

RESOLUTION NO. 2018-8-10

RESOLUTION OF THE BOARD OF DIRECTORS OF THE INLAND EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY, CALIFORNIA, APPROVING THE AMENDMENT TO THE AGENCY'S SALARY SCHEDULE/MATRIX FOR ALL EMPLOYEE GROUPS

WHEREAS, the Agency has negotiated new labor contracts and made compensation changes that affect all employees represented and unrepresented employee bargaining groups including the Operators' Association employees

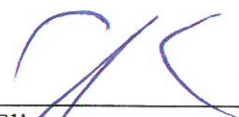
WHEREAS, the Agency now desires to update the salary and classification information to comply with the California Code of Regulations (CCR) §570.5.

NOW, THEREFORE, the Board of Directors of the Inland Empire Utilities Agency* does hereby **RESOLVE, DETERMINE AND ORDER** as follows:

SECTION 1. The Laboratory Unit, Professional Unit, General Unit, Supervisors' Unit, Unrepresented Employees, Executive Management Employees, and Operators' Association salary schedule/matrix is hereby adopted and set forth in Exhibit "1" of this resolution.

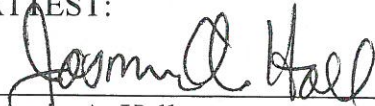
SECTION 2. The salary information contained in Exhibit "1" shall be effective as of July 1, 2018.

ADOPTED the 15th day of August 2018.



Steven J. Elie
President of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

ATTEST:



Jasmin A. Hall
Secretary/Treasurer of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

*A Municipal Water District

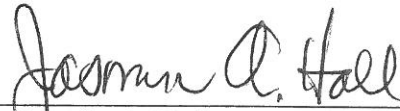
The undersigned certifies that this is a true copy as on file in the permanent records of the Agency. This stamp must be in purple ink to constitute a certified copy.
Inland Empire Utilities Agency*
A Municipal Water Agency

By  Date 8/15/18

STATE OF CALIFORNIA)
COUNTY OF) SS
SAN BERNARDINO)

I, Jasmin A. Hall, Secretary/Treasurer of the Inland Empire Utilities Agency*, DO
HEREBY CERTIFY that the foregoing Resolution being No. 2018-8-10, was adopted at a regular
Board Meeting on August 15, 2018, of said Agency by the following vote:

AYES: Hofer, Hall, Camacho, Parker, Elie
NOES: None
ABSTAIN: None
ABSENT: None



Jasmin A. Hall
Secretary/Treasurer of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

(SEAL)

*A Municipal Water District

Inland Empire Utilities Agency
Salary Matrix
Effective July 1, 2018

EXHIBIT 1

| CLASSIFICATION TITLE | Salary Range | Unit | FLSA |
|--|---------------------|-------------|-------------|
| Accountant I | 173 | UN | Exempt |
| Accountant II | 175 | PR | Exempt |
| Accounting Supervisor | 184 | SU | Exempt |
| Accounting Technician I | 170 | GU | Non-exempt |
| Accounting Technician II | 173 | GU | Non-exempt |
| Administrative Assistant I | 171 | GU | Non-exempt |
| Administrative Assistant I (confidential) | 171 | UN | Non-exempt |
| Administrative Assistant II | 174 | PR | Non-exempt |
| Administrative Assistant II (confidential) | 174 | UN | Non-exempt |
| Assistant Engineer | 179 | UN | Exempt |
| Associate Engineer | 182 | UN | Exempt |
| Biologist ¹ | 181 | LB | Exempt |
| Board Secretary/Office Manager | 188 | UN | Exempt |
| Budget Officer | 186 | UN | Exempt |
| Business Systems Analyst I | 179 | PR | Exempt |
| Business Systems Analyst II | 181 | PR | Exempt |
| Business Systems Supervisor | 184 | SU | Exempt |
| CAD Designer | 178 | UN | Non-exempt |
| Chemist | 181 | LB | Exempt |
| Chief Financial Officer | 192 | UN | Exempt |
| Chief Information Technology Officer | 192 | UN | Exempt |
| Collection System Operator I | 171 | GU | Non-exempt |
| Collection System Operator II | 175 | GU | Non-exempt |
| Collection System Operator III | 177 | GU | Non-exempt |
| Collection System Supervisor | 184 | SU | Exempt |
| Compost Facility Supervisor | 185 | SU | Exempt |
| Compost Operator | 174 | GU | Non-exempt |
| Compost Sales Representative | 181 | PR | Exempt |
| Compost Worker | 170 | GU | Non-exempt |
| Construction Project Inspector | 180 | UN | Non-exempt |
| Construction Project Manager - PE | 186 | PR | Exempt |
| Contracts Administrator I | 177 | PR | Exempt |
| Contracts Administrator II | 180 | PR | Exempt |
| Contracts and Procurement Supervisor | 184 | SU | Exempt |
| Control Systems Analyst I | 180 | GU | Non-exempt |
| Control Systems Analyst II | 182 | GU | Non-exempt |
| Deputy Manager of Capital Improvement Projects | 188 | UN | Exempt |
| Deputy Manager of Construction Management | 188 | UN | Exempt |
| Deputy Manager of Engineering | 189 | UN | Exempt |
| Deputy Manager of Grants | 188 | UN | Exempt |
| Deputy Manager of Human Resources | 188 | UN | Exempt |
| Deputy Manager of Integrated Systems Services | 188 | UN | Exempt |
| Deputy Manager of Maintenance | 188 | UN | Exempt |
| Deputy Manager of Operations | 188 | UN | Exempt |

