

RESOLUTION NO. OC SAN 25-12

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE ORANGE COUNTY SANITATION DISTRICT APPROVING SALARY AND BENEFIT ADJUSTMENTS FOR UNREPRESENTED EXECUTIVE MANAGEMENT TEAM EMPLOYEES FOR FISCAL YEAR 2025/2026, FISCAL YEAR 2026/2027, AND FISCAL YEAR 2027/2028

WHEREAS, there are seven (7) Executive Management Team employees at the Orange County Sanitation District ("OC SAN") who provide executive leadership, strategic direction, and department oversight for OC SAN; and

WHEREAS, Executive Management Team employees serve in at-will employment status, which may be terminated at any time by either the General Manager or an executive management team employee with or without cause with no liability; and

WHEREAS, the General Manager entered into discussions with Executive Management Team employees, which resulted in agreed upon proposed salary range adjustments; and

WHEREAS, through those discussions, the parties agreed that the salary changes would take effect retroactively to the first pay period in July 2025 and the start of the new fiscal year in alignment with the other employee unit increases.

NOW, THEREFORE, the Board of Directors of the Orange County Sanitation District, DOES HEREBY RESOLVE, DETERMINE, AND ORDER:

That the Board of Directors hereby authorizes and approves the following changes to salaries and benefits for Executive Management Team employees, which shall become effective the first pay period of July 2025:

- Salary Adjustments and Compensation as set forth below:
 - Year 1 – 4.5% Salary Increase and corresponding Salary Range Adjustment, effective the first pay period of July 2025.
 - Year 2 – 4.5% Salary Increase and corresponding Salary Range Adjustment, effective the first pay period of July 2026.
 - Year 3 – 3.0% Salary Increase and corresponding Salary Range Adjustment, effective the first pay period of July 2027.
- Deferred Compensation
 - Effective the first full pay period in July 2025, employees who participate in the deferred compensation plan will receive a \$1,000 per month matching OC San contribution.

- Administrative Leave
 - Effective the first pay period in July 2025, regular full-time employees shall be granted sixty (60) hours of Administrative Leave.
- Boot Allowance
 - Group members working in divisions designated in SOP-102 Personal Protective Equipment (PPE) are eligible to receive a safety boot allowance and/or upon supervisor request shall receive an annual or bi-annual voucher in the amount of \$250, as applicable.
- Vision Insurance
 - Increase frame allowance and contact lens allowance to \$195, respectively.
- Medical Insurance Premium (Cost Sharing)
 - Additional 5% OC San pickup (total of 85% or 95%, depending on plan/tier).

That the General Manager, or his designee, is authorized to implement the changes to salary and benefits approved herein.

PASSED AND ADOPTED at a regular meeting of the Board of Directors held August 27, 2025.

Ryan Gallagher
Board Chairman

ATTEST:

Kelly A. Lore, MMC
Clerk of the Board

[illegible]

I, Kelly A. Lore, Clerk of the Board of Directors of the Orange County Sanitation District, do hereby certify that the foregoing Resolution No. OC SAN 25-12 was passed and adopted at a regular meeting of said Board on the 27th of August 2025, by the following vote, to wit:

AYES:

NOES:

ABSTENTIONS:

ABSENT:

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of Orange County Sanitation District this 27th of August 2025.

Kelly A. Lore, MMC
Clerk of the Board of Directors
Orange County Sanitation District

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

FY 2024/2025 (Current Year)
Rates Effective July 12, 2024

EXECUTIVE MANAGEMENT GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
General Manager	EM37	\$ 156.43	\$ 164.44	\$ 172.85	\$ 181.69	\$ 190.97
		\$325,374.40	\$342,035.20	\$359,528.00	\$377,915.20	\$397,217.60
Assistant General Manager	EM32	\$ 133.59	\$ 140.44	\$ 147.59	\$ 155.17	\$ 163.08
		\$277,867.20	\$292,115.20	\$306,987.20	\$322,753.60	\$339,206.40
Director of Engineering	EM27	\$ 118.08	\$ 124.12	\$ 130.46	\$ 137.15	\$ 144.17
		\$245,606.40	\$258,169.60	\$271,356.80	\$285,272.00	\$299,873.60
Director of Operations & Maintenance	EM26	\$ 115.20	\$ 121.10	\$ 127.28	\$ 133.78	\$ 140.65
		\$239,616.00	\$251,888.00	\$264,742.40	\$278,262.40	\$292,552.00
Director of Environmental Services	EM25	\$ 112.40	\$ 118.13	\$ 124.18	\$ 130.52	\$ 137.21
Director of Finance						
Director of Human Resources						
		\$233,792.00	\$245,710.40	\$258,294.40	\$271,481.60	\$285,396.80
Director of Communications	EM24	\$ 109.66	\$ 115.24	\$ 121.15	\$ 127.33	\$ 133.85
		\$228,092.80	\$239,699.20	\$251,992.00	\$264,846.40	\$278,408.00

