

City of Orange
Citywide Pay Schedule - Revision Effective 1/3/2021
Approved by City Council on 11/10/2020

Classification Title	Association/Group	Monthly Rate	
		Minimum	Maximum
Accountant	Orange Municipal Employee Association	5,541	7,105
Accounting Manager	Senior Management	7,548	9,679
Administrative Analyst I	Senior Management	5,324	6,827
Administrative Analyst II	Senior Management	5,882	7,543
Administrative Assistant	Orange Municipal Employee Association	4,275	5,482
Administrative Services Director	Executive Management	12,553	16,098
Administrative Specialist	Orange Municipal Employee Association	4,232	5,427
Assistant City Attorney I	Senior Management	9,980	12,798
Assistant City Attorney II	Senior Management	10,490	13,453
Assistant City Manager	Executive Management	13,261	17,006
Assistant Community Devel. Director	Senior Management	10,386	13,319
Assistant Community Services Director	Senior Management	9,734	12,482
Assistant Engineer	Orange Municipal Employee Association	6,403	8,211
Assistant Field Services Manager	Senior Management	8,810	11,298
Assistant Finance Director	Senior Management	9,734	12,482
Assistant Human Resources Director	Senior Management	9,734	12,482
Assistant Library Services Director	Senior Management	7,934	10,174
Assistant Planner	Orange Municipal Employee Association	5,193	6,659
Assistant Public Works Director	Senior Management	11,027	14,140
Assistant to City Manager	Senior Management	7,074	9,071
Assistant Water Manager	Senior Management	8,810	11,298
Associate Civil Engineer	Orange Municipal Employee Association	7,181	9,208
Associate Engineer	Orange Municipal Employee Association	7,181	9,208
Associate Planner	Orange Municipal Employee Association	6,183	7,929
Budget Manager	Senior Management	7,548	9,679
Budget Officer	Senior Management	7,181	9,208
Building Inspection Supervisor	Orange Management Association	6,371	8,170
Building Inspector	Orange Municipal Employee Association	5,219	6,692
Business License Inspector	Orange Municipal Employee Association	4,916	6,303
Buyer	Orange Municipal Employee Association	5,116	6,560
Chemical Sprayer	Orange Maintenance & Crafts Employees' Association	3,907	5,011
Chief Building Official	Senior Management	9,734	12,482
Chief Clerk	Executive Management	8,340	10,694
City Attorney	Executive Management	19,258	19,258
City Manager	Executive Management	19,771	19,771
Civilian Investigative Officer	City of Orange Police Association	4,653	6,206
Code Compliance Officer	Orange Municipal Employee Association	5,065	6,495
Code Compliance Supervisor	Orange Management Association	6,371	8,170
Combination Building Inspector	Orange Municipal Employee Association	5,485	7,035
Community Development Director	Executive Management	11,824	15,163
Community Services Director	Executive Management	11,533	14,790
Construction Inspection Supervisor	Orange Management Association	6,031	7,734
Construction Inspector I	Orange Municipal Employee Association	4,747	6,087
Construction Inspector II	Orange Municipal Employee Association	5,245	6,725
Contract Administrator	Orange Municipal Employee Association	6,403	8,211
Court Liaison Officer	City of Orange Police Association	4,427	5,904
Crime Analyst	Senior Management	5,824	7,468
Crime Prevention Specialist	City of Orange Police Association	4,842	6,458
Custodian	Orange Maintenance & Crafts Employees' Association	3,169	4,064
Deputy City Clerk	Senior Management	5,941	7,619
Deputy City Manager	Senior Management	9,734	12,482
Deputy Public Works Director	Senior Management	10,490	13,453
Development Project Manager	Orange Management Association	6,403	8,211
Digital Marketing Coordinator	Orange Management Association	5,624	7,212
Economic Development Manager	Senior Management	9,734	12,482
Economic Development Project Manager	Senior Management	7,548	9,679
Emergency Medical Services Manager	Senior Management	8,134	10,431

