

ORANGE COUNTY EMPLOYEES ASSOCIATION
Salary Schedule C
Effective June 27, 2025

Pay Rate Schematic

														Approx. Mo.	Approx. Yr.	
Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Rate	Rate	
C-1	Hourly	\$14.93	\$15.35	\$15.78	\$16.22	\$16.67	\$17.13	\$17.61	\$18.11	\$18.60	\$19.10	\$19.62	\$20.17	Min.	\$2,587.87	\$31,054.40
	Biweekly	\$1,194.40	\$1,228.00	\$1,262.40	\$1,297.60	\$1,333.60	\$1,370.40	\$1,408.80	\$1,448.80	\$1,488.00	\$1,528.00	\$1,569.60	\$1,613.60	Max.	\$3,496.13	\$41,953.60
C-2	Hourly	\$15.35	\$15.78	\$16.22	\$16.67	\$17.13	\$17.61	\$18.11	\$18.60	\$19.10	\$19.62	\$20.17	\$20.73	Min.	\$2,660.67	\$31,928.00
	Biweekly	\$1,228.00	\$1,262.40	\$1,297.60	\$1,333.60	\$1,370.40	\$1,408.80	\$1,448.80	\$1,488.00	\$1,528.00	\$1,569.60	\$1,613.60	\$1,658.40	Max.	\$3,593.20	\$43,118.40
C-3	Hourly	\$15.78	\$16.22	\$16.67	\$17.13	\$17.61	\$18.11	\$18.60	\$19.10	\$19.62	\$20.17	\$20.73	\$21.29	Min.	\$2,735.20	\$32,822.40
	Biweekly	\$1,262.40	\$1,297.60	\$1,333.60	\$1,370.40	\$1,408.80	\$1,448.80	\$1,488.00	\$1,528.00	\$1,569.60	\$1,613.60	\$1,658.40	\$1,703.20	Max.	\$3,690.27	\$44,283.20
C-4	Hourly	\$16.22	\$16.67	\$17.13	\$17.61	\$18.11	\$18.60	\$19.10	\$19.62	\$20.17	\$20.73	\$21.29	\$21.86	Min.	\$2,811.47	\$33,737.60
	Biweekly	\$1,297.60	\$1,333.60	\$1,370.40	\$1,408.80	\$1,448.80	\$1,488.00	\$1,528.00	\$1,569.60	\$1,613.60	\$1,658.40	\$1,703.20	\$1,748.80	Max.	\$3,789.07	\$45,468.80
C-5	Hourly	\$16.67	\$17.13	\$17.61	\$18.11	\$18.60	\$19.10	\$19.62	\$20.17	\$20.73	\$21.29	\$21.86	\$22.48	Min.	\$2,889.47	\$34,673.60
	Biweekly	\$1,333.60	\$1,370.40	\$1,408.80	\$1,448.80	\$1,488.00	\$1,528.00	\$1,569.60	\$1,613.60	\$1,658.40	\$1,703.20	\$1,748.80	\$1,798.40	Max.	\$3,896.53	\$46,758.40
C-6	Hourly	\$17.13	\$17.61	\$18.11	\$18.60	\$19.10	\$19.62	\$20.17	\$20.73	\$21.29	\$21.86	\$22.48	\$23.11	Min.	\$2,969.20	\$35,630.40
	Biweekly	\$1,370.40	\$1,408.80	\$1,448.80	\$1,488.00	\$1,528.00	\$1,569.60	\$1,613.60	\$1,658.40	\$1,703.20	\$1,748.80	\$1,798.40	\$1,848.80	Max.	\$4,005.73	\$48,068.80
C-7	Hourly	\$17.61	\$18.11	\$18.60	\$19.10	\$19.62	\$20.17	\$20.73	\$21.29	\$21.86	\$22.48	\$23.11	\$23.74	Min.	\$3,052.40	\$36,628.80
	Biweekly	\$1,408.80	\$1,448.80	\$1,488.00	\$1,528.00	\$1,569.60	\$1,613.60	\$1,658.40	\$1,703.20	\$1,748.80	\$1,798.40	\$1,848.80	\$1,899.20	Max.	\$4,114.93	\$49,379.20
C-8	Hourly	\$18.11	\$18.60	\$19.10	\$19.62	\$20.17	\$20.73	\$21.29	\$21.86	\$22.48	\$23.11	\$23.74	\$24.40	Min.	\$3,139.07	\$37,668.80
	Biweekly	\$1,448.80	\$1,488.00	\$1,528.00	\$1,569.60	\$1,613.60	\$1,658.40	\$1,703.20	\$1,748.80	\$1,798.40	\$1,848.80	\$1,899.20	\$1,952.00	Max.	\$4,229.33	\$50,752.00
C-9	Hourly	\$18.60	\$19.10	\$19.62	\$20.17	\$20.73	\$21.29	\$21.86	\$22.48	\$23.11	\$23.74	\$24.40	\$25.07	Min.	\$3,224.00	\$38,688.00
	Biweekly	\$1,488.00	\$1,528.00	\$1,569.60	\$1,613.60	\$1,658.40	\$1,703.20	\$1,748.80	\$1,798.40	\$1,848.80	\$1,899.20	\$1,952.00	\$2,005.60	Max.	\$4,345.47	\$52,145.60
C-10	Hourly	\$19.10	\$19.62	\$20.17	\$20.73	\$21.29	\$21.86	\$22.48	\$23.11	\$23.74	\$24.40	\$25.07	\$25.75	Min.	\$3,310.67	\$39,728.00
