

RESOLUTION NO. 11623

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ORANGE RESCINDING RESOLUTION NO. 11600 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. 11493 between the City of Orange and the City of Orange Police Management Association with a salary adjustment effective June 29, 2025; and

WHEREAS, the City Council previously approved Resolution No. 11516 between the City of Orange and the City of Orange Police Association with a salary adjustment effective June 29, 2025; and

WHEREAS, the City Council previously approved Resolution No. 11521 between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters, AFL-CIO with a salary adjustment effective June 29, 2025; and

WHEREAS, the City Council previously approved Resolution No. 11598 between the City of Orange and the Orange City Fire Management Association with a salary adjustment effective June 29, 2025; and

WHEREAS, the City Council approved the Agreement for Employment for the City Manager. Effective upon the execution of the agreement, the salary of the City Manager classification is \$26,666.67 per month. This salary adjustment has been incorporated into the attached Salary Schedule effective August 11, 2025.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Orange that Resolution No. 11600 is here by rescinded and the attached revised Citywide Pay Schedules are approved and incorporated.

ADOPTED this 24th day of June 2025.

Daniel R. Slater, Mayor, City of Orange

ATTEST:

Pamela Coleman, City Clerk, City of Orange

APPROVED AS TO FORM:

Wayne W. Winthers, Interim 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 24th day of June 2025, by the following vote:

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

Pamela Coleman, City Clerk, City of Orange

Attachments:

Attachment A - Citywide Pay Schedule – June 29, 2025

Attachment B – Citywide Pay Schedule – August 11, 2025

Attachment A

City of Orange

Citywide Pay Schedule - Revision Effective June 29, 2025

Approved by City Council on June 24, 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	12/31/2023	Monthly	573	6,214	6,530	6,864	7,214	7,582	7,969		
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	12/31/2023	Monthly	521	4,794	5,039	5,296	5,566	5,850	6,148		
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	12/31/2023	Monthly	519	4,747	4,989	5,243	5,510	5,792	6,087		
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	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
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	12/31/2023	Monthly	560	5,824	6,121	6,433	6,761	7,106	7,468		
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	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
Associate Engineer	OMEA	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
Associate Planner	OMEA	12/31/2023	Monthly	595	6,935	7,289	7,659	8,050	8,461	8,892		
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	12/31/2023	Monthly	601	7,145	7,510	7,892	8,295	8,718	9,162		
Building Inspector	OMEA	12/31/2023	Monthly	561	5,853	6,152	6,465	6,795	7,142	7,505		
Business License Inspector	OMEA	12/31/2023	Monthly	549	5,513	5,795	6,089	6,401	6,727	7,070		
Buyer	OMEA	12/31/2023	Monthly	557	5,737	6,030	6,338	6,661	7,000	7,357		
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	8/25/2024	Monthly	N/A	20,977.67					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							
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	12/31/2023	Monthly	645	8,898	9,354	9,829	10,330	10,858	11,411		
Code Compliance Officer	OMEA	12/31/2023	Monthly	555	5,680	5,970	6,274	6,595	6,930	7,284		
Code Compliance Supervisor	OMA	12/31/2023	Monthly	601	7,145	7,510	7,892	8,295	8,718	9,162		
Combination Building Inspector	OMEA	12/31/2023	Monthly	571	6,152	6,466	6,795	7,143	7,507	7,889		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
Construction Inspector I	OMEA	12/31/2023	Monthly	542	5,324	5,595	5,881	6,181	6,496	6,827		
Construction Inspector II	OMEA	12/31/2023	Monthly	562	5,882	6,182	6,498	6,829	7,177	7,543		
Contract Administrator	OMEA	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
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	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Digital Marketing Coordinator	OMA	12/31/2023	Monthly	576	6,308	6,629	6,968	7,323	7,696	8,089		
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	12/31/2023	Monthly	531	5,040	5,297	5,567	5,851	6,149	6,463		
Engineering Technician II	OMEA	12/31/2023	Monthly	551	5,569	5,852	6,151	6,464	6,794	7,141		
Environmental Compliance Specialist	OMEA	12/31/2023	Monthly	555	5,680	5,970	6,274	6,595	6,930	7,284		
Environmental Program Manager	OMA	12/31/2023	Monthly	654	9,307	9,783	10,280	10,805	11,357	11,934		
Environmental Scientist	OMEA	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
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	12/31/2023	Monthly	600	7,110	7,473	7,853	8,254	8,675	9,116		

