

**RESOLUTION NO. 11353**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ORANGE 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, hereinafter referred to as “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, the City must abide by the California Government Code when establishing and reporting compensation for its employees; and

**WHEREAS**, the attached Citywide Pay Schedule must meet the following requirements; must be duly approved and adopted by the employer’s governing body in accordance with requirements of applicable public meeting laws, identifies the position title of every employee position, shows the pay rate for each position, indicates the time base for each pay rate, 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, indicates an effective date and date of any revisions, is retained by the employer and available for public inspection for a period not less than five years, and does not reference another document in lieu of disclosing the pay rate; and

**WHEREAS**, on August 10, 2021, the City Council approved the First Amendment to the Agreement for Employment of the City Attorney in recognition of the City Attorney’s dedicated service and performance. This agreement agreed to increase the City Attorney’s salary in accordance with the Executive Management Terms of Employment, which established, by Resolution, that the salary for the City Attorney be established at 5% higher than the highest paid Department Head. The resulting salary adjustment is a 4% increase from the previous salary of \$20,232 per month to \$21,053 per month. This salary adjustment has been incorporated into the attached Salary Schedule; and

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Orange that Resolution No. 11338 is hereby rescinded and the attached revised Citywide Pay Schedule, effective August 10, 2021, is approved and incorporated.

**ADOPTED** this 14<sup>th</sup> day of September 2021.

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Mark A. Murphy, Mayor, City of Orange

**ATTEST:**

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Pamela Coleman, City Clerk, 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 14<sup>th</sup> day of September 2021, by the following vote:

AYES:	COUNCIL MEMBERS:
NOES:	COUNCIL MEMBERS:
ABSENT:	COUNCIL MEMBERS:
ABSTAINED:	COUNCIL MEMBERS:

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Pamela Coleman, City Clerk, City of Orange

Attachment: Citywide Pay Schedule - 2021

City of Orange  
Citywide Pay Schedule - Revision Effective June 20, 2021  
Approved by City Council on September 14, 2021