	Biweekly	\$1,528.00	\$1,569.60	\$1,613.60	\$1,658.40	\$1,703.20	\$1,748.80	\$1,798.40	\$1,848.80	\$1,899.20	\$1,952.00	\$2,005.60	\$2,060.00	Max.	\$4,463.33	\$53,560.00
C-11	Hourly	\$19.62	\$20.17	\$20.73	\$21.29	\$21.86	\$22.48	\$23.11	\$23.74	\$24.40	\$25.07	\$25.75	\$26.49	Min.	\$3,400.80	\$40,809.60
	Biweekly	\$1,569.60	\$1,613.60	\$1,658.40	\$1,703.20	\$1,748.80	\$1,798.40	\$1,848.80	\$1,899.20	\$1,952.00	\$2,005.60	\$2,060.00	\$2,119.20	Max.	\$4,591.60	\$55,099.20
C-12	Hourly	\$20.17	\$20.73	\$21.29	\$21.86	\$22.48	\$23.11	\$23.74	\$24.40	\$25.07	\$25.75	\$26.49	\$27.19	Min.	\$3,496.13	\$41,953.60
	Biweekly	\$1,613.60	\$1,658.40	\$1,703.20	\$1,748.80	\$1,798.40	\$1,848.80	\$1,899.20	\$1,952.00	\$2,005.60	\$2,060.00	\$2,119.20	\$2,175.20	Max.	\$4,712.93	\$56,555.20
C-13	Hourly	\$20.73	\$21.29	\$21.86	\$22.48	\$23.11	\$23.74	\$24.40	\$25.07	\$25.75	\$26.49	\$27.19	\$27.94	Min.	\$3,593.20	\$43,118.40
	Biweekly	\$1,658.40	\$1,703.20	\$1,748.80	\$1,798.40	\$1,848.80	\$1,899.20	\$1,952.00	\$2,005.60	\$2,060.00	\$2,119.20	\$2,175.20	\$2,235.20	Max.	\$4,842.93	\$58,115.20
C-14	Hourly	\$21.29	\$21.86	\$22.48	\$23.11	\$23.74	\$24.40	\$25.07	\$25.75	\$26.49	\$27.19	\$27.94	\$28.69	Min.	\$3,690.27	\$44,283.20
	Biweekly	\$1,703.20	\$1,748.80	\$1,798.40	\$1,848.80	\$1,899.20	\$1,952.00	\$2,005.60	\$2,060.00	\$2,119.20	\$2,175.20	\$2,235.20	\$2,295.20	Max.	\$4,972.93	\$59,675.20
C-15	Hourly	\$21.86	\$22.48	\$23.11	\$23.74	\$24.40	\$25.07	\$25.75	\$26.49	\$27.19	\$27.94	\$28.69	\$29.48	Min.	\$3,789.07	\$45,468.80
	Biweekly	\$1,748.80	\$1,798.40	\$1,848.80	\$1,899.20	\$1,952.00	\$2,005.60	\$2,060.00	\$2,119.20	\$2,175.20	\$2,235.20	\$2,295.20	\$2,358.40	Max.	\$5,109.87	\$61,318.40
C-16	Hourly	\$22.48	\$23.11	\$23.74	\$24.40	\$25.07	\$25.75	\$26.49	\$27.19	\$27.94	\$28.69	\$29.48	\$30.31	Min.	\$3,896.53	\$46,758.40
	Biweekly	\$1,798.40	\$1,848.80	\$1,899.20	\$1,952.00	\$2,005.60	\$2,060.00	\$2,119.20	\$2,175.20	\$2,235.20	\$2,295.20	\$2,358.40	\$2,424.80	Max.	\$5,253.73	\$63,044.80
C-17	Hourly	\$23.11	\$23.74	\$24.40	\$25.07	\$25.75	\$26.49	\$27.19	\$27.94	\$28.69	\$29.48	\$30.31	\$31.13	Min.	\$4,005.73	\$48,068.80
	Biweekly	\$1,848.80	\$1,899.20	\$1,952.00	\$2,005.60	\$2,060.00	\$2,119.20	\$2,175.20	\$2,235.20	\$2,295.20	\$2,358.40	\$2,424.80	\$2,490.40	Max.	\$5,395.87	\$64,750.40
C-18	Hourly	\$23.74	\$24.40	\$25.07	\$25.75	\$26.49	\$27.19	\$27.94	\$28.69	\$29.48	\$30.31	\$31.13	\$31.98	Min.	\$4,114.93	\$49,379.20
	Biweekly	\$1,899.20	\$1,952.00	\$2,005.60	\$2,060.00	\$2,119.20	\$2,175.20	\$2,235.20	\$2,295.20	\$2,358.40	\$2,424.80	\$2,490.40	\$2,558.40	Max.	\$5,543.20	\$66,518.40
C-19	Hourly	\$24.40	\$25.07	\$25.75	\$26.49	\$27.19	\$27.94	\$28.69	\$29.48	\$30.31	\$31.13	\$31.98	\$32.88	Min.	\$4,229.33	\$50,752.00
	Biweekly	\$1,952.00	\$2,005.60	\$2,060.00	\$2,119.20	\$2,175.20	\$2,235.20	\$2,295.20	\$2,358.40	\$2,424.80	\$2,490.40	\$2,558.40	\$2,630.40	Max.	\$5,699.20	\$68,390.40
C-20	Hourly	\$25.07	\$25.75	\$26.49	\$27.19	\$27.94	\$28.69	\$29.48	\$30.31	\$31.13	\$31.98	\$32.88	\$33.76	Min.	\$4,345.47	\$52,145.60
