

RESOLUTION NO. 11639

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ORANGE RESCINDING RESOLUTION NO. 11623 AND AMENDING THE CITYWIDE PAY SCHEDULE IN ACCORDANCE WITH THE REQUIREMENTS OF CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5

WHEREAS, the City of Orange, (“City”), contracts with the California Public Employees’ Retirement System to provide retirement benefits for its employees; and

WHEREAS, per California Code of Regulations, Title 2, Section 570.5 (“Regulation 570.5”), the amount of “compensation earnable” pursuant to the Government Code is limited to the payrate listed on a pay schedule that meets certain requirements; and

WHEREAS, the attached Citywide Pay Schedule meets the following requirements of Regulation 570.5: (1) is duly approved and adopted by the employer’s governing body in accordance with requirements of applicable public meeting laws; (2) identifies the position title of every employee; (3) shows the pay rate for each position; (4) indicates the time base for each pay rate; (5) is posted at the office of the employer or immediately accessible for public review during normal business hours or posted on the employer’s internet website; (6) indicates an effective date and date of any revisions; (7) is retained by the employer and available for public inspection for a period not less than five years; and (8) does not reference another document in lieu of disclosing the pay rate; and

WHEREAS, the City Council previously approved Resolution No. 11629 between the City of Orange and the Orange Municipal Employees' Association (OMEA) with a salary adjustment effective June 29, 2025; and

WHEREAS, the City Council previously approved Resolution No. 11632 between the City of Orange and the Orange Management Association (OMA) with a salary adjustment effective June 29, 2025; and

WHEREAS, the City Council approved the Agreement for Employment for the City Attorney. Effective upon the execution of the agreement, the salary of the City Attorney classification was adjusted to include the amount of \$22,916.67 per month effective September 24, 2025.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Orange that Resolution No. 11623 is hereby rescinded and the attached revised Citywide Pay Schedule is approved and incorporated.

ADOPTED this 14th day of October 2025.

Daniel R. Slater, Mayor, City of Orange

ATTEST:

Pamela Coleman, City Clerk, City of Orange

APPROVED AS TO FORM:

Nathalie Adourian, City Attorney, City of Orange

STATE OF CALIFORNIA)
COUNTY OF ORANGE)
CITY OF ORANGE)

I, PAMELA COLEMAN, City Clerk of the City of Orange, California, do hereby certify that the foregoing Resolution was duly and regularly adopted by the City Council of the City of Orange at a regular meeting thereof held on the 14th day of October 2025, by the following vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:

Pamela Coleman, City Clerk, City of Orange

Attachment:

