

**RESOLUTION NO. 11588**

**A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF ORANGE RESCINDING RESOLUTION  
NO. 11578 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**, on December 10, 2024, the City Council approved Resolution No. 11587, relating to the classification, compensation, and terms of employment of Part-Time and Limited Duration Employees, with an effective date of December 29, 2024.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Orange that Resolution No. 11578 is here by rescinded and the attached revised Citywide Pay Schedules are approved and incorporated.

**ADOPTED** this 10th day of December 2024.

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Daniel R. Slater, Mayor, City of Orange

**ATTEST:**

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Pamela Coleman, City Clerk, City of Orange

**APPROVED AS TO FORM:**

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Mike J. Vigliotta, 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 10th day of December 2024, by the following vote:

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

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Pamela Coleman, City Clerk, City of Orange

**Attachments:**

Attachment A - Citywide Pay Schedule – December 29, 2024

# Attachment A

City of Orange

Citywide Pay Schedule – Revision Effective December 29, 2024

Approved by City Council on December 10, 2024

| 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                          | OMCEA | 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   | 20,978 |        |        |        |        |        |        |        |
| 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 |        |        |        |        |        |        |        |
| Civilian Investigative Officer            | COPA  | 6/30/2024  | Monthly     | 539P  | 5,245  | 5,512  | 5,794  | 6,089  | 6,400  | 6,725  | 6,995  |        |
| 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  | 6/30/2024  | Monthly     | 529P  | 4,990  | 5,244  | 5,512  | 5,793  | 6,088  | 6,399  | 6,654  |        |
| Crime Analyst                             | SM    | 8/25/2024  | Monthly     | 586   | 6,630  | 6,969  | 7,324  | 7,697  | 8,090  | 8,503  |        |        |
| Crime Prevention Specialist               | COPA  | 6/30/2024  | Monthly     | 547P  | 5,458  | 5,737  | 6,029  | 6,337  | 6,660  | 7,000  | 7,279  |        |
| Custodian                                 | OMCEA | 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        | SM    | 8/25/2024  | Monthly     | 653   | 9,261  | 9,734  | 10,229 | 10,751 | 11,300 | 11,875 |        |        |
| 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                | OMCEA | 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 December 29, 2024

Approved by City Council on December 10, 2024

| 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                   | OMCEA      | 12/31/2023 | Monthly     | 518    | 4,723  | 4,964  | 5,217  | 5,483  | 5,763  | 6,057  |        |        |
| Equipment Mechanic II                  | OMCEA      | 12/31/2023 | Monthly     | 538    | 5,219  | 5,485  | 5,765  | 6,059  | 6,368  | 6,692  |        |        |
| Equipment Operator                     | OMCEA      | 12/31/2023 | Monthly     | 530    | 5,015  | 5,270  | 5,540  | 5,822  | 6,118  | 6,431  |        |        |
| Equipment Parts Technician             | OMCEA      | 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       | 6/30/2024  | Monthly     | 714.5  | 12,585 | 13,228 | 13,901 | 14,611 | 15,356 | 16,139 |        |        |
| Fire Captain                           | Local 2384 | 6/30/2024  | Monthly     | F665.5 | 11,738 | 11,738 | 11,738 | 11,738 | 11,738 | 11,738 |        |        |
| 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     | F634.5 | 8,272  | 8,685  | 9,120  | 9,576  | 10,055 |        |        |        |
| Fire Inspector/Investigator            | Local 2384 | 6/30/2024  | Monthly     | F653.5 | 11,055 | 11,055 | 11,055 | 11,055 | 11,055 |        |        |        |
| Fire Safety Specialist                 | Local 2384 | 6/30/2024  | Monthly     | F615.5 | 7,523  | 7,899  | 8,294  | 8,709  | 9,144  |        |        |        |
| Firefighter                            | Local 2384 | 6/30/2024  | Monthly     | F609.5 | 7,301  | 7,666  | 8,049  | 8,452  | 8,874  |        |        |        |
| Forensic Services Specialist           | COPA       | 6/30/2024  | Monthly     | 539P   | 5,245  | 5,512  | 5,794  | 6,089  | 6,400  | 6,725  | 6,995  |        |
| 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     | F635.5 | 8,313  | 8,729  | 9,165  | 9,624  | 10,105 |        |        |        |
| 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       | 6/30/2024  | Monthly     | 535P   | 5,141  | 5,403  | 5,679  | 5,969  | 6,273  | 6,593  | 6,856  |        |
| 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                         | OMCEA      | 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                     | OMCEA      | 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       | 6/30/2024  | Monthly     | 506P   | 4,449  | 4,675  | 4,914  | 5,165  | 5,428  | 5,705  | 5,933  |        |
| 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                 | OMCEA      | 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             | OMCEA      | 12/31/2023 | Monthly     | 480    | 3,907  | 4,107  | 4,316  | 4,537  | 4,768  | 5,011  |        |        |
| Parks Maintenance Worker II            | OMCEA      | 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 December 29, 2024  
Approved by City Council on December 10, 2024