Classification Title	Group	Effective	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Accountant	OMEA	1/3/2021	550	5,541	5,823	6,120	6,432	6,760	7,105		
Accounting Manager	SM	6/20/2021	618	7,778	8,175	8,590	9,029	9,490	9,974		
Administrative Analyst I	SM	6/20/2021	548	5,485	5,766	6,059	6,369	6,693	7,035		
Administrative Analyst II	SM	6/20/2021	568	6,061	6,370	6,695	7,036	7,395	7,772		
Administrative Assistant	OMEA	1/3/2021	498	4,275	4,493	4,722	4,963	5,216	5,482		
Administrative Services Director	EM	6/20/2021	720	12,935	13,596	14,287	15,017	15,783	16,587		
Administrative Specialist	OMEA	1/3/2021	496	4,232	4,448	4,675	4,914	5,164	5,427		
Assistant City Attorney I	SM	6/20/2021	674	10,283	10,809	11,359	11,938	12,547	13,187		
Assistant City Attorney II	SM	6/20/2021	684	10,809	11,361	11,939	12,549	13,189	13,861		
Assistant City Manager	EM	6/20/2021	731	13,664	14,363	15,093	15,864	16,673	17,523		
Assistant Community Devel. Director	SM	6/20/2021	682	10,702	11,249	11,820	12,424	13,058	13,724		
Assistant Community Services Director	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Assistant Engineer	OMEA	1/3/2021	579	6,403	6,729	7,073	7,433	7,812	8,211		
Assistant Field Services Manager	SM	6/20/2021	649	9,078	9,542	10,027	10,539	11,077	11,641		
Assistant Finance Director	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Assistant Human Resources Director	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Assistant Library Services Director	SM	6/20/2021	628	8,175	8,593	9,029	9,491	9,975	10,483		
Assistant Planner	OMEA	1/3/2021	537	5,193	5,458	5,736	6,028	6,336	6,659		
Assistant Pool Manager	PT&S	12/6/2020	440	18.47	19.41						
Assistant Public Works Director	SM	6/20/2021	694	11,362	11,942	12,550	13,191	13,863	14,570		
Assistant Recreation Services Coordinator	PT&S	12/6/2020	480	22.54	23.70	24.90					
Assistant to the City Manager	SM	6/20/2021	618	7,778	8,175	8,590	9,029	9,490	9,974		
Assistant Water Manager	SM	6/20/2021	649	9,078	9,542	10,027	10,539	11,077	11,641		
Associate Civil Engineer	OMEA	1/3/2021	602	7,181	7,548	7,931	8,336	8,762	9,208		
Associate Engineer	OMEA	1/3/2021	602	7,181	7,548	7,931	8,336	8,762	9,208		
Associate Planner	OMEA	1/3/2021	572	6,183	6,498	6,830	7,178	7,544	7,929		
Budget Manager	SM	6/20/2021	618	7,778	8,175	8,590	9,029	9,490	9,974		
Budget Officer	SM	6/20/2021	608	7,399	7,778	8,172	8,590	9,028	9,488		
Building Inspection Supervisor	OMA	1/3/2021	578	6,371	6,696	7,037	7,396	7,773	8,170		
Building Inspector	OMEA	1/3/2021	538	5,219	5,485	5,765	6,059	6,368	6,692		
Business License Inspector	OMEA	1/3/2021	526	4,916	5,166	5,430	5,707	5,998	6,303		
Buyer	OMEA	1/3/2021	534	5,116	5,376	5,651	5,939	6,242	6,560		
Chemical Sprayer	OMCEA	1/3/2021	480	3,907	4,107	4,316	4,537	4,768	5,011		
Chief Building Official	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
City Attorney	EM	6/20/2021	N/A	21,053							
City Clerk Services Director	EM	6/20/2021	638	8,593	9,033	9,491	9,976	10,485	11,020		
City Manager	EM	6/20/2021	N/A	20,771							
Civilian Investigative Officer	COPA	6/20/2021	519P	4,747	4,989	5,243	5,510	5,792	6,087	6,331	
Code Compliance Officer	OMEA	1/3/2021	532	5,065	5,323	5,595	5,880	6,180	6,495		
Code Compliance Supervisor	OMA	1/3/2021	578	6,371	6,696	7,037	7,396	7,773	8,170		
Combination Building Inspector	OMEA	1/3/2021	548	5,485	5,766	6,059	6,369	6,693	7,035		
Community Development Director	EM	6/20/2021	708	12,183	12,806	13,457	14,145	14,866	15,624		
Community Services Director	EM	6/20/2021	703	11,883	12,491	13,126	13,796	14,500	15,239		
Construction Inspection Supervisor	OMA	1/3/2021	567	6,031	6,338	6,662	7,001	7,358	7,734		
Construction Inspector I	OMEA	1/3/2021	519	4,747	4,989	5,243	5,510	5,792	6,087		
Construction Inspector II	OMEA	1/3/2021	539	5,245	5,512	5,794	6,089	6,400	6,725		
Contract Administrator	OMEA	1/3/2021	579	6,403	6,729	7,073	7,433	7,812	8,211		
Court Liaison Officer	COPA	6/20/2021	509P	4,516	4,746	4,988	5,243	5,510	5,791	6,023	
Crime Analyst	SM	6/20/2021	566	6,001	6,307	6,629	6,966	7,322	7,695		
Crime Prevention Specialist	COPA	6/20/2021	527P	4,940	5,192	5,457	5,735	6,028	6,335	6,588	
Custodian	OMCEA	1/3/2021	438	3,169	3,331	3,501	3,679	3,867	4,064		
Deputy City Clerk	SM	6/20/2021	570	6,121	6,434	6,762	7,107	7,469	7,850		
Deputy City Manager	SM	6/20/2021	682	10,702	11,249	11,820	12,424	13,058	13,724		
Deputy Public Works Director	SM	6/20/2021	684	10,809	11,361	11,939	12,549	13,189	13,861		
Development Project Manager	OMA	1/3/2021	579	6,403	6,729	7,073	7,433	7,812	8,211		
Digital Marketing Coordinator	OMA	1/3/2021	553	5,624	5,911	6,212	6,529	6,862	7,212		



