

City of Orange
Citywide Pay Schedule - Revision Effective 7/8/2018
Approved by City Council on 6/12/2018

Classification Title	Association/Group	Monthly Rate	
		Minimum	Maximum
Accountant	Orange Municipal Employee Association	5,271	6,759
Accounting Manager	Senior Management	7,181	9,208
Administrative Analyst I	Senior Management	5,065	6,495
Administrative Analyst II	Senior Management	5,596	7,176
Administrative Assistant	Orange Municipal Employee Association	4,067	5,215
Administrative Services Director	Executive Management	11,943	15,315
Administrative Specialist	Orange Municipal Employee Association	4,026	5,163
Assistant City Attorney I	Senior Management	9,494	12,175
Assistant City Attorney II	Senior Management	9,980	12,798
Assistant City Manager	Executive Management	12,616	16,179
Assistant Community Devel. Director	Senior Management	9,881	12,671
Assistant Community Services Director	Senior Management	9,261	11,875
Assistant Engineer	Orange Municipal Employee Association	6,091	7,811
Assistant Field Services Manager	Senior Management	8,381	10,748
Assistant Finance Director	Senior Management	9,261	11,875
Assistant Human Resources Director	Senior Management	9,261	11,875
Assistant Library Services Director	Senior Management	7,548	9,679
Assistant Planner	Orange Municipal Employee Association	4,940	6,335
Assistant Public Works Director	Senior Management	10,490	13,453
Assistant to City Manager	Senior Management	6,730	8,630
Assistant Water Manager	Senior Management	8,381	10,748
Associate Civil Engineer	Orange Municipal Employee Association	6,831	8,760
Associate Engineer	Orange Municipal Employee Association	6,831	8,760
Associate Planner	Orange Municipal Employee Association	5,882	7,543
Budget Officer	Senior Management	6,831	8,760
Budget Manager	Senior Management	7,181	9,208
Building Inspection Supervisor	Orange Management Association	6,061	7,772
Building Inspector	Orange Municipal Employee Association	4,965	6,367
Business License Inspector	Orange Municipal Employee Association	4,676	5,997
Buyer	Orange Municipal Employee Association	4,867	6,241
Chemical Sprayer	Orange Maintenance & Crafts Employees' Association	3,718	4,767
Chief Building Official	Senior Management	9,261	11,875
Chief Clerk	Executive Management	7,934	10,174
City Attorney	Executive Management	14,150	18,145
City Manager	Executive Management	18,092	18,092
Civilian Investigative Officer	City of Orange Police Association	4,516	6,023
Code Compliance Officer	Orange Municipal Employee Association	4,818	6,179
Code Compliance Supervisor	Orange Management Association	6,061	7,772
Combination Building Inspector	Orange Municipal Employee Association	5,219	6,692
Community Development Director	Executive Management	11,249	14,425
Community Services Director	Executive Management	10,972	14,070
Construction Inspection Supervisor	Orange Management Association	5,737	7,357
Construction Inspector I	Orange Municipal Employee Association	4,516	5,791
Construction Inspector II	Orange Municipal Employee Association	4,990	6,399
Court Liaison Officer	City of Orange Police Association	4,296	5,730
Crime Analyst	Senior Management	5,541	7,105
Crime Prevention Specialist	City of Orange Police Association	4,700	6,268
Custodian	Orange Maintenance & Crafts Employees' Association	3,015	3,866
Deputy City Clerk	Senior Management	5,652	7,248
Deputy City Manager	Senior Management	9,261	11,875
Deputy Public Works Director	Senior Management	9,980	12,798
Development Project Manager	Orange Management Association	6,091	7,811
Economic Development Manager	Senior Management	9,261	11,875
Economic Development Project Manager	Senior Management	7,181	9,208
Emergency Medical Services Manager	Senior Management	7,739	9,924
Employee Benefits Analyst	Senior Management	5,404	6,930

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		Minimum	Maximum
Engineering Technician I	Orange Municipal Employee Association	4,275	5,482
Engineering Technician II	Orange Municipal Employee Association	4,723	6,057
Environmental Compliance Specialist	Orange Municipal Employee Association	4,818	6,179
Environmental Program Manager	Orange Management Association	7,895	10,124
Environmental Scientist	Orange Municipal Employee Association	6,831	8,760