Attachment A (continued)

City of Orange
Citywide Pay Schedule - Revision Effective June 29, 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 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		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
Field Services Manager	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Finance Assistant	OMEA	12/31/2023	Monthly	534	5,116	5,376	5,651	5,939	6,242	6,560		
Finance Clerk	OMEA	12/31/2023	Monthly	499	4,296	4,515	4,746	4,988	5,242	5,509		
Finance Coordinator	OMA	12/31/2023	Monthly	577	6,339	6,663	7,002	7,359	7,735	8,129		
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	12/31/2023	Monthly	597	7,004	7,362	7,736	8,131	8,546	8,981		
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	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
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	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
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	12/31/2023	Monthly	555	5,680	5,970	6,274	6,595	6,930	7,284		
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	12/31/2023	Monthly	529	4,990	5,244	5,512	5,793	6,088	6,399		
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	12/31/2023	Monthly	576	6,308	6,629	6,968	7,323	7,696	8,089		
Information Technology Supervisor	OMA	12/31/2023	Monthly	601	7,145	7,510	7,892	8,295	8,718	9,162		
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	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Lead Business License Inspector	OMEA	12/31/2023	Monthly	559	5,795	6,090	6,401	6,727	7,070	7,431		
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	12/31/2023	Monthly	559	5,795	6,090	6,401	6,727	7,070	7,431		
Legal Assistant	OMA	12/31/2023	Monthly	549	5,513	5,795	6,089	6,401	6,727	7,070		
Librarian I	OMEA	12/31/2023	Monthly	537	5,193	5,458	5,736	6,028	6,336	6,659		
Librarian II	OMEA	12/31/2023	Monthly	557	5,737	6,030	6,338	6,661	7,000	7,357		
Librarian III	OMEA	12/31/2023	Monthly	577	6,339	6,663	7,002	7,359	7,735	8,129		
Library Assistant	OMEA	12/31/2023	Monthly	497	4,254	4,470	4,698	4,938	5,190	5,455		
Library Clerk	OMEA	12/31/2023	Monthly	451	3,382	3,554	3,735	3,926	4,126	4,336		
Library Literacy Coordinator	OMEA	12/31/2023	Monthly	537	5,193	5,458	5,736	6,028	6,336	6,659		
Library Manager I	OMA	12/31/2023	Monthly	605	7,289	7,662	8,051	8,462	8,894	9,347		
Library Manager II	OMA	12/31/2023	Monthly	615	7,662	8,054	8,463	8,895	9,349	9,825		
Library Page	OMEA	12/31/2023	Monthly	422	2,926	3,076	3,232	3,397	3,571	3,752		
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	12/31/2023	Monthly	497	4,254	4,470	4,698	4,938	5,190	5,455		
Library Tech & Support Services Mgr	OMA	12/31/2023	Monthly	615	7,662	8,054	8,463	8,895	9,349	9,825		
Library Technology Assistant	OMEA	12/31/2023	Monthly	497	4,254	4,470	4,698	4,938	5,190	5,455		
Library Technology Coordinator	OMEA	12/31/2023	Monthly	557	5,737	6,030	6,338	6,661	7,000	7,357		
Library Technology Specialist	OMEA	12/31/2023	Monthly	537	5,193	5,458	5,736	6,028	6,336	6,659		
Library Volunteer Coordinator	OMEA	12/31/2023	Monthly	521	4,794	5,039	5,296	5,566	5,850	6,148		
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	12/31/2023	Monthly	471	3,736	3,927	4,127	4,338	4,559	4,791		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
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		

Attachment A (continued)