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		Minimum	Maximum
Employee Benefits Analyst	Senior Management	5,680	7,284
Engineering Technician I	Orange Municipal Employee Association	4,493	5,762
Engineering Technician II	Orange Municipal Employee Association	4,965	6,367
Environmental Compliance Specialist	Orange Municipal Employee Association	5,065	6,495
Environmental Program Manager	Orange Management Association	8,298	10,641
Environmental Scientist	Orange Municipal Employee Association	7,181	9,208
Equipment Maint Leadworker	Orange Maintenance & Crafts Employees' Association	4,891	6,272
Equipment Maint. Superintendent	Senior Management	7,662	9,825
Equipment Maintenance Supervisor	Orange Management Association	6,339	8,129
Equipment Mechanic I	Orange Maintenance & Crafts Employees' Association	4,212	5,401
Equipment Mechanic II	Orange Maintenance & Crafts Employees' Association	4,653	5,967
Equipment Operator	Orange Maintenance & Crafts Employees' Association	4,471	5,734
Equipment Parts Technician	Orange Maintenance & Crafts Employees' Association	4,212	5,401
Executive Assistant	Senior Management	4,516	5,791
Facilities Maintenance Supervisor	Orange Management Association	6,031	7,734
Field Services Manager	Senior Management	9,734	12,482
Finance Assistant	Orange Municipal Employee Association	4,561	5,849
Finance Clerk	Orange Municipal Employee Association	3,831	4,912
Finance Coordinator	Orange Management Association	5,652	7,248
Finance Director	Executive Management	11,533	14,790
Finance Manager	Senior Management	6,900	8,848
Finance Supervisor	Senior Management	6,245	8,008
Financial Analyst	Senior Management	6,001	7,695
Fire Battalion Chief	Orange Fire Management Association	10,944	14,035
Fire Captain	Orange City Fire Local 2384	10,155	10,155
Fire Chief	Executive Management	14,363	18,419
Fire Engineer	Orange City Fire Local 2384	7,157	8,699
Fire Inspector/Investigator	Orange City Fire Local 2384	9,565	9,565
Fire Safety Specialist	Orange City Fire Local 2384	6,509	7,912
Firefighter	Orange City Fire Local 2384	6,317	7,678
Forensic Services Specialist	City of Orange Police Association	4,653	6,206
Forensic Services Supv	City of Orange Police Management Association	7,436	9,869
GIS Analyst	Orange Municipal Employee Association	7,181	9,208
Hazardous Materials Spec.	Orange City Fire Local 2384	7,192	8,743
Historic Preservation Planner	Orange Management Association	7,181	9,208
Housing Manager	Senior Management	7,548	9,679
Housing Specialist	Orange Municipal Employee Association	5,065	6,495
Human Resources Analyst I	Senior Management	5,458	7,000
Human Resources Analyst II	Senior Management	6,245	8,008
Human Resources Director	Executive Management	11,533	14,790
Human Resources Manager	Senior Management	8,550	10,965
Human Resources Technician	Orange Municipal Employee Association	4,449	5,705
Information Technology Manager	Senior Management	9,734	12,482
Information Technology Project Manager	Senior Management	8,810	11,298
Information Technology Specialist	Orange Management Association	5,624	7,212
Intergovernmental & Comm Affairs Mgr	Senior Management	9,307	11,934
Internal Audit Manager	Senior Management	7,548	9,679
Investment/Revenue Officer	Senior Management	6,499	8,335
Landscape Coordinator	Orange Management Association	6,403	8,211
Lead Business License Inspector	Orange Municipal Employee Association	5,167	6,626
Lead Custodian	Orange Maintenance & Crafts Employees' Association	3,681	4,720
Lead Finance Clerk	Orange Municipal Employee Association	5,167	6,626
Legal Assistant	Orange Management Association	4,916	6,303
Legal Secretary	Orange Management Association	4,516	5,791
Librarian I	Orange Municipal Employee Association	4,629	5,937
Librarian II	Orange Municipal Employee Association	5,116	6,560
Librarian III	Orange Municipal Employee Association	5,652	7,248