Attachment A - Citywide Pay Schedule – September 24, 2025

Attachment A

City of Orange

Citywide Pay Schedule - Revision Effective September 24, 2025

Approved by City Council on October 14, 2025

Classification Title	Group	Effective	Salary Type	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accountant	OMEA	6/29/2025	Monthly	577	6,339	6,663	7,002	7,359	7,735	8,129		
Accounting Manager	SM	8/25/2024	Monthly	648	9,032	9,495	9,977	10,486	11,022	11,583		
Administrative Analyst I	SM	8/25/2024	Monthly	568	6,061	6,370	6,695	7,036	7,395	7,772		
Administrative Analyst II	SM	8/25/2024	Monthly	588	6,696	7,039	7,397	7,774	8,171	8,588		
Administrative Assistant	OMEA	6/29/2025	Monthly	525	4,891	5,141	5,403	5,678	5,968	6,272		
Administrative Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Administrative Services Director	EM	8/25/2024	Monthly	754	15,325	16,109	16,928	17,793	18,700	19,653		
Administrative Specialist	OMEA	6/29/2025	Monthly	523	4,842	5,089	5,349	5,622	5,908	6,210		
Ambulance Operator	PT&LD	12/29/2024	Monthly	418	2,868	3,015	3,168					
Assistant City Attorney I	SM	8/25/2024	Monthly	694	11,362	11,942	12,550	13,191	13,863	14,570		
Assistant City Attorney II	SM	8/25/2024	Monthly	704	11,943	12,553	13,191	13,865	14,572	15,315		
Assistant City Manager	EM	8/25/2024	Monthly	763	16,030	16,849	17,706	18,610	19,560	20,557		
Assistant Community Devel. Director	SM	8/25/2024	Monthly	702	11,824	12,429	13,060	13,728	14,428	15,163		
Assistant Community Services Director	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Assistant Engineer	OMEA	6/29/2025	Monthly	606	7,325	7,700	8,091	8,504	8,938	9,394		
Assistant Field Services Manager	SM	8/25/2024	Monthly	669	10,030	10,542	11,078	11,644	12,239	12,862		
Assistant Finance Director	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Assistant Human Resources Director	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Assistant Library Services Director	SM	8/25/2024	Monthly	648	9,032	9,495	9,977	10,486	11,022	11,583		
Assistant Planner	OMEA	6/29/2025	Monthly	564	5,941	6,244	6,563	6,897	7,249	7,619		
Assistant Pool Manager	PT&LD	12/4/2022	Hourly	482	22.77	23.93	25.15					
Assistant Public Works Director	SM	8/25/2024	Monthly	714	12,553	13,195	13,866	14,574	15,318	16,098		
Assistant Recreation Services Coordinator	PT&LD	7/1/2022	Hourly	509	26.05	27.38	28.78					
Assistant to the City Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Assistant Water Manager	SM	8/25/2024	Monthly	669	10,030	10,542	11,078	11,644	12,239	12,862		
Associate Civil Engineer	OMEA	6/29/2025	Monthly	629	8,216	8,636	9,074	9,538	10,025	10,535		
Associate Engineer	OMEA	6/29/2025	Monthly	629	8,216	8,636	9,074	9,538	10,025	10,535		
Associate Planner	OMEA	6/29/2025	Monthly	599	7,074	7,436	7,814	8,213	8,632	9,071		
Budget Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Budget Officer	SM	8/25/2024	Monthly	628	8,175	8,593	9,029	9,491	9,975	10,483		
Building and Safety Manager	SM	8/25/2024	Monthly	669	10,030	10,542	11,078	11,644	12,239	12,862		
Building Inspection Supervisor	OMA	6/29/2025	Monthly	605	7,289	7,662	8,051	8,462	8,894	9,347		
Building Inspector	OMEA	6/29/2025	Monthly	565	5,971	6,275	6,596	6,931	7,285	7,657		
Business License Inspector	OMEA	6/29/2025	Monthly	553	5,624	5,911	6,212	6,529	6,862	7,212		
Buyer	OMEA	6/29/2025	Monthly	561	5,853	6,152	6,465	6,795	7,142	7,505		
Chemical Sprayer	IBEW-M&C	12/31/2023	Monthly	503	4,383	4,606	4,841	5,088	5,348	5,620		
Chief Building Official	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
