

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

EXECUTIVE MANAGEMENT GROUP

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
General Manager	EM37	\$ 263,453	\$ 276,931	\$ 291,096	\$ 305,968	\$ 321,610
Assistant General Manager	EM32	\$ 232,856	\$ 244,774	\$ 257,275	\$ 270,442	\$ 284,274
Director of Engineering	EM27	\$ 205,816	\$ 216,341	\$ 227,386	\$ 239,034	\$ 251,264
Director of Operations & Maintenance	EM26	\$ 200,782	\$ 211,078	\$ 221,853	\$ 233,210	\$ 245,128
Director of Environmental Services	EM25	\$ 195,894	\$ 205,899	\$ 216,445	\$ 227,510	\$ 239,158
Director of Finance & Administrative Services						
Director of Human Resources						

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MANAGERS GROUP

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
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Engineering Manager	EM18	\$ 164,798	\$ 173,243	\$ 182,083	\$ 191,401	\$ 201,198
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Administration Manager	EM16	\$ 156,873	\$ 164,881	\$ 173,326	\$ 182,166	\$ 191,484
Controller						
Environmental Lab & Ocean Monitoring Manager						
Human Resources & Risk Manager						
IT Systems & Operations Manager						
Maintenance Manager						
Operations Manager						
Purchasing & Contracts Manager						

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SUPERVISOR GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Engineering Supervisor	SUP92	\$ 66.95	\$ 70.28	\$ 73.83	\$ 77.51	\$ 81.37
		\$ 139,256.00	\$ 146,182.40	\$ 153,566.40	\$ 161,220.80	\$ 169,249.60
Contracts Supervisor	SUP90	\$ 63.74	\$ 66.94	\$ 70.26	\$ 73.77	\$ 77.48
Environmental Supervisor	SUP90					
		\$ 132,579.20	\$ 139,235.20	\$ 146,140.80	\$ 153,441.60	\$ 161,158.40
Chief Plant Operator	SUP88					
Information Technology Supervisor	SUP88	\$ 60.66	\$ 63.68	\$ 66.88	\$ 70.20	\$ 73.72
Maintenance Superintendent	SUP88					
		\$ 126,172.80	\$ 132,454.40	\$ 139,110.40	\$ 146,016.00	\$ 153,337.60
Accounting Supervisor	SUP86					
Purchasing Supervisor	SUP86	\$ 57.72	\$ 60.62	\$ 63.64	\$ 66.83	\$ 70.16
Safety & Health Supervisor	SUP86					
		\$ 120,057.60	\$ 126,089.60	\$ 132,371.20	\$ 139,006.40	\$ 145,932.80
Construction Inspection Supervisor	SUP84					
Operations Supervisor	SUP84	\$ 54.94	\$ 57.69	\$ 60.57	\$ 63.60	\$ 66.79
Source Control Supervisor	SUP84					
		\$ 114,275.20	\$ 119,995.20	\$ 125,985.60	\$ 132,288.00	\$ 138,923.20
Materials Control Supervisor	SUP83	\$ 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
Maintenance Supervisor	SUP82	\$ 52.30	\$ 54.91	\$ 57.66	\$ 60.53	\$ 63.56
		\$ 108,784.00	\$ 114,212.80	\$ 119,932.80	\$ 125,902.40	\$ 132,204.80

**Orange County Sanitation District
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PROFESSIONAL GROUP						
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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

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

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

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

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

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

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

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

**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	\$ 39.47	\$ 41.45	\$ 43.52	\$ 45.70	\$ 47.99
Graphics Designer	OCE69					
		\$ 82,097.60	\$ 86,216.00	\$ 90,521.60	\$ 95,056.00	\$ 99,819.20

Administrative Assistant	OCE67					
Contracts/Purchasing Assistant	OCE67	\$ 37.56	\$ 39.44	\$ 41.42	\$ 43.48	\$ 45.65
Payroll Technician	OCE67					
		\$ 78,124.80	\$ 82,035.20	\$ 86,153.60	\$ 90,438.40	\$ 94,952.00

Lead Storekeeper	OCE62	\$ 33.21	\$ 34.88	\$ 36.62	\$ 38.45	\$ 40.36
		\$ 69,076.80	\$ 72,550.40	\$ 76,169.60	\$ 79,976.00	\$ 83,948.80

Accounting Assistant II	OCE58	\$ 30.07	\$ 31.58	\$ 33.16	\$ 34.79	\$ 36.55
Senior Storekeeper	OCE58					
		\$ 62,545.60	\$ 65,686.40	\$ 68,972.80	\$ 72,363.20	\$ 76,024.00

Program Assistant	OCE56	\$ 28.64	\$ 30.06	\$ 31.57	\$ 33.14	\$ 34.78
		\$ 59,571.20	\$ 62,524.80	\$ 65,665.60	\$ 68,931.20	\$ 72,342.40

