

**Orange County Sanitation District
Classification and Compensation Plan
Rates Effective July 6, 2018**

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|-----------------------------------|
| EXECUTIVE MANAGEMENT GROUP |
|-----------------------------------|

| Classification | Pay Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|---|-------------|------------|------------|------------|------------|------------|
| Assistant General Manager | EM32 | \$ 226,074 | \$ 237,635 | \$ 249,788 | \$ 262,562 | \$ 275,990 |
| Director of Engineering | EM27 | \$ 199,817 | \$ 210,035 | \$ 220,776 | \$ 232,067 | \$ 243,935 |
| Director of Operations and Maintenance | EM26 | \$ 194,943 | \$ 204,912 | \$ 215,392 | \$ 226,407 | \$ 237,985 |
| Director of Human Resources | EM25 | \$ 190,188 | \$ 199,914 | \$ 210,138 | \$ 220,885 | \$ 232,181 |
| Director of Finance and Administrative Services | EM25 | \$ 190,188 | \$ 199,914 | \$ 210,138 | \$ 220,885 | \$ 232,181 |
| Director of Environmental Services | EM25 | \$ 190,188 | \$ 199,914 | \$ 210,138 | \$ 220,885 | \$ 232,181 |

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MANAGERS GROUP

| Classification | Pay Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|--|------------------|---------------|---------------|---------------|---------------|---------------|
| Engineering Manager | EM18 | \$ 159,999 | \$ 168,181 | \$ 176,782 | \$ 185,823 | \$ 195,326 |
| Controller | EM16 | \$ 152,289 | \$ 160,077 | \$ 168,264 | \$ 176,869 | \$ 185,914 |
| Human Resources & Risk Manager | EM16 | \$ 152,289 | \$ 160,077 | \$ 168,264 | \$ 176,869 | \$ 185,914 |
| Maintenance Manager | EM16 | \$ 152,289 | \$ 160,077 | \$ 168,264 | \$ 176,869 | \$ 185,914 |
| Operations Manager | EM16 | \$ 152,289 | \$ 160,077 | \$ 168,264 | \$ 176,869 | \$ 185,914 |
| Contracts & Purchasing Manager | EM16 | \$ 152,289 | \$ 160,077 | \$ 168,264 | \$ 176,869 | \$ 185,914 |
| IT Systems & Operations Manager | EM16 | \$ 152,289 | \$ 160,077 | \$ 168,264 | \$ 176,869 | \$ 185,914 |
| Environmental Lab & Ocean Monitoring Manager | EM16 | \$ 152,289 | \$ 160,077 | \$ 168,264 | \$ 176,869 | \$ 185,914 |

**Orange County Sanitation District
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SUPERVISOR GROUP

| Classification | Pay Grade | STEP | STEP | STEP | STEP | STEP |
|------------------------------------|--------------|---------------|---------------|---------------|---------------|---------------|
| | | 1 | 2 | 3 | 4 | 5 |
| Engineering Supervisor | SUP92 | \$ 65.00 | \$ 68.23 | \$ 71.68 | \$ 75.25 | \$ 79.00 |
| | | \$ 135,200.00 | \$ 141,918.40 | \$ 149,094.40 | \$ 156,520.00 | \$ 164,320.00 |
| Contracts Supervisor | SUP90 | \$ 61.88 | \$ 64.99 | \$ 68.21 | \$ 71.62 | \$ 75.22 |
| Environmental Supervisor | SUP90 | | | | | |
| | | \$ 128,710.40 | \$ 135,179.20 | \$ 141,876.80 | \$ 148,969.60 | \$ 156,457.60 |
| Chief Plant Operator | SUP88 | | | | | |
| Information Technology Supervisor | SUP88 | \$ 58.89 | \$ 61.83 | \$ 64.93 | \$ 68.16 | \$ 71.57 |
| Maintenance Superintendent | SUP88 | | | | | |
| | | \$ 122,491.20 | \$ 128,606.40 | \$ 135,054.40 | \$ 141,772.80 | \$ 148,865.60 |
| Accounting Supervisor | SUP86 | | | | | |
| Public Affairs Supervisor | SUP86 | \$ 56.04 | \$ 58.85 | \$ 61.79 | \$ 64.88 | \$ 68.12 |
| Purchasing Supervisor | SUP86 | | | | | |
| Safety & Health Supervisor | SUP86 | | | | | |
| | | \$ 116,563.20 | \$ 122,408.00 | \$ 128,523.20 | \$ 134,950.40 | \$ 141,689.60 |
| Construction Inspection Supervisor | SUP84 | | | | | |
| Operations Supervisor | SUP84 | \$ 53.34 | \$ 56.01 | \$ 58.81 | \$ 61.75 | \$ 64.84 |
| Source Control Supervisor | SUP84 | | | | | |
| | | \$ 110,947.20 | \$ 116,500.80 | \$ 122,324.80 | \$ 128,440.00 | \$ 134,867.20 |
| Materials Control Supervisor | SUP83 | \$ 52.05 | \$ 54.66 | \$ 57.37 | \$ 60.25 | \$ 63.27 |
| | | \$ 108,264.00 | \$ 113,692.80 | \$ 119,329.60 | \$ 125,320.00 | \$ 131,601.60 |
| Maintenance Supervisor | SUP82 | \$ 50.78 | \$ 53.31 | \$ 55.98 | \$ 58.77 | \$ 61.71 |
| | | \$ 105,622.40 | \$ 110,884.80 | \$ 116,438.40 | \$ 122,241.60 | \$ 128,356.80 |

