

**IRVINE RANCH WATER DISTRICT**  
**MONTHLY SALARY GRADE SCHEDULE**  
**Managers, Exempt Supervisors, Confidential & Exempt Employees**  
**Effective April 27, 2020**

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<b><u>NON-EXEMPT</u></b>			
Salary Grade U1.N	\$3,034	\$3,762	\$3,949
Salary Grade U2.N	\$3,100	\$3,865	\$4,059
Salary Grade U3.N	\$3,165	\$3,971	\$4,170
Salary Grade U4.N	\$3,223	\$4,087	\$4,291
Salary Grade U5.N	\$3,297	\$4,200	\$4,410
Salary Grade U6.N	\$3,361	\$4,322	\$4,538
Salary Grade U7.N	\$3,429	\$4,442	\$4,665
Salary Grade U8.N	\$3,503	\$4,569	\$4,797
Salary Grade U9.N	\$3,570	\$4,695	\$4,932
Salary Grade U10.N	\$3,644	\$4,824	\$5,064
Salary Grade U11.N	\$3,715	\$4,947	\$5,192
Salary Grade U12.N	\$3,788	\$5,092	\$5,348
Salary Grade U13.N	\$3,859	\$5,237	\$5,502
Salary Grade U14.N	\$3,946	\$5,386	\$5,656
Salary Grade U15.N	\$4,031	\$5,529	\$5,805
Salary Grade U16.N	\$4,126	\$5,684	\$5,967
Salary Grade U17.N	\$4,214	\$5,826	\$6,117
Salary Grade U18.N	\$4,306	\$5,982	\$6,283
Salary Grade U19.N	\$4,404	\$6,133	\$6,442
Safety Assistant			
Salary Grade U20.N	\$4,521	\$6,332	\$6,649

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U21.N	\$4,650	\$6,523	\$6,852
Salary Grade U22.N	\$4,778	\$6,729	\$7,066
Executive Secretary Human Resources Assistant			
Salary Grade U23.N	\$4,904	\$6,932	\$7,277
Salary Grade U24.N	\$5,043	\$7,148	\$7,506
Salary Grade U25.N	\$5,175	\$7,367	\$7,738
Human Resources Technician			
Salary Grade U26.N	\$5,336	\$7,588	\$7,968
Executive Assistant			
Salary Grade U27.N	\$5,489	\$7,811	\$8,201
Salary Grade U28.N	\$5,649	\$8,042	\$8,446
Salary Grade U29.N	\$5,818	\$8,276	\$8,691
Administrative Assistant Safety Specialist			
Salary Grade U30.N	\$5,994	\$8,521	\$8,948
Salary Grade U31.N	\$6,172	\$8,778	\$9,216
Human Resources Analyst			
Salary Grade U32.N	\$6,349	\$9,037	\$9,489
Salary Grade U33.N	\$6,534	\$9,300	\$9,766
Network Administrator User Support Administrator			
Salary Grade U34.N	\$6,729	\$9,557	\$10,037
Salary Grade U35.N	\$6,931	\$9,844	\$10,337

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<b>EXEMPT</b>			
Salary Grade U1.E	\$4,879	\$6,268	\$6,581
Salary Grade U2.E	\$5,042	\$6,511	\$6,837
Salary Grade U3.E	\$5,203	\$6,754	\$7,094
Salary Grade U4.E	\$5,365	\$7,014	\$7,363
Salary Grade U5.E	\$5,529	\$7,273	\$7,638
Salary Grade U6.E	\$5,720	\$7,555	\$7,933
Salary Grade U7.E	\$5,903	\$7,835	\$8,225
Salary Grade U8.E	\$6,095	\$8,141	\$8,548
Salary Grade U9.E	\$6,281	\$8,440	\$8,860
Salary Grade U10.E	\$6,490	\$8,759	\$9,197
Asset Systems Analyst Assistant Engineer Customer Service Supervisor Development Services Supervisor Management Analyst Public Affairs Analyst Senior Public Affairs Specialist			
Salary Grade U11.E	\$6,698	\$9,082	\$9,538
Purchasing Supervisor			
Salary Grade U12.E	\$6,915	\$9,432	\$9,901
Financial Analyst Regulatory Compliance Administrator Senior Accountant Senior Water Efficiency Analyst Source Control Program Administrator Water Efficiency Supervisor			
Salary Grade U13.E	\$7,139	\$9,774	\$10,261
GIS Supervisor Legislative Analyst Right of Way Agent Senior Human Resources Analyst Treasury Analyst Water Resources Planner			