Inland Empire Utilities Agency
Salary Matrix
Effective July 1, 2018

EXHIBIT 1

| CLASSIFICATION TITLE | Salary Range | Unit | FLSA |
|---|---------------------|-------------|-------------|
| Deputy Manager of Planning & Environmental Resources | 189 | UN | Exempt |
| Deputy Manager of Safety | 188 | UN | Exempt |
| Electrical & Instrumentation Technician I | 176 | GU | Non-exempt |
| Electrical & Instrumentation Technician II | 179 | GU | Non-exempt |
| Electrical & Instrumentation Technician III | 181 | GU | Non-exempt |
| Electrical & Instrumentation Technician IV | 182 | GU | Non-exempt |
| Engineering Services Analyst | 182 | PR | Exempt |
| Engineering Services Specialist | 179 | UN | Exempt |
| Engineering Services Supervisor | 184 | SU | Exempt |
| Engineering Technician | 175 | GU | Non-exempt |
| Environmental Resources Planner I | 179 | UN | Exempt |
| Environmental Resources Planner II | 182 | UN | Exempt |
| Executive Assistant | 178 | UN | Exempt |
| Executive Manager of Engineering/Assistant General Manager | 196 | EX | Exempt |
| Executive Manager of External Affairs and Policy Development/AGM | 196 | EX | Exempt |
| Executive Manager of Finance & Administration/Assistant General Manager | 196 | EX | Exempt |
| Executive Manager of Operations/Assistant General Manager | 196 | EX | Exempt |
| External Affairs Analyst | 180 | UN | Exempt |
| External Affairs Specialist I | 171 | UN | Exempt |
| External Affairs Specialist I (Y-Rated) ² | 202 | UN | Exempt |
| External Affairs Specialist II | 177 | UN | Exempt |
| Facilities Program Supervisor | 184 | SU | Exempt |
| Facilities Specialist | 177 | PR | Exempt |
| Facilities Specialist - Landscape | 177 | UN | Exempt |
| Financial Analyst I | 179 | PR | Exempt |
| Financial Analyst II | 181 | PR | Exempt |
| General Manager | 204 | EX | Exempt |
| GIS Specialist | 178 | UN | Exempt |
| Grants Administrator | 179 | PR | Exempt |
| Groundwater Recharge Supervisor | 187 | SU | Exempt |
| Human Resources Analyst I | 177 | UN | Exempt |
| Human Resources Analyst II | 179 | UN | Exempt |
| Human Resources Officer | 183 | UN | Exempt |
| Human Resources Technician | 171 | UN | Non-exempt |
| HVAC Technician | 177 | GU | Non-exempt |
| Industrial Engine Technician I | 177 | GU | Non-exempt |
| Industrial Engine Technician II | 181 | GU | Non-exempt |
| Information Systems Analyst I | 179 | PR | Exempt |
| Information Systems Analyst II | 181 | PR | Exempt |
| Intern | 001 | OTR | Non-exempt |
| Internal Auditor | 179 | PR | Exempt |
| Inventory Resources Coordinator | 181 | PR | Exempt |
| Laboratory Assistant | 172 | LB | Non-exempt |
| Laboratory Scientist I | 177 | LB | Non-exempt |

Inland Empire Utilities Agency
Salary Matrix
Effective July 1, 2018

EXHIBIT 1

| CLASSIFICATION TITLE | Salary Range | Unit | FLSA |
|---|---------------------|-------------|-------------|
| Laboratory Scientist II | 179 | LB | Non-exempt |
| Laboratory Supervisor | 184 | SU | Exempt |
| Maintenance Planner | 181 | GU | Non-exempt |
| Maintenance Specialist | 201 | UN | Exempt |
| Maintenance Supervisor | 185 | SU | Exempt |
| Manager of Business Information Services | 190 | UN | Exempt |
| Manager of Contracts & Procurement | 190 | UN | Exempt |
| Manager of Engineering | 192 | UN | Exempt |
| Manager of External Affairs | 190 | UN | Exempt |
| Manager of Finance & Accounting | 190 | UN | Exempt |
| Manager of Grants | 190 | UN | Exempt |
| Manager of Human Resources | 190 | UN | Exempt |
| Manager of Integrated Systems Services | 190 | UN | Exempt |
| Manager of Internal Audit | 190 | UN | Exempt |
| Manager of Laboratories | 190 | UN | Exempt |
| Manager of Operations & Maintenance | 192 | UN | Exempt |
| Manager of Planning & Environmental Resources | 192 | UN | Exempt |
| Manager of Regional Compost Authority | 190 | UN | Exempt |
| Manager of Technical Services | 190 | UN | Exempt |
| Materials Specialist | 182 | PR | Exempt |
| Mechanic I | 172 | GU | Non-exempt |
| Mechanic II | 176 | GU | Non-exempt |
| Mechanic III | 179 | GU | Non-exempt |
| Mechanic IV | 181 | GU | Non-exempt |
| Network Administrator | 183 | PR | Exempt |
| Office Assistant | 166 | GU | Non-exempt |
| Office Assistant (confidential) | 166 | UN | Non-exempt |
| Operations Specialist | 179 | UN | Exempt |
| Operations Supervisor | 184 | SU | Non-exempt |
| Pretreatment & Source Control Inspector I | 174 | GU | Non-exempt |
| Pretreatment & Source Control Inspector II | 177 | GU | Non-exempt |
| Principal Accountant | 186 | UN | Exempt |
| Process Automation & Controls Supervisor | 185 | SU | Exempt |
| Procurement Specialist I | 174 | PR | Non-exempt |
| Procurement Specialist II ³ | 175 | PR | Non-exempt |
| Project Manager I | 184 | PR | Exempt |
| Project Manager II | 185 | PR | Exempt |
| Records Management Supervisor | 184 | SU | Exempt |
| Records Specialist | 173 | GU | Non-exempt |
| Recycled Water Distribution Operator | 179 | OP | Non-exempt |
| Risk Specialist | 174 | UN | Non-exempt |
| RW/Groundwater Recharge Operations & Maintenance Specialist | 179 | UN | Exempt |
| RW/Groundwater Recharge Systems Maintenance Technician | 176 | GU | Non-exempt |
| Safety Analyst | 178 | UN | Exempt |

