Orange County Sheriff's Office
Pay Plan -- Fiscal Year 2026 / 2027
Effective 9/13/2026

Civilian Positions	Salary Class	Grade	Min Hrly	Min Annual	Max Hrly	Max Annual
Accreditation Manager (Civilian)	Salary	482	40.69	84,635.20	62.47	129,937.60
Accreditation/Policy Coordinator	Hourly	412	25.01	52,020.80	38.42	79,913.60
Administrative Assistant I	Hourly	407	19.58	40,726.40	30.08	62,566.40
Administrative Assistant I Court	Hourly	407	19.58	40,726.40	30.08	62,566.40
Administrative Assistant I Grant Contract	Hourly	407	19.58	40,726.40	30.08	62,566.40
Administrative Assistant II	Hourly	409	21.58	44,886.40	33.17	68,993.60
Administrative Support Technician	Hourly	406	18.82	39,145.60	28.65	59,592.00
Aircraft Mechanic	Hourly	413	26.26	54,620.80	40.35	83,928.00
Aircraft Mechanic P/T	Hourly	413	26.26	54,620.80	40.35	83,928.00
Alarm Administrator	Hourly	814	28.12	58,489.60	43.16	89,772.80
Alarm Administrator Assistant	Hourly	811	24.28	50,502.40	37.29	77,563.20
Assistant Chief Information Officer	Salary	486	49.48	102,918.40	75.94	157,955.20
Assistant General Counsel	Salary	487	51.96	108,076.80	79.75	165,880.00
Assistant Records Custodian	Hourly	411	23.82	49,545.60	36.59	76,107.20
Automotive Technician Apprentice P/T	Hourly	407	19.58	40,726.40	30.08	62,566.40
Automotive Technician **	Hourly	407	19.58	40,726.40	30.08	62,566.40
Automotive Technician P/T **	Hourly	407	19.58	40,726.40	30.08	62,566.40
Automotive Technician I **	Hourly	408	20.58	42,806.40	31.59	65,707.20
Automotive Technician I P/T **	Hourly	408	20.58	42,806.40	31.59	65,707.20
Automotive Technician II **	Hourly	409	21.58	44,886.40	33.17	68,993.60
Automotive Technician III **	Hourly	411	23.82	49,545.60	36.59	76,107.20
Automotive Technician IV **	Hourly	412	25.01	52,020.80	38.42	79,913.60
Aviation Maintenance Manager	Salary	481	38.74	80,579.20	59.48	123,718.40
Aviation Maintenance Supervisor	Hourly	418	33.53	69,742.40	51.52	107,161.60
Avionics Technician	Hourly	413	26.26	54,620.80	40.35	83,928.00
Background Investigator Civ	Hourly	414	27.59	57,387.20	42.35	88,088.00
Background Investigator P/T	Hourly	414	27.59	57,387.20	42.35	88,088.00
Buyer	Hourly	411	23.82	49,545.60	36.59	76,107.20
Chief Financial Officer	Salary	490	60.17	125,153.60	92.36	192,108.80
Chief Information Officer	Salary	488	54.56	113,484.80	83.75	174,200.00
Civil Process Officer	Hourly	406	18.82	39,145.60	28.65	59,592.00
Civil Process Officer ASL	Hourly	409	21.58	44,886.40	33.17	68,993.60
Civil Process Officer Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Communications ASL	Hourly	815	29.51	61,380.80	45.34	94,307.20
Communications Audio Recording Specialist	Hourly	810	23.11	48,068.80	35.51	73,860.80
Communications Manager	Salary	481	38.74	80,579.20	59.48	123,718.40
Communications Supervisor	Hourly	818	34.18	71,094.40	52.50	109,200.00
Communications Support Specialist	Hourly	807	19.95	41,496.00	30.65	63,752.00
Communications Systems Supervisor	Hourly	818	34.18	71,094.40	52.50	109,200.00
Communications Teletype Supervisor	Hourly	818	34.18	71,094.40	52.50	109,200.00
Communications Training ASL	Hourly	815	29.51	61,380.80	45.34	94,307.20
Communications Training Supervisor	Hourly	818	34.18	71,094.40	52.50	109,200.00
Community Engagement Liaison	Hourly	414	27.59	57,387.20	42.35	88,088.00
Community Relations Specialist	Hourly	410	22.68	47,174.40	34.83	72,446.40