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U14.E Accounting Supervisor Associate Engineer District Secretary QA/QC Compliance Administrator	\$7,370	\$10,150	\$10,657
Salary Grade U15.E Applications Analyst Automation Programmer Laboratory Supervisor Senior Regulatory Compliance Administrator Senior SCADA Network Administrator Senior Network Administrator	\$7,605	\$10,530	\$11,055
Salary Grade U16.E	\$7,859	\$10,928	\$11,476
Salary Grade U17.E Construction Inspection Manager Customer Service Manager Engineer Facilities/Fleet Manager Purchasing Manager Safety Manager	\$8,109	\$11,330	\$11,895
Salary Grade U18.E Collection Systems Manager Construction Services Manager Cybersecurity Analyst Electrical and Instrumentation Manager Field Services Manager Natural Resources Manager Public Affairs Manager Regulatory Compliance Manager Senior Applications Analyst Senior Applications Developer Senior Database Administrator Water Efficiency Manager Water Quality Manager	\$8,372	\$11,762	\$12,348
Salary Grade U19.E Manager of Risk & Contracts Administration Mechanical Services Manager Recycled Water Development Manager Treasury Manager Water Resources Manager	\$8,638	\$12,196	\$12,807

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U20.E Automation Manager Operations Manager Reliability Engineer Senior Engineer User Support Manager	\$8,907	\$12,648	\$13,280
Salary Grade U21.E Controller Manager of Strategic Planning and Analysis	\$9,178	\$13,105	\$13,761
Salary Grade U22.E Applications Manager Network and Cybersecurity Manager	\$9,473	\$13,592	\$14,273
Salary Grade U23.E Principal Engineer	\$9,773	\$14,084	\$14,789
Salary Grade U24.E Engineering Manager	\$10,038	\$14,652	\$15,382
Salary Grade U25.E Government Relations Officer/Deputy General Counsel	\$10,348	\$15,206	\$15,965
Salary Grade U26.E	\$10,820	\$16,010	\$16,810
Salary Grade U27.E Director of Field Operations Director of Human Resources Director of Information Services Director of Maintenance Director of Public Affairs Director of Recycling Operations Director of Water Quality & Regulatory Compliance Director of Water Resources Treasurer/Director of Risk Management	\$11,315	\$16,859	\$17,700
Salary Grade U28.E	\$11,835	\$17,746	\$18,633
Salary Grade U29.E	\$12,375	\$18,685	\$19,619
Salary Grade U30.E Executive Director of Finance Executive Director of Technical Services Executive Director of Operations Executive Director of Water Policy	\$12,947	\$19,678	\$20,660
Salary Grade U31.E	\$13,591	\$20,793	\$21,832

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>EXCEPTIONAL PERFORMANCE TOP OF RANGE</b>
Salary Grade U32.E	\$14,272	\$21,977	\$23,076
Salary Grade U33.E	\$14,982	\$23,225	\$24,386
Salary Grade U34.E	\$15,734	\$24,543	\$27,148
General Manager			

**IRVINE RANCH WATER DISTRICT**  
**MONTHLY SALARY GRADE SCHEDULE**  
**Non-Exempt Supervisors Unit**  
**Effective April 27, 2020**

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<b><u>NON-EXEMPT</u></b>			
Salary Grade S26.N	\$5,336	\$7,588	\$7,968
Salary Grade S27.N	\$5,489	\$7,811	\$8,201
Salary Grade S28.N	\$5,649	\$8,042	\$8,446
Salary Grade S29.N	\$5,818	\$8,276	\$8,691
Salary Grade S30.N	\$5,994	\$8,521	\$8,948
Salary Grade S31.N Facilities Services Supervisor Fleet Supervisor	\$6,172	\$8,778	\$9,216
Salary Grade S32.N Collection Systems Supervisor Mechanical Services Supervisor	\$6,349	\$9,037	\$9,489
Salary Grade S33.N Cross Connection Supervisor Water Maintenance Supervisor	\$6,534	\$9,300	\$9,766
Salary Grade S34.N Construction Inspection Supervisor Automation Supervisor Electrical Supervisor Instrumentation Supervisor Water Monitoring Supervisor	\$6,729	\$9,557	\$10,037
Salary Grade S35.N Operations Supervisor	\$6,931	\$9,844	\$10,337

**IRVINE RANCH WATER DISTRICT**  
**MONTHLY SALARY GRADE SCHEDULE**  
**General Employees Unit**  
**Effective April 27, 2020**

