



**AGENDA
REGULAR WORKSHOP/MEETING OF THE
BOARD OF DIRECTORS**

**WEDNESDAY, JULY 6, 2022
10:00 A.M.**

**INLAND EMPIRE UTILITIES AGENCY*
AGENCY HEADQUARTERS
BOARD ROOM
6075 KIMBALL AVENUE, BUILDING A
CHINO, CALIFORNIA 91708
VIEW THE MEETING LIVE ONLINE AT IEUA.ORG
TELEPHONE ACCESS: (415) 856-9169 / Conf Code: 811 003 35#**

PURSUANT TO AB361 AND RESOLUTION NO. 2022-6-10, ADOPTED BY THE IEUA BOARD OF DIRECTORS ON JUNE 15, 2022, IEUA BOARD AND COMMITTEE MEETINGS WILL CONTINUE TO BE CONDUCTED THROUGH TELECONFERENCE IN AN EFFORT TO PROTECT PUBLIC HEALTH AND PREVENT THE SPREAD OF COVID-19. THERE WILL BE NO PUBLIC LOCATION AVAILABLE TO ATTEND THE MEETING IN PERSON.

The public may participate and provide public comment during the meeting by dialing the number provided above. Comments may also be submitted by email to the Board Secretary/Office Manager Denise Garzaro at dgarzaro@ieua.org prior to the completion of the Public Comment section of the meeting. Comments will be distributed to the Board of Directors.

CALL TO ORDER OF THE INLAND EMPIRE UTILITIES AGENCY BOARD OF DIRECTORS WORKSHOP

FLAG SALUTE

PUBLIC COMMENT

Members of the public may address the Board on any item that is within the jurisdiction of the Board; however, no action may be taken on any item not appearing on the agenda unless the action is otherwise authorized by Subdivision (b) of Section 54954.2 of the Government Code. Those persons wishing to address the Board on any matter, whether or not it appears on the agenda, are requested to email the Board Secretary prior to the scheduled meeting time or address the Board during the public comments section of the meeting. Comments will be limited to three minutes per speaker. Thank you.

ADDITIONS TO THE AGENDA

In accordance with Section 54954.2 of the Government Code (Brown Act), additions to the agenda require two-thirds vote of the legislative body, or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the local agency subsequent to the agenda being posted.

*A Municipal Water District

1. CONSENT ITEMS

A. ADOPTION OF RESOLUTION NO. 2022-7-1, AMENDING THE AGENCY'S SALARY SCHEDULE/MATRIX FOR ALL GROUPS

Staff recommends that the Board adopt Resolution No. 2022-7-1, amending the Agency's Salary Schedule/Matrix for all groups.

B. ADOPTION OF RESOLUTION NO. 2022-7-2, MAKING CERTAIN FINDINGS AND DETERMINATIONS REGARDING SPECIAL RULES FOR CONDUCTING MEETINGS THROUGH TELECONFERENCE

Staff recommends that the Board adopt Resolution No. 2022-7-2, making certain findings and determinations regarding special rules for conducting meetings through teleconference.

2. WORKSHOP ITEM

A. DROUGHT UPDATE (POWERPOINT)

3. GENERAL MANAGER'S COMMENTS

4. BOARD OF DIRECTORS' REQUESTED FUTURE AGENDA ITEMS

5. DIRECTORS' COMMENTS

6. CLOSED SESSION

A. PURSUANT TO GOVERNMENT CODE SECTION 54956.9(a) – CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

1. City of Ontario vs. Inland Empire Utilities Agency, and Board of Directors of the Inland Empire Utilities Agency, Case No. CIVSB2211925

ADJOURN

Declaration of Posting

I, Denise Garzaro, CMC, Board Secretary/Office Manager of the Inland Empire Utilities Agency*, a Municipal Water District, hereby certify that, per Government Code Section 54954.2, a copy of this agenda has been posted at the Agency's main office, 6075 Kimball Avenue, Building A, Chino, CA and on the Agency's website at www.ieua.org at least seventy-two (72) hours prior to the meeting date and time above.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Board Secretary at (909) 993-1736 or dgarzaro@ieua.org, 48 hours prior to the scheduled meeting so that IEUA can make reasonable arrangements to ensure accessibility.

**CONSENT
CALENDAR
ITEM**

1A

Date: July 6, 2022

To: The Honorable Board of Directors

ASD
From: Shivaji Deshmukh, General Manager

Committee:

Staff Contact: Shivaji Deshmukh, General Manager

Subject: Adoption of Resolution No. 2022-7-1, Amending the Agency's Salary Schedule/Matrix for All Groups

Executive Summary:

California Code of Regulations (CCR) §570.5 establishes the requirement for California Public Employees' Retirement System (CalPERS) agencies to have a current, duly approved & adopted pay schedule by the agency's governing body. CalPERS employers may only report payrates, for purposes of calculating retirement benefits, that meet the definition of a Publicly Available Salary Schedule. Maintenance of the Agency's salary schedule falls under the responsibility of the HR Department, which includes presenting a revised comprehensive salary resolution to the Board of Directors as changes occur. The last salary schedule/matrix update for all the groups was approved by the Board on April 20, 2022. New updates are as follows:

The Agency and 5 represented groups entered into 3 year contracts in FY 2020/21. The five Memorandums of Understanding (MOUs) include a 3.0% base salary increase effective July 1, 2022. Similarly, the Executive Management and Unrepresented Personnel Manuals also include a 3.0 % base salary increase effective July 1, 2022. As a result, the existing salary matrix needs to be updated.

Staff's Recommendation:

Adopt Resolution No. 2022-7-1, Amending the Agency's Salary Schedule/Matrix for all groups.

Budget Impact *Budgeted (Y/N): Y Amendment (Y/N): Y Amount for Requested Approval:*

Account/Project Name:

Fiscal Impact (explain if not budgeted):

Funding is appropriated in the FY 2021/22 and 2022/23 biennial budget.

Prior Board Action:

On April 20, 2022, the Board of Directors adopted Resolution No. 2022-4-9, Amending the Agency's Salary Schedule/Matrix for all groups.

Environmental Determination:

Not Applicable

Business Goal:

Workplace Environment: IEUA is committed to providing a dynamic work environment with a highly skilled and dedicated workforce.

Attachments:

Attachment 1 - Resolution No. 2022-7-1, Amending the Agency's Salary Schedule/Matrix for all groups and Exhibit 1

RESOLUTION NO. 2022-7-1

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

WHEREAS, the Agency has compensation changes for the Unrepresented, Executive Management, Laboratory Unit, Operators' Association, Professional Unit, General Unit and the Supervisors' Unit employees as a result of an agreed upon base salary increase and

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

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

SECTION 1: The Agency's salary schedule/matrix is hereby adopted and set forth in Exhibit "1" this resolution.

SECTION 2: The salary information contained in Exhibit "1" shall be effective as of July 1, 2022

ADOPTED the 6th day of July 2022.

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

ATTEST:

Marco Tule
Secretary/Treasurer of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

*A Municipal Water District

STATE OF CALIFORNIA)
COUNTY OF) SS
SAN BERNARDINO)

I, Marco Tule, Secretary/Treasurer of the Inland Empire Utilities Agency*, DO
HEREBY CERTIFY that the foregoing Resolution being No. 2022-7-1, was adopted at a regular
Board Meeting on July 6, 2022, of said Agency by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Marco Tule
Secretary/Treasurer of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

(SEAL)

*A Municipal Water District

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Accountant I	173	UN	Exempt	1	\$32.2520	\$2,580.16	\$5,590.35	\$67,084
				2	\$33.0582	\$2,644.66	\$5,730.10	\$68,761
				3	\$33.8851	\$2,710.81	\$5,873.43	\$70,481
				4	\$34.7318	\$2,778.55	\$6,020.20	\$72,242
				5	\$35.5996	\$2,847.97	\$6,170.61	\$74,047
				6	\$36.4904	\$2,919.24	\$6,325.02	\$75,900
				7	\$37.4020	\$2,992.16	\$6,483.02	\$77,796
				8	\$38.3375	\$3,067.00	\$6,645.17	\$79,742
				9	\$39.2962	\$3,143.70	\$6,811.35	\$81,736
Accountant II	175	PR	Exempt	1	\$35.5529	\$2,844.24	\$6,162.52	\$73,950
				2	\$36.4419	\$2,915.36	\$6,316.62	\$75,799
				3	\$37.3525	\$2,988.20	\$6,474.44	\$77,693
				4	\$38.2866	\$3,062.93	\$6,636.35	\$79,636
				5	\$39.2438	\$3,139.51	\$6,802.28	\$81,627
				6	\$40.2246	\$3,217.97	\$6,972.27	\$83,667
				7	\$41.2303	\$3,298.43	\$7,146.60	\$85,759
				8	\$42.2611	\$3,380.89	\$7,325.27	\$87,903
				9	\$43.3178	\$3,465.43	\$7,508.44	\$90,101
Accounting Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Accounting Technician I	170	GU	Non-exempt	1	\$27.8606	\$2,228.85	\$4,829.18	\$57,950
				2	\$28.5577	\$2,284.62	\$4,950.01	\$59,400
				3	\$29.2717	\$2,341.74	\$5,073.77	\$60,885
				4	\$30.0029	\$2,400.24	\$5,200.52	\$62,406
				5	\$30.7534	\$2,460.28	\$5,330.61	\$63,967
				6	\$31.5222	\$2,521.78	\$5,463.86	\$65,566
				7	\$32.3101	\$2,584.81	\$5,600.43	\$67,205
				8	\$33.1178	\$2,649.43	\$5,740.44	\$68,885
				9	\$33.9457	\$2,715.66	\$5,883.93	\$70,607
Accounting Technician II	173	GU	Non-exempt	1	\$32.2520	\$2,580.16	\$5,590.35	\$67,084
				2	\$33.0582	\$2,644.66	\$5,730.10	\$68,761
				3	\$33.8851	\$2,710.81	\$5,873.43	\$70,481
				4	\$34.7318	\$2,778.55	\$6,020.20	\$72,242
				5	\$35.5996	\$2,847.97	\$6,170.61	\$74,047
				6	\$36.4904	\$2,919.24	\$6,325.02	\$75,900
				7	\$37.4020	\$2,992.16	\$6,483.02	\$77,796
				8	\$38.3375	\$3,067.00	\$6,645.17	\$79,742
				9	\$39.2962	\$3,143.70	\$6,811.35	\$81,736
Administrative Assistant I	171	GU	Non-exempt	1	\$29.2539	\$2,340.32	\$5,070.70	\$60,848

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Administrative Assistant I	171	GU	Non-exempt	2	\$29.9851	\$2,398.81	\$5,197.43	\$62,369
				3	\$30.7347	\$2,458.78	\$5,327.36	\$63,928
				4	\$31.5029	\$2,520.24	\$5,460.52	\$65,526
				5	\$32.2914	\$2,583.32	\$5,597.20	\$67,166
				6	\$33.0981	\$2,647.85	\$5,737.01	\$68,844
				7	\$33.9260	\$2,714.08	\$5,880.51	\$70,566
				8	\$34.7736	\$2,781.89	\$6,027.43	\$72,329
				9	\$35.6433	\$2,851.47	\$6,178.19	\$74,138
Administrative Assistant I (confidential)	171	UN	Non-exempt	1	\$29.2539	\$2,340.32	\$5,070.70	\$60,848
				2	\$29.9851	\$2,398.81	\$5,197.43	\$62,369
				3	\$30.7347	\$2,458.78	\$5,327.36	\$63,928
				4	\$31.5029	\$2,520.24	\$5,460.52	\$65,526
				5	\$32.2914	\$2,583.32	\$5,597.20	\$67,166
				6	\$33.0981	\$2,647.85	\$5,737.01	\$68,844
				7	\$33.9260	\$2,714.08	\$5,880.51	\$70,566
				8	\$34.7736	\$2,781.89	\$6,027.43	\$72,329
				9	\$35.6433	\$2,851.47	\$6,178.19	\$74,138
Administrative Assistant II	174	PR	Non-exempt	1	\$33.8621	\$2,708.97	\$5,869.44	\$70,433
				2	\$34.7087	\$2,776.70	\$6,016.19	\$72,194
				3	\$35.5765	\$2,846.12	\$6,166.60	\$73,999
				4	\$36.4659	\$2,917.28	\$6,320.78	\$75,849
				5	\$37.3775	\$2,990.20	\$6,478.77	\$77,745
				6	\$38.3121	\$3,064.97	\$6,640.77	\$79,689
				7	\$39.2698	\$3,141.59	\$6,806.78	\$81,681
				8	\$40.2515	\$3,220.12	\$6,976.93	\$83,723
				9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
Administrative Assistant II (confidential)	174	UN	Non-exempt	1	\$33.8621	\$2,708.97	\$5,869.44	\$70,433
				2	\$34.7087	\$2,776.70	\$6,016.19	\$72,194
				3	\$35.5765	\$2,846.12	\$6,166.60	\$73,999
				4	\$36.4659	\$2,917.28	\$6,320.78	\$75,849
				5	\$37.3775	\$2,990.20	\$6,478.77	\$77,745
				6	\$38.3121	\$3,064.97	\$6,640.77	\$79,689
				7	\$39.2698	\$3,141.59	\$6,806.78	\$81,681
				8	\$40.2515	\$3,220.12	\$6,976.93	\$83,723
				9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
Assistant Engineer	179	UN	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Assistant General Manager	197	EX	Exempt	1	\$103.9875	\$8,319.00	\$18,024.50	\$216,294
				2	\$106.5875	\$8,527.00	\$18,475.17	\$221,702

