

Schedule "I"

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE

Managers, Exempt Supervisors, Confidential & Exempt Employees

Effective November 23, 2020

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<u>NON-EXEMPT</u>			
Salary Grade U1.N	\$3,055	\$3,788	\$3,977
Salary Grade U2.N	\$3,122	\$3,892	\$4,087
Salary Grade U3.N	\$3,187	\$3,999	\$4,199
Salary Grade U4.N	\$3,246	\$4,116	\$4,321
Salary Grade U5.N	\$3,320	\$4,229	\$4,441
Salary Grade U6.N	\$3,385	\$4,352	\$4,570
Salary Grade U7.N	\$3,453	\$4,473	\$4,698
Salary Grade U8.N	\$3,528	\$4,601	\$4,831
Salary Grade U9.N	\$3,595	\$4,728	\$4,967
Salary Grade U10.N	\$3,670	\$4,858	\$5,099
Salary Grade U11.N	\$3,741	\$4,982	\$5,228
Salary Grade U12.N	\$3,815	\$5,128	\$5,385
Salary Grade U13.N	\$3,886	\$5,274	\$5,541
Salary Grade U14.N	\$3,974	\$5,424	\$5,696
Salary Grade U15.N	\$4,059	\$5,568	\$5,846
Salary Grade U16.N	\$4,155	\$5,724	\$6,009
Salary Grade U17.N	\$4,243	\$5,867	\$6,160
Salary Grade U18.N	\$4,336	\$6,024	\$6,327
Salary Grade U19.N	\$4,435	\$6,176	\$6,487
Safety Assistant			
Salary Grade U20.N	\$4,553	\$6,376	\$6,696

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U21.N	\$4,683	\$6,569	\$6,900
Salary Grade U22.N	\$4,811	\$6,776	\$7,115
Executive Secretary Human Resources Assistant			
Salary Grade U23.N	\$4,938	\$6,981	\$7,328
Salary Grade U24.N	\$5,078	\$7,198	\$7,559
Salary Grade U25.N	\$5,211	\$7,419	\$7,792
Human Resources Technician			
Salary Grade U26.N	\$5,373	\$7,641	\$8,024
Executive Assistant			
Salary Grade U27.N	\$5,527	\$7,866	\$8,258
Salary Grade U28.N	\$5,689	\$8,098	\$8,505
Salary Grade U29.N	\$5,859	\$8,334	\$8,752
Administrative Assistant Safety Specialist			
Salary Grade U30.N	\$6,036	\$8,581	\$9,011
Salary Grade U31.N	\$6,215	\$8,839	\$9,281
Human Resources Analyst			
Salary Grade U32.N	\$6,393	\$9,100	\$9,555
Salary Grade U33.N	\$6,580	\$9,365	\$9,834
Network Administrator User Support Administrator			
Salary Grade U34.N	\$6,776	\$9,624	\$10,107
Salary Grade U35.N	\$6,980	\$9,913	\$10,409

