

**IRVINE RANCH WATER DISTRICT**  
**MONTHLY SALARY GRADE SCHEDULE**  
**Managers, Exempt Supervisors, Confidential & Exempt Employees**  
**Effective July 1, 2024**

	MINIMUM	MAXIMUM
<b><u>NON-EXEMPT</u></b>		
Salary Grade U1.N	\$3,683	\$4,796
Salary Grade U2.N	\$3,761	\$4,926
Salary Grade U3.N	\$3,841	\$5,061
Salary Grade U4.N	\$3,914	\$5,209
Salary Grade U5.N	\$4,004	\$5,354
Salary Grade U6.N	\$4,080	\$5,509
Salary Grade U7.N	\$4,163	\$5,663
Salary Grade U8.N	\$4,254	\$5,824
Salary Grade U9.N	\$4,333	\$5,983
Salary Grade U10.N	\$4,423	\$6,150
Salary Grade U11.N	\$4,512	\$6,306
Salary Grade U12.N	\$4,599	\$6,491
Salary Grade U13.N	\$4,685	\$6,675
Salary Grade U14.N	\$4,791	\$6,867
Salary Grade U15.N	\$4,893	\$7,048
Salary Grade U16.N	\$5,009	\$7,244
Salary Grade U17.N	\$5,115	\$7,427
Salary Grade U18.N	\$5,228	\$7,627
Salary Grade U19.N	\$5,347	\$7,817
Safety & Security Assistant		
Salary Grade U20.N	\$5,489	\$8,070

	MINIMUM	MAXIMUM
Salary Grade U21.N	\$5,645	\$8,313
Salary Grade U22.N	\$5,800	\$8,578
Executive Secretary Human Resources Assistant		
Salary Grade U23.N	\$5,954	\$8,837
Salary Grade U24.N	\$6,122	\$9,110
Salary Grade U25.N	\$6,283	\$9,391
Human Resources Technician		
Salary Grade U26.N	\$6,477	\$9,672
Executive Assistant		
Salary Grade U27.N	\$6,661	\$9,956
Salary Grade U28.N	\$6,859	\$10,249
Salary Grade U29.N	\$7,065	\$10,549
Safety & Security Specialist Senior Executive Assistant		
Salary Grade U30.N	\$7,278	\$10,861
Salary Grade U31.N	\$7,491	\$11,189
Payroll Administrator User Support Specialist		
Salary Grade U32.N	\$7,708	\$11,521
Salary Grade U33.N	\$7,933	\$11,853
Salary Grade U34.N	\$8,169	\$12,182
Salary Grade U35.N	\$8,415	\$12,549
Network Administrator SCADA Network Administrator User Support Administrator		

	MINIMUM	MAXIMUM
<b>EXEMPT</b>		
Salary Grade U1.E	\$5,923	\$7,991
Salary Grade U2.E	\$6,122	\$8,302
Salary Grade U3.E	\$6,317	\$8,610
Salary Grade U4.E	\$6,515	\$8,941
Salary Grade U5.E	\$6,713	\$9,272
Salary Grade U6.E	\$6,944	\$9,632
Salary Grade U7.E	\$7,165	\$9,989
Salary Grade U8.E	\$7,400	\$10,378
Salary Grade U9.E	\$7,626	\$10,760
Salary Grade U10.E	\$7,879	\$11,167
Asset Systems Analyst Assistant Engineer Data Analyst Management Analyst Risk Analyst Visual Communications Analyst		
Salary Grade U11.E	\$8,132	\$11,579
Customer Service Supervisor Digital Communications Analyst Human Resources Analyst Purchasing Supervisor		
Salary Grade U12.E	\$8,395	\$12,023
Senior Accountant		
Salary Grade U13.E	\$8,666	\$12,459
Environmental Compliance Analyst GIS Supervisor Legislative Aide Legislative Analyst Regulatory Compliance Administrator Right of Way Agent Senior Data Analyst Senior Financial Analyst Senior Communications Analyst/Deputy PIO Senior Human Resources Analyst Treasury Analyst Water Resources Planner		