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Assistant General Manager	197	EX	Exempt	3	\$109.2520	\$8,740.16	\$18,937.02	\$227,244
				4	\$111.9837	\$8,958.70	\$19,410.52	\$232,926
				5	\$114.7827	\$9,182.62	\$19,895.68	\$238,748
				6	\$117.6529	\$9,412.24	\$20,393.19	\$244,718
				7	\$120.5938	\$9,647.51	\$20,902.94	\$250,835
				8	\$123.6087	\$9,888.70	\$21,425.52	\$257,106
				9	\$126.6991	\$10,135.93	\$21,961.19	\$263,534
Associate Engineer	182	UN	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
Biologist	181	LB	Exempt	8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
				1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
Board Secretary/Office Manager	190	UN	Exempt	6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
				1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
Budget Officer	186	UN	Exempt	4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
				1	\$60.8039	\$4,864.32	\$10,539.36	\$126,472
Business Systems Analyst I	179	PR	Exempt	2	\$62.3241	\$4,985.93	\$10,802.85	\$129,634
				3	\$63.8823	\$5,110.59	\$11,072.95	\$132,875
				4	\$65.4794	\$5,238.36	\$11,349.78	\$136,197
				5	\$67.1164	\$5,369.32	\$11,633.53	\$139,602
				6	\$68.7943	\$5,503.55	\$11,924.36	\$143,092
				7	\$70.5140	\$5,641.12	\$12,222.43	\$146,669
				8	\$72.2770	\$5,782.16	\$12,528.02	\$150,336
				9	\$74.0837	\$5,926.70	\$12,841.19	\$154,094
				1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Business Systems Analyst I	179	PR	Exempt	4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Business Systems Analyst II	181	PR	Exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Business Systems Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
CAD Designer	178	UN	Non-exempt	1	\$41.1553	\$3,292.43	\$7,133.60	\$85,603
				2	\$42.1842	\$3,374.74	\$7,311.94	\$87,743
				3	\$43.2390	\$3,459.12	\$7,494.76	\$89,937
				4	\$44.3193	\$3,545.55	\$7,682.03	\$92,184
				5	\$45.4279	\$3,634.24	\$7,874.19	\$94,490
				6	\$46.5630	\$3,725.04	\$8,070.92	\$96,851
				7	\$47.7275	\$3,818.20	\$8,272.77	\$99,273
				8	\$48.9207	\$3,913.66	\$8,479.60	\$101,755
				9	\$50.1433	\$4,011.47	\$8,691.52	\$104,298
Chemist	181	LB	Exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Chino Basin Program Manager	188	UN	Exempt	1	\$67.0318	\$5,362.55	\$11,618.86	\$139,426
				2	\$68.7082	\$5,496.66	\$11,909.43	\$142,913
				3	\$70.4260	\$5,634.08	\$12,207.18	\$146,486
				4	\$72.1861	\$5,774.89	\$12,512.27	\$150,147

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Chino Basin Program Manager	188	UN	Exempt	5	\$73.9909	\$5,919.28	\$12,825.11	\$153,901
				6	\$75.8404	\$6,067.24	\$13,145.69	\$157,748
				7	\$77.7371	\$6,218.97	\$13,474.44	\$161,693
				8	\$79.6803	\$6,374.43	\$13,811.27	\$165,735
				9	\$81.6722	\$6,533.78	\$14,156.53	\$169,878
Collection System Operator I	171	GU	Non-exempt	1	\$29.2539	\$2,340.32	\$5,070.70	\$60,848
				2	\$29.9851	\$2,398.81	\$5,197.43	\$62,369
				3	\$30.7347	\$2,458.78	\$5,327.36	\$63,928
				4	\$31.5029	\$2,520.24	\$5,460.52	\$65,526
				5	\$32.2914	\$2,583.32	\$5,597.20	\$67,166
				6	\$33.0981	\$2,647.85	\$5,737.01	\$68,844
				7	\$33.9260	\$2,714.08	\$5,880.51	\$70,566
				8	\$34.7736	\$2,781.89	\$6,027.43	\$72,329
				9	\$35.6433	\$2,851.47	\$6,178.19	\$74,138
Collection System Operator II	175	GU	Non-exempt	1	\$35.5529	\$2,844.24	\$6,162.52	\$73,950
				2	\$36.4419	\$2,915.36	\$6,316.62	\$75,799
				3	\$37.3525	\$2,988.20	\$6,474.44	\$77,693
				4	\$38.2866	\$3,062.93	\$6,636.35	\$79,636
				5	\$39.2438	\$3,139.51	\$6,802.28	\$81,627
				6	\$40.2246	\$3,217.97	\$6,972.27	\$83,667
				7	\$41.2303	\$3,298.43	\$7,146.60	\$85,759
				8	\$42.2611	\$3,380.89	\$7,325.27	\$87,903
				9	\$43.3178	\$3,465.43	\$7,508.44	\$90,101
Collection System Operator III	177	GU	Non-exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Collection System Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Communications Officer	186	UN	Exempt	1	\$60.8039	\$4,864.32	\$10,539.36	\$126,472
				2	\$62.3241	\$4,985.93	\$10,802.85	\$129,634
				3	\$63.8823	\$5,110.59	\$11,072.95	\$132,875
				4	\$65.4794	\$5,238.36	\$11,349.78	\$136,197
				5	\$67.1164	\$5,369.32	\$11,633.53	\$139,602

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Communications Officer	186	UN	Exempt	6	\$68.7943	\$5,503.55	\$11,924.36	\$143,092
				7	\$70.5140	\$5,641.12	\$12,222.43	\$146,669
				8	\$72.2770	\$5,782.16	\$12,528.02	\$150,336
				9	\$74.0837	\$5,926.70	\$12,841.19	\$154,094
Communications Officer (Y-Rated; Hired Before 1/23/2022)	206	UN	Exempt	1	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
Compost Facility Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Compost Operator	174	GU	Non-exempt	1	\$33.8621	\$2,708.97	\$5,869.44	\$70,433
				2	\$34.7087	\$2,776.70	\$6,016.19	\$72,194
				3	\$35.5765	\$2,846.12	\$6,166.60	\$73,999
				4	\$36.4659	\$2,917.28	\$6,320.78	\$75,849
				5	\$37.3775	\$2,990.20	\$6,478.77	\$77,745
				6	\$38.3121	\$3,064.97	\$6,640.77	\$79,689
				7	\$39.2698	\$3,141.59	\$6,806.78	\$81,681
				8	\$40.2515	\$3,220.12	\$6,976.93	\$83,723
				9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
Compost Sales Representative	181	PR	Exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Compost Worker	170	GU	Non-exempt	1	\$27.8606	\$2,228.85	\$4,829.18	\$57,950
				2	\$28.5577	\$2,284.62	\$4,950.01	\$59,400
				3	\$29.2717	\$2,341.74	\$5,073.77	\$60,885
				4	\$30.0029	\$2,400.24	\$5,200.52	\$62,406
				5	\$30.7534	\$2,460.28	\$5,330.61	\$63,967
				6	\$31.5222	\$2,521.78	\$5,463.86	\$65,566
				7	\$32.3101	\$2,584.81	\$5,600.43	\$67,205
				8	\$33.1178	\$2,649.43	\$5,740.44	\$68,885
				9	\$33.9457	\$2,715.66	\$5,883.93	\$70,607
Construction Project Inspector	180	UN	Non-exempt	1	\$45.3746	\$3,629.97	\$7,864.94	\$94,379
				2	\$46.5092	\$3,720.74	\$8,061.61	\$96,739
				3	\$47.6722	\$3,813.78	\$8,263.19	\$99,158

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Construction Project Inspector	180	UN	Non-exempt	4	\$48.8640	\$3,909.12	\$8,469.76	\$101,637
				5	\$50.0851	\$4,006.81	\$8,681.43	\$104,177
				6	\$51.3375	\$4,107.00	\$8,898.50	\$106,782
				7	\$52.6207	\$4,209.66	\$9,120.93	\$109,451
				8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
Contracts Administrator I	177	PR	Exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Contracts Administrator II	180	PR	Exempt	1	\$45.3746	\$3,629.97	\$7,864.94	\$94,379
				2	\$46.5092	\$3,720.74	\$8,061.61	\$96,739
				3	\$47.6722	\$3,813.78	\$8,263.19	\$99,158
				4	\$48.8640	\$3,909.12	\$8,469.76	\$101,637
				5	\$50.0851	\$4,006.81	\$8,681.43	\$104,177
				6	\$51.3375	\$4,107.00	\$8,898.50	\$106,782
				7	\$52.6207	\$4,209.66	\$9,120.93	\$109,451
				8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
Contracts and Procurement Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Control Systems Analyst I	180	GU	Non-exempt	1	\$45.3746	\$3,629.97	\$7,864.94	\$94,379
				2	\$46.5092	\$3,720.74	\$8,061.61	\$96,739
				3	\$47.6722	\$3,813.78	\$8,263.19	\$99,158
				4	\$48.8640	\$3,909.12	\$8,469.76	\$101,637
				5	\$50.0851	\$4,006.81	\$8,681.43	\$104,177
				6	\$51.3375	\$4,107.00	\$8,898.50	\$106,782
				7	\$52.6207	\$4,209.66	\$9,120.93	\$109,451
				8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
Control Systems Analyst II	182	GU	Non-exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Control Systems Analyst II	182	GU	Non-exempt	5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Controller	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Deputy General Manager	199	EX	Exempt	1	\$117.3779	\$9,390.24	\$20,345.52	\$244,146
				2	\$120.3121	\$9,624.97	\$20,854.11	\$250,249
				3	\$123.3207	\$9,865.66	\$21,375.60	\$256,507
				4	\$126.4029	\$10,112.24	\$21,909.86	\$262,918
				5	\$129.5635	\$10,365.08	\$22,457.68	\$269,492
				6	\$132.8025	\$10,624.20	\$23,019.10	\$276,229
				7	\$136.1226	\$10,889.81	\$23,594.59	\$283,135
				8	\$139.5255	\$11,162.04	\$24,184.42	\$290,213
				9	\$143.0135	\$11,441.08	\$24,789.01	\$297,468
Deputy Manager of Maintenance	188	UN	Exempt	1	\$67.0318	\$5,362.55	\$11,618.86	\$139,426
				2	\$68.7082	\$5,496.66	\$11,909.43	\$142,913
				3	\$70.4260	\$5,634.08	\$12,207.18	\$146,486
				4	\$72.1861	\$5,774.89	\$12,512.27	\$150,147
				5	\$73.9909	\$5,919.28	\$12,825.11	\$153,901
				6	\$75.8404	\$6,067.24	\$13,145.69	\$157,748
				7	\$77.7371	\$6,218.97	\$13,474.44	\$161,693
				8	\$79.6803	\$6,374.43	\$13,811.27	\$165,735
				9	\$81.6722	\$6,533.78	\$14,156.53	\$169,878
Deputy Manager of Operations	188	UN	Exempt	1	\$67.0318	\$5,362.55	\$11,618.86	\$139,426
				2	\$68.7082	\$5,496.66	\$11,909.43	\$142,913
				3	\$70.4260	\$5,634.08	\$12,207.18	\$146,486
				4	\$72.1861	\$5,774.89	\$12,512.27	\$150,147
				5	\$73.9909	\$5,919.28	\$12,825.11	\$153,901
				6	\$75.8404	\$6,067.24	\$13,145.69	\$157,748
				7	\$77.7371	\$6,218.97	\$13,474.44	\$161,693
				8	\$79.6803	\$6,374.43	\$13,811.27	\$165,735
				9	\$81.6722	\$6,533.78	\$14,156.53	\$169,878
Deputy Manager of Strategic Planning & Resources	189	UN	Exempt	1	\$70.3832	\$5,630.66	\$12,199.77	\$146,397
				2	\$72.1433	\$5,771.47	\$12,504.86	\$150,058
				3	\$73.9467	\$5,915.74	\$12,817.44	\$153,809
				4	\$75.7957	\$6,063.66	\$13,137.93	\$157,655

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Deputy Manager of Strategic Planning & Resources	189	UN	Exempt	5	\$77.6900	\$6,215.20	\$13,466.27	\$161,595
				6	\$79.6323	\$6,370.59	\$13,802.95	\$165,635
				7	\$81.6226	\$6,529.81	\$14,147.93	\$169,775
				8	\$83.6635	\$6,693.08	\$14,501.68	\$174,020
				9	\$85.7553	\$6,860.43	\$14,864.27	\$178,371
Director of Engineering	195	UN	Exempt	1	\$94.3222	\$7,545.78	\$16,349.19	\$196,190
				2	\$96.6808	\$7,734.47	\$16,758.02	\$201,096
				3	\$99.0976	\$7,927.81	\$17,176.93	\$206,123
				4	\$101.5750	\$8,126.00	\$17,606.34	\$211,276
				5	\$104.1140	\$8,329.12	\$18,046.43	\$216,557
				6	\$106.7174	\$8,537.40	\$18,497.70	\$221,972
				7	\$109.3847	\$8,750.78	\$18,960.03	\$227,520
				8	\$112.1198	\$8,969.59	\$19,434.12	\$233,209
				9	\$114.9226	\$9,193.81	\$19,919.93	\$239,039
Director of External and Government Affairs	193	UN	Exempt	1	\$85.5500	\$6,844.00	\$14,828.67	\$177,944
				2	\$87.6890	\$7,015.12	\$15,199.43	\$182,393
				3	\$89.8813	\$7,190.51	\$15,579.44	\$186,953
				4	\$92.1284	\$7,370.28	\$15,968.94	\$191,627
				5	\$94.4318	\$7,554.55	\$16,368.20	\$196,418
				6	\$96.7924	\$7,743.40	\$16,777.37	\$201,328
				7	\$99.2121	\$7,936.97	\$17,196.77	\$206,361
				8	\$101.6924	\$8,135.40	\$17,626.70	\$211,520
				9	\$104.2347	\$8,338.78	\$18,067.36	\$216,808
Director of Finance	195	UN	Exempt	1	\$94.3222	\$7,545.78	\$16,349.19	\$196,190
				2	\$96.6808	\$7,734.47	\$16,758.02	\$201,096
				3	\$99.0976	\$7,927.81	\$17,176.93	\$206,123
				4	\$101.5750	\$8,126.00	\$17,606.34	\$211,276
				5	\$104.1140	\$8,329.12	\$18,046.43	\$216,557
				6	\$106.7174	\$8,537.40	\$18,497.70	\$221,972
				7	\$109.3847	\$8,750.78	\$18,960.03	\$227,520
				8	\$112.1198	\$8,969.59	\$19,434.12	\$233,209
				9	\$114.9226	\$9,193.81	\$19,919.93	\$239,039
Director of Human Resources	194	UN	Exempt	1	\$89.8308	\$7,186.47	\$15,570.69	\$186,848
				2	\$92.0760	\$7,366.08	\$15,959.84	\$191,518
				3	\$94.3784	\$7,550.28	\$16,358.94	\$196,307
				4	\$96.7371	\$7,738.97	\$16,767.77	\$201,213
				5	\$99.1563	\$7,932.51	\$17,187.11	\$206,245
				6	\$101.6347	\$8,130.78	\$17,616.69	\$211,400
				7	\$104.1760	\$8,334.08	\$18,057.18	\$216,686
				8	\$106.7799	\$8,542.40	\$18,508.54	\$222,102
				9	\$109.4496	\$8,755.97	\$18,971.27	\$227,655
Director of Information Technology	194	UN	Exempt	1	\$89.8308	\$7,186.47	\$15,570.69	\$186,848
				2	\$92.0760	\$7,366.08	\$15,959.84	\$191,518
				3	\$94.3784	\$7,550.28	\$16,358.94	\$196,307
				4	\$96.7371	\$7,738.97	\$16,767.77	\$201,213
				5	\$99.1563	\$7,932.51	\$17,187.11	\$206,245