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
EXEMPT			
Salary Grade U1.E	\$4,913	\$6,312	\$6,627
Salary Grade U2.E	\$5,077	\$6,557	\$6,885
Salary Grade U3.E	\$5,239	\$6,801	\$7,144
Salary Grade U4.E	\$5,403	\$7,063	\$7,415
Salary Grade U5.E	\$5,568	\$7,324	\$7,691
Salary Grade U6.E	\$5,760	\$7,608	\$7,989
Salary Grade U7.E	\$5,944	\$7,890	\$8,283
Salary Grade U8.E	\$6,138	\$8,198	\$8,608
Salary Grade U9.E	\$6,325	\$8,499	\$8,922
Salary Grade U10.E	\$6,535	\$8,820	\$9,261
Asset Systems Analyst Assistant Engineer Customer Service Supervisor Development Services Supervisor Management Analyst Public Affairs Analyst Senior Public Affairs Specialist			
Salary Grade U11.E	\$6,745	\$9,146	\$9,605
Purchasing Supervisor			
Salary Grade U12.E	\$6,963	\$9,498	\$9,970
Environmental Compliance Analyst Financial Analyst Regulatory Compliance Administrator Senior Accountant Senior Water Efficiency Analyst Source Control Program Administrator Water Efficiency Supervisor			
Salary Grade U13.E	\$7,189	\$9,842	\$10,333
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	\$7,422	\$10,221	\$10,732
Accounting Supervisor			
Associate Engineer			
District Secretary			
QA/QC Compliance Administrator			
Salary Grade U15.E	\$7,658	\$10,604	\$11,132
Applications Analyst			
Automation Programmer			
Laboratory Supervisor			
Senior Regulatory Compliance Administrator			
Senior SCADA Network Administrator			
Senior Network Administrator			
Salary Grade U16.E	\$7,914	\$11,004	\$11,556
Salary Grade U17.E	\$8,166	\$11,409	\$11,978
Construction Inspection Manager			
Customer Service Manager			
Engineer			
Facilities/Fleet Manager			
Purchasing Manager			
Safety Manager			
Salary Grade U18.E	\$8,431	\$11,844	\$12,434
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			
Salary Grade U19.E	\$8,698	\$12,281	\$12,897
Manager of Risk & Contracts Administration			
Mechanical Services Manager			
Recycled Water Development Manager			
Treasury Manager			
Water Resources Manager			

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U20.E Automation Manager Operations Manager Reliability Engineer Senior Engineer User Support Manager	\$8,969	\$12,737	\$13,373
Salary Grade U21.E Controller Manager of Strategic Planning and Analysis	\$9,242	\$13,197	\$13,857
Salary Grade U22.E Applications Manager Network and Cybersecurity Manager	\$9,539	\$13,687	\$14,373
Salary Grade U23.E Principal Engineer	\$9,841	\$14,183	\$14,893
Salary Grade U24.E Engineering Manager	\$10,108	\$14,755	\$15,490
Salary Grade U25.E Government Relations Officer/Deputy General Counsel	\$10,420	\$15,312	\$16,077
Salary Grade U26.E	\$10,896	\$16,122	\$16,928
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	\$11,394	\$16,977	\$17,824
Salary Grade U28.E	\$11,918	\$17,870	\$18,763
Salary Grade U29.E	\$12,462	\$18,816	\$19,756
Salary Grade U30.E Executive Director of Finance Executive Director of Technical Services Executive Director of Operations Executive Director of Water Policy	\$13,038	\$19,816	\$20,805
Salary Grade U31.E	\$13,686	\$20,939	\$21,985

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U32.E	\$14,372	\$22,131	\$23,238
Salary Grade U33.E	\$15,087	\$23,388	\$24,557
Salary Grade U34.E	\$15,844	\$24,715	\$27,338
General Manager			

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
Non-Exempt Supervisors Unit
Effective November 23, 2020

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<u>NON-EXEMPT</u>			
Salary Grade S26.N	\$5,373	\$7,641	\$8,024
Salary Grade S27.N	\$5,527	\$7,866	\$8,258
Salary Grade S28.N	\$5,689	\$8,098	\$8,505
Salary Grade S29.N	\$5,859	\$8,334	\$8,752
Salary Grade S30.N	\$6,036	\$8,581	\$9,011
Salary Grade S31.N Facilities Services Supervisor Fleet Supervisor	\$6,215	\$8,839	\$9,281
Salary Grade S32.N Collection Systems Supervisor Mechanical Services Supervisor	\$6,393	\$9,100	\$9,555
Salary Grade S33.N Cross Connection Supervisor Water Maintenance Supervisor	\$6,580	\$9,365	\$9,834
Salary Grade S34.N Construction Inspection Supervisor Automation Supervisor Electrical Supervisor Instrumentation Supervisor Water Monitoring Supervisor	\$6,776	\$9,624	\$10,107
Salary Grade S35.N Operations Supervisor	\$6,980	\$9,913	\$10,409

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
General Employees Unit
Effective November 23, 2020

