

RESOLUTION NO. 11711

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ORANGE RESCINDING RESOLUTION NO. 11651 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 April 28, 2026, the City Council approved Resolution No. 11663 between the City of Orange and the International Brotherhood of Electrical Workers (IBEW) Local 47 – Water with salary adjustments effective June 29, 2025 and June 28, 2026; and

WHEREAS, on April 28, 2026, the City Council approved Resolution No. 11664 between the City of Orange and the International Brotherhood of Electrical Workers (IBEW) Local 47 – Maintenance & Crafts with salary adjustments effective June 29, 2025 and June 28, 2026; and

WHEREAS, on April 28, 2026, the City Council approved Resolution No. 11700 between the City of Orange and the Orange Municipal Employees’ Association with a salary adjustment effective June 28, 2026; and

WHEREAS, on April 28, 2026, the City Council approved Resolution No. 11675 between the City of Orange and the Orange Management Association with a salary adjustment effective June 28, 2026; and

WHEREAS, on May 12, 2026, the City Council approved Resolution No. 11680 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 28, 2026; and

WHEREAS, on May 12, 2026, the City Council approved Resolution No. 11681 between the City of Orange and the Orange City Fire Management Association with a salary adjustment effective June 28, 2026; and

WHEREAS, on May 12, 2026, the City Council approved Resolution No. 11682 between the City of Orange and the City of Orange Police Association with a salary adjustment effective June 28, 2026; and

WHEREAS, on May 12, 2026, the City Council approved Resolution No. 11683 between the City of Orange and the City of Orange Police Management Association with a salary adjustment effective June 28, 2026; and

WHEREAS, implementation of the City's new Enterprise Resource Planning (ERP) system has resulted in minor rounding differences in designated annual salary rates due to system calculation and decimal precision methodologies, and these adjustments are administrative in nature, do not constitute changes to approved compensation, and are intended solely to ensure consistency between the payroll system and the salary schedule adopted pursuant to California Code of Regulations, Title 2, Section 570.5;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Orange that Resolution No. 11651 is hereby rescinded and the attached revised Citywide Pay Schedule is approved and incorporated.

ADOPTED this 14th day of July 2026.

Daniel R. Slater, Mayor, City of Orange

ATTEST:

Pamela Coleman, City Clerk, City of Orange

APPROVED AS TO FORM:

Nathalie Adourian, City Attorney, City of Orange

STATE OF CALIFORNIA)
COUNTY OF ORANGE) ss.
CITY OF ORANGE)

I, PAMELA COLEMAN, City Clerk of the City of Orange, California, do hereby certify that the foregoing Resolution was duly and regularly adopted by the City Council of the City of Orange at a regular meeting thereof held on the 14th day of July 2026, by the following vote:

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

Pamela Coleman, City Clerk, City of Orange

Attachment: Attachment A - Citywide Pay Schedule – June 28, 2026

Attachment A

City of Orange

Citywide Pay Schedule Effective June 28, 2026

Approved by City Council on July 14, 2026

Classification Title	Group	Effective	Salary Type	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8
ACCOUNTANT	OMEA	6/28/2026	Annual	78,350	82,355	86,545	90,957	95,605	100,474		
ACCOUNTING MANAGER	SM	6/29/2025	Monthly	9,214	9,686	10,178	10,697	11,244	11,816		
ADMIN SERVICES DIRECTOR	EM	6/29/2025	Monthly	15,635	16,434	17,269	18,152	19,077	20,050		
ADMINISTRATIVE ANALYST I	SM	6/29/2025	Monthly	6,183	6,498	6,830	7,178	7,544	7,929		
ADMINISTRATIVE ANALYST II	SM	6/29/2025	Monthly	6,831	7,181	7,545	7,931	8,336	8,760		
ADMINISTRATIVE ASSISTANT	OMEA	6/28/2026	Annual	60,453	63,543	66,781	70,180	73,764	77,522		
ADMINISTRATIVE MANAGER	SM	6/29/2025	Monthly	8,766	9,215	9,682	10,177	10,696	11,242		
ADMINISTRATIVE SPECIALIST	OMEA	6/28/2026	Annual	59,847	62,900	66,114	69,488	73,023	76,756		
AMBULANCE OPERATOR	PT & LD	12/28/2025	Monthly	2,940	3,091	3,248					
ASSISTANT CITY ATTORNEY I	SM	6/29/2025	Monthly	11,590	12,183	12,802	13,456	14,143	14,864		
ASSISTANT CITY ATTORNEY II	SM	6/29/2025	Monthly	12,183	12,806	13,457	14,145	14,866	15,624		
ASSISTANT CITY MANAGER	EM	6/29/2025	Monthly	16,353	17,189	18,063	18,986	19,954	20,971		
ASSISTANT ENGINEER	OMEA	6/28/2026	Annual	90,537	95,172	100,005	105,109	110,474	116,110		
ASSISTANT FIELD SVCS MANAGER	SM	6/29/2025	Monthly	10,232	10,755	11,302	11,879	12,485	13,121		
ASSISTANT FINANCE DIRECTOR	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
ASSISTANT PLANNER	OMEA	6/28/2026	Annual	73,431	77,176	81,119	85,247	89,598	94,171		
ASSISTANT POOL MANAGER	PT & LD	12/28/2025	Hourly	22.77	23.93	25.15					
ASSISTANT TO THE CITY MANAGER	SM	6/29/2025	Monthly	8,766	9,215	9,682	10,177	10,696	11,242		
ASSISTANT WATER MANAGER	SM	6/29/2025	Monthly	10,232	10,755	11,302	11,879	12,485	13,121		
ASSOCIATE CIVIL ENGINEER	OMEA	6/28/2026	Annual	101,550	106,741	112,155	117,890	123,909	130,213		
ASSOCIATE ENGINEER	OMEA	6/28/2026	Annual	101,550	106,741	112,155	117,890	123,909	130,213		
ASSOCIATE PLANNER	OMEA	6/28/2026	Annual	87,435	91,909	96,581	101,513	106,692	112,118		
ASST COMMUNITY DEVELOPMENT DIR	SM	6/29/2025	Monthly	12,062	12,679	13,324	14,004	14,718	15,469		
ASST COMMUNITY SERVICES DIR	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
ASST HUMAN RESOURCES DIRECTOR	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
ASST LIBRARY SVCS DIRECTOR	SM	6/29/2025	Monthly	9,214	9,686	10,178	10,697	11,244	11,816		
ASST PUBLIC WORKS DIRECTOR	SM	6/29/2025	Monthly	12,806	13,461	14,145	14,868	15,626	16,423		
ASST REC SERVICES COORDINATOR	PT & LD	12/28/2025	Hourly	26.05	27.38	28.78					
BUDGET MANAGER	SM	6/29/2025	Monthly	8,766	9,215	9,682	10,177	10,696	11,242		
BUDGET OFFICER	SM	6/29/2025	Monthly	8,340	8,766	9,211	9,682	10,176	10,694		
BUILDING AND SAFETY MANAGER	SM	6/29/2025	Monthly	10,232	10,755	11,302	11,879	12,485	13,121		
BUILDING INSPECTION SUPERVISOR	OMA	6/28/2026	Annual	90,092	94,702	99,510	104,590	109,930	115,529		
BUILDING INSPECTOR	OMEA	6/28/2026	Annual	73,802	77,559	81,527	85,667	90,043	94,641		
BUSINESS LICENSE INSPECTOR	OMEA	6/28/2026	Annual	69,513	73,060	76,780	80,698	84,814	89,140		
BUYER	OMEA	6/28/2026	Annual	72,343	76,039	79,907	83,986	88,275	92,762		
CHIEF BUILDING OFFICIAL	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
CITY ATTORNEY	EM	6/29/2025	Monthly						23,375		
CITY CLERK SERVICES DIRECTOR	EM	6/29/2025	Monthly	9,685	10,181	10,698	11,244	11,818	12,420		
CITY CLERK-ELECTED	N/A		Monthly	365							
CITY COUNCIL/MAYOR ELECTED	N/A		Monthly	600							
CITY MANAGER	EM	6/29/2025	Monthly						27,200		
CITY TREASURER - ELECTED	N/A		Monthly	365							
CIVILIAN INVESTIGATIVE OFFICER	COPA	6/28/2026	Monthly	66,793	70,205	73,777	77,547	81,502	85,655	89,079	
CODE COMPLIANCE MANAGER	OMA	6/28/2026	Annual	112,204	117,939	123,934	130,262	136,912	143,883		
CODE COMPLIANCE OFFICER	OMEA	6/28/2026	Annual	71,626	75,272	79,116	83,146	87,385	91,847		
CODE COMPLIANCE SUPERVISOR	OMA	6/28/2026	Annual	90,092	94,702	99,510	104,590	109,930	115,529		
CODE COMPLIANCE TECHNICIAN	OMEA	6/28/2026	Annual	60,453	63,543	66,781	70,180	73,764	77,522		
COMBINATION BUILDING INSPECTOR	OMEA	6/28/2026	Annual	77,571	81,527	85,692	90,055	94,653	99,486		
COMMUNITY DEVELOPMENT DIRECTOR	EM	6/29/2025	Monthly	14,873	15,634	16,428	17,268	18,148	19,073		
COMMUNITY SERVICES DIRECTOR	EM	6/29/2025	Monthly	14,507	15,249	16,024	16,842	17,701	18,604		
CONSTRUCTION INSPECTION SUPV	OMA	6/28/2026	Annual	85,284	89,647	94,196	99,004	104,059	109,361		
CONSTRUCTION INSPECTOR I	OMEA	6/28/2026	Annual	67,127	70,551	74,148	77,930	81,910	86,087		
CONSTRUCTION INSPECTOR II	OMEA	6/28/2026	Annual	74,172	77,955	81,934	86,100	90,500	95,110		
CONTRACT ADMINISTRATOR	OMEA	6/28/2026	Annual	90,537	95,172	100,005	105,109	110,474	116,110		
COURT LIAISON OFFICER	COPA	6/28/2026	Monthly	63,543	66,781	70,192	73,777	77,534	81,489	84,740	
CRIME ANALYST	SM	6/29/2025	Monthly	6,764	7,109	7,470	7,852	8,253	8,673		
CRIME PREVENTION SPECIALIST	COPA	6/28/2026	Monthly	69,513	73,060	76,780	80,698	84,814	89,140	92,712	
CUSTODIAN	IBEW-M&C	6/28/2026	Annual	44,806	47,101	49,496	52,029	54,678	57,464		
DEPUTY CITY CLERK	SM	6/29/2025	Monthly	6,900	7,253	7,621	8,010	8,419	8,848		
DEPUTY CITY MANAGER	SM	6/29/2025	Monthly	12,062	12,679	13,324	14,004	14,718	15,469		
DEPUTY PUBLIC WORKS DIRECTOR	SM	6/29/2025	Monthly	12,183	12,806	13,457	14,145	14,866	15,624		
DEVELOPMENT PROJECT MANAGER	OMA	6/28/2026	Annual	90,537	95,172	100,005	105,109	110,474	116,110		
DIGITAL MARKETING COORDINATOR	OMA	6/28/2026	Annual	79,537	83,591	87,855	92,329	97,038	101,995		
ECONOMIC DEVELOPMENT MANAGER	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
ECONOMIC DEVELOPMENT PROJ MGR	SM	6/29/2025	Monthly	8,766	9,215	9,682	10,177	10,696	11,242		
EMERGENCY MANAGER	SM	6/29/2025	Monthly	9,448	9,930	10,435	10,968	11,528	12,114		
EMERGENCY MEDICAL SERVICES MGR	OFMA	6/28/2026	Annual	116,777	122,735	128,977	135,564	142,486	149,729		