Accounting Assistant I	OCE54	\$ 27.24	\$ 28.62	\$ 30.03	\$ 31.55	\$ 33.11
		\$ 56,659.20	\$ 59,529.60	\$ 62,462.40	\$ 65,624.00	\$ 68,868.80

Storekeeper	OCE52	\$ 25.94	\$ 27.24	\$ 28.62	\$ 30.03	\$ 31.55
		\$ 53,955.20	\$ 56,659.20	\$ 59,529.60	\$ 62,462.40	\$ 65,624.00

Office Assistant	OCE50	\$ 24.69	\$ 25.91	\$ 27.20	\$ 28.58	\$ 30.00
		\$ 51,355.20	\$ 53,892.80	\$ 56,576.00	\$ 59,446.40	\$ 62,400.00

**Orange County Sanitation District
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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

Lead Source Control Inspector	OCE77	\$ 48.09	\$ 50.51	\$ 53.05	\$ 55.69	\$ 58.46
		\$ 100,027.20	\$ 105,060.80	\$ 110,344.00	\$ 115,835.20	\$ 121,596.80

Data Management Technician II	OCE75	\$ 45.76	\$ 48.05	\$ 50.47	\$ 52.97	\$ 55.63
		\$ 95,180.80	\$ 99,944.00	\$ 104,977.60	\$ 110,177.60	\$ 115,710.40

Source Control Inspector II	OCE73	\$ 43.54	\$ 45.72	\$ 48.02	\$ 50.41	\$ 52.93
		\$ 90,563.20	\$ 95,097.60	\$ 99,881.60	\$ 104,852.80	\$ 110,094.40

Data Management Technician I	OCE71	\$ 41.44	\$ 43.51	\$ 45.69	\$ 47.99	\$ 50.37
		\$ 86,195.20	\$ 90,500.80	\$ 95,035.20	\$ 99,819.20	\$ 104,769.60

Source Control Inspector I	OCE69	\$ 39.47	\$ 41.45	\$ 43.52	\$ 45.70	\$ 47.99
		\$ 82,097.60	\$ 86,216.00	\$ 90,521.60	\$ 95,056.00	\$ 99,819.20

Info Technology Technician II	OCE65	\$ 35.76	\$ 37.54	\$ 39.42	\$ 41.39	\$ 43.45
		\$ 74,380.80	\$ 78,083.20	\$ 81,993.60	\$ 86,091.20	\$ 90,376.00

Environmental Technician	OCE61	\$ 32.38	\$ 34.01	\$ 35.70	\$ 37.50	\$ 39.37
Info Technology Technician I	OCE61	\$ 67,350.40	\$ 70,740.80	\$ 74,256.00	\$ 78,000.00	\$ 81,889.60

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Orange County Employees Association (OCEA)						
ENGINEERING UNIT						

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

Senior Construction Inspector	OCE78	\$ 49.28	\$ 51.76	\$ 54.31	\$ 57.05	\$ 59.89
		\$ 102,502.40	\$ 107,660.80	\$ 112,964.80	\$ 118,664.00	\$ 124,571.20

Engineering Associate	OCE76	\$ 46.89	\$ 49.24	\$ 51.71	\$ 54.28	\$ 57.02
		\$ 97,531.20	\$ 102,419.20	\$ 107,556.80	\$ 112,902.40	\$ 118,601.60

Construction Inspector	OCE74	\$ 44.66	\$ 46.88	\$ 49.23	\$ 51.70	\$ 54.27
		\$ 92,892.80	\$ 97,510.40	\$ 102,398.40	\$ 107,536.00	\$ 112,881.60

Engineering Assistant II	OCE70	\$ 40.46	\$ 42.49	\$ 44.61	\$ 46.83	\$ 49.17
		\$ 84,156.80	\$ 88,379.20	\$ 92,788.80	\$ 97,406.40	\$ 102,273.60

Engineering Assistant I	OCE66	\$ 36.67	\$ 38.49	\$ 40.41	\$ 42.43	\$ 44.56
		\$ 76,273.60	\$ 80,059.20	\$ 84,052.80	\$ 88,254.40	\$ 92,684.80