**Orange County Sanitation District
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|---------------------------|--|--|--|--|--|--|
| PROFESSIONAL GROUP | | | | | | |
|---------------------------|--|--|--|--|--|--|

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

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|---------------------|-------|---------------|---------------|---------------|---------------|---------------|
| CIP Project Manager | PRO88 | \$ 58.89 | \$ 61.83 | \$ 64.93 | \$ 68.16 | \$ 71.57 |
| Senior Engineer | PRO88 | | | | | |
| | | \$ 122,491.20 | \$ 128,606.40 | \$ 135,054.40 | \$ 141,772.80 | \$ 148,865.60 |

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|-----------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Pr Information Technology Analyst | PRO87 | \$ 57.46 | \$ 60.33 | \$ 63.33 | \$ 66.49 | \$ 69.82 |
| Pr Project Controls Analyst | PRO87 | | | | | |
| | | \$ 119,516.80 | \$ 125,486.40 | \$ 131,726.40 | \$ 138,299.20 | \$ 145,225.60 |

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|-----------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Principal Contracts Administrator | PRO86 | | | | | |
| Senior Regulatory Specialist | PRO86 | \$ 56.04 | \$ 58.85 | \$ 61.79 | \$ 64.88 | \$ 68.12 |
| Senior Scientist | PRO86 | | | | | |
| | | \$ 116,563.20 | \$ 122,408.00 | \$ 128,523.20 | \$ 134,950.40 | \$ 141,689.60 |

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|-------------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Engineer | PRO84 | | | | | |
| Principal Accountant | PRO84 | \$ 53.34 | \$ 56.01 | \$ 58.81 | \$ 61.75 | \$ 64.84 |
| Principal Public Affairs Specialist | PRO84 | | | | | |
| Principal Staff Analyst | PRO84 | | | | | |
| | | \$ 110,947.20 | \$ 116,500.80 | \$ 122,324.80 | \$ 128,440.00 | \$ 134,867.20 |

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|-----------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Sr Information Technology Analyst | PRO83 | \$ 52.05 | \$ 54.66 | \$ 57.37 | \$ 60.25 | \$ 63.27 |
| | | \$ 108,264.00 | \$ 113,692.80 | \$ 119,329.60 | \$ 125,320.00 | \$ 131,601.60 |

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|--------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Regulatory Specialist | PRO82 | | | | | |
| Safety & Health Specialist | PRO82 | \$ 50.78 | \$ 53.31 | \$ 55.98 | \$ 58.77 | \$ 61.71 |
| Scientist | PRO82 | | | | | |
| Senior Contracts Administrator | PRO82 | | | | | |
| | | \$ 105,622.40 | \$ 110,884.80 | \$ 116,438.40 | \$ 122,241.60 | \$ 128,356.80 |

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|------------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Associate Engineer | PRO80 | | | | | |
| Cost Estimator | PRO80 | | | | | |
| Maintenance Specialist | PRO80 | \$ 48.34 | \$ 50.76 | \$ 53.29 | \$ 55.97 | \$ 58.75 |
| Planner/Scheduler | PRO80 | | | | | |
| Principal Environmental Specialist | PRO80 | | | | | |
| Security & Emergency Plng Spec | PRO80 | | | | | |
| | | \$ 100,547.20 | \$ 105,580.80 | \$ 110,843.20 | \$ 116,417.60 | \$ 122,200.00 |