Inland Empire Utilities Agency
Salary Matrix
Effective July 1, 2018

EXHIBIT 1

| CLASSIFICATION TITLE | Salary Range | Unit | FLSA |
|--|---------------------|-------------|-------------|
| Safety Officer | 184 | UN | Exempt |
| Senior Accountant | 179 | PR | Exempt |
| Senior Associate Engineer | 184 | UN | Exempt |
| Senior Associate Engineer - PE | 185 | UN | Exempt |
| Senior Compost Operations & Maintenance Technician | 181 | GU | Non-exempt |
| Senior Construction Project Inspector | 182 | UN | Exempt |
| Senior Engineer | 187 | PR | Exempt |
| Senior Environmental Resources Planner | 184 | UN | Exempt |
| Senior External Affairs Specialist | 180 | UN | Exempt |
| Senior Financial Analyst | 183 | PR | Exempt |
| Senior Information Systems Analyst | 182 | PR | Exempt |
| Senior Internal Auditor | 182 | PR | Exempt |
| Senior Inventory Analyst | 182 | PR | Exempt |
| Senior Management Analyst | 182 | PR | Exempt |
| Senior Operations Specialist | 184 | UN | Exempt |
| Senior Pretreatment & Source Control Inspector | 180 | GU | Non-exempt |
| Senior Project Manager | 187 | PR | Exempt |
| Senior Wastewater Treatment Plant Operator | 181 | OP | Non-exempt |
| Senior Water Plant Operator | 181 | OP | Non-exempt |
| Senior Water Resources Analyst | 184 | PR | Exempt |
| Source Control/Environmental Resources Supervisor | 187 | SU | Exempt |
| Supervisor - Environmental Compliance & Energy | 188 | SU | Exempt |
| Systems Administrator | 181 | PR | Exempt |
| Technology Specialist I | 178 | GU | Non-exempt |
| Technology Specialist II | 180 | GU | Non-exempt |
| Technology Specialist III | 182 | GU | Non-exempt |
| Warehouse Technician | 171 | GU | Non-exempt |
| Wastewater Treatment Plant Operator I | 174 | OP | Non-exempt |
| Wastewater Treatment Plant Operator II | 176 | OP | Non-exempt |
| Wastewater Treatment Plant Operator III | 178 | OP | Non-exempt |
| Wastewater Treatment Plant Operator IV, V | 180 | OP | Non-exempt |
| Wastewater Treatment Plant Operator-in-Training | 171 | OP | Non-exempt |
| Water Plant Operator I | 174 | OP | Non-exempt |
| Water Plant Operator II | 176 | OP | Non-exempt |
| Water Plant Operator III | 178 | OP | Non-exempt |
| Water Plant Operator IV, V | 180 | OP | Non-exempt |
| Water Resources Supervisor | 184 | SU | Exempt |

Notes:

1. Incumbent Biologist in this position prior to 7/1/01 shall be non-exempt.
2. The Y-Rated salary for this position is reflective of the incumbent in the position effective 11/1/14 formerly classified as CIP Coordinator.
3. Incumbent Procurement Specialist I reclassified to Procurement Specialist II on 7/1/18 shall be exempt.

**Inland Empire Utilities Agency
Unit Salary Matrix
Effective July 1, 2018**

EXHIBIT 1

| Range/Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------------|---------------|------------------|----------------|-----------------|
| 165 | | | | |
| 1 | 19.3994 | 1,551.95 | 3,362.57 | 40,351 |
| 2 | 19.8843 | 1,590.75 | 3,446.62 | 41,359 |
| 3 | 20.3814 | 1,630.51 | 3,532.78 | 42,393 |
| 4 | 20.8910 | 1,671.28 | 3,621.11 | 43,453 |
| 5 | 21.4132 | 1,713.06 | 3,711.63 | 44,540 |
| 6 | 21.9486 | 1,755.89 | 3,804.43 | 45,653 |
| 7 | 22.4973 | 1,799.78 | 3,899.53 | 46,794 |
| 8 | 23.0597 | 1,844.78 | 3,997.02 | 47,964 |
| 9 | 23.6363 | 1,890.90 | 4,096.95 | 49,163 |
| 166 | | | | |
| 1 | 20.3680 | 1,629.44 | 3,530.46 | 42,365 |
| 2 | 20.8772 | 1,670.17 | 3,618.71 | 43,424 |
| 3 | 21.3991 | 1,711.93 | 3,709.18 | 44,510 |
| 4 | 21.9341 | 1,754.73 | 3,801.91 | 45,623 |
| 5 | 22.4824 | 1,798.59 | 3,896.95 | 46,763 |
| 6 | 23.0445 | 1,843.56 | 3,994.38 | 47,933 |
| 7 | 23.6206 | 1,889.65 | 4,094.23 | 49,131 |
| 8 | 24.2111 | 1,936.89 | 4,196.59 | 50,359 |
| 9 | 24.8164 | 1,985.31 | 4,301.50 | 51,618 |
| 167 | | | | |
| 1 | 21.3860 | 1,710.88 | 3,706.90 | 44,483 |
| 2 | 21.9205 | 1,753.64 | 3,799.56 | 45,595 |
| 3 | 22.4685 | 1,797.48 | 3,894.55 | 46,735 |
| 4 | 23.0303 | 1,842.42 | 3,991.92 | 47,903 |
| 5 | 23.6060 | 1,888.48 | 4,091.71 | 49,101 |
| 6 | 24.1962 | 1,935.70 | 4,194.01 | 50,328 |
| 7 | 24.8011 | 1,984.09 | 4,298.86 | 51,586 |
| 8 | 25.4212 | 2,033.70 | 4,406.34 | 52,876 |
| 9 | 26.0567 | 2,084.54 | 4,516.49 | 54,198 |
| 168 | | | | |
| 1 | 22.4532 | 1,796.26 | 3,891.89 | 46,703 |
| 2 | 23.0145 | 1,841.16 | 3,989.18 | 47,870 |
| 3 | 23.5899 | 1,887.19 | 4,088.92 | 49,067 |
| 4 | 24.1796 | 1,934.37 | 4,191.13 | 50,294 |
| 5 | 24.7841 | 1,982.73 | 4,295.91 | 51,551 |
| 6 | 25.4038 | 2,032.30 | 4,403.33 | 52,840 |
| 7 | 26.0389 | 2,083.11 | 4,513.40 | 54,161 |
| 8 | 26.6898 | 2,135.19 | 4,626.24 | 55,515 |
| 9 | 27.3570 | 2,188.56 | 4,741.89 | 56,903 |
| 169 | | | | |
| 1 | 23.5743 | 1,885.95 | 4,086.22 | 49,035 |
| 2 | 24.1637 | 1,933.10 | 4,188.37 | 50,260 |
| 3 | 24.7677 | 1,981.42 | 4,293.07 | 51,517 |
| 4 | 25.3870 | 2,030.96 | 4,400.41 | 52,805 |