**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	\$ 46.44	\$ 48.76	\$ 51.20	\$ 53.77	\$ 56.43
Lead Instrumentation Technician	LOC75					
Lead Plant Operator	LOC75					
Lead Power Plant Operator	LOC75					
Reliability Maintenance Technician	LOC75					
		\$ 96,595.20	\$ 101,420.80	\$ 106,496.00	\$ 111,841.60	\$ 117,374.40
Electrical Technician II	LOC71	\$ 42.04	\$ 44.15	\$ 46.36	\$ 48.69	\$ 51.12
Instrumentation Technician II	LOC71					
Lead Mechanic	LOC71					
Lead Welder/Fabricator	LOC71					
Power Plant Operator II	LOC71					
Senior Plant Operator	LOC71					
		\$ 87,443.20	\$ 91,832.00	\$ 96,428.80	\$ 101,275.20	\$ 106,329.60
Machinist	LOC68	\$ 39.04	\$ 40.99	\$ 43.06	\$ 45.20	\$ 47.46
		\$ 81,203.20	\$ 85,259.20	\$ 89,564.80	\$ 94,016.00	\$ 98,716.80
Automotive/Heavy Equipmt Technician	LOC67	\$ 38.11	\$ 40.02	\$ 42.02	\$ 44.13	\$ 46.33
Mobile Crane Operator	LOC67					
Senior Mechanic	LOC67					
Welder/Fabricator	LOC67					
		\$ 79,268.80	\$ 83,241.60	\$ 87,401.60	\$ 91,790.40	\$ 96,366.40
Lead Facilities Worker	LOC66	\$ 37.19	\$ 39.04	\$ 40.99	\$ 43.05	\$ 45.21
Plant Operator	LOC66					
Power Plant Operator I	LOC66					
		\$ 77,355.20	\$ 81,203.20	\$ 85,259.20	\$ 89,544.00	\$ 94,036.80
Electrical Technician I	LOC65	\$ 36.29	\$ 38.08	\$ 39.99	\$ 41.98	\$ 44.09
Instrumentation Technician I	LOC65					
		\$ 75,483.20	\$ 79,206.40	\$ 83,179.20	\$ 87,318.40	\$ 91,707.20

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LOCAL 501 GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Facilities Worker/Builder	LOC62	\$ 33.70	\$ 35.37	\$ 37.13	\$ 39.00	\$ 40.95
Facilities Worker/Painter	LOC62					
		\$ 70,096.00	\$ 73,569.60	\$ 77,230.40	\$ 81,120.00	\$ 85,176.00
Mechanic	LOC61	\$ 32.86	\$ 34.51	\$ 36.21	\$ 38.03	\$ 39.93
		\$ 68,348.80	\$ 71,780.80	\$ 75,316.80	\$ 79,102.40	\$ 83,054.40
Maintenance Worker	LOC60	\$ 32.08	\$ 33.67	\$ 35.36	\$ 37.12	\$ 38.99
Control Center Operator	LOC60					
		\$ 66,726.40	\$ 70,033.60	\$ 73,548.80	\$ 77,209.60	\$ 81,099.20
Operator-In-Training	LOC58	\$ 30.50	\$ 32.04	\$ 33.63	\$ 35.32	\$ 37.09
		\$ 63,440.00	\$ 66,643.20	\$ 69,950.40	\$ 73,465.60	\$ 77,147.20
Automotive/Heavy Equipment Assistant	LOC53	\$ 26.97	\$ 28.31	\$ 29.75	\$ 31.22	\$ 32.78
		\$ 56,097.60	\$ 58,884.80	\$ 61,880.00	\$ 64,937.60	\$ 68,182.40

**Orange County Sanitation District
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CONFIDENTIAL GROUP

Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5
Human Resources Supervisor	CON90	\$ 63.74	\$ 66.94	\$ 70.26	\$ 73.77	\$ 77.48
		\$ 132,579.20	\$ 139,235.20	\$ 146,140.80	\$ 153,441.60	\$ 161,158.40
Clerk of the Board	CON84	\$ 54.94	\$ 57.69	\$ 60.57	\$ 63.60	\$ 66.79
Principal Human Resources Analyst	CON84	\$ 114,275.20	\$ 119,995.20	\$ 125,985.60	\$ 132,288.00	\$ 138,923.20
Senior Human Resources Analyst	CON76	\$ 45.13	\$ 47.34	\$ 49.72	\$ 52.21	\$ 54.82
		\$ 93,870.40	\$ 98,467.20	\$ 103,417.60	\$ 108,596.80	\$ 114,025.60
Assistant Clerk of the Board	CON73	\$ 41.87	\$ 43.97	\$ 46.16	\$ 48.47	\$ 50.90
Secretary to the General Manager	CON73	\$ 87,089.60	\$ 91,457.60	\$ 96,012.80	\$ 100,817.60	\$ 105,872.00
Human Resources Analyst	CON70	\$ 38.89	\$ 40.84	\$ 42.89	\$ 45.04	\$ 47.29
		\$ 80,891.20	\$ 84,947.20	\$ 89,211.20	\$ 93,683.20	\$ 98,363.20
Human Resources Assistant	CON67	\$ 37.56	\$ 39.44	\$ 41.42	\$ 43.48	\$ 45.65
		\$ 78,124.80	\$ 82,035.20	\$ 86,153.60	\$ 90,438.40	\$ 94,952.00

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<u>INTERNS</u>	
Programs	Hourly Pay Rate
Graduate	\$ 20.00
Undergraduate	\$ 17.00
Vocational	\$ 15.00