**Orange County Sanitation District
Classification and Compensation Plan
Rates Effective July 6, 2018**

| |
|---------------------------|
| PROFESSIONAL GROUP |
|---------------------------|

| Classification | Pay Grade | STEP | STEP | STEP | STEP | STEP |
|------------------------------------|-----------|--------------|---------------|---------------|---------------|---------------|
| | | 1 | 2 | 3 | 4 | 5 |
| Information Technology Analyst III | PRO79 | \$ 47.18 | \$ 49.53 | \$ 52.02 | \$ 54.60 | \$ 57.32 |
| | | \$ 98,134.40 | \$ 103,022.40 | \$ 108,201.60 | \$ 113,568.00 | \$ 119,225.60 |

| | | | | | | |
|----------------------------------|-------|--------------|--------------|---------------|---------------|---------------|
| Assistant Engineer | PRO76 | \$ 43.82 | \$ 45.96 | \$ 48.27 | \$ 50.69 | \$ 53.22 |
| Contracts Administrator | PRO76 | | | | | |
| Occupational Health Nurse | PRO76 | | | | | |
| Records Management Specialist | PRO76 | | | | | |
| Senior Accountant | PRO76 | | | | | |
| Senior Buyer | PRO76 | | | | | |
| Senior Environmental Specialist | PRO76 | | | | | |
| Senior Public Affairs Specialist | PRO76 | | | | | |
| Senior Safety & Health Rep | PRO76 | | | | | |
| Senior Staff Analyst | PRO76 | | | | | |
| | | \$ 91,145.60 | \$ 95,596.80 | \$ 100,401.60 | \$ 105,435.20 | \$ 110,697.60 |

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|-----------------------------------|-------|--------------|--------------|--------------|---------------|---------------|
| Boat Captain | PRO75 | \$ 42.73 | \$ 44.87 | \$ 47.10 | \$ 49.47 | \$ 51.96 |
| Information Technology Analyst II | PRO75 | | | | | |
| | | \$ 88,878.40 | \$ 93,329.60 | \$ 97,968.00 | \$ 102,897.60 | \$ 108,076.80 |

| | | | | | | |
|--------------------------|-------|--------------|--------------|--------------|--------------|---------------|
| Environmental Specialist | PRO72 | \$ 39.66 | \$ 41.66 | \$ 43.75 | \$ 45.92 | \$ 48.22 |
| | | \$ 82,492.80 | \$ 86,652.80 | \$ 91,000.00 | \$ 95,513.60 | \$ 100,297.60 |

| | | | | | | |
|--------------------------------|-------|--------------|--------------|--------------|--------------|--------------|
| Accountant | PRO70 | \$ 37.76 | \$ 39.65 | \$ 41.64 | \$ 43.73 | \$ 45.91 |
| Buyer | PRO70 | | | | | |
| Public Affairs Specialist | PRO70 | | | | | |
| Safety & Health Representative | PRO70 | | | | | |
| Staff Analyst | PRO70 | | | | | |
| | | \$ 78,540.80 | \$ 82,472.00 | \$ 86,611.20 | \$ 90,958.40 | \$ 95,492.80 |

