

**IRVINE RANCH WATER DISTRICT**  
**MONTHLY SALARY GRADE SCHEDULE**  
**Managers, Exempt Supervisors, Confidential & Exempt Employees**  
**Effective July 1, 2025**

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

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

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

	MINIMUM	MAXIMUM
Salary Grade U14.E	\$9,215	\$13,328
Accounting Supervisor		
Associate Engineer		
District Secretary		
QA/QC Compliance Administrator		
Safety & Security Supervisor		
Water Efficiency Supervisor		
Salary Grade U15.E	\$9,510	\$13,827
Applications Analyst		
Automation Programmer		
Database Administrator		
GIS Applications Analyst		
Laboratory Data Administrator		
Senior Legislative Aide		
Senior Network Administrator		
Senior Regulatory Compliance Administrator		
Senior SCADA Network Administrator		
Senior User Support Administrator		
Senior Water Resources Planner		
Salary Grade U16.E	\$9,827	\$14,348
Laboratory Supervisor		
Salary Grade U17.E	\$10,140	\$14,878
Assistant Operations Manager		
Construction Inspection Assistant Manager		
Engineer		
Facilities/Fleet Manager		
Senior Energy and Water Resources Planner		
Salary Grade U18.E	\$10,469	\$15,443
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	\$10,800	\$16,014
Construction Services Manager		
Electrical and Instrumentation Manager		
Finance Manager		
Natural Resources Manager		
Recycled Water and Cross Connection Control Manager		
Regulatory Compliance Manager		
Water Quality Manager		

	MINIMUM	MAXIMUM
Salary Grade U20.E	\$11,137	\$16,608
Senior Engineer User Support Manager		
Salary Grade U21.E	\$11,477	\$17,209
Controller Manager of Biosolids & Energy Recovery Operations Operations Manager		
Salary Grade U22.E	\$11,845	\$17,847
Automation Manager Applications Manager Enterprise GIS Manager Network and Cybersecurity Manager Process Engineer Reliability Manager		
Salary Grade U23.E	\$12,219	\$18,493
Salary Grade U24.E	\$12,551	\$19,240
Engineering Manager		
Salary Grade U25.E	\$12,939	\$19,964
Salary Grade U26.E	\$13,530	\$21,021
Salary Grade U27.E	\$14,149	\$22,137
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	\$14,798	\$23,301
Salary Grade U29.E	\$15,475	\$24,534
Salary Grade U30.E	\$16,190	\$25,838
Executive Director of Finance Executive Director of Technical Services Executive Director of Operations Executive Director of Water Policy		
Salary Grade U31.E	\$16,994	\$27,303
Salary Grade U32.E	\$17,845	\$28,857
Salary Grade U33.E	\$18,734	\$30,495
Salary Grade U34.E	\$19,674	\$36,171
General Manager		

**IRVINE RANCH WATER DISTRICT**  
**MONTHLY SALARY GRADE SCHEDULE**  
**Non-Exempt Supervisors Unit**  
**Effective July 1, 2025**

	MINIMUM	MAXIMUM
<b><u>NON-EXEMPT</u></b>		
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
Facilities Services Supervisor Fleet Supervisor		
Salary Grade S33.N	\$8,171	\$12,206
Collection Systems Supervisor Recycled Water & Cross Connection Supervisor		
Salary Grade S34.N	\$8,414	\$12,548
Construction Inspection Supervisor Mechanical Services Supervisor Utility Construction Supervisor Water Maintenance Supervisor		
Salary Grade S35.N	\$8,668	\$12,925
Regulatory Compliance Supervisor		
Salary Grade S36.N	9,216	13,326
Asset Systems Supervisor Automation Supervisor Electrical & Instrumentation Supervisor Operations Supervisor		

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

**General Employees Unit  
Effective July 1, 2025**

	MINIMUM	MAXIMUM
<b><u>NON-EXEMPT</u></b>		
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
Mail Coordinator		
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
Material Control Clerk I Utility Construction Technician Trainee		
Salary Grade 12.N	\$4,725	\$6,672
Salary Grade 13.N	\$4,815	\$6,866
Customer Service Specialist I		
Salary Grade 14.N	\$4,926	\$7,058
Salary Grade 15.N	\$5,030	\$7,244
Collection Systems Technician I Office Specialist		
Salary Grade 16.N	\$5,150	\$7,450
Accounting Clerk Metering Systems Technician I Utility Construction Technician I Water Maintenance Technician I		

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



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