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Economic Development Manager	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Economic Development Project Manager	SM	6/20/2021	618	7,778	8,175	8,590	9,029	9,490	9,974		
Emergency Medical Services Manager	SM	6/20/2021	633	8,381	8,810	9,258	9,730	10,227	10,748		
Emergency Preparedness Manager	SM	7/1/2021	633	8,381	8,810	9,258	9,730	10,227	10,748		
Employee Benefits Analyst	SM	6/20/2021	561	5,853	6,152	6,465	6,795	7,142	7,505		
Engineering Intern	PT&S	12/6/2020	385	14.03	14.76	15.50					
Engineering Technician I	OMEA	1/3/2021	508	4,493	4,723	4,963	5,217	5,483	5,762		
Engineering Technician II	OMEA	1/3/2021	528	4,965	5,218	5,484	5,764	6,058	6,367		
Environmental Compliance Specialist	OMEA	1/3/2021	532	5,065	5,323	5,595	5,880	6,180	6,495		
Environmental Program Manager	OMA	1/3/2021	631	8,298	8,723	9,165	9,634	10,125	10,641		
Environmental Scientist	OMEA	1/3/2021	602	7,181	7,548	7,931	8,336	8,762	9,208		
Equipment Maint Leadworker	OMCEA	1/3/2021	525	4,891	5,141	5,403	5,678	5,968	6,272		
Equipment Maint. Superintendent	SM	6/20/2021	621	7,895	8,298	8,720	9,165	9,633	10,124		
Equipment Maintenance Supervisor	OMA	1/3/2021	577	6,339	6,663	7,002	7,359	7,735	8,129		
Equipment Mechanic I	OMCEA	1/3/2021	495	4,212	4,426	4,652	4,890	5,138	5,401		
Equipment Mechanic II	OMCEA	1/3/2021	515	4,653	4,890	5,140	5,402	5,677	5,967		
Equipment Operator	OMCEA	1/3/2021	507	4,471	4,699	4,939	5,191	5,455	5,734		
Equipment Parts Technician	OMCEA	1/3/2021	495	4,212	4,426	4,652	4,890	5,138	5,401		
Executive Assistant	SM	6/20/2021	515	4,653	4,890	5,140	5,402	5,677	5,967		
Executive Assistant to the Chief	SM	6/20/2021	535	5,141	5,403	5,679	5,969	6,273	6,593		
Facilities Maintenance Supervisor	OMA	1/3/2021	567	6,031	6,338	6,662	7,001	7,358	7,734		
Field Services Manager	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Finance Assistant	OMEA	1/3/2021	511	4,561	4,794	5,038	5,295	5,566	5,849		
Finance Clerk	OMEA	1/3/2021	476	3,831	4,026	4,231	4,447	4,674	4,912		
Finance Coordinator	OMA	1/3/2021	554	5,652	5,940	6,243	6,562	6,896	7,248		
Finance Director	EM	6/20/2021	703	11,883	12,491	13,126	13,796	14,500	15,239		
Finance Manager	SM	6/20/2021	600	7,110	7,473	7,853	8,254	8,675	9,116		
Finance Supervisor	SM	6/20/2021	580	6,435	6,763	7,108	7,470	7,851	8,252		
Financial Analyst	SM	6/20/2021	572	6,183	6,498	6,830	7,178	7,544	7,929		
Fire Battalion Chief	OFMA	6/20/2021	690.5	11,165	11,736	12,332	12,962	13,623	14,318		
Fire Captain	Local 2384	6/20/2021	F641.5	10,412	10,412	10,412	10,412	10,412			
Fire Chief	EM	6/20/2021	747	14,799	15,556	16,347	17,182	18,058	18,979		
Fire Engineer	Local 2384	6/20/2021	F610.5	7,338	7,704	8,090	8,494	8,919			
Fire Inspector/Investigator	Local 2384	6/20/2021	F629.5	9,807	9,807	9,807	9,807	9,807			
Fire Safety Specialist	Local 2384	6/20/2021	F591.5	6,673	7,007	7,357	7,725	8,112			
Firefighter	Local 2384	6/20/2021	F585.5	6,476	6,800	7,140	7,497	7,872			
Forensic Services Specialist	COPA	6/20/2021	519P	4,747	4,989	5,243	5,510	5,792	6,087	6,331	
Forensic Services Supv	PMA	6/20/2021	613PM	7,586	7,974	8,379	8,807	9,256	9,727	10,068	
GIS Analyst	OMEA	1/3/2021	602	7,181	7,548	7,931	8,336	8,762	9,208		
Hazardous Materials Spec	Local 2384	6/20/2021	F611.5	7,374	7,743	8,130	8,537	8,964			
Historic Preservation Planner	OMA	1/3/2021	602	7,181	7,548	7,931	8,336	8,762	9,208		
Homeless Outreach Specialist	COPA	7/1/2021	515P	4,653	4,890	5,140	5,402	5,677	5,967	6,206	
Housing Manager	SM	6/20/2021	618	7,778	8,175	8,590	9,029	9,490	9,974		
Housing Specialist	OMEA	1/3/2021	532	5,065	5,323	5,595	5,880	6,180	6,495		
Human Resources Analyst I	SM	6/20/2021	553	5,624	5,911	6,212	6,529	6,862	7,212		
Human Resources Analyst II	SM	6/20/2021	580	6,435	6,763	7,108	7,470	7,851	8,252		
Human Resources Director	EM	6/20/2021	703	11,883	12,491	13,126	13,796	14,500	15,239		
Human Resources Manager	SM	6/20/2021	649	9,078	9,542	10,027	10,539	11,077	11,641		
Human Resources Technician	OMEA	1/3/2021	506	4,449	4,675	4,914	5,165	5,428	5,705		
Information Technology Manager	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Information Technology Project Manager	SM	6/20/2021	649	9,078	9,542	10,027	10,539	11,077	11,641		
Information Technology Specialist	OMA	1/3/2021	553	5,624	5,911	6,212	6,529	6,862	7,212		
Intergovernmental & Comm Affairs Mgr	SM	6/20/2021	660	9,589	10,080	10,592	11,132	11,701	12,297		
Internal Audit Manager	SM	6/20/2021	618	7,778	8,175	8,590	9,029	9,490	9,974		
Investment/Revenue Officer	SM	6/20/2021	588	6,696	7,039	7,397	7,774	8,171	8,588		
Landscape Coordinator	OMA	1/3/2021	579	6,403	6,729	7,073	7,433	7,812	8,211		