Attachment A (Continued)

City of Orange

Citywide Pay Schedule Effective June 28, 2026

Approved by City Council on July 14, 2026

Classification Title	Group	Effective	Salary Type	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8
EMPLOYEE BENEFITS ANALYST	SM	6/29/2025	Monthly	6,597	6,934	7,287	7,659	8,050	8,461		
ENGINEERING INTERN	PT & LD	12/28/2025	Hourly	20.00	21.02	22.09					
ENGINEERING TECHNICIAN I	OMEA	6/28/2026	Annual	63,543	66,781	70,192	73,777	77,534	81,489		
ENGINEERING TECHNICIAN II	OMEA	6/28/2026	Annual	70,205	73,789	77,547	81,514	85,655	90,030		
ENVIRONMENTAL COMPLNCE SPECLST	OMEA	6/28/2026	Annual	71,626	75,272	79,116	83,146	87,385	91,847		
ENVIRONMENTAL PROGRAM MANAGER	OMA	6/28/2026	Annual	117,346	123,353	129,619	136,232	143,191	150,483		
ENVIRONMENTAL SCIENTIST	OMEA	6/28/2026	Annual	101,550	106,741	112,155	117,890	123,909	130,213		
EQUIPMENT MAINT LEADWORKER	IBEW-M&C	6/28/2026	Annual	69,150	72,693	76,387	80,296	84,380	88,691		
EQUIPMENT MAINT SUPERVISOR	OMA	6/28/2026	Annual	89,647	94,233	99,016	104,071	109,386	114,948		
EQUIPMENT MECHANIC I	IBEW-M&C	6/28/2026	Annual	59,544	62,582	65,772	69,125	72,655	76,362		
EQUIPMENT MECHANIC II	IBEW-M&C	6/28/2026	Annual	65,797	69,150	72,681	76,387	80,282	84,367		
EQUIPMENT OPERATOR	IBEW-M&C	6/28/2026	Annual	63,226	66,440	69,844	73,399	77,131	81,076		
EQUIPMENT PARTS TECHNICIAN	IBEW-M&C	6/28/2026	Annual	59,544	62,582	65,772	69,125	72,655	76,362		
EXECUTIVE ASSISTANT	SM	6/29/2025	Monthly	5,245	5,512	5,794	6,089	6,400	6,725		
EXECUTIVE ASST TO THE CHIEF	SM	6/29/2025	Monthly	5,795	6,090	6,401	6,727	7,070	7,431		
FACILITIES MAINT SUPERVISOR	OMA	6/28/2026	Annual	85,284	89,647	94,196	99,004	104,059	109,361		
FIELD SERVICES MANAGER	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
FINANCE ASSISTANT	OMEA	6/28/2026	Annual	64,507	67,795	71,255	74,889	78,708	82,713		
FINANCE CLERK	OMEA	6/28/2026	Annual	54,174	56,930	59,835	62,888	66,101	69,463		
FINANCE COORDINATOR	OMA	6/28/2026	Annual	79,932	83,999	88,300	92,799	97,520	102,501		
FINANCE DIRECTOR	EM	6/29/2025	Monthly	14,873	15,634	16,428	17,268	18,148	19,073		
FINANCE MANAGER	SM	6/29/2025	Monthly	8,014	8,423	8,851	9,303	9,779	10,276		
FINANCE SUPERVISOR	OMA	6/28/2026	Annual	88,312	92,824	97,545	102,526	107,754	113,242		
FINANCIAL ANALYST	SM	6/29/2025	Monthly	6,969	7,325	7,697	8,091	8,504	8,937		
FIRE BATTALION CHIEF	OFMA	6/28/2026	Annual	158,678	166,798	175,277	184,226	193,619	203,495		
FIRE CAPTAIN	Local 2384	6/28/2026	Annual					148,011			
FIRE CHIEF	EM	6/29/2025	Monthly	16,851	17,712	18,613	19,563	20,561	21,609		
FIRE ENGINEER	Local 2384	6/28/2026	Annual	104,306	109,522	114,997	120,745	126,777			
FIRE INSPECTOR/INVESTIGATOR	Local 2384	6/28/2026	Annual					139,396			
FIRE SAFETY SPECIALIST	Local 2384	6/28/2026	Annual	94,863	99,609	104,590	109,819	115,306			
FIREFIGHTER	Local 2384	6/28/2026	Annual	92,057	96,668	101,500	106,568	111,907			
FORENSIC SVCS SPECIALIST	COPA	6/28/2026	Monthly	66,793	70,205	73,777	77,547	81,502	85,655	89,079	
GIS ANALYST	OMEA	6/28/2026	Annual	101,550	106,741	112,155	117,890	123,909	130,213		
HAZARDOUS MATERIALS SPECIALIST	Local 2384	6/28/2026	Annual	104,825	110,066	115,566	121,350	127,419			
HISTORIC PRESERVATION PLANNER	OMA	6/28/2026	Annual	101,550	106,741	112,155	117,890	123,909	130,213		