City of Orange

Citywide Pay Schedule - Revision Effective June 29, 2025

Approved by City Council on June 24, 2025

Classification Title	Group	Effective	Salary Type	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Payroll Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Payroll Specialist	OMA	12/31/2023	Monthly	569	6,091	6,402	6,728	7,072	7,432	7,811		
Payroll Technician	OMEA	12/31/2023	Monthly	559	5,795	6,090	6,401	6,727	7,070	7,431		
Permit Supervisor	OMA	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
Permit Technician	OMEA	12/31/2023	Monthly	521	4,794	5,039	5,296	5,566	5,850	6,148		
Plan Check Engineer	OMEA	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Plan Examiner	Local 2384	6/30/2024	Monthly	F639.5	8,481	8,905	9,350	9,818	10,309			
Planning Aide	OMEA	12/31/2023	Monthly	530	5,015	5,270	5,540	5,822	6,118	6,431		
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 Jailer	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	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Project Engineer	OMEA	12/31/2023	Monthly	612	7,548	7,934	8,337	8,763	9,210	9,679		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
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	3/10/2024	Monthly	562	5,882	6,182	6,498	6,829	7,177	7,543		
Recreation Services Activity Specialist	PT&LD	7/1/2022	Hourly	489	23.58	24.78	26.05					
Recreation Services Coordinator	OMEA	12/31/2023	Monthly	538	5,219	5,485	5,765	6,059	6,368	6,692		
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	12/31/2023	Monthly	595	6,935	7,289	7,659	8,050	8,461	8,892		
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	12/31/2023	Monthly	593	6,865	7,217	7,583	7,971	8,378	8,804		
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	12/31/2023	Monthly	577	6,339	6,663	7,002	7,359	7,735	8,129		
Senior Civil Engineer	OMA	12/31/2023	Monthly	654	9,307	9,783	10,280	10,805	11,357	11,934		
Senior Code Compliance Officer	OMEA	12/31/2023	Monthly	575	6,276	6,596	6,933	7,286	7,658	8,049		
Senior Combo. Building Inspector	OMEA	12/31/2023	Monthly	591	6,797	7,145	7,508	7,891	8,294	8,717		
Senior Contract Administrator	OMA	12/31/2023	Monthly	622	7,934	8,340	8,763	9,211	9,681	10,174		
Senior Ecom 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	12/31/2023	Monthly	519	4,747	4,989	5,243	5,510	5,792	6,087		

Attachment A (continued)

City of Orange

Citywide Pay Schedule - Revision Effective June 29, 2025

Approved by City Council on June 24, 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 Fire Inspection Specialist	OMA	12/31/2023	Monthly	611	7,510	7,895	8,296	8,719	9,164	9,631		
Senior GIS Analyst	OMA	12/31/2023	Monthly	645	8,898	9,354	9,829	10,330	10,858	11,411		
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		
Senior Landscape Coordinator	OMA	12/31/2023	Monthly	622	7,934	8,340	8,763	9,211	9,681	10,174		
Senior Legal Assistant	OMA	12/31/2023	Monthly	569	6,091	6,402	6,728	7,072	7,432	7,811		
Senior Library Clerk	OMEA	12/31/2023	Monthly	481	3,927	4,128	4,338	4,559	4,792	5,036		
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	12/31/2023	Monthly	491	4,129	4,339	4,560	4,793	5,037	5,293		
Senior Payroll Specialist	OMA	12/31/2023	Monthly	579	6,403	6,729	7,073	7,433	7,812	8,211		
Senior Permit Technician	OMEA	12/31/2023	Monthly	541	5,297	5,568	5,851	6,150	6,463	6,793		
Senior Plan Check Engineer	OMA	12/31/2023	Monthly	654	9,307	9,783	10,280	10,805	11,357	11,934		
Senior Planner	OMA	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
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	12/31/2023	Monthly	591	6,797	7,145	7,508	7,891	8,294	8,717		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
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	12/31/2023	Monthly	480	3,907	4,107	4,316	4,537	4,768	5,011		
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	12/31/2023	Monthly	591	6,797	7,145	7,508	7,891	8,294	8,717		
Traffic Operations Superintendent	OMA	12/31/2023	Monthly	610	7,473	7,855	8,254	8,676	9,119	9,583		
Traffic Signal Technician I	OMEA	12/31/2023	Monthly	531	5,040	5,297	5,567	5,851	6,149	6,463		
Traffic Signal Technician II	OMEA	12/31/2023	Monthly	551	5,569	5,852	6,151	6,464	6,794	7,141		
Transportation Analyst	OMEA	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
Tree Services Coordinator	OMA	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Warehouse/Inventory Specialist	OMEA	12/31/2023	Monthly	538	5,219	5,485	5,765	6,059	6,368	6,692		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
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	12/31/2023	Monthly	570	6,121	6,434	6,762	7,107	7,469	7,850		
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

