

**Orange County Sheriff's Office**  
**Pay Plan -- Fiscal Year 2025 / 2026**  
Effective 9/14/2025

Civilian Positions	Salary Class	Grade	Min Hrlv	Min Annual	Max Hrlv	Max Annual
Accreditation Manager (Civilian)	Salary	482	39.12	81,369.60	60.06	124,924.80
Accreditation/Policy Coordinator	Hourly	412	24.04	50,003.20	36.94	76,835.20
Administrative Assistant I	Hourly	407	18.82	39,145.60	28.92	60,153.60
Administrative Assistant I Court	Hourly	407	18.82	39,145.60	28.92	60,153.60
Administrative Assistant I Grant Contract	Hourly	407	18.82	39,145.60	28.92	60,153.60
Administrative Assistant II	Hourly	409	20.75	43,160.00	31.89	66,331.20
Administrative Support Technician	Hourly	406	18.09	37,627.20	27.54	57,283.20
Aircraft Mechanic	Hourly	413	25.25	52,520.00	38.79	80,683.20
Aircraft Mechanic P/T	Hourly	413	25.25	52,520.00	38.79	80,683.20
Alarm Administrator	Hourly	814	27.03	56,222.40	41.50	86,320.00
Alarm Administrator Assistant	Hourly	811	23.34	48,547.20	35.85	74,568.00
Assistant Chief Information Officer	Salary	486	47.57	98,945.60	73.01	151,860.80
Assistant General Counsel	Salary	487	49.96	103,916.80	76.68	159,494.40
Assistant Records Custodian	Hourly	411	22.90	47,632.00	35.18	73,174.40
Automotive Technician Apprentice P/T	Hourly	407	18.82	39,145.60	28.92	60,153.60
Automotive Technician **	Hourly	407	18.82	39,145.60	28.92	60,153.60
Automotive Technician P/T **	Hourly	407	18.82	39,145.60	28.92	60,153.60
Automotive Technician I **	Hourly	408	19.78	41,142.40	30.37	63,169.60
Automotive Technician I P/T **	Hourly	408	19.78	41,142.40	30.37	63,169.60
Automotive Technician II **	Hourly	409	20.75	43,160.00	31.89	66,331.20
Automotive Technician III **	Hourly	411	22.90	47,632.00	35.18	73,174.40
Automotive Technician IV **	Hourly	412	24.04	50,003.20	36.94	76,835.20
Aviation Maintenance Manager	Salary	481	37.25	77,480.00	57.19	118,955.20
Aviation Maintenance Supervisor	Hourly	418	32.24	67,059.20	49.53	103,022.40
Avionics Technician	Hourly	413	25.25	52,520.00	38.79	80,683.20
Background Investigator Civ	Hourly	414	26.52	55,161.60	40.72	84,697.60
Background Investigator P/T	Hourly	414	26.52	55,161.60	40.72	84,697.60
Buyer	Hourly	411	22.90	47,632.00	35.18	73,174.40
Chief Financial Officer	Salary	489	55.09	114,587.20	84.56	175,884.80
Chief Information Officer	Salary	488	52.46	109,116.80	80.52	167,481.60
Civil Process Officer	Hourly	406	18.09	37,627.20	27.54	57,283.20
Civil Process Officer ASL	Hourly	409	20.75	43,160.00	31.89	66,331.20
Civil Process Officer Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Communications ASL	Hourly	815	28.37	59,009.60	43.59	90,667.20
Communications Audio Recording Specialist	Hourly	810	22.22	46,217.60	34.14	71,011.20
Communications Manager	Salary	481	37.25	77,480.00	57.19	118,955.20
Communications Supervisor	Hourly	818	32.86	68,348.80	50.48	104,998.40
Communications Support Specialist	Hourly	807	19.18	39,894.40	29.47	61,297.60
Communications Systems Supervisor	Hourly	818	32.86	68,348.80	50.48	104,998.40
Communications Teletype Supervisor	Hourly	818	32.86	68,348.80	50.48	104,998.40
Communications Training ASL	Hourly	815	28.37	59,009.60	43.59	90,667.20
Communications Training Supervisor	Hourly	818	32.86	68,348.80	50.48	104,998.40
Community Engagement Liaison	Hourly	414	26.52	55,161.60	40.72	84,697.60
Community Relations Specialist	Hourly	410	21.80	45,344.00	33.49	69,659.20