Inland Empire Utilities Agency
Salary Matrix
Effective July 1, 2022
Adopted July 6, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Director of Information Technology	194	UN	Exempt	6	\$101.6347	\$8,130.78	\$17,616.69	\$211,400
				7	\$104.1760	\$8,334.08	\$18,057.18	\$216,686
				8	\$106.7799	\$8,542.40	\$18,508.54	\$222,102
				9	\$109.4496	\$8,755.97	\$18,971.27	\$227,655
Director of Operations and Maintenance	195	UN	Exempt	1	\$94.3222	\$7,545.78	\$16,349.19	\$196,190
				2	\$96.6808	\$7,734.47	\$16,758.02	\$201,096
				3	\$99.0976	\$7,927.81	\$17,176.93	\$206,123
				4	\$101.5750	\$8,126.00	\$17,606.34	\$211,276
				5	\$104.1140	\$8,329.12	\$18,046.43	\$216,557
				6	\$106.7174	\$8,537.40	\$18,497.70	\$221,972
				7	\$109.3847	\$8,750.78	\$18,960.03	\$227,520
				8	\$112.1198	\$8,969.59	\$19,434.12	\$233,209
				9	\$114.9226	\$9,193.81	\$19,919.93	\$239,039
Director of Operations and Maintenance (Y-Rated; Hired Before 1/23/2022)	208	UN	Exempt	1	\$117.1515	\$9,372.12	\$20,306.26	\$243,675
Director of Planning and Resources	195	UN	Exempt	1	\$94.3222	\$7,545.78	\$16,349.19	\$196,190
				2	\$96.6808	\$7,734.47	\$16,758.02	\$201,096
				3	\$99.0976	\$7,927.81	\$17,176.93	\$206,123
				4	\$101.5750	\$8,126.00	\$17,606.34	\$211,276
				5	\$104.1140	\$8,329.12	\$18,046.43	\$216,557
				6	\$106.7174	\$8,537.40	\$18,497.70	\$221,972
				7	\$109.3847	\$8,750.78	\$18,960.03	\$227,520
				8	\$112.1198	\$8,969.59	\$19,434.12	\$233,209
				9	\$114.9226	\$9,193.81	\$19,919.93	\$239,039
Electrical & Instrumentation Technician I	176	GU	Non-exempt	1	\$37.3294	\$2,986.36	\$6,470.45	\$77,645
				2	\$38.2630	\$3,061.04	\$6,632.26	\$79,587
				3	\$39.2188	\$3,137.51	\$6,797.94	\$81,575
				4	\$40.2000	\$3,216.00	\$6,968.00	\$83,616
				5	\$41.2049	\$3,296.40	\$7,142.20	\$85,706
				6	\$42.2351	\$3,378.81	\$7,320.76	\$87,849
				7	\$43.2909	\$3,463.28	\$7,503.78	\$90,045
				8	\$44.3731	\$3,549.85	\$7,691.35	\$92,296
				9	\$45.4827	\$3,638.62	\$7,883.68	\$94,604
Electrical & Instrumentation Technician II	179	GU	Non-exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Electrical & Instrumentation Technician III	181	GU	Non-exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Electrical & Instrumentation Technician III	181	GU	Non-exempt	4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Electrical & Instrumentation Technician IV	182	GU	Non-exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Employee and Labor Relations Advocate	186	UN	Exempt	1	\$60.8039	\$4,864.32	\$10,539.36	\$126,472
				2	\$62.3241	\$4,985.93	\$10,802.85	\$129,634
				3	\$63.8823	\$5,110.59	\$11,072.95	\$132,875
				4	\$65.4794	\$5,238.36	\$11,349.78	\$136,197
				5	\$67.1164	\$5,369.32	\$11,633.53	\$139,602
				6	\$68.7943	\$5,503.55	\$11,924.36	\$143,092
				7	\$70.5140	\$5,641.12	\$12,222.43	\$146,669
				8	\$72.2770	\$5,782.16	\$12,528.02	\$150,336
				9	\$74.0837	\$5,926.70	\$12,841.19	\$154,094
Engineering Services Analyst	182	PR	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Engineering Services Specialist	179	UN	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Engineering Services Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Engineering Services Supervisor	185	SU	Exempt	5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Engineering Technician	175	GU	Non-exempt	1	\$35.5529	\$2,844.24	\$6,162.52	\$73,950
				2	\$36.4419	\$2,915.36	\$6,316.62	\$75,799
				3	\$37.3525	\$2,988.20	\$6,474.44	\$77,693
				4	\$38.2866	\$3,062.93	\$6,636.35	\$79,636
				5	\$39.2438	\$3,139.51	\$6,802.28	\$81,627
				6	\$40.2246	\$3,217.97	\$6,972.27	\$83,667
				7	\$41.2303	\$3,298.43	\$7,146.60	\$85,759
				8	\$42.2611	\$3,380.89	\$7,325.27	\$87,903
				9	\$43.3178	\$3,465.43	\$7,508.44	\$90,101
Environmental Resources Planner I	179	PR	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Environmental Resources Planner II	182	PR	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Executive Assistant	178	UN	Exempt	1	\$41.1553	\$3,292.43	\$7,133.60	\$85,603
				2	\$42.1842	\$3,374.74	\$7,311.94	\$87,743
				3	\$43.2390	\$3,459.12	\$7,494.76	\$89,937
				4	\$44.3193	\$3,545.55	\$7,682.03	\$92,184
				5	\$45.4279	\$3,634.24	\$7,874.19	\$94,490
				6	\$46.5630	\$3,725.04	\$8,070.92	\$96,851
				7	\$47.7275	\$3,818.20	\$8,272.77	\$99,273
				8	\$48.9207	\$3,913.66	\$8,479.60	\$101,755
				9	\$50.1433	\$4,011.47	\$8,691.52	\$104,298
External Affairs Analyst	180	UN	Exempt	1	\$45.3746	\$3,629.97	\$7,864.94	\$94,379
				2	\$46.5092	\$3,720.74	\$8,061.61	\$96,739
				3	\$47.6722	\$3,813.78	\$8,263.19	\$99,158
				4	\$48.8640	\$3,909.12	\$8,469.76	\$101,637
				5	\$50.0851	\$4,006.81	\$8,681.43	\$104,177

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
External Affairs Analyst	180	UN	Exempt	6	\$51.3375	\$4,107.00	\$8,898.50	\$106,782
				7	\$52.6207	\$4,209.66	\$9,120.93	\$109,451
				8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
External Affairs Specialist I	171	UN	Exempt	1	\$29.2539	\$2,340.32	\$5,070.70	\$60,848
				2	\$29.9851	\$2,398.81	\$5,197.43	\$62,369
				3	\$30.7347	\$2,458.78	\$5,327.36	\$63,928
				4	\$31.5029	\$2,520.24	\$5,460.52	\$65,526
				5	\$32.2914	\$2,583.32	\$5,597.20	\$67,166
				6	\$33.0981	\$2,647.85	\$5,737.01	\$68,844
				7	\$33.9260	\$2,714.08	\$5,880.51	\$70,566
				8	\$34.7736	\$2,781.89	\$6,027.43	\$72,329
				9	\$35.6433	\$2,851.47	\$6,178.19	\$74,138
External Affairs Specialist II	177	UN	Exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Facilities Program Coordinator	181	PR	Exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Facilities Program Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Facilities Specialist	177	PR	Exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Facilities Specialist	177	PR	Exempt	7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Facilities Specialist - Landscape	177	UN	Exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Financial Analyst I	179	PR	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Financial Analyst II	181	PR	Exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
General Manager	205	EX	Exempt	1	\$154.2169	\$12,337.36	\$26,730.95	\$320,771
GIS Specialist	178	UN	Exempt	1	\$41.1553	\$3,292.43	\$7,133.60	\$85,603
				2	\$42.1842	\$3,374.74	\$7,311.94	\$87,743
				3	\$43.2390	\$3,459.12	\$7,494.76	\$89,937
				4	\$44.3193	\$3,545.55	\$7,682.03	\$92,184
				5	\$45.4279	\$3,634.24	\$7,874.19	\$94,490
				6	\$46.5630	\$3,725.04	\$8,070.92	\$96,851
				7	\$47.7275	\$3,818.20	\$8,272.77	\$99,273
				8	\$48.9207	\$3,913.66	\$8,479.60	\$101,755
				9	\$50.1433	\$4,011.47	\$8,691.52	\$104,298
Grants Administrator	179	PR	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Grants Administrator	179	PR	Exempt	6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Grants Officer	186	UN	Exempt	1	\$60.8039	\$4,864.32	\$10,539.36	\$126,472
				2	\$62.3241	\$4,985.93	\$10,802.85	\$129,634
				3	\$63.8823	\$5,110.59	\$11,072.95	\$132,875
				4	\$65.4794	\$5,238.36	\$11,349.78	\$136,197
				5	\$67.1164	\$5,369.32	\$11,633.53	\$139,602
				6	\$68.7943	\$5,503.55	\$11,924.36	\$143,092
				7	\$70.5140	\$5,641.12	\$12,222.43	\$146,669
				8	\$72.2770	\$5,782.16	\$12,528.02	\$150,336
				9	\$74.0837	\$5,926.70	\$12,841.19	\$154,094
Grants Officer (Y-Rated; Hired Before 1/23/2022)	207	UN	Exempt	1	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Groundwater Recharge Supervisor	187	SU	Exempt	1	\$63.8428	\$5,107.43	\$11,066.10	\$132,793
				2	\$65.4385	\$5,235.08	\$11,342.68	\$136,112
				3	\$67.0746	\$5,365.97	\$11,626.27	\$139,515
				4	\$68.7515	\$5,500.12	\$11,916.93	\$143,003
				5	\$70.4698	\$5,637.59	\$12,214.78	\$146,577
				6	\$72.2318	\$5,778.55	\$12,520.20	\$150,242
				7	\$74.0375	\$5,923.00	\$12,833.17	\$153,998
				8	\$75.8885	\$6,071.08	\$13,154.01	\$157,848
				9	\$77.7861	\$6,222.89	\$13,482.93	\$161,795
Human Resources Analyst I	177	UN	Exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Human Resources Analyst II	179	UN	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Human Resources Officer	183	UN	Exempt	1	\$52.5270	\$4,202.16	\$9,104.68	\$109,256
				2	\$53.8395	\$4,307.16	\$9,332.18	\$111,986
				3	\$55.1856	\$4,414.85	\$9,565.51	\$114,786

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Human Resources Officer	183	UN	Exempt	4	\$56.5654	\$4,525.24	\$9,804.69	\$117,656
				5	\$57.9799	\$4,638.40	\$10,049.87	\$120,598
				6	\$59.4289	\$4,754.32	\$10,301.03	\$123,612
				7	\$60.9145	\$4,873.16	\$10,558.52	\$126,702
				8	\$62.4375	\$4,995.00	\$10,822.50	\$129,870
				9	\$63.9986	\$5,119.89	\$11,093.10	\$133,117
Human Resources Technician	171	UN	Non-exempt	1	\$29.2539	\$2,340.32	\$5,070.70	\$60,848
				2	\$29.9851	\$2,398.81	\$5,197.43	\$62,369
				3	\$30.7347	\$2,458.78	\$5,327.36	\$63,928
				4	\$31.5029	\$2,520.24	\$5,460.52	\$65,526
				5	\$32.2914	\$2,583.32	\$5,597.20	\$67,166
				6	\$33.0981	\$2,647.85	\$5,737.01	\$68,844
				7	\$33.9260	\$2,714.08	\$5,880.51	\$70,566
				8	\$34.7736	\$2,781.89	\$6,027.43	\$72,329
				9	\$35.6433	\$2,851.47	\$6,178.19	\$74,138
HVAC Technician	177	GU	Non-exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Industrial Engine Technician I	177	GU	Non-exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Industrial Engine Technician II	181	GU	Non-exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Information Systems Analyst I	179	PR	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Information Systems Analyst I	179	PR	Exempt	5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Information Systems Analyst II	181	PR	Exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Intern	001	OTR	Non-exempt	1	\$15.0000			
				2	\$16.0000			
				3	\$17.0000			
				4	\$18.0000			
				5	\$19.0000			
				6	\$20.0000			
Internal Auditor	179	PR	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Inventory Resources Coordinator	181	PR	Exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Laboratory Assistant	172	LB	Non-exempt	1	\$30.7174	\$2,457.40	\$5,324.37	\$63,892
				2	\$31.4856	\$2,518.85	\$5,457.51	\$65,490
				3	\$32.2731	\$2,581.85	\$5,594.01	\$67,128
				4	\$33.0799	\$2,646.40	\$5,733.87	\$68,806
				5	\$33.9068	\$2,712.55	\$5,877.20	\$70,526
				6	\$34.7544	\$2,780.36	\$6,024.12	\$72,289
				7	\$35.6231	\$2,849.85	\$6,174.68	\$74,096
				8	\$36.5140	\$2,921.12	\$6,329.10	\$75,949

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Laboratory Assistant	172	LB	Non-exempt	9	\$37.4265	\$2,994.12	\$6,487.26	\$77,847
Laboratory Scientist I	177	LB	Non-exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Laboratory Scientist II	179	LB	Non-exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Laboratory Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Maintenance Planner/Scheduler	182	GU	Non-exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Maintenance Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752