HOMELESS OUTREACH SPECIALIST	COPA	6/28/2026	Monthly	65,471	68,820	72,318	76,014	79,883	83,961	87,323	
HOUSING MANAGER	SM	6/29/2025	Monthly	8,766	9,215	9,682	10,177	10,696	11,242		
HOUSING SPECIALIST	OMEA	6/28/2026	Annual	71,626	75,272	79,116	83,146	87,385	91,847		
HUMAN RESOURCES ANALYST I	SM	6/29/2025	Monthly	6,339	6,663	7,002	7,359	7,735	8,129		
HUMAN RESOURCES ANALYST II	SM	6/29/2025	Monthly	7,253	7,624	8,011	8,420	8,850	9,300		
HUMAN RESOURCES DIRECTOR	EM	6/29/2025	Monthly	14,507	15,249	16,024	16,842	17,701	18,604		
HUMAN RESOURCES MANAGER	SM	6/29/2025	Monthly	10,232	10,755	11,302	11,879	12,485	13,121		
HUMAN RESOURCES TECHNICIAN	OMEA	6/28/2026	Annual	62,912	66,126	69,500	73,035	76,768	80,674		
INFORMATION TECH PROJECT MGR	SM	6/29/2025	Monthly	10,232	10,755	11,302	11,879	12,485	13,121		
INFORMATION TECH SUPERVISOR	OMA	6/28/2026	Annual	90,092	94,702	99,510	104,590	109,930	115,529		
INFORMATION TECHNOLOGY MANAGER	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
INFORMATION TECHNOLOGY SPECLST	OMA	6/28/2026	Annual	79,537	83,591	87,855	92,329	97,038	101,995		
INTERGOV/COMM AFFAIRS MANAGER	SM	6/29/2025	Monthly	10,809	11,361	11,939	12,549	13,189	13,861		
INTERNAL AUDIT MANAGER	SM	6/29/2025	Monthly	8,766	9,215	9,682	10,177	10,696	11,242		
INVESTMENT/REVENUE OFFICER	SM	6/29/2025	Monthly	7,548	7,934	8,337	8,763	9,210	9,679		
LANDSCAPE COORDINATOR	OMA	6/28/2026	Annual	90,537	95,172	100,005	105,109	110,474	116,110		
LEAD BUSINESS LICENSE INSPECTR	OMEA	6/28/2026	Annual	73,060	76,793	80,711	84,827	89,153	93,701		
LEAD CUSTODIAN	IBEW-M&C	6/28/2026	Annual	52,055	54,702	57,488	60,426	63,503	66,730		
LEAD FINANCE CLERK	OMEA	6/28/2026	Annual	73,060	76,793	80,711	84,827	89,153	93,701		
LEGAL ASSISTANT	OMA	6/28/2026	Annual	69,513	73,060	76,780	80,698	84,814	89,140		
LIBRARIAN I	OMEA	6/28/2026	Annual	65,471	68,820	72,318	76,014	79,883	83,961		
LIBRARIAN II	OMEA	6/28/2026	Annual	72,343	76,039	79,907	83,986	88,275	92,762		
LIBRARIAN III	OMEA	6/28/2026	Annual	79,932	83,999	88,300	92,799	97,520	102,501		
LIBRARY ASSISTANT	OMEA	6/28/2026	Annual	53,630	56,374	59,241	62,270	65,446	68,783		
LIBRARY CLERK	OMEA	6/28/2026	Annual	42,642	44,817	47,092	49,502	52,023	54,668		
LIBRARY LITERACY COORDINATOR	OMEA	6/28/2026	Annual	65,471	68,820	72,318	76,014	79,883	83,961		
LIBRARY MANAGER I	OMA	6/28/2026	Annual	91,909	96,606	101,513	106,704	112,142	117,853		
LIBRARY MANAGER II	OMA	6/28/2026	Annual	96,618	101,550	106,704	112,155	117,890	123,884		
LIBRARY PAGE	OMEA	6/28/2026	Annual	36,895	38,786	40,751	42,840	45,015	47,314		
LIBRARY SERVICES DIRECTOR	EM	6/29/2025	Monthly	12,491	13,129	13,797	14,502	15,241	16,018		
LIBRARY SUPPORT SERVICES ASST	OMEA	6/28/2026	Annual	53,630	56,374	59,241	62,270	65,446	68,783		
LIBRARY TECH/SUPPORT SVCS MGR	OMA	6/28/2026	Annual	96,618	101,550	106,704	112,155	117,890	123,884		
LIBRARY TECHNOLOGY ASSISTANT	OMEA	6/28/2026	Annual	53,630	56,374	59,241	62,270	65,446	68,783		
LIBRARY TECHNOLOGY COORDINATOR	OMEA	6/28/2026	Annual	72,343	76,039	79,907	83,986	88,275	92,762		
LIBRARY TECHNOLOGY SPECIALIST	OMEA	6/28/2026	Annual	65,471	68,820	72,318	76,014	79,883	83,961		
LIBRARY VOLUNTEER COORDINATOR	OMEA	6/28/2026	Annual	60,453	63,543	66,781	70,180	73,764	77,522		

