

ORANGE COUNTY EMPLOYEES ASSOCIATION
Salary Schedule C
Effective September 4, 2026

Pay Rate Schematic

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.		Approx. Yr.
														Rate	Rate	
C-1	Hourly	\$15.38	\$15.81	\$16.25	\$16.71	\$17.17	\$17.64	\$18.14	\$18.65	\$19.16	\$19.67	\$20.21	\$20.78	Min.	\$2,665.87	\$31,990.40
	Biweekly	\$1,230.40	\$1,264.80	\$1,300.00	\$1,336.80	\$1,373.60	\$1,411.20	\$1,451.20	\$1,492.00	\$1,532.80	\$1,573.60	\$1,616.80	\$1,662.40	Max.	\$3,601.87	\$43,222.40
C-2	Hourly	\$15.81	\$16.25	\$16.71	\$17.17	\$17.64	\$18.14	\$18.65	\$19.16	\$19.67	\$20.21	\$20.78	\$21.35	Min.	\$2,740.40	\$32,884.80
	Biweekly	\$1,264.80	\$1,300.00	\$1,336.80	\$1,373.60	\$1,411.20	\$1,451.20	\$1,492.00	\$1,532.80	\$1,573.60	\$1,616.80	\$1,662.40	\$1,708.00	Max.	\$3,700.67	\$44,408.00
C-3	Hourly	\$16.25	\$16.71	\$17.17	\$17.64	\$18.14	\$18.65	\$19.16	\$19.67	\$20.21	\$20.78	\$21.35	\$21.93	Min.	\$2,816.67	\$33,800.00
	Biweekly	\$1,300.00	\$1,336.80	\$1,373.60	\$1,411.20	\$1,451.20	\$1,492.00	\$1,532.80	\$1,573.60	\$1,616.80	\$1,662.40	\$1,708.00	\$1,754.40	Max.	\$3,801.20	\$45,614.40
C-4	Hourly	\$16.71	\$17.17	\$17.64	\$18.14	\$18.65	\$19.16	\$19.67	\$20.21	\$20.78	\$21.35	\$21.93	\$22.52	Min.	\$2,896.40	\$34,756.80
	Biweekly	\$1,336.80	\$1,373.60	\$1,411.20	\$1,451.20	\$1,492.00	\$1,532.80	\$1,573.60	\$1,616.80	\$1,662.40	\$1,708.00	\$1,754.40	\$1,801.60	Max.	\$3,903.47	\$46,841.60
C-5	Hourly	\$17.17	\$17.64	\$18.14	\$18.65	\$19.16	\$19.67	\$20.21	\$20.78	\$21.35	\$21.93	\$22.52	\$23.15	Min.	\$2,976.13	\$35,713.60
	Biweekly	\$1,373.60	\$1,411.20	\$1,451.20	\$1,492.00	\$1,532.80	\$1,573.60	\$1,616.80	\$1,662.40	\$1,708.00	\$1,754.40	\$1,801.60	\$1,852.00	Max.	\$4,012.67	\$48,152.00
C-6	Hourly	\$17.64	\$18.14	\$18.65	\$19.16	\$19.67	\$20.21	\$20.78	\$21.35	\$21.93	\$22.52	\$23.15	\$23.80	Min.	\$3,057.60	\$36,691.20
	Biweekly	\$1,411.20	\$1,451.20	\$1,492.00	\$1,532.80	\$1,573.60	\$1,616.80	\$1,662.40	\$1,708.00	\$1,754.40	\$1,801.60	\$1,852.00	\$1,904.00	Max.	\$4,125.33	\$49,504.00
C-7	Hourly	\$18.14	\$18.65	\$19.16	\$19.67	\$20.21	\$20.78	\$21.35	\$21.93	\$22.52	\$23.15	\$23.80	\$24.45	Min.	\$3,144.27	\$37,731.20
	Biweekly	\$1,451.20	\$1,492.00	\$1,532.80	\$1,573.60	\$1,616.80	\$1,662.40	\$1,708.00	\$1,754.40	\$1,801.60	\$1,852.00	\$1,904.00	\$1,956.00	Max.	\$4,238.00	\$50,856.00
C-8	Hourly	\$18.65	\$19.16	\$19.67	\$20.21	\$20.78	\$21.35	\$21.93	\$22.52	\$23.15	\$23.80	\$24.45	\$25.13	Min.	\$3,232.67	\$38,792.00
	Biweekly	\$1,492.00	\$1,532.80	\$1,573.60	\$1,616.80	\$1,662.40	\$1,708.00	\$1,754.40	\$1,801.60	\$1,852.00	\$1,904.00	\$1,956.00	\$2,010.40	Max.	\$4,355.87	\$52,270.40
C-9	Hourly	\$19.16	\$19.67	\$20.21	\$20.78	\$21.35	\$21.93	\$22.52	\$23.15	\$23.80	\$24.45	\$25.13	\$25.82	Min.	\$3,321.07	\$39,852.80
	Biweekly	\$1,532.80	\$1,573.60	\$1,616.80	\$1,662.40	\$1,708.00	\$1,754.40	\$1,801.60	\$1,852.00	\$1,904.00	\$1,956.00	\$2,010.40	\$2,065.60	Max.	\$4,475.47	\$53,705.60
C-10	Hourly	\$19.67	\$20.21	\$20.78	\$21.35	\$21.93	\$22.52	\$23.15	\$23.80	\$24.45	\$25.13	\$25.82	\$26.52	Min.	\$3,409.47	\$40,913.60
	Biweekly	\$1,573.60	\$1,616.80	\$1,662.40	\$1,708.00	\$1,754.40	\$1,801.60	\$1,852.00	\$1,904.00	\$1,956.00	\$2,010.40	\$2,065.60	\$2,121.60	Max.	\$4,596.80	\$55,161.60
