

IRVINE RANCH WATER DISTRICT
SALARY GRADE SCHEDULE

January 1, 2013

<u>NON-EXEMPT</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>EXCEPTIONAL PERFORMANCE TOP OF RANGE</u>
SALARY GRADE 1.N	\$2588	\$3208	\$3368
SALARY GRADE 2.N	\$2644	\$3296	\$3461
SALARY GRADE 3.N	\$2700	\$3387	\$3557
SALARY GRADE 4.N	\$2749	\$3485	\$3659
SALARY GRADE 5.N	\$2810	\$3581	\$3761
SALARY GRADE 6.N Office Assistant Mail Coordinator	\$2867	\$3686	\$3870
SALARY GRADE 7.N	\$2924	\$3788	\$3978
SALARY GRADE 8.N	\$2988	\$3897	\$4092
SALARY GRADE 9.N	\$3046	\$4004	\$4205
SALARY GRADE 10.N	\$3107	\$4113	\$4318
SALARY GRADE 11.N Material Control Clerk I Maintenance Apprentice Utility Worker	\$3168	\$4219	\$4428
SALARY GRADE 12.N	\$3231	\$4343	\$4560
SALARY GRADE 13.N Customer Service Specialist I Computer Operator	\$3291	\$4467	\$4691
SALARY GRADE 14.N	\$3365	\$4593	\$4823

<u>NON-EXEMPT</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>EXCEPTIONAL PERFORMANCE TOP OF RANGE</u>
SALARY GRADE 15.N Office Specialist Collection Systems Technician I	\$3437	\$4715	\$4951
SALARY GRADE 16.N Accounting Clerk Customer Service Field Technician Metering Systems Technician I Water Maintenance Technician I Laboratory Analyst	\$3518	\$4846	\$5089
SALARY GRADE 17.N Customer Service Specialist II	\$3593	\$4968	\$5216
SALARY GRADE 18.N Material Control Clerk II	\$3672	\$5102	\$5357
SALARY GRADE 19.N Senior Office Specialist Purchasing Coordinator	\$3755	\$5231	\$5493
SALARY GRADE 20.N Senior Accounting Clerk Engineering Technician I Operator I Maintenance Mechanic Collection Systems Technician II	\$3856	\$5399	\$5670
SALARY GRADE 21.N Customer Service Specialist III Senior Customer Service Field Technician Collection Systems CCTV Technician II	\$3965	\$5563	\$5842
SALARY GRADE 22.N Executive Secretary Sr. Purchasing Coordinator Metering Systems Tech. II Water Maintenance Technician II Facilities Services Technician Vehicle/Equipment Mechanic Recycled Water Specialist	\$4074	\$5738	\$6026
SALARY GRADE 23.N Construction Inspector I	\$4182	\$5912	\$6207

<u>NON-EXEMPT</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>EXCEPTIONAL PERFORMANCE TOP OF RANGE</u>
SALARY GRADE 24.N Buyer Cross Connection Specialist Wetlands Specialist Water Use Efficiency Specialist	\$4300	\$6097	\$6402
SALARY GRADE 25.N Engineering Technician II Senior Collection Systems Technician Senior Collection Systems CCTV Technician	\$4413	\$6284	\$6599
SALARY GRADE 26.N Executive Assistant Safety and Security Specialist Metering Systems Tech. III Water Maintenance Technician III Scientist	\$4549	\$6471	\$6794
SALARY GRADE 27.N Accountant Risk Analyst Senior Vehicle/Equipment Maintenance Mechanic Operator II Senior Maintenance Mechanic Senior Recycled Water Specialist	\$4682	\$6661	\$6994
SALARY GRADE 28.N Construction Inspector II Automation Technician Landscape Contracts Administrator Electrical Technician Instrumentation Technician	\$4819	\$6859	\$7203
SALARY GRADE 29.N Public Affairs Specialist Payroll Administrator Senior Buyer Engineering Technician III Senior Wetlands Specialist Operator III Lead Maintenance Mechanic Recycled Water Project Specialist Senior Water Use Efficiency Specialist	\$4962	\$7059	\$7411

<u>NON-EXEMPT</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>EXCEPTIONAL PERFORMANCE TOP OF RANGE</u>
SALARY GRADE 30.N Facilities Services Supervisor Fleet Supervisor Senior Electrical Technician Senior Instrumentation Technician Collection Systems Supervisor	\$5112	\$7267	\$7631
SALARY GRADE 31.N Human Resources Analyst Treasury Analyst Information Services Coordinator Construction Inspector III Cross Connection Supervisor Water Maintenance Supervisor Senior Scientist Water Use Efficiency Analyst	\$5263	\$7486	\$7859
SALARY GRADE 32.N Automation Specialist Network Administrator Mechanical Maintenance Supervisor	\$5415	\$7707	\$8093
SALARY GRADE 33.N Supervising Wetlands//Wildlife Biologist Operations Coordinator	\$5573	\$7931	\$8328
SALARY GRADE 34.N Electrical/Instrumentation Designer Electrical Supervisor Instrumentation Supervisor	\$5738	\$8151	\$8559
SALARY GRADE 35.N Operations Supervisor	\$5911	\$8395	\$8815

