

Exhibit "B"

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE

Managers, Exempt Supervisors, Confidential & Exempt Employees

Effective July 1, 2023

	MINIMUM	MAXIMUM
<u>NON-EXEMPT</u>		
Salary Grade U1.N	\$3,545	\$4,614
Salary Grade U2.N	\$3,621	\$4,742
Salary Grade U3.N	\$3,697	\$4,872
Salary Grade U4.N	\$3,767	\$5,015
Salary Grade U5.N	\$3,853	\$5,153
Salary Grade U6.N	\$3,928	\$5,301
Salary Grade U7.N	\$4,007	\$5,448
Salary Grade U8.N	\$4,094	\$5,604
Salary Grade U9.N	\$4,170	\$5,760
Salary Grade U10.N	\$4,257	\$5,919
Salary Grade U11.N	\$4,342	\$6,070
Salary Grade U12.N	\$4,425	\$6,247
Salary Grade U13.N	\$4,510	\$6,425
Salary Grade U14.N	\$4,611	\$6,609
Salary Grade U15.N	\$4,709	\$6,784
Salary Grade U16.N	\$4,822	\$6,973
Salary Grade U17.N	\$4,923	\$7,148
Salary Grade U18.N	\$5,032	\$7,339
Salary Grade U19.N	\$5,146	\$7,524
Safety Assistant		
Salary Grade U20.N	\$5,283	\$7,769

	MINIMUM	MAXIMUM
Salary Grade U21.N	\$5,434	\$8,003
Salary Grade U22.N	\$5,581	\$8,256
Executive Secretary Human Resources Assistant		
Salary Grade U23.N	\$5,730	\$8,505
Salary Grade U24.N	\$5,892	\$8,769
Salary Grade U25.N	\$6,048	\$9,038
Human Resources Technician		
Salary Grade U26.N	\$6,235	\$9,310
Executive Assistant		
Salary Grade U27.N	\$6,412	\$9,582
Salary Grade U28.N	\$6,601	\$9,864
Salary Grade U29.N	\$6,800	\$10,152
Safety & Security Specialist Safety Specialist Senior Executive Assistant		
Salary Grade U30.N	\$7,004	\$10,455
Salary Grade U31.N	\$7,211	\$10,767
Salary Grade U32.N	\$7,419	\$11,086
Salary Grade U33.N	\$7,635	\$11,409
Salary Grade U34.N	\$7,862	\$11,724
Salary Grade U35.N	\$8,100	\$12,078
Network Administrator User Support Administrator		

	MINIMUM	MAXIMUM
EXEMPT		
Salary Grade U1.E	\$5,701	\$7,691
Salary Grade U2.E	\$5,892	\$7,989
Salary Grade U3.E	\$6,080	\$8,286
Salary Grade U4.E	\$6,270	\$8,605
Salary Grade U5.E	\$6,461	\$8,923
Salary Grade U6.E	\$6,683	\$9,269
Salary Grade U7.E	\$6,896	\$9,613
Salary Grade U8.E	\$7,122	\$9,988
Salary Grade U9.E	\$7,340	\$10,355
Salary Grade U10.E	\$7,583	\$10,746
Asset Systems Analyst Assistant Engineer Digital Communications Specialist Management Analyst Risk Analyst		
Salary Grade U11.E	\$7,827	\$11,143
Customer Service Supervisor Human Resources Analyst Purchasing Supervisor		
Salary Grade U12.E	\$8,080	\$11,572
Senior Accountant		
Salary Grade U13.E	\$8,341	\$11,990
Communications Analyst/Deputy PIO Environmental Compliance Analyst Financial Analyst GIS Supervisor Legislative Aide Legislative Analyst Regulatory Compliance Administrator Right of Way Agent Senior Human Resources Analyst Senior Water Efficiency Analyst Treasury Analyst Water Resources Planner		

