

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

**FY 2019-20 (Year One)**

PROPOSED Rates for July 2019

<b>CONFIDENTIAL GROUP</b>
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Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5

Human Resources Supervisor	<b>CON90</b>	\$ 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	<b>CON84</b>	\$ 54.94	\$ 57.69	\$ 60.57	\$ 63.60	\$ 66.79
Principal Human Resources Analyst	<b>CON84</b>	\$114,275.20	\$119,995.20	\$125,985.60	\$132,288.00	\$138,923.20

Senior Human Resources Analyst	<b>CON76</b>	\$ 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	<b>CON73</b>	\$ 41.87	\$ 43.97	\$ 46.16	\$ 48.47	\$ 50.90
Secretary to the General Manager	<b>CON73</b>	\$ 87,089.60	\$ 91,457.60	\$ 96,012.80	\$100,817.60	\$105,872.00

Human Resources Analyst	<b>CON70</b>	\$ 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	<b>CON67</b>	\$ 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

**FY 2020-21 (Year Two)**

PROPOSED Rates for July 2020

<b>CONFIDENTIAL GROUP</b>
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Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5

Human Resources Supervisor	<b>CON90</b>	\$ 65.65	\$ 68.95	\$ 72.37	\$ 75.98	\$ 79.80
		\$136,552.00	\$143,416.00	\$150,529.60	\$158,038.40	\$165,984.00

Clerk of the Board	<b>CON84</b>	\$ 56.59	\$ 59.42	\$ 62.39	\$ 65.51	\$ 68.79
Principal Human Resources Analyst	<b>CON84</b>	\$117,707.20	\$123,593.60	\$129,771.20	\$136,260.80	\$143,083.20

Senior Human Resources Analyst	<b>CON76</b>	\$ 46.48	\$ 48.76	\$ 51.21	\$ 53.78	\$ 56.46
		\$ 96,678.40	\$101,420.80	\$106,516.80	\$111,862.40	\$117,436.80

Assistant Clerk of the Board	<b>CON73</b>	\$ 43.13	\$ 45.29	\$ 47.54	\$ 49.92	\$ 52.43
Secretary to the General Manager	<b>CON73</b>	\$ 89,710.40	\$ 94,203.20	\$ 98,883.20	\$103,833.60	\$109,054.40

Human Resources Analyst	<b>CON70</b>	\$ 40.06	\$ 42.07	\$ 44.18	\$ 46.39	\$ 48.71
		\$ 83,324.80	\$ 87,505.60	\$ 91,894.40	\$ 96,491.20	\$101,316.80

Human Resources Assistant	<b>CON67</b>	\$ 38.69	\$ 40.62	\$ 42.66	\$ 44.78	\$ 47.02
		\$ 80,475.20	\$ 84,489.60	\$ 88,732.80	\$ 93,142.40	\$ 97,801.60

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

**FY 2021-22 (Year Three)**

PROPOSED Rates for July 2021

<b>CONFIDENTIAL GROUP</b>
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Classification	Pay Grade	STEP	STEP	STEP	STEP	STEP
		1	2	3	4	5

Human Resources Supervisor	<b>CON90</b>	\$ 67.62	\$ 71.02	\$ 74.54	\$ 78.26	\$ 82.19
		\$140,649.60	\$147,721.60	\$155,043.20	\$162,780.80	\$170,955.20

Clerk of the Board	<b>CON84</b>	\$ 58.29	\$ 61.20	\$ 64.26	\$ 67.48	\$ 70.85
Principal Human Resources Analyst	<b>CON84</b>	\$121,243.20	\$127,296.00	\$133,660.80	\$140,358.40	\$147,368.00

Senior Human Resources Analyst	<b>CON76</b>	\$ 47.87	\$ 50.22	\$ 52.75	\$ 55.39	\$ 58.15
		\$ 99,569.60	\$104,457.60	\$109,720.00	\$115,211.20	\$120,952.00

Assistant Clerk of the Board	<b>CON73</b>	\$ 44.42	\$ 46.65	\$ 48.97	\$ 51.42	\$ 54.00
Secretary to the General Manager	<b>CON73</b>	\$ 92,393.60	\$ 97,032.00	\$101,857.60	\$106,953.60	\$112,320.00

Human Resources Analyst	<b>CON70</b>	\$ 41.26	\$ 43.33	\$ 45.51	\$ 47.78	\$ 50.17
		\$ 85,820.80	\$ 90,126.40	\$ 94,660.80	\$ 99,382.40	\$104,353.60

Human Resources Assistant	<b>CON67</b>	\$ 39.85	\$ 41.84	\$ 43.94	\$ 46.12	\$ 48.43
		\$ 82,888.00	\$ 87,027.20	\$ 91,395.20	\$ 95,929.60	\$100,734.40