City Attorney	EM	9/24/2025	Monthly	N/A	22,916.67					26,000		
City Clerk Services Director	EM	8/25/2024	Monthly	658	9,494	9,980	10,487	11,022	11,585	12,175		
City Council/ Mayor - Elected	N/A	12/15/2022	Monthly	N/A	600							
City Manager	EM	8/25/2024	Monthly	N/A	26,155.14					26,666.67		
Civilian Investigative Officer	COPA	6/29/2025	Monthly	545P	5,404	5,680	5,969	6,274	6,594	6,930	7,207	
Code Compliance Manager	OMA	6/29/2025	Monthly	649	9,078	9,542	10,027	10,539	11,077	11,641		
Code Compliance Officer	OMEA	6/29/2025	Monthly	559	5,795	6,090	6,401	6,727	7,070	7,431		
Code Compliance Supervisor	OMA	6/29/2025	Monthly	605	7,289	7,662	8,051	8,462	8,894	9,347		
Combination Building Inspector	OMEA	6/29/2025	Monthly	575	6,276	6,596	6,933	7,286	7,658	8,049		
Community Development Director	EM	8/25/2024	Monthly	744	14,579	15,325	16,104	16,927	17,790	18,697		
Community Services Director	EM	8/25/2024	Monthly	739	14,220	14,947	15,707	16,510	17,352	18,236		
Construction Inspection Supervisor	OMA	6/29/2025	Monthly	594	6,900	7,253	7,621	8,010	8,419	8,848		
Construction Inspector I	OMEA	6/29/2025	Monthly	546	5,431	5,708	5,999	6,305	6,627	6,965		
Construction Inspector II	OMEA	6/29/2025	Monthly	566	6,001	6,307	6,629	6,966	7,322	7,695		
Contract Administrator	OMEA	6/29/2025	Monthly	606	7,325	7,700	8,091	8,504	8,938	9,394		
Court Liaison Officer	COPA	6/29/2025	Monthly	535P	5,141	5,403	5,679	5,969	6,273	6,593	6,856	
Crime Analyst	SM	8/25/2024	Monthly	586	6,630	6,969	7,324	7,697	8,090	8,503		
Crime Prevention Specialist	COPA	6/29/2025	Monthly	553P	5,624	5,911	6,212	6,529	6,862	7,212	7,501	
Custodian	IBEW-M&C	12/31/2023	Monthly	461	3,554	3,736	3,926	4,127	4,337	4,558		
Deputy City Clerk	SM	8/25/2024	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
Deputy City Manager	SM	8/25/2024	Monthly	702	11,824	12,429	13,060	13,728	14,428	15,163		
Deputy Public Works Director	SM	8/25/2024	Monthly	704	11,943	12,553	13,191	13,865	14,572	15,315		
Development Project Manager	OMA	6/29/2025	Monthly	606	7,325	7,700	8,091	8,504	8,938	9,394		
Digital Marketing Coordinator	OMA	6/29/2025	Monthly	580	6,435	6,763	7,108	7,470	7,851	8,252		
Economic Development Manager	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Economic Development Project Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Emergency Manager	SM	8/25/2024	Monthly	653	9,261	9,734	10,229	10,751	11,300	11,875		
Emergency Medical Services Manager	OFMA	6/29/2025	Monthly	657	9,448	9,930	10,435	10,968	11,528	12,114		
Employee Benefits Analyst	SM	8/25/2024	Monthly	581	6,467	6,796	7,144	7,508	7,890	8,293		
Engineering Intern	PT&LD	12/3/2023	Hourly	456	20.00	21.02	22.09					
Engineering Technician I	OMEA	6/29/2025	Monthly	535	5,141	5,403	5,679	5,969	6,273	6,593		
Engineering Technician II	OMEA	6/29/2025	Monthly	555	5,680	5,970	6,274	6,595	6,930	7,284		
Environmental Compliance Specialist	OMEA	6/29/2025	Monthly	559	5,795	6,090	6,401	6,727	7,070	7,431		
Environmental Program Manager	OMA	6/29/2025	Monthly	658	9,494	9,980	10,487	11,022	11,585	12,175		
Environmental Scientist	OMEA	6/29/2025	Monthly	629	8,216	8,636	9,074	9,538	10,025	10,535		
Equipment Maint Leadworker	IBEW-M&C	12/31/2023	Monthly	548	5,485	5,766	6,059	6,369	6,693	7,035		
Equipment Maintenance Supervisor	OMA	6/29/2025	Monthly	604	7,253	7,624	8,011	8,420	8,850	9,300		
Equipment Mechanic I	IBEW-M&C	12/31/2023	Monthly	518	4,723	4,964	5,217	5,483	5,763	6,057		
Equipment Mechanic II	IBEW-M&C	12/31/2023	Monthly	538	5,219	5,485	5,765	6,059	6,368	6,692		