Community Relations Specialist P/T	Hourly	410	22.68	47,174.40	34.83	72,446.40
Crime Analysis Manager	Salary	482	40.69	84,635.20	62.47	129,937.60
Crime Analyst I **	Hourly	410	22.68	47,174.40	34.83	72,446.40

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Crime Analyst II **	Hourly	411	23.82	49,545.60	36.59	76,107.20
Crime Analyst Supervisor	Hourly	415	28.96	60,236.80	44.49	92,539.20
Crime Scene Investigator ASL	Hourly	414	27.59	57,387.20	42.35	88,088.00
Crime Scene Investigator I **	Hourly	410	22.68	47,174.40	34.83	72,446.40
Crime Scene Investigator II **	Hourly	411	23.82	49,545.60	36.59	76,107.20
Crime Scene Supervisor	Hourly	418	33.53	69,742.40	51.52	107,161.60
Criminal Process ASL	Hourly	409	21.58	44,886.40	33.17	68,993.60
Criminal Process Technician I- P/T**	Hourly	404	17.39	36,171.20	25.99	54,059.20
Criminal Process Technician I**	Hourly	404	17.39	36,171.20	25.99	54,059.20
Criminal Process Technician II**	Hourly	405	18.09	37,627.20	27.27	56,721.60
Criminal Process Technician III**	Hourly	406	18.82	39,145.60	28.65	59,592.00
Criminal Process/Fugitive Manager	Salary	481	38.74	80,579.20	59.48	123,718.40
Digital Forensic Investigator	Hourly	416	30.41	63,252.80	46.71	97,156.80
Director of Emergency Communications	Salary	486	49.48	102,918.40	75.94	157,955.20
Director of Employee Services	Salary	486	49.48	102,918.40	75.94	157,955.20
Director of Financial Services	Salary	486	49.48	102,918.40	75.94	157,955.20
Director of Fleet Management	Salary	486	49.48	102,918.40	75.94	157,955.20
Director of Records	Salary	486	49.48	102,918.40	75.94	157,955.20
Director of Strategic Communications	Salary	486	49.48	102,918.40	75.94	157,955.20
Director of Supply	Salary	486	49.48	102,918.40	75.94	157,955.20
District Engagement Officer-DEO	Hourly	405	18.09	37,627.20	27.27	56,721.60
DUI Technician ASL	Hourly	410	22.68	47,174.40	34.83	72,446.40
DUI Technician I **	Hourly	406	18.82	39,145.60	28.65	59,592.00
DUI Technician II **	Hourly	407	19.58	40,726.40	30.08	62,566.40
DUI Technician III **	Hourly	408	20.58	42,806.40	31.59	65,707.20
DUI Testing Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Emergency Communications Specialist I **	Hourly	810	23.11	48,068.80	35.51	73,860.80
Emergency Communications Specialist I Grant **	Hourly	810	23.11	48,068.80	35.51	73,860.80
Emergency Communications Specialist I P/T **	Hourly	810	23.11	48,068.80	35.51	73,860.80
Emergency Communications Specialist II P/T **	Hourly	811	24.28	50,502.40	37.29	77,563.20
Emergency Communications Specialist II **	Hourly	811	24.28	50,502.40	37.29	77,563.20
Emergency Communications Specialist III **	Hourly	813	26.76	55,660.80	41.12	85,529.60
Emergency Communications Specialist III P/T **	Hourly	813	26.76	55,660.80	41.12	85,529.60
Emergency Management Special Projects Coordinator	Hourly	413	26.26	54,620.80	40.35	83,928.00
E-Reporting Coordinator	Hourly	406	18.82	39,145.60	28.65	59,592.00
ESST Analyst	Hourly	414	27.59	57,387.20	42.35	88,088.00
Evidence Manager	Salary	482	40.69	84,635.20	62.47	129,937.60
Evidence Supervisor	Hourly	415	28.96	60,236.80	44.49	92,539.20
Evidence Technician I **	Hourly	406	18.82	39,145.60	28.65	59,592.00
Evidence Technician II **	Hourly	407	19.58	40,726.40	30.08	62,566.40
Evidence Technician III **	Hourly	408	20.58	42,806.40	31.59	65,707.20
Executive Assistant to the Executive Staff	Hourly	415	28.96	60,236.80	44.49	92,539.20