	Biweekly	\$2,005.60	\$2,060.00	\$2,119.20	\$2,175.20	\$2,235.20	\$2,295.20	\$2,358.40	\$2,424.80	\$2,490.40	\$2,558.40	\$2,630.40	\$2,700.80	Max.	\$5,851.73	\$70,220.80
C-21	Hourly	\$25.75	\$26.49	\$27.19	\$27.94	\$28.69	\$29.48	\$30.31	\$31.13	\$31.98	\$32.88	\$33.76	\$34.69	Min.	\$4,463.33	\$53,560.00
	Biweekly	\$2,060.00	\$2,119.20	\$2,175.20	\$2,235.20	\$2,295.20	\$2,358.40	\$2,424.80	\$2,490.40	\$2,558.40	\$2,630.40	\$2,700.80	\$2,775.20	Max.	\$6,012.93	\$72,155.20
C-22	Hourly	\$26.49	\$27.19	\$27.94	\$28.69	\$29.48	\$30.31	\$31.13	\$31.98	\$32.88	\$33.76	\$34.69	\$35.64	Min.	\$4,591.60	\$55,099.20
	Biweekly	\$2,119.20	\$2,175.20	\$2,235.20	\$2,295.20	\$2,358.40	\$2,424.80	\$2,490.40	\$2,558.40	\$2,630.40	\$2,700.80	\$2,775.20	\$2,851.20	Max.	\$6,177.60	\$74,131.20
C-23	Hourly	\$27.19	\$27.94	\$28.69	\$29.48	\$30.31	\$31.13	\$31.98	\$32.88	\$33.76	\$34.69	\$35.64	\$36.63	Min.	\$4,712.93	\$56,555.20
	Biweekly	\$2,175.20	\$2,235.20	\$2,295.20	\$2,358.40	\$2,424.80	\$2,490.40	\$2,558.40	\$2,630.40	\$2,700.80	\$2,775.20	\$2,851.20	\$2,930.40	Max.	\$6,349.20	\$76,190.40
C-24	Hourly	\$27.94	\$28.69	\$29.48	\$30.31	\$31.13	\$31.98	\$32.88	\$33.76	\$34.69	\$35.64	\$36.63	\$37.64	Min.	\$4,842.93	\$58,115.20
	Biweekly	\$2,235.20	\$2,295.20	\$2,358.40	\$2,424.80	\$2,490.40	\$2,558.40	\$2,630.40	\$2,700.80	\$2,775.20	\$2,851.20	\$2,930.40	\$3,011.20	Max.	\$6,524.27	\$78,291.20

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Pay Rate Schematic

														Approx. Mo.	Approx. Yr.	
Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Rate	Rate	
C-25	Hourly	\$28.69	\$29.48	\$30.31	\$31.13	\$31.98	\$32.88	\$33.76	\$34.69	\$35.64	\$36.63	\$37.64	\$38.68	Min.	\$4,972.93	\$59,675.20
	Biweekly	\$2,295.20	\$2,358.40	\$2,424.80	\$2,490.40	\$2,558.40	\$2,630.40	\$2,700.80	\$2,775.20	\$2,851.20	\$2,930.40	\$3,011.20	\$3,094.40	Max.	\$6,704.53	\$80,454.40
C-26	Hourly	\$29.48	\$30.31	\$31.13	\$31.98	\$32.88	\$33.76	\$34.69	\$35.64	\$36.63	\$37.64	\$38.68	\$39.74	Min.	\$5,109.87	\$61,318.40
	Biweekly	\$2,358.40	\$2,424.80	\$2,490.40	\$2,558.40	\$2,630.40	\$2,700.80	\$2,775.20	\$2,851.20	\$2,930.40	\$3,011.20	\$3,094.40	\$3,179.20	Max.	\$6,888.27	\$82,659.20
C-27	Hourly	\$30.31	\$31.13	\$31.98	\$32.88	\$33.76	\$34.69	\$35.64	\$36.63	\$37.64	\$38.68	\$39.74	\$40.85	Min.	\$5,253.73	\$63,044.80
	Biweekly	\$2,424.80	\$2,490.40	\$2,558.40	\$2,630.40	\$2,700.80	\$2,775.20	\$2,851.20	\$2,930.40	\$3,011.20	\$3,094.40	\$3,179.20	\$3,268.00	Max.	\$7,080.67	\$84,968.00
C-28	Hourly	\$31.13	\$31.98	\$32.88	\$33.76	\$34.69	\$35.64	\$36.63	\$37.64	\$38.68	\$39.74	\$40.85	\$41.94	Min.	\$5,395.87	\$64,750.40
	Biweekly	\$2,490.40	\$2,558.40	\$2,630.40	\$2,700.80	\$2,775.20	\$2,851.20	\$2,930.40	\$3,011.20	\$3,094.40	\$3,179.20	\$3,268.00	\$3,355.20	Max.	\$7,269.60	\$87,235.20
C-29	Hourly	\$31.98	\$32.88	\$33.76	\$34.69	\$35.64	\$36.63	\$37.64	\$38.68	\$39.74	\$40.85	\$41.94	\$43.10	Min.	\$5,543.20	\$66,518.40
