

Schedule "A"

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE

Managers, Exempt Supervisors, Confidential & Exempt Employees

Effective December 13, 2021

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<u>NON-EXEMPT</u>			
Salary Grade U1.N	\$3,165	\$3,924	\$4,120
Salary Grade U2.N	\$3,234	\$4,032	\$4,234
Salary Grade U3.N	\$3,302	\$4,143	\$4,350
Salary Grade U4.N	\$3,363	\$4,264	\$4,477
Salary Grade U5.N	\$3,440	\$4,381	\$4,601
Salary Grade U6.N	\$3,507	\$4,509	\$4,735
Salary Grade U7.N	\$3,577	\$4,634	\$4,867
Salary Grade U8.N	\$3,655	\$4,767	\$5,005
Salary Grade U9.N	\$3,724	\$4,898	\$5,146
Salary Grade U10.N	\$3,802	\$5,033	\$5,283
Salary Grade U11.N	\$3,876	\$5,161	\$5,416
Salary Grade U12.N	\$3,952	\$5,313	\$5,579
Salary Grade U13.N	\$4,026	\$5,464	\$5,740
Salary Grade U14.N	\$4,117	\$5,619	\$5,901
Salary Grade U15.N	\$4,205	\$5,768	\$6,056
Salary Grade U16.N	\$4,305	\$5,930	\$6,225
Salary Grade U17.N	\$4,396	\$6,078	\$6,382
Salary Grade U18.N	\$4,492	\$6,241	\$6,555
Salary Grade U19.N	\$4,595	\$6,398	\$6,721
Safety Assistant			
Salary Grade U20.N	\$4,717	\$6,606	\$6,937
Salary Grade U21.N	\$4,852	\$6,805	\$7,148
Salary Grade U22.N	\$4,984	\$7,020	\$7,371
Executive Secretary			

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Human Resources Assistant			
Salary Grade U23.N	\$5,116	\$7,232	\$7,592
Salary Grade U24.N	\$5,261	\$7,457	\$7,831
Salary Grade U25.N	\$5,399	\$7,686	\$8,073
Human Resources Technician			
Salary Grade U26.N	\$5,566	\$7,916	\$8,313
Executive Assistant			
Salary Grade U27.N	\$5,726	\$8,149	\$8,555
Salary Grade U28.N	\$5,894	\$8,390	\$8,811
Salary Grade U29.N	\$6,070	\$8,634	\$9,067
Administrative Assistant Safety Specialist			
Salary Grade U30.N	\$6,253	\$8,890	\$9,335
Salary Grade U31.N	\$6,439	\$9,157	\$9,615
Human Resources Analyst			
Salary Grade U32.N	\$6,623	\$9,428	\$9,899
Salary Grade U33.N	\$6,817	\$9,702	\$10,188
Network Administrator User Support Administrator			
Salary Grade U34.N	\$7,020	\$9,970	\$10,471
Salary Grade U35.N	\$7,231	\$10,270	\$10,784

		MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<u>EXEMPT</u>				
Salary Grade U1.E		\$5,090	\$6,539	\$6,866
Salary Grade U2.E		\$5,260	\$6,793	\$7,133
Salary Grade U3.E		\$5,428	\$7,046	\$7,401
Salary Grade U4.E		\$5,598	\$7,317	\$7,682
Salary Grade U5.E		\$5,768	\$7,588	\$7,968
Salary Grade U6.E		\$5,967	\$7,882	\$8,277
Salary Grade U7.E		\$6,158	\$8,174	\$8,581
Salary Grade U8.E		\$6,359	\$8,493	\$8,918
Salary Grade U9.E		\$6,553	\$8,805	\$9,243
Salary Grade U10.E	Asset Systems Analyst Assistant Engineer Customer Service Supervisor Development Services Supervisor Management Analyst Public Affairs Analyst Senior Public Affairs Specialist	\$6,770	\$9,138	\$9,594
Salary Grade U11.E	Purchasing Supervisor	\$6,988	\$9,475	\$9,951
Salary Grade U12.E	Environmental Compliance Analyst Financial Analyst Regulatory Compliance Administrator Senior Accountant Senior Water Efficiency Analyst Water Efficiency Supervisor	\$7,214	\$9,840	\$10,329
Salary Grade U13.E	Communications Analyst/Deputy PIO GIS Supervisor Legislative Analyst Right of Way Agent Senior Human Resources Analyst Treasury Analyst Water Resources Planner	\$7,448	\$10,196	\$10,705
Salary Grade U14.E	Accounting Supervisor	\$7,689	\$10,589	\$11,118