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<b><u>NON-EXEMPT</u></b>			
Salary Grade 1.N	\$3,028	\$3,755	\$3,942
Salary Grade 2.N	\$3,093	\$3,857	\$4,050
Salary Grade 3.N	\$3,160	\$3,964	\$4,162
Salary Grade 4.N	\$3,217	\$4,078	\$4,282
Salary Grade 5.N	\$3,289	\$4,192	\$4,402
Salary Grade 6.N	\$3,355	\$4,314	\$4,529
	Office Assistant Mail Coordinator		
Salary Grade 7.N	\$3,420	\$4,433	\$4,655
Salary Grade 8.N	\$3,497	\$4,561	\$4,788
Salary Grade 9.N	\$3,565	\$4,686	\$4,920
Salary Grade 10.N	\$3,636	\$4,813	\$5,052
Salary Grade 11.N	\$3,707	\$4,938	\$5,183
	Maintenance Apprentice Material Control Clerk I Utility Worker		
Salary Grade 12.N	\$3,781	\$5,081	\$5,338
Salary Grade 13.N	\$3,851	\$5,228	\$5,488
	Customer Service Specialist I Support Specialist		
Salary Grade 14.N	\$3,938	\$5,374	\$5,643
Salary Grade 15.N	\$4,023	\$5,518	\$5,795
	Collection Systems Technician I Office Specialist		
Salary Grade 16.N	\$4,117	\$5,673	\$5,955
	Accounting Clerk Customer Service Field Technician		



	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Metering Systems Technician I Water Maintenance Technician I			
Salary Grade 17.N	\$4,205	\$5,813	\$6,103
Customer Service Specialist II			
Salary Grade 18.N	\$4,296	\$5,971	\$6,268
Material Control Clerk II Senior Support Specialist Water Efficiency Field Technician			
Salary Grade 19.N	\$4,395	\$6,122	\$6,428
Development Services Specialist Purchasing Coordinator Senior Office Specialist			
Salary Grade 20.N	\$4,512	\$6,318	\$6,635
Collection Systems Technician II Engineering Technician I GIS Technician I Operator I Senior Accounting Clerk			
Salary Grade 21.N	\$4,640	\$6,509	\$6,837
Collection Systems CCTV Technician Customer Service Specialist III Senior Customer Service Field Technician			
Salary Grade 22.N	\$4,768	\$6,715	\$7,052
Facilities Services Technician Maintenance Mechanic Metering Systems Technician II Risk Assistant Senior Purchasing Coordinator Vehicle/Equipment Mechanic Water Maintenance Technician II			
Salary Grade 23.N	\$4,893	\$6,918	\$7,263
Senior Water Efficiency Field Technician			
Salary Grade 24.N	\$5,032	\$7,135	\$7,491
Buyer Public Affairs Assistant Recycled Water Specialist Water Loss Prevention Specialist Wetlands Specialist			

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade 25.N Engineering Technician II GIS Technician II Senior Collection Systems CCTV Technician Senior Collection Systems Technician	\$5,164	\$7,354	\$7,723
Salary Grade 26.N Cross Connection Specialist Metering Systems Technician III Water Efficiency Specialist Water Maintenance Technician III Water Resources Specialist	\$5,323	\$7,573	\$7,950
Salary Grade 27.N Accountant Operator II Senior Facilities Services Technician Senior Maintenance Mechanic Senior Water Loss Prevention Specialist Senior Vehicle/Equipment Maintenance Mechanic	\$5,478	\$7,794	\$8,184
Salary Grade 28.N Automation Technician Construction Inspector Electrical Technician Instrumentation Technician Landscape Contracts Administrator Scientist	\$5,639	\$8,027	\$8,429
Salary Grade 29.N Engineering Technician III GIS Technician III Lead Maintenance Mechanic Operator III Public Affairs Specialist Senior Buyer Senior Recycled Water Specialist Senior Wetlands Specialist	\$5,806	\$8,261	\$8,672
Salary Grade 30.N Graphic Design Specialist Risk Analyst Senior Electrical Technician Senior Instrumentation Technician	\$5,982	\$8,504	\$8,931

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>EXCEPTIONAL PERFORMANCE TOP OF RANGE</b>
Salary Grade 31.N Information Services Coordinator Payroll Administrator Recycled Water Project Specialist Senior Construction Inspector Senior Water Efficiency Specialist	\$6,158	\$8,761	\$9,197
Salary Grade 32.N Asset Maintenance Coordinator Automation Specialist Environmental Compliance Specialist Process Specialist Senior Scientist Wetlands Scientist	\$6,336	\$9,019	\$9,471
Salary Grade 33.N Operations Coordinator Water Efficiency Analyst	\$6,521	\$9,282	\$9,745
Salary Grade 34.N	\$6,715	\$9,538	\$10,016
Salary Grade 35.N	\$6,917	\$9,824	\$10,316