	Biweekly	\$2,558.40	\$2,630.40	\$2,700.80	\$2,775.20	\$2,851.20	\$2,930.40	\$3,011.20	\$3,094.40	\$3,179.20	\$3,268.00	\$3,355.20	\$3,448.00	Max.	\$7,470.67	\$89,648.00
C-30	Hourly	\$32.88	\$33.76	\$34.69	\$35.64	\$36.63	\$37.64	\$38.68	\$39.74	\$40.85	\$41.94	\$43.10	\$44.29	Min.	\$5,699.20	\$68,390.40
	Biweekly	\$2,630.40	\$2,700.80	\$2,775.20	\$2,851.20	\$2,930.40	\$3,011.20	\$3,094.40	\$3,179.20	\$3,268.00	\$3,355.20	\$3,448.00	\$3,543.20	Max.	\$7,676.93	\$92,123.20
C-31	Hourly	\$33.76	\$34.69	\$35.64	\$36.63	\$37.64	\$38.68	\$39.74	\$40.85	\$41.94	\$43.10	\$44.29	\$45.51	Min.	\$5,851.73	\$70,220.80
	Biweekly	\$2,700.80	\$2,775.20	\$2,851.20	\$2,930.40	\$3,011.20	\$3,094.40	\$3,179.20	\$3,268.00	\$3,355.20	\$3,448.00	\$3,543.20	\$3,640.80	Max.	\$7,888.40	\$94,660.80
C-32	Hourly	\$34.69	\$35.64	\$36.63	\$37.64	\$38.68	\$39.74	\$40.85	\$41.94	\$43.10	\$44.29	\$45.51	\$46.77	Min.	\$6,012.93	\$72,155.20
	Biweekly	\$2,775.20	\$2,851.20	\$2,930.40	\$3,011.20	\$3,094.40	\$3,179.20	\$3,268.00	\$3,355.20	\$3,448.00	\$3,543.20	\$3,640.80	\$3,741.60	Max.	\$8,106.80	\$97,281.60
C-33	Hourly	\$35.64	\$36.63	\$37.64	\$38.68	\$39.74	\$40.85	\$41.94	\$43.10	\$44.29	\$45.51	\$46.77	\$48.05	Min.	\$6,177.60	\$74,131.20
	Biweekly	\$2,851.20	\$2,930.40	\$3,011.20	\$3,094.40	\$3,179.20	\$3,268.00	\$3,355.20	\$3,448.00	\$3,543.20	\$3,640.80	\$3,741.60	\$3,844.00	Max.	\$8,328.67	\$99,944.00
C-34	Hourly	\$36.63	\$37.64	\$38.68	\$39.74	\$40.85	\$41.94	\$43.10	\$44.29	\$45.51	\$46.77	\$48.05	\$49.39	Min.	\$6,349.20	\$76,190.40
	Biweekly	\$2,930.40	\$3,011.20	\$3,094.40	\$3,179.20	\$3,268.00	\$3,355.20	\$3,448.00	\$3,543.20	\$3,640.80	\$3,741.60	\$3,844.00	\$3,951.20	Max.	\$8,560.93	\$102,731.20
C-35	Hourly	\$37.64	\$38.68	\$39.74	\$40.85	\$41.94	\$43.10	\$44.29	\$45.51	\$46.77	\$48.05	\$49.39	\$50.73	Min.	\$6,524.27	\$78,291.20
	Biweekly	\$3,011.20	\$3,094.40	\$3,179.20	\$3,268.00	\$3,355.20	\$3,448.00	\$3,543.20	\$3,640.80	\$3,741.60	\$3,844.00	\$3,951.20	\$4,058.40	Max.	\$8,793.20	\$105,518.40
C-36	Hourly	\$38.68	\$39.74	\$40.85	\$41.94	\$43.10	\$44.29	\$45.51	\$46.77	\$48.05	\$49.39	\$50.73	\$52.12	Min.	\$6,704.53	\$80,454.40
	Biweekly	\$3,094.40	\$3,179.20	\$3,268.00	\$3,355.20	\$3,448.00	\$3,543.20	\$3,640.80	\$3,741.60	\$3,844.00	\$3,951.20	\$4,058.40	\$4,169.60	Max.	\$9,034.13	\$108,409.60
C-37	Hourly	\$39.74	\$40.85	\$41.94	\$43.10	\$44.29	\$45.51	\$46.77	\$48.05	\$49.39	\$50.73	\$52.12	\$53.55	Min.	\$6,888.27	\$82,659.20
	Biweekly	\$3,179.20	\$3,268.00	\$3,355.20	\$3,448.00	\$3,543.20	\$3,640.80	\$3,741.60	\$3,844.00	\$3,951.20	\$4,058.40	\$4,169.60	\$4,284.00	Max.	\$9,282.00	\$111,384.00
C-38	Hourly	\$40.85	\$41.94	\$43.10	\$44.29	\$45.51	\$46.77	\$48.05	\$49.39	\$50.73	\$52.12	\$53.55	\$55.03	Min.	\$7,080.67	\$84,968.00
	Biweekly	\$3,268.00	\$3,355.20	\$3,448.00	\$3,543.20	\$3,640.80	\$3,741.60	\$3,844.00	\$3,951.20	\$4,058.40	\$4,169.60	\$4,284.00	\$4,402.40	Max.	\$9,538.53	\$114,462.40
C-39	Hourly	\$41.94	\$43.10	\$44.29	\$45.51	\$46.77	\$48.05	\$49.39	\$50.73	\$52.12	\$53.55	\$55.03	\$56.52	Min.	\$7,269.60	\$87,235.20