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Lead Business License Inspector	OMEA	1/3/2021	536	5,167	5,430	5,707	5,998	6,304	6,626		
Lead Custodian	OMCEA	1/3/2021	468	3,681	3,868	4,066	4,273	4,491	4,720		
Lead Finance Clerk	OMEA	1/3/2021	536	5,167	5,430	5,707	5,998	6,304	6,626		
Legal Assistant	OMA	1/3/2021	526	4,916	5,166	5,430	5,707	5,998	6,303		
Librarian I	OMEA	1/3/2021	514	4,629	4,866	5,114	5,375	5,650	5,937		
Librarian II	OMEA	1/3/2021	534	5,116	5,376	5,651	5,939	6,242	6,560		
Librarian III	OMEA	1/3/2021	554	5,652	5,940	6,243	6,562	6,896	7,248		
Library Assistant	OMEA	1/3/2021	474	3,793	3,986	4,189	4,403	4,627	4,863		
Library Clerk	OMEA	1/3/2021	428	3,015	3,169	3,330	3,500	3,679	3,866		
Library Literacy Coordinator	OMEA	1/3/2021	514	4,629	4,866	5,114	5,375	5,650	5,937		
Library Manager I	OMA	1/3/2021	582	6,499	6,831	7,179	7,545	7,930	8,335		
Library Manager II	OMA	1/3/2021	592	6,831	7,181	7,545	7,931	8,336	8,760		
Library Page	OMEA	1/3/2021	389	2,482	2,609	2,742	2,881	3,028	3,183		
Library Services Director	EM	6/20/2021	689	11,082	11,648	12,240	12,866	13,522	14,211		
Library Support Services Assistant	OMEA	1/3/2021	474	3,793	3,986	4,189	4,403	4,627	4,863		
Library Tech & Support Services Mgr.	OMA	1/3/2021	592	6,831	7,181	7,545	7,931	8,336	8,760		
Library Technology Assistant	OMEA	1/3/2021	474	3,793	3,986	4,189	4,403	4,627	4,863		
Library Technology Coordinator	OMEA	1/3/2021	534	5,116	5,376	5,651	5,939	6,242	6,560		
Library Technology Specialist	OMEA	1/3/2021	514	4,629	4,866	5,114	5,375	5,650	5,937		
Library Volunteer Coordinator	OMEA	1/3/2021	498	4,275	4,493	4,722	4,963	5,216	5,482		
Lifeguard/Swim Instructor	PT&S	12/6/2020	420	16.71	17.57						
Maintenance Worker	OMCEA	1/3/2021	457	3,485	3,662	3,848	4,045	4,251	4,468		
Management Intern	PT&S	12/6/2020	385	14.03	14.76	15.50					
Manager of Trans Svcs/City Traffic Eng	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Network/Security Analyst	SM	6/20/2021	599	7,074	7,436	7,814	8,213	8,632	9,071		
Office Assistant	OMEA	1/3/2021	448	3,331	3,501	3,680	3,867	4,065	4,272		
Parking Control Officer I	PT&S	12/6/2020	409	15.82	16.63	17.48					
Parking Control Officer II	COPA	6/20/2021	486P	4,026	4,232	4,448	4,674	4,913	5,163	5,370	