Executive Assistant to the Sheriff	Salary	453	35.23	73,278.40	54.07	112,465.60
Executive Assistant to the Undersheriff	Salary	451	31.94	66,435.20	49.05	102,024.00
Executive Project Manager P/T	Hourly	510	164.32			
Facility Maintenance Coordinator P/T	Hourly	408	20.58	42,806.40	31.59	65,707.20
Field Service Officer	Hourly	408	20.58	42,806.40	31.59	65,707.20

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Field Service Officer ASL	Hourly	411	23.82	49,545.60	36.59	76,107.20
Field Service Officer Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Finance Supervisor	Hourly	420	38.33	79,726.40	55.23	114,878.40
Fiscal Assistant	Hourly	412	25.01	52,020.80	38.42	79,913.60
Fiscal Specialist	Hourly	409	21.58	44,886.40	33.17	68,993.60
Fleet Auto Body Specialist **	Hourly	408	20.58	42,806.40	31.59	65,707.20
Fleet Auto Body Specialist I **	Hourly	409	21.58	44,886.40	33.17	68,993.60
Fleet Manager	Salary	481	38.74	80,579.20	59.48	123,718.40
Fleet Parts Associate **	Hourly	405	18.09	37,627.20	27.27	56,721.60
Fleet Parts Associate I **	Hourly	406	18.82	39,145.60	28.65	59,592.00
Fleet Parts Lead	Hourly	414	27.59	57,387.20	42.35	88,088.00
Fleet Service Coordinator **	Hourly	408	20.58	42,806.40	31.59	65,707.20
Fleet Service Coordinator I **	Hourly	409	21.58	44,886.40	33.17	68,993.60
Fleet Shop Lead	Hourly	414	27.59	57,387.20	42.35	88,088.00
Fleet Specialist **	Hourly	408	20.58	42,806.40	31.59	65,707.20
Fleet Specialist I **	Hourly	409	21.58	44,886.40	33.17	68,993.60
Fleet Supervisor	Hourly	417	31.94	66,435.20	49.05	102,024.00
Forensic Biologist / DNA	Hourly	412	25.01	52,020.80	38.42	79,913.60
Forensic Laboratory ASL	Hourly	415	28.96	60,236.80	44.49	92,539.20
Forensics Firearms Specialist	Hourly	412	25.01	52,020.80	38.42	79,913.60
Forensics Laboratory Supervisor	Hourly	419	35.23	73,278.40	54.07	112,465.60
Forensics Manager	Salary	482	40.69	84,635.20	62.47	129,937.60
General Counsel	Salary	491	63.18	131,414.40	96.97	201,697.60
GIS Analyst	Hourly	415	28.96	60,236.80	44.49	92,539.20
GIS Senior Analyst	Salary	452	33.53	69,742.40	51.52	107,161.60
GIS Supervisor	Salary	482	40.69	84,635.20	62.47	129,937.60
Grant Coordinator	Hourly	413	26.26	54,620.80	40.35	83,928.00
Grant Coordinator Grant	Hourly	413	26.26	54,620.80	40.35	83,928.00
Grants Manager	Salary	482	40.69	84,635.20	62.47	129,937.60
Graphic Designer	Hourly	413	26.26	54,620.80	40.35	83,928.00
HRD Analyst	Hourly	410	22.68	47,174.40	34.83	72,446.40
HRD Analyst II	Hourly	413	26.26	54,620.80	40.35	83,928.00
HRD Analyst II P/T	Hourly	413	26.26	54,620.80	40.35	83,928.00
HRD Analyst P/T	Hourly	410	22.68	47,174.40	34.83	72,446.40
HRD ASL	Hourly	415	28.96	60,236.80	44.49	92,539.20
HRD Manager	Salary	482	40.69	84,635.20	62.47	129,937.60
HRD Senior Analyst	Hourly	417	31.94	66,435.20	49.05	102,024.00
HRD Senior Analyst-PT	Hourly	417	31.94	66,435.20	49.05	102,024.00
HRD Supervisor	Hourly	419	35.23	73,278.40	54.07	112,465.60
HRD Technician	Hourly	406	18.82	39,145.60	28.65	59,592.00
HRD Technician-P/T	Hourly	406	18.82	39,145.60	28.65	59,592.00
Image Lab Technician	Hourly	410	22.68	47,174.40	34.83	72,446.40
Intelligence Analyst	Hourly	414	27.59	57,387.20	42.35	88,088.00
Intelligence Analyst ASL	Hourly	416	30.41	63,252.80	46.71	97,156.80
Intern/Temporary	Hourly	404	17.39	36,171.20	25.99	54,059.20
Inventory Specialist	Hourly	406	18.82	39,145.60	28.65	59,592.00