	MINIMUM	MAXIMUM
Salary Grade U14.E	\$8,947	\$12,940
Accounting Supervisor Associate Engineer District Secretary QA/QC Compliance Administrator Safety & Security Supervisor Water Efficiency Supervisor		
Salary Grade U15.E	\$9,233	\$13,424
Applications Analyst Automation Programmer Database Administrator Senior Legislative Aide Senior Network Administrator Senior Regulatory Compliance Administrator Senior SCADA Network Administrator Senior User Support Administrator		
Salary Grade U16.E	\$9,541	\$13,930
Laboratory Supervisor		
Salary Grade U17.E	\$9,845	\$14,444
Construction Inspection Assistant Manager Engineer Facilities/Fleet Manager Senior Energy and Water Resources Planner		
Salary Grade U18.E	\$10,165	\$14,992
Collection Systems Manager Communications Manager Customer Service Manager Cybersecurity Analyst External Affairs Manager Field Services Manager Operations and Maintenance Project Liaison Purchasing Manager Senior Applications Analyst Senior Applications Developer Senior Automation Administrator Senior Database Administrator Water Efficiency Manager		
Salary Grade U19.E	\$10,486	\$15,547
Construction Services Manager Electrical and Instrumentation Manager Mechanical Services Manager Natural Resources Manager Recycled Water Development Manager Regulatory Compliance Manager Risk Manager Treasury Manager Water Quality Manager		

	<b>MINIMUM</b>	<b>MAXIMUM</b>
Salary Grade U20.E	\$10,813	\$16,124
Senior Engineer User Support Manager Water Resources Manager		
Salary Grade U21.E	\$11,142	\$16,707
Controller Manager of Biosolids & Energy Recovery Operations Operations Manager		
Salary Grade U22.E	\$11,500	\$17,327
Automation Manager Applications Manager Network and Cybersecurity Manager Reliability Manager		
Salary Grade U23.E	\$11,863	\$17,954
Salary Grade U24.E	\$12,185	\$18,679
Engineering Manager		
Salary Grade U25.E	\$12,563	\$19,382
Salary Grade U26.E	\$13,136	\$20,408
Salary Grade U27.E	\$13,737	\$21,491
Director of Accounting & Treasury 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		
Salary Grade U28.E	\$14,367	\$22,622
Salary Grade U29.E	\$15,024	\$23,819
Salary Grade U30.E	\$15,718	\$25,085
Executive Director of Finance Executive Director of Technical Services Executive Director of Operations Executive Director of Water Policy		
Salary Grade U31.E	\$16,499	\$26,507
Salary Grade U32.E	\$17,325	\$28,016
Salary Grade U33.E	\$18,189	\$29,606
Salary Grade U34.E	\$19,101	\$35,117
General Manager		

**IRVINE RANCH WATER DISTRICT**  
**MONTHLY SALARY GRADE SCHEDULE**  
**Non-Exempt Supervisors Unit**  
**Effective July 1, 2024**

	MINIMUM	MAXIMUM
<b><u>NON-EXEMPT</u></b>		
Salary Grade S26.N	\$6,477	\$9,672
Salary Grade S27.N	\$6,661	\$9,956
Salary Grade S28.N	\$6,859	\$10,249
Salary Grade S29.N	\$7,065	\$10,549
Salary Grade S30.N	\$7,278	\$10,861
Salary Grade S31.N	\$7,491	\$11,189
Salary Grade S32.N	\$7,708	\$11,521
Facilities Services Supervisor Fleet Supervisor		
Salary Grade S33.N	\$7,933	\$11,853
Cross Connection Supervisor Collection Systems Supervisor		
Salary Grade S34.N	\$8,169	\$12,182
Construction Inspection Supervisor Mechanical Services Supervisor Water Maintenance Supervisor		
Salary Grade S35.N	\$8,415	\$12,549
Regulatory Compliance Supervisor		
Salary Grade S36.N	8,947	12,938
Asset Systems Supervisor Automation Supervisor Electrical & Instrumentation Supervisor Operations Supervisor		