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		Minimum	Maximum
Library Assistant	Orange Municipal Employee Association	3,793	4,863
Library Clerk	Orange Municipal Employee Association	3,015	3,866
Library Literacy Coordinator	Orange Municipal Employee Association	4,538	5,820
Library Manager I	Orange Management Association	6,499	8,335
Library Manager II	Orange Management Association	6,831	8,760
Library Page	Orange Municipal Employee Association	2,482	3,183
Library Services Director	Executive Management	10,755	13,792
Library Support Services Assistant	Orange Municipal Employee Association	3,793	4,863
Library Tech & Support Services Mgr.	Orange Management Association	6,831	8,760
Library Technology Assistant	Orange Municipal Employee Association	3,793	4,863
Library Technology Coordinator	Orange Municipal Employee Association	5,116	6,560
Library Technology Specialist	Orange Municipal Employee Association	4,629	5,937
Library Volunteer Coordinator	Orange Municipal Employee Association	4,275	5,482
Maintenance Worker	Orange Maintenance & Crafts Employees' Association	3,485	4,468
Manager of Trans Svcs/City Traffic Eng	Senior Management	9,734	12,482
Network/Security Analyst	Senior Management	6,865	8,804
Office Assistant	Orange Municipal Employee Association	3,331	4,272
Parking Control Officer II	City of Orange Police Association	3,947	5,264
Parks and Facilities Manager	Senior Management	8,810	11,298
Parks Maint Leadworker	Orange Maintenance & Crafts Employees' Association	4,653	5,967
Parks Maintenance Supervisor	Orange Management Association	6,031	7,734
Parks Maintenance Worker I	Orange Maintenance & Crafts Employees' Association	3,485	4,468
Parks Maintenance Worker II	Orange Maintenance & Crafts Employees' Association	3,850	4,937
Payroll Manager	Senior Management	7,181	9,208
Payroll Specialist	Orange Management Association	5,431	6,965
Payroll Technician	Orange Municipal Employee Association	5,167	6,626
Permit Technician	Orange Municipal Employee Association	4,275	5,482
Plan Check Engineer	Orange Municipal Employee Association	6,403	8,211
Plan Examiner	Orange City Fire Local 2384	7,192	8,743
Planning Aide	Orange Municipal Employee Association	4,471	5,734
Planning Manager	Senior Management	9,734	12,482
Police Academy Trainee	Part-time & Seasonal	5,541	5,541
Police Administrative Assistant	City of Orange Police Association	4,212	5,616
Police Armorer	City of Orange Police Association	4,212	5,616
Police Captain	City of Orange Police Management Association	13,261	17,602
Police Chief	Executive Management	14,726	18,884
Police Clerk	City of Orange Police Association	3,793	5,058
Police Code Enforcement Officer	City of Orange Police Association	5,485	7,316
Police Communications Manager	City of Orange Police Management Association	7,217	9,578
Police Dispatch Shift Supervisor	City of Orange Police Association	5,596	7,463
Police Dispatcher	City of Orange Police Association	5,116	6,822
Police Lieutenant	City of Orange Police Management Association	10,863	15,283
Police Officer	City of Orange Police Association	6,730	8,976
Police Records Clerk	City of Orange Police Association	3,793	5,058
Police Records Manager	City of Orange Police Management Association	7,181	9,531
Police Records Shift Supervisor	City of Orange Police Association	5,116	6,822
Police Sergeant	City of Orange Police Management Association	8,810	12,395
Police Services Officer	City of Orange Police Association	4,212	5,616
Police Subpoenas & Warrants Specialist	City of Orange Police Association	4,212	5,616
Police Training Coordinator	City of Orange Police Association	4,427	5,904
Police Volunteer Coordinator	City of Orange Police Association	4,842	6,458
Principal Civil Engineer	Senior Management	8,810	11,298
Principal Planner	Senior Management	8,340	10,694
Project Development Coordinator	Orange Management Association	6,403	8,211
Project Engineer	Orange Municipal Employee Association	6,730	8,630
Property Officer	City of Orange Police Association	4,516	6,023
Public Affairs & Information Manager	Senior Management	7,548	9,679