**Orange County Sanitation District
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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 |
| Executive Assistant | OCE69 | \$ 38.32 | \$ 40.24 | \$ 42.25 | \$ 44.37 | \$ 46.59 |
| | | \$ 79,705.60 | \$ 83,699.20 | \$ 87,880.00 | \$ 92,289.60 | \$ 96,907.20 |
| Administrative Assistant | OCE67 | \$ 36.47 | \$ 38.29 | \$ 40.21 | \$ 42.21 | \$ 44.32 |
| Contracts/Purchasing Assistant | OCE67 | | | | | |
| Payroll Technician | OCE67 | | | | | |
| | | \$ 75,857.60 | \$ 79,643.20 | \$ 83,636.80 | \$ 87,796.80 | \$ 92,185.60 |
| Graphics Coordinator | OCE66 | \$ 35.60 | \$ 37.37 | \$ 39.23 | \$ 41.19 | \$ 43.26 |
| | | \$ 74,048.00 | \$ 77,729.60 | \$ 81,598.40 | \$ 85,675.20 | \$ 89,980.80 |
| Lead Storekeeper | OCE62 | \$ 32.24 | \$ 33.86 | \$ 35.55 | \$ 37.33 | \$ 39.18 |
| | | \$ 67,059.20 | \$ 70,428.80 | \$ 73,944.00 | \$ 77,646.40 | \$ 81,494.40 |
| Accounting Assistant II | OCE58 | \$ 29.19 | \$ 30.66 | \$ 32.19 | \$ 33.78 | \$ 35.49 |
| Senior Storekeeper | OCE58 | | | | | |
| | | \$ 60,715.20 | \$ 63,772.80 | \$ 66,955.20 | \$ 70,262.40 | \$ 73,819.20 |
| Program Assistant | OCE56 | \$ 27.81 | \$ 29.18 | \$ 30.65 | \$ 32.17 | \$ 33.77 |
| | | \$ 57,844.80 | \$ 60,694.40 | \$ 63,752.00 | \$ 66,913.60 | \$ 70,241.60 |
| Accounting Assistant I | OCE54 | \$ 26.45 | \$ 27.79 | \$ 29.16 | \$ 30.63 | \$ 32.15 |
| | | \$ 55,016.00 | \$ 57,803.20 | \$ 60,652.80 | \$ 63,710.40 | \$ 66,872.00 |
| Storekeeper | OCE52 | \$ 25.18 | \$ 26.45 | \$ 27.79 | \$ 29.16 | \$ 30.63 |
| | | \$ 52,374.40 | \$ 55,016.00 | \$ 57,803.20 | \$ 60,652.80 | \$ 63,710.40 |
| Office Assistant | OCE50 | \$ 23.97 | \$ 25.16 | \$ 26.41 | \$ 27.75 | \$ 29.13 |
| | | \$ 49,857.60 | \$ 52,332.80 | \$ 54,932.80 | \$ 57,720.00 | \$ 60,590.40 |

**Orange County Sanitation District
Classification and Compensation Plan
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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 |

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|-------------------------------|--------------|--------------|---------------|---------------|---------------|---------------|
| Lead Source Control Inspector | OCE77 | \$ 46.69 | \$ 49.04 | \$ 51.50 | \$ 54.07 | \$ 56.76 |
| | | \$ 97,115.20 | \$ 102,003.20 | \$ 107,120.00 | \$ 112,465.60 | \$ 118,060.80 |

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|-------------------------------|--------------|--------------|--------------|---------------|---------------|---------------|
| Data Management Technician II | OCE75 | \$ 44.43 | \$ 46.65 | \$ 49.00 | \$ 51.43 | \$ 54.01 |
| | | \$ 92,414.40 | \$ 97,032.00 | \$ 101,920.00 | \$ 106,974.40 | \$ 112,340.80 |

| | | | | | | |
|-----------------------------|--------------|--------------|--------------|--------------|---------------|---------------|
| Source Control Inspector II | OCE73 | \$ 42.27 | \$ 44.39 | \$ 46.62 | \$ 48.94 | \$ 51.39 |
| | | \$ 87,921.60 | \$ 92,331.20 | \$ 96,969.60 | \$ 101,795.20 | \$ 106,891.20 |

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|------------------------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Data Management Technician I | OCE71 | \$ 40.23 | \$ 42.24 | \$ 44.36 | \$ 46.59 | \$ 48.90 |
| | | \$ 83,678.40 | \$ 87,859.20 | \$ 92,268.80 | \$ 96,907.20 | \$ 101,712.00 |

| | | | | | | |
|----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Source Control Inspector I | OCE69 | \$ 38.32 | \$ 40.24 | \$ 42.25 | \$ 44.37 | \$ 46.59 |
| | | \$ 79,705.60 | \$ 83,699.20 | \$ 87,880.00 | \$ 92,289.60 | \$ 96,907.20 |

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|-------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Info Technology Technician II | OCE65 | \$ 34.72 | \$ 36.45 | \$ 38.27 | \$ 40.18 | \$ 42.18 |
| | | \$ 72,217.60 | \$ 75,816.00 | \$ 79,601.60 | \$ 83,574.40 | \$ 87,734.40 |

| | | | | | | |
|------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Environmental Technician | OCE61 | \$ 31.44 | \$ 33.02 | \$ 34.66 | \$ 36.41 | \$ 38.22 |
| Info Technology Technician I | OCE61 | | | | | |
| | | \$ 65,395.20 | \$ 68,681.60 | \$ 72,092.80 | \$ 75,732.80 | \$ 79,497.60 |

**Orange County Sanitation District
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|---|
| Orange County Employees Association (OCEA) |
| ENGINEERING UNIT |

