

**Orange County Sanitation District
Classification and Compensation Plan
Rates Effective July 5, 2019**

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

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

| | | | | | | |
|---------------------|-------|---------------|---------------|---------------|---------------|---------------|
| CIP Project Manager | PRO88 | \$ 60.66 | \$ 63.68 | \$ 66.88 | \$ 70.20 | \$ 73.72 |
| Senior Engineer | PRO88 | | | | | |
| | | \$ 126,172.80 | \$ 132,454.40 | \$ 139,110.40 | \$ 146,016.00 | \$ 153,337.60 |

| | | | | | | |
|-----------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Pr Information Technology Analyst | PRO87 | \$ 59.18 | \$ 62.14 | \$ 65.23 | \$ 68.48 | \$ 71.91 |
| Pr Project Controls Analyst | PRO87 | | | | | |
| | | \$ 123,094.40 | \$ 129,251.20 | \$ 135,678.40 | \$ 142,438.40 | \$ 149,572.80 |

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|-----------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Principal Contracts Administrator | PRO86 | | | | | |
| Senior Regulatory Specialist | PRO86 | \$ 57.72 | \$ 60.62 | \$ 63.64 | \$ 66.83 | \$ 70.16 |
| Senior Scientist | PRO86 | | | | | |
| | | \$ 120,057.60 | \$ 126,089.60 | \$ 132,371.20 | \$ 139,006.40 | \$ 145,932.80 |

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|-------------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Engineer | PRO84 | | | | | |
| Principal Accountant | PRO84 | | | | | |
| Principal Public Affairs Specialist | PRO84 | \$ 54.94 | \$ 57.69 | \$ 60.57 | \$ 63.60 | \$ 66.79 |
| Principal Staff Analyst | PRO84 | | | | | |
| Senior Cost Estimator | PRO84 | | | | | |
| Senior Planner/Scheduler | PRO84 | | | | | |
| | | \$ 114,275.20 | \$ 119,995.20 | \$ 125,985.60 | \$ 132,288.00 | \$ 138,923.20 |

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|-----------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Sr Information Technology Analyst | PRO83 | \$ 53.61 | \$ 56.30 | \$ 59.09 | \$ 62.06 | \$ 65.17 |
| | | \$ 111,508.80 | \$ 117,104.00 | \$ 122,907.20 | \$ 129,084.80 | \$ 135,553.60 |

| | | | | | | |
|--------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Regulatory Specialist | PRO82 | | | | | |
| Safety & Health Specialist | PRO82 | \$ 52.30 | \$ 54.91 | \$ 57.66 | \$ 60.53 | \$ 63.56 |
| Scientist | PRO82 | | | | | |
| Senior Contracts Administrator | PRO82 | | | | | |
| | | \$ 108,784.00 | \$ 114,212.80 | \$ 119,932.80 | \$ 125,902.40 | \$ 132,204.80 |

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|------------------------------------|-------|---------------|---------------|---------------|---------------|---------------|
| Associate Engineer | PRO80 | | | | | |
| Cost Estimator | PRO80 | | | | | |
| Maintenance Specialist | PRO80 | | | | | |
| Planner/Scheduler | PRO80 | \$ 49.79 | \$ 52.28 | \$ 54.89 | \$ 57.65 | \$ 60.51 |
| Principal Buyer | PRO80 | | | | | |
| Principal Environmental Specialist | PRO80 | | | | | |
| Security & Emergency Plng Spec | PRO80 | | | | | |
| | | \$ 103,563.20 | \$ 108,742.40 | \$ 114,171.20 | \$ 119,912.00 | \$ 125,860.80 |

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| PROFESSIONAL GROUP |
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| Classification | Pay Grade | STEP | STEP | STEP | STEP | STEP |
|------------------------------------|-----------|---------------|---------------|---------------|---------------|---------------|
| | | 1 | 2 | 3 | 4 | 5 |
| Information Technology Analyst III | PRO79 | \$ 48.60 | \$ 51.02 | \$ 53.58 | \$ 56.24 | \$ 59.04 |
| | | \$ 101,088.00 | \$ 106,121.60 | \$ 111,446.40 | \$ 116,979.20 | \$ 122,803.20 |

| | | | | | | |
|----------------------------------|-------|--------------|--------------|---------------|---------------|---------------|
| Assistant Engineer | PRO76 | \$ 45.13 | \$ 47.34 | \$ 49.72 | \$ 52.21 | \$ 54.82 |
| Contracts Administrator | 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 | | | | | |
| | | \$ 93,870.40 | \$ 98,467.20 | \$ 103,417.60 | \$ 108,596.80 | \$ 114,025.60 |

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|-----------------------------------|-------|--------------|--------------|---------------|---------------|---------------|
| Boat Captain | PRO75 | \$ 44.01 | \$ 46.22 | \$ 48.51 | \$ 50.95 | \$ 53.52 |
| Information Technology Analyst II | PRO75 | | | | | |
| | | \$ 91,540.80 | \$ 96,137.60 | \$ 100,900.80 | \$ 105,976.00 | \$ 111,321.60 |

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|--------------------------|-------|--------------|--------------|--------------|--------------|---------------|
| Environmental Specialist | PRO72 | \$ 40.85 | \$ 42.91 | \$ 45.06 | \$ 47.30 | \$ 49.67 |
| | | \$ 84,968.00 | \$ 89,252.80 | \$ 93,724.80 | \$ 98,384.00 | \$ 103,313.60 |

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|--------------------------------|-------|--------------|--------------|--------------|--------------|--------------|
| Accountant | PRO70 | \$ 38.89 | \$ 40.84 | \$ 42.89 | \$ 45.04 | \$ 47.29 |
| Buyer | PRO70 | | | | | |
| Public Affairs Specialist | PRO70 | | | | | |
| Safety & Health Representative | PRO70 | | | | | |
| Staff Analyst | PRO70 | | | | | |
| | | \$ 80,891.20 | \$ 84,947.20 | \$ 89,211.20 | \$ 93,683.20 | \$ 98,363.20 |