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

FY 2025/2026 (Year One)
PROPOSED Rates Effective July 11, 2025

EXECUTIVE MANAGEMENT GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
General Manager	EM37	\$ 163.47	\$ 171.84	\$ 180.63	189.87	\$ 199.56
		\$340,017.60	\$357,427.20	\$375,710.40	\$394,929.60	\$415,084.80
Assistant General Manager	EM32	\$ 139.60	\$ 146.76	\$ 154.23	162.15	\$ 170.42
		\$290,368.00	\$305,260.80	\$320,798.40	\$337,272.00	\$354,473.60
Director of Engineering	EM27	\$ 123.39	\$ 129.71	\$ 136.33	\$ 143.32	\$ 150.66
		\$256,651.20	\$269,796.80	\$283,566.40	\$298,105.60	\$313,372.80
Director of Operations & Maintenance	EM26	\$ 120.38	\$ 126.55	\$ 133.01	\$ 139.80	\$ 146.98
		\$250,390.40	\$263,224.00	\$276,660.80	\$290,784.00	\$305,718.40
Director of Environmental Services	EM25	\$ 117.46	\$ 123.45	\$ 129.77	\$ 136.39	\$ 143.38
Director of Finance						
Director of Human Resources						
		\$244,316.80	\$256,776.00	\$269,921.60	\$283,691.20	\$298,230.40
Director of Communications	EM24	\$ 114.59	\$ 120.43	\$ 126.60	\$ 133.06	\$ 139.87
		\$238,347.20	\$250,494.40	\$263,328.00	\$276,764.80	\$290,929.60

FY 2026/2027 (Year Two)
PROPOSED Rates Effective July 10, 2026

EXECUTIVE MANAGEMENT GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
General Manager	EM37	\$ 170.83	\$ 179.57	\$ 188.76	198.41	\$ 208.54
		\$355,326.40	\$373,505.60	\$392,620.80	\$412,692.80	\$433,763.20
Assistant General Manager	EM32	\$ 145.88	\$ 153.36	\$ 161.17	\$ 169.45	\$ 178.09
		\$303,430.40	\$318,988.80	\$335,233.60	\$352,456.00	\$370,427.20
Director of Engineering	EM27	\$ 128.94	\$ 135.55	\$ 142.46	\$ 149.77	\$ 157.44
		\$268,195.20	\$281,944.00	\$296,316.80	\$311,521.60	\$327,475.20
Director of Operations & Maintenance	EM26	\$ 125.80	\$ 132.24	\$ 139.00	\$ 146.09	\$ 153.59
		\$261,664.00	\$275,059.20	\$289,120.00	\$303,867.20	\$319,467.20
Director of Environmental Services	EM25	\$ 122.75	\$ 129.01	\$ 135.61	\$ 142.53	\$ 149.83
Director of Finance						
Director of Human Resources						
		\$255,320.00	\$268,340.80	\$282,068.80	\$296,462.40	\$311,646.40
Director of Communications	EM24	\$ 119.75	\$ 125.85	\$ 132.30	\$ 139.05	\$ 146.16
		\$249,080.00	\$261,768.00	\$275,184.00	\$289,224.00	\$304,012.80

FY 2027/2028 (Year Three)
PROPOSED Rates Effective July 9, 2027

EXECUTIVE MANAGEMENT GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
General Manager	EM37	\$ 175.95	\$ 184.96	\$ 194.42	204.36	\$ 214.80
		\$365,976.00	\$384,716.80	\$404,393.60	\$425,068.80	\$446,784.00
Assistant General Manager	EM32	\$ 150.26	\$ 157.96	\$ 166.01	\$ 174.53	\$ 183.43
		\$312,540.80	\$328,556.80	\$345,300.80	\$363,022.40	\$381,534.40
Director of Engineering	EM27	\$ 132.81	\$ 139.62	\$ 146.73	\$ 154.26	\$ 162.16
		\$276,244.80	\$290,409.60	\$305,198.40	\$320,860.80	\$337,292.80
Director of Operations & Maintenance	EM26	\$ 129.57	\$ 136.21	\$ 143.17	\$ 150.47	\$ 158.20
		\$269,505.60	\$283,316.80	\$297,793.60	\$312,977.60	\$329,056.00
Director of Environmental Services	EM25	\$ 126.43	\$ 132.88	\$ 139.68	\$ 146.81	\$ 154.32
Director of Finance						
Director of Human Resources						
		\$262,974.40	\$276,390.40	\$290,534.40	\$305,364.80	\$320,985.60
Director of Communications	EM24	\$ 123.34	\$ 129.63	\$ 136.27	\$ 143.22	\$ 150.54
		\$256,547.20	\$269,630.40	\$283,441.60	\$297,897.60	\$313,123.20