Community Relations Specialist P/T	Hourly	410	21.80	45,344.00	33.49	69,659.20
Crime Analysis Manager	Salary	482	39.12	81,369.60	60.06	124,924.80
Crime Analyst I **	Hourly	410	21.80	45,344.00	33.49	69,659.20

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Crime Analyst II **	Hourly	411	22.90	47,632.00	35.18	73,174.40
Crime Analyst Supervisor	Hourly	415	27.84	57,907.20	42.77	88,961.60
Crime Scene Investigator ASL	Hourly	414	26.52	55,161.60	40.72	84,697.60
Crime Scene Investigator I **	Hourly	410	21.80	45,344.00	33.49	69,659.20
Crime Scene Investigator II **	Hourly	411	22.90	47,632.00	35.18	73,174.40
Crime Scene Supervisor	Hourly	418	32.24	67,059.20	49.53	103,022.40
Criminal Process ASL	Hourly	409	20.75	43,160.00	31.89	66,331.20
Criminal Process Technician I- P/T**	Hourly	404	16.72	34,777.60	24.99	51,979.20
Criminal Process Technician I**	Hourly	404	16.72	34,777.60	24.99	51,979.20
Criminal Process Technician II**	Hourly	405	17.39	36,171.20	26.22	54,537.60
Criminal Process Technician III**	Hourly	406	18.09	37,627.20	27.54	57,283.20
Criminal Process/Fugitive Manager	Salary	481	37.25	77,480.00	57.19	118,955.20
Digital Forensic Investigator	Hourly	416	29.24	60,819.20	44.91	93,412.80
Director of Emergency Communications	Salary	486	47.57	98,945.60	73.01	151,860.80
Director of Employee Services	Salary	486	47.57	98,945.60	73.01	151,860.80
Director of Financial Services	Salary	486	47.57	98,945.60	73.01	151,860.80
Director of Fleet Management	Salary	486	47.57	98,945.60	73.01	151,860.80
Director of Records	Salary	486	47.57	98,945.60	73.01	151,860.80
Director of Strategic Communications	Salary	486	47.57	98,945.60	73.01	151,860.80
Director of Supply	Salary	486	47.57	98,945.60	73.01	151,860.80
District Engagement Officer-DEO	Hourly	405	17.39	36,171.20	26.22	54,537.60
DUI Technician ASL	Hourly	410	21.80	45,344.00	33.49	69,659.20
DUI Technician I **	Hourly	406	18.09	37,627.20	27.54	57,283.20
DUI Technician II **	Hourly	407	18.82	39,145.60	28.92	60,153.60
DUI Technician III **	Hourly	408	19.78	41,142.40	30.37	63,169.60
DUI Testing Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Emergency Communications Specialist I **	Hourly	810	22.22	46,217.60	34.14	71,011.20
Emergency Communications Specialist I Grant **	Hourly	810	22.22	46,217.60	34.14	71,011.20
Emergency Communications Specialist I P/T **	Hourly	810	22.22	46,217.60	34.14	71,011.20
Emergency Communications Specialist II P/T **	Hourly	811	23.34	48,547.20	35.85	74,568.00
Emergency Communications Specialist II **	Hourly	811	23.34	48,547.20	35.85	74,568.00
Emergency Communications Specialist III **	Hourly	813	25.73	53,518.40	39.53	82,222.40
Emergency Communications Specialist III P/T **	Hourly	813	25.73	53,518.40	39.53	82,222.40
Emergency Management Special Projects Coordinator	Hourly	413	25.25	52,520.00	38.79	80,683.20
E-Reporting Coordinator	Hourly	406	18.09	37,627.20	27.54	57,283.20
ESST Analyst	Hourly	414	26.52	55,161.60	40.72	84,697.60
Evidence Manager	Salary	482	39.12	81,369.60	60.06	124,924.80
Evidence Supervisor	Hourly	415	27.84	57,907.20	42.77	88,961.60
Evidence Technician I **	Hourly	406	18.09	37,627.20	27.54	57,283.20
Evidence Technician II **	Hourly	407	18.82	39,145.60	28.92	60,153.60
Evidence Technician III **	Hourly	408	19.78	41,142.40	30.37	63,169.60
Executive Assistant to the Executive Staff	Hourly	415	27.84	57,907.20	42.77	88,961.60