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|-------------------------------|--------------|--------------|---------------|---------------|---------------|---------------|
| Senior Construction Inspector | OCE78 | \$ 47.84 | \$ 50.25 | \$ 52.73 | \$ 55.39 | \$ 58.15 |
| | | \$ 99,507.20 | \$ 104,520.00 | \$ 109,678.40 | \$ 115,211.20 | \$ 120,952.00 |
| Engineering Associate | OCE76 | \$ 45.52 | \$ 47.81 | \$ 50.20 | \$ 52.70 | \$ 55.36 |
| | | \$ 94,681.60 | \$ 99,444.80 | \$ 104,416.00 | \$ 109,616.00 | \$ 115,148.80 |
| Construction Inspector | OCE74 | \$ 43.36 | \$ 45.51 | \$ 47.80 | \$ 50.19 | \$ 52.69 |
| | | \$ 90,188.80 | \$ 94,660.80 | \$ 99,424.00 | \$ 104,395.20 | \$ 109,595.20 |
| Engineering Assistant II | OCE70 | \$ 39.28 | \$ 41.25 | \$ 43.31 | \$ 45.47 | \$ 47.74 |
| | | \$ 81,702.40 | \$ 85,800.00 | \$ 90,084.80 | \$ 94,577.60 | \$ 99,299.20 |
| Engineering Assistant I | OCE66 | \$ 35.60 | \$ 37.37 | \$ 39.23 | \$ 41.19 | \$ 43.26 |
| | | \$ 74,048.00 | \$ 77,729.60 | \$ 81,598.40 | \$ 85,675.20 | \$ 89,980.80 |

**Orange County Sanitation District
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LOCAL 501 GROUP

| Classification | Pay Grade | STEP | STEP | STEP | STEP | STEP |
|-------------------------------------|-----------|--------------|--------------|---------------|---------------|---------------|
| | | 1 | 2 | 3 | 4 | 5 |
| Lead Electrical Technician | LOC75 | \$ 45.09 | \$ 47.34 | \$ 49.71 | \$ 52.20 | \$ 54.79 |
| Lead Instrumentation Technician | LOC75 | | | | | |
| Lead Plant Operator | LOC75 | | | | | |
| Lead Power Plant Operator | LOC75 | | | | | |
| Reliability Maintenance Technician | LOC75 | | | | | |
| | | \$ 93,787.20 | \$ 98,467.20 | \$ 103,396.80 | \$ 108,576.00 | \$ 113,963.20 |
| Electrical Technician II | LOC71 | \$ 40.82 | \$ 42.86 | \$ 45.01 | \$ 47.27 | \$ 49.63 |
| Instrumentation Technician II | LOC71 | | | | | |
| Lead Mechanic | LOC71 | | | | | |
| Lead Welder/Fabricator | LOC71 | | | | | |
| Power Plant Operator II | LOC71 | | | | | |
| Senior Plant Operator | LOC71 | | | | | |
| | | \$ 84,905.60 | \$ 89,148.80 | \$ 93,620.80 | \$ 98,321.60 | \$ 103,230.40 |
| Machinist | LOC68 | \$ 37.90 | \$ 39.80 | \$ 41.81 | \$ 43.88 | \$ 46.08 |
| | | \$ 78,832.00 | \$ 82,784.00 | \$ 86,964.80 | \$ 91,270.40 | \$ 95,846.40 |
| Automotive/Heavy Equipmt Technician | LOC67 | \$ 37.00 | \$ 38.85 | \$ 40.80 | \$ 42.84 | \$ 44.98 |
| Mobile Crane Operator | LOC67 | | | | | |
| Senior Mechanic | LOC67 | | | | | |
| Welder/Fabricator | LOC67 | | | | | |
| | | \$ 76,960.00 | \$ 80,808.00 | \$ 84,864.00 | \$ 89,107.20 | \$ 93,558.40 |
| Lead Facilities Worker | LOC66 | \$ 36.11 | \$ 37.90 | \$ 39.80 | \$ 41.80 | \$ 43.89 |
| Plant Operator | LOC66 | | | | | |
| Power Plant Operator I | LOC66 | | | | | |
| | | \$ 75,108.80 | \$ 78,832.00 | \$ 82,784.00 | \$ 86,944.00 | \$ 91,291.20 |
| Electrical Technician I | LOC65 | \$ 35.23 | \$ 36.97 | \$ 38.83 | \$ 40.76 | \$ 42.81 |
| Instrumentation Technician I | LOC65 | | | | | |
| | | \$ 73,278.40 | \$ 76,897.60 | \$ 80,766.40 | \$ 84,780.80 | \$ 89,044.80 |