Attachment A (Continued)

City of Orange

Citywide Pay Schedule Effective June 28, 2026

Approved by City Council on July 14, 2026

Classification Title	Group	Effective	Salary Type	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8
LIFEGUARD/SWIM INSTRUCTOR	PT & LD	12/28/2025	Hourly	20.61	21.66	22.76					
MAINTENANCE WORKER	IBEW-M&C	6/28/2026	Annual	49,257	51,778	54,413	57,199	60,111	63,175		
MANAGEMENT INTERN	PT & LD	12/28/2025	Hourly	20.00	21.02	22.09					
MGR TRANS SVCS/CITY TRAFFC ENG	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
NETWORK/SECURITY ANALYST	SM	6/29/2025	Monthly	7,974	8,381	8,807	9,257	9,730	10,225		
OFFICE ASSISTANT	OMEA	6/28/2026	Annual	47,116	49,514	52,036	54,693	57,474	60,403		
PARKING CONTROL OFFICER I	PT & LD	12/28/2025	Hourly	18.65	19.60	20.61					
PARKING CONTROL OFFICER II	COPA	6/28/2026	Monthly	56,646	59,550	62,579	65,780	69,142	72,652	75,557	
PARKS & FACILITIES ATTENDANT	PT & LD	12/28/2025	Hourly	20.40	21.45	22.54					
PARKS & FACILITIES MANAGER	SM	6/29/2025	Monthly	10,232	10,755	11,302	11,879	12,485	13,121		
PARKS MAINTENANCE LEADWORKER	IBEW-M&C	6/28/2026	Annual	65,797	69,150	72,681	76,387	80,282	84,367		
PARKS MAINTENANCE SUPERVISOR	OMA	6/28/2026	Annual	85,284	89,647	94,196	99,004	104,059	109,361		
PARKS MAINTENANCE WORKER I	IBEW-M&C	6/28/2026	Annual	49,257	51,778	54,413	57,199	60,111	63,175		
PARKS MAINTENANCE WORKER II	IBEW-M&C	6/28/2026	Annual	54,425	57,211	60,137	63,200	66,414	69,806		
PAYROLL MANAGER	SM	6/29/2025	Monthly	8,766	9,215	9,682	10,177	10,696	11,242		
PAYROLL SPECIALIST	OMA	6/28/2026	Annual	76,805	80,711	84,839	89,165	93,714	98,497		
PAYROLL TECHNICIAN	OMEA	6/28/2026	Annual	73,060	76,793	80,711	84,827	89,153	93,701		
PERMIT SUPERVISOR	OMA	6/28/2026	Annual	85,284	89,647	94,196	99,004	104,059	109,361		
PERMIT TECHNICIAN	OMEA	6/28/2026	Annual	60,453	63,543	66,781	70,180	73,764	77,522		
PLAN CHECK ENGINEER	OMEA	6/28/2026	Annual	90,537	95,172	100,005	105,109	110,474	116,110		
PLAN EXAMINER	Local 2384	6/28/2026	Annual	104,825	110,066	115,566	121,350	127,419			
PLANNING MANAGER	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
PLANNING TECHNICIAN	OMEA	6/28/2026	Annual	63,234	66,447	69,846	73,406	77,151	81,082		
POLICE ADMINISTRATIVE ASST	COPA	6/28/2026	Monthly	60,453	63,543	66,781	70,180	73,764	77,522	80,624	
POLICE ARMORER	COPA	6/28/2026	Monthly	60,453	63,543	66,781	70,180	73,764	77,522	80,624	
POLICE CADET I	PT & LD	12/28/2025	Hourly	17.57	18.47	19.40					
POLICE CADET II	PT & LD	12/28/2025	Hourly	19.41	20.40	21.44					
POLICE CAPTAIN	PMA	6/28/2026	Annual	198,118	208,241	218,834	230,007	241,737	254,060	264,220	
POLICE CHIEF	EM	6/29/2025	Monthly	18,714	19,671	20,671	21,726	22,835	23,999		
POLICE CLERK	COPA	6/28/2026	Monthly	54,446	57,214	60,131	63,209	66,423	69,809	72,603	
POLICE CODE ENFORCEMENT OFFICER	COPA	6/28/2026	Monthly	78,746	82,763	86,977	91,415	96,074	100,981	105,023	
POLICE COMMUNICATIONS MANAGER	PMA	6/28/2026	Annual	103,589	108,892	114,429	120,275	126,406	132,845	137,493	
POLICE DISPATCH SHIFT SUPERVSR	COPA	6/28/2026	Monthly	80,328	84,431	88,732	93,256	98,015	103,021	107,136	