Executive Assistant to the Sheriff	Salary	453	33.87	70,449.60	51.99	108,139.20
Executive Assistant to the Undersheriff	Salary	451	30.71	63,876.80	47.16	98,092.80
Executive Project Manager P/T	Hourly	420	158.00			
Facility Maintenance Coordinator P/T	Hourly	408	19.78	41,142.40	30.37	63,169.60
Field Service Officer	Hourly	408	19.78	41,142.40	30.37	63,169.60

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Field Service Officer ASL	Hourly	411	22.90	47,632.00	35.18	73,174.40
Field Service Officer Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Fiscal Assistant	Hourly	412	24.04	50,003.20	36.94	76,835.20
Fiscal Specialist	Hourly	409	20.75	43,160.00	31.89	66,331.20
Fleet Auto Body Specialist **	Hourly	408	19.78	41,142.40	30.37	63,169.60
Fleet Auto Body Specialist I **	Hourly	409	20.75	43,160.00	31.89	66,331.20
Fleet Manager	Salary	481	37.25	77,480.00	57.19	118,955.20
Fleet Parts Associate **	Hourly	405	17.39	36,171.20	26.22	54,537.60
Fleet Parts Associate I **	Hourly	406	18.09	37,627.20	27.54	57,283.20
Fleet Parts Lead	Hourly	414	26.52	55,161.60	40.72	84,697.60
Fleet Service Coordinator **	Hourly	408	19.78	41,142.40	30.37	63,169.60
Fleet Service Coordinator I **	Hourly	409	20.75	43,160.00	31.89	66,331.20
Fleet Shop Lead	Hourly	414	26.52	55,161.60	40.72	84,697.60
Fleet Specialist **	Hourly	408	19.78	41,142.40	30.37	63,169.60
Fleet Specialist I **	Hourly	409	20.75	43,160.00	31.89	66,331.20
Fleet Supervisor	Hourly	417	30.71	63,876.80	47.16	98,092.80
Forensic Biologist / DNA	Hourly	412	24.04	50,003.20	36.94	76,835.20
Forensic Laboratory ASL	Hourly	415	27.84	57,907.20	42.77	88,961.60
Forensics Firearms Specialist	Hourly	412	24.04	50,003.20	36.94	76,835.20
Forensics Laboratory Supervisor	Hourly	419	33.87	70,449.60	51.99	108,139.20
Forensics Manager	Salary	482	39.12	81,369.60	60.06	124,924.80
General Counsel	Salary	491	60.75	126,360.00	93.24	193,939.20
GIS Analyst	Hourly	415	27.84	57,907.20	42.77	88,961.60
GIS Senior Analyst	Salary	452	32.24	67,059.20	49.53	103,022.40
GIS Supervisor	Salary	482	39.12	81,369.60	60.06	124,924.80
Grant Coordinator	Hourly	413	25.25	52,520.00	38.79	80,683.20
Grant Coordinator Grant	Hourly	413	25.25	52,520.00	38.79	80,683.20
Grants Manager	Salary	482	39.12	81,369.60	60.06	124,924.80
Graphic Designer	Hourly	413	25.25	52,520.00	38.79	80,683.20
HRD Analyst	Hourly	410	21.80	45,344.00	33.49	69,659.20
HRD Analyst II	Hourly	413	25.25	52,520.00	38.79	80,683.20
HRD Analyst II P/T	Hourly	413	25.25	52,520.00	38.79	80,683.20
HRD Analyst P/T	Hourly	410	21.80	45,344.00	33.49	69,659.20
HRD ASL	Hourly	415	27.84	57,907.20	42.77	88,961.60
HRD Manager	Salary	482	39.12	81,369.60	60.06	124,924.80
HRD Senior Analyst	Hourly	417	30.71	63,876.80	47.16	98,092.80
HRD Senior Analyst-PT	Hourly	417	30.71	63,876.80	47.16	98,092.80
HRD Supervisor	Hourly	419	33.87	70,449.60	51.99	108,139.20
HRD Technician	Hourly	406	18.09	37,627.20	27.54	57,283.20
HRD Technician-P/T	Hourly	406	18.09	37,627.20	27.54	57,283.20
Image Lab Technician	Hourly	410	21.80	45,344.00	33.49	69,659.20
Intelligence Analyst	Hourly	414	26.52	55,161.60	40.72	84,697.60
Intelligence Analyst ASL	Hourly	416	29.24	60,819.20	44.91	93,412.80
Intern/Temporary	Hourly	404	16.72	34,777.60	24.99	51,979.20
Inventory Specialist	Hourly	406	18.09	37,627.20	27.54	57,283.20
Investigative Analyst I **	Hourly	407	18.82	39,145.60	28.92	60,153.60
Investigative Analyst II **	Hourly	408	19.78	41,142.40	30.37	63,169.60