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|---------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Facilities Worker/Builder | LOC62 | \$ 32.72 | \$ 34.34 | \$ 36.05 | \$ 37.86 | \$ 39.76 |
| Facilities Worker/Painter | LOC62 | | | | | |
| | | \$ 68,057.60 | \$ 71,427.20 | \$ 74,984.00 | \$ 78,748.80 | \$ 82,700.80 |

| | | | | | | |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|
| Mechanic | LOC61 | \$ 31.90 | \$ 33.50 | \$ 35.16 | \$ 36.92 | \$ 38.77 |
| | | \$ 66,352.00 | \$ 69,680.00 | \$ 73,132.80 | \$ 76,793.60 | \$ 80,641.60 |

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|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Maintenance Worker | LOC60 | \$ 31.15 | \$ 32.69 | \$ 34.33 | \$ 36.04 | \$ 37.85 |
| Control Center Operator | LOC60 | | | | | |
| | | \$ 64,792.00 | \$ 67,995.20 | \$ 71,406.40 | \$ 74,963.20 | \$ 78,728.00 |

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|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Operator-In-Training | LOC58 | \$ 29.61 | \$ 31.11 | \$ 32.65 | \$ 34.29 | \$ 36.01 |
| | | \$ 61,588.80 | \$ 64,708.80 | \$ 67,912.00 | \$ 71,323.20 | \$ 74,900.80 |

| | | | | | | |
|--------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Automotive/Heavy Equipment Assistant | LOC53 | \$ 26.18 | \$ 27.49 | \$ 28.88 | \$ 30.31 | \$ 31.83 |
| | | \$ 54,454.40 | \$ 57,179.20 | \$ 60,070.40 | \$ 63,044.80 | \$ 66,206.40 |

**Orange County Sanitation District
Classification and Compensation Plan
Rates Effective July 6, 2018**

CONFIDENTIAL GROUP

| Classification | Pay Grade | STEP | STEP | STEP | STEP | STEP |
|----------------------------------|-----------|---------------|---------------|---------------|---------------|---------------|
| | | 1 | 2 | 3 | 4 | 5 |
| Human Resources Supervisor | CON90 | \$ 61.88 | \$ 64.99 | \$ 68.21 | \$ 71.62 | \$ 75.22 |
| | | \$ 128,710.40 | \$ 135,179.20 | \$ 141,876.80 | \$ 148,969.60 | \$ 156,457.60 |
| Clerk of the Board | CON84 | \$ 53.34 | \$ 56.01 | \$ 58.81 | \$ 61.75 | \$ 64.84 |
| Principal HR Analyst | CON84 | \$ 110,947.20 | \$ 116,500.80 | \$ 122,324.80 | \$ 128,440.00 | \$ 134,867.20 |
| Senior Human Resources Analyst | CON76 | \$ 43.82 | \$ 45.96 | \$ 48.27 | \$ 50.69 | \$ 53.22 |
| | | \$ 91,145.60 | \$ 95,596.80 | \$ 100,401.60 | \$ 105,435.20 | \$ 110,697.60 |
| Deputy Clerk of the Board | CON73 | \$ 40.65 | \$ 42.69 | \$ 44.82 | \$ 47.06 | \$ 49.42 |
| Secretary to the General Manager | CON73 | \$ 84,552.00 | \$ 88,795.20 | \$ 93,225.60 | \$ 97,884.80 | \$ 102,793.60 |
| Human Resources Analyst | CON70 | \$ 37.76 | \$ 39.65 | \$ 41.64 | \$ 43.73 | \$ 45.91 |
| | | \$ 78,540.80 | \$ 82,472.00 | \$ 86,611.20 | \$ 90,958.40 | \$ 95,492.80 |
| Human Resources Assistant | CON67 | \$ 36.47 | \$ 38.29 | \$ 40.21 | \$ 42.21 | \$ 44.32 |
| | | \$ 75,857.60 | \$ 79,643.20 | \$ 83,636.80 | \$ 87,796.80 | \$ 92,185.60 |
| Program Assistant | CON56 | \$ 27.81 | \$ 29.18 | \$ 30.65 | \$ 32.17 | \$ 33.77 |
| | | \$ 57,844.80 | \$ 60,694.40 | \$ 63,752.00 | \$ 66,913.60 | \$ 70,241.60 |

**Orange County Sanitation District
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| <u>INTERNS</u> | |
|----------------|-----------------|
| Programs | Hourly Pay Rate |
| Graduate | \$ 20.00 |
| Undergraduate | \$ 17.00 |
| Vocational | \$ 15.00 |