	MINIMUM	MAXIMUM
Salary Grade U14.E	\$8,611	\$12,453
Accounting Supervisor Associate Engineer District Secretary QA/QC Compliance Administrator Water Efficiency Supervisor		
Salary Grade U15.E	\$8,886	\$12,920
Applications Analyst Automation Programmer Senior Legislative Aide Senior Network Administrator Senior Regulatory Compliance Administrator Senior SCADA Network Administrator Senior User Support Administrator		
Salary Grade U16.E	\$9,183	\$13,407
Laboratory Supervisor		
Salary Grade U17.E	\$9,475	\$13,901
Construction Inspection Manager Construction Inspection Assistant Manager Engineer Facilities/Fleet Manager Safety Manager Senior Energy and Water Resources Planner		
Salary Grade U18.E	\$9,783	\$14,429
Collection Systems Manager Communications Manager Customer Service Manager Cybersecurity Analyst Field Services Manager Purchasing Manager Senior Applications Analyst Senior Applications Developer Senior Database Administrator Water Efficiency Manager		
Salary Grade U19.E	\$10,092	\$14,962
Construction Services Manager Electrical and Instrumentation Manager Manager of Risk & Contracts Administration Mechanical Services Manager Natural Resources Manager Recycled Water Development Manager Regulatory Compliance Manager Treasury Manager Water Quality Manager		

	MINIMUM	MAXIMUM
Salary Grade U20.E	\$10,407	\$15,518
Senior Engineer User Support Manager Water Resources Manager		
Salary Grade U21.E	\$10,724	\$16,079
Controller External Affairs Manager Manager of Biosolids & Energy Recovery Operations Manager of Strategic Planning and Analysis Operations Manager		
Salary Grade U22.E	\$11,068	\$16,675
Automation Manager Applications Manager Network and Cybersecurity Manager Reliability Manager		
Salary Grade U23.E	\$11,418	\$17,281
Salary Grade U24.E	\$11,728	\$17,977
Engineering Manager		
Salary Grade U25.E	\$12,091	\$18,655
Salary Grade U26.E	\$12,643	\$19,641
Salary Grade U27.E	\$13,221	\$20,683
Director of Field Operations Director of Human Resources Director of Information Services Director of Maintenance Director of Strategic Communications & Advocacy/Dep. General Counsel Director of Recycling Operations Director of Safety & Security Director of Water Quality & Regulatory Compliance Director of Water Resources Director of Treasury		
Salary Grade U28.E	\$13,828	\$21,772
Salary Grade U29.E	\$14,460	\$22,924

	MINIMUM	MAXIMUM
Salary Grade U30.E	\$15,128	\$24,143
Executive Director of Finance Executive Director of Technical Services Executive Director of Operations Executive Director of Water Policy		
Salary Grade U31.E	\$15,880	\$25,511
Salary Grade U32.E	\$16,675	\$26,963
Salary Grade U33.E	\$17,506	\$28,494
Salary Grade U34.E	\$18,384	\$31,551
General Manager		

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
Non-Exempt Supervisors Unit
Effective July 1, 2023

	MINIMUM	MAXIMUM
<u>NON-EXEMPT</u>		
Salary Grade S26.N	\$6,235	\$9,310
Salary Grade S27.N	\$6,412	\$9,582
Salary Grade S28.N	\$6,601	\$9,864
Salary Grade S29.N	\$6,800	\$10,152
Salary Grade S30.N	\$7,004	\$10,454
Salary Grade S31.N	\$7,211	\$10,769
Salary Grade S32.N	\$7,419	\$11,088
Facilities Services Supervisor Fleet Supervisor		
Salary Grade S33.N	\$7,635	\$11,407
Cross Connection Supervisor Collection Systems Supervisor		
Salary Grade S34.N	\$7,862	\$11,724
Construction Inspection Supervisor Mechanical Services Supervisor Water Maintenance Supervisor		
Salary Grade S35.N	\$8,100	\$12,078
Water Monitoring Supervisor		
Salary Grade S36.N	8,611	12,452
Automation Supervisor Electrical & Instrumentation Supervisor Operations Supervisor		

