

# Orange County Employees Pay Matrix as of 10/13/2025

(\$1.00 COLA & .50 cent adjustment for NE-7 & E2 thru E4)

Annual Pay based on a 26-week pay period or 2080 hours

| Grade | Pay Basis | 0 thru 4 years | 5 thru 9 years | 10 thru 14 years | 15 thru 19 years | Over 20 years |
|-------|-----------|----------------|----------------|------------------|------------------|---------------|
| P4    | Annual    | 105,435.20     | 116,064.00     | 124,966.40       | 133,848.00       | 146,348.80    |
|       | Hourly    | 50.69          | 55.80          | 60.08            | 64.35            | 70.36         |
| P3    | Annual    | 87,464.00      | 97,676.80      | 106,163.20       | 114,649.60       | 127,296.00    |
|       | Hourly    | 42.05          | 46.96          | 51.04            | 55.12            | 61.20         |
| P2    | Annual    | 82,929.60      | 90,750.40      | 97,240.00        | 103,688.00       | 112,694.40    |
|       | Hourly    | 39.87          | 43.63          | 46.75            | 49.85            | 54.18         |
| P1    | Annual    | 77,417.60      | 82,929.60      | 87,588.80        | 92,185.60        | 98,176.00     |
|       | Hourly    | 37.22          | 39.87          | 42.11            | 44.32            | 47.20         |
| E4    | Annual    | 89,564.80      | 96,033.60      | 101,379.20       | 106,787.20       | 113,713.60    |
|       | Hourly    | 43.06          | 46.17          | 48.74            | 51.34            | 54.67         |
| E3    | Annual    | 77,750.40      | 83,324.80      | 87,942.40        | 92,601.60        | 98,612.80     |
|       | Hourly    | 37.38          | 40.06          | 42.28            | 44.52            | 47.41         |
| E2    | Annual    | 64,126.40      | 70,907.20      | 76,564.80        | 82,243.20        | 90,625.60     |
|       | Hourly    | 30.83          | 34.09          | 36.81            | 39.54            | 43.57         |
| E1    | Annual    | 60,736.00      | 66,019.20      | 70,408.00        | 74,817.60        | 81,099.20     |
|       | Hourly    | 29.20          | 31.74          | 33.85            | 35.97            | 38.99         |
| NE7   | Annual    | 69,576.00      | 73,944.00      | 77,542.40        | 81,161.60        | 85,737.60     |
|       | Hourly    | 33.45          | 35.55          | 37.28            | 39.02            | 41.22         |
| NE6   | Annual    | 59,488.00      | 62,878.40      | 65,790.40        | 68,619.20        | 72,259.20     |
|       | Hourly    | 28.60          | 30.23          | 31.63            | 32.99            | 34.74         |
| NE5   | Annual    | 53,643.20      | 56,659.20      | 59,155.20        | 61,692.80        | 64,854.40     |
|       | Hourly    | 25.79          | 27.24          | 28.44            | 29.66            | 31.18         |
| NE4   | Annual    | 49,088.00      | 52,291.20      | 54,932.80        | 57,595.20        | 61,110.40     |
|       | Hourly    | 23.60          | 25.14          | 26.41            | 27.69            | 29.38         |
| NE3   | Annual    | 45,281.60      | 48,942.40      | 51,979.20        | 55,036.80        | 59,363.20     |
|       | Hourly    | 21.77          | 23.53          | 24.99            | 26.46            | 28.54         |
| NE2   | Annual    | 42,390.40      | 45,344.00      | 47,819.20        | 50,252.80        | 53,622.40     |
|       | Hourly    | 20.38          | 21.80          | 22.99            | 24.16            | 25.78         |
| NE1   | Annual    | 39,000.00      | 41,683.20      | 43,867.20        | 46,092.80        | 49,129.60     |
|       | Hourly    | 18.75          | 20.04          | 21.09            | 22.16            | 23.62         |