

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
Managers, Exempt Supervisors, Confidential & Exempt Employees
Effective March 14, 2026

		MINIMUM	MAXIMUM
<u>NON-EXEMPT</u>			
Salary Grade U1.N	U1.N	\$3,794	\$4,940
Salary Grade U2.N	U2.N	\$3,874	\$5,073
Salary Grade U3.N	U3.N	\$3,955	\$5,212
Salary Grade U4.N	U4.N	\$4,032	\$5,365
Salary Grade U5.N	U5.N	\$4,124	\$5,515
Salary Grade U6.N	U6.N	\$4,203	\$5,675
Salary Grade U7.N	U7.N	\$4,288	\$5,831
Salary Grade U8.N	U8.N	\$4,382	\$5,999
Salary Grade U9.N	U9.N	\$4,463	\$6,164
Salary Grade U10.N	U10.N	\$4,557	\$6,334
Salary Grade U11.N	U11.N	\$4,647	\$6,495
Salary Grade U12.N	U12.N	\$4,737	\$6,687
Salary Grade U13.N	U13.N	\$4,826	\$6,876
Salary Grade U14.N	U14.N	\$4,935	\$7,072
Salary Grade U15.N	U15.N	\$5,041	\$7,257
Salary Grade U16.N	U16.N	\$5,160	\$7,460
Salary Grade U17.N	U17.N	\$5,269	\$7,649
Salary Grade U18.N	U18.N	\$5,384	\$7,855
Salary Grade U19.N	U19.N	\$5,509	\$8,051
	Safety & Security Assistant		
Salary Grade U20.N	U20.N	\$5,654	\$8,311
Salary Grade U21.N	U21.N	\$5,815	\$8,563
Salary Grade U22.N	U22.N	\$5,973	\$8,835
	Executive Secretary Human Resources Assistant		

		MINIMUM	MAXIMUM
Salary Grade U23.N	U23.N	\$6,133	\$9,102
Salary Grade U24.N	U24.N	\$6,306	\$9,384
Salary Grade U25.N	U25.N	\$6,472	\$9,674
	Human Resources Technician		
Salary Grade U26.N	U26.N	\$6,672	\$9,961
	Executive Assistant		
Salary Grade U27.N	U27.N	\$6,861	\$10,254
Salary Grade U28.N	U28.N	\$7,065	\$10,556
Salary Grade U29.N	U29.N	\$7,277	\$10,866
	Safety & Security Specialist Senior Executive Assistant		
Salary Grade U30.N	U30.N	\$7,497	\$11,187
Salary Grade U31.N	U31.N	\$7,717	\$11,525
	Payroll Administrator		
Salary Grade U32.N	U32.N	\$7,939	\$11,866
	User Support Specialist		
Salary Grade U33.N	U33.N	\$8,171	\$12,206
Salary Grade U34.N	U34.N	\$8,414	\$12,548
Salary Grade U35.N	U35.N	\$8,668	\$12,925
	SCADA Network Administrator		
Salary Grade U36.N	U36.N	\$8,928	\$13,314
	Network Administrator User Support Administrator		

		MINIMUM	MAXIMUM
EXEMPT			
Salary Grade U1.E	U1.E	\$6,101	\$8,231
Salary Grade U2.E	U2.E	\$6,305	\$8,552
Salary Grade U3.E	U3.E	\$6,507	\$8,869
Salary Grade U4.E	U4.E	\$6,710	\$9,210
Salary Grade U5.E	U5.E	\$6,914	\$9,550
Salary Grade U6.E	U6.E	\$7,152	\$9,922
Salary Grade U7.E	U7.E	\$7,380	\$10,289
Salary Grade U8.E	U8.E	\$7,622	\$10,689
Salary Grade U9.E	U9.E	\$7,855	\$11,083
Salary Grade U10.E	U10.E	\$8,115	\$11,503
	Asset Systems Analyst Assistant Engineer Management Analyst Visual Communications Analyst		
Salary Grade U11.E	U11.E	\$8,376	\$11,926
	Data Analyst Digital Communications Analyst Human Resources Analyst		
Salary Grade U12.E	U12.E	\$8,647	\$12,384
	Senior Accountant Water Efficiency Analyst		
Salary Grade U13.E	U13.E	\$8,926	\$12,833
	Environmental Compliance Analyst Customer Service Supervisor GIS Drone Administrator GIS Supervisor Legislative Aide Purchasing Supervisor Regulatory Compliance Administrator Senior Communications Analyst/Deputy PIO Water Resources Planner		