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE

General Employees Unit

Effective July 1, 2023

	MINIMUM	MAXIMUM
<u>NON-EXEMPT</u>		
Salary Grade 1.N	\$3,539	\$4,609
Salary Grade 2.N	\$3,614	\$4,732
Salary Grade 3.N	\$3,692	\$4,864
Salary Grade 4.N	\$3,760	\$5,006
Salary Grade 5.N	\$3,841	\$5,141
Salary Grade 6.N	\$3,921	\$5,290
Office Assistant		
Salary Grade 7.N	\$3,995	\$5,437
Mail Coordinator		
Salary Grade 8.N	\$4,085	\$5,597
Salary Grade 9.N	\$4,167	\$5,751
Salary Grade 10.N	\$4,248	\$5,905
Salary Grade 11.N	\$4,330	\$6,058
Material Control Clerk I Utility Worker		
Salary Grade 12.N	\$4,417	\$6,233
Salary Grade 13.N	\$4,500	\$6,415
Customer Service Specialist I		
Salary Grade 14.N	\$4,602	\$6,595
Salary Grade 15.N	\$4,699	\$6,769
Collection Systems Technician I Office Specialist		

	MINIMUM	MAXIMUM
Salary Grade 16.N	\$4,812	\$6,961
Accounting Clerk Metering Systems Technician I Water Maintenance Technician I		
Salary Grade 17.N	\$4,912	\$7,131
Customer Service Field Technician		
Salary Grade 18.N	\$5,020	\$7,325
Customer Service Specialist II Material Control Clerk II		
Salary Grade 19.N	\$5,134	\$7,511
Senior Office Specialist		
Salary Grade 20.N	\$5,273	\$7,751
Construction Compliance Specialist Development Services Specialist Engineering Technician Purchasing Coordinator Senior Accounting Clerk		
Salary Grade 21.N	\$5,420	\$7,987
Collection Systems Technician II Customer Service Specialist III Senior Customer Service Field Technician		
Salary Grade 22.N	\$5,573	\$8,237
Metering Systems Technician II Operator I Senior Purchasing Coordinator Water Maintenance Technician II		
Salary Grade 23.N	\$5,718	\$8,488
Collection Systems CCTV Technician Facilities Services Technician Maintenance Mechanic Vehicle/Equipment Mechanic		

	MINIMUM	MAXIMUM
Salary Grade 24.N Recycled Water Specialist Water Loss Prevention Specialist Wetlands Specialist	\$5,878	\$8,755
Salary Grade 25.N Buyer GIS Technician Senior Collection Systems CCTV Technician	\$6,034	\$9,022
Salary Grade 26.N Cross Connection Specialist Metering Systems Technician III Water Efficiency Specialist Water Maintenance Technician III Water Resources Specialist	\$6,219	\$9,291
Salary Grade 27.N Accountant Operator II Senior Maintenance Mechanic Senior Water Loss Prevention Specialist	\$6,399	\$9,565
Salary Grade 28.N Electrical & Instrumentation Technician Landscape Contracts Administrator Senior Facilities Services Technician Senior Vehicle/Equipment Maintenance Mechanic	\$6,587	\$9,849
Salary Grade 29.N Communications Specialist Construction Inspector Senior GIS Technician QA/OC Compliance Specialist Scientist Senior Buyer Senior Recycled Water Specialist Senior Wetlands Specialist	\$6,783	\$10,135
Salary Grade 30.N Community Relations Specialist Graphic Design Specialist Operator III	\$6,991	\$10,433

	MINIMUM	MAXIMUM
Salary Grade 31.N	\$7,195	\$10,748
Information Services Coordinator		
Payroll Administrator		
Recycled Water Project Specialist		
Senior Construction Inspector		
Senior Electrical & Instrumentation Technician		
Senior Water Efficiency Specialist		
Salary Grade 32.N	\$7,401	\$11,066
Asset Maintenance Coordinator		
Senior Scientist		
Wetlands Scientist		
Salary Grade 33.N	\$7,620	\$11,386
Water Efficiency Analyst		
Salary Grade 34.N	\$7,845	\$11,703
Automation Specialist		
Salary Grade 35.N	\$8,083	\$12,052