

Orange County Employees Pay Matrix as of 10/12/2026						
(\$2.00 COLA & additional \$1 adjustment for P1, P2, P3 & P4)						
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	111,675.20	122,304.00	131,206.40	140,088.00	152,588.80
	Hourly	53.69	58.80	63.08	67.35	73.36
P3	Annual	93,704.00	103,916.80	112,403.20	120,889.60	133,536.00
	Hourly	45.05	49.96	54.04	58.12	64.20
P2	Annual	89,169.60	96,990.40	103,480.00	109,928.00	118,934.40
	Hourly	42.87	46.63	49.75	52.85	57.18
P1	Annual	83,657.60	89,169.60	93,828.80	98,425.60	104,416.00
	Hourly	40.22	42.87	45.11	47.32	50.20
E4	Annual	93,724.80	100,193.60	105,539.20	110,947.20	117,873.60
	Hourly	45.06	48.17	50.74	53.34	56.67
E3	Annual	81,910.40	87,484.80	92,102.40	96,761.60	102,772.80
	Hourly	39.38	42.06	44.28	46.52	49.41
E2	Annual	68,286.40	75,067.20	80,724.80	86,403.20	94,785.60
	Hourly	32.83	36.09	38.81	41.54	45.57
E1	Annual	64,896.00	70,179.20	74,568.00	78,977.60	85,259.20
	Hourly	31.20	33.74	35.85	37.97	40.99
NE7	Annual	73,736.00	78,104.00	81,702.40	85,321.60	89,897.60
	Hourly	35.45	37.55	39.28	41.02	43.22
NE6	Annual	63,648.00	67,038.40	69,950.40	72,779.20	76,419.20
	Hourly	30.60	32.23	33.63	34.99	36.74
NE5	Annual	57,803.20	60,819.20	63,315.20	65,852.80	69,014.40
	Hourly	27.79	29.24	30.44	31.66	33.18
NE4	Annual	53,248.00	56,451.20	59,092.80	61,755.20	65,270.40
	Hourly	25.60	27.14	28.41	29.69	31.38
NE3	Annual	49,441.60	53,102.40	56,139.20	59,196.80	63,523.20
	Hourly	23.77	25.53	26.99	28.46	30.54
NE2	Annual	46,550.40	49,504.00	51,979.20	54,412.80	57,782.40
	Hourly	22.38	23.80	24.99	26.16	27.78
NE1	Annual	43,160.00	45,843.20	48,027.20	50,252.80	53,289.60
	Hourly	20.75	22.04	23.09	24.16	25.62