Inland Empire Utilities Agency

EXHIBIT 1

Unit Salary Matrix
Effective July 1, 2018

| Range/Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|---------|-----------|----------|----------|
| 5 | 26.0216 | 2,081.73 | 4,510.41 | 54,125 |
| 6 | 26.6722 | 2,133.78 | 4,623.18 | 55,478 |
| 7 | 27.3390 | 2,187.12 | 4,738.76 | 56,865 |
| 8 | 28.0224 | 2,241.80 | 4,857.22 | 58,287 |
| 9 | 28.7230 | 2,297.84 | 4,978.65 | 59,744 |
| 170 | | | | |
| 1 | 24.7537 | 1,980.30 | 4,290.65 | 51,488 |
| 2 | 25.3726 | 2,029.80 | 4,397.91 | 52,775 |
| 3 | 26.0068 | 2,080.54 | 4,507.85 | 54,094 |
| 4 | 26.6570 | 2,132.56 | 4,620.54 | 55,447 |
| 5 | 27.3234 | 2,185.87 | 4,736.06 | 56,833 |
| 6 | 28.0065 | 2,240.52 | 4,854.47 | 58,254 |
| 7 | 28.7067 | 2,296.54 | 4,975.83 | 59,710 |
| 8 | 29.4244 | 2,353.95 | 5,100.23 | 61,203 |
| 9 | 30.1600 | 2,412.80 | 5,227.74 | 62,733 |
| 171 | | | | |
| 1 | 25.9914 | 2,079.31 | 4,505.17 | 54,062 |
| 2 | 26.6412 | 2,131.29 | 4,617.81 | 55,414 |
| 3 | 27.3072 | 2,184.57 | 4,733.24 | 56,799 |
| 4 | 27.9898 | 2,239.19 | 4,851.57 | 58,219 |
| 5 | 28.6897 | 2,295.17 | 4,972.87 | 59,674 |
| 6 | 29.4069 | 2,352.55 | 5,097.19 | 61,166 |
| 7 | 30.1421 | 2,411.36 | 5,224.62 | 62,695 |
| 8 | 30.8955 | 2,471.64 | 5,355.23 | 64,263 |
| 9 | 31.6680 | 2,533.44 | 5,489.12 | 65,869 |
| 172 | | | | |
| 1 | 27.2918 | 2,183.34 | 4,730.58 | 56,767 |
| 2 | 27.9741 | 2,237.93 | 4,848.85 | 58,186 |
| 3 | 28.6735 | 2,293.88 | 4,970.08 | 59,641 |
| 4 | 29.3903 | 2,351.22 | 5,094.32 | 61,132 |
| 5 | 30.1251 | 2,410.01 | 5,221.69 | 62,660 |
| 6 | 30.8783 | 2,470.26 | 5,352.23 | 64,227 |
| 7 | 31.6501 | 2,532.01 | 5,486.02 | 65,832 |
| 8 | 32.4415 | 2,595.32 | 5,623.19 | 67,478 |
| 9 | 33.2524 | 2,660.20 | 5,763.76 | 69,165 |
| 173 | | | | |
| 1 | 28.6551 | 2,292.41 | 4,966.89 | 59,603 |
| 2 | 29.3714 | 2,349.71 | 5,091.05 | 61,093 |
| 3 | 30.1058 | 2,408.46 | 5,218.34 | 62,620 |
| 4 | 30.8584 | 2,468.67 | 5,348.78 | 64,185 |
| 5 | 31.6298 | 2,530.38 | 5,482.50 | 65,790 |
| 6 | 32.4206 | 2,593.64 | 5,619.56 | 67,435 |
| 7 | 33.2311 | 2,658.49 | 5,760.05 | 69,121 |
| 8 | 34.0619 | 2,724.96 | 5,904.07 | 70,849 |
| 9 | 34.9135 | 2,793.08 | 6,051.67 | 72,620 |