C-11	Hourly	\$20.21	\$20.78	\$21.35	\$21.93	\$22.52	\$23.15	\$23.80	\$24.45	\$25.13	\$25.82	\$26.52	\$27.28	Min.	\$3,503.07	\$42,036.80
	Biweekly	\$1,616.80	\$1,662.40	\$1,708.00	\$1,754.40	\$1,801.60	\$1,852.00	\$1,904.00	\$1,956.00	\$2,010.40	\$2,065.60	\$2,121.60	\$2,182.40	Max.	\$4,728.53	\$56,742.40
C-12	Hourly	\$20.78	\$21.35	\$21.93	\$22.52	\$23.15	\$23.80	\$24.45	\$25.13	\$25.82	\$26.52	\$27.28	\$28.01	Min.	\$3,601.87	\$43,222.40
	Biweekly	\$1,662.40	\$1,708.00	\$1,754.40	\$1,801.60	\$1,852.00	\$1,904.00	\$1,956.00	\$2,010.40	\$2,065.60	\$2,121.60	\$2,182.40	\$2,240.80	Max.	\$4,855.07	\$58,260.80
C-13	Hourly	\$21.35	\$21.93	\$22.52	\$23.15	\$23.80	\$24.45	\$25.13	\$25.82	\$26.52	\$27.28	\$28.01	\$28.78	Min.	\$3,700.67	\$44,408.00
	Biweekly	\$1,708.00	\$1,754.40	\$1,801.60	\$1,852.00	\$1,904.00	\$1,956.00	\$2,010.40	\$2,065.60	\$2,121.60	\$2,182.40	\$2,240.80	\$2,302.40	Max.	\$4,988.53	\$59,862.40
C-14	Hourly	\$21.93	\$22.52	\$23.15	\$23.80	\$24.45	\$25.13	\$25.82	\$26.52	\$27.28	\$28.01	\$28.78	\$29.55	Min.	\$3,801.20	\$45,614.40
	Biweekly	\$1,754.40	\$1,801.60	\$1,852.00	\$1,904.00	\$1,956.00	\$2,010.40	\$2,065.60	\$2,121.60	\$2,182.40	\$2,240.80	\$2,302.40	\$2,364.00	Max.	\$5,122.00	\$61,464.00
C-15	Hourly	\$22.52	\$23.15	\$23.80	\$24.45	\$25.13	\$25.82	\$26.52	\$27.28	\$28.01	\$28.78	\$29.55	\$30.36	Min.	\$3,903.47	\$46,841.60
	Biweekly	\$1,801.60	\$1,852.00	\$1,904.00	\$1,956.00	\$2,010.40	\$2,065.60	\$2,121.60	\$2,182.40	\$2,240.80	\$2,302.40	\$2,364.00	\$2,428.80	Max.	\$5,262.40	\$63,148.80
C-16	Hourly	\$23.15	\$23.80	\$24.45	\$25.13	\$25.82	\$26.52	\$27.28	\$28.01	\$28.78	\$29.55	\$30.36	\$31.22	Min.	\$4,012.67	\$48,152.00
	Biweekly	\$1,852.00	\$1,904.00	\$1,956.00	\$2,010.40	\$2,065.60	\$2,121.60	\$2,182.40	\$2,240.80	\$2,302.40	\$2,364.00	\$2,428.80	\$2,497.60	Max.	\$5,411.47	\$64,937.60
C-17	Hourly	\$23.80	\$24.45	\$25.13	\$25.82	\$26.52	\$27.28	\$28.01	\$28.78	\$29.55	\$30.36	\$31.22	\$32.06	Min.	\$4,125.33	\$49,504.00
	Biweekly	\$1,904.00	\$1,956.00	\$2,010.40	\$2,065.60	\$2,121.60	\$2,182.40	\$2,240.80	\$2,302.40	\$2,364.00	\$2,428.80	\$2,497.60	\$2,564.80	Max.	\$5,557.07	\$66,684.80
C-18	Hourly	\$24.45	\$25.13	\$25.82	\$26.52	\$27.28	\$28.01	\$28.78	\$29.55	\$30.36	\$31.22	\$32.06	\$32.94	Min.	\$4,238.00	\$50,856.00
	Biweekly	\$1,956.00	\$2,010.40	\$2,065.60	\$2,121.60	\$2,182.40	\$2,240.80	\$2,302.40	\$2,364.00	\$2,428.80	\$2,497.60	\$2,564.80	\$2,635.20	Max.	\$5,709.60	\$68,515.20

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Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Rate	Rate	
C-19	Hourly	\$25.13	\$25.82	\$26.52	\$27.28	\$28.01	\$28.78	\$29.55	\$30.36	\$31.22	\$32.06	\$32.94	\$33.87	Min.	\$4,355.87	\$52,270.40
	Biweekly	\$2,010.40	\$2,065.60	\$2,121.60	\$2,182.40	\$2,240.80	\$2,302.40	\$2,364.00	\$2,428.80	\$2,497.60	\$2,564.80	\$2,635.20	\$2,709.60	Max.	\$5,870.80	\$70,449.60
C-20	Hourly	\$25.82	\$26.52	\$27.28	\$28.01	\$28.78	\$29.55	\$30.36	\$31.22	\$32.06	\$32.94	\$33.87	\$34.77	Min.	\$4,475.47	\$53,705.60
