

General Manager Salary Schedules

Orange County Sanitation District Classification and Compensation Plan

GENERAL MANAGER, FY 2025-26 (Current)

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5
EM37	Annual	\$ 340,018	\$ 357,427	\$ 375,710	\$ 394,930	\$ 415,085
	Monthly	\$ 28,335	\$ 29,786	\$ 31,309	\$ 32,911	\$ 33,101
	Hourly	\$ 163.47	\$ 171.84	\$ 180.63	\$ 189.87	\$ 199.56

GENERAL MANAGER, FY 2026-27 (Proposed)

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5
EM37	Annual	\$ 355,326	\$ 373,506	\$ 392,621	\$ 412,693	\$ 433,763
	Monthly	\$ 29,611	\$ 31,125	\$ 32,718	\$ 34,391	\$ 36,147
	Hourly	\$ 170.83	\$ 179.57	\$ 188.76	\$ 198.41	\$ 208.54