Orange County Sanitation District
Classification and Compensation Plan

FY 2019/2020 (Year One)
PROPOSED Rates for July 2019

MANAGERS GROUP						

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

FY 2020/2021 (Year Two)
PROPOSED Rates for July 2020

MANAGERS GROUP						

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Manager	EM18	$ 169,748	$ 178,443	$ 187,553	$ 197,142	$ 207,230
Administration Manager Controller Environmental Lab & Ocean Monitoring Manager Human Resources & Risk Manager IT Systems & Operations Manager Maintenance Manager Operations Manager Purchasing & Contracts Manager	EM16	$ 161,574	$ 169,832	$ 178,526	$ 187,636	$ 197,225

Orange County Sanitation District
Classification and Compensation Plan

FY 2021/2022 (Year Three)
PROPOSED Rates for July 2021

MANAGERS GROUP

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Manager	**EM18**	$ 174,844	$ 183,788	$ 193,190	$ 203,049	$ 213,449

Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Administration Manager	**EM16**	$ 166,420	$ 174,928	$ 183,872	$ 193,273	$ 203,132
Controller						
Environmental Lab & Ocean Monitoring Manager						
Human Resources & Risk Manager						
IT Systems & Operations Manager						
Maintenance Manager						
Operations Manager						
Purchasing & Contracts Manager						