**IRVINE RANCH WATER DISTRICT**  
**MONTHLY SALARY GRADE SCHEDULE**

**General Employees Unit**

**Effective July 1, 2024**

	<b>MINIMUM</b>	<b>MAXIMUM</b>
<b><u>NON-EXEMPT</u></b>		
Salary Grade 1.N	\$3,678	\$4,789
Salary Grade 2.N	\$3,754	\$4,916
Salary Grade 3.N	\$3,836	\$5,053
Salary Grade 4.N	\$3,907	\$5,200
Salary Grade 5.N	\$3,990	\$5,342
Salary Grade 6.N	\$4,073	\$5,496
Office Assistant		
Salary Grade 7.N	\$4,151	\$5,651
Mail Coordinator		
Salary Grade 8.N	\$4,245	\$5,815
Salary Grade 9.N	\$4,330	\$5,975
Salary Grade 10.N	\$4,415	\$6,138
Salary Grade 11.N	\$4,498	\$6,295
Material Control Clerk I Utility Worker		
Salary Grade 12.N	\$4,588	\$6,477
Salary Grade 13.N	\$4,675	\$6,665
Customer Service Specialist I		
Salary Grade 14.N	\$4,782	\$6,852
Salary Grade 15.N	\$4,883	\$7,032
Collection Systems Technician I Office Specialist		

	<b>MINIMUM</b>	<b>MAXIMUM</b>
Salary Grade 16.N	\$4,999	\$7,233
Accounting Clerk Metering Systems Technician I Water Maintenance Technician I		
Salary Grade 17.N	\$5,105	\$7,410
Customer Service Field Technician		
Salary Grade 18.N	\$5,216	\$7,611
Customer Service Specialist II Material Control Clerk II		
Salary Grade 19.N	\$5,335	\$7,803
Senior Office Specialist		
Salary Grade 20.N	\$5,479	\$8,053
Construction Compliance Specialist Engineering Technician Purchasing Coordinator Senior Accounting Clerk		
Salary Grade 21.N	\$5,632	\$8,299
Collection Systems Technician II Customer Service Specialist III Senior Customer Service Field Technician		
Salary Grade 22.N	\$5,789	\$8,559
Metering Systems Technician II Operator I Senior Purchasing Coordinator Water Maintenance Technician II		
Salary Grade 23.N	\$5,942	\$8,819
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	\$6,107	\$9,097
Salary Grade 25.N Buyer GIS Technician Senior Collection Systems CCTV Technician	\$6,269	\$9,374
Salary Grade 26.N Cross Connection Specialist Metering Systems Technician III Water Efficiency Specialist Water Maintenance Technician III Water Resources Specialist	\$6,462	\$9,653
Salary Grade 27.N Accountant Operator II Senior Maintenance Mechanic Senior Water Loss Prevention Specialist	\$6,649	\$9,937
Salary Grade 28.N Electrical & Instrumentation Technician Landscape Contracts Administrator Senior Facilities Services Technician Senior Vehicle/Equipment Maintenance Mechanic	\$6,843	\$10,232
Salary Grade 29.N Communications Specialist Construction Inspector Electrical & Instrumentation Designer Laboratory Scientist QA/OC Compliance Specialist Regulatory Compliance Specialist Senior Buyer Senior GIS Technician Senior Recycled Water Specialist Wetlands Ecologist	\$7,048	\$10,530
Salary Grade 30.N Community Relations Specialist Graphic Design Specialist Operator III	\$7,263	\$10,840

	<b>MINIMUM</b>	<b>MAXIMUM</b>
Salary Grade 31.N	\$7,476	\$11,168
Recycled Water Project Specialist		
Senior Construction Inspector		
Senior Electrical & Instrumentation Technician		
Senior Water Efficiency Specialist		
Salary Grade 32.N	\$7,691	\$11,497
Asset Maintenance Coordinator		
Senior Laboratory Scientist		
Senior Regulatory Compliance Specialist		
Senior Wetlands Ecologist		
Salary Grade 33.N	\$7,916	\$11,830
Water Efficiency Analyst		
Salary Grade 34.N	\$8,152	\$12,159
Automation Specialist		
Salary Grade 35.N	\$8,398	\$12,522

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