Effective Date 1/01/13

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SALARY GRADE 1.E	\$4161	\$5346	\$5613
SALARY GRADE 2.E	\$4299	\$5553	\$5831
SALARY GRADE 3.E	\$4438	\$5761	\$6049
SALARY GRADE 4.E	\$4576	\$5981	\$6280
SALARY GRADE 5.E	\$4715	\$6203	\$6514
SALARY GRADE 6.E	\$4877	\$6443	\$6766
SALARY GRADE 7.E	\$5034	\$6682	\$7015
SALARY GRADE 8.E	\$5197	\$6942	\$7290
SALARY GRADE 9.E	\$5355	\$7197	\$7556
SALARY GRADE 10.E Customer Service Supervisor Assistant Engineer Administrative Assistant Analyst	\$5535	\$7470	\$7844
SALARY GRADE 11.E Senior Accountant Laboratory QA/QC Recycled Water Supervisor	\$5712	\$7746	\$8134
SALARY GRADE 12.E Programmer/Analyst GIS Supervisor	\$5898	\$8043	\$8444

<u>EXEMPT</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>EXCEPTIONAL PERFORMANCE TOP OF RANGE</u>
SALARY GRADE 13.E Senior Human Resources Analyst Right of Way & Real Property Manager Automation Programmer Senior Analyst Laboratory Supervisor Water Use Efficiency Supervisor	\$6088	\$8335	\$8751
SALARY GRADE 14.E District Secretary Associate Engineer Assistant Facilities/Fleet Manager	\$6286	\$8657	\$9089
SALARY GRADE 15.E Senior Programmer/Analyst Senior Network Administrator Support Analyst Assistant Preventive Maintenance Manager Assistant Construction & Repair Manager	\$6485	\$8980	\$9428
SALARY GRADE 16.E Customer Service Manager Assistant Operations Manager Principal Analyst Collection Systems Manager Laboratory Manager Regulatory Compliance Manager	\$6702	\$9320	\$9786
SALARY GRADE 17.E District Safety and Security Manager Accounting Manager Purchasing Manager Engineer Construction Inspection Manager Construction & Repair Manager Water Maintenance Manager Facilities/Fleet Manager Electrical Maintenance Manager Energy & Water Resource Planner Government Relations Manager	\$6916	\$9663	\$10145

<u>EXEMPT</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>EXCEPTIONAL PERFORMANCE TOP OF RANGE</u>
SALARY GRADE 18.E Public Affairs Manager Human Resources Manager Treasury Manager Manager of Contracts Admin & Risk Business Analyst Chief Plant Operator Water Quality Manager Water Resources Manager	\$7139	\$10031	\$10532
SALARY GRADE 19.E Operations Manager Superintendent of Maintenance & Reliability Recycled Water Development Manager	\$7367	\$10401	\$10922
SALARY GRADE 20.E Assistant Controller Applications & Support Manager Networking & Support Manager Senior Engineer Assistant Director of Water Operations	\$7595	\$10786	\$11326
SALARY GRADE 21.E	\$7827	\$11176	\$11735
SALARY GRADE 22.E	\$8078	\$11591	\$12172
SALARY GRADE 23.E Principal Engineer Assistant Director of Water Policy	\$8334	\$12011	\$12613
SALARY GRADE 24.E	\$8560	\$12495	\$13119
SALARY GRADE 25.E	\$8824	\$12968	\$13615
SALARY GRADE 26.E	\$9227	\$13653	\$14336
SALARY GRADE 27.E Director of Public Affairs Director of Human Resources Treasurer/Director of Risk Management Director of Administrative Services Director of Wastewater Operations Director of Water Resources	\$9650	\$14376	\$15095

<u>EXEMPT</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>EXCEPTIONAL PERFORMANCE TOP OF RANGE</u>
SALARY GRADE 28.E	\$10093	\$15134	\$15891
SALARY GRADE 29.E	\$10554	\$15935	\$16732
SALARY GRADE 30.E Executive Director of Finance Executive Director of Engineering & Planning Executive Director of Operations Executive Director of Water Policy	\$11041	\$16780	\$17619
SALARY GRADE 31.E	\$11590	\$17732	\$18619
SALARY GRADE 32.E Assistant General Manager	\$12171	\$18743	\$19680
SALARY GRADE 33.E	\$12777	\$19806	\$20797
SALARY GRADE 34.E General Manager	\$13417	\$20931	\$21977

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