	Biweekly	\$2,065.60	\$2,121.60	\$2,182.40	\$2,240.80	\$2,302.40	\$2,364.00	\$2,428.80	\$2,497.60	\$2,564.80	\$2,635.20	\$2,709.60	\$2,781.60	Max.	\$6,026.80	\$72,321.60
C-21	Hourly	\$26.52	\$27.28	\$28.01	\$28.78	\$29.55	\$30.36	\$31.22	\$32.06	\$32.94	\$33.87	\$34.77	\$35.73	Min.	\$4,596.80	\$55,161.60
	Biweekly	\$2,121.60	\$2,182.40	\$2,240.80	\$2,302.40	\$2,364.00	\$2,428.80	\$2,497.60	\$2,564.80	\$2,635.20	\$2,709.60	\$2,781.60	\$2,858.40	Max.	\$6,193.20	\$74,318.40
C-22	Hourly	\$27.28	\$28.01	\$28.78	\$29.55	\$30.36	\$31.22	\$32.06	\$32.94	\$33.87	\$34.77	\$35.73	\$36.71	Min.	\$4,728.53	\$56,742.40
	Biweekly	\$2,182.40	\$2,240.80	\$2,302.40	\$2,364.00	\$2,428.80	\$2,497.60	\$2,564.80	\$2,635.20	\$2,709.60	\$2,781.60	\$2,858.40	\$2,936.80	Max.	\$6,363.07	\$76,356.80
C-23	Hourly	\$28.01	\$28.78	\$29.55	\$30.36	\$31.22	\$32.06	\$32.94	\$33.87	\$34.77	\$35.73	\$36.71	\$37.73	Min.	\$4,855.07	\$58,260.80
	Biweekly	\$2,240.80	\$2,302.40	\$2,364.00	\$2,428.80	\$2,497.60	\$2,564.80	\$2,635.20	\$2,709.60	\$2,781.60	\$2,858.40	\$2,936.80	\$3,018.40	Max.	\$6,539.87	\$78,478.40
C-24	Hourly	\$28.78	\$29.55	\$30.36	\$31.22	\$32.06	\$32.94	\$33.87	\$34.77	\$35.73	\$36.71	\$37.73	\$38.77	Min.	\$4,988.53	\$59,862.40
	Biweekly	\$2,302.40	\$2,364.00	\$2,428.80	\$2,497.60	\$2,564.80	\$2,635.20	\$2,709.60	\$2,781.60	\$2,858.40	\$2,936.80	\$3,018.40	\$3,101.60	Max.	\$6,720.13	\$80,641.60
C-25	Hourly	\$29.55	\$30.36	\$31.22	\$32.06	\$32.94	\$33.87	\$34.77	\$35.73	\$36.71	\$37.73	\$38.77	\$39.84	Min.	\$5,122.00	\$61,464.00
	Biweekly	\$2,364.00	\$2,428.80	\$2,497.60	\$2,564.80	\$2,635.20	\$2,709.60	\$2,781.60	\$2,858.40	\$2,936.80	\$3,018.40	\$3,101.60	\$3,187.20	Max.	\$6,905.60	\$82,867.20
C-26	Hourly	\$30.36	\$31.22	\$32.06	\$32.94	\$33.87	\$34.77	\$35.73	\$36.71	\$37.73	\$38.77	\$39.84	\$40.93	Min.	\$5,262.40	\$63,148.80
	Biweekly	\$2,428.80	\$2,497.60	\$2,564.80	\$2,635.20	\$2,709.60	\$2,781.60	\$2,858.40	\$2,936.80	\$3,018.40	\$3,101.60	\$3,187.20	\$3,274.40	Max.	\$7,094.53	\$85,134.40
C-27	Hourly	\$31.22	\$32.06	\$32.94	\$33.87	\$34.77	\$35.73	\$36.71	\$37.73	\$38.77	\$39.84	\$40.93	\$42.08	Min.	\$5,411.47	\$64,937.60
	Biweekly	\$2,497.60	\$2,564.80	\$2,635.20	\$2,709.60	\$2,781.60	\$2,858.40	\$2,936.80	\$3,018.40	\$3,101.60	\$3,187.20	\$3,274.40	\$3,366.40	Max.	\$7,293.87	\$87,526.40
C-28	Hourly	\$32.06	\$32.94	\$33.87	\$34.77	\$35.73	\$36.71	\$37.73	\$38.77	\$39.84	\$40.93	\$42.08	\$43.20	Min.	\$5,557.07	\$66,684.80
	Biweekly	\$2,564.80	\$2,635.20	\$2,709.60	\$2,781.60	\$2,858.40	\$2,936.80	\$3,018.40	\$3,101.60	\$3,187.20	\$3,274.40	\$3,366.40	\$3,456.00	Max.	\$7,488.00	\$89,856.00
C-29	Hourly	\$32.94	\$33.87	\$34.77	\$35.73	\$36.71	\$37.73	\$38.77	\$39.84	\$40.93	\$42.08	\$43.20	\$44.39	Min.	\$5,709.60	\$68,515.20
	Biweekly	\$2,635.20	\$2,709.60	\$2,781.60	\$2,858.40	\$2,936.80	\$3,018.40	\$3,101.60	\$3,187.20	\$3,274.40	\$3,366.40	\$3,456.00	\$3,551.20	Max.	\$7,694.27	\$92,331.20
C-30	Hourly	\$33.87	\$34.77	\$35.73	\$36.71	\$37.73	\$38.77	\$39.84	\$40.93	\$42.08	\$43.20	\$44.39	\$45.62	Min.	\$5,870.80	\$70,449.60
	Biweekly	\$2,709.60	\$2,781.60	\$2,858.40	\$2,936.80	\$3,018.40	\$3,101.60	\$3,187.20	\$3,274.40	\$3,366.40	\$3,456.00	\$3,551.20	\$3,649.60	Max.	\$7,907.47	\$94,889.60