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Investigative Analyst III **	Hourly	409	20.75	43,160.00	31.89	66,331.20
Investigative Service Officer	Hourly	405	17.39	36,171.20	26.22	54,537.60
Investigative Transcriptionist	Hourly	404	16.72	34,777.60	24.99	51,979.20
IT Architect	Salary	483	41.07	85,425.60	63.07	131,185.60
IT Manager	Salary	485	45.30	94,224.00	69.55	144,664.00
IT Specialist I	Hourly	409	20.75	43,160.00	31.89	66,331.20
IT Specialist II	Hourly	412	24.04	50,003.20	36.94	76,835.20
IT Specialist III	Salary	451	30.71	63,876.80	47.16	98,092.80
IT Specialist IV	Salary	481	37.25	77,480.00	57.19	118,955.20
IT Supervisor	Salary	484	43.14	89,731.20	66.23	137,758.40
Judicial Process ASL	Hourly	409	20.75	43,160.00	31.89	66,331.20
Judicial Process Sales Coordinator	Hourly	409	20.75	43,160.00	31.89	66,331.20
Judicial Process Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Judicial Process Technician I **	Hourly	404	16.72	34,777.60	24.99	51,979.20
Judicial Process Technician II **	Hourly	405	17.39	36,171.20	26.22	54,537.60
Judicial Process Technician III **	Hourly	406	18.09	37,627.20	27.54	57,283.20
Latent Print Examiner I	Hourly	412	24.04	50,003.20	36.94	76,835.20
Latent Print Examiner I P/T	Hourly	412	24.04	50,003.20	36.94	76,835.20
Latent Print Examiner II	Hourly	415	27.84	57,907.20	42.77	88,961.60
Latent Print Examiner Supervisor	Hourly	418	32.24	67,059.20	49.53	103,022.40
Legal Services Coordinator	Hourly	411	22.90	47,632.00	35.18	73,174.40
Mail Courier	Hourly	404	16.72	34,777.60	24.99	51,979.20
Manager of Research & Development	Salary	482	39.12	81,369.60	60.06	124,924.80
MBI Analyst	Hourly	414	26.52	55,161.60	40.72	84,697.60
MBI Financial Assistant	Hourly	408	19.78	41,142.40	30.37	63,169.60
Mobile Video System ASL	Hourly	415	27.84	57,907.20	42.77	88,961.60
Mobile Video System Supervisor	Hourly	419	33.87	70,449.60	51.99	108,139.20
Mobile Video Systems Coord-MVSC	Hourly	409	20.75	43,160.00	31.89	66,331.20
Multimedia Specialist Storyteller	Salary	452	32.24	67,059.20	49.53	103,022.40
Occupant Protection Specialist	Hourly	408	19.78	41,142.40	30.37	63,169.60
Office Support Clerk	Hourly	404	16.72	34,777.60	24.99	51,979.20
Office Support Clerk P/T	Hourly	404	16.72	34,777.60	24.99	51,979.20
Paralegal	Hourly	412	24.04	50,003.20	36.94	76,835.20
Parking Enforcement Officer	Hourly	405	17.39	36,171.20	26.22	54,537.60
Parking Enforcement Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Payroll Manager	Salary	482	39.12	81,369.60	60.06	124,924.80
Police Service Officer	Hourly	405	17.39	36,171.20	26.22	54,537.60
Police Service Officer Grant Contract	Hourly	405	17.39	36,171.20	26.22	54,537.60
Police Service Officer--Court	Hourly	405	17.39	36,171.20	26.22	54,537.60
Professional Standards Coordinator	Hourly	411	22.90	47,632.00	35.18	73,174.40
Public Information Officer	Salary	452	32.24	67,059.20	49.53	103,022.40
Purchasing Card Administrator	Hourly	416	29.24	60,819.20	44.91	93,412.80
Purchasing Manager	Salary	482	39.12	81,369.60	60.06	124,924.80
Radio Coordinator	Hourly	815	28.37	59,009.60	43.59	90,667.20
Real Time Crime Analyst I **	Hourly	410	21.80	45,344.00	33.49	69,659.20
Real Time Crime Analyst II **	Hourly	411	22.90	47,632.00	35.18	73,174.40
Records & Identification Manager	Salary	482	39.12	81,369.60	60.06	124,924.80