Attachment A (Continued)

City of Orange

Citywide Pay Schedule - Revision Effective September 24, 2025

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Classification Title	Group	Effective	Salary Type	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Equipment Operator	IBEW-M&C	12/31/2023	Monthly	530	5,015	5,270	5,540	5,822	6,118	6,431		
Equipment Parts Technician	IBEW-M&C	12/31/2023	Monthly	518	4,723	4,964	5,217	5,483	5,763	6,057		
Executive Assistant	SM	8/25/2024	Monthly	535	5,141	5,403	5,679	5,969	6,273	6,593		
Executive Assistant to the Chief	SM	8/25/2024	Monthly	555	5,680	5,970	6,274	6,595	6,930	7,284		
Facilities Maintenance Supervisor	OMA	6/29/2025	Monthly	594	6,900	7,253	7,621	8,010	8,419	8,848		
Field Services Manager	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Finance Assistant	OMEA	6/29/2025	Monthly	538	5,219	5,485	5,765	6,059	6,368	6,692		
Finance Clerk	OMEA	6/29/2025	Monthly	503	4,383	4,606	4,841	5,088	5,348	5,620		
Finance Coordinator	OMA	6/29/2025	Monthly	581	6,467	6,796	7,144	7,508	7,890	8,293		
Finance Director	EM	8/25/2024	Monthly	744	14,579	15,325	16,104	16,927	17,790	18,697		
Finance Manager	SM	8/25/2024	Monthly	620	7,856	8,257	8,676	9,119	9,585	10,074		
Finance Supervisor	OMA	6/29/2025	Monthly	601	7,145	7,510	7,892	8,295	8,718	9,162		
Financial Analyst	SM	8/25/2024	Monthly	592	6,831	7,181	7,545	7,931	8,336	8,760		
Fire Battalion Chief	OFMA	6/29/2025	Monthly	718.5	12,838	13,495	14,181	14,905	15,665	16,464		
Fire Captain	Local 2384	6/29/2025	Monthly	F669.5	11,975	11,975	11,975	11,975	11,975			
Fire Chief	EM	8/25/2024	Monthly	769	16,517	17,362	18,245	19,177	20,155	21,182		
Fire Engineer	Local 2384	6/30/2024	Monthly	F638.5	8,439	8,861	9,304	9,769	10,257			
Fire Inspector/Investigator	Local 2384	6/30/2024	Monthly	F657.5	11,278	11,278	11,278	11,278	11,278			
Fire Safety Specialist	Local 2384	6/30/2024	Monthly	F619.5	7,675	8,059	8,462	8,885	9,329			
Firefighter	Local 2384	6/30/2024	Monthly	F613.5	7,448	7,821	8,212	8,622	9,054			
Forensic Services Specialist	COPA	6/29/2025	Monthly	545P	5,404	5,680	5,969	6,274	6,594	6,930	7,207	
GIS Analyst	OMEA	6/29/2025	Monthly	629	8,216	8,636	9,074	9,538	10,025	10,535		
Hazardous Materials Spec	Local 2384	6/30/2024	Monthly	F639.5	8,481	8,905	9,350	9,818	10,309			
Historic Preservation Planner	OMA	6/29/2025	Monthly	629	8,216	8,636	9,074	9,538	10,025	10,535		
Homeless Outreach Specialist	COPA	6/29/2025	Monthly	541P	5,297	5,568	5,851	6,150	6,463	6,793	7,065	
Housing Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Housing Specialist	OMEA	6/29/2025	Monthly	559	5,795	6,090	6,401	6,727	7,070	7,431		
Human Resources Analyst I	SM	8/25/2024	Monthly	573	6,214	6,530	6,864	7,214	7,582	7,969		
Human Resources Analyst II	SM	8/25/2024	Monthly	600	7,110	7,473	7,853	8,254	8,675	9,116		
Human Resources Director	EM	8/25/2024	Monthly	739	14,220	14,947	15,707	16,510	17,352	18,236		
Human Resources Manager	SM	8/25/2024	Monthly	669	10,030	10,542	11,078	11,644	12,239	12,862		
Human Resources Technician	OMEA	6/29/2025	Monthly	533	5,090	5,350	5,623	5,909	6,211	6,527		
Information Technology Manager	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Information Technology Project Manager	SM	8/25/2024	Monthly	669	10,030	10,542	11,078	11,644	12,239	12,862		
Information Technology Specialist	OMA	6/29/2025	Monthly	580	6,435	6,763	7,108	7,470	7,851	8,252		
Information Technology Supervisor	OMA	6/29/2025	Monthly	605	7,289	7,662	8,051	8,462	8,894	9,347		
Intergovernmental & Comm Affairs Mgr	SM	8/25/2024	Monthly	680	10,595	11,137	11,703	12,301	12,928	13,587		
