

OCSO Sheriff's Office Step Salary Plan- Effective 1 July 2023

Grade		Minimum Hire	Min Hourly	After 1 year	After 2 years	After 3 years	After 4 years	After 5 years	After 8 years	10 to 14 years	15 to 19 years	20 to 24 years	25 years plus
		Step 1		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
SO1	Detention Officer Trainee	\$41,613	\$20.01	\$43,175	\$44,793	\$46,474	\$48,216	\$50,025	\$51,900	\$52,939	\$53,996	\$54,806	\$55,629
SO2	Detention Officer	\$46,238	\$22.23	\$47,971	\$49,770	\$51,637	\$53,573	\$55,582	\$57,667	\$58,820	\$59,996	\$60,896	\$61,810
SO8	Detention Officer II	\$51,129	\$24.58	\$53,047	\$55,035	\$57,099	\$59,240	\$61,462	\$63,767	\$65,043	\$66,343	\$67,339	\$68,349
SO9	Detention SERGEANT I	\$53,686	\$25.81	\$55,699	\$57,787	\$59,955	\$62,203	\$64,535	\$66,955	\$68,295	\$69,660	\$70,705	\$71,766
SO3	Deputy Sheriff I	\$48,694	\$23.41	\$50,521	\$52,415	\$54,380	\$56,420	\$58,535	\$60,731	\$61,945	\$63,184	\$64,132	\$65,094
SO4	Deputy Sheriff II	\$51,129	\$24.58	\$53,047	\$55,035	\$57,099	\$59,240	\$61,462	\$63,767	\$65,043	\$66,343	\$67,339	\$68,349
SO5	DS/SERGEANT I	\$53,686	\$25.81	\$55,699	\$57,787	\$59,955	\$62,203	\$64,535	\$66,955	\$68,295	\$69,660	\$70,705	\$71,766
SO6	DS/SERGEANT II	\$56,370	\$27.10	\$58,483	\$60,677	\$62,952	\$65,313	\$67,762	\$70,303	\$71,709	\$73,143	\$74,240	\$75,354
SO7	DS/LIEUTENANT	\$59,188	\$28.46	\$61,408	\$63,710	\$66,099	\$68,579	\$71,150	\$73,818	\$75,295	\$76,800	\$77,952	\$79,122

1. Placement on the salary table is based on Orange County total service years upon the completion of the years indicated at an employee's current anniversary date.
2. Employees in these classifications are eligible for Longevity Pay per Section 28-38 of the Orange County Code of Ordinances.
3. Employees in these classifications will receive Merit Pay as lump sum bonus pay, not on their base salary. All other criteria as per Section 28-61 of the Orange County Code of Ordinances applies.
4. The Sheriff shall have hiring discretion above the minimum hire of Step 1 of a classification within this program based upon defined criteria. This criteria is based on direct work related experience above the minimum qualifications of a classification and additional required degrees or law enforcement certifications above the minimum educational requirement for the classification. When applicable, a new hire will be placed at a Step commensurate with education and experience above the minimum qualification of the classification and remain at that Step until the completion of said year as outlined in the Salary Table.