C-31	Hourly	\$34.77	\$35.73	\$36.71	\$37.73	\$38.77	\$39.84	\$40.93	\$42.08	\$43.20	\$44.39	\$45.62	\$46.88	Min.	\$6,026.80	\$72,321.60
	Biweekly	\$2,781.60	\$2,858.40	\$2,936.80	\$3,018.40	\$3,101.60	\$3,187.20	\$3,274.40	\$3,366.40	\$3,456.00	\$3,551.20	\$3,649.60	\$3,750.40	Max.	\$8,125.87	\$97,510.40
C-32	Hourly	\$35.73	\$36.71	\$37.73	\$38.77	\$39.84	\$40.93	\$42.08	\$43.20	\$44.39	\$45.62	\$46.88	\$48.17	Min.	\$6,193.20	\$74,318.40
	Biweekly	\$2,858.40	\$2,936.80	\$3,018.40	\$3,101.60	\$3,187.20	\$3,274.40	\$3,366.40	\$3,456.00	\$3,551.20	\$3,649.60	\$3,750.40	\$3,853.60	Max.	\$8,349.47	\$100,193.60
C-33	Hourly	\$36.71	\$37.73	\$38.77	\$39.84	\$40.93	\$42.08	\$43.20	\$44.39	\$45.62	\$46.88	\$48.17	\$49.49	Min.	\$6,363.07	\$76,356.80
	Biweekly	\$2,936.80	\$3,018.40	\$3,101.60	\$3,187.20	\$3,274.40	\$3,366.40	\$3,456.00	\$3,551.20	\$3,649.60	\$3,750.40	\$3,853.60	\$3,959.20	Max.	\$8,578.27	\$102,939.20
C-34	Hourly	\$37.73	\$38.77	\$39.84	\$40.93	\$42.08	\$43.20	\$44.39	\$45.62	\$46.88	\$48.17	\$49.49	\$50.87	Min.	\$6,539.87	\$78,478.40
	Biweekly	\$3,018.40	\$3,101.60	\$3,187.20	\$3,274.40	\$3,366.40	\$3,456.00	\$3,551.20	\$3,649.60	\$3,750.40	\$3,853.60	\$3,959.20	\$4,069.60	Max.	\$8,817.47	\$105,809.60
C-35	Hourly	\$38.77	\$39.84	\$40.93	\$42.08	\$43.20	\$44.39	\$45.62	\$46.88	\$48.17	\$49.49	\$50.87	\$52.25	Min.	\$6,720.13	\$80,641.60
	Biweekly	\$3,101.60	\$3,187.20	\$3,274.40	\$3,366.40	\$3,456.00	\$3,551.20	\$3,649.60	\$3,750.40	\$3,853.60	\$3,959.20	\$4,069.60	\$4,180.00	Max.	\$9,056.67	\$108,680.00
C-36	Hourly	\$39.84	\$40.93	\$42.08	\$43.20	\$44.39	\$45.62	\$46.88	\$48.17	\$49.49	\$50.87	\$52.25	\$53.68	Min.	\$6,905.60	\$82,867.20
	Biweekly	\$3,187.20	\$3,274.40	\$3,366.40	\$3,456.00	\$3,551.20	\$3,649.60	\$3,750.40	\$3,853.60	\$3,959.20	\$4,069.60	\$4,180.00	\$4,294.40	Max.	\$9,304.53	\$111,654.40

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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-37	Hourly	\$40.93	\$42.08	\$43.20	\$44.39	\$45.62	\$46.88	\$48.17	\$49.49	\$50.87	\$52.25	\$53.68	\$55.16	Min.	\$7,094.53	\$85,134.40
	Biweekly	\$3,274.40	\$3,366.40	\$3,456.00	\$3,551.20	\$3,649.60	\$3,750.40	\$3,853.60	\$3,959.20	\$4,069.60	\$4,180.00	\$4,294.40	\$4,412.80	Max.	\$9,561.07	\$114,732.80
C-38	Hourly	\$42.08	\$43.20	\$44.39	\$45.62	\$46.88	\$48.17	\$49.49	\$50.87	\$52.25	\$53.68	\$55.16	\$56.68	Min.	\$7,293.87	\$87,526.40
	Biweekly	\$3,366.40	\$3,456.00	\$3,551.20	\$3,649.60	\$3,750.40	\$3,853.60	\$3,959.20	\$4,069.60	\$4,180.00	\$4,294.40	\$4,412.80	\$4,534.40	Max.	\$9,824.53	\$117,894.40
C-39	Hourly	\$43.20	\$44.39	\$45.62	\$46.88	\$48.17	\$49.49	\$50.87	\$52.25	\$53.68	\$55.16	\$56.68	\$58.22	Min.	\$7,488.00	\$89,856.00
	Biweekly	\$3,456.00	\$3,551.20	\$3,649.60	\$3,750.40	\$3,853.60	\$3,959.20	\$4,069.60	\$4,180.00	\$4,294.40	\$4,412.80	\$4,534.40	\$4,657.60	Max.	\$10,091.47	\$121,097.60
C-40	Hourly	\$44.39	\$45.62	\$46.88	\$48.17	\$49.49	\$50.87	\$52.25	\$53.68	\$55.16	\$56.68	\$58.22	\$59.84	Min.	\$7,694.27	\$92,331.20
	Biweekly	\$3,551.20	\$3,649.60	\$3,750.40	\$3,853.60	\$3,959.20	\$4,069.60	\$4,180.00	\$4,294.40	\$4,412.80	\$4,534.40	\$4,657.60	\$4,787.20	Max.	\$10,372.27	\$124,467.20
