45.12	\$54.84	\$46.92	\$57.03	\$48.80	\$59.31
Senior Safety & Health Representative	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Senior Scientist	86	\$45.12	\$54.84	\$46.92	\$57.03	\$48.80	\$59.31
Senior Staff Analyst	76	\$35.24	\$42.84	\$36.65	\$44.55	\$38.12	\$46.33
Staff Analyst	70	\$30.40	\$36.95	\$31.62	\$38.43	\$32.88	\$39.97
Utilities Management Specialist	84	\$42.94	\$52.20	\$44.66	\$54.29	\$46.45	\$56.46

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SUPERVISORY GROUP

Classification	Pay Grade
Accounting Supervisor	86
Chief Plant Operator	88
CIP Project Management Supervisor	92
Construction Inspection Supervisor	84
Contracts Supervisor	90
Engineering Supervisor	92
Environmental Supervisor	90
Information Technology Supervisor	87
Laboratory Supervisor	90
Maintenance Supervisor	82
Materials Control Supervisor	83
Operations Supervisor	84
Purchasing Supervisor	86
Safety & Health Supervisor	86
Senior Construction Inspection Supervisor	88
Senior Maintenance Supervisor	86
Source Control Supervisor	82

Effective July 6, 2007	
MIN	MAX
\$45.12	\$54.84
\$47.40	\$57.62
\$52.32	\$63.60
\$42.94	\$52.20
\$49.81	\$60.55
\$52.32	\$63.60
\$49.81	\$60.55
\$46.25	\$56.21
\$49.81	\$60.55
\$40.87	\$49.68
\$41.90	\$50.93
\$42.94	\$52.20
\$45.12	\$54.84
\$45.12	\$54.84
\$47.40	\$57.62
\$45.12	\$54.84
\$40.87	\$49.68

Effective July 4, 2008	
MIN	MAX
\$46.92	\$57.03
\$49.30	\$59.92
\$54.41	\$66.14
\$44.66	\$54.29
\$51.81	\$62.97
\$54.41	\$66.14
\$51.81	\$62.97
\$48.10	\$58.46
\$51.81	\$62.97
\$42.51	\$51.67
\$43.58	\$52.97
\$44.66	\$54.29
\$46.92	\$57.03
\$46.92	\$57.03
\$49.30	\$59.92
\$46.92	\$57.03
\$42.51	\$51.67

Effective July 3, 2009	
MIN	MAX
\$48.80	\$59.31
\$51.27	\$62.32
\$56.59	\$68.79
\$46.45	\$56.46
\$53.88	\$65.49
\$56.59	\$68.79
\$53.88	\$65.49
\$50.02	\$60.80
\$53.88	\$65.49
\$44.21	\$53.73
\$45.32	\$55.08
\$46.45	\$56.46
\$48.80	\$59.31
\$48.80	\$59.31
\$51.27	\$62.32
\$48.80	\$59.31
\$44.21	\$53.73