Inland Empire Utilities Agency
Salary Matrix
Effective July 1, 2022
Adopted July 6, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Asset Management	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Manager of Contracts & Procurement	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Manager of Engineering	192	UN	Exempt	1	\$81.4775	\$6,518.20	\$14,122.77	\$169,473
				2	\$83.5145	\$6,681.16	\$14,475.85	\$173,710
				3	\$85.6020	\$6,848.16	\$14,837.68	\$178,052
				4	\$87.7419	\$7,019.36	\$15,208.62	\$182,503
				5	\$89.9356	\$7,194.85	\$15,588.85	\$187,066
				6	\$92.1842	\$7,374.74	\$15,978.61	\$191,743
				7	\$94.4885	\$7,559.08	\$16,378.01	\$196,536
				8	\$96.8510	\$7,748.08	\$16,787.51	\$201,450
				9	\$99.2722	\$7,941.78	\$17,207.19	\$206,486
Manager of Environmental Services	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Manager of Facilities and Water System Programs	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287

Inland Empire Utilities Agency
Salary Matrix
Effective July 1, 2022
Adopted July 6, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Grants	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Manager of Human Resources	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Manager of Information Technology	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Manager of Internal Audit	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Manager of Laboratories	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Maintenance	192	UN	Exempt	1	\$81.4775	\$6,518.20	\$14,122.77	\$169,473
				2	\$83.5145	\$6,681.16	\$14,475.85	\$173,710
				3	\$85.6020	\$6,848.16	\$14,837.68	\$178,052
				4	\$87.7419	\$7,019.36	\$15,208.62	\$182,503
				5	\$89.9356	\$7,194.85	\$15,588.85	\$187,066
				6	\$92.1842	\$7,374.74	\$15,978.61	\$191,743
				7	\$94.4885	\$7,559.08	\$16,378.01	\$196,536
				8	\$96.8510	\$7,748.08	\$16,787.51	\$201,450
				9	\$99.2722	\$7,941.78	\$17,207.19	\$206,486
Manager of Operations	192	UN	Exempt	1	\$81.4775	\$6,518.20	\$14,122.77	\$169,473
				2	\$83.5145	\$6,681.16	\$14,475.85	\$173,710
				3	\$85.6020	\$6,848.16	\$14,837.68	\$178,052
				4	\$87.7419	\$7,019.36	\$15,208.62	\$182,503
				5	\$89.9356	\$7,194.85	\$15,588.85	\$187,066
				6	\$92.1842	\$7,374.74	\$15,978.61	\$191,743
				7	\$94.4885	\$7,559.08	\$16,378.01	\$196,536
				8	\$96.8510	\$7,748.08	\$16,787.51	\$201,450
				9	\$99.2722	\$7,941.78	\$17,207.19	\$206,486
Manager of Regional Composting Authority	192	UN	Exempt	1	\$81.4775	\$6,518.20	\$14,122.77	\$169,473
				2	\$83.5145	\$6,681.16	\$14,475.85	\$173,710
				3	\$85.6020	\$6,848.16	\$14,837.68	\$178,052
				4	\$87.7419	\$7,019.36	\$15,208.62	\$182,503
				5	\$89.9356	\$7,194.85	\$15,588.85	\$187,066
				6	\$92.1842	\$7,374.74	\$15,978.61	\$191,743
				7	\$94.4885	\$7,559.08	\$16,378.01	\$196,536
				8	\$96.8510	\$7,748.08	\$16,787.51	\$201,450
				9	\$99.2722	\$7,941.78	\$17,207.19	\$206,486
Manager of Strategic Planning & Resources	192	UN	Exempt	1	\$81.4775	\$6,518.20	\$14,122.77	\$169,473
				2	\$83.5145	\$6,681.16	\$14,475.85	\$173,710
				3	\$85.6020	\$6,848.16	\$14,837.68	\$178,052
				4	\$87.7419	\$7,019.36	\$15,208.62	\$182,503
				5	\$89.9356	\$7,194.85	\$15,588.85	\$187,066
				6	\$92.1842	\$7,374.74	\$15,978.61	\$191,743
				7	\$94.4885	\$7,559.08	\$16,378.01	\$196,536
				8	\$96.8510	\$7,748.08	\$16,787.51	\$201,450
				9	\$99.2722	\$7,941.78	\$17,207.19	\$206,486
Manager of Water Resources	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Materials Specialist	182	PR	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Materials Specialist	182	PR	Exempt	2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Mechanic I	172	GU	Non-exempt	1	\$30.7174	\$2,457.40	\$5,324.37	\$63,892
				2	\$31.4856	\$2,518.85	\$5,457.51	\$65,490
				3	\$32.2731	\$2,581.85	\$5,594.01	\$67,128
				4	\$33.0799	\$2,646.40	\$5,733.87	\$68,806
				5	\$33.9068	\$2,712.55	\$5,877.20	\$70,526
				6	\$34.7544	\$2,780.36	\$6,024.12	\$72,289
				7	\$35.6231	\$2,849.85	\$6,174.68	\$74,096
				8	\$36.5140	\$2,921.12	\$6,329.10	\$75,949
				9	\$37.4265	\$2,994.12	\$6,487.26	\$77,847
Mechanic II	176	GU	Non-exempt	1	\$37.3294	\$2,986.36	\$6,470.45	\$77,645
				2	\$38.2630	\$3,061.04	\$6,632.26	\$79,587
				3	\$39.2188	\$3,137.51	\$6,797.94	\$81,575
				4	\$40.2000	\$3,216.00	\$6,968.00	\$83,616
				5	\$41.2049	\$3,296.40	\$7,142.20	\$85,706
				6	\$42.2351	\$3,378.81	\$7,320.76	\$87,849
				7	\$43.2909	\$3,463.28	\$7,503.78	\$90,045
				8	\$44.3731	\$3,549.85	\$7,691.35	\$92,296
				9	\$45.4827	\$3,638.62	\$7,883.68	\$94,604
Mechanic III	179	GU	Non-exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Mechanic IV	181	GU	Non-exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Network Administrator	183	PR	Exempt	1	\$52.5270	\$4,202.16	\$9,104.68	\$109,256
				2	\$53.8395	\$4,307.16	\$9,332.18	\$111,986

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Network Administrator	183	PR	Exempt	3	\$55.1856	\$4,414.85	\$9,565.51	\$114,786
				4	\$56.5654	\$4,525.24	\$9,804.69	\$117,656
				5	\$57.9799	\$4,638.40	\$10,049.87	\$120,598
				6	\$59.4289	\$4,754.32	\$10,301.03	\$123,612
				7	\$60.9145	\$4,873.16	\$10,558.52	\$126,702
				8	\$62.4375	\$4,995.00	\$10,822.50	\$129,870
				9	\$63.9986	\$5,119.89	\$11,093.10	\$133,117
Office Assistant	166	GU	Non-exempt	1	\$22.9246	\$1,833.97	\$3,973.61	\$47,683
				2	\$23.4981	\$1,879.85	\$4,073.01	\$48,876
				3	\$24.0856	\$1,926.85	\$4,174.85	\$50,098
				4	\$24.6875	\$1,975.00	\$4,279.17	\$51,350
				5	\$25.3044	\$2,024.36	\$4,386.12	\$52,633
				6	\$25.9375	\$2,075.00	\$4,495.84	\$53,950
				7	\$26.5856	\$2,126.85	\$4,608.18	\$55,298
Office Assistant (confidential)	166	UN	Non-exempt	8	\$27.2500	\$2,180.00	\$4,723.34	\$56,680
				9	\$27.9313	\$2,234.51	\$4,841.44	\$58,097
				1	\$22.9246	\$1,833.97	\$3,973.61	\$47,683
				2	\$23.4981	\$1,879.85	\$4,073.01	\$48,876
				3	\$24.0856	\$1,926.85	\$4,174.85	\$50,098
				4	\$24.6875	\$1,975.00	\$4,279.17	\$51,350
				5	\$25.3044	\$2,024.36	\$4,386.12	\$52,633
Operations and Maintenance Training Coordinator	183	UN	Non-exempt	6	\$25.9375	\$2,075.00	\$4,495.84	\$53,950
				7	\$26.5856	\$2,126.85	\$4,608.18	\$55,298
				8	\$27.2500	\$2,180.00	\$4,723.34	\$56,680
				9	\$27.9313	\$2,234.51	\$4,841.44	\$58,097
				1	\$52.5270	\$4,202.16	\$9,104.68	\$109,256
				2	\$53.8395	\$4,307.16	\$9,332.18	\$111,986
				3	\$55.1856	\$4,414.85	\$9,565.51	\$114,786
Operations Specialist	179	UN	Exempt	4	\$56.5654	\$4,525.24	\$9,804.69	\$117,656
				5	\$57.9799	\$4,638.40	\$10,049.87	\$120,598
				6	\$59.4289	\$4,754.32	\$10,301.03	\$123,612
				7	\$60.9145	\$4,873.16	\$10,558.52	\$126,702
				8	\$62.4375	\$4,995.00	\$10,822.50	\$129,870
				9	\$63.9986	\$5,119.89	\$11,093.10	\$133,117
				1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
Operations Supervisor	185	SU	Non-exempt	2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
Operations Supervisor	185	SU	Non-exempt	9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
				1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Operations Supervisor	185	SU	Non-exempt	3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Pretreatment & Source Control Inspector I	174	GU	Non-exempt	1	\$33.8621	\$2,708.97	\$5,869.44	\$70,433
				2	\$34.7087	\$2,776.70	\$6,016.19	\$72,194
				3	\$35.5765	\$2,846.12	\$6,166.60	\$73,999
				4	\$36.4659	\$2,917.28	\$6,320.78	\$75,849
				5	\$37.3775	\$2,990.20	\$6,478.77	\$77,745
				6	\$38.3121	\$3,064.97	\$6,640.77	\$79,689
				7	\$39.2698	\$3,141.59	\$6,806.78	\$81,681
				8	\$40.2515	\$3,220.12	\$6,976.93	\$83,723
				9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
Pretreatment & Source Control Inspector II	177	GU	Non-exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Principal Accountant	186	UN	Exempt	1	\$60.8039	\$4,864.32	\$10,539.36	\$126,472
				2	\$62.3241	\$4,985.93	\$10,802.85	\$129,634
				3	\$63.8823	\$5,110.59	\$11,072.95	\$132,875
				4	\$65.4794	\$5,238.36	\$11,349.78	\$136,197
				5	\$67.1164	\$5,369.32	\$11,633.53	\$139,602
				6	\$68.7943	\$5,503.55	\$11,924.36	\$143,092
				7	\$70.5140	\$5,641.12	\$12,222.43	\$146,669
				8	\$72.2770	\$5,782.16	\$12,528.02	\$150,336
				9	\$74.0837	\$5,926.70	\$12,841.19	\$154,094
Principal Engineer	188	UN	Exempt	1	\$67.0318	\$5,362.55	\$11,618.86	\$139,426
				2	\$68.7082	\$5,496.66	\$11,909.43	\$142,913
				3	\$70.4260	\$5,634.08	\$12,207.18	\$146,486
				4	\$72.1861	\$5,774.89	\$12,512.27	\$150,147
				5	\$73.9909	\$5,919.28	\$12,825.11	\$153,901
				6	\$75.8404	\$6,067.24	\$13,145.69	\$157,748
				7	\$77.7371	\$6,218.97	\$13,474.44	\$161,693
				8	\$79.6803	\$6,374.43	\$13,811.27	\$165,735
				9	\$81.6722	\$6,533.78	\$14,156.53	\$169,878
Process Automation & Controls Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Process Automation & Controls Supervisor	185	SU	Exempt	4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Procurement Specialist I	174	PR	Non-exempt	1	\$33.8621	\$2,708.97	\$5,869.44	\$70,433
				2	\$34.7087	\$2,776.70	\$6,016.19	\$72,194
				3	\$35.5765	\$2,846.12	\$6,166.60	\$73,999
				4	\$36.4659	\$2,917.28	\$6,320.78	\$75,849
				5	\$37.3775	\$2,990.20	\$6,478.77	\$77,745
				6	\$38.3121	\$3,064.97	\$6,640.77	\$79,689
				7	\$39.2698	\$3,141.59	\$6,806.78	\$81,681
				8	\$40.2515	\$3,220.12	\$6,976.93	\$83,723
				9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
Procurement Specialist II ¹	175	PR	Non-exempt	1	\$35.5529	\$2,844.24	\$6,162.52	\$73,950
				2	\$36.4419	\$2,915.36	\$6,316.62	\$75,799
				3	\$37.3525	\$2,988.20	\$6,474.44	\$77,693
				4	\$38.2866	\$3,062.93	\$6,636.35	\$79,636
				5	\$39.2438	\$3,139.51	\$6,802.28	\$81,627
				6	\$40.2246	\$3,217.97	\$6,972.27	\$83,667
				7	\$41.2303	\$3,298.43	\$7,146.60	\$85,759
				8	\$42.2611	\$3,380.89	\$7,325.27	\$87,903
				9	\$43.3178	\$3,465.43	\$7,508.44	\$90,101
Project Manager I	184	PR	Exempt	1	\$55.1510	\$4,412.08	\$9,559.51	\$114,714
				2	\$56.5299	\$4,522.40	\$9,798.54	\$117,582
				3	\$57.9433	\$4,635.47	\$10,043.52	\$120,522
				4	\$59.3919	\$4,751.36	\$10,294.62	\$123,535
				5	\$60.8770	\$4,870.16	\$10,552.02	\$126,624
				6	\$62.3986	\$4,991.89	\$10,815.77	\$129,789
				7	\$63.9582	\$5,116.66	\$11,086.10	\$133,033
				8	\$65.5568	\$5,244.55	\$11,363.20	\$136,358
				9	\$67.1962	\$5,375.70	\$11,647.35	\$139,768
Project Manager II	185	PR	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Records Management Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Records Management Supervisor	185	SU	Exempt	5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Records Specialist	173	GU	Non-exempt	1	\$32.2520	\$2,580.16	\$5,590.35	\$67,084
				2	\$33.0582	\$2,644.66	\$5,730.10	\$68,761
				3	\$33.8851	\$2,710.81	\$5,873.43	\$70,481
				4	\$34.7318	\$2,778.55	\$6,020.20	\$72,242
				5	\$35.5996	\$2,847.97	\$6,170.61	\$74,047
				6	\$36.4904	\$2,919.24	\$6,325.02	\$75,900
				7	\$37.4020	\$2,992.16	\$6,483.02	\$77,796
				8	\$38.3375	\$3,067.00	\$6,645.17	\$79,742
				9	\$39.2962	\$3,143.70	\$6,811.35	\$81,736
Recycled Water Distribution Operator	179	OP	Non-exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Risk Specialist	174	PR	Non-exempt	1	\$33.8621	\$2,708.97	\$5,869.44	\$70,433
				2	\$34.7087	\$2,776.70	\$6,016.19	\$72,194
				3	\$35.5765	\$2,846.12	\$6,166.60	\$73,999
				4	\$36.4659	\$2,917.28	\$6,320.78	\$75,849
				5	\$37.3775	\$2,990.20	\$6,478.77	\$77,745
				6	\$38.3121	\$3,064.97	\$6,640.77	\$79,689
				7	\$39.2698	\$3,141.59	\$6,806.78	\$81,681
				8	\$40.2515	\$3,220.12	\$6,976.93	\$83,723
				9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
RW/Groundwater Recharge Maintenance Technician	176	GU	Non-exempt	1	\$37.3294	\$2,986.36	\$6,470.45	\$77,645
				2	\$38.2630	\$3,061.04	\$6,632.26	\$79,587
				3	\$39.2188	\$3,137.51	\$6,797.94	\$81,575
				4	\$40.2000	\$3,216.00	\$6,968.00	\$83,616
				5	\$41.2049	\$3,296.40	\$7,142.20	\$85,706
				6	\$42.2351	\$3,378.81	\$7,320.76	\$87,849
				7	\$43.2909	\$3,463.28	\$7,503.78	\$90,045
				8	\$44.3731	\$3,549.85	\$7,691.35	\$92,296
				9	\$45.4827	\$3,638.62	\$7,883.68	\$94,604
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt	4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Safety Analyst	178	PR	Exempt	1	\$41.1553	\$3,292.43	\$7,133.60	\$85,603
				2	\$42.1842	\$3,374.74	\$7,311.94	\$87,743
				3	\$43.2390	\$3,459.12	\$7,494.76	\$89,937
				4	\$44.3193	\$3,545.55	\$7,682.03	\$92,184
				5	\$45.4279	\$3,634.24	\$7,874.19	\$94,490
				6	\$46.5630	\$3,725.04	\$8,070.92	\$96,851
				7	\$47.7275	\$3,818.20	\$8,272.77	\$99,273
				8	\$48.9207	\$3,913.66	\$8,479.60	\$101,755
				9	\$50.1433	\$4,011.47	\$8,691.52	\$104,298
Safety Officer	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Senior Accountant	179	PR	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Senior Associate Engineer	184	UN	Exempt	1	\$55.1510	\$4,412.08	\$9,559.51	\$114,714
				2	\$56.5299	\$4,522.40	\$9,798.54	\$117,582
				3	\$57.9433	\$4,635.47	\$10,043.52	\$120,522
				4	\$59.3919	\$4,751.36	\$10,294.62	\$123,535
				5	\$60.8770	\$4,870.16	\$10,552.02	\$126,624
				6	\$62.3986	\$4,991.89	\$10,815.77	\$129,789
				7	\$63.9582	\$5,116.66	\$11,086.10	\$133,033
				8	\$65.5568	\$5,244.55	\$11,363.20	\$136,358
				9	\$67.1962	\$5,375.70	\$11,647.35	\$139,768
Senior Associate Engineer - PE	185	UN	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Associate Engineer - PE	185	UN	Exempt	5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Senior Compost Operations & Maintenance Technician	181	GU	Non-exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Senior Construction Project Inspector	182	UN	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Senior Engineer	187	PR	Exempt	1	\$63.8428	\$5,107.43	\$11,066.10	\$132,793
				2	\$65.4385	\$5,235.08	\$11,342.68	\$136,112
				3	\$67.0746	\$5,365.97	\$11,626.27	\$139,515
				4	\$68.7515	\$5,500.12	\$11,916.93	\$143,003
				5	\$70.4698	\$5,637.59	\$12,214.78	\$146,577
				6	\$72.2318	\$5,778.55	\$12,520.20	\$150,242
				7	\$74.0375	\$5,923.00	\$12,833.17	\$153,998
				8	\$75.8885	\$6,071.08	\$13,154.01	\$157,848
				9	\$77.7861	\$6,222.89	\$13,482.93	\$161,795
Senior Environmental Resources Planner	184	UN	Exempt	1	\$55.1510	\$4,412.08	\$9,559.51	\$114,714
				2	\$56.5299	\$4,522.40	\$9,798.54	\$117,582
				3	\$57.9433	\$4,635.47	\$10,043.52	\$120,522
				4	\$59.3919	\$4,751.36	\$10,294.62	\$123,535
				5	\$60.8770	\$4,870.16	\$10,552.02	\$126,624
				6	\$62.3986	\$4,991.89	\$10,815.77	\$129,789
				7	\$63.9582	\$5,116.66	\$11,086.10	\$133,033
				8	\$65.5568	\$5,244.55	\$11,363.20	\$136,358
				9	\$67.1962	\$5,375.70	\$11,647.35	\$139,768
Senior External Affairs Specialist	180	UN	Exempt	1	\$45.3746	\$3,629.97	\$7,864.94	\$94,379
				2	\$46.5092	\$3,720.74	\$8,061.61	\$96,739
				3	\$47.6722	\$3,813.78	\$8,263.19	\$99,158
				4	\$48.8640	\$3,909.12	\$8,469.76	\$101,637