C-41	Hourly	\$45.62	\$46.88	\$48.17	\$49.49	\$50.87	\$52.25	\$53.68	\$55.16	\$56.68	\$58.22	\$59.84	\$61.49	Min.	\$7,907.47	\$94,889.60
	Biweekly	\$3,649.60	\$3,750.40	\$3,853.60	\$3,959.20	\$4,069.60	\$4,180.00	\$4,294.40	\$4,412.80	\$4,534.40	\$4,657.60	\$4,787.20	\$4,919.20	Max.	\$10,658.27	\$127,899.20
C-42	Hourly	\$46.88	\$48.17	\$49.49	\$50.87	\$52.25	\$53.68	\$55.16	\$56.68	\$58.22	\$59.84	\$61.49	\$63.15	Min.	\$8,125.87	\$97,510.40
	Biweekly	\$3,750.40	\$3,853.60	\$3,959.20	\$4,069.60	\$4,180.00	\$4,294.40	\$4,412.80	\$4,534.40	\$4,657.60	\$4,787.20	\$4,919.20	\$5,052.00	Max.	\$10,946.00	\$131,352.00
C-43	Hourly	\$48.17	\$49.49	\$50.87	\$52.25	\$53.68	\$55.16	\$56.68	\$58.22	\$59.84	\$61.49	\$63.15	\$64.91	Min.	\$8,349.47	\$100,193.60
	Biweekly	\$3,853.60	\$3,959.20	\$4,069.60	\$4,180.00	\$4,294.40	\$4,412.80	\$4,534.40	\$4,657.60	\$4,787.20	\$4,919.20	\$5,052.00	\$5,192.80	Max.	\$11,251.07	\$135,012.80
C-44	Hourly	\$49.49	\$50.87	\$52.25	\$53.68	\$55.16	\$56.68	\$58.22	\$59.84	\$61.49	\$63.15	\$64.91	\$66.70	Min.	\$8,578.27	\$102,939.20
	Biweekly	\$3,959.20	\$4,069.60	\$4,180.00	\$4,294.40	\$4,412.80	\$4,534.40	\$4,657.60	\$4,787.20	\$4,919.20	\$5,052.00	\$5,192.80	\$5,336.00	Max.	\$11,561.33	\$138,736.00
C-45	Hourly	\$50.87	\$52.25	\$53.68	\$55.16	\$56.68	\$58.22	\$59.84	\$61.49	\$63.15	\$64.91	\$66.70	\$68.53	Min.	\$8,817.47	\$105,809.60
	Biweekly	\$4,069.60	\$4,180.00	\$4,294.40	\$4,412.80	\$4,534.40	\$4,657.60	\$4,787.20	\$4,919.20	\$5,052.00	\$5,192.80	\$5,336.00	\$5,482.40	Max.	\$11,878.53	\$142,542.40
C-46	Hourly	\$52.25	\$53.68	\$55.16	\$56.68	\$58.22	\$59.84	\$61.49	\$63.15	\$64.91	\$66.70	\$68.53	\$70.39	Min.	\$9,056.67	\$108,680.00
	Biweekly	\$4,180.00	\$4,294.40	\$4,412.80	\$4,534.40	\$4,657.60	\$4,787.20	\$4,919.20	\$5,052.00	\$5,192.80	\$5,336.00	\$5,482.40	\$5,631.20	Max.	\$12,200.93	\$146,411.20
C-47	Hourly	\$53.68	\$55.16	\$56.68	\$58.22	\$59.84	\$61.49	\$63.15	\$64.91	\$66.70	\$68.53	\$70.39	\$72.35	Min.	\$9,304.53	\$111,654.40
	Biweekly	\$4,294.40	\$4,412.80	\$4,534.40	\$4,657.60	\$4,787.20	\$4,919.20	\$5,052.00	\$5,192.80	\$5,336.00	\$5,482.40	\$5,631.20	\$5,788.00	Max.	\$12,540.67	\$150,488.00
C-48	Hourly	\$55.16	\$56.68	\$58.22	\$59.84	\$61.49	\$63.15	\$64.91	\$66.70	\$68.53	\$70.39	\$72.35	\$74.35	Min.	\$9,561.07	\$114,732.80
	Biweekly	\$4,412.80	\$4,534.40	\$4,657.60	\$4,787.20	\$4,919.20	\$5,052.00	\$5,192.80	\$5,336.00	\$5,482.40	\$5,631.20	\$5,788.00	\$5,948.00	Max.	\$12,887.33	\$154,648.00
C-49	Hourly	\$56.68	\$58.22	\$59.84	\$61.49	\$63.15	\$64.91	\$66.70	\$68.53	\$70.39	\$72.35	\$74.35	\$76.38	Min.	\$9,824.53	\$117,894.40
	Biweekly	\$4,534.40	\$4,657.60	\$4,787.20	\$4,919.20	\$5,052.00	\$5,192.80	\$5,336.00	\$5,482.40	\$5,631.20	\$5,788.00	\$5,948.00	\$6,110.40	Max.	\$13,239.20	\$158,870.40
C-50	Hourly	\$58.22	\$59.84	\$61.49	\$63.15	\$64.91	\$66.70	\$68.53	\$70.39	\$72.35	\$74.35	\$76.38	\$78.51	Min.	\$10,091.47	\$121,097.60
	Biweekly	\$4,657.60	\$4,787.20	\$4,919.20	\$5,052.00	\$5,192.80	\$5,336.00	\$5,482.40	\$5,631.20	\$5,788.00	\$5,948.00	\$6,110.40	\$6,280.80	Max.	\$13,608.40	\$163,300.80
C-51	Hourly	\$59.84	\$61.49	\$63.15	\$64.91	\$66.70	\$68.53	\$70.39	\$72.35	\$74.35	\$76.38	\$78.51	\$80.68	Min.	\$10,372.27	\$124,467.20