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Records ASL	Hourly	409	20.75	43,160.00	31.89	66,331.20
Records Custodian Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Records Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Records Technician I **	Hourly	404	16.72	34,777.60	24.99	51,979.20
Records Technician II **	Hourly	405	17.39	36,171.20	26.22	54,537.60
Records Technician III **	Hourly	406	18.09	37,627.20	27.54	57,283.20
Recruit/Academy	Hourly	600	24.50	50,960.00	24.50	50,960.00
Recruit/Academy--COPS Grant	Hourly	600	24.50	50,960.00	24.50	50,960.00
Recruit/Academy-Part-time	Hourly	600	24.50	50,960.00	24.50	50,960.00
Research & Development Project Manager	Hourly	419	33.87	70,449.60	51.99	108,139.20
Research & Development Special Projects Coordinator	Hourly	414	26.52	55,161.60	40.72	84,697.60
Research Analyst	Hourly	412	24.04	50,003.20	36.94	76,835.20
Research Analyst Grant	Hourly	412	24.04	50,003.20	36.94	76,835.20
Safety and Loss Prevention Analyst	Hourly	413	25.25	52,520.00	38.79	80,683.20
Scheduling Coordinator - CG	Hourly	410	21.80	45,344.00	33.49	69,659.20
School Crossing Guard Program ASL	Hourly	415	27.84	57,907.20	42.77	88,961.60
School Crossing Guard Supervisor	Hourly	417	30.71	63,876.80	47.16	98,092.80
School Guard	Hourly	033	17.31		18.18	
School Guard Trainer P/T	Hourly	034	19.08		20.04	
School Guard, Substitute	Hourly	033	17.31		18.18	
Security Technician	Salary	452	32.24	67,059.20	49.53	103,022.40
Senior Accountant	Hourly	416	29.24	60,819.20	44.91	93,412.80
Senior Accountant - Grant	Hourly	416	29.24	60,819.20	44.91	93,412.80
Senior Procurement Specialist	Hourly	419	33.87	70,449.60	51.99	108,139.20
Senior Research Analyst	Hourly	414	26.52	55,161.60	40.72	84,697.60
Stable Assistant	Hourly	406	18.09	37,627.20	27.54	57,283.20
Supply ASL	Hourly	410	21.80	45,344.00	33.49	69,659.20
Supply Clerk	Hourly	404	16.72	34,777.60	24.99	51,979.20
Supply Manager	Salary	481	37.25	77,480.00	57.19	118,955.20
Supply Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Ten Print Examiner	Hourly	409	20.75	43,160.00	31.89	66,331.20
Traffic Citation Specialist	Hourly	406	18.09	37,627.20	27.54	57,283.20
Traffic Infraction Enforcement Officer	Hourly	409	20.75	43,160.00	31.89	66,331.20
Traffic Infraction Enforcement Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Training Specialist	Hourly	409	20.75	43,160.00	31.89	66,331.20
Training Supervisor	Hourly	419	33.87	70,449.60	51.99	108,139.20
Transportation ASL	Hourly	409	20.75	43,160.00	31.89	66,331.20
Transportation Coordinator	Hourly	407	18.82	39,145.60	28.92	60,153.60
Transportation Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
UPD Coordinator	Hourly	411	22.90	47,632.00	35.18	73,174.40
Victim Advocate	Hourly	409	20.75	43,160.00	31.89	66,331.20
Victim Advocate Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Victim Advocate, Grant	Hourly	409	20.75	43,160.00	31.89	66,331.20
Video Producer	Hourly	411	22.90	47,632.00	35.18	73,174.40
Warrants Supervisor	Hourly	414	26.52	55,161.60	40.72	84,697.60
Web Content Specialist	Hourly	416	29.24	60,819.20	44.91	93,412.80
Wellness Coordinator	Hourly	417	30.71	63,876.80	47.16	98,092.80
Wellness Specialist	Hourly	413	25.25	52,520.00	38.79	80,683.20
Wellness Specialist P/T	Hourly	413	25.25	52,520.00	38.79	80,683.20

\*\* Indicates Career Path positions with career levels. When established criteria are met, employees advance to the next level.