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<u>NON-EXEMPT</u>			
Salary Grade 1.N	\$3,049	\$3,781	\$3,970
Salary Grade 2.N	\$3,115	\$3,884	\$4,078
Salary Grade 3.N	\$3,182	\$3,992	\$4,191
Salary Grade 4.N	\$3,240	\$4,107	\$4,312
Salary Grade 5.N	\$3,312	\$4,221	\$4,433
Salary Grade 6.N	\$3,378	\$4,344	\$4,561
	Office Assistant Mail Coordinator		
Salary Grade 7.N	\$3,444	\$4,464	\$4,688
Salary Grade 8.N	\$3,521	\$4,593	\$4,822
Salary Grade 9.N	\$3,590	\$4,719	\$4,954
Salary Grade 10.N	\$3,661	\$4,847	\$5,087
Salary Grade 11.N	\$3,733	\$4,973	\$5,219
	Maintenance Apprentice Material Control Clerk I Utility Worker		
Salary Grade 12.N	\$3,807	\$5,117	\$5,375
Salary Grade 13.N	\$3,878	\$5,265	\$5,526
	Customer Service Specialist I Support Specialist		
Salary Grade 14.N	\$3,966	\$5,412	\$5,683
Salary Grade 15.N	\$4,051	\$5,557	\$5,836
	Collection Systems Technician I Office Specialist		
Salary Grade 16.N	\$4,146	\$5,713	\$5,997
	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	\$4,234	\$5,854	\$6,146
Customer Service Specialist II			
Salary Grade 18.N	\$4,326	\$6,013	\$6,312
Material Control Clerk II Senior Support Specialist Water Efficiency Field Technician			
Salary Grade 19.N	\$4,426	\$6,165	\$6,473
Development Services Specialist Purchasing Coordinator Senior Office Specialist			
Salary Grade 20.N	\$4,544	\$6,362	\$6,681
Collection Systems Technician II Engineering Technician I GIS Technician I Operator I Senior Accounting Clerk			
Salary Grade 21.N	\$4,672	\$6,555	\$6,885
Collection Systems CCTV Technician Customer Service Specialist III Senior Customer Service Field Technician			
Salary Grade 22.N	\$4,801	\$6,762	\$7,101
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	\$4,927	\$6,966	\$7,314
Senior Water Efficiency Field Technician			
Salary Grade 24.N	\$5,067	\$7,185	\$7,543
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	\$5,200	\$7,405	\$7,777
Salary Grade 26.N Cross Connection Specialist Metering Systems Technician III Water Efficiency Specialist Water Maintenance Technician III Water Resources Specialist	\$5,360	\$7,626	\$8,006
Salary Grade 27.N Accountant Operator II Senior Facilities Services Technician Senior Maintenance Mechanic Senior Water Loss Prevention Specialist Senior Vehicle/Equipment Maintenance Mechanic	\$5,516	\$7,849	\$8,241
Salary Grade 28.N Automation Technician Construction Inspector Electrical Technician Instrumentation Technician Landscape Contracts Administrator Scientist	\$5,678	\$8,083	\$8,488
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	\$5,847	\$8,319	\$8,733
Salary Grade 30.N Graphic Design Specialist Risk Analyst Senior Electrical Technician Senior Instrumentation Technician	\$6,024	\$8,564	\$8,994

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade 31.N Information Services Coordinator Payroll Administrator Recycled Water Project Specialist Senior Construction Inspector Senior Water Efficiency Specialist	\$6,201	\$8,822	\$9,261
Salary Grade 32.N Asset Maintenance Coordinator Automation Specialist Environmental Compliance Specialist Process Specialist Senior Scientist Wetlands Scientist	\$6,380	\$9,082	\$9,537
Salary Grade 33.N Operations Coordinator Water Efficiency Analyst	\$6,567	\$9,347	\$9,813
Salary Grade 34.N	\$6,762	\$9,605	\$10,086
Salary Grade 35.N	\$6,965	\$9,893	\$10,388