

RESOLUTION NO. OC SAN 25-13

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

WHEREAS, there are fifteen (15) employees in the Manager Group job classifications at the Orange County Sanitation District ("OC San") who serve as organizational leaders and oversee staff within particular divisions and/or workgroups to align performance outcomes with the strategic goals of the agency; and

WHEREAS, Manager Group employees are unrepresented and meet directly with the General Manager about terms and conditions of employment; and

WHEREAS, in 2022 the Board authorized the General Manager to administer the Board approved Manager Group pay plan through a pay for performance system with pay range steps; and

WHEREAS, the General Manager entered into discussions with the Manager Group employees, which resulted in agreed upon proposed salary range adjustments, and minor benefit adjustments; and

WHEREAS, through those discussions, the parties agreed that the salary changes would take effect 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 Manager Group 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 \$750 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.

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Ryan P. Gallagher  
Board Chairman

ATTEST:

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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 25-13 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 27<sup>th</sup> 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

MANAGERS GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Manager	EM18	\$ 94.55	\$ 99.39	\$ 104.47	\$ 109.80	\$ 115.43
		\$ 196,664.00	\$ 206,731.20	\$ 217,297.60	\$ 228,384.00	\$ 240,094.40
Environmental Protection Manager	EM16	\$ 89.99	\$ 94.60	\$ 99.44	\$ 104.51	\$ 109.84
Finance Manager						
Human Resources Manager						
Information Technology Manager						
Maintenance Manager						
Operations Manager						
Purchasing & Contracts Manager						
Safety & Health Manager						
		\$ 187,179.20	\$ 196,768.00	\$ 206,835.20	\$ 217,380.80	\$ 228,467.20

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

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

MANAGERS GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Manager	EM18	\$ 98.80	\$ 103.86	109.17	\$ 114.74	\$ 120.62
		\$ 205,504.00	\$ 216,028.80	\$ 227,073.60	\$ 238,659.20	\$ 250,889.60
Environmental Protection Manager	EM16	\$ 94.04	\$ 98.86	\$ 103.91	\$ 109.21	\$ 114.78
Finance Manager						
Human Resources Manager						
Information Technology Manager						
Maintenance Manager						
Operations Manager						
Purchasing & Contracts Manager						
Safety & Health Manager						
		\$ 195,603.20	\$ 205,628.80	\$ 216,132.80	\$ 227,156.80	\$ 238,742.40

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

MANAGERS GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Manager	EM18	\$ 103.25	\$ 108.53	114.08	\$ 119.90	\$ 126.05
		\$ 214,760.00	\$ 225,742.40	\$ 237,286.40	\$ 249,392.00	\$ 262,184.00
Environmental Protection Manager	EM16	\$ 98.27	\$ 103.31	\$ 108.59	\$ 114.12	\$ 119.95
Finance Manager						
Human Resources Manager						
Information Technology Manager						
Maintenance Manager						
Operations Manager						
Purchasing & Contracts Manager						
Safety & Health Manager						
		\$ 204,401.60	\$ 214,884.80	\$ 225,867.20	\$ 237,369.60	\$ 249,496.00

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

MANAGERS GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Manager	EM18	\$ 106.35	\$ 111.79	117.50	\$ 123.50	\$ 129.83
		\$ 221,208.00	\$ 232,523.20	\$ 244,400.00	\$ 256,880.00	\$ 270,046.40
Environmental Protection Manager	EM16	\$ 101.22	\$ 106.41	\$ 111.85	\$ 117.54	\$ 123.55
Finance Manager						
Human Resources Manager						
Information Technology Manager						
Maintenance Manager						
Operations Manager						
Purchasing & Contracts Manager						
Safety & Health Manager						
		\$ 210,537.60	\$ 221,332.80	\$ 232,648.00	\$ 244,483.20	\$ 256,984.00