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior External Affairs Specialist	180	UN	Exempt	5	\$50.0851	\$4,006.81	\$8,681.43	\$104,177
				6	\$51.3375	\$4,107.00	\$8,898.50	\$106,782
				7	\$52.6207	\$4,209.66	\$9,120.93	\$109,451
				8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
Senior Financial Analyst	183	PR	Exempt	1	\$52.5270	\$4,202.16	\$9,104.68	\$109,256
				2	\$53.8395	\$4,307.16	\$9,332.18	\$111,986
				3	\$55.1856	\$4,414.85	\$9,565.51	\$114,786
				4	\$56.5654	\$4,525.24	\$9,804.69	\$117,656
				5	\$57.9799	\$4,638.40	\$10,049.87	\$120,598
				6	\$59.4289	\$4,754.32	\$10,301.03	\$123,612
				7	\$60.9145	\$4,873.16	\$10,558.52	\$126,702
				8	\$62.4375	\$4,995.00	\$10,822.50	\$129,870
				9	\$63.9986	\$5,119.89	\$11,093.10	\$133,117
Senior Information Systems Analyst	182	PR	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Senior Internal Auditor	182	PR	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Senior Inventory Analyst	182	PR	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Senior Management Analyst	182	PR	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Management Analyst	182	PR	Exempt	6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Senior Operations Specialist	184	UN	Exempt	1	\$55.1510	\$4,412.08	\$9,559.51	\$114,714
				2	\$56.5299	\$4,522.40	\$9,798.54	\$117,582
				3	\$57.9433	\$4,635.47	\$10,043.52	\$120,522
				4	\$59.3919	\$4,751.36	\$10,294.62	\$123,535
				5	\$60.8770	\$4,870.16	\$10,552.02	\$126,624
				6	\$62.3986	\$4,991.89	\$10,815.77	\$129,789
				7	\$63.9582	\$5,116.66	\$11,086.10	\$133,033
				8	\$65.5568	\$5,244.55	\$11,363.20	\$136,358
				9	\$67.1962	\$5,375.70	\$11,647.35	\$139,768
Senior Policy Advisor	188	UN	Exempt	1	\$67.0318	\$5,362.55	\$11,618.86	\$139,426
				2	\$68.7082	\$5,496.66	\$11,909.43	\$142,913
				3	\$70.4260	\$5,634.08	\$12,207.18	\$146,486
				4	\$72.1861	\$5,774.89	\$12,512.27	\$150,147
				5	\$73.9909	\$5,919.28	\$12,825.11	\$153,901
				6	\$75.8404	\$6,067.24	\$13,145.69	\$157,748
				7	\$77.7371	\$6,218.97	\$13,474.44	\$161,693
				8	\$79.6803	\$6,374.43	\$13,811.27	\$165,735
				9	\$81.6722	\$6,533.78	\$14,156.53	\$169,878
Senior Policy Advisor (Y-Rated; Hired Before 1/23/2022)	207	UN	Exempt	1	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Senior Pretreatment & Source Control Inspector	180	GU	Non-exempt	1	\$45.3746	\$3,629.97	\$7,864.94	\$94,379
				2	\$46.5092	\$3,720.74	\$8,061.61	\$96,739
				3	\$47.6722	\$3,813.78	\$8,263.19	\$99,158
				4	\$48.8640	\$3,909.12	\$8,469.76	\$101,637
				5	\$50.0851	\$4,006.81	\$8,681.43	\$104,177
				6	\$51.3375	\$4,107.00	\$8,898.50	\$106,782
				7	\$52.6207	\$4,209.66	\$9,120.93	\$109,451
				8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
Senior Project Manager	187	PR	Exempt	1	\$63.8428	\$5,107.43	\$11,066.10	\$132,793
				2	\$65.4385	\$5,235.08	\$11,342.68	\$136,112
				3	\$67.0746	\$5,365.97	\$11,626.27	\$139,515
				4	\$68.7515	\$5,500.12	\$11,916.93	\$143,003
				5	\$70.4698	\$5,637.59	\$12,214.78	\$146,577
				6	\$72.2318	\$5,778.55	\$12,520.20	\$150,242
				7	\$74.0375	\$5,923.00	\$12,833.17	\$153,998
				8	\$75.8885	\$6,071.08	\$13,154.01	\$157,848
				9	\$77.7861	\$6,222.89	\$13,482.93	\$161,795
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt	2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Senior Water Plant Operator	181	OP	Non-exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Senior Water Resources Analyst	184	PR	Exempt	1	\$55.1510	\$4,412.08	\$9,559.51	\$114,714
				2	\$56.5299	\$4,522.40	\$9,798.54	\$117,582
				3	\$57.9433	\$4,635.47	\$10,043.52	\$120,522
				4	\$59.3919	\$4,751.36	\$10,294.62	\$123,535
				5	\$60.8770	\$4,870.16	\$10,552.02	\$126,624
				6	\$62.3986	\$4,991.89	\$10,815.77	\$129,789
				7	\$63.9582	\$5,116.66	\$11,086.10	\$133,033
				8	\$65.5568	\$5,244.55	\$11,363.20	\$136,358
				9	\$67.1962	\$5,375.70	\$11,647.35	\$139,768
Source Control/Environmental Resources Supervisor	187	SU	Exempt	1	\$63.8428	\$5,107.43	\$11,066.10	\$132,793
				2	\$65.4385	\$5,235.08	\$11,342.68	\$136,112
				3	\$67.0746	\$5,365.97	\$11,626.27	\$139,515
				4	\$68.7515	\$5,500.12	\$11,916.93	\$143,003
				5	\$70.4698	\$5,637.59	\$12,214.78	\$146,577
				6	\$72.2318	\$5,778.55	\$12,520.20	\$150,242
				7	\$74.0375	\$5,923.00	\$12,833.17	\$153,998
				8	\$75.8885	\$6,071.08	\$13,154.01	\$157,848
				9	\$77.7861	\$6,222.89	\$13,482.93	\$161,795
Supervisor - Environmental Compliance & Energy	188	SU	Exempt	1	\$67.0318	\$5,362.55	\$11,618.86	\$139,426
				2	\$68.7082	\$5,496.66	\$11,909.43	\$142,913
				3	\$70.4260	\$5,634.08	\$12,207.18	\$146,486
				4	\$72.1861	\$5,774.89	\$12,512.27	\$150,147
				5	\$73.9909	\$5,919.28	\$12,825.11	\$153,901
				6	\$75.8404	\$6,067.24	\$13,145.69	\$157,748
				7	\$77.7371	\$6,218.97	\$13,474.44	\$161,693
				8	\$79.6803	\$6,374.43	\$13,811.27	\$165,735
				9	\$81.6722	\$6,533.78	\$14,156.53	\$169,878

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Systems Administrator	181	PR	Exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Technology Specialist I	178	GU	Non-exempt	1	\$41.1553	\$3,292.43	\$7,133.60	\$85,603
				2	\$42.1842	\$3,374.74	\$7,311.94	\$87,743
				3	\$43.2390	\$3,459.12	\$7,494.76	\$89,937
				4	\$44.3193	\$3,545.55	\$7,682.03	\$92,184
				5	\$45.4279	\$3,634.24	\$7,874.19	\$94,490
				6	\$46.5630	\$3,725.04	\$8,070.92	\$96,851
				7	\$47.7275	\$3,818.20	\$8,272.77	\$99,273
				8	\$48.9207	\$3,913.66	\$8,479.60	\$101,755
				9	\$50.1433	\$4,011.47	\$8,691.52	\$104,298
Technology Specialist II	180	GU	Non-exempt	1	\$45.3746	\$3,629.97	\$7,864.94	\$94,379
				2	\$46.5092	\$3,720.74	\$8,061.61	\$96,739
				3	\$47.6722	\$3,813.78	\$8,263.19	\$99,158
				4	\$48.8640	\$3,909.12	\$8,469.76	\$101,637
				5	\$50.0851	\$4,006.81	\$8,681.43	\$104,177
				6	\$51.3375	\$4,107.00	\$8,898.50	\$106,782
				7	\$52.6207	\$4,209.66	\$9,120.93	\$109,451
				8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
Technology Specialist III	182	GU	Non-exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Warehouse Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Warehouse Technician	171	GU	Non-exempt	1	\$29.2539	\$2,340.32	\$5,070.70	\$60,848