Attachment B

City of Orange

Citywide Pay Schedule - Revision Effective August 11, 2025

Approved by City Council on June 24, 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	12/31/2023	Monthly	573	6,214	6,530	6,864	7,214	7,582	7,969		
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	12/31/2023	Monthly	521	4,794	5,039	5,296	5,566	5,850	6,148		
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	12/31/2023	Monthly	519	4,747	4,989	5,243	5,510	5,792	6,087		
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	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
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	12/31/2023	Monthly	560	5,824	6,121	6,433	6,761	7,106	7,468		
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	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
Associate Engineer	OMEA	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
Associate Planner	OMEA	12/31/2023	Monthly	595	6,935	7,289	7,659	8,050	8,461	8,892		
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	12/31/2023	Monthly	601	7,145	7,510	7,892	8,295	8,718	9,162		
Building Inspector	OMEA	12/31/2023	Monthly	561	5,853	6,152	6,465	6,795	7,142	7,505		
Business License Inspector	OMEA	12/31/2023	Monthly	549	5,513	5,795	6,089	6,401	6,727	7,070		
Buyer	OMEA	12/31/2023	Monthly	557	5,737	6,030	6,338	6,661	7,000	7,357		
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	8/25/2024	Monthly	N/A	20,977.67					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	8/11/2025	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	12/31/2023	Monthly	645	8,898	9,354	9,829	10,330	10,858	11,411		
Code Compliance Officer	OMEA	12/31/2023	Monthly	555	5,680	5,970	6,274	6,595	6,930	7,284		
Code Compliance Supervisor	OMA	12/31/2023	Monthly	601	7,145	7,510	7,892	8,295	8,718	9,162		
Combination Building Inspector	OMEA	12/31/2023	Monthly	571	6,152	6,466	6,795	7,143	7,507	7,889		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
Construction Inspector I	OMEA	12/31/2023	Monthly	542	5,324	5,595	5,881	6,181	6,496	6,827		
Construction Inspector II	OMEA	12/31/2023	Monthly	562	5,882	6,182	6,498	6,829	7,177	7,543		
Contract Administrator	OMEA	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
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	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Digital Marketing Coordinator	OMA	12/31/2023	Monthly	576	6,308	6,629	6,968	7,323	7,696	8,089		
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	12/31/2023	Monthly	531	5,040	5,297	5,567	5,851	6,149	6,463		
Engineering Technician II	OMEA	12/31/2023	Monthly	551	5,569	5,852	6,151	6,464	6,794	7,141		
Environmental Compliance Specialist	OMEA	12/31/2023	Monthly	555	5,680	5,970	6,274	6,595	6,930	7,284		
Environmental Program Manager	OMA	12/31/2023	Monthly	654	9,307	9,783	10,280	10,805	11,357	11,934		
Environmental Scientist	OMEA	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
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	12/31/2023	Monthly	600	7,110	7,473	7,853	8,254	8,675	9,116		

Attachment B (continued)

City of Orange
Citywide Pay Schedule - Revision Effective August 11, 2025
Approved by City Council on June 24, 2025