Parks and Facilities Attendant	PT&S	12/6/2020	415	16.30	17.14	18.01					
Parks and Facilities Manager	SM	6/20/2021	649	9,078	9,542	10,027	10,539	11,077	11,641		
Parks Maint Leadworker	OMCEA	1/3/2021	515	4,653	4,890	5,140	5,402	5,677	5,967		
Parks Maintenance Helper	PT&S	12/6/2020	385	14.03	14.76	15.50					
Parks Maintenance Supervisor	OMA	1/3/2021	567	6,031	6,338	6,662	7,001	7,358	7,734		
Parks Maintenance Worker I	OMCEA	1/3/2021	457	3,485	3,662	3,848	4,045	4,251	4,468		
Parks Maintenance Worker II	OMCEA	1/3/2021	477	3,850	4,046	4,252	4,469	4,697	4,937		
Payroll Manager	SM	6/20/2021	618	7,778	8,175	8,590	9,029	9,490	9,974		
Payroll Specialist	OMA	1/3/2021	546	5,431	5,708	5,999	6,305	6,627	6,965		
Payroll Technician	OMEA	1/3/2021	536	5,167	5,430	5,707	5,998	6,304	6,626		
Permit Technician	OMEA	1/3/2021	498	4,275	4,493	4,722	4,963	5,216	5,482		
Plan Check Engineer	OMEA	1/3/2021	579	6,403	6,729	7,073	7,433	7,812	8,211		
Plan Examiner	Local 2384	6/20/2021	F611.5	7,374	7,743	8,130	8,537	8,964			
Planning Aide	OMEA	1/3/2021	507	4,471	4,699	4,939	5,191	5,455	5,734		
Planning Manager	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Police Academy Trainee	PT&S	12/6/2020	550	5,541	<Monthly						
Police Administrative Assistant	COPA	6/20/2021	499P	4,296	4,515	4,746	4,988	5,242	5,509	5,730	
Police Armorer	COPA	6/20/2021	499P	4,296	4,515	4,746	4,988	5,242	5,509	5,730	
Police Cadet I	PT&S	12/6/2020	385	14.03	14.76	15.50					
Police Cadet II	PT&S	12/6/2020	395	14.75	15.51	16.30					
Police Captain	PMA	6/20/2021	731PM	13,664	14,363	15,093	15,864	16,673	17,523	18,136	
Police Chief	EM	6/20/2021	758	15,635	16,434	17,269	18,152	19,077	20,050		
Police Clerk	COPA	6/20/2021	478P	3,869	4,066	4,273	4,492	4,721	4,961	5,160	
Police Code Enforcement Officer	COPA	6/20/2021	552P	5,596	5,882	6,181	6,497	6,828	7,176	7,463	
Police Communications Manager	PMA	6/20/2021	607PM	7,362	7,739	8,132	8,547	8,983	9,441	9,771	
Police Dispatch Shift Supervisor	COPA	6/20/2021	556P	5,709	6,000	6,306	6,628	6,966	7,321	7,614	
Police Dispatcher	COPA	6/20/2021	538P	5,219	5,485	5,765	6,059	6,368	6,692	6,960	
Police Jailer	COPA	7/1/2021	499P	4,296	4,515	4,746	4,988	5,242	5,509	5,730	
Police Lieutenant	PMA	6/20/2021	691SL	11,193	11,765	12,363	12,995	13,657	14,354	15,215	15,747