POLICE DISPATCHER	COPA	6/28/2026	Monthly	73,431	77,176	81,119	85,247	89,598	94,171	97,941	
POLICE JAILER	COPA	6/28/2026	Monthly	60,453	63,543	66,781	70,180	73,764	77,522	80,624	
POLICE LIEUTENANT	PMA	6/28/2026	Annual	162,287	170,580	179,257	188,403	198,020	208,105	220,589	229,414
POLICE OFFICER	COPA	6/28/2026	Monthly	100,536	105,678	111,055	116,715	122,685	128,927	134,094	
POLICE RECORDS CLERK	COPA	6/28/2026	Monthly	54,446	57,214	60,131	63,209	66,423	69,809	72,603	
POLICE RECORDS MANAGER	PMA	6/28/2026	Annual	103,082	108,348	113,860	119,670	125,775	132,178	136,813	
POLICE RECORDS SHIFT SUPERVISR	COPA	6/28/2026	Monthly	73,431	77,176	81,119	85,247	89,598	94,171	97,941	
POLICE RECRUIT	PT & LD	12/28/2025	Monthly	6,245	N/A	N/A					
POLICE RESERVE OFFICER I	PT & LD	12/28/2025	Hourly	22.21	23.34	24.53					
POLICE RESERVE OFFICER II	PT & LD	12/28/2025	Hourly	18.19	19.12	20.09					
POLICE RESERVE OFFICER III	PT & LD	12/28/2025	Hourly	16.96	17.83	18.74					
POLICE SERGEANT	PMA	6/28/2026	Annual	131,609	138,345	145,378	152,794	160,606	168,776	178,899	186,055
POLICE SERVICES OFFICER	COPA	6/28/2026	Monthly	60,453	63,543	66,781	70,180	73,764	77,522	80,624	
POLICE SUBPOENAS/WARRANTS SPEC	COPA	6/28/2026	Monthly	60,453	63,543	66,781	70,180	73,764	77,522	80,624	
POLICE TRAINING COORDINATOR	COPA	6/28/2026	Monthly	63,543	66,781	70,192	73,777	77,534	81,489	84,740	
POLICE VOLUNTEER COORDINATOR	COPA	6/28/2026	Monthly	69,513	73,060	76,780	80,698	84,814	89,140	92,712	
POOL MANAGER	PT & LD	12/28/2025	Hourly	25.16	26.45	27.79					
PRINCIPAL CIVIL ENGINEER	SM	6/29/2025	Monthly	10,232	10,755	11,302	11,879	12,485	13,121		
PRINCIPAL PLANNER	SM	6/29/2025	Monthly	9,685	10,181	10,698	11,244	11,818	12,420		
PROJECT DEVELOPMENT COORDINATR	OMA	6/28/2026	Annual	90,537	95,172	100,005	105,109	110,474	116,110		
PROJECT ENGINEER	OMEA	6/28/2026	Annual	95,172	100,042	105,122	110,498	116,135	122,043		
PROPERTY OFFICER	COPA	6/28/2026	Monthly	64,828	68,128	71,614	75,260	79,104	83,121	86,458	
PUBLIC AFFAIRS & INFO MANAGER	SM	6/29/2025	Monthly	8,766	9,215	9,682	10,177	10,696	11,242		
PUBLIC WORKS ADMINISTRATOR	SM	6/29/2025	Monthly	8,766	9,215	9,682	10,177	10,696	11,242		
PUBLIC WORKS DIRECTOR	EM	6/29/2025	Monthly	14,873	15,634	16,428	17,268	18,148	19,073		
PUBLIC WORKS MAINT LEADWORKER	IBEW-M&C	6/28/2026	Annual	65,797	69,150	72,681	76,387	80,282	84,367		
PUBLIC WORKS MAINT SUPERVISOR	OMA	6/28/2026	Annual	85,284	89,647	94,196	99,004	104,059	109,361		
PUBLIC WORKS MAINT WORKER I	IBEW-M&C	6/28/2026	Annual	49,257	51,778	54,413	57,199	60,111	63,175		
PUBLIC WORKS MAINT WORKER II	IBEW-M&C	6/28/2026	Annual	54,425	57,211	60,137	63,200	66,414	69,806		
PURCHASING OFFICER	SM	6/29/2025	Monthly	8,014	8,423	8,851	9,303	9,779	10,276		
REC SERVICES COORDINATOR	OMEA	6/28/2026	Annual	65,805	69,154	72,689	76,397	80,291	84,382		
REC SERVICES LEADER I	PT & LD	12/28/2025	Hourly	16.96	17.83	18.74					
REC SERVICES LEADER II	PT & LD	12/28/2025	Hourly	18.74	19.70	20.71					
REC SERVICES LEADER III	PT & LD	12/28/2025	Hourly	20.71	21.77	22.88					
REC SVCS ACTIVITY SPECIALIST	PT & LD	12/28/2025	Hourly	23.58	24.78	26.05					