Internal Audit Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Investment/Revenue Officer	SM	8/25/2024	Monthly	608	7,399	7,778	8,172	8,590	9,028	9,488		
Landscape Coordinator	OMA	6/29/2025	Monthly	606	7,325	7,700	8,091	8,504	8,938	9,394		
Lead Business License Inspector	OMEA	6/29/2025	Monthly	563	5,911	6,213	6,530	6,863	7,213	7,581		
Lead Custodian	IBEW-M&C	12/31/2023	Monthly	491	4,129	4,339	4,560	4,793	5,037	5,293		
Lead Finance Clerk	OMEA	6/29/2025	Monthly	563	5,911	6,213	6,530	6,863	7,213	7,581		
Legal Assistant	OMA	6/29/2025	Monthly	553	5,624	5,911	6,212	6,529	6,862	7,212		
Librarian I	OMEA	6/29/2025	Monthly	541	5,297	5,568	5,851	6,150	6,463	6,793		
Librarian II	OMEA	6/29/2025	Monthly	561	5,853	6,152	6,465	6,795	7,142	7,505		
Librarian III	OMEA	6/29/2025	Monthly	581	6,467	6,796	7,144	7,508	7,890	8,293		
Library Assistant	OMEA	6/29/2025	Monthly	501	4,339	4,561	4,793	5,038	5,295	5,565		
Library Clerk	OMEA	6/29/2025	Monthly	455	3,450	3,626	3,810	4,005	4,209	4,423		
Library Literacy Coordinator	OMEA	6/29/2025	Monthly	541	5,297	5,568	5,851	6,150	6,463	6,793		
Library Manager I	OMA	6/29/2025	Monthly	609	7,436	7,816	8,213	8,633	9,073	9,535		
Library Manager II	OMA	6/29/2025	Monthly	619	7,817	8,216	8,633	9,074	9,538	10,023		
Library Page	OMEA	6/29/2025	Monthly	426	2,985	3,138	3,297	3,466	3,642	3,828		
Library Services Director	EM	8/25/2024	Monthly	709	12,244	12,870	13,524	14,215	14,940	15,702		
Library Support Services Assistant	OMEA	6/29/2025	Monthly	501	4,339	4,561	4,793	5,038	5,295	5,565		
Library Tech & Support Services Mgr	OMA	6/29/2025	Monthly	619	7,817	8,216	8,633	9,074	9,538	10,023		
Library Technology Assistant	OMEA	6/29/2025	Monthly	501	4,339	4,561	4,793	5,038	5,295	5,565		
Library Technology Coordinator	OMEA	6/29/2025	Monthly	561	5,853	6,152	6,465	6,795	7,142	7,505		
Library Technology Specialist	OMEA	6/29/2025	Monthly	541	5,297	5,568	5,851	6,150	6,463	6,793		
Library Volunteer Coordinator	OMEA	6/29/2025	Monthly	525	4,891	5,141	5,403	5,678	5,968	6,272		
Lifeguard/Swim Instructor	PT&LD	12/4/2022	Hourly	462	20.61	21.66	22.76					
Maintenance Worker	IBEW-M&C	12/31/2023	Monthly	480	3,907	4,107	4,316	4,537	4,768	5,011		
Management Intern	PT&LD	12/3/2023	Hourly	456	20.00	21.02	22.09					
Manager of Trans Svcs/City Traffic Eng	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Network/Security Analyst	SM	8/25/2024	Monthly	619	7,817	8,216	8,633	9,074	9,538	10,023		
Office Assistant	OMEA	6/29/2025	Monthly	475	3,812	4,006	4,210	4,425	4,650	4,887		
Parking Control Officer I	PT&LD	12/4/2022	Hourly	442	18.65	19.60	20.61					
Parking Control Officer II	COPA	6/29/2025	Monthly	512P	4,583	4,818	5,063	5,322	5,594	5,878	6,113	
Parks and Facilities Attendant	PT&LD	12/4/2022	Hourly	460	20.40	21.45	22.54					
Parks and Facilities Manager	SM	8/25/2024	Monthly	669	10,030	10,542	11,078	11,644	12,239	12,862		
Parks Maint Leadworker	IBEW-M&C	12/31/2023	Monthly	538	5,219	5,485	5,765	6,059	6,368	6,692		
Parks Maintenance Supervisor	OMA	6/29/2025	Monthly	594	6,900	7,253	7,621	8,010	8,419	8,848		
Parks Maintenance Worker I	IBEW-M&C	12/31/2023	Monthly	480	3,907	4,107	4,316	4,537	4,768	5,011		
Parks Maintenance Worker II	IBEW-M&C	12/31/2023	Monthly	500	4,317	4,538	4,770	5,013	5,268	5,537		
Payroll Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Payroll Specialist	OMA	6/29/2025	Monthly	573	6,214	6,530	6,864	7,214	7,582	7,969		
Payroll Technician	OMEA	6/29/2025	Monthly	563	5,911	6,213	6,530	6,863	7,213	7,581		