Equipment Maint Leadworker	Orange Maintenance & Crafts Employees' Association	4,653	5,967
Equipment Maint. Superintendent	Senior Management	7,289	9,347
Equipment Maintenance Supervisor	Orange Management Association	6,031	7,734
Equipment Mechanic I	Orange Maintenance & Crafts Employees' Association	4,006	5,138
Equipment Mechanic II	Orange Maintenance & Crafts Employees' Association	4,427	5,677
Equipment Operator	Orange Maintenance & Crafts Employees' Association	4,254	5,455
Equipment Parts Technician	Orange Maintenance & Crafts Employees' Association	4,006	5,138
Executive Assistant	Senior Management	4,296	5,509
Facilities Maintenance Supervisor	Orange Management Association	5,737	7,357
Field Services Manager	Senior Management	9,261	11,875
Finance Assistant	Orange Municipal Employee Association	4,339	5,565
Finance Clerk	Orange Municipal Employee Association	3,644	4,673
Finance Director	Executive Management	10,972	14,070
Finance Supervisor	Senior Management	5,941	7,619
Financial Analyst	Senior Management	5,709	7,321
Fire Battalion Chief	Orange Fire Management Association	10,309	13,220
Fire Captain	Orange City Fire Local 2384	9,565	9,565
Fire Chief	Executive Management	13,664	17,523
Fire Engineer	Orange City Fire Local 2384	6,740	8,193
Fire Fighter	Orange City Fire Local 2384	5,949	7,231
Fire Inspector/Investigator	Orange City Fire Local 2384	9,008	9,008
Fire Safety Specialist	Orange City Fire Local 2384	6,130	7,451
Forensic Services Specialist	City of Orange Police Association	4,516	6,023
Forensic Services Supv	City of Orange Police Management Association	7,217	9,578
GIS Analyst	Orange Municipal Employee Association	6,831	8,760
Hazardous Materials Spec.	Orange City Fire Local 2384	6,774	8,234
Historic Preservation Planner	Orange Management Association	6,831	8,760
Housing Manager	Senior Management	7,181	9,208
Housing Specialist	Orange Municipal Employee Association	4,818	6,179
Human Resources Analyst I	Senior Management	5,193	6,659
Human Resources Analyst II	Senior Management	5,941	7,619
Human Resources Manager	Senior Management	8,134	10,431
Human Resources Technician	Orange Municipal Employee Association	4,232	5,427
Human Resources/Employee Relations Dir	Executive Management	10,972	14,070
Intergovernmental & Comm Affairs Mgr	Senior Management	8,854	11,354
Internal Audit Manager	Senior Management	7,181	9,208
Investment/Revenue Officer	Senior Management	6,183	7,929
Landscape Coordinator	Orange Management Association	6,091	7,811
Lead Business License Inspector	Orange Municipal Employee Association	4,916	6,303
Lead Custodian	Orange Maintenance & Crafts Employees' Association	3,502	4,490
Lead Finance Clerk	Orange Municipal Employee Association	4,916	6,303
Legal Secretary	Orange Management Association	4,383	5,620
Librarian I	Orange Municipal Employee Association	4,405	5,648
Librarian II	Orange Municipal Employee Association	4,867	6,241
Librarian III	Orange Municipal Employee Association	5,377	6,896
Library Assistant	Orange Municipal Employee Association	3,608	4,627
Library Clerk	Orange Municipal Employee Association	2,868	3,678
Library Manager I	Orange Management Association	6,183	7,929
Library Manager II	Orange Management Association	6,499	8,335
Library Page	Orange Municipal Employee Association	2,043	2,620
Library Services Director	Executive Management	10,232	13,121

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		<u>Minimum</u>	<u>Maximum</u>
Library Support Services Assistant	Orange Municipal Employee Association	3,608	4,627
Library Tech & Support Services Mgr.	Orange Management Association	6,499	8,335
Library Technology Assistant	Orange Municipal Employee Association	3,608	4,627
Library Technology Coordinator	Orange Municipal Employee Association	4,867	6,241
Library Volunteer Coordinator	Orange Municipal Employee Association	4,067	5,215
Maintenance Worker	Orange Maintenance & Crafts Employees' Association	3,315	4,251
Manager of Trans Svcs/City Traffic Eng	Senior Management	9,261	11,875
Office Assistant	Orange Municipal Employee Association	3,169	4,064
Parking Control Officer II	City of Orange Police Association	3,831	5,109
Parks and Facilities Manager	Senior Management	8,381	10,748