	Biweekly	\$4,787.20	\$4,919.20	\$5,052.00	\$5,192.80	\$5,336.00	\$5,482.40	\$5,631.20	\$5,788.00	\$5,948.00	\$6,110.40	\$6,280.80	\$6,454.40	Max.	\$13,984.53	\$167,814.40
C-52	Hourly	\$61.49	\$63.15	\$64.91	\$66.70	\$68.53	\$70.39	\$72.35	\$74.35	\$76.38	\$78.51	\$80.68	\$82.89	Min.	\$10,658.27	\$127,899.20
	Biweekly	\$4,919.20	\$5,052.00	\$5,192.80	\$5,336.00	\$5,482.40	\$5,631.20	\$5,788.00	\$5,948.00	\$6,110.40	\$6,280.80	\$6,454.40	\$6,631.20	Max.	\$14,367.60	\$172,411.20
C-53	Hourly	\$63.15	\$64.91	\$66.70	\$68.53	\$70.39	\$72.35	\$74.35	\$76.38	\$78.51	\$80.68	\$82.89	\$85.16	Min.	\$10,946.00	\$131,352.00
	Biweekly	\$5,052.00	\$5,192.80	\$5,336.00	\$5,482.40	\$5,631.20	\$5,788.00	\$5,948.00	\$6,110.40	\$6,280.80	\$6,454.40	\$6,631.20	\$6,812.80	Max.	\$14,761.07	\$177,132.80
C-54	Hourly	\$64.91	\$66.70	\$68.53	\$70.39	\$72.35	\$74.35	\$76.38	\$78.51	\$80.68	\$82.89	\$85.16	\$87.50	Min.	\$11,251.07	\$135,012.80
	Biweekly	\$5,192.80	\$5,336.00	\$5,482.40	\$5,631.20	\$5,788.00	\$5,948.00	\$6,110.40	\$6,280.80	\$6,454.40	\$6,631.20	\$6,812.80	\$7,000.00	Max.	\$15,166.67	\$182,000.00

ORANGE COUNTY EMPLOYEES ASSOCIATION
Salary Schedule C
Effective September 4, 2026

Pay Rate Schematic

Pay Grade		Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Approx. Mo.		Approx. Yr.
														Rate	Rate	
C-55	Hourly	\$66.70	\$68.53	\$70.39	\$72.35	\$74.35	\$76.38	\$78.51	\$80.68	\$82.89	\$85.16	\$87.50	\$89.90	Min.	\$11,561.33	\$138,736.00
	Biweekly	\$5,336.00	\$5,482.40	\$5,631.20	\$5,788.00	\$5,948.00	\$6,110.40	\$6,280.80	\$6,454.40	\$6,631.20	\$6,812.80	\$7,000.00	\$7,192.00	Max.	\$15,582.67	\$186,992.00
C-56	Hourly	\$68.53	\$70.39	\$72.35	\$74.35	\$76.38	\$78.51	\$80.68	\$82.89	\$85.16	\$87.50	\$89.90	\$92.38	Min.	\$11,878.53	\$142,542.40
	Biweekly	\$5,482.40	\$5,631.20	\$5,788.00	\$5,948.00	\$6,110.40	\$6,280.80	\$6,454.40	\$6,631.20	\$6,812.80	\$7,000.00	\$7,192.00	\$7,390.40	Max.	\$16,012.53	\$192,150.40
C-57	Hourly	\$70.39	\$72.35	\$74.35	\$76.38	\$78.51	\$80.68	\$82.89	\$85.16	\$87.50	\$89.90	\$92.38	\$94.90	Min.	\$12,200.93	\$146,411.20
	Biweekly	\$5,631.20	\$5,788.00	\$5,948.00	\$6,110.40	\$6,280.80	\$6,454.40	\$6,631.20	\$6,812.80	\$7,000.00	\$7,192.00	\$7,390.40	\$7,592.00	Max.	\$16,449.33	\$197,392.00
C-58	Hourly	\$72.35	\$74.35	\$76.38	\$78.51	\$80.68	\$82.89	\$85.16	\$87.50	\$89.90	\$92.38	\$94.90	\$97.52	Min.	\$12,540.67	\$150,488.00
	Biweekly	\$5,788.00	\$5,948.00	\$6,110.40	\$6,280.80	\$6,454.40	\$6,631.20	\$6,812.80	\$7,000.00	\$7,192.00	\$7,390.40	\$7,592.00	\$7,801.60	Max.	\$16,903.47	\$202,841.60
C-59	Hourly	\$74.35	\$76.38	\$78.51	\$80.68	\$82.89	\$85.16	\$87.50	\$89.90	\$92.38	\$94.90	\$97.52	\$100.20	Min.	\$12,887.33	\$154,648.00
	Biweekly	\$5,948.00	\$6,110.40	\$6,280.80	\$6,454.40	\$6,631.20	\$6,812.80	\$7,000.00	\$7,192.00	\$7,390.40	\$7,592.00	\$7,801.60	\$8,016.00	Max.	\$17,368.00	\$208,416.00
C-60	Hourly	\$76.38	\$78.51	\$80.68	\$82.89	\$85.16	\$87.50	\$89.90	\$92.38	\$94.90	\$97.52	\$100.20	\$102.95	Min.	\$13,239.20	\$158,870.40
	Biweekly	\$6,110.40	\$6,280.80	\$6,454.40	\$6,631.20	\$6,812.80	\$7,000.00	\$7,192.00	\$7,390.40	\$7,592.00	\$7,801.60	\$8,016.00	\$8,236.00	Max.	\$17,844.67	\$214,136.00