Attachment A (Continued)

City of Orange

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Permit Supervisor	OMA	6/29/2025	Monthly	594	6,900	7,253	7,621	8,010	8,419	8,848		
Permit Technician	OMEA	6/29/2025	Monthly	525	4,891	5,141	5,403	5,678	5,968	6,272		
Plan Check Engineer	OMEA	6/29/2025	Monthly	606	7,325	7,700	8,091	8,504	8,938	9,394		
Plan Examiner	Local 2384	6/30/2024	Monthly	F639.5	8,481	8,905	9,350	9,818	10,309			
Planning Technician	OMEA	6/29/2025	Monthly	534	5,116	5,376	5,651	5,939	6,242	6,560		
Planning Manager	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Police Administrative Assistant	COPA	6/29/2025	Monthly	525P	4,891	5,141	5,403	5,678	5,968	6,272	6,523	
Police Armorer	COPA	6/29/2025	Monthly	525P	4,891	5,141	5,403	5,678	5,968	6,272	6,523	
Police Cadet I	PT&LD	12/4/2022	Hourly	430	17.57	18.47	19.40					
Police Cadet II	PT&LD	12/4/2022	Hourly	450	19.41	20.40	21.44					
Police Captain	PMA	6/29/2025	Monthly	763C	16,029	16,848	17,705	18,609	19,558	20,555	21,377	
Police Chief	EM	8/25/2024	Monthly	790	18,344	19,282	20,262	21,297	22,383	23,524		
Police Clerk	COPA	6/29/2025	Monthly	504P	4,405	4,629	4,865	5,114	5,374	5,648	5,874	
Police Code Enforcement Officer	COPA	6/29/2025	Monthly	578P	6,371	6,696	7,037	7,396	7,773	8,170	8,497	
Police Communications Manager	PMA	6/29/2025	Monthly	633PM	8,381	8,810	9,258	9,731	10,227	10,748	11,124	
Police Dispatch Shift Supervisor	COPA	6/29/2025	Monthly	582P	6,499	6,831	7,179	7,545	7,930	8,335	8,668	
Police Dispatcher	COPA	6/29/2025	Monthly	564P	5,941	6,244	6,563	6,897	7,249	7,619	7,924	
Police Jailier	COPA	6/29/2025	Monthly	525P	4,891	5,141	5,403	5,678	5,968	6,272	6,523	
Police Lieutenant	PMA	6/29/2025	Monthly	723SL	13,130	13,801	14,503	15,243	16,021	16,837	17,847	18,561
Police Officer	COPA	6/29/2025	Monthly	627PM	8,134	8,550	8,985	9,443	9,926	10,431	10,849	
Police Records Clerk	COPA	6/29/2025	Monthly	504P	4,405	4,629	4,865	5,114	5,374	5,648	5,874	
Police Records Manager	PMA	6/29/2025	Monthly	632PM	8,340	8,766	9,212	9,682	10,176	10,694	11,069	
Police Records Shift Supervisor	COPA	6/29/2025	Monthly	564P	5,941	6,244	6,563	6,897	7,249	7,619	7,924	
Police Recruit	PT&LD	12/4/2022	Monthly	574	6,245							
Police Reserve Officer I	PT&LD	12/29/2024	Hourly	472	21.66	22.77	23.93					
Police Reserve Officer II	PT&LD	12/29/2024	Hourly	432	17.74	18.65	19.60					
Police Reserve Officer III	PT&LD	12/29/2024	Hourly	418	16.55	17.39	18.28					
Police Sergeant	PMA	6/29/2025	Monthly	681SL	10,648	11,193	11,762	12,362	12,994	13,655	14,474	15,053
Police Services Officer	COPA	6/29/2025	Monthly	525P	4,891	5,141	5,403	5,678	5,968	6,272	6,523	
Police Subpoenas & Warrants Specialist	COPA	6/29/2025	Monthly	525P	4,891	5,141	5,403	5,678	5,968	6,272	6,523	
Police Training Coordinator	COPA	6/29/2025	Monthly	535P	5,141	5,403	5,679	5,969	6,273	6,593	6,856	
Police Volunteer Coordinator	COPA	6/29/2025	Monthly	553P	5,624	5,911	6,212	6,529	6,862	7,212	7,501	
Pool Manager	PT&LD	12/4/2022	Hourly	502	25.16	26.45	27.79					
Principal Civil Engineer	SM	8/25/2024	Monthly	669	10,030	10,542	11,078	11,644	12,239	12,862		
Principal Planner	SM	8/25/2024	Monthly	658	9,494	9,980	10,487	11,022	11,585	12,175		
Project Development Coordinator	OMA	6/29/2025	Monthly	606	7,325	7,700	8,091	8,504	8,938	9,394		
Project Engineer	OMEA	6/29/2025	Monthly	616	7,700	8,094	8,505	8,940	9,396	9,874		
Property Officer	COPA	6/29/2025	Monthly	539P	5,245	5,512	5,794	6,089	6,400	6,725	6,995	