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Warehouse Technician	171	GU	Non-exempt	2	\$29.9851	\$2,398.81	\$5,197.43	\$62,369
				3	\$30.7347	\$2,458.78	\$5,327.36	\$63,928
				4	\$31.5029	\$2,520.24	\$5,460.52	\$65,526
				5	\$32.2914	\$2,583.32	\$5,597.20	\$67,166
				6	\$33.0981	\$2,647.85	\$5,737.01	\$68,844
				7	\$33.9260	\$2,714.08	\$5,880.51	\$70,566
				8	\$34.7736	\$2,781.89	\$6,027.43	\$72,329
				9	\$35.6433	\$2,851.47	\$6,178.19	\$74,138
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	1	\$33.8621	\$2,708.97	\$5,869.44	\$70,433
				2	\$34.7087	\$2,776.70	\$6,016.19	\$72,194
				3	\$35.5765	\$2,846.12	\$6,166.60	\$73,999
				4	\$36.4659	\$2,917.28	\$6,320.78	\$75,849
				5	\$37.3775	\$2,990.20	\$6,478.77	\$77,745
				6	\$38.3121	\$3,064.97	\$6,640.77	\$79,689
				7	\$39.2698	\$3,141.59	\$6,806.78	\$81,681
				8	\$40.2515	\$3,220.12	\$6,976.93	\$83,723
				9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
Wastewater Treatment Plant Operator II	176	OP	Non-exempt	1	\$37.3294	\$2,986.36	\$6,470.45	\$77,645
				2	\$38.2630	\$3,061.04	\$6,632.26	\$79,587
				3	\$39.2188	\$3,137.51	\$6,797.94	\$81,575
				4	\$40.2000	\$3,216.00	\$6,968.00	\$83,616
				5	\$41.2049	\$3,296.40	\$7,142.20	\$85,706
				6	\$42.2351	\$3,378.81	\$7,320.76	\$87,849
				7	\$43.2909	\$3,463.28	\$7,503.78	\$90,045
				8	\$44.3731	\$3,549.85	\$7,691.35	\$92,296
				9	\$45.4827	\$3,638.62	\$7,883.68	\$94,604
Wastewater Treatment Plant Operator III	178	OP	Non-exempt	1	\$41.1553	\$3,292.43	\$7,133.60	\$85,603
				2	\$42.1842	\$3,374.74	\$7,311.94	\$87,743
				3	\$43.2390	\$3,459.12	\$7,494.76	\$89,937
				4	\$44.3193	\$3,545.55	\$7,682.03	\$92,184
				5	\$45.4279	\$3,634.24	\$7,874.19	\$94,490
				6	\$46.5630	\$3,725.04	\$8,070.92	\$96,851
				7	\$47.7275	\$3,818.20	\$8,272.77	\$99,273
				8	\$48.9207	\$3,913.66	\$8,479.60	\$101,755
				9	\$50.1433	\$4,011.47	\$8,691.52	\$104,298
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt	1	\$45.3746	\$3,629.97	\$7,864.94	\$94,379
				2	\$46.5092	\$3,720.74	\$8,061.61	\$96,739
				3	\$47.6722	\$3,813.78	\$8,263.19	\$99,158
				4	\$48.8640	\$3,909.12	\$8,469.76	\$101,637
				5	\$50.0851	\$4,006.81	\$8,681.43	\$104,177
				6	\$51.3375	\$4,107.00	\$8,898.50	\$106,782
				7	\$52.6207	\$4,209.66	\$9,120.93	\$109,451
				8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt	1	\$29.2539	\$2,340.32	\$5,070.70	\$60,848

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt	2	\$29.9851	\$2,398.81	\$5,197.43	\$62,369
				3	\$30.7347	\$2,458.78	\$5,327.36	\$63,928
				4	\$31.5029	\$2,520.24	\$5,460.52	\$65,526
				5	\$32.2914	\$2,583.32	\$5,597.20	\$67,166
				6	\$33.0981	\$2,647.85	\$5,737.01	\$68,844
				7	\$33.9260	\$2,714.08	\$5,880.51	\$70,566
				8	\$34.7736	\$2,781.89	\$6,027.43	\$72,329
				9	\$35.6433	\$2,851.47	\$6,178.19	\$74,138
Water Plant Operator I	174	OP	Non-exempt	1	\$33.8621	\$2,708.97	\$5,869.44	\$70,433
				2	\$34.7087	\$2,776.70	\$6,016.19	\$72,194
				3	\$35.5765	\$2,846.12	\$6,166.60	\$73,999
				4	\$36.4659	\$2,917.28	\$6,320.78	\$75,849
				5	\$37.3775	\$2,990.20	\$6,478.77	\$77,745
				6	\$38.3121	\$3,064.97	\$6,640.77	\$79,689
				7	\$39.2698	\$3,141.59	\$6,806.78	\$81,681
				8	\$40.2515	\$3,220.12	\$6,976.93	\$83,723
				9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
Water Plant Operator II	176	OP	Non-exempt	1	\$37.3294	\$2,986.36	\$6,470.45	\$77,645
				2	\$38.2630	\$3,061.04	\$6,632.26	\$79,587
				3	\$39.2188	\$3,137.51	\$6,797.94	\$81,575
				4	\$40.2000	\$3,216.00	\$6,968.00	\$83,616
				5	\$41.2049	\$3,296.40	\$7,142.20	\$85,706
				6	\$42.2351	\$3,378.81	\$7,320.76	\$87,849
				7	\$43.2909	\$3,463.28	\$7,503.78	\$90,045
				8	\$44.3731	\$3,549.85	\$7,691.35	\$92,296
				9	\$45.4827	\$3,638.62	\$7,883.68	\$94,604
Water Plant Operator III	178	OP	Non-exempt	1	\$41.1553	\$3,292.43	\$7,133.60	\$85,603
				2	\$42.1842	\$3,374.74	\$7,311.94	\$87,743
				3	\$43.2390	\$3,459.12	\$7,494.76	\$89,937
				4	\$44.3193	\$3,545.55	\$7,682.03	\$92,184
				5	\$45.4279	\$3,634.24	\$7,874.19	\$94,490
				6	\$46.5630	\$3,725.04	\$8,070.92	\$96,851
				7	\$47.7275	\$3,818.20	\$8,272.77	\$99,273
				8	\$48.9207	\$3,913.66	\$8,479.60	\$101,755
				9	\$50.1433	\$4,011.47	\$8,691.52	\$104,298
Water Plant Operator IV, V	180	OP	Non-exempt	1	\$45.3746	\$3,629.97	\$7,864.94	\$94,379
				2	\$46.5092	\$3,720.74	\$8,061.61	\$96,739
				3	\$47.6722	\$3,813.78	\$8,263.19	\$99,158
				4	\$48.8640	\$3,909.12	\$8,469.76	\$101,637
				5	\$50.0851	\$4,006.81	\$8,681.43	\$104,177
				6	\$51.3375	\$4,107.00	\$8,898.50	\$106,782
				7	\$52.6207	\$4,209.66	\$9,120.93	\$109,451
				8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
Z-Not in Use	165	(blank)	(blank)	1	\$21.8347	\$1,746.78	\$3,784.69	\$45,416
				2	\$22.3803	\$1,790.43	\$3,879.27	\$46,551

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title

Salary Range

Unit

FLSA

Step

Hourly

Biweekly

Monthly

Annually

Z-Not in Use

165

(blank)

(blank)

3

\$22.9400

\$1,835.20

\$3,976.27

\$47,715

4

\$23.5135

\$1,881.08

\$4,075.68

\$48,908

5

\$24.1015

\$1,928.12

\$4,177.60

\$50,131

6

\$24.7034

\$1,976.28

\$4,281.94

\$51,383

7

\$25.3217

\$2,025.74

\$4,389.11

\$52,669

8

\$25.9544

\$2,076.36

\$4,498.78

\$53,985

9

\$26.6034

\$2,128.28

\$4,611.28

\$55,335

167

(blank)

(blank)

1

\$24.0707

\$1,925.66

\$4,172.27

\$50,067

2

\$24.6722

\$1,973.78

\$4,276.53

\$51,318

3

\$25.2895

\$2,023.16

\$4,383.52

\$52,602

4

\$25.9212

\$2,073.70

\$4,493.02

\$53,916

5

\$26.5693

\$2,125.55

\$4,605.36

\$55,264

6

\$27.2332

\$2,178.66

\$4,720.43

\$56,645

7

\$27.9145

\$2,233.16

\$4,838.52

\$58,062

8

\$28.6121

\$2,288.97

\$4,959.44

\$59,513

9

\$29.3270

\$2,346.16

\$5,083.35

\$61,000

168

(blank)

(blank)

1

\$25.2722

\$2,021.78

\$4,380.53

\$52,566

2

\$25.9039

\$2,072.32

\$4,490.03

\$53,880

3

\$26.5510

\$2,124.08

\$4,602.18

\$55,226

4

\$27.2145

\$2,177.16

\$4,717.18

\$56,606

5

\$27.8948

\$2,231.59

\$4,835.12

\$58,021

6

\$28.5928

\$2,287.43

\$4,956.10

\$59,473

7

\$29.3073

\$2,344.59

\$5,079.95

\$60,959

8

\$30.0400

\$2,403.20

\$5,206.94

\$62,483

9

\$30.7914

\$2,463.32

\$5,337.20

\$64,046

169

(blank)

(blank)

1

\$26.5337

\$2,122.70

\$4,599.19

\$55,190

2

\$27.1967

\$2,175.74

\$4,714.11

\$56,569

3

\$27.8765

\$2,230.12

\$4,831.93

\$57,983

4

\$28.5741

\$2,285.93

\$4,952.85

\$59,434

5

\$29.2880

\$2,343.04

\$5,076.59

\$60,919

6

\$30.0202

\$2,401.62

\$5,203.51

\$62,442

7

\$30.7707

\$2,461.66

\$5,333.60

\$64,003

8

\$31.5400

\$2,523.20

\$5,466.94

\$65,603

9

\$32.3284

\$2,586.28

\$5,603.61

\$67,243

191

(blank)

(blank)

1

\$77.5962

\$6,207.70

\$13,450.02

\$161,400

2

\$79.5361

\$6,362.89

\$13,786.27

\$165,435

3

\$81.5246

\$6,521.97

\$14,130.94

\$169,571

4

\$83.5621

\$6,684.97

\$14,484.11

\$173,809

5

\$85.6510

\$6,852.08

\$14,846.18

\$178,154

6

\$87.7924

\$7,023.40

\$15,217.37

\$182,608

7

\$89.9871

\$7,198.97

\$15,597.77

\$187,173

8

\$92.2371

\$7,378.97

\$15,987.77

\$191,853

9

\$94.5428

\$7,563.43

\$16,387.44

\$196,649

198

(blank)

(blank)

1

\$109.1866

\$8,734.93

\$18,925.69

\$227,108

2

\$111.9164

\$8,953.32

\$19,398.86

\$232,786

3

\$114.7140

\$9,177.12

\$19,883.76

\$238,605

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2022

Adopted July 6, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Z-Not in Use	198	(blank)	(blank)	4	\$117.5818	\$9,406.55	\$20,380.86	\$244,570
				5	\$120.5212	\$9,641.70	\$20,890.35	\$250,684
				6	\$123.5337	\$9,882.70	\$21,412.52	\$256,950
				7	\$126.6231	\$10,129.85	\$21,948.01	\$263,376
				8	\$129.7880	\$10,383.04	\$22,496.59	\$269,959
				9	\$133.0327	\$10,642.62	\$23,059.01	\$276,708
	200	(blank)	(blank)	1	\$126.1803	\$10,094.43	\$21,871.27	\$262,455
				2	\$129.3351	\$10,346.81	\$22,418.09	\$269,017
				3	\$132.5683	\$10,605.47	\$22,978.52	\$275,742
				4	\$135.8827	\$10,870.62	\$23,553.01	\$282,636
				5	\$139.2794	\$11,142.36	\$24,141.78	\$289,701
				6	\$142.7611	\$11,420.89	\$24,745.27	\$296,943
				7	\$146.3303	\$11,706.43	\$25,363.94	\$304,367
				8	\$149.9890	\$11,999.12	\$25,998.10	\$311,977
				9	\$153.7380	\$12,299.04	\$26,647.92	\$319,775

Note:

1. Incumbent Procurement Specialist I reclassified to Procurement Specialist II on 7/1/18 shall be exempt.

**CONSENT
CALENDAR
ITEM**

1B

Date: July 6, 2022

To: The Honorable Board of Directors

SSD
From: Shivaji Deshmukh, General Manager

Committee:

Staff Contact: Shivaji Deshmukh, General Manager

Subject: Adopt Resolution No. 2022-7-2 Making Certain Findings and Determinations Regarding Special Rules for Conducting Meetings through Teleconference

Executive Summary:

On March 4, 2020, Governor Newsom declared a state of emergency pursuant to Government Code 8625 due to the COVID-19 pandemic and recommended, together with local officials, measures for social distancing to assist in abating the spread of COVID-19; and on March 17, 2020, the Governor issued Executive Order N-29-20 which, among other things, suspended certain Brown Act rules governing the use of teleconferencing for local agency board meetings. Executive Order N-29-20 expired on September 30, 2021. In response to the ongoing COVID-19 pandemic, the California legislature enacted, and the Governor signed into law, AB 361 amending portions of Government Code 54953, allowing for the continued use of teleconferencing for local agency board meetings while suspending the conditions and restrictions of Government Code 54953(b)(3) if the legislative body of the local agency makes certain findings. The legislative body must make these findings every 30 days to continue the use of teleconferencing.

Staff is recommending that the Board of Directors makes the necessary findings and determinations and Adopt Resolution No. 2022-7-2 to continue to conduct meetings through teleconference for a period of 30 days.

Staff's Recommendation:

Adopt Resolution No. 2022-7-2, Making Certain Findings and Determinations Regarding Special Rules for Conducting Meetings through Teleconference.

Budget Impact *Budgeted (Y/N): Y* *Amendment (Y/N): N* *Amount for Requested Approval:*

Account/Project Name:

Fiscal Impact (explain if not budgeted):

None.

Prior Board Action:

The Board adopted Resolution No. 2021-10-1 on Oct. 6, 2021. On Nov. 3, Nov. 17, and Dec. 8, 2021, Jan. 5, Feb. 2, March 2, April 6, May 18, and June 15, 2022 the Board adopted Resolution Nos. 2021-11-6, 2021-11-1, 2021-12-1, 2022-1-1, 2022-2-1, 2022-3-1, 2022-4-7, 2022-5-6, and 2022-6-10 respectively, making continued findings and determinations regarding special rules for conducting meetings through teleconference.