| 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     | F635.5 | 8,313  | 8,729  | 9,165  | 9,624  | 10,105 |        |        |        |
| 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       | 6/30/2024  | Monthly     | 519P   | 4,747  | 4,989  | 5,243  | 5,510  | 5,792  | 6,087  | 6,331  |        |
| Police Armorer                                                      | COPA       | 6/30/2024  | Monthly     | 519P   | 4,747  | 4,989  | 5,243  | 5,510  | 5,792  | 6,087  | 6,331  |        |
| 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        | 6/30/2024  | Monthly     | 759C   | 15,712 | 16,515 | 17,355 | 18,241 | 19,172 | 20,149 | 20,955 |        |
| Police Chief                                                        | EM         | 8/25/2024  | Monthly     | 790    | 18,344 | 19,282 | 20,262 | 21,297 | 22,383 | 23,524 |        |        |
| Police Clerk                                                        | COPA       | 6/30/2024  | Monthly     | 498P   | 4,275  | 4,493  | 4,722  | 4,963  | 5,216  | 5,482  | 5,701  |        |
| Police Code Enforcement Officer                                     | COPA       | 6/30/2024  | Monthly     | 572P   | 6,183  | 6,498  | 6,830  | 7,178  | 7,544  | 7,929  | 8,246  |        |
| Police Communications Manager                                       | PMA        | 6/30/2024  | Monthly     | 627PM  | 8,134  | 8,550  | 8,985  | 9,444  | 9,925  | 10,431 | 10,796 |        |
| Police Dispatch Shift Supervisor                                    | COPA       | 6/30/2024  | Monthly     | 576P   | 6,308  | 6,629  | 6,968  | 7,323  | 7,696  | 8,089  | 8,412  |        |
| Police Dispatcher                                                   | COPA       | 6/30/2024  | Monthly     | 558P   | 5,766  | 6,060  | 6,369  | 6,694  | 7,035  | 7,394  | 7,690  |        |
| Police Jailor                                                       | COPA       | 6/30/2024  | Monthly     | 519P   | 4,747  | 4,989  | 5,243  | 5,510  | 5,792  | 6,087  | 6,331  |        |
| Police Lieutenant                                                   | PMA        | 6/30/2024  | Monthly     | 719SL  | 12,870 | 13,529 | 14,217 | 14,942 | 15,705 | 16,504 | 17,494 | 18,194 |
| Police Officer                                                      | COPA       | 6/30/2024  | Monthly     | 623P   | 7,974  | 8,381  | 8,807  | 9,257  | 9,730  | 10,225 | 10,634 |        |
| Police Records Clerk                                                | COPA       | 6/30/2024  | Monthly     | 498P   | 4,275  | 4,493  | 4,722  | 4,963  | 5,216  | 5,482  | 5,701  |        |
| Police Records Manager                                              | PMA        | 6/30/2024  | Monthly     | 626PM  | 8,094  | 8,508  | 8,940  | 9,397  | 9,876  | 10,379 | 10,743 |        |
| Police Records Shift Supervisor                                     | COPA       | 6/30/2024  | Monthly     | 558P   | 5,766  | 6,060  | 6,369  | 6,694  | 7,035  | 7,394  | 7,690  |        |
| 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        | 6/30/2024  | Monthly     | 677SL  | 10,438 | 10,972 | 11,530 | 12,118 | 12,737 | 13,385 | 14,188 | 14,756 |
| Police Services Officer                                             | COPA       | 6/30/2024  | Monthly     | 519P   | 4,747  | 4,989  | 5,243  | 5,510  | 5,792  | 6,087  | 6,331  |        |
| Police Subpoenas & Warrants Specialist                              | COPA       | 6/30/2024  | Monthly     | 519P   | 4,747  | 4,989  | 5,243  | 5,510  | 5,792  | 6,087  | 6,331  |        |
| Police Training Coordinator                                         | COPA       | 6/30/2024  | Monthly     | 529P   | 4,990  | 5,244  | 5,512  | 5,793  | 6,088  | 6,399  | 6,654  |        |
| Police Volunteer Coordinator                                        | COPA       | 6/30/2024  | Monthly     | 547P   | 5,458  | 5,737  | 6,029  | 6,337  | 6,660  | 7,000  | 7,279  |        |
| 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       | 6/30/2024  | Monthly     | 533P   | 5,090  | 5,350  | 5,623  | 5,909  | 6,211  | 6,527  | 6,788  |        |
| 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                                 | OMCEA      | 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                                   | OMCEA      | 12/31/2023 | Monthly     | 480    | 3,907  | 4,107  | 4,316  | 4,537  | 4,768  | 5,011  |        |        |
| Public Works Maintenance Worker II                                  | OMCEA      | 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 |        |        |
| 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                                   | SM         | 8/25/2024  | Monthly     | 689    | 11,082 | 11,648 | 12,240 | 12,866 | 13,522 | 14,211 |        |        |
| 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 December 29, 2024  
Approved by City Council on December 10, 2024