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Associate Engineer			
District Secretary			
QA/QC Compliance Adminstrator			
Salary Grade U15.E	\$7,934	\$10,986	\$11,533
Applications Analyst			
Automation Programmer			
Laboratory Supervisor			
Senior Regulatory Compliance Administrator			
Senior SCADA Network Administrator			
Senior Network Administrator			
Salary Grade U16.E	\$8,199	\$11,400	\$11,972
Salary Grade U17.E	\$8,460	\$11,820	\$12,409
Construction Inspection Manager			
Customer Service Manager			
Engineer			
Facilities/Fleet Manager			
Purchasing Manager			
Safety Manager			
Senior Energy and Water Resources Planner			
Salary Grade U18.E	\$8,735	\$12,270	\$12,882
Collection Systems Manager			
Community Relations 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	\$9,011	\$12,723	\$13,361
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	\$9,292	\$13,196	\$13,854
Salary Grade U21.E	Controller Manager of Strategic Planning and Analysis	\$9,575	\$13,672	\$14,356
Salary Grade U22.E	Applications Manager Network and Cybersecurity Manager Principal Engineer	\$9,882	\$14,180	\$14,890
Salary Grade U23.E		\$10,195	\$14,694	\$15,429
Salary Grade U24.E	Engineering Manager	\$10,472	\$15,286	\$16,048
Salary Grade U25.E		\$10,795	\$15,863	\$16,656
Salary Grade U26.E		\$11,288	\$16,702	\$17,537
Salary Grade U27.E	Director of Field Operations Director of Human Resources Director of Information Services Director of Maintenance Director of Strategic Communications & Advocacy/ Deputy General Counsel Director of Recycling Operations Director of Safety & Security Director of Water Quality & Regulatory Compliance Director of Water Resources Treasurer/Director of Risk Management	\$11,804	\$17,588	\$18,466
Salary Grade U28.E		\$12,347	\$18,513	\$19,438
Salary Grade U29.E		\$12,911	\$19,493	\$20,467
Salary Grade U30.E	Executive Director of Finance Executive Director of Technical Services Executive Director of Operations Executive Director of Water Policy	\$13,507	\$20,529	\$21,554
Salary Grade U31.E		\$14,179	\$21,693	\$22,776

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U32.E	\$14,889	\$22,928	\$24,075
Salary Grade U33.E	\$15,630	\$24,230	\$25,441
Salary Grade U34.E	\$16,414	\$25,605	\$28,322
General Manager			

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
Non-Exempt Supervisors Unit
Effective December 13, 2021

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<u>NON-EXEMPT</u>			
Salary Grade S26.N	\$5,566	\$7,916	\$8,313
Salary Grade S27.N	\$5,726	\$8,149	\$8,555
Salary Grade S28.N	\$5,894	\$8,390	\$8,811
Salary Grade S29.N	\$6,070	\$8,634	\$9,067
Salary Grade S30.N	\$6,253	\$8,890	\$9,335
Salary Grade S31.N Facilities Services Supervisor Fleet Supervisor	\$6,439	\$9,157	\$9,615
Salary Grade S32.N Collection Systems Supervisor Mechanical Services Supervisor	\$6,623	\$9,428	\$9,899
Salary Grade S33.N Cross Connection Supervisor Water Maintenance Supervisor	\$6,817	\$9,702	\$10,188
Salary Grade S34.N Construction Inspection Supervisor Automation Supervisor Electrical Supervisor Instrumentation Supervisor Water Monitoring Supervisor	\$7,020	\$9,970	\$10,471
Salary Grade S35.N Operations Supervisor	\$7,231	\$10,270	\$10,784

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
General Employees Unit
Effective December 13, 2021