Public Affairs & Information Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Public Works Administrator	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Public Works Director	EM	8/25/2024	Monthly	744	14,579	15,325	16,104	16,927	17,790	18,697		
Public Works Maintenance Leadworker	IBEW-M&C	12/31/2023	Monthly	538	5,219	5,485	5,765	6,059	6,368	6,692		
Public Works Maintenance Supervisor	OMA	6/29/2025	Monthly	594	6,900	7,253	7,621	8,010	8,419	8,848		
Public Works Maintenance Worker I	IBEW-M&C	12/31/2023	Monthly	480	3,907	4,107	4,316	4,537	4,768	5,011		
Public Works Maintenance Worker II	IBEW-M&C	12/31/2023	Monthly	500	4,317	4,538	4,770	5,013	5,268	5,537		
Purchasing Officer	SM	8/25/2024	Monthly	620	7,856	8,257	8,676	9,119	9,585	10,074		
Records Coordinator	OMA	6/29/2025	Monthly	566	6,001	6,307	6,629	6,966	7,322	7,695		
Recreation Services Activity Specialist	PT&LD	7/1/2022	Hourly	489	23.58	24.78	26.05					
Recreation Services Coordinator	OMEA	6/29/2025	Monthly	542	5,324	5,595	5,881	6,181	6,496	6,827		
Recreation Services Leader I	PT&LD	12/29/2024	Hourly	418	16.55	17.39	18.28					
Recreation Services Leader II	PT&LD	12/29/2024	Hourly	438	18.28	19.22	20.20					
Recreation Services Leader III	PT&LD	12/29/2024	Hourly	458	20.20	21.23	22.32					
Recreation Services Manager	SM	8/25/2024	Monthly	659	9,541	10,030	10,539	11,077	11,643	12,236		
Recreation Services Supervisor	OMA	6/29/2025	Monthly	599	7,074	7,436	7,814	8,213	8,632	9,071		
Risk Management Analyst	SM	8/25/2024	Monthly	571	6,152	6,466	6,795	7,143	7,507	7,889		
Risk Manager	SM	8/25/2024	Monthly	673	10,232	10,755	11,302	11,879	12,485	13,121		
School Crossing Guard	PT&LD	12/4/2022	Hourly	430	17.57	18.47	19.40					
School Crossing Guard Supervisor	PT&LD	12/4/2022	Hourly	470	21.45	22.54	23.69					
Senior Accountant	OMA	6/29/2025	Monthly	597	7,004	7,362	7,736	8,131	8,546	8,981		
Senior Administrative Analyst	SM	8/25/2024	Monthly	618	7,778	8,175	8,590	9,029	9,490	9,974		
Senior Assistant City Attorney	SM	8/25/2024	Monthly	724	13,195	13,870	14,575	15,320	16,101	16,922		
Senior Assistant to the City Manager	SM	8/25/2024	Monthly	669	10,030	10,542	11,078	11,644	12,239	12,862		
Senior Buyer	OMA	6/29/2025	Monthly	581	6,467	6,796	7,144	7,508	7,890	8,293		
Senior Civil Engineer	OMA	6/29/2025	Monthly	658	9,494	9,980	10,487	11,022	11,585	12,175		
Senior Code Compliance Officer	OMEA	6/29/2025	Monthly	579	6,403	6,729	7,073	7,433	7,812	8,211		
Senior Combo, Building Inspector	OMEA	6/29/2025	Monthly	595	6,935	7,289	7,659	8,050	8,461	8,892		
Senior Contract Administrator	OMA	6/29/2025	Monthly	626	8,094	8,507	8,940	9,397	9,877	10,379		
Senior Econ Development Project Mgr	SM	8/25/2024	Monthly	664	9,782	10,283	10,806	11,357	11,937	12,545		
Senior Emergency Medical Svcs Mgr	OFMA	6/29/2025	Monthly	693	11,305	11,883	12,487	13,125	13,794	14,498		
Senior Executive Assistant to the City Council and the City Manager	SM	8/25/2024	Monthly	585	6,597	6,934	7,287	7,659	8,050	8,461		
Senior Finance Clerk	OMEA	6/29/2025	Monthly	523	4,842	5,089	5,349	5,622	5,908	6,210		
Senior Fire Inspection Specialist	OMA	6/29/2025	Monthly	615	7,662	8,054	8,463	8,895	9,349	9,825		
Senior GIS Analyst	OMA	6/29/2025	Monthly	649	9,078	9,542	10,027	10,539	11,077	11,641		
Senior Housing Manager	SM	8/25/2024	Monthly	664	9,782	10,283	10,806	11,357	11,937	12,545		
Senior Human Resources Analyst	SM	8/25/2024	Monthly	630	8,257	8,679	9,120	9,586	10,075	10,588		