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Classification Title	Group	Effective	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Police Officer	COPA	6/20/2021	595P	6,935	7,289	7,659	8,050	8,461	8,892	9,248	
Police Records Clerk	COPA	6/20/2021	478P	3,869	4,066	4,273	4,492	4,721	4,961	5,160	
Police Records Manager	PMA	6/20/2021	606PM	7,325	7,700	8,091	8,504	8,938	9,394	9,723	
Police Records Shift Supervisor	COPA	6/20/2021	538P	5,219	5,485	5,765	6,059	6,368	6,692	6,960	
Police Reserve Officer I	PT&S	12/6/2020	453	19.71	20.71	21.76					
Police Reserve Officer II	PT&S	12/6/2020	413	16.14	16.97	17.83					
Police Reserve Officer III	PT&S	12/6/2020	393	14.61	15.36	16.14					
Police Sergeant	PMA	6/20/2021	649SL	9,078	9,542	10,027	10,539	11,077	11,641	12,339	12,771
Police Services Officer	COPA	6/20/2021	499P	4,296	4,515	4,746	4,988	5,242	5,509	5,730	
Police Subpoenas & Warrants Specialist	COPA	6/20/2021	499P	4,296	4,515	4,746	4,988	5,242	5,509	5,730	
Police Training Coordinator	COPA	6/20/2021	509P	4,516	4,746	4,988	5,243	5,510	5,791	6,023	
Police Volunteer Coordinator	COPA	6/20/2021	527P	4,940	5,192	5,457	5,735	6,028	6,335	6,588	
Pool Manager	PT&S	12/6/2020	460	20.40	21.45	22.54					
Principal Civil Engineer	SM	6/20/2021	649	9,078	9,542	10,027	10,539	11,077	11,641		
Principal Planner	SM	6/20/2021	638	8,593	9,033	9,491	9,976	10,485	11,020		
Project Development Coordinator	OMA	1/3/2021	579	6,403	6,729	7,073	7,433	7,812	8,211		
Project Engineer	OMEA	1/3/2021	589	6,730	7,074	7,433	7,813	8,212	8,630		
Property Officer	COPA	6/20/2021	513P	4,606	4,842	5,089	5,348	5,621	5,908	6,144	
Public Affairs & Information Manager	SM	6/20/2021	618	7,778	8,175	8,590	9,029	9,490	9,974		
Public Works Administrative Manager	SM	6/20/2021	618	7,778	8,175	8,590	9,029	9,490	9,974		
Public Works Director	EM	6/20/2021	720	12,935	13,596	14,287	15,017	15,783	16,587		
Public Works Maint Worker I	OMCEA	1/3/2021	457	3,485	3,662	3,848	4,045	4,251	4,468		
Public Works Maint Worker II	OMCEA	1/3/2021	477	3,850	4,046	4,252	4,469	4,697	4,937		
Public Works Maintenance Leadworker	OMCEA	1/3/2021	515	4,653	4,890	5,140	5,402	5,677	5,967		
Public Works Maintenance Supervisor	OMA	1/3/2021	567	6,031	6,338	6,662	7,001	7,358	7,734		
Purchasing Officer	SM	6/20/2021	600	7,110	7,473	7,853	8,254	8,675	9,116		
Real Property Agent	OMA	1/3/2021	602	7,181	7,548	7,931	8,336	8,762	9,208		