Classification Title	Group	Effective	Salary Type	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
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		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
Field Services Manager	SM	8/25/2024	Monthly	689	11,082	11,648	12,240	12,866	13,522	14,211		
Finance Assistant	OMEA	12/31/2023	Monthly	534	5,116	5,376	5,651	5,939	6,242	6,560		
Finance Clerk	OMEA	12/31/2023	Monthly	499	4,296	4,515	4,746	4,988	5,242	5,509		
Finance Coordinator	OMA	12/31/2023	Monthly	577	6,339	6,663	7,002	7,359	7,735	8,129		
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	12/31/2023	Monthly	597	7,004	7,362	7,736	8,131	8,546	8,981		
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		7,207	
GIS Analyst	OMEA	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
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	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
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	12/31/2023	Monthly	555	5,680	5,970	6,274	6,595	6,930	7,284		
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	12/31/2023	Monthly	529	4,990	5,244	5,512	5,793	6,088	6,399		
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	12/31/2023	Monthly	576	6,308	6,629	6,968	7,323	7,696	8,089		
Information Technology Supervisor	OMA	12/31/2023	Monthly	601	7,145	7,510	7,892	8,295	8,718	9,162		
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	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Lead Business License Inspector	OMEA	12/31/2023	Monthly	559	5,795	6,090	6,401	6,727	7,070	7,431		
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	12/31/2023	Monthly	559	5,795	6,090	6,401	6,727	7,070	7,431		
Legal Assistant	OMA	12/31/2023	Monthly	549	5,513	5,795	6,089	6,401	6,727	7,070		
Librarian I	OMEA	12/31/2023	Monthly	537	5,193	5,458	5,736	6,028	6,336	6,659		
Librarian II	OMEA	12/31/2023	Monthly	557	5,737	6,030	6,338	6,661	7,000	7,357		
Librarian III	OMEA	12/31/2023	Monthly	577	6,339	6,663	7,002	7,359	7,735	8,129		
Library Assistant	OMEA	12/31/2023	Monthly	497	4,254	4,470	4,698	4,938	5,190	5,455		
Library Clerk	OMEA	12/31/2023	Monthly	451	3,382	3,554	3,735	3,926	4,126	4,336		
Library Literacy Coordinator	OMEA	12/31/2023	Monthly	537	5,193	5,458	5,736	6,028	6,336	6,659		
Library Manager I	OMA	12/31/2023	Monthly	605	7,289	7,662	8,051	8,462	8,894	9,347		
Library Manager II	OMA	12/31/2023	Monthly	615	7,662	8,054	8,463	8,895	9,349	9,825		
Library Page	OMEA	12/31/2023	Monthly	422	2,926	3,076	3,232	3,397	3,571	3,752		
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	12/31/2023	Monthly	497	4,254	4,470	4,698	4,938	5,190	5,455		
Library Tech & Support Services Mgr	OMA	12/31/2023	Monthly	615	7,662	8,054	8,463	8,895	9,349	9,825		
Library Technology Assistant	OMEA	12/31/2023	Monthly	497	4,254	4,470	4,698	4,938	5,190	5,455		
Library Technology Coordinator	OMEA	12/31/2023	Monthly	557	5,737	6,030	6,338	6,661	7,000	7,357		
Library Technology Specialist	OMEA	12/31/2023	Monthly	537	5,193	5,458	5,736	6,028	6,336	6,659		
Library Volunteer Coordinator	OMEA	12/31/2023	Monthly	521	4,794	5,039	5,296	5,566	5,850	6,148		
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	12/31/2023	Monthly	471	3,736	3,927	4,127	4,338	4,559	4,791		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
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		

Attachment B (continued)