Parks Maint Leadworker	Orange Maintenance & Crafts Employees' Association	4,427	5,677
Parks Maintenance Supervisor	Orange Management Association	5,737	7,357
Parks Maintenance Worker I	Orange Maintenance & Crafts Employees' Association	3,315	4,251
Parks Maintenance Worker II	Orange Maintenance & Crafts Employees' Association	3,662	4,697
Payroll Manager	Senior Management	6,831	8,760
Payroll Specialist	Orange Management Association	5,167	6,626
Payroll Technician	Orange Municipal Employee Association	4,916	6,303
Permit Technician	Orange Municipal Employee Association	4,067	5,215
Plan Check Engineer	Orange Municipal Employee Association	6,091	7,811
Plan Examiner	Orange City Fire Local 2384	6,774	8,234
Planning Aide	Orange Municipal Employee Association	4,254	5,455
Planning Manager	Senior Management	9,261	11,875
Police Academy Trainee	Part-time & Seasonal	4,471	4,471
Police Administrative Assistant	City of Orange Police Association	4,087	5,451
Police Armorer	City of Orange Police Association	4,087	5,451
Police Captain	City of Orange Police Management Association	12,616	16,745
Police Chief	Executive Management	14,009	17,965
Police Clerk	City of Orange Police Association	3,681	4,909
Police Code Enforcement Officer	City of Orange Police Association	5,324	7,100
Police Communications Manager	Senior Management	7,004	8,981
Police Dispatch Shift Supervisor	City of Orange Police Association	5,431	7,243
Police Dispatcher	City of Orange Police Association	4,965	6,621
Police Lieutenant	City of Orange Police Management Association	10,335	14,539
Police Officer	City of Orange Police Association	6,403	8,539
Police Records Clerk	City of Orange Police Association	3,681	4,909
Police Records Manager	City of Orange Police Management Association	6,969	9,250
Police Records Shift Supervisor	City of Orange Police Association	4,965	6,621
Police Sergeant	City of Orange Police Management Association	8,381	11,792
Police Services Officer	City of Orange Police Association	4,087	5,451
Police Subpoenas & Warrants Specialist	City of Orange Police Association	4,087	5,451
Police Training Coordinator	City of Orange Police Association	4,296	5,730
Police Volunteer Coordinator	City of Orange Police Association	4,700	6,268
Principal Civil Engineer	Senior Management	8,381	10,748
Principal Planner	Senior Management	7,934	10,174
Project Development Coordinator	Orange Management Association	6,091	7,811
Project Engineer	Orange Municipal Employee Association	6,403	8,211
Property Officer	City of Orange Police Association	4,383	5,845
Public Affairs & Information Manager	Senior Management	7,181	9,208
Public Works Administrative Manager	Senior Management	7,181	9,208
Public Works Director	Executive Management	11,943	15,315
Public Works Maint Worker I	Orange Maintenance & Crafts Employees' Association	3,315	4,251
Public Works Maint Worker II	Orange Maintenance & Crafts Employees' Association	3,662	4,697
Public Works Maintenance Leadworker	Orange Maintenance & Crafts Employees' Association	4,427	5,677
Public Works Maintenance Supervisor	Orange Management Association	5,737	7,357
Purchasing Officer	Senior Management	7,181	9,208
Real Property Agent	Orange Management Association	6,831	8,760

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		Minimum	Maximum
Recreation Services Coordinator	Orange Municipal Employee Association	4,427	5,677
Recreation Services Manager	Senior Management	7,974	10,225
Recreation Services Supervisor	Orange Management Association	5,882	7,543
Risk Management Analyst	Senior Management	5,141	6,593
Risk Manager	Senior Management	8,550	10,965
Senior Accountant	Orange Management Association	5,824	7,468
Senior Administrative Analyst	Senior Management	6,499	8,335
Senior Assistant City Attorney	Senior Management	11,027	14,140
Senior Buyer	Orange Management Association	5,377	6,896
Senior Civil Engineer	Orange Management Association	7,895	10,124
Senior Combo. Building Inspector	Orange Municipal Employee Association	5,766	7,394
Senior Econ Development Project Mgr	Senior Management	8,175	10,483
Senior Executive Assistant	Senior Management	5,141	6,593
Senior Finance Clerk	Orange Municipal Employee Association	4,026	5,163
Senior Fire Inspection Specialist	Orange Management Association	6,371	8,170