Investigative Analyst I **	Hourly	407	19.58	40,726.40	30.08	62,566.40

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Civilian Positions	Salary Class	Grade	Min Hrly	Min Annual	Max Hrly	Max Annual
Investigative Analyst II **	Hourly	408	20.58	42,806.40	31.59	65,707.20
Investigative Analyst III **	Hourly	409	21.58	44,886.40	33.17	68,993.60
Investigative Service Officer	Hourly	405	18.09	37,627.20	27.27	56,721.60
Investigative Transcriptionist	Hourly	404	17.39	36,171.20	25.99	54,059.20
IT Architect	Salary	483	42.72	88,857.60	65.60	136,448.00
IT Manager	Salary	485	47.12	98,009.60	72.34	150,467.20
IT Specialist I	Hourly	409	21.58	44,886.40	33.17	68,993.60
IT Specialist II	Hourly	412	25.01	52,020.80	38.42	79,913.60
IT Specialist III	Salary	451	31.94	66,435.20	49.05	102,024.00
IT Specialist IV	Salary	481	38.74	80,579.20	59.48	123,718.40
IT Supervisor	Salary	484	44.87	93,329.60	68.88	143,270.40
Judicial Process ASL	Hourly	409	21.58	44,886.40	33.17	68,993.60
Judicial Process Sales Coordinator	Hourly	409	21.58	44,886.40	33.17	68,993.60
Judicial Process Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Judicial Process Technician I **	Hourly	404	17.39	36,171.20	25.99	54,059.20
Judicial Process Technician II **	Hourly	405	18.09	37,627.20	27.27	56,721.60
Judicial Process Technician III **	Hourly	406	18.82	39,145.60	28.65	59,592.00
Latent Print Examiner I	Hourly	412	25.01	52,020.80	38.42	79,913.60
Latent Print Examiner I P/T	Hourly	412	25.01	52,020.80	38.42	79,913.60
Latent Print Examiner II	Hourly	415	28.96	60,236.80	44.49	92,539.20
Latent Print Examiner Supervisor	Hourly	418	33.53	69,742.40	51.52	107,161.60
Legal Services Coordinator	Hourly	411	23.82	49,545.60	36.59	76,107.20
Mail Courier	Hourly	404	17.39	36,171.20	25.99	54,059.20
Manager of Research & Development	Salary	482	40.69	84,635.20	62.47	129,937.60
MBI Analyst	Hourly	414	27.59	57,387.20	42.35	88,088.00
Mobile Video System ASL	Hourly	415	28.96	60,236.80	44.49	92,539.20
Mobile Video System Supervisor	Hourly	419	35.23	73,278.40	54.07	112,465.60
Mobile Video Systems Coord-MVSC	Hourly	409	21.58	44,886.40	33.17	68,993.60
Multimedia Specialist Storyteller	Salary	452	33.53	69,742.40	51.52	107,161.60
Occupant Protection Specialist	Hourly	408	20.58	42,806.40	31.59	65,707.20
Office Support Clerk	Hourly	404	17.39	36,171.20	25.99	54,059.20
Office Support Clerk P/T	Hourly	404	17.39	36,171.20	25.99	54,059.20
Paralegal	Hourly	412	25.01	52,020.80	38.42	79,913.60
Parking Enforcement Officer	Hourly	405	18.09	37,627.20	27.27	56,721.60
Parking Enforcement Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Payroll Manager	Salary	482	40.69	84,635.20	62.47	129,937.60
Pilot P/T	Hourly	500	62.40			
Police Service Officer	Hourly	405	18.09	37,627.20	27.27	56,721.60
Police Service Officer Grant Contract	Hourly	405	18.09	37,627.20	27.27	56,721.60
Police Service Officer--Court	Hourly	405	18.09	37,627.20	27.27	56,721.60
Procurement Specialist	Hourly	412	25.01	52,020.80	38.42	79,913.60
Professional Standards Coordinator	Hourly	411	23.82	49,545.60	36.59	76,107.20
Public Information Officer	Salary	452	33.53	69,742.40	51.52	107,161.60
Purchasing Card Administrator	Hourly	416	30.41	63,252.80	46.71	97,156.80
Purchasing Manager	Salary	482	40.69	84,635.20	62.47	129,937.60
Radio Coordinator	Hourly	815	29.51	61,380.80	45.34	94,307.20