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<u>NON-EXEMPT</u>			
Salary Grade 1.N	\$3,159	\$3,917	\$4,113
Salary Grade 2.N	\$3,227	\$4,024	\$4,225
Salary Grade 3.N	\$3,297	\$4,136	\$4,342
Salary Grade 4.N	\$3,357	\$4,255	\$4,467
Salary Grade 5.N	\$3,431	\$4,373	\$4,593
Salary Grade 6.N	\$3,500	\$4,500	\$4,725
Office Assistant Mail Coordinator			
Salary Grade 7.N	\$3,568	\$4,625	\$4,857
Salary Grade 8.N	\$3,648	\$4,758	\$4,996
Salary Grade 9.N	\$3,719	\$4,889	\$5,132
Salary Grade 10.N	\$3,793	\$5,021	\$5,270
Salary Grade 11.N	\$3,867	\$5,152	\$5,407
Material Control Clerk I Utility Worker			
Salary Grade 12.N	\$3,944	\$5,301	\$5,569
Salary Grade 13.N	\$4,018	\$5,455	\$5,725
Customer Service Specialist I Support Specialist			
Salary Grade 14.N	\$4,109	\$5,607	\$5,888
Salary Grade 15.N	\$4,197	\$5,757	\$6,046
Collection Systems Technician I Office Specialist			
Salary Grade 16.N	\$4,295	\$5,919	\$6,213
Accounting Clerk Customer Service Field Technician Metering Systems Technician I			

		MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
	Water Maintenance Technician I			
Salary Grade 17.N		\$4,386	\$6,065	\$6,367
	Customer Service Specialist II			
Salary Grade 18.N		\$4,482	\$6,229	\$6,539
	Material Control Clerk II Senior Support Specialist			
Salary Grade 19.N		\$4,585	\$6,387	\$6,706
	Development Services Specialist Purchasing Coordinator Senior Office Specialist			
Salary Grade 20.N		\$4,708	\$6,591	\$6,922
	Collection Systems Technician II Engineering Technician I GIS Technician I Operator I Senior Accounting Clerk			
Salary Grade 21.N		\$4,840	\$6,791	\$7,133
	Collection Systems CCTV Technician Customer Service Specialist III Senior Customer Service Field Technician			
Salary Grade 22.N		\$4,974	\$7,005	\$7,357
	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		\$5,104	\$7,217	\$7,577
	Senior Water Efficiency Field Technician			
Salary Grade 24.N		\$5,249	\$7,444	\$7,815
	Buyer Public Affairs Assistant Recycled Water Specialist Water Loss Prevention Specialist Wetlands Specialist			
Salary Grade 25.N		\$5,387	\$7,672	\$8,057

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Engineering Technician II GIS Technician II Senior Collection Systems CCTV Technician Senior Collection Systems Technician			
Salary Grade 26.N	\$5,553	\$7,901	\$8,294
Cross Connection Specialist Metering Systems Technician III Water Efficiency Specialist Water Maintenance Technician III Water Resources Specialist			
Salary Grade 27.N	\$5,715	\$8,132	\$8,538
Accountant Operator II Senior Facilities Services Technician Senior Maintenance Mechanic Senior Water Loss Prevention Specialist Senior Vehicle/Equipment Maintenance Mechanic			
Salary Grade 28.N	\$5,882	\$8,374	\$8,794
Automation Technician Construction Inspector Electrical Technician Instrumentation Technician Landscape Contracts Administrator Scientist			
Salary Grade 29.N	\$6,057	\$8,618	\$9,047
Engineering Technician III GIS Technician III Operator III Public Affairs Specialist Senior Buyer Senior Recycled Water Specialist Senior Wetlands Specialist			
Salary Grade 30.N	\$6,241	\$8,872	\$9,318
Graphic Design Specialist Risk Analyst Senior Electrical Technician Senior Instrumentation Technician			
Salary Grade 31.N	\$6,424	\$9,140	\$9,594
Information Services Coordinator			

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Payroll Administrator Recycled Water Project Specialist Senior Construction Inspector Senior Water Efficiency Specialist			
Salary Grade 32.N Asset Maintenance Coordinator Automation Specialist Environmental Compliance Specialist Process Specialist Senior Scientist Wetlands Scientist	\$6,610	\$9,409	\$9,880
Salary Grade 33.N Operations Coordinator Water Efficiency Analyst	\$6,803	\$9,683	\$10,166
Salary Grade 34.N	\$7,005	\$9,951	\$10,449
Salary Grade 35.N	\$7,216	\$10,249	\$10,762