

**General Manager Salary Schedule**

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

Current

<b>GENERAL MANAGER, FY 2018-19</b>						
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Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5
<b>EM37</b>	<b>Annual</b>	<b>\$ 255,778</b>	<b>\$ 268,861</b>	<b>\$ 282,610</b>	<b>\$ 297,066</b>	<b>\$ 312,250</b>
	<b>Monthly</b>	\$ 21,315	\$ 22,405	\$ 23,551	\$ 24,755	\$ 26,021
	<b>Hourly</b>	\$ 122.97	\$ 129.26	\$ 135.87	\$ 142.82	\$ 150.12

Proposed Salary Range Adjustment 3.0%

<b>GENERAL MANAGER, Proposed FY 2019-20</b>						
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Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5
<b>EM37</b>	<b>Annual</b>	<b>\$ 263,453</b>	<b>\$ 276,931</b>	<b>\$ 291,096</b>	<b>\$ 305,968</b>	<b>\$ 321,610</b>
	<b>Monthly</b>	\$ 21,954	\$ 23,078	\$ 24,258	\$ 25,497	\$ 26,801
	<b>Hourly</b>	\$ 126.66	\$ 133.14	\$ 139.95	\$ 147.10	\$ 154.62

Proposed Salary Range Adjustment 3.0%

<b>GENERAL MANAGER, Proposed FY 2020-21</b>						
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Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5
<b>EM37</b>	<b>Annual</b>	<b>\$ 271,357</b>	<b>\$ 285,230</b>	<b>\$ 299,832</b>	<b>\$ 315,141</b>	<b>\$ 331,261</b>
	<b>Monthly</b>	\$ 22,613	\$ 23,769	\$ 24,986	\$ 26,262	\$ 27,605
	<b>Hourly</b>	\$ 130.46	\$ 137.13	\$ 144.15	\$ 151.51	\$ 159.26

Proposed Salary Range Adjustment 3.0%

<b>GENERAL MANAGER, Proposed FY 2021-22</b>						
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Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5
<b>EM37</b>	<b>Annual</b>	<b>\$ 279,490</b>	<b>\$ 293,779</b>	<b>\$ 308,818</b>	<b>\$ 324,605</b>	<b>\$ 341,203</b>
	<b>Monthly</b>	\$ 23,291	\$ 24,482	\$ 25,735	\$ 27,050	\$ 28,434
	<b>Hourly</b>	\$ 134.37	\$ 141.24	\$ 148.47	\$ 156.06	\$ 164.04