**Inland Empire Utilities Agency
Unit Salary Matrix
Effective July 1, 2018**

EXHIBIT 1

| Range/Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------------|---------------|------------------|----------------|-----------------|
| 174 | | | | |
| 1 | 30.0856 | 2,406.85 | 5,214.83 | 62,578 |
| 2 | 30.8377 | 2,467.01 | 5,345.20 | 64,142 |
| 3 | 31.6087 | 2,528.69 | 5,478.83 | 65,746 |
| 4 | 32.3990 | 2,591.92 | 5,615.82 | 67,390 |
| 5 | 33.2089 | 2,656.71 | 5,756.21 | 69,075 |
| 6 | 34.0391 | 2,723.13 | 5,900.11 | 70,801 |
| 7 | 34.8901 | 2,791.21 | 6,047.61 | 72,571 |
| 8 | 35.7623 | 2,860.99 | 6,198.80 | 74,386 |
| 9 | 36.6564 | 2,932.51 | 6,353.77 | 76,245 |
| 175 | | | | |
| 1 | 31.5879 | 2,527.03 | 5,475.23 | 65,703 |
| 2 | 32.3776 | 2,590.21 | 5,612.12 | 67,345 |
| 3 | 33.1870 | 2,654.96 | 5,752.41 | 69,029 |
| 4 | 34.0167 | 2,721.34 | 5,896.23 | 70,755 |
| 5 | 34.8671 | 2,789.37 | 6,043.64 | 72,524 |
| 6 | 35.7388 | 2,859.10 | 6,194.72 | 74,337 |
| 7 | 36.6323 | 2,930.58 | 6,349.60 | 76,195 |
| 8 | 37.5480 | 3,003.84 | 6,508.33 | 78,100 |
| 9 | 38.4868 | 3,078.94 | 6,671.04 | 80,052 |
| 176 | | | | |
| 1 | 33.1664 | 2,653.31 | 5,748.84 | 68,986 |
| 2 | 33.9956 | 2,719.65 | 5,892.57 | 70,711 |
| 3 | 34.8454 | 2,787.63 | 6,039.87 | 72,478 |
| 4 | 35.7165 | 2,857.32 | 6,190.86 | 74,290 |
| 5 | 36.6094 | 2,928.76 | 6,345.64 | 76,148 |
| 6 | 37.5247 | 3,001.98 | 6,504.29 | 78,051 |
| 7 | 38.4628 | 3,077.02 | 6,666.88 | 80,003 |
| 8 | 39.4243 | 3,153.95 | 6,833.55 | 82,003 |
| 9 | 40.4100 | 3,232.80 | 7,004.40 | 84,053 |
| 177 | | | | |
| 1 | 34.8255 | 2,786.04 | 6,036.43 | 72,437 |
| 2 | 35.6962 | 2,855.69 | 6,187.34 | 74,248 |
| 3 | 36.5886 | 2,927.09 | 6,342.03 | 76,104 |
| 4 | 37.5034 | 3,000.27 | 6,500.59 | 78,007 |
| 5 | 38.4410 | 3,075.28 | 6,663.10 | 79,957 |
| 6 | 39.4020 | 3,152.16 | 6,829.67 | 81,956 |
| 7 | 40.3870 | 3,230.96 | 7,000.42 | 84,005 |
| 8 | 41.3967 | 3,311.73 | 7,175.42 | 86,105 |
| 9 | 42.4315 | 3,394.52 | 7,354.80 | 88,258 |
| 178 | | | | |
| 1 | 36.5655 | 2,925.24 | 6,338.01 | 76,056 |
| 2 | 37.4796 | 2,998.37 | 6,496.47 | 77,958 |
| 3 | 38.4166 | 3,073.33 | 6,658.88 | 79,907 |
| 4 | 39.3771 | 3,150.17 | 6,825.36 | 81,904 |

Inland Empire Utilities Agency

EXHIBIT 1

Unit Salary Matrix
Effective July 1, 2018

| Range/Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|---------|-----------|----------|----------|
| 5 | 40.3615 | 3,228.92 | 6,995.99 | 83,952 |
| 6 | 41.3705 | 3,309.64 | 7,170.89 | 86,051 |
| 7 | 42.4048 | 3,392.39 | 7,350.17 | 88,202 |
| 8 | 43.4649 | 3,477.19 | 7,533.92 | 90,407 |
| 9 | 44.5515 | 3,564.12 | 7,722.26 | 92,667 |
| 179 | | | | |
| 1 | 38.3952 | 3,071.61 | 6,655.16 | 79,862 |
| 2 | 39.3550 | 3,148.40 | 6,821.54 | 81,858 |
| 3 | 40.3389 | 3,227.11 | 6,992.07 | 83,905 |
| 4 | 41.3474 | 3,307.79 | 7,166.87 | 86,002 |
| 5 | 42.3811 | 3,390.49 | 7,346.05 | 88,153 |
| 6 | 43.4406 | 3,475.25 | 7,529.70 | 90,356 |
| 7 | 44.5266 | 3,562.13 | 7,717.94 | 92,615 |
| 8 | 45.6398 | 3,651.18 | 7,910.89 | 94,931 |
| 9 | 46.7808 | 3,742.46 | 8,108.67 | 97,304 |
| 180 | | | | |
| 1 | 40.3144 | 3,225.15 | 6,987.83 | 83,854 |
| 2 | 41.3223 | 3,305.79 | 7,162.54 | 85,950 |
| 3 | 42.3554 | 3,388.43 | 7,341.60 | 88,099 |
| 4 | 43.4142 | 3,473.14 | 7,525.13 | 90,302 |
| 5 | 44.4996 | 3,559.96 | 7,713.26 | 92,559 |
| 6 | 45.6120 | 3,648.96 | 7,906.09 | 94,873 |
| 7 | 46.7524 | 3,740.19 | 8,103.74 | 97,245 |
| 8 | 47.9212 | 3,833.70 | 8,306.34 | 99,676 |
| 9 | 49.1193 | 3,929.54 | 8,514.01 | 102,168 |
| 181 | | | | |
| 1 | 42.3279 | 3,386.23 | 7,336.83 | 88,042 |
| 2 | 43.3862 | 3,470.89 | 7,520.27 | 90,243 |
| 3 | 44.4708 | 3,557.66 | 7,708.27 | 92,499 |
| 4 | 45.5825 | 3,646.60 | 7,900.97 | 94,812 |
| 5 | 46.7221 | 3,737.77 | 8,098.50 | 97,182 |
| 6 | 47.8902 | 3,831.22 | 8,300.97 | 99,612 |
| 7 | 49.0875 | 3,927.00 | 8,508.49 | 102,102 |
| 8 | 50.3146 | 4,025.17 | 8,721.20 | 104,654 |
| 9 | 51.5724 | 4,125.80 | 8,939.22 | 107,271 |
| 182 | | | | |
| 1 | 44.4446 | 3,555.56 | 7,703.72 | 92,445 |
| 2 | 45.5557 | 3,644.45 | 7,896.32 | 94,756 |
| 3 | 46.6945 | 3,735.56 | 8,093.72 | 97,125 |
| 4 | 47.8619 | 3,828.95 | 8,296.06 | 99,553 |
| 5 | 49.0585 | 3,924.68 | 8,503.47 | 102,042 |
| 6 | 50.2849 | 4,022.80 | 8,716.06 | 104,593 |
| 7 | 51.5420 | 4,123.36 | 8,933.94 | 107,207 |
| 8 | 52.8306 | 4,226.45 | 9,157.31 | 109,888 |
| 9 | 54.1513 | 4,332.10 | 9,386.23 | 112,635 |