Senior GIS Analyst	Orange Management Association	7,548	9,679
Senior Housing Manager	Senior Management	8,175	10,483
Senior Human Resources Analyst	Senior Management	6,900	8,848
Senior Landscape Coordinator	Orange Management Association	6,730	8,630
Senior Library Clerk	Orange Municipal Employee Association	3,331	4,272
Senior Library Manager	Senior Management	6,831	8,760
Senior Office Assistant	Orange Municipal Employee Association	3,502	4,490
Senior Permit Technician	Orange Municipal Employee Association	4,493	5,762
Senior Plan Check Engineer	Orange Management Association	6,831	8,760
Senior Planner	Orange Management Association	6,831	8,760
Senior Police Clerk	City of Orange Police Association	4,067	5,424
Senior Traffic Signal Technician	Orange Municipal Employee Association	5,766	7,394
Senior Water Meter Service Wkr	Water Division Employees' Association	4,170	5,347
Senior Water Quality Inspector	Orange Management Association	5,737	7,357
Skilled Maint Leadworker	Orange Maintenance & Crafts Employees' Association	4,538	5,820
Skilled Maintenance Wkr -Water	Water Division Employees' Association	4,108	5,267
Skilled Maintenance Worker – Facilities	Orange Maintenance & Crafts Employees' Association	4,108	5,267
Skilled Maintenance Worker – Parks	Orange Maintenance & Crafts Employees' Association	4,108	5,267
Skilled Maintenance Worker – Public Works	Orange Maintenance & Crafts Employees' Association	4,108	5,267
Stock Clerk	Orange Municipal Employee Association	3,315	4,251
Traffic Management Center Tech	Orange Municipal Employee Association	5,766	7,394
Traffic Operations Superintendent	Orange Management Association	6,339	8,129
Traffic Signal Technician I	Orange Municipal Employee Association	4,275	5,482
Traffic Signal Technician II	Orange Municipal Employee Association	4,723	6,057
Transportation Analyst	Orange Municipal Employee Association	6,831	8,760
Tree Services Coordinator	Orange Management Association	5,458	7,000
Warehouse/Inventory Specialist	Orange Municipal Employee Association	4,427	5,677
Water Maintenance Leadworker	Water Division Employees' Association	4,538	5,820
Water Maintenance Supervisor	Orange Management Association	5,737	7,357
Water Maintenance Worker I	Water Division Employees' Association	3,382	4,336
Water Maintenance Worker II	Water Division Employees' Association	3,736	4,791
Water Manager	Senior Management	9,261	11,875
Water Meter Service Worker I	Water Division Employees' Association	3,519	4,513
Water Meter Service Worker II	Water Division Employees' Association	3,888	4,986
Water Plant Operator I	Water Division Employees' Association	3,987	5,112
Water Plant Operator II	Water Division Employees' Association	4,405	5,648
Water Quality Inspector	Orange Management Association	5,193	6,659
Water Yard Storekeeper	Water Division Employees' Association	3,927	5,036

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Classification Title	Association/Group	Hourly Rate	
		Minimum	Maximum
Assistant Pool Manager	Part-time & Seasonal	15.59	16.38
Assistant Recreation Services Coordinator	Part-time & Seasonal	18.10	20.00
Engineering Intern	Part-time & Seasonal	12.64	13.96
Lifeguard/Swim Instructor	Part-time & Seasonal	14.11	15.58
Management Intern	Part-time & Seasonal	11.67	12.89
Parking Control Officer I	Part-time & Seasonal	14.18	15.66
Parks and Facilities Attendant	Part-time & Seasonal	12.46	13.75
Parks Maintenance Helper	Part-time & Seasonal	11.05	12.20
Police Cadet I	Part-time & Seasonal	11.00	12.14
Police Cadet II	Part-time & Seasonal	12.14	13.42
Police Reserve Officer I	Part-time & Seasonal	19.70	21.77
Police Reserve Officer II	Part-time & Seasonal	16.14	17.83
Police Reserve Officer III	Part-time & Seasonal	14.61	16.14
Pool Manager	Part-time & Seasonal	17.22	19.02
Recreation Services Activity Specialist	Part-time & Seasonal	17.22	19.02
Recreation Services Leader I	Part-time & Seasonal	11.00	11.56
Recreation Services Leader II	Part-time & Seasonal	12.14	12.77
Recreation Services Leader III	Part-time & Seasonal	13.42	14.74
School Crossing Guard	Part-time & Seasonal	11.00	12.14
School Crossing Guard Supv	Part-time & Seasonal	13.42	14.74
Swimming Attendant	Part-time & Seasonal	11.00	11.56