			MINIMUM	MAXIMUM
Salary Grade U14.E	Associate Engineer District Secretary Right of Way Agent Safety & Security Supervisor	U14.E	\$9,215	\$13,328
Salary Grade U15.E	Accounting Supervisor Applications Analyst Automation Programmer GIS Applications Analyst Laboratory Data Administrator Senior Data Analyst Senior Financial Analyst Senior Human Resources Analyst Senior Legislative Aide Senior Network Administrator Senior Regulatory Compliance Administrator Senior Risk Analyst Senior SCADA Network Administrator Senior User Support Administrator Senior Water Resources Planner Water Efficiency Supervisor	U15.E	\$9,510	\$13,827
Salary Grade U16.E	QA/QC Compliance Administrator Laboratory Supervisor	U16.E	\$9,827	\$14,348
Salary Grade U17.E	Construction Inspection Assistant Manager Engineer Water Resources Engineer/Planner	U17.E	\$10,140	\$14,878
Salary Grade U18.E	Cybersecurity Analyst Operations and Maintenance Project Liaison Senior Applications Analyst Senior Applications Developer Senior Automation Administrator Senior Database Administrator	U18.E	\$10,469	\$15,443
Salary Grade U19.E	Collection Systems Manager Customer Services Manager External Affairs Manager Facilities/Fleet Manager Finance Manager Natural Resources Manager Purchasing Manager Regulatory Compliance Manager	U19.E	\$10,800	\$16,014

			MINIMUM	MAXIMUM
Salary Grade U20.E	Senior Engineer Communications Manager Recycled Water and Cross Connection Control Manager User Support Manager	U20.E	\$11,137	\$16,608
Salary Grade U21.E	Water Efficiency Manager	U21.E	\$11,477	\$17,209
Salary Grade U22.E	Automation Manager Applications Manager Construction Services Manager Maintenance Manager Enterprise GIS Manager Network and Cybersecurity Manager Process Engineer Water Quality Manager	U22.E	\$11,845	\$17,847
Salary Grade U23.E	Controller Manager of Biosolids & Energy Recovery Operations Operations Manager Reliability Manager	U23.E	\$12,219	\$18,493
Salary Grade U24.E		U24.E	\$12,551	\$19,240
Salary Grade U25.E	Engineering Manager	U25.E	\$12,939	\$19,964
Salary Grade U26.E		U26.E	\$13,530	\$21,021
Salary Grade U27.E	Director of Accounting Director of Human Resources Director of Information Technology Director of Maintenance Director of Strategic Communications & Advocacy/Dep. General Counsel Director of Water and Recycling Operations Director of Safety & Security Director of Water Quality & Regulatory Compliance Director of Financial Planning and Data Analytics Director of Water Resources	U27.E	\$14,149	\$22,137
Salary Grade U28.E		U28.E	\$14,798	\$23,301
Salary Grade U29.E		U29.E	\$15,475	\$24,534
Salary Grade U30.E	Executive Director of Finance Executive Director of Technical Services Executive Director of Operations Executive Director of Water Policy	U30.E	\$16,190	\$25,838
Salary Grade U31.E		U31.E	\$16,994	\$27,303
Salary Grade U32.E		U32.E	\$17,845	\$28,857
Salary Grade U33.E		U33.E	\$18,734	\$30,495
Salary Grade U34.E	General Manager	U34.E	\$19,674	\$36,171

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
Non-Exempt Supervisors Unit
Effective March 14, 2026

	MINIMUM	MAXIMUM
<u>NON-EXEMPT</u>		
Salary Grade S26.N	\$6,672	\$9,961
Salary Grade S27.N	\$6,861	\$10,254
Salary Grade S28.N	\$7,065	\$10,556
Salary Grade S29.N	\$7,277	\$10,866
Salary Grade S30.N	\$7,497	\$11,187
Salary Grade S31.N	\$7,717	\$11,525
Salary Grade S32.N	\$7,939	\$11,866
Salary Grade S33.N	\$8,171	\$12,206
Facilities Services Supervisor Fleet Supervisor		
Salary Grade S34.N	\$8,414	\$12,548
Construction Inspection Supervisor		
Salary Grade S35.N	\$8,668	\$12,925
Recycled Water & Cross Connection Supervisor		
Salary Grade S36.N	\$9,216	\$13,326
Asset Systems Supervisor Automation Supervisor Water Maintenance Supervisor		
Salary Grade S37.N	\$9,493	\$13,726
Collection Systems Supervisor Mechanical Services Supervisor Regulatory Compliance Supervisor		
Salary Grade S38.N	\$9,778	\$14,139
Electrical & Instrumentation Supervisor Operations Supervisor Utility Construction Supervisor		
Salary Grade S39.N	\$10,071	\$14,563