	Biweekly	\$3,355.20	\$3,448.00	\$3,543.20	\$3,640.80	\$3,741.60	\$3,844.00	\$3,951.20	\$4,058.40	\$4,169.60	\$4,284.00	\$4,402.40	\$4,521.60	Max.	\$9,796.80	\$117,561.60
C-40	Hourly	\$43.10	\$44.29	\$45.51	\$46.77	\$48.05	\$49.39	\$50.73	\$52.12	\$53.55	\$55.03	\$56.52	\$58.10	Min.	\$7,470.67	\$89,648.00
	Biweekly	\$3,448.00	\$3,543.20	\$3,640.80	\$3,741.60	\$3,844.00	\$3,951.20	\$4,058.40	\$4,169.60	\$4,284.00	\$4,402.40	\$4,521.60	\$4,648.00	Max.	\$10,070.67	\$120,848.00
C-41	Hourly	\$44.29	\$45.51	\$46.77	\$48.05	\$49.39	\$50.73	\$52.12	\$53.55	\$55.03	\$56.52	\$58.10	\$59.70	Min.	\$7,676.93	\$92,123.20
	Biweekly	\$3,543.20	\$3,640.80	\$3,741.60	\$3,844.00	\$3,951.20	\$4,058.40	\$4,169.60	\$4,284.00	\$4,402.40	\$4,521.60	\$4,648.00	\$4,776.00	Max.	\$10,348.00	\$124,176.00
C-42	Hourly	\$45.51	\$46.77	\$48.05	\$49.39	\$50.73	\$52.12	\$53.55	\$55.03	\$56.52	\$58.10	\$59.70	\$61.31	Min.	\$7,888.40	\$94,660.80
	Biweekly	\$3,640.80	\$3,741.60	\$3,844.00	\$3,951.20	\$4,058.40	\$4,169.60	\$4,284.00	\$4,402.40	\$4,521.60	\$4,648.00	\$4,776.00	\$4,904.80	Max.	\$10,627.07	\$127,524.80
C-43	Hourly	\$46.77	\$48.05	\$49.39	\$50.73	\$52.12	\$53.55	\$55.03	\$56.52	\$58.10	\$59.70	\$61.31	\$63.02	Min.	\$8,106.80	\$97,281.60
	Biweekly	\$3,741.60	\$3,844.00	\$3,951.20	\$4,058.40	\$4,169.60	\$4,284.00	\$4,402.40	\$4,521.60	\$4,648.00	\$4,776.00	\$4,904.80	\$5,041.60	Max.	\$10,923.47	\$131,081.60
C-44	Hourly	\$48.05	\$49.39	\$50.73	\$52.12	\$53.55	\$55.03	\$56.52	\$58.10	\$59.70	\$61.31	\$63.02	\$64.76	Min.	\$8,328.67	\$99,944.00
	Biweekly	\$3,844.00	\$3,951.20	\$4,058.40	\$4,169.60	\$4,284.00	\$4,402.40	\$4,521.60	\$4,648.00	\$4,776.00	\$4,904.80	\$5,041.60	\$5,180.80	Max.	\$11,225.07	\$134,700.80
C-45	Hourly	\$49.39	\$50.73	\$52.12	\$53.55	\$55.03	\$56.52	\$58.10	\$59.70	\$61.31	\$63.02	\$64.76	\$66.53	Min.	\$8,560.93	\$102,731.20
	Biweekly	\$3,951.20	\$4,058.40	\$4,169.60	\$4,284.00	\$4,402.40	\$4,521.60	\$4,648.00	\$4,776.00	\$4,904.80	\$5,041.60	\$5,180.80	\$5,322.40	Max.	\$11,531.87	\$138,382.40
C-46	Hourly	\$50.73	\$52.12	\$53.55	\$55.03	\$56.52	\$58.10	\$59.70	\$61.31	\$63.02	\$64.76	\$66.53	\$68.34	Min.	\$8,793.20	\$105,518.40
	Biweekly	\$4,058.40	\$4,169.60	\$4,284.00	\$4,402.40	\$4,521.60	\$4,648.00	\$4,776.00	\$4,904.80	\$5,041.60	\$5,180.80	\$5,322.40	\$5,467.20	Max.	\$11,845.60	\$142,147.20
C-47	Hourly	\$52.12	\$53.55	\$55.03	\$56.52	\$58.10	\$59.70	\$61.31	\$63.02	\$64.76	\$66.53	\$68.34	\$70.24	Min.	\$9,034.13	\$108,409.60
	Biweekly	\$4,169.60	\$4,284.00	\$4,402.40	\$4,521.60	\$4,648.00	\$4,776.00	\$4,904.80	\$5,041.60	\$5,180.80	\$5,322.40	\$5,467.20	\$5,619.20	Max.	\$12,174.93	\$146,099.20
C-48	Hourly	\$53.55	\$55.03	\$56.52	\$58.10	\$59.70	\$61.31	\$63.02	\$64.76	\$66.53	\$68.34	\$70.24	\$72.18	Min.	\$9,282.00	\$111,384.00
	Biweekly	\$4,284.00	\$4,402.40	\$4,521.60	\$4,648.00	\$4,776.00	\$4,904.80	\$5,041.60	\$5,180.80	\$5,322.40	\$5,467.20	\$5,619.20	\$5,774.40	Max.	\$12,511.20	\$150,134.40

ORANGE COUNTY EMPLOYEES ASSOCIATION
Salary Schedule C
Effective June 27, 2025

Pay Rate Schematic

														Approx. Mo.	Approx. Yr.	
Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Rate	Rate	
C-49	Hourly	\$55.03	\$56.52	\$58.10	\$59.70	\$61.31	\$63.02	\$64.76	\$66.53	\$68.34	\$70.24	\$72.18	\$74.16	Min.	\$9,538.53	\$114,462.40
	Biweekly	\$4,402.40	\$4,521.60	\$4,648.00	\$4,776.00	\$4,904.80	\$5,041.60	\$5,180.80	\$5,322.40	\$5,467.20	\$5,619.20	\$5,774.40	\$5,932.80	Max.	\$12,854.40	\$154,252.80
C-50	Hourly	\$56.52	\$58.10	\$59.70	\$61.31	\$63.02	\$64.76	\$66.53	\$68.34	\$70.24	\$72.18	\$74.16	\$76.22	Min.	\$9,796.80	\$117,561.60
	Biweekly	\$4,521.60	\$4,648.00	\$4,776.00	\$4,904.80	\$5,041.60	\$5,180.80	\$5,322.40	\$5,467.20	\$5,619.20	\$5,774.40	\$5,932.80	\$6,097.60	Max.	\$13,211.47	\$158,537.60
C-51	Hourly	\$58.10	\$59.70	\$61.31	\$63.02	\$64.76	\$66.53	\$68.34	\$70.24	\$72.18	\$74.16	\$76.22	\$78.33	Min.	\$10,070.67	\$120,848.00
	Biweekly	\$4,648.00	\$4,776.00	\$4,904.80	\$5,041.60	\$5,180.80	\$5,322.40	\$5,467.20	\$5,619.20	\$5,774.40	\$5,932.80	\$6,097.60	\$6,266.40	Max.	\$13,577.20	\$162,926.40
C-52	Hourly	\$59.70	\$61.31	\$63.02	\$64.76	\$66.53	\$68.34	\$70.24	\$72.18	\$74.16	\$76.22	\$78.33	\$80.48	Min.	\$10,348.00	\$124,176.00
	Biweekly	\$4,776.00	\$4,904.80	\$5,041.60	\$5,180.80	\$5,322.40	\$5,467.20	\$5,619.20	\$5,774.40	\$5,932.80	\$6,097.60	\$6,266.40	\$6,438.40	Max.	\$13,949.87	\$167,398.40
C-53	Hourly	\$61.31	\$63.02	\$64.76	\$66.53	\$68.34	\$70.24	\$72.18	\$74.16	\$76.22	\$78.33	\$80.48	\$82.68	Min.	\$10,627.07	\$127,524.80
	Biweekly	\$4,904.80	\$5,041.60	\$5,180.80	\$5,322.40	\$5,467.20	\$5,619.20	\$5,774.40	\$5,932.80	\$6,097.60	\$6,266.40	\$6,438.40	\$6,614.40	Max.	\$14,331.20	\$171,974.40
C-54	Hourly	\$63.02	\$64.76	\$66.53	\$68.34	\$70.24	\$72.18	\$74.16	\$76.22	\$78.33	\$80.48	\$82.68	\$84.95	Min.	\$10,923.47	\$131,081.60
	Biweekly	\$5,041.60	\$5,180.80	\$5,322.40	\$5,467.20	\$5,619.20	\$5,774.40	\$5,932.80	\$6,097.60	\$6,266.40	\$6,438.40	\$6,614.40	\$6,796.00	Max.	\$14,724.67	\$176,696.00
C-55	Hourly	\$64.76	\$66.53	\$68.34	\$70.24	\$72.18	\$74.16	\$76.22	\$78.33	\$80.48	\$82.68	\$84.95	\$87.28	Min.	\$11,225.07	\$134,700.80
	Biweekly	\$5,180.80	\$5,322.40	\$5,467.20	\$5,619.20	\$5,774.40	\$5,932.80	\$6,097.60	\$6,266.40	\$6,438.40	\$6,614.40	\$6,796.00	\$6,982.40	Max.	\$15,128.53	\$181,542.40
C-56	Hourly	\$66.53	\$68.34	\$70.24	\$72.18	\$74.16	\$76.22	\$78.33	\$80.48	\$82.68	\$84.95	\$87.28	\$89.69	Min.	\$11,531.87	\$138,382.40
	Biweekly	\$5,322.40	\$5,467.20	\$5,619.20	\$5,774.40	\$5,932.80	\$6,097.60	\$6,266.40	\$6,438.40	\$6,614.40	\$6,796.00	\$6,982.40	\$7,175.20	Max.	\$15,546.27	\$186,555.20
C-57	Hourly	\$68.34	\$70.24	\$72.18	\$74.16	\$76.22	\$78.33	\$80.48	\$82.68	\$84.95	\$87.28	\$89.69	\$92.14	Min.	\$11,845.60	\$142,147.20
	Biweekly	\$5,467.20	\$5,619.20	\$5,774.40	\$5,932.80	\$6,097.60	\$6,266.40	\$6,438.40	\$6,614.40	\$6,796.00	\$6,982.40	\$7,175.20	\$7,371.20	Max.	\$15,970.93	\$191,651.20
C-58	Hourly	\$70.24	\$72.18	\$74.16	\$76.22	\$78.33	\$80.48	\$82.68	\$84.95	\$87.28	\$89.69	\$92.14	\$94.68	Min.	\$12,174.93	\$146,099.20
	Biweekly	\$5,619.20	\$5,774.40	\$5,932.80	\$6,097.60	\$6,266.40	\$6,438.40	\$6,614.40	\$6,796.00	\$6,982.40	\$7,175.20	\$7,371.20	\$7,574.40	Max.	\$16,411.20	\$196,934.40
C-59	Hourly	\$72.18	\$74.16	\$76.22	\$78.33	\$80.48	\$82.68	\$84.95	\$87.28	\$89.69	\$92.14	\$94.68	\$97.28	Min.	\$12,511.20	\$150,134.40
	Biweekly	\$5,774.40	\$5,932.80	\$6,097.60	\$6,266.40	\$6,438.40	\$6,614.40	\$6,796.00	\$6,982.40	\$7,175.20	\$7,371.20	\$7,574.40	\$7,782.40	Max.	\$16,861.87	\$202,342.40
C-60	Hourly	\$74.16	\$76.22	\$78.33	\$80.48	\$82.68	\$84.95	\$87.28	\$89.69	\$92.14	\$94.68	\$97.28	\$99.95	Min.	\$12,854.40	\$154,252.80
	Biweekly	\$5,932.80	\$6,097.60	\$6,266.40	\$6,438.40	\$6,614.40	\$6,796.00	\$6,982.40	\$7,175.20	\$7,371.20	\$7,574.40	\$7,782.40	\$7,996.00	Max.	\$17,324.67	\$207,896.00
C-61	Hourly	\$76.22	\$78.33	\$80.48	\$82.68	\$84.95	\$87.28	\$89.69	\$92.14	\$94.68	\$97.28	\$99.95	\$102.72	Min.	\$13,211.47	\$158,537.60