Attachment A (Continued)

City of Orange

Citywide Pay Schedule - Revision Effective September 24, 2025

Approved by City Council on October 14, 2025

Classification Title	Group	Effective	Salary Type	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Senior Landscape Coordinator	OMA	6/29/2025	Monthly	626	8,094	8,507	8,940	9,397	9,877	10,379		
Senior Legal Assistant	OMA	6/29/2025	Monthly	573	6,214	6,530	6,864	7,214	7,582	7,969		
Senior Library Clerk	OMEA	6/29/2025	Monthly	485	4,006	4,211	4,426	4,651	4,888	5,138		
Senior Library Manager	SM	8/25/2024	Monthly	628	8,175	8,593	9,029	9,491	9,975	10,483		
Senior Office Assistant	OMEA	6/29/2025	Monthly	495	4,212	4,426	4,652	4,890	5,138	5,401		
Senior Payroll Specialist	OMA	6/29/2025	Monthly	583	6,531	6,865	7,215	7,583	7,970	8,377		
Senior Permit Technician	OMEA	6/29/2025	Monthly	545	5,404	5,680	5,969	6,274	6,594	6,930		
Senior Plan Check Engineer	OMA	6/29/2025	Monthly	658	9,494	9,980	10,487	11,022	11,585	12,175		
Senior Planner	OMA	6/29/2025	Monthly	629	8,216	8,636	9,074	9,538	10,025	10,535		
Senior Police Clerk	COPA	6/29/2025	Monthly	524P	4,867	5,115	5,376	5,650	5,938	6,241	6,490	
Senior Traffic Signal Technician	OMEA	6/29/2025	Monthly	595	6,935	7,289	7,659	8,050	8,461	8,892		
Senior Water Meter Service Wkr	IBEW-WTR	12/31/2023	Monthly	536	5,167	5,430	5,707	5,998	6,304	6,626		
Senior Water Quality Inspector	OMA	6/29/2025	Monthly	594	6,900	7,253	7,621	8,010	8,419	8,848		
Skilled Maint Leadworker	IBEW-M&C	12/31/2023	Monthly	543	5,351	5,623	5,910	6,212	6,528	6,861		
Skilled Maintenance Wkr -Water	IBEW-WTR	12/31/2023	Monthly	533	5,090	5,350	5,623	5,909	6,211	6,527		
Skilled Maintenance Worker – Facilities	IBEW-M&C	12/31/2023	Monthly	523	4,842	5,089	5,349	5,622	5,908	6,210		
Skilled Maintenance Worker – Parks	IBEW-M&C	12/31/2023	Monthly	523	4,842	5,089	5,349	5,622	5,908	6,210		
Skilled Maintenance Worker – Public Works	IBEW-M&C	12/31/2023	Monthly	523	4,842	5,089	5,349	5,622	5,908	6,210		
Stock Clerk	OMEA	6/29/2025	Monthly	484	3,987	4,190	4,404	4,628	4,864	5,112		
Swimming Attendant	PT&LD	12/29/2024	Hourly	418	16.55	17.39	18.28					
Systems Analyst	SM	8/25/2024	Monthly	619	7,817	8,216	8,633	9,074	9,538	10,023		
Traffic Management Center Tech	OMEA	6/29/2025	Monthly	595	6,935	7,289	7,659	8,050	8,461	8,892		
Traffic Operations Superintendent	OMA	6/29/2025	Monthly	614	7,624	8,014	8,421	8,851	9,302	9,776		
Traffic Signal Technician I	OMEA	6/29/2025	Monthly	535	5,141	5,403	5,679	5,969	6,273	6,593		
Traffic Signal Technician II	OMEA	6/29/2025	Monthly	555	5,680	5,970	6,274	6,595	6,930	7,284		
Transportation Analyst	OMEA	6/29/2025	Monthly	629	8,216	8,636	9,074	9,538	10,025	10,535		
Tree Services Coordinator	OMA	6/29/2025	Monthly	606	7,325	7,700	8,091	8,504	8,938	9,394		
Warehouse/Inventory Specialist	OMEA	6/29/2025	Monthly	542	5,324	5,595	5,881	6,181	6,496	6,827		
Water Maintenance Leadworker	IBEW-WTR	12/31/2023	Monthly	553	5,624	5,911	6,212	6,529	6,862	7,212		
Water Maintenance Supervisor	OMA	6/29/2025	Monthly	594	6,900	7,253	7,621	8,010	8,419	8,848		
Water Maintenance Worker I	IBEW-WTR	12/31/2023	Monthly	494	4,191	4,404	4,629	4,865	5,112	5,374		
Water Maintenance Worker II	IBEW-WTR	12/31/2023	Monthly	514	4,629	4,866	5,114	5,375	5,650	5,937		
Water Manager	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Water Meter Service Worker I	IBEW-WTR	12/31/2023	Monthly	502	4,361	4,584	4,817	5,063	5,321	5,593		
Water Meter Service Worker II	IBEW-WTR	12/31/2023	Monthly	522	4,818	5,064	5,322	5,594	5,879	6,179		
Water Plant Operator I	IBEW-WTR	12/31/2023	Monthly	532	5,065	5,323	5,595	5,880	6,180	6,495		
Water Plant Operator II	IBEW-WTR	12/31/2023	Monthly	552	5,596	5,882	6,181	6,497	6,828	7,176		
Water Quality Inspector	OMA	6/29/2025	Monthly	574	6,245	6,563	6,898	7,250	7,620	8,008		
Water Yard Storekeeper	IBEW-WTR	12/31/2023	Monthly	524	4,867	5,115	5,376	5,650	5,938	6,241		

Group Key:

COPA: City of Orange Police Association

EM: Executive Management

IBEW-WTR: International Brotherhood of Electrical Workers Local 47 - Water

Local 2384: Orange City Firefighters, Inc. Local 2384

OFMA: Orange City Fire Management Association

OMA: Orange Management Association

IBEW-M&C: International Brotherhood of Electrical Workers Local 47 - Maintenance and Crafts

OMEA: Orange Municipal Employees' Association

PMA: Police Management Association

PT&LD: Part-Time & Limited Duration Employees

SM: Senior Management