| 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    | 6/30/2024  | Monthly     | 518P  | 4,723  | 4,964  | 5,217  | 5,483  | 5,763  | 6,057  | 6,299  |        |
| 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 47 | 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                  | OMCEA   | 12/31/2023 | Monthly     | 543   | 5,351  | 5,623  | 5,910  | 6,212  | 6,528  | 6,861  |        |        |
| Skilled Maintenance Wkr -Water            | IBEW 47 | 12/31/2023 | Monthly     | 533   | 5,090  | 5,350  | 5,623  | 5,909  | 6,211  | 6,527  |        |        |
| Skilled Maintenance Worker – Facilities   | OMCEA   | 12/31/2023 | Monthly     | 523   | 4,842  | 5,089  | 5,349  | 5,622  | 5,908  | 6,210  |        |        |
| Skilled Maintenance Worker – Parks        | OMCEA   | 12/31/2023 | Monthly     | 523   | 4,842  | 5,089  | 5,349  | 5,622  | 5,908  | 6,210  |        |        |
| Skilled Maintenance Worker – Public Works | OMCEA   | 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 47 | 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 47 | 12/31/2023 | Monthly     | 494   | 4,191  | 4,404  | 4,629  | 4,865  | 5,112  | 5,374  |        |        |
| Water Maintenance Worker II               | IBEW 47 | 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 47 | 12/31/2023 | Monthly     | 502   | 4,361  | 4,584  | 4,817  | 5,063  | 5,321  | 5,593  |        |        |
| Water Meter Service Worker II             | IBEW 47 | 12/31/2023 | Monthly     | 522   | 4,818  | 5,064  | 5,322  | 5,594  | 5,879  | 6,179  |        |        |
| Water Plant Operator I                    | IBEW 47 | 12/31/2023 | Monthly     | 532   | 5,065  | 5,323  | 5,595  | 5,880  | 6,180  | 6,495  |        |        |
| Water Plant Operator II                   | IBEW 47 | 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 47 | 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 47: International Brotherhood of Electrical Workers Local 47  
Local 2384: Orange City Firefighters, Inc. Local 2384  
OFMA: Orange City Fire Management Association  
OMA: Orange Management Association  
OMCEA: Orange Maintenance and Crafts Employees' Association  
OMEA: Orange Municipal Employees' Association  
PMA: Police Management Association  
PT&LD: Part-Time & Limited Duration Employees  
SM: Senior Management