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Classification Title	Association/Group	Monthly Rate	
		Minimum	Maximum
Public Works Administrative Manager	Senior Management	7,548	9,679
Public Works Director	Executive Management	12,553	16,098
Public Works Maint Worker I	Orange Maintenance & Crafts Employees' Association	3,485	4,468
Public Works Maint Worker II	Orange Maintenance & Crafts Employees' Association	3,850	4,937
Public Works Maintenance Leadworker	Orange Maintenance & Crafts Employees' Association	4,653	5,967
Public Works Maintenance Supervisor	Orange Management Association	6,031	7,734
Purchasing Officer	Senior Management	6,900	8,848
Real Property Agent	Orange Management Association	7,181	9,208
Recreation Services Coordinator	Orange Municipal Employee Association	4,653	5,967
Recreation Services Manager	Senior Management	8,381	10,748
Recreation Services Supervisor	Orange Management Association	6,183	7,929
Risk Management Analyst	Senior Management	5,404	6,930
Risk Manager	Senior Management	8,987	11,525
Senior Accountant	Orange Management Association	6,121	7,850
Senior Administrative Analyst	Senior Management	6,831	8,760
Senior Assistant City Attorney	Senior Management	11,590	14,864
Senior Buyer	Orange Management Association	5,652	7,248
Senior Civil Engineer	Orange Management Association	8,298	10,641
Senior Code Compliance Officer	Orange Municipal Employee Association	5,596	7,176
Senior Combo. Building Inspector	Orange Municipal Employee Association	6,061	7,772
Senior Contract Administrator	Orange Management Association	7,074	9,071
Senior Econ Development Project Mgr	Senior Management	8,593	11,020
Senior Executive Assistant	Senior Management	5,404	6,930
Senior Finance Clerk	Orange Municipal Employee Association	4,232	5,427
Senior Fire Inspection Specialist	Orange Management Association	6,696	8,588
Senior GIS Analyst	Orange Management Association	7,934	10,174
Senior Housing Manager	Senior Management	8,593	11,020
Senior Human Resources Analyst	Senior Management	7,253	9,300
Senior Landscape Coordinator	Orange Management Association	7,074	9,071
Senior Legal Assistant	Orange Management Association	5,431	6,965
Senior Library Clerk	Orange Municipal Employee Association	3,502	4,490
Senior Library Manager	Senior Management	7,181	9,208
Senior Office Assistant	Orange Municipal Employee Association	3,681	4,720
Senior Permit Technician	Orange Municipal Employee Association	4,723	6,057
Senior Plan Check Engineer	Orange Management Association	7,181	9,208
Senior Planner	Orange Management Association	7,181	9,208
Senior Police Clerk	City of Orange Police Association	4,191	5,588
Senior Traffic Signal Technician	Orange Municipal Employee Association	6,061	7,772
Senior Water Meter Service Wkr	Water Division Employees' Association	4,383	5,620
Senior Water Quality Inspector	Orange Management Association	6,031	7,734
Skilled Maint Leadworker	Orange Maintenance & Crafts Employees' Association	4,770	6,118
Skilled Maintenance Wkr -Water	Water Division Employees' Association	4,317	5,537
Skilled Maintenance Worker – Facilities	Orange Maintenance & Crafts Employees' Association	4,317	5,537
Skilled Maintenance Worker – Parks	Orange Maintenance & Crafts Employees' Association	4,317	5,537
Skilled Maintenance Worker – Public Works	Orange Maintenance & Crafts Employees' Association	4,317	5,537
Stock Clerk	Orange Municipal Employee Association	3,485	4,468
Systems Analyst	Senior Management	6,865	8,804
Traffic Management Center Tech	Orange Municipal Employee Association	6,061	7,772
Traffic Operations Superintendent	Orange Management Association	6,663	8,545
Traffic Signal Technician I	Orange Municipal Employee Association	4,493	5,762
Traffic Signal Technician II	Orange Municipal Employee Association	4,965	6,367
Transportation Analyst	Orange Municipal Employee Association	7,181	9,208
Tree Services Coordinator	Orange Management Association	5,737	7,357
Warehouse/Inventory Specialist	Orange Municipal Employee Association	4,653	5,967
Water Maintenance Leadworker	Water Division Employees' Association	4,770	6,118
Water Maintenance Supervisor	Orange Management Association	6,031	7,734
Water Maintenance Worker I	Water Division Employees' Association	3,554	4,558
Water Maintenance Worker II	Water Division Employees' Association	3,927	5,036

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Classification Title	Association/Group	Monthly Rate	
		Minimum	Maximum
Water Manager	Senior Management	9,734	12,482
Water Meter Service Worker I	Water Division Employees' Association	3,699	4,744
Water Meter Service Worker II	Water Division Employees' Association	4,087	5,241
Water Plant Operator I	Water Division Employees' Association	4,191	5,374
Water Plant Operator II	Water Division Employees' Association	4,629	5,937
Water Quality Inspector	Orange Management Association	5,458	7,000
Water Yard Storekeeper	Water Division Employees' Association	4,129	5,293

City of Orange
Citywide Pay Schedule - Revision Effective 12/6/2020
Approved by City Council on 11/10/2020

Classification Title	Association/Group	Hourly Rate	
		Minimum	Maximum
Assistant Pool Manager	Part-time & Seasonal	18.47	19.41
Assistant Recreation Services Coordinator	Part-time & Seasonal	22.54	24.90
Engineering Intern	Part-time & Seasonal	14.03	15.50
Lifeguard/Swim Instructor	Part-time & Seasonal	16.71	17.57
Management Intern	Part-time & Seasonal	14.03	15.50
Parking Control Officer I	Part-time & Seasonal	15.82	17.48
Parks and Facilities Attendant	Part-time & Seasonal	16.30	18.01
Parks Maintenance Helper	Part-time & Seasonal	14.03	15.50
Police Cadet I	Part-time & Seasonal	14.03	15.50
Police Cadet II	Part-time & Seasonal	14.75	16.30
Police Reserve Officer I	Part-time & Seasonal	19.71	21.76
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	20.40	22.54
Recreation Services Activity Specialist	Part-time & Seasonal	20.40	22.54
Recreation Services Leader I	Part-time & Seasonal	14.03	14.76
Recreation Services Leader II	Part-time & Seasonal	14.75	15.51
Recreation Services Leader III	Part-time & Seasonal	16.30	18.01
School Crossing Guard	Part-time & Seasonal	14.03	15.50
School Crossing Guard Supv	Part-time & Seasonal	15.90	17.56
Swimming Attendant	Part-time & Seasonal	14.03	14.76