Environmental Determination:

Not Applicable

Business Goal:

The Adoption of a Resolution to make findings for conducting meetings through teleconference is consistent with the IEUA's commitment to applying ethical, fiscally responsible, transparent and environmentally sustainable principles to all aspects of business and organizational conduct.

Attachments:

Attachment 1 - Resolution No. 2022-7-2

RESOLUTION NO. 2022-7-2

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE INLAND
EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY,
CALIFORNIA, MAKING CERTAIN FINDINGS AND
DETERMINATIONS REGARDING SPECIAL RULES FOR
CONDUCTING MEETINGS THROUGH TELECONFERENCE**

WHEREAS, Inland Empire Utilities Agency (“IEUA”) is a municipal water district established pursuant to Section 71000 et seq. of the California Water Code; and

WHEREAS, all meetings of the Board of Directors of IEUA are conducted in open and public settings in compliance with the Ralph M. Brown Act (Brown Act) so that any member of the public may attend, participate and watch the Agency’s Board of Directors conduct their business; and

WHEREAS, on March 4, 2020, the Governor declared a state of emergency pursuant to Government Code 8625 due to the COVID-19 pandemic and has recommended, together with local officials, measures for social distancing to assist in abating the spread of COVID-19; and

WHEREAS, on March 17, 2020, the Governor issued Executive Order N-29-20 which, among other things, suspended certain Brown Act rules governing the use of teleconferencing of local agency board meetings; and

WHEREAS, the California legislature has enacted, and the Governor has signed into law, AB 361 amending portions of Government Code 54953, allowing for the continued use of teleconferencing for local agency board meetings while suspending the conditions and restrictions of Government Code 54953(b)(3) if the legislative body of the local agency makes certain findings; and

WHEREAS, On October 6, 2021 the Board of Directors of the Inland Empire Utilities Agency approved Resolution 2021-10-1 making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, On November 3, 2021 the Board of Directors of the Inland Empire Utilities Agency approved Resolution 2021-11-6 again making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, On November 17, 2021 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2021-11-1 again making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, On December 8, 2021 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2021-12-1 again making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, On January 5, 2022 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2022-1-1 again making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, On February 2, 2022 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2022-2-1 again making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, On March 2, 2022 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2022-3-1 again making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, On April 6, 2022 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2022-4-7 again making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, On May 18, 2022 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2022-5-6 again making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, On June 15, 2022 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2022-6-10 again making certain factual findings, and authorizing the continued use of teleconferencing for IEUA Board meetings for an effective period of 30 days; and

WHEREAS, the Board of Directors must now determine whether to extend the effective period of Resolution No. 2022-7-2 for an additional 30 days, making the appropriate factual findings in support thereof;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Inland Empire Utilities Agency hereby make the following findings and determinations:

SECTION 1. The Governor has proclaimed a state of emergency on March 4, 2020 which continues.

SECTION 2. The Governor and local officials have promoted the use of social distancing as a method to abate the spread of COVID-19 within the community. The Board of Directors finds that conducting in person meetings of the IEUA Board of Directors would be inimical to social distancing and would present imminent risks to the health or safety of the attendees and conducting meetings by teleconference would diminish that risk.

SECTION 3. The Board of Directors will continue to conduct Board meetings by teleconference in compliance with Government Code 54953(e) until such time as the Governor has terminated the state of emergency and the risk to health and safety of meeting attendees is sufficiently diminished or as otherwise required by law. Notice of meetings and posted agendas will contain information which allows members of the public to access the meeting and address the Board of Directors and offer public comment including an opportunity for all persons to attend via a call-in option or an internet-based service option.

SECTION 4. This Resolution shall take effect immediately upon its adoption and shall be effective for 30 days or until such time as the Board of Directors adopts a subsequent resolution in accordance with Government Code 54953(e)(3) to extend the time during which meetings of the Board of Directors may be conducted by teleconference without compliance with Government Code 54953(3)(b).

ADOPTED this 6th day of July, 2022.

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

ATTEST:

Marco Tule, Secretary/Treasurer of the Inland
Empire Utilities Agency* and of the Board of
Directors thereof

STATE OF CALIFORNIA)
)
COUNTY OF SAN BERNARDINO)

I, Marco Tule, Secretary/Treasurer of the Inland Empire Utilities Agency*, DO
HEREBY CERTIFY that the foregoing Resolution being No. 2022-7-2, was adopted at a
regular meeting on July 6, 2022, of said Agency by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Marco Tule, Secretary/Treasurer of the
Inland Empire Utilities Agency* and of the
Board of Directors thereof

(SEAL)

*A Municipal Water District

**WORKSHOP
ITEM**

2A



Drought Update

July 6, 2022

Joshua Aguilar, Senior Engineer
Lisa Morgan-Perales, Sr. Water Resources Analyst
Chris Garcia, Environmental Resources Planner
Andrea Carruthers, Communications Officer

Workshop Agenda

 Water Supply Conditions and Water Resource Planning

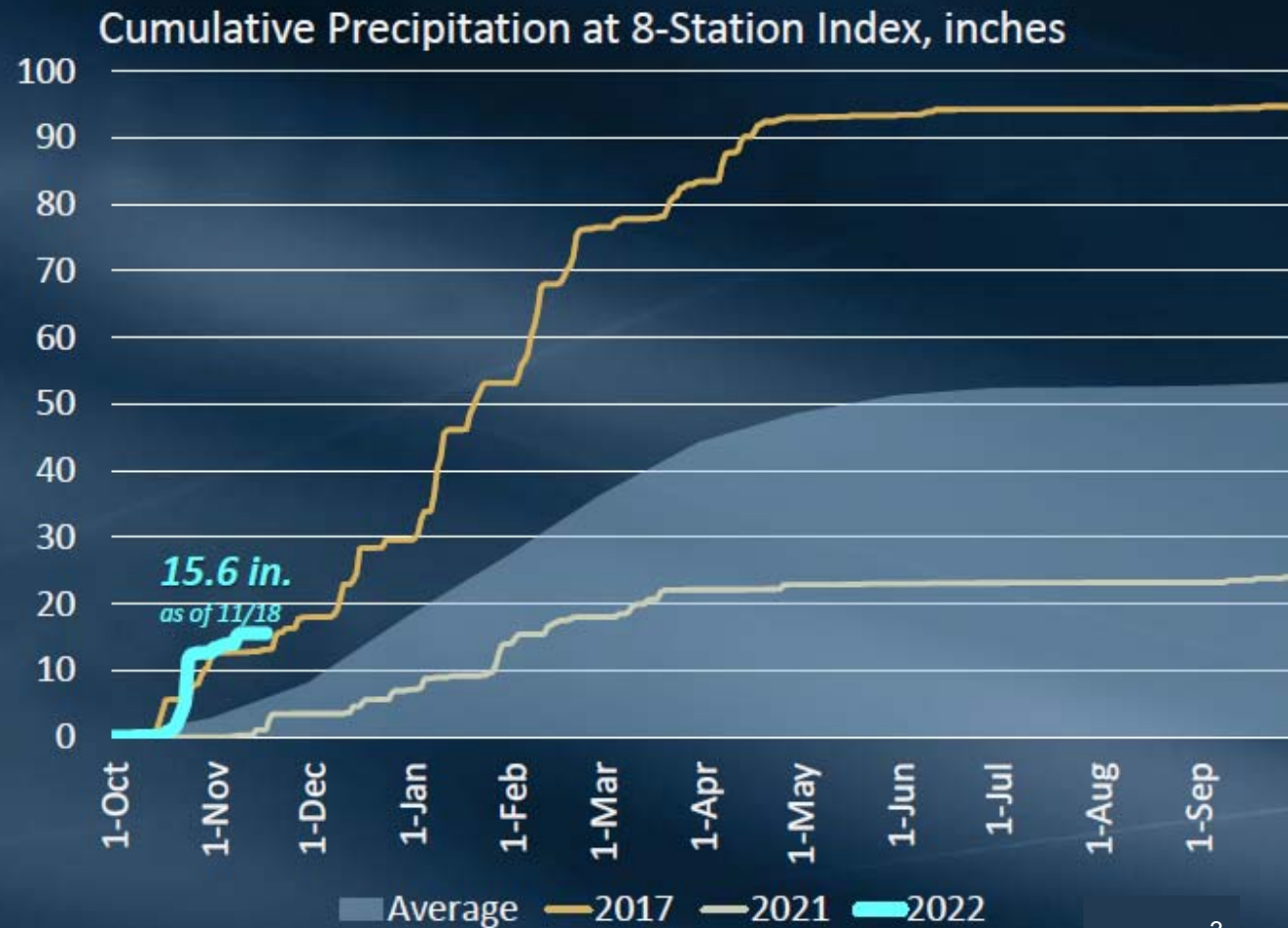
 Water Use Efficiency Update

 Messaging & Outreach



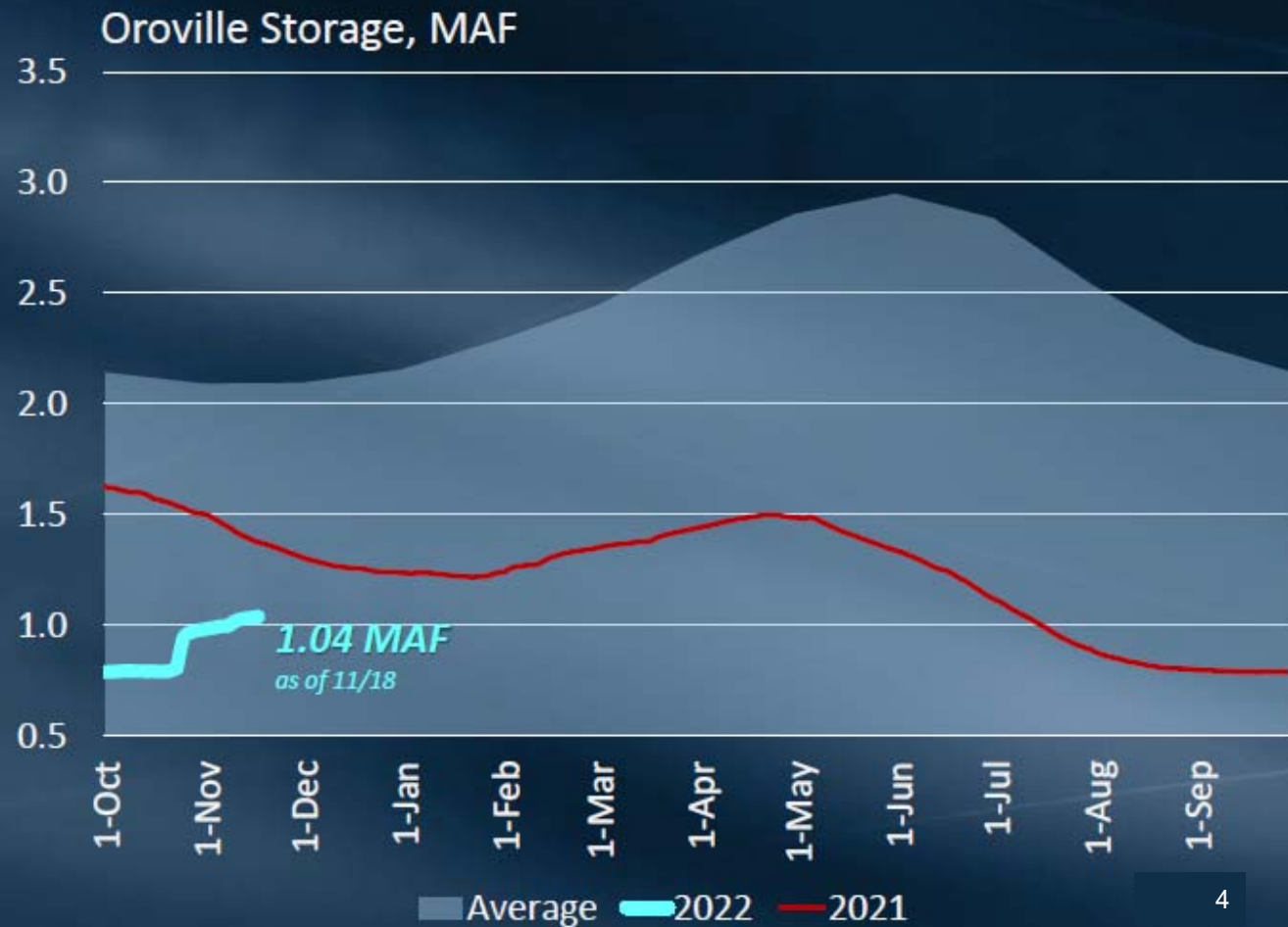
Excellent start to water year for precipitation

- 2nd wettest October since 1920
- Tracking wetter than wettest year



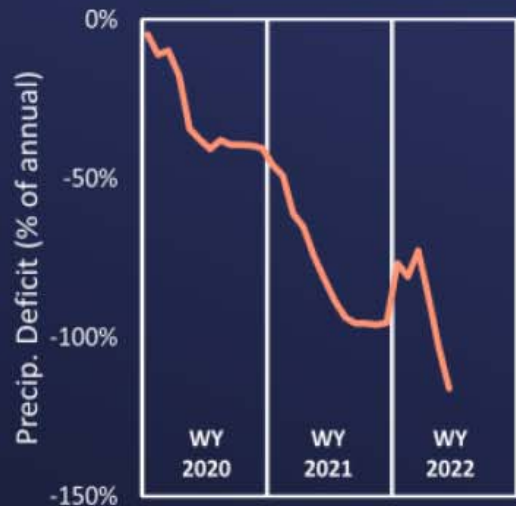
Initial 2022 storage conditions remain very low

- Oroville storage increased nearly 250 TAF since late October
- **Drop in the bucket**
- Need several storms to rebuild storage



Water Shortage Emergency

How did we get here?