Attachment A (Continued)

City of Orange

Citywide Pay Schedule Effective June 28, 2026

Approved by City Council on July 14, 2026

Classification Title	Group	Effective	Salary Type	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8
RECORDS COORDINATOR	OMA	6/28/2026	Annual	74,172	77,955	81,934	86,100	90,500	95,110		
RECREATION SERVICES MANAGER	SM	6/29/2025	Monthly	9,734	10,232	10,752	11,300	11,878	12,482		
RECREATION SERVICES SUPERVISOR	OMA	6/28/2026	Annual	87,435	91,909	96,581	101,513	106,692	112,118		
RISK MANAGEMENT ANALYST	SM	6/29/2025	Monthly	6,276	6,596	6,933	7,286	7,658	8,049		
RISK MANAGER	SM	6/29/2025	Monthly	10,438	10,972	11,529	12,118	12,736	13,386		
SENIOR ACCOUNTANT	OMA	6/28/2026	Annual	86,569	90,994	95,617	100,499	105,629	111,005		
SENIOR ADMINISTRATIVE ANALYST	SM	6/29/2025	Monthly	7,934	8,340	8,763	9,211	9,681	10,174		
SENIOR ASSISTANT CITY ATTORNEY	SM	6/29/2025	Monthly	13,461	14,149	14,869	15,628	16,425	17,263		
SENIOR BUYER	OMA	6/28/2026	Annual	79,932	83,999	88,300	92,799	97,520	102,501		
SENIOR CIVIL ENGINEER	OMA	6/28/2026	Annual	117,346	123,353	129,619	136,232	143,191	150,483		
SENIOR CODE COMPLIANCE OFFICER	OMEA	6/28/2026	Annual	79,141	83,170	87,422	91,872	96,556	101,488		
SENIOR CONTRACT ADMINISTRATOR	OMA	6/28/2026	Annual	100,042	105,147	110,498	116,147	122,080	128,284		
SENIOR FINANCE CLERK	OMEA	6/28/2026	Annual	59,847	62,900	66,114	69,488	73,023	76,756		
SENIOR GIS ANALYST	OMA	6/28/2026	Annual	112,204	117,939	123,934	130,262	136,912	143,883		
SENIOR HOUSING MANAGER	SM	6/29/2025	Monthly	9,980	10,490	11,023	11,586	12,178	12,798		
SENIOR HUMAN RESOURCES ANALYST	SM	6/29/2025	Monthly	8,423	8,854	9,304	9,779	10,278	10,802		
SENIOR LANDSCAPE COORDINATOR	OMA	6/28/2026	Annual	100,042	105,147	110,498	116,147	122,080	128,284		
SENIOR LEGAL ASSISTANT	OMA	6/28/2026	Annual	76,805	80,711	84,839	89,165	93,714	98,497		
SENIOR LIBRARY CLERK	OMEA	6/28/2026	Annual	49,514	52,048	54,705	57,486	60,416	63,506		
SENIOR LIBRARY MANAGER	SM	6/29/2025	Monthly	8,340	8,766	9,211	9,682	10,176	10,694		
SENIOR OFFICE ASSISTANT	OMEA	6/28/2026	Annual	52,060	54,705	57,499	60,440	63,506	66,756		
SENIOR PAYROLL SPECIALIST	OMA	6/28/2026	Annual	80,723	84,851	89,177	93,726	98,509	103,540		
SENIOR PERMIT TECHNICIAN	OMEA	6/28/2026	Annual	66,793	70,205	73,777	77,547	81,502	85,655		
SENIOR PLAN CHECK ENGINEER	OMA	6/28/2026	Annual	117,346	123,353	129,619	136,232	143,191	150,483		
SENIOR PLANNER	OMA	6/28/2026	Annual	101,550	106,741	112,155	117,890	123,909	130,213		
SENIOR POLICE CLERK	COPA	6/28/2026	Monthly	60,156	63,221	66,447	69,834	73,394	77,139	80,216	
SKILLED MAINT WKR-PUBLIC WORKS	IBEW-M&C	6/28/2026	Annual	61,044	64,158	67,436	70,877	74,483	78,290		
SKILLED MAINT WORKER - WATER	IBEW-WTR	6/28/2026	Annual	64,171	67,449	70,891	74,496	78,304	82,287		
SKILLED MAINT WRKR-FACILITIES	IBEW-M&C	6/28/2026	Annual	61,044	64,158	67,436	70,877	74,483	78,290		
SKILLED MAINTENANCE LEADWORKER	IBEW-M&C	6/28/2026	Annual	67,461	70,891	74,508	78,316	82,300	86,498		