C-61	Hourly	\$78.51	\$80.68	\$82.89	\$85.16	\$87.50	\$89.90	\$92.38	\$94.90	\$97.52	\$100.20	\$102.95	\$105.80	Min.	\$13,608.40	\$163,300.80
	Biweekly	\$6,280.80	\$6,454.40	\$6,631.20	\$6,812.80	\$7,000.00	\$7,192.00	\$7,390.40	\$7,592.00	\$7,801.60	\$8,016.00	\$8,236.00	\$8,464.00	Max.	\$18,338.67	\$220,064.00
C-62	Hourly	\$80.68	\$82.89	\$85.16	\$87.50	\$89.90	\$92.38	\$94.90	\$97.52	\$100.20	\$102.95	\$105.80	\$108.71	Min.	\$13,984.53	\$167,814.40
	Biweekly	\$6,454.40	\$6,631.20	\$6,812.80	\$7,000.00	\$7,192.00	\$7,390.40	\$7,592.00	\$7,801.60	\$8,016.00	\$8,236.00	\$8,464.00	\$8,696.80	Max.	\$18,843.07	\$226,116.80
C-63	Hourly	\$82.89	\$85.16	\$87.50	\$89.90	\$92.38	\$94.90	\$97.52	\$100.20	\$102.95	\$105.80	\$108.71	\$111.70	Min.	\$14,367.60	\$172,411.20
	Biweekly	\$6,631.20	\$6,812.80	\$7,000.00	\$7,192.00	\$7,390.40	\$7,592.00	\$7,801.60	\$8,016.00	\$8,236.00	\$8,464.00	\$8,696.80	\$8,936.00	Max.	\$19,361.33	\$232,336.00
C-64	Hourly	\$85.16	\$87.50	\$89.90	\$92.38	\$94.90	\$97.52	\$100.20	\$102.95	\$105.80	\$108.71	\$111.70	\$114.77	Min.	\$14,761.07	\$177,132.80
	Biweekly	\$6,812.80	\$7,000.00	\$7,192.00	\$7,390.40	\$7,592.00	\$7,801.60	\$8,016.00	\$8,236.00	\$8,464.00	\$8,696.80	\$8,936.00	\$9,181.60	Max.	\$19,893.47	\$238,721.60
C-65	Hourly	\$87.50	\$89.90	\$92.38	\$94.90	\$97.52	\$100.20	\$102.95	\$105.80	\$108.71	\$111.70	\$114.77	\$117.94	Min.	\$15,166.67	\$182,000.00
	Biweekly	\$7,000.00	\$7,192.00	\$7,390.40	\$7,592.00	\$7,801.60	\$8,016.00	\$8,236.00	\$8,464.00	\$8,696.80	\$8,936.00	\$9,181.60	\$9,435.20	Max.	\$20,442.93	\$245,315.20
C-66	Hourly	\$89.90	\$92.38	\$94.90	\$97.52	\$100.20	\$102.95	\$105.80	\$108.71	\$111.70	\$114.77	\$117.94	\$121.16	Min.	\$15,582.67	\$186,992.00
	Biweekly	\$7,192.00	\$7,390.40	\$7,592.00	\$7,801.60	\$8,016.00	\$8,236.00	\$8,464.00	\$8,696.80	\$8,936.00	\$9,181.60	\$9,435.20	\$9,692.80	Max.	\$21,001.07	\$252,012.80
C-67	Hourly	\$92.38	\$94.90	\$97.52	\$100.20	\$102.95	\$105.80	\$108.71	\$111.70	\$114.77	\$117.94	\$121.16	\$124.53	Min.	\$16,012.53	\$192,150.40
	Biweekly	\$7,390.40	\$7,592.00	\$7,801.60	\$8,016.00	\$8,236.00	\$8,464.00	\$8,696.80	\$8,936.00	\$9,181.60	\$9,435.20	\$9,692.80	\$9,962.40	Max.	\$21,585.20	\$259,022.40
C-68	Hourly	\$94.90	\$97.52	\$100.20	\$102.95	\$105.80	\$108.71	\$111.70	\$114.77	\$117.94	\$121.16	\$124.53	\$127.93	Min.	\$16,449.33	\$197,392.00
	Biweekly	\$7,592.00	\$7,801.60	\$8,016.00	\$8,236.00	\$8,464.00	\$8,696.80	\$8,936.00	\$9,181.60	\$9,435.20	\$9,692.80	\$9,962.40	\$10,234.40	Max.	\$22,174.53	\$266,094.40
C-69	Hourly	\$97.52	\$100.20	\$102.95	\$105.80	\$108.71	\$111.70	\$114.77	\$117.94	\$121.16	\$124.53	\$127.93	\$131.46	Min.	\$16,903.47	\$202,841.60
	Biweekly	\$7,801.60	\$8,016.00	\$8,236.00	\$8,464.00	\$8,696.80	\$8,936.00	\$9,181.60	\$9,435.20	\$9,692.80	\$9,962.40	\$10,234.40	\$10,516.80	Max.	\$22,786.40	\$273,436.80
C-70	Hourly	\$100.20	\$102.95	\$105.80	\$108.71	\$111.70	\$114.77	\$117.94	\$121.16	\$124.53	\$127.93	\$131.46	\$135.04	Min.	\$17,368.00	\$208,416.00
	Biweekly	\$8,016.00	\$8,236.00	\$8,464.00	\$8,696.80	\$8,936.00	\$9,181.60	\$9,435.20	\$9,692.80	\$9,962.40	\$10,234.40	\$10,516.80	\$10,803.20	Max.	\$23,406.93	\$280,883.20