Recreation Services Activity Specialist	PT&S	12/6/2020	460	20.40	21.45	22.54					
Recreation Services Coordinator	OMEA	1/3/2021	515	4,653	4,890	5,140	5,402	5,677	5,967		
Recreation Services Leader I	PT&S	12/6/2020	385	14.03	14.76						
Recreation Services Leader II	PT&S	12/6/2020	395	14.75	15.51						
Recreation Services Leader III	PT&S	12/6/2020	415	16.30	17.14	18.01					
Recreation Services Manager	SM	6/20/2021	639	8,636	9,078	9,539	10,026	10,538	11,075		
Recreation Services Supervisor	OMA	1/3/2021	572	6,183	6,498	6,830	7,178	7,544	7,929		
Risk Management Analyst	SM	6/20/2021	551	5,569	5,852	6,151	6,464	6,794	7,141		
Risk Manager	SM	6/20/2021	653	9,261	9,734	10,229	10,751	11,300	11,875		
School Crossing Guard	PT&S	12/6/2020	385	14.03	14.76	15.50					
School Crossing Guard Supervisor	PT&S	12/6/2020	410	15.90	16.72	17.56					
Senior Accountant	OMA	1/3/2021	570	6,121	6,434	6,762	7,107	7,469	7,850		
Senior Administrative Analyst	SM	6/20/2021	598	7,039	7,399	7,775	8,172	8,589	9,026		
Senior Assistant City Attorney	SM	6/20/2021	704	11,943	12,553	13,191	13,865	14,572	15,315		
Senior Assistant to the City Manager	SM	6/20/2021	649	9,078	9,542	10,027	10,539	11,077	11,641		
Senior Buyer	OMA	1/3/2021	554	5,652	5,940	6,243	6,562	6,896	7,248		
Senior Civil Engineer	OMA	1/3/2021	631	8,298	8,723	9,165	9,634	10,125	10,641		
Senior Code Compliance Officer	OMEA	1/3/2021	552	5,596	5,882	6,181	6,497	6,828	7,176		
Senior Combo. Building Inspector	OMEA	1/3/2021	568	6,061	6,370	6,695	7,036	7,395	7,772		
Senior Contract Administrator	OMA	1/3/2021	599	7,074	7,436	7,814	8,213	8,632	9,071		
Senior Econ Development Project Mgr	SM	6/20/2021	644	8,854	9,307	9,780	10,279	10,804	11,354		
Senior Emergency Medical Svcs Mgr	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Senior Executive Assistant to the City Council and the City Manager	SM	6/20/2021	565	5,971	6,275	6,596	6,931	7,285	7,657		
Senior Finance Clerk	OMEA	1/3/2021	496	4,232	4,448	4,675	4,914	5,164	5,427		
Senior Fire Inspection Specialist	OMA	1/3/2021	588	6,696	7,039	7,397	7,774	8,171	8,588		
Senior GIS Analyst	OMA	1/3/2021	622	7,934	8,340	8,763	9,211	9,681	10,174		
Senior Housing Manager	SM	6/20/2021	644	8,854	9,307	9,780	10,279	10,804	11,354		
Senior Human Resources Analyst	SM	6/20/2021	610	7,473	7,855	8,254	8,676	9,119	9,583		