**Inland Empire Utilities Agency
Unit Salary Matrix
Effective July 1, 2018**

EXHIBIT 1

| Range/Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------------|---------------|------------------|----------------|-----------------|
| 183 | | | | |
| 1 | 46.6687 | 3,733.50 | 8,089.25 | 97,071 |
| 2 | 47.8355 | 3,826.84 | 8,291.49 | 99,498 |
| 3 | 49.0314 | 3,922.51 | 8,498.78 | 101,985 |
| 4 | 50.2572 | 4,020.58 | 8,711.25 | 104,535 |
| 5 | 51.5136 | 4,121.09 | 8,929.02 | 107,148 |
| 6 | 52.8014 | 4,224.11 | 9,152.25 | 109,827 |
| 7 | 54.1215 | 4,329.72 | 9,381.07 | 112,573 |
| 8 | 55.4745 | 4,437.96 | 9,615.58 | 115,387 |
| 9 | 56.8614 | 4,548.91 | 9,855.98 | 118,272 |
| 184 | | | | |
| 1 | 49.0006 | 3,920.05 | 8,493.44 | 101,921 |
| 2 | 50.2256 | 4,018.05 | 8,705.77 | 104,469 |
| 3 | 51.4813 | 4,118.50 | 8,923.43 | 107,081 |
| 4 | 52.7683 | 4,221.47 | 9,146.51 | 109,758 |
| 5 | 54.0876 | 4,327.00 | 9,375.18 | 112,502 |
| 6 | 55.4397 | 4,435.18 | 9,609.55 | 115,315 |
| 7 | 56.8257 | 4,546.06 | 9,849.80 | 118,198 |
| 8 | 58.2463 | 4,659.71 | 10,096.03 | 121,152 |
| 9 | 59.7026 | 4,776.21 | 10,348.45 | 124,181 |
| 185 | | | | |
| 1 | 51.4491 | 4,115.93 | 8,917.85 | 107,014 |
| 2 | 52.7354 | 4,218.83 | 9,140.80 | 109,690 |
| 3 | 54.0537 | 4,324.29 | 9,369.31 | 112,432 |
| 4 | 55.4051 | 4,432.40 | 9,603.54 | 115,243 |
| 5 | 56.7902 | 4,543.21 | 9,843.63 | 118,124 |
| 6 | 58.2100 | 4,656.80 | 10,089.73 | 121,077 |
| 7 | 59.6652 | 4,773.22 | 10,341.97 | 124,104 |
| 8 | 61.1568 | 4,892.54 | 10,600.51 | 127,206 |
| 9 | 62.6858 | 5,014.86 | 10,865.54 | 130,386 |
| 186 | | | | |
| 1 | 54.0231 | 4,321.85 | 9,364.01 | 112,368 |
| 2 | 55.3737 | 4,429.89 | 9,598.11 | 115,177 |
| 3 | 56.7580 | 4,540.64 | 9,838.06 | 118,057 |
| 4 | 58.1770 | 4,654.16 | 10,084.01 | 121,008 |
| 5 | 59.6314 | 4,770.52 | 10,336.12 | 124,033 |
| 6 | 61.1223 | 4,889.78 | 10,594.52 | 127,134 |
| 7 | 62.6502 | 5,012.02 | 10,859.37 | 130,312 |
| 8 | 64.2165 | 5,137.32 | 11,130.86 | 133,570 |
| 9 | 65.8220 | 5,265.76 | 11,409.14 | 136,910 |
| 187 | | | | |
| 1 | 56.7228 | 4,537.82 | 9,831.95 | 117,983 |
| 2 | 58.1407 | 4,651.26 | 10,077.73 | 120,933 |
| 3 | 59.5943 | 4,767.54 | 10,329.68 | 123,956 |
| 4 | 61.0842 | 4,886.73 | 10,587.93 | 127,055 |