	Biweekly	\$6,097.60	\$6,266.40	\$6,438.40	\$6,614.40	\$6,796.00	\$6,982.40	\$7,175.20	\$7,371.20	\$7,574.40	\$7,782.40	\$7,996.00	\$8,217.60	Max.	\$17,804.80	\$213,657.60
C-62	Hourly	\$78.33	\$80.48	\$82.68	\$84.95	\$87.28	\$89.69	\$92.14	\$94.68	\$97.28	\$99.95	\$102.72	\$105.54	Min.	\$13,577.20	\$162,926.40
	Biweekly	\$6,266.40	\$6,438.40	\$6,614.40	\$6,796.00	\$6,982.40	\$7,175.20	\$7,371.20	\$7,574.40	\$7,782.40	\$7,996.00	\$8,217.60	\$8,443.20	Max.	\$18,293.60	\$219,523.20
C-63	Hourly	\$80.48	\$82.68	\$84.95	\$87.28	\$89.69	\$92.14	\$94.68	\$97.28	\$99.95	\$102.72	\$105.54	\$108.45	Min.	\$13,949.87	\$167,398.40
	Biweekly	\$6,438.40	\$6,614.40	\$6,796.00	\$6,982.40	\$7,175.20	\$7,371.20	\$7,574.40	\$7,782.40	\$7,996.00	\$8,217.60	\$8,443.20	\$8,676.00	Max.	\$18,798.00	\$225,576.00
C-64	Hourly	\$82.68	\$84.95	\$87.28	\$89.69	\$92.14	\$94.68	\$97.28	\$99.95	\$102.72	\$105.54	\$108.45	\$111.43	Min.	\$14,331.20	\$171,974.40
	Biweekly	\$6,614.40	\$6,796.00	\$6,982.40	\$7,175.20	\$7,371.20	\$7,574.40	\$7,782.40	\$7,996.00	\$8,217.60	\$8,443.20	\$8,676.00	\$8,914.40	Max.	\$19,314.53	\$231,774.40
C-65	Hourly	\$84.95	\$87.28	\$89.69	\$92.14	\$94.68	\$97.28	\$99.95	\$102.72	\$105.54	\$108.45	\$111.43	\$114.50	Min.	\$14,724.67	\$176,696.00
	Biweekly	\$6,796.00	\$6,982.40	\$7,175.20	\$7,371.20	\$7,574.40	\$7,782.40	\$7,996.00	\$8,217.60	\$8,443.20	\$8,676.00	\$8,914.40	\$9,160.00	Max.	\$19,846.67	\$238,160.00
C-66	Hourly	\$87.28	\$89.69	\$92.14	\$94.68	\$97.28	\$99.95	\$102.72	\$105.54	\$108.45	\$111.43	\$114.50	\$117.63	Min.	\$15,128.53	\$181,542.40
	Biweekly	\$6,982.40	\$7,175.20	\$7,371.20	\$7,574.40	\$7,782.40	\$7,996.00	\$8,217.60	\$8,443.20	\$8,676.00	\$8,914.40	\$9,160.00	\$9,410.40	Max.	\$20,389.20	\$244,670.40
C-67	Hourly	\$89.69	\$92.14	\$94.68	\$97.28	\$99.95	\$102.72	\$105.54	\$108.45	\$111.43	\$114.50	\$117.63	\$120.90	Min.	\$15,546.27	\$186,555.20
	Biweekly	\$7,175.20	\$7,371.20	\$7,574.40	\$7,782.40	\$7,996.00	\$8,217.60	\$8,443.20	\$8,676.00	\$8,914.40	\$9,160.00	\$9,410.40	\$9,672.00	Max.	\$20,956.00	\$251,472.00
C-68	Hourly	\$92.14	\$94.68	\$97.28	\$99.95	\$102.72	\$105.54	\$108.45	\$111.43	\$114.50	\$117.63	\$120.90	\$124.20	Min.	\$15,970.93	\$191,651.20
	Biweekly	\$7,371.20	\$7,574.40	\$7,782.40	\$7,996.00	\$8,217.60	\$8,443.20	\$8,676.00	\$8,914.40	\$9,160.00	\$9,410.40	\$9,672.00	\$9,936.00	Max.	\$21,528.00	\$258,336.00
C-69	Hourly	\$94.68	\$97.28	\$99.95	\$102.72	\$105.54	\$108.45	\$111.43	\$114.50	\$117.63	\$120.90	\$124.20	\$127.63	Min.	\$16,411.20	\$196,934.40
	Biweekly	\$7,574.40	\$7,782.40	\$7,996.00	\$8,217.60	\$8,443.20	\$8,676.00	\$8,914.40	\$9,160.00	\$9,410.40	\$9,672.00	\$9,936.00	\$10,210.40	Max.	\$22,122.53	\$265,470.40
C-70	Hourly	\$97.28	\$99.95	\$102.72	\$105.54	\$108.45	\$111.43	\$114.50	\$117.63	\$120.90	\$124.20	\$127.63	\$131.11	Min.	\$16,861.87	\$202,342.40
	Biweekly	\$7,782.40	\$7,996.00	\$8,217.60	\$8,443.20	\$8,676.00	\$8,914.40	\$9,160.00	\$9,410.40	\$9,672.00	\$9,936.00	\$10,210.40	\$10,488.80	Max.	\$22,725.73	\$272,708.80
C-71	Hourly	\$99.95	\$102.72	\$105.54	\$108.45	\$111.43	\$114.50	\$117.63	\$120.90	\$124.20	\$127.63	\$131.11	\$134.72	Min.	\$17,324.67	\$207,896.00
	Biweekly	\$7,996.00	\$8,217.60	\$8,443.20	\$8,676.00	\$8,914.40	\$9,160.00	\$9,410.40	\$9,672.00	\$9,936.00	\$10,210.40	\$10,488.80	\$10,777.60	Max.	\$23,351.47	\$280,217.60
C-72	Hourly	\$102.72	\$105.54	\$108.45	\$111.43	\$114.50	\$117.63	\$120.90	\$124.20	\$127.63	\$131.11	\$134.72	\$138.42	Min.	\$17,804.80	\$213,657.60
	Biweekly	\$8,217.60	\$8,443.20	\$8,676.00	\$8,914.40	\$9,160.00	\$9,410.40	\$9,672.00	\$9,936.00	\$10,210.40	\$10,488.80	\$10,777.60	\$11,073.60	Max.	\$23,992.80	\$287,913.60

ORANGE COUNTY EMPLOYEES ASSOCIATION
Salary Schedule C
Effective June 27, 2025

Pay Rate Schematic

														Approx. Mo.	Approx. Yr.	
Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Rate	Rate	
C-73	Hourly	\$105.54	\$108.45	\$111.43	\$114.50	\$117.63	\$120.90	\$124.20	\$127.63	\$131.11	\$134.72	\$138.42	\$142.24	Min.	\$18,293.60	\$219,523.20
	Biweekly	\$8,443.20	\$8,676.00	\$8,914.40	\$9,160.00	\$9,410.40	\$9,672.00	\$9,936.00	\$10,210.40	\$10,488.80	\$10,777.60	\$11,073.60	\$11,379.20	Max.	\$24,654.93	\$295,859.20
C-74	Hourly	\$108.45	\$111.43	\$114.50	\$117.63	\$120.90	\$124.20	\$127.63	\$131.11	\$134.72	\$138.42	\$142.24	\$146.15	Min.	\$18,798.00	\$225,576.00
	Biweekly	\$8,676.00	\$8,914.40	\$9,160.00	\$9,410.40	\$9,672.00	\$9,936.00	\$10,210.40	\$10,488.80	\$10,777.60	\$11,073.60	\$11,379.20	\$11,692.00	Max.	\$25,332.67	\$303,992.00
C-75	Hourly	\$111.43	\$114.50	\$117.63	\$120.90	\$124.20	\$127.63	\$131.11	\$134.72	\$138.42	\$142.24	\$146.15	\$150.18	Min.	\$19,314.53	\$231,774.40
	Biweekly	\$8,914.40	\$9,160.00	\$9,410.40	\$9,672.00	\$9,936.00	\$10,210.40	\$10,488.80	\$10,777.60	\$11,073.60	\$11,379.20	\$11,692.00	\$12,014.40	Max.	\$26,031.20	\$312,374.40
C-76	Hourly	\$114.50	\$117.63	\$120.90	\$124.20	\$127.63	\$131.11	\$134.72	\$138.42	\$142.24	\$146.15	\$150.18	\$154.29	Min.	\$19,846.67	\$238,160.00
	Biweekly	\$9,160.00	\$9,410.40	\$9,672.00	\$9,936.00	\$10,210.40	\$10,488.80	\$10,777.60	\$11,073.60	\$11,379.20	\$11,692.00	\$12,014.40	\$12,343.20	Max.	\$26,743.60	\$320,923.20
C-77	Hourly	\$117.63	\$120.90	\$124.20	\$127.63	\$131.11	\$134.72	\$138.42	\$142.24	\$146.15	\$150.18	\$154.29	\$158.54	Min.	\$20,389.20	\$244,670.40
	Biweekly	\$9,410.40	\$9,672.00	\$9,936.00	\$10,210.40	\$10,488.80	\$10,777.60	\$11,073.60	\$11,379.20	\$11,692.00	\$12,014.40	\$12,343.20	\$12,683.20	Max.	\$27,480.27	\$329,763.20
C-78	Hourly	\$120.90	\$124.20	\$127.63	\$131.11	\$134.72	\$138.42	\$142.24	\$146.15	\$150.18	\$154.29	\$158.54	\$162.91	Min.	\$20,956.00	\$251,472.00
	Biweekly	\$9,672.00	\$9,936.00	\$10,210.40	\$10,488.80	\$10,777.60	\$11,073.60	\$11,379.20	\$11,692.00	\$12,014.40	\$12,343.20	\$12,683.20	\$13,032.80	Max.	\$28,237.73	\$338,852.80
C-79	Hourly	\$124.20	\$127.63	\$131.11	\$134.72	\$138.42	\$142.24	\$146.15	\$150.18	\$154.29	\$158.54	\$162.91	\$167.38	Min.	\$21,528.00	\$258,336.00
	Biweekly	\$9,936.00	\$10,210.40	\$10,488.80	\$10,777.60	\$11,073.60	\$11,379.20	\$11,692.00	\$12,014.40	\$12,343.20	\$12,683.20	\$13,032.80	\$13,390.40	Max.	\$29,012.53	\$348,150.40