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
General Employees Unit
Effective March 14, 2026

	MINIMUM	MAXIMUM
<u>NON-EXEMPT</u>		
Salary Grade 1.N	\$3,789	\$4,933
Salary Grade 2.N	\$3,867	\$5,063
Salary Grade 3.N	\$3,950	\$5,203
Salary Grade 4.N	\$4,025	\$5,356
Salary Grade 5.N	\$4,110	\$5,502
Salary Grade 6.N	\$4,196	\$5,663
Office Assistant		
Salary Grade 7.N	\$4,276	\$5,821
Salary Grade 8.N	\$4,371	\$5,990
Salary Grade 9.N	\$4,460	\$6,153
Salary Grade 10.N	\$4,547	\$6,321
Operations Apprentice		
Salary Grade 11.N	\$4,633	\$6,484
Salary Grade 12.N	\$4,725	\$6,672
Salary Grade 13.N	\$4,815	\$6,866
Material Control Clerk I		
Salary Grade 14.N	\$4,926	\$7,058
Utility Construction Technician Trainee		
Salary Grade 15.N	\$5,030	\$7,244
Customer Service Specialist I Office Specialist		

Salary Grade 16.N	Accounting Clerk	\$5,150	\$7,450
Salary Grade 17.N	Collection Systems Technician I	\$5,257	\$7,632
Salary Grade 18.N	Metering Systems Technician I Water Maintenance Technician I	\$5,372	\$7,838
Salary Grade 19.N	Customer Service Field Technician Material Control Clerk II Senior Office Specialist Utility Construction Technician I	\$5,495	\$8,039
Salary Grade 20.N	Customer Service Specialist II Senior Accounting Clerk	\$5,644	\$8,296
Salary Grade 21.N	Purchasing Coordinator	\$5,800	\$8,549
Salary Grade 22.N	Construction Compliance Specialist Engineering Technician Web Designer	\$5,963	\$8,816
Salary Grade 23.N	Customer Service Specialist III Collection Systems Technician II Senior Customer Service Field Technician Senior Purchasing Coordinator	\$6,120	\$9,084
Salary Grade 24.N	Water Maintenance Technician II Facilities Services Technician Metering Systems Technician II Vehicle/Equipment Mechanic Operator I	\$6,290	\$9,369
Salary Grade 25.N	Collection Systems CCTV Technician Utility Construction Technician II Maintenance Mechanic	\$6,458	\$9,655
Salary Grade 26.N	Buyer	\$6,656	\$9,942

	GIS Technician Recycled Water & Cross Connection Specialist		
Salary Grade 27.N		\$6,848	\$10,235
	Accountant Senior Collection Systems Technician Senior Collection Systems CCTV Technician Water Loss Prevention Specialist		
Salary Grade 28.N		\$7,048	\$10,540
	Metering Systems Technician III Water Maintenance Technician III		
Salary Grade 29.N		\$7,259	\$10,847
	Communications Specialist Construction Inspector Electrical & Instrumentation Designer Landscape Contracts Administrator Operator II Senior Facilities Services Technician Senior Maintenance Mechanic Senior Vehicle/Equipment Maintenance Mechanic Utility Construction Technician III Water Efficiency Specialist		
Salary Grade 30.N		\$7,481	\$11,166
	Community Relations Specialist Electrical & Instrumentation Technician Graphic Design Specialist Senior Buyer Senior GIS Technician Senior Water Loss Prevention Specialist		
Salary Grade 31.N		\$7,699	\$11,502
	Laboratory Scientist QA/OC Compliance Specialist Regulatory Compliance Specialist Senior Construction Inspector Senior Recycled Water & Cross Connection Specialist Wetlands Ecologist		
Salary Grade 32.N		\$7,921	\$11,842
	Asset Maintenance Coordinator Operator III		
Salary Grade 33.N		\$8,154	\$12,185
	Recycled Water Project Specialist Senior Electrical & Instrumentation Technician		
Salary Grade 34.N		\$8,396	\$12,523
	Automation Specialist Senior Laboratory Scientist Senior Regulatory Compliance Specialist Senior Water Efficiency Specialist Senior Wetlands Ecologist		
Salary Grade 35.N		\$8,649	\$12,896

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