

Orange County Sanitation District Classification and Compensation Plan

FY 2019/2020 (Year One)

PROPOSED Rates for July 2019

EXECUTIVE MANAGEMENT GROUP

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

FY 2020/2021 (Year Two)

PROPOSED Rates for July 2020

EXECUTIVE MANAGEMENT GROUP

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant General Manager	EM32	\$ 239,845	\$ 252,117	\$ 264,992	\$ 278,554	\$ 292,802
Director of Engineering	EM27	\$ 211,994	\$ 222,830	\$ 234,208	\$ 246,210	\$ 258,794
Director of Operations & Maintenance	EM26	\$ 206,814	\$ 217,402	\$ 228,509	\$ 240,198	\$ 252,491
Director of Environmental Services	EM25	\$ 201,781	\$ 212,077	\$ 222,934	\$ 234,333	\$ 246,334
Director of Finance & Administrative Services						
Director of Human Resources						

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

FY 2021/2022 (Year Three)

PROPOSED Rates for July 2021

EXECUTIVE MANAGEMENT GROUP

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant General Manager	EM32	\$ 247,042	\$ 259,688	\$ 272,938	\$ 286,915	\$ 301,579
Director of Engineering	EM27	\$ 218,358	\$ 229,507	\$ 241,238	\$ 253,594	\$ 266,573
Director of Operations & Maintenance	EM26	\$ 213,013	\$ 223,933	\$ 235,373	\$ 247,395	\$ 260,062
Director of Environmental Services	EM25	\$ 207,834	\$ 218,442	\$ 229,632	\$ 241,363	\$ 253,718
Director of Finance & Administrative Services						
Director of Human Resources						