City of Orange

Citywide Pay Schedule - Revision Effective August 11, 2025

Approved by City Council on June 24, 2025

Classification Title	Group	Effective	Salary Type	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Payroll Manager	SM	8/25/2024	Monthly	638	8,593	9,033	9,491	9,976	10,485	11,020		
Payroll Specialist	OMA	12/31/2023	Monthly	569	6,091	6,402	6,728	7,072	7,432	7,811		
Payroll Technician	OMEA	12/31/2023	Monthly	559	5,795	6,090	6,401	6,727	7,070	7,431		
Permit Supervisor	OMA	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
Permit Technician	OMEA	12/31/2023	Monthly	521	4,794	5,039	5,296	5,566	5,850	6,148		
Plan Check Engineer	OMEA	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Plan Examiner	Local 2384	6/30/2024	Monthly	F639.5	8,481	8,905	9,350	9,818	10,309			
Planning Aide	OMEA	12/31/2023	Monthly	530	5,015	5,270	5,540	5,822	6,118	6,431		
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	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 Jailer	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	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Project Engineer	OMEA	12/31/2023	Monthly	612	7,548	7,934	8,337	8,763	9,210	9,679		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
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	3/10/2024	Monthly	562	5,882	6,182	6,498	6,829	7,177	7,543		
Recreation Services Activity Specialist	PT&LD	7/1/2022	Hourly	489	23.58	24.78	26.05					
Recreation Services Coordinator	OMEA	12/31/2023	Monthly	538	5,219	5,485	5,765	6,059	6,368	6,692		
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	12/31/2023	Monthly	595	6,935	7,289	7,659	8,050	8,461	8,892		
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	12/31/2023	Monthly	593	6,865	7,217	7,583	7,971	8,378	8,804		
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	12/31/2023	Monthly	577	6,339	6,663	7,002	7,359	7,735	8,129		
Senior Civil Engineer	OMA	12/31/2023	Monthly	654	9,307	9,783	10,280	10,805	11,357	11,934		
Senior Code Compliance Officer	OMEA	12/31/2023	Monthly	575	6,276	6,596	6,933	7,286	7,658	8,049		
Senior Combo. Building Inspector	OMEA	12/31/2023	Monthly	591	6,797	7,145	7,508	7,891	8,294	8,717		
Senior Contract Administrator	OMA	12/31/2023	Monthly	622	7,934	8,340	8,763	9,211	9,681	10,174		
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	12/31/2023	Monthly	519	4,747	4,989	5,243	5,510	5,792	6,087		

Attachment B (continued)

City of Orange

Citywide Pay Schedule - Revision Effective August 11, 2025

Approved by City Council on June 24, 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 Fire Inspection Specialist	OMA	12/31/2023	Monthly	611	7,510	7,895	8,296	8,719	9,164	9,631		
Senior GIS Analyst	OMA	12/31/2023	Monthly	645	8,898	9,354	9,829	10,330	10,858	11,411		
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		
Senior Landscape Coordinator	OMA	12/31/2023	Monthly	622	7,934	8,340	8,763	9,211	9,681	10,174		
Senior Legal Assistant	OMA	12/31/2023	Monthly	569	6,091	6,402	6,728	7,072	7,432	7,811		
Senior Library Clerk	OMEA	12/31/2023	Monthly	481	3,927	4,128	4,338	4,559	4,792	5,036		
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	12/31/2023	Monthly	491	4,129	4,339	4,560	4,793	5,037	5,293		
Senior Payroll Specialist	OMA	12/31/2023	Monthly	579	6,403	6,729	7,073	7,433	7,812	8,211		
Senior Permit Technician	OMEA	12/31/2023	Monthly	541	5,297	5,568	5,851	6,150	6,463	6,793		
Senior Plan Check Engineer	OMA	12/31/2023	Monthly	654	9,307	9,783	10,280	10,805	11,357	11,934		
Senior Planner	OMA	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
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	12/31/2023	Monthly	591	6,797	7,145	7,508	7,891	8,294	8,717		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
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	12/31/2023	Monthly	480	3,907	4,107	4,316	4,537	4,768	5,011		
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	12/31/2023	Monthly	591	6,797	7,145	7,508	7,891	8,294	8,717		
Traffic Operations Superintendent	OMA	12/31/2023	Monthly	610	7,473	7,855	8,254	8,676	9,119	9,583		
Traffic Signal Technician I	OMEA	12/31/2023	Monthly	531	5,040	5,297	5,567	5,851	6,149	6,463		
Traffic Signal Technician II	OMEA	12/31/2023	Monthly	551	5,569	5,852	6,151	6,464	6,794	7,141		
Transportation Analyst	OMEA	12/31/2023	Monthly	625	8,054	8,465	8,895	9,350	9,828	10,328		
Tree Services Coordinator	OMA	12/31/2023	Monthly	602	7,181	7,548	7,931	8,336	8,762	9,208		
Warehouse/Inventory Specialist	OMEA	12/31/2023	Monthly	538	5,219	5,485	5,765	6,059	6,368	6,692		
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	12/31/2023	Monthly	590	6,764	7,109	7,470	7,852	8,253	8,673		
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	12/31/2023	Monthly	570	6,121	6,434	6,762	7,107	7,469	7,850		
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