

RESOLUTION NO. OC SAN 22-27

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 YEARS 2022/2023, 2023/2024, AND 2024/2025

WHEREAS, there are six (6) 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, in 2016 the Board authorized the General Manager to administer the Board approved executive management team pay plan through a pay for performance system with pay range steps; and

WHEREAS, the General Manager entered into discussions with executive management 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 2022 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 members, which shall become effective the first pay period of July 2022:

- Salary Adjustments and Compensation as set forth below:
  - Year 1 – 4.5% Salary Range Adjustment and corresponding Salary Increase, effective the first pay period of July 2022.
  - Year 2 – 4.0% Salary Range Adjustment and corresponding Salary Increase, effective the first pay period of July 2023.
  - Year 3 – 3.5% Salary Range Adjustment and corresponding Salary Increase, effective the first pay period of July 2024.

- Dental Insurance
  - Move to the enhanced dental plan negotiated with the SPMG and OCEA groups in plan year 2023, which includes an increase to the annual plan maximum and the lifetime orthodontic maximum.

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 September 28, 2022.

---

Chad P. Wanke  
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 22-27 was passed and adopted at a regular meeting of said Board on the 28<sup>th</sup> of September 2022, 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 28<sup>th</sup> of September 2022.

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

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

**FY 2021/2022 (Current Year)**  
Rates Effective July 2, 2021

EXECUTIVE MANAGEMENT GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
General Manager	EM37	\$279,489.60	\$293,779.20	\$308,817.60	\$324,604.80	\$341,203.20
Assistant General Manager	EM32	\$247,041.60	\$259,688.00	\$272,937.60	\$286,915.20	\$301,579.20
Director of Engineering	EM27	\$218,358.40	\$229,507.20	\$241,238.40	\$253,593.60	\$266,572.80
Director of Operations & Maintenance	EM26	\$213,012.80	\$223,932.80	\$235,372.80	\$247,395.20	\$260,062.40
Director of Environmental Services	EM25	\$207,833.60	\$218,441.60	\$229,632.00	\$241,363.20	\$253,718.40
Director of Finance & Administrative Services						
Director of Human Resources						

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

**FY 2024/2025 (Year One)**  
PROPOSED Rates Effective July 1, 2022

EXECUTIVE MANAGEMENT GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant General Manager	EM32	\$258,148.80	\$271,377.60	\$285,209.60	\$299,832.00	\$315,140.80
Director of Engineering	EM27	\$228,176.00	\$239,844.80	\$252,096.00	\$265,012.80	\$278,574.40
Director of Operations & Maintenance	EM26	\$222,601.60	\$234,000.00	\$245,960.00	\$258,523.20	\$271,772.80
Director of Environmental Services	EM25	\$217,193.60	\$228,280.00	\$239,969.60	\$252,220.80	\$265,137.60
Director of Finance & Administrative Services						
Director of Human Resources						

**FY 2023/2024 (Year Two)**  
PROPOSED Rates Effective July 14, 2023

EXECUTIVE MANAGEMENT GROUP						
Classification	Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant General Manager	EM32	\$268,465.60	\$282,235.20	\$296,608.00	\$311,833.60	\$327,745.60
Director of Engineering	EM27	\$237,307.20	\$249,433.60	\$262,184.00	\$275,620.80	\$289,723.20
Director of Operations & Maintenance	EM26	\$231,504.00	\$243,360.00	\$255,798.40	\$268,860.80	\$282,651.20
Director of Environmental Services	EM25	\$225,888.00	\$237,411.20	\$249,558.40	\$262,308.80	\$275,745.60
Director of Finance & Administrative Services						
Director of Human Resources						

**FY 2024/2025 (Year Three)**  
**PROPOSED Rates Effective July 12, 2024**

<b>EXECUTIVE MANAGEMENT GROUP</b>						
<b>Classification</b>	<b>Pay Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Assistant General Manager	<b>EM32</b>	\$277,867.20	\$292,115.20	\$306,987.20	\$322,753.60	\$339,206.40
Director of Engineering	<b>EM27</b>	\$245,606.40	\$258,169.60	\$271,356.80	\$285,272.00	\$299,873.60
Director of Operations & Maintenance	<b>EM26</b>	\$239,616.00	\$251,888.00	\$264,742.40	\$278,262.40	\$292,552.00
Director of Environmental Services	<b>EM25</b>	\$233,792.00	\$245,710.40	\$258,294.40	\$271,481.60	\$285,396.80
Director of Finance & Administrative Services						
Director of Human Resources						