C-71	Hourly	\$102.95	\$105.80	\$108.71	\$111.70	\$114.77	\$117.94	\$121.16	\$124.53	\$127.93	\$131.46	\$135.04	\$138.76	Min.	\$17,844.67	\$214,136.00
	Biweekly	\$8,236.00	\$8,464.00	\$8,696.80	\$8,936.00	\$9,181.60	\$9,435.20	\$9,692.80	\$9,962.40	\$10,234.40	\$10,516.80	\$10,803.20	\$11,100.80	Max.	\$24,051.73	\$288,620.80
C-72	Hourly	\$105.80	\$108.71	\$111.70	\$114.77	\$117.94	\$121.16	\$124.53	\$127.93	\$131.46	\$135.04	\$138.76	\$142.57	Min.	\$18,338.67	\$220,064.00
	Biweekly	\$8,464.00	\$8,696.80	\$8,936.00	\$9,181.60	\$9,435.20	\$9,692.80	\$9,962.40	\$10,234.40	\$10,516.80	\$10,803.20	\$11,100.80	\$11,405.60	Max.	\$24,712.13	\$296,545.60

ORANGE COUNTY EMPLOYEES ASSOCIATION
Salary Schedule C
Effective September 4, 2026

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	\$108.71	\$111.70	\$114.77	\$117.94	\$121.16	\$124.53	\$127.93	\$131.46	\$135.04	\$138.76	\$142.57	\$146.51	Min.	\$18,843.07	\$226,116.80
	Biweekly	\$8,696.80	\$8,936.00	\$9,181.60	\$9,435.20	\$9,692.80	\$9,962.40	\$10,234.40	\$10,516.80	\$10,803.20	\$11,100.80	\$11,405.60	\$11,720.80	Max.	\$25,395.07	\$304,740.80
C-74	Hourly	\$111.70	\$114.77	\$117.94	\$121.16	\$124.53	\$127.93	\$131.46	\$135.04	\$138.76	\$142.57	\$146.51	\$150.53	Min.	\$19,361.33	\$232,336.00
	Biweekly	\$8,936.00	\$9,181.60	\$9,435.20	\$9,692.80	\$9,962.40	\$10,234.40	\$10,516.80	\$10,803.20	\$11,100.80	\$11,405.60	\$11,720.80	\$12,042.40	Max.	\$26,091.87	\$313,102.40
C-75	Hourly	\$114.77	\$117.94	\$121.16	\$124.53	\$127.93	\$131.46	\$135.04	\$138.76	\$142.57	\$146.51	\$150.53	\$154.69	Min.	\$19,893.47	\$238,721.60
	Biweekly	\$9,181.60	\$9,435.20	\$9,692.80	\$9,962.40	\$10,234.40	\$10,516.80	\$10,803.20	\$11,100.80	\$11,405.60	\$11,720.80	\$12,042.40	\$12,375.20	Max.	\$26,812.93	\$321,755.20
C-76	Hourly	\$117.94	\$121.16	\$124.53	\$127.93	\$131.46	\$135.04	\$138.76	\$142.57	\$146.51	\$150.53	\$154.69	\$158.92	Min.	\$20,442.93	\$245,315.20
	Biweekly	\$9,435.20	\$9,692.80	\$9,962.40	\$10,234.40	\$10,516.80	\$10,803.20	\$11,100.80	\$11,405.60	\$11,720.80	\$12,042.40	\$12,375.20	\$12,713.60	Max.	\$27,546.13	\$330,553.60
C-77	Hourly	\$121.16	\$124.53	\$127.93	\$131.46	\$135.04	\$138.76	\$142.57	\$146.51	\$150.53	\$154.69	\$158.92	\$163.30	Min.	\$21,001.07	\$252,012.80
	Biweekly	\$9,692.80	\$9,962.40	\$10,234.40	\$10,516.80	\$10,803.20	\$11,100.80	\$11,405.60	\$11,720.80	\$12,042.40	\$12,375.20	\$12,713.60	\$13,064.00	Max.	\$28,305.33	\$339,664.00
C-78	Hourly	\$124.53	\$127.93	\$131.46	\$135.04	\$138.76	\$142.57	\$146.51	\$150.53	\$154.69	\$158.92	\$163.30	\$167.80	Min.	\$21,585.20	\$259,022.40
	Biweekly	\$9,962.40	\$10,234.40	\$10,516.80	\$10,803.20	\$11,100.80	\$11,405.60	\$11,720.80	\$12,042.40	\$12,375.20	\$12,713.60	\$13,064.00	\$13,424.00	Max.	\$29,085.33	\$349,024.00
C-79	Hourly	\$127.93	\$131.46	\$135.04	\$138.76	\$142.57	\$146.51	\$150.53	\$154.69	\$158.92	\$163.30	\$167.80	\$172.40	Min.	\$22,174.53	\$266,094.40
	Biweekly	\$10,234.40	\$10,516.80	\$10,803.20	\$11,100.80	\$11,405.60	\$11,720.80	\$12,042.40	\$12,375.20	\$12,713.60	\$13,064.00	\$13,424.00	\$13,792.00	Max.	\$29,882.67	\$358,592.00