Inland Empire Utilities Agency

EXHIBIT 1

Unit Salary Matrix
Effective July 1, 2018

| Range/Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|---------|-----------|-----------|----------|
| 5 | 62.6112 | 5,008.90 | 10,852.62 | 130,231 |
| 6 | 64.1766 | 5,134.13 | 11,123.95 | 133,487 |
| 7 | 65.7810 | 5,262.48 | 11,402.03 | 136,824 |
| 8 | 67.4255 | 5,394.04 | 11,687.09 | 140,245 |
| 9 | 69.1111 | 5,528.89 | 11,979.26 | 143,751 |
| 188 | | | | |
| 1 | 59.5569 | 4,764.55 | 10,323.19 | 123,878 |
| 2 | 61.0458 | 4,883.66 | 10,581.27 | 126,975 |
| 3 | 62.5719 | 5,005.75 | 10,845.80 | 130,150 |
| 4 | 64.1362 | 5,130.89 | 11,116.93 | 133,403 |
| 5 | 65.7396 | 5,259.17 | 11,394.86 | 136,738 |
| 6 | 67.3831 | 5,390.65 | 11,679.74 | 140,157 |
| 7 | 69.0677 | 5,525.42 | 11,971.74 | 143,661 |
| 8 | 70.7943 | 5,663.55 | 12,271.02 | 147,252 |
| 9 | 72.5643 | 5,805.14 | 12,577.81 | 150,934 |
| 189 | | | | |
| 1 | 62.5344 | 5,002.75 | 10,839.30 | 130,072 |
| 2 | 64.0979 | 5,127.83 | 11,110.29 | 133,324 |
| 3 | 65.7003 | 5,256.02 | 11,388.05 | 136,657 |
| 4 | 67.3428 | 5,387.42 | 11,672.75 | 140,073 |
| 5 | 69.0264 | 5,522.11 | 11,964.57 | 143,575 |
| 6 | 70.7520 | 5,660.16 | 12,263.67 | 147,164 |
| 7 | 72.5207 | 5,801.66 | 12,570.26 | 150,843 |
| 8 | 74.3339 | 5,946.71 | 12,884.54 | 154,614 |
| 9 | 76.1922 | 6,095.38 | 13,206.65 | 158,480 |
| 190 | | | | |
| 1 | 65.6600 | 5,252.80 | 11,381.07 | 136,573 |
| 2 | 67.3015 | 5,384.12 | 11,665.60 | 139,987 |
| 3 | 68.9841 | 5,518.73 | 11,957.24 | 143,487 |
| 4 | 70.7087 | 5,656.69 | 12,256.17 | 147,074 |
| 5 | 72.4764 | 5,798.11 | 12,562.58 | 150,751 |
| 6 | 74.2883 | 5,943.06 | 12,876.64 | 154,520 |
| 7 | 76.1455 | 6,091.64 | 13,198.55 | 158,383 |
| 8 | 78.0492 | 6,243.93 | 13,528.53 | 162,342 |
| 9 | 80.0004 | 6,400.03 | 13,866.73 | 166,401 |
| 191 | | | | |
| 1 | 68.9426 | 5,515.41 | 11,950.05 | 143,401 |
| 2 | 70.6662 | 5,653.29 | 12,248.80 | 146,986 |
| 3 | 72.4328 | 5,794.62 | 12,555.02 | 150,660 |
| 4 | 74.2436 | 5,939.49 | 12,868.89 | 154,427 |
| 5 | 76.0997 | 6,087.98 | 13,190.61 | 158,287 |
| 6 | 78.0022 | 6,240.18 | 13,520.39 | 162,245 |
| 7 | 79.9523 | 6,396.18 | 13,858.40 | 166,301 |
| 8 | 81.9511 | 6,556.09 | 14,204.86 | 170,458 |
| 9 | 83.9999 | 6,719.99 | 14,559.99 | 174,720 |

Inland Empire Utilities Agency

EXHIBIT 1

Unit Salary Matrix
Effective July 1, 2018

| Range/Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------|-----------|-----------|----------|
| 192 | | | | |
| 1 | 72.3911 | 5,791.29 | 12,547.79 | 150,573 |
| 2 | 74.2009 | 5,936.07 | 12,861.49 | 154,338 |
| 3 | 76.0559 | 6,084.48 | 13,183.03 | 158,196 |
| 4 | 77.9572 | 6,236.58 | 13,512.59 | 162,151 |
| 5 | 79.9063 | 6,392.50 | 13,850.42 | 166,205 |
| 6 | 81.9038 | 6,552.31 | 14,196.67 | 170,360 |
| 7 | 83.9515 | 6,716.12 | 14,551.60 | 174,619 |
| 8 | 86.0502 | 6,884.02 | 14,915.37 | 178,984 |
| 9 | 88.2015 | 7,056.12 | 15,288.27 | 183,459 |
| 193 | | | | |
| 1 | 76.0100 | 6,080.80 | 13,175.07 | 158,101 |
| 2 | 77.9102 | 6,232.82 | 13,504.43 | 162,053 |
| 3 | 79.8580 | 6,388.64 | 13,842.05 | 166,105 |
| 4 | 81.8544 | 6,548.35 | 14,188.10 | 170,257 |
| 5 | 83.9008 | 6,712.07 | 14,542.81 | 174,514 |
| 6 | 85.9983 | 6,879.86 | 14,906.37 | 178,876 |
| 7 | 88.1482 | 7,051.86 | 15,279.03 | 183,348 |
| 8 | 90.3520 | 7,228.16 | 15,661.01 | 187,932 |
| 9 | 92.6108 | 7,408.86 | 16,052.54 | 192,630 |
| 194 | | | | |
| 1 | 79.8127 | 6,385.02 | 13,834.21 | 166,011 |
| 2 | 81.8080 | 6,544.64 | 14,180.06 | 170,161 |
| 3 | 83.8532 | 6,708.26 | 14,534.56 | 174,415 |
| 4 | 85.9495 | 6,875.96 | 14,897.92 | 178,775 |
| 5 | 88.0984 | 7,047.87 | 15,270.38 | 183,245 |
| 6 | 90.3008 | 7,224.07 | 15,652.14 | 187,826 |
| 7 | 92.5583 | 7,404.66 | 16,043.44 | 192,521 |
| 8 | 94.8722 | 7,589.78 | 16,444.52 | 197,334 |
| 9 | 97.2440 | 7,779.52 | 16,855.63 | 202,268 |
| 195 | | | | |
| 1 | 83.8038 | 6,704.30 | 14,525.99 | 174,312 |
| 2 | 85.8988 | 6,871.91 | 14,889.13 | 178,670 |
| 3 | 88.0464 | 7,043.71 | 15,261.38 | 183,137 |
| 4 | 90.2475 | 7,219.80 | 15,642.90 | 187,715 |
| 5 | 92.5037 | 7,400.30 | 16,033.98 | 192,408 |
| 6 | 94.8163 | 7,585.31 | 16,434.83 | 197,218 |
| 7 | 97.1868 | 7,774.94 | 16,845.70 | 202,148 |
| 8 | 99.6164 | 7,969.31 | 17,266.84 | 207,202 |
| 9 | 102.1068 | 8,168.55 | 17,698.52 | 212,382 |
| 196 | | | | |
| 1 | 87.9922 | 7,039.38 | 15,251.98 | 183,024 |
| 2 | 90.1921 | 7,215.36 | 15,633.29 | 187,599 |
| 3 | 92.4468 | 7,395.74 | 16,024.11 | 192,289 |
| 4 | 94.7580 | 7,580.64 | 16,424.72 | 197,097 |