Real Time Crime Analyst I **	Hourly	410	22.68	47,174.40	34.83	72,446.40

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Real Time Crime Analyst II **	Hourly	411	23.82	49,545.60	36.59	76,107.20
Records & Identification Manager	Salary	482	40.69	84,635.20	62.47	129,937.60
Records ASL	Hourly	409	21.58	44,886.40	33.17	68,993.60
Records Custodian Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Records Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Records Technician I **	Hourly	404	17.39	36,171.20	25.99	54,059.20
Records Technician II **	Hourly	405	18.09	37,627.20	27.27	56,721.60
Records Technician III **	Hourly	406	18.82	39,145.60	28.65	59,592.00
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	35.23	73,278.40	54.07	112,465.60
Research & Development Special Projects Coordinator	Hourly	414	27.59	57,387.20	42.35	88,088.00
Research Analyst	Hourly	412	25.01	52,020.80	38.42	79,913.60
Research Analyst Grant	Hourly	412	25.01	52,020.80	38.42	79,913.60
Safety and Loss Prevention Analyst	Hourly	413	26.26	54,620.80	40.35	83,928.00
Scheduling Coordinator - CG	Hourly	410	22.68	47,174.40	34.83	72,446.40
School Crossing Guard Program ASL	Hourly	415	28.96	60,236.80	44.49	92,539.20
School Crossing Guard Supervisor	Hourly	417	31.94	66,435.20	49.05	102,024.00
School Guard	Hourly	033	18.18		19.09	
School Guard Trainer P/T	Hourly	034	20.04		21.05	
School Guard, Substitute	Hourly	033	18.18		19.09	
Security Technician	Salary	452	33.53	69,742.40	51.52	107,161.60
Senior Accountant	Hourly	416	30.41	63,252.80	46.71	97,156.80
Senior Accountant - Grant	Hourly	416	30.41	63,252.80	46.71	97,156.80
Senior Procurement Specialist	Hourly	419	35.23	73,278.40	54.07	112,465.60
Senior Research Analyst	Hourly	414	27.59	57,387.20	42.35	88,088.00
Stable Assistant	Hourly	406	18.82	39,145.60	28.65	59,592.00
Supply ASL	Hourly	410	22.68	47,174.40	34.83	72,446.40
Supply Clerk	Hourly	404	17.39	36,171.20	25.99	54,059.20
Supply Manager	Salary	481	38.74	80,579.20	59.48	123,718.40
Supply Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Ten Print Examiner	Hourly	409	21.58	44,886.40	33.17	68,993.60
Traffic Citation Specialist	Hourly	406	18.82	39,145.60	28.65	59,592.00
Traffic Infraction Enforcement Officer	Hourly	409	21.58	44,886.40	33.17	68,993.60
Traffic Infraction Enforcement Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Training Specialist	Hourly	409	21.58	44,886.40	33.17	68,993.60
Training Supervisor	Hourly	419	35.23	73,278.40	54.07	112,465.60
Transportation ASL	Hourly	409	21.58	44,886.40	33.17	68,993.60
Transportation Coordinator	Hourly	407	19.58	40,726.40	30.08	62,566.40
Transportation Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
UPD Coordinator	Hourly	411	23.82	49,545.60	36.59	76,107.20
Victim Advocate	Hourly	409	21.58	44,886.40	33.17	68,993.60
Victim Advocate Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Victim Advocate, Grant	Hourly	409	21.58	44,886.40	33.17	68,993.60
Video Producer	Hourly	411	23.82	49,545.60	36.59	76,107.20
Warrants Supervisor	Hourly	414	27.59	57,387.20	42.35	88,088.00
Web Content Specialist	Hourly	416	30.41	63,252.80	46.71	97,156.80
Wellness Coordinator	Hourly	417	31.94	66,435.20	49.05	102,024.00
Wellness Specialist	Hourly	413	26.26	54,620.80	40.35	83,928.00
Wellness Specialist P/T	Hourly	413	26.26	54,620.80	40.35	83,928.00

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