SKILLED MAINTENANCE WRKR-PARKS	IBEW-M&C	6/28/2026	Annual	61,044	64,158	67,436	70,877	74,483	78,290		
SR ASST TO THE CITY MANAGER	SM	6/29/2025	Monthly	10,232	10,755	11,302	11,879	12,485	13,121		
SR COMBINATION BUILDING INSPCT	OMEA	6/28/2026	Annual	85,717	90,092	94,665	99,498	104,578	109,905		
SR ECONOMIC DEVELPMNT PROJ MGR	SM	6/29/2025	Monthly	9,980	10,490	11,023	11,586	12,178	12,798		
SR EMERGENCY MEDICAL SVCS MGR	OFMA	6/28/2026	Annual	139,730	146,874	154,339	162,225	170,494	179,195		
SR EXEC ASST TO COUNCIL & CM	SM	6/29/2025	Monthly	6,730	7,074	7,433	7,813	8,212	8,630		
SR FIRE INSPECTION SPECIALIST	OMA	6/28/2026	Annual	94,702	99,547	104,603	109,942	115,554	121,437		
SR TRAFFIC SIGNAL TECHNICIAN	OMEA	6/28/2026	Annual	85,717	90,092	94,665	99,498	104,578	109,905		
SR WATER METER SERVICE WORKER	IBEW-WTR	6/28/2026	Annual	65,141	68,457	71,950	75,618	79,476	83,535		
SR WATER QUALITY INSPECTOR	OMA	6/28/2026	Annual	85,284	89,647	94,196	99,004	104,059	109,361		
STOCK CLERK	OMEA	6/28/2026	Annual	49,279	51,788	54,433	57,202	60,119	63,184		
SWIMMING ATTENDANT	PT & LD	12/28/2025	Hourly	16.96	17.83	18.74					
SYSTEMS ANALYST	SM	6/29/2025	Monthly	7,974	8,381	8,807	9,257	9,730	10,225		
TRAFFIC MGMT CENTER TECHNICIAN	OMEA	6/28/2026	Annual	85,717	90,092	94,665	99,498	104,578	109,905		
TRAFFIC OPERATIONS SUPRN TENDNT	OMA	6/28/2026	Annual	94,233	99,053	104,084	109,398	114,973	120,831		
TRAFFIC SIGNAL TECHNICIAN I	OMEA	6/28/2026	Annual	63,543	66,781	70,192	73,777	77,534	81,489		
TRAFFIC SIGNAL TECHNICIAN II	OMEA	6/28/2026	Annual	70,205	73,789	77,547	81,514	85,655	90,030		
TRANSPORTATION ANALYST	OMEA	6/28/2026	Annual	101,550	106,741	112,155	117,890	123,909	130,213		
TREE SERVICES COORDINATOR	OMA	6/28/2026	Annual	90,537	95,172	100,005	105,109	110,474	116,110		
WAREHOUSE/INVENTORY SPECIALIST	OMEA	6/28/2026	Annual	65,805	69,154	72,689	76,397	80,291	84,382		
WATER MAINTENANCE LEADWORKER	IBEW-WTR	6/28/2026	Annual	70,903	74,522	78,316	82,312	86,511	90,923		
WATER MAINTENANCE SUPERVISOR	OMA	6/28/2026	Annual	85,284	89,647	94,196	99,004	104,059	109,361		
WATER MAINTENANCE WORKER I	IBEW-WTR	6/28/2026	Annual	52,837	55,522	58,359	61,334	64,448	67,751		
WATER MAINTENANCE WORKER II	IBEW-WTR	6/28/2026	Annual	58,359	61,347	64,473	67,764	71,231	74,849		
WATER MANAGER	SM	6/29/2025	Monthly	11,305	11,883	12,487	13,125	13,794	14,498		
WATER METER SERVICE WORKER I	IBEW-WTR	6/28/2026	Annual	54,980	57,791	60,729	63,830	67,083	70,512		
WATER METER SERVICE WORKER II	IBEW-WTR	6/28/2026	Annual	60,741	63,842	67,095	70,525	74,118	77,900		
WATER PLANT OPERATOR I	IBEW-WTR	6/28/2026	Annual	63,856	67,109	70,537	74,130	77,912	81,884		
WATER PLANT OPERATOR II	IBEW-WTR	6/28/2026	Annual	70,550	74,156	77,925	81,909	86,082	90,469		
WATER QUALITY INSPECTOR	OMA	6/28/2026	Annual	77,188	81,119	85,259	89,610	94,183	98,979		
WATER YARD STOREKEEPER	IBEW-WTR	6/28/2026	Annual	61,359	64,486	67,776	71,231	74,861	78,682		