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Senior Landscape Coordinator	OMA	1/3/2021	599	7,074	7,436	7,814	8,213	8,632	9,071		
Senior Legal Assistant	OMA	1/3/2021	546	5,431	5,708	5,999	6,305	6,627	6,965		
Senior Library Clerk	OMEA	1/3/2021	458	3,502	3,680	3,868	4,065	4,273	4,490		
Senior Library Manager	SM	6/20/2021	608	7,399	7,778	8,172	8,590	9,028	9,488		
Senior Office Assistant	OMEA	1/3/2021	468	3,681	3,868	4,066	4,273	4,491	4,720		
Senior Permit Technician	OMEA	1/3/2021	518	4,723	4,964	5,217	5,483	5,763	6,057		
Senior Plan Check Engineer	OMA	1/3/2021	602	7,181	7,548	7,931	8,336	8,762	9,208		
Senior Planner	OMA	1/3/2021	602	7,181	7,548	7,931	8,336	8,762	9,208		
Senior Police Clerk	COPA	6/20/2021	498P	4,275	4,493	4,722	4,963	5,216	5,482	5,701	
Senior Traffic Signal Technician	OMEA	1/3/2021	568	6,061	6,370	6,695	7,036	7,395	7,772		
Senior Water Meter Service Wkr	WDEA	1/3/2021	503	4,383	4,606	4,841	5,088	5,348	5,620		
Senior Water Quality Inspector	OMA	1/3/2021	567	6,031	6,338	6,662	7,001	7,358	7,734		
Skilled Maint Leadworker	OMCEA	1/3/2021	520	4,770	5,014	5,269	5,538	5,821	6,118		
Skilled Maintenance Wkr -Water	WDEA	1/3/2021	500	4,317	4,538	4,770	5,013	5,268	5,537		
Skilled Maintenance Worker – Facilities	OMCEA	1/3/2021	500	4,317	4,538	4,770	5,013	5,268	5,537		
Skilled Maintenance Worker – Parks	OMCEA	1/3/2021	500	4,317	4,538	4,770	5,013	5,268	5,537		
Skilled Maintenance Worker – Public Works	OMCEA	1/3/2021	500	4,317	4,538	4,770	5,013	5,268	5,537		
Stock Clerk	OMEA	1/3/2021	457	3,485	3,662	3,848	4,045	4,251	4,468		
Swimming Attendant	PT&S	12/6/2020	385	14.03	14.76						
Systems Analyst	SM	6/20/2021	599	7,074	7,436	7,814	8,213	8,632	9,071		
Traffic Management Center Tech	OMEA	1/3/2021	568	6,061	6,370	6,695	7,036	7,395	7,772		
Traffic Operations Superintendent	OMA	1/3/2021	587	6,663	7,003	7,360	7,736	8,130	8,545		
Traffic Signal Technician I	OMEA	1/3/2021	508	4,493	4,723	4,963	5,217	5,483	5,762		
Traffic Signal Technician II	OMEA	1/3/2021	528	4,965	5,218	5,484	5,764	6,058	6,367		
Transportation Analyst	OMEA	1/3/2021	602	7,181	7,548	7,931	8,336	8,762	9,208		
Tree Services Coordinator	OMA	1/3/2021	557	5,737	6,030	6,338	6,661	7,000	7,357		
Warehouse/Inventory Specialist	OMEA	1/3/2021	515	4,653	4,890	5,140	5,402	5,677	5,967		
Water Maintenance Leadworker	WDEA	1/3/2021	520	4,770	5,014	5,269	5,538	5,821	6,118		
Water Maintenance Supervisor	OMA	1/3/2021	567	6,031	6,338	6,662	7,001	7,358	7,734		
Water Maintenance Worker I	WDEA	1/3/2021	461	3,554	3,736	3,926	4,127	4,337	4,558		
Water Maintenance Worker II	WDEA	1/3/2021	481	3,927	4,128	4,338	4,559	4,792	5,036		
Water Manager	SM	6/20/2021	669	10,030	10,542	11,078	11,644	12,239	12,862		
Water Meter Service Worker I	WDEA	1/3/2021	469	3,699	3,887	4,086	4,294	4,513	4,744		
Water Meter Service Worker II	WDEA	1/3/2021	489	4,087	4,296	4,515	4,745	4,987	5,241		
Water Plant Operator I	WDEA	1/3/2021	494	4,191	4,404	4,629	4,865	5,112	5,374		
Water Plant Operator II	WDEA	1/3/2021	514	4,629	4,866	5,114	5,375	5,650	5,937		
Water Quality Inspector	OMA	1/3/2021	547	5,458	5,737	6,029	6,337	6,660	7,000		
Water Yard Storekeeper	WDEA	1/3/2021	491	4,129	4,339	4,560	4,793	5,037	5,293		

**Group Key:**

COPA: City of Orange Police Association  
EM: Executive Management  
Local 2384: Orange City Firefighters, Inc. Local 2384  
OFMA: Orange Fire Management Association  
OMA: Orange Management Association  
OMCEA: Orange Maintenance and Crafts Employees' Association  
OMEA: Orange Municipal Employees' Association  
PMA: Police Management Association  
PT&S: Part-Time & Seasonal Employees (Hourly)  
SM: Senior Management  
WDEA: Water Division Employees' Association