

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

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