Inland Empire Utilities Agency

EXHIBIT 1

Unit Salary Matrix
Effective July 1, 2018

| Range/Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------|-----------|-----------|----------|
| 5 | 97.1269 | 7,770.15 | 16,835.32 | 202,024 |
| 6 | 99.5551 | 7,964.41 | 17,256.23 | 207,075 |
| 7 | 102.0440 | 8,163.52 | 17,687.63 | 212,252 |
| 8 | 104.5950 | 8,367.60 | 18,129.80 | 217,558 |
| 9 | 107.2099 | 8,576.79 | 18,583.05 | 222,997 |
| 197 | | | | |
| 1 | 92.3913 | 7,391.31 | 16,014.50 | 192,174 |
| 2 | 94.7011 | 7,576.09 | 16,414.86 | 196,978 |
| 3 | 97.0687 | 7,765.49 | 16,825.24 | 201,903 |
| 4 | 99.4954 | 7,959.63 | 17,245.86 | 206,950 |
| 5 | 101.9827 | 8,158.62 | 17,677.01 | 212,124 |
| 6 | 104.5324 | 8,362.59 | 18,118.95 | 217,427 |
| 7 | 107.1457 | 8,571.66 | 18,571.92 | 222,863 |
| 8 | 109.8243 | 8,785.95 | 19,036.22 | 228,435 |
| 9 | 112.5699 | 9,005.59 | 19,512.12 | 234,145 |
| 198 | | | | |
| 1 | 97.0103 | 7,760.82 | 16,815.11 | 201,781 |
| 2 | 99.4355 | 7,954.84 | 17,235.48 | 206,826 |
| 3 | 101.9214 | 8,153.71 | 17,666.37 | 211,996 |
| 4 | 104.4694 | 8,357.56 | 18,108.04 | 217,296 |
| 5 | 107.0811 | 8,566.49 | 18,560.73 | 222,729 |
| 6 | 109.7582 | 8,780.66 | 19,024.75 | 228,297 |
| 7 | 112.5022 | 9,000.17 | 19,500.38 | 234,005 |
| 8 | 115.3147 | 9,225.18 | 19,987.88 | 239,855 |
| 9 | 118.1976 | 9,455.81 | 20,487.58 | 245,851 |
| 199 | | | | |
| 1 | 104.2884 | 8,343.07 | 18,076.66 | 216,920 |
| 2 | 106.8956 | 8,551.64 | 18,528.56 | 222,343 |
| 3 | 109.5680 | 8,765.44 | 18,991.78 | 227,901 |
| 4 | 112.3072 | 8,984.57 | 19,466.58 | 233,599 |
| 5 | 115.1149 | 9,209.19 | 19,953.25 | 239,439 |
| 6 | 117.9928 | 9,439.42 | 20,452.08 | 245,425 |
| 7 | 120.9426 | 9,675.41 | 20,963.38 | 251,561 |
| 8 | 123.9661 | 9,917.29 | 21,487.46 | 257,850 |
| 9 | 127.0653 | 10,165.22 | 22,024.65 | 264,296 |
| 200 | | | | |
| 1 | 112.1091 | 8,968.73 | 19,432.24 | 233,187 |
| 2 | 114.9118 | 9,192.95 | 19,918.05 | 239,017 |
| 3 | 117.7847 | 9,422.78 | 20,416.01 | 244,992 |
| 4 | 120.7293 | 9,658.34 | 20,926.41 | 251,117 |
| 5 | 123.7475 | 9,899.80 | 21,449.56 | 257,395 |
| 6 | 126.8412 | 10,147.29 | 21,985.80 | 263,830 |
| 7 | 130.0122 | 10,400.98 | 22,535.45 | 270,425 |
| 8 | 133.2625 | 10,661.00 | 23,098.84 | 277,186 |
| 9 | 136.5941 | 10,927.52 | 23,676.30 | 284,116 |

**Inland Empire Utilities Agency
Unit Salary Matrix
Effective July 1, 2018**

EXHIBIT 1

| Range/Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------------|---------------|------------------|----------------|-----------------|
| 201 | | | | |
| 1 | 59.3745 | 4,749.96 | 10,291.58 | 123,499 |
| 202 | | | | |
| 1 | 42.9806 | 3,438.45 | 7,449.97 | 89,400 |
| 203 | | | | |
| 1 | 149.1334 | 11,930.68 | 25,849.80 | 310,198 |
| 204 | | | | |
| 1 | 151.0337 | 12,082.69 | 26,179.17 | 314,150 |
| 001 | | | | |
| 1 | 11.0000 | | | |
| 2 | 12.0000 | | | |
| 3 | 13.0000 | | | |
| 4 | 14.0000 | | | |
| 5 | 15.0000 | | | |
| 6 | 16.0000 | | | |