8-Station Index Precipitation

Third Year of Drought

- Driest 3 years
- Driest 3 months (Jan. – Mar.)
- Lowest 3-year total deliveries from State Water Project

Average Expectation for SWP

3.2 million AF

DWR's Lowest Forecast

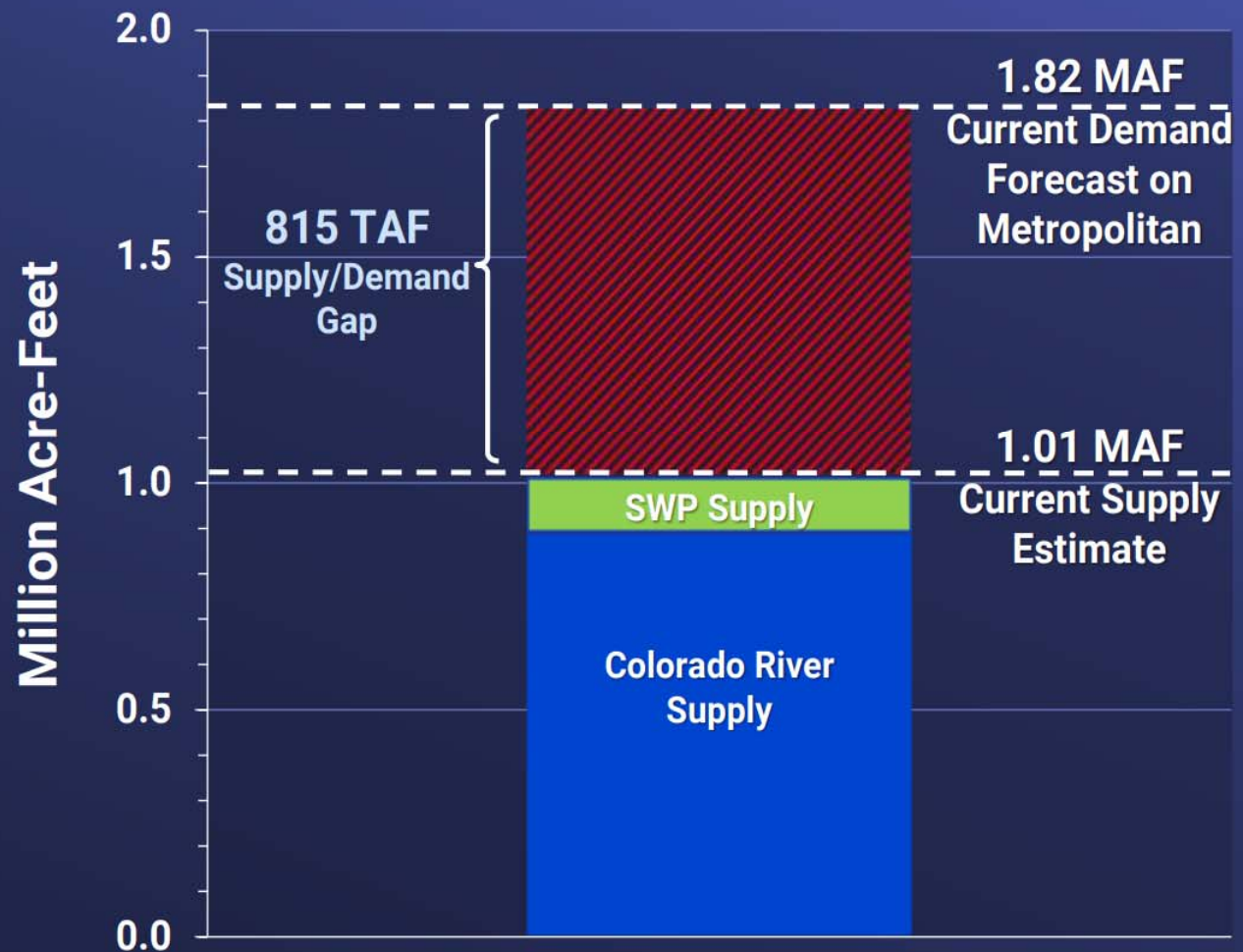
1.0 million AF

Current 3 yrs

0.6 million AF

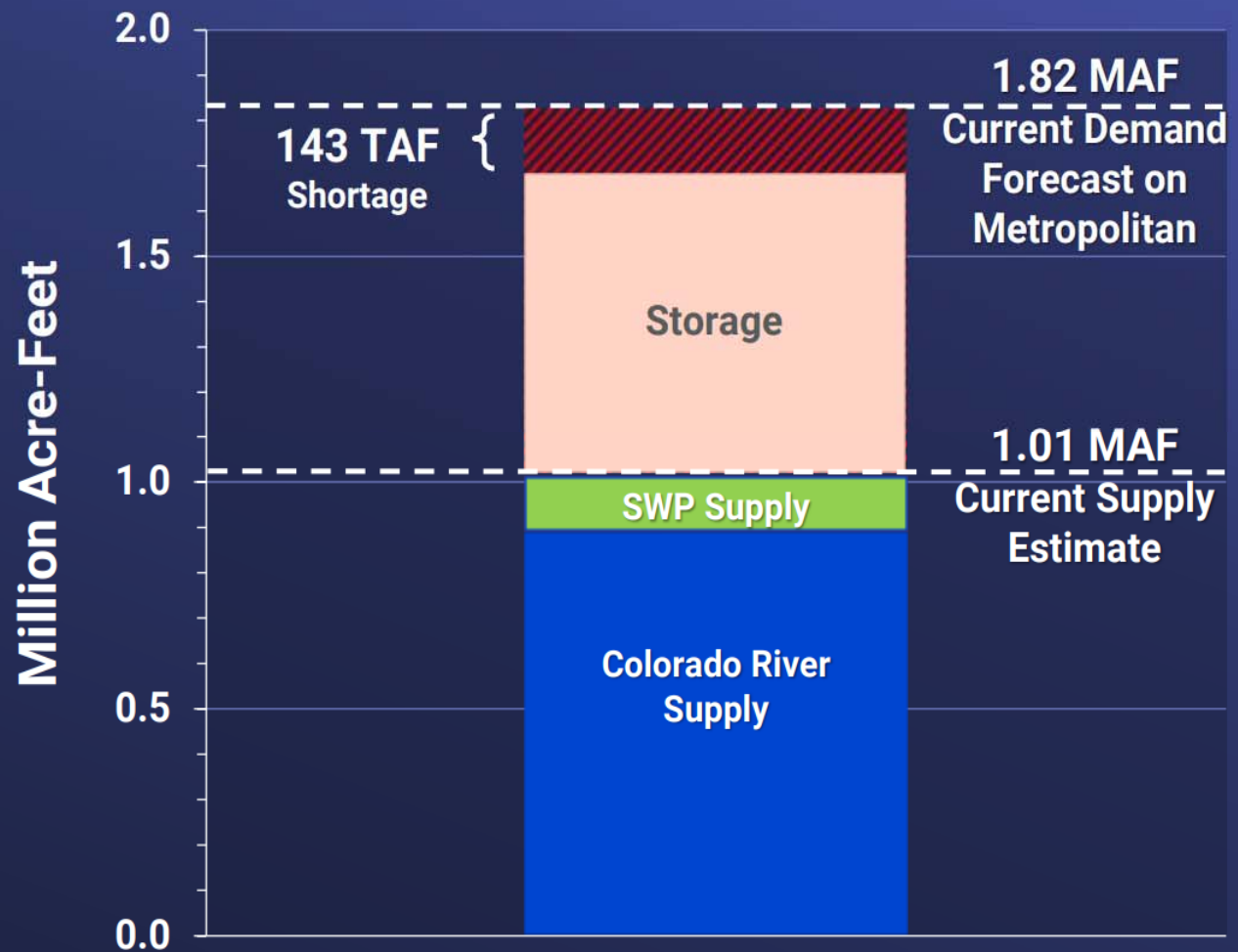
WSDM Supply Demand Balance

Regional View



WSDM Supply Demand Balance

Majority of gap
can be satisfied
through stored
supplies



Assessing Risks to Colorado Reservoirs



Declining Snowpack

Current 30 year avg is 11% lower

Reduced Run-off Efficiency

2021 snowpack 89%, runoff 32%

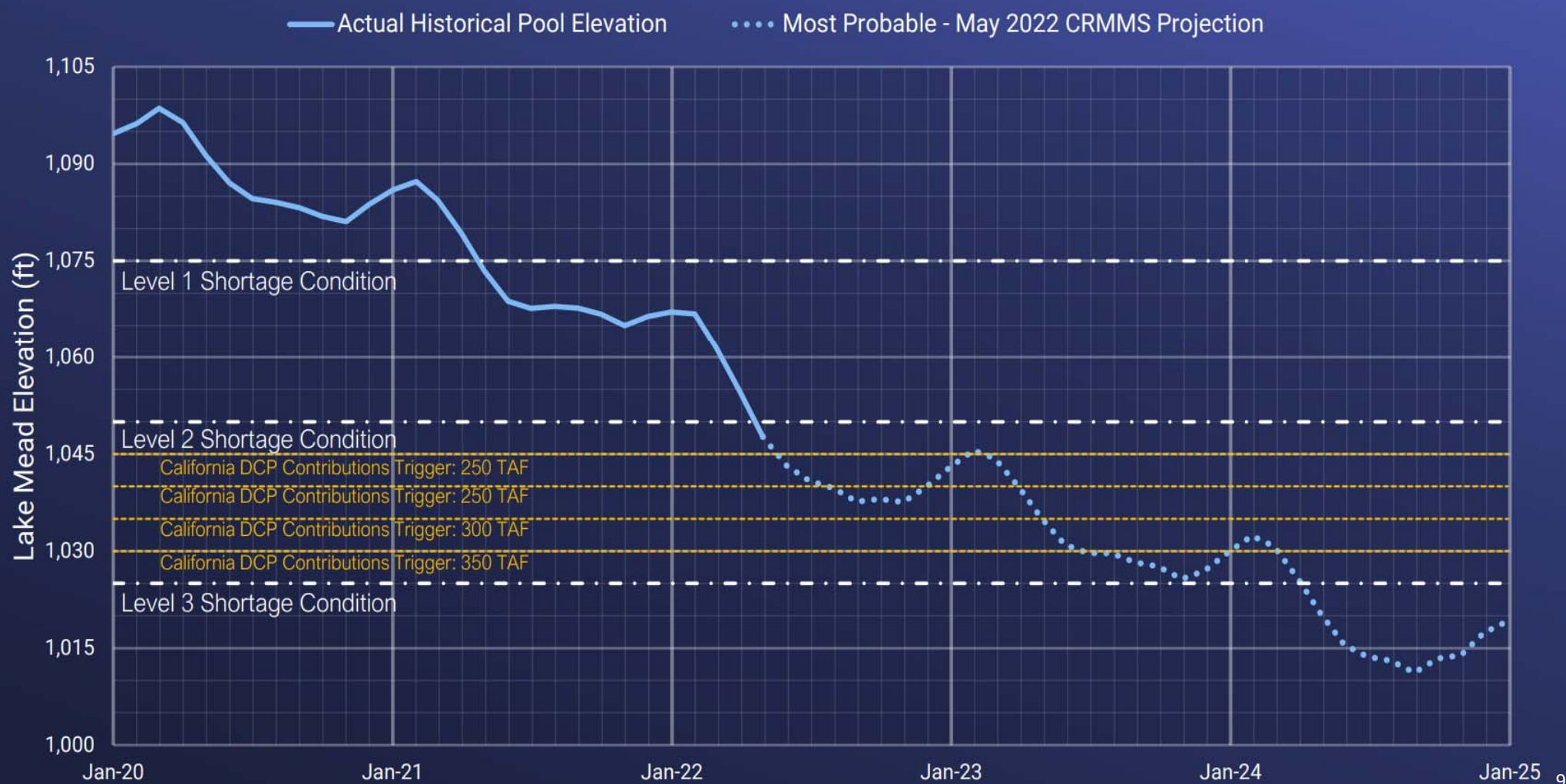
Lower Reservoir Elevations

Both Lake Powell and Mead at lowest levels since filled

Potential for Reduced Water Delivery

Reduced water deliveries, including ICS from Lake Mead

Lake Mead Elevation

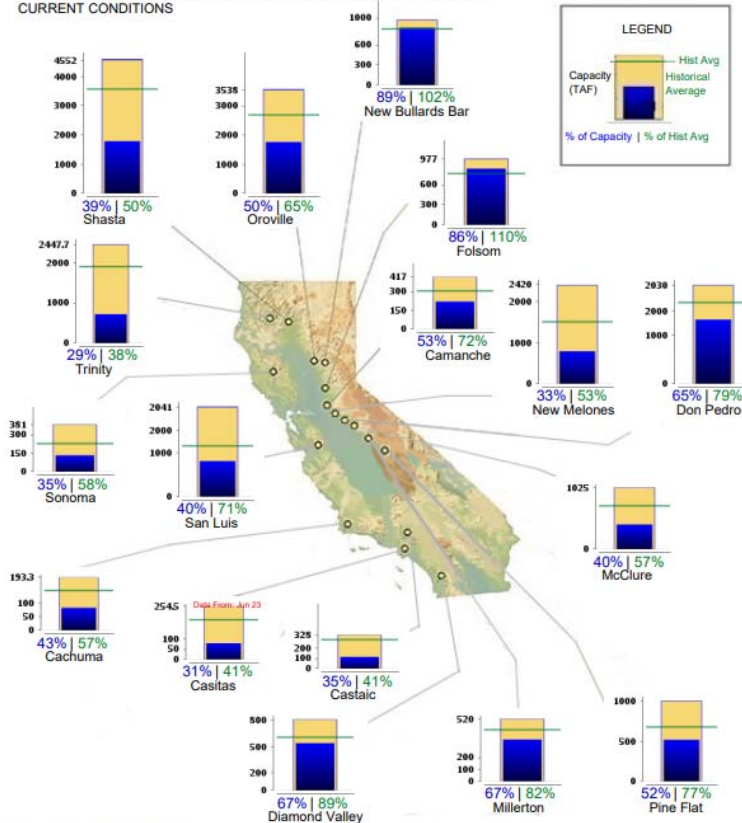


Drought Monitoring and Conditions



CALIFORNIA MAJOR WATER SUPPLY RESERVOIRS CURRENT CONDITIONS

Midnight - June 26, 2022



U.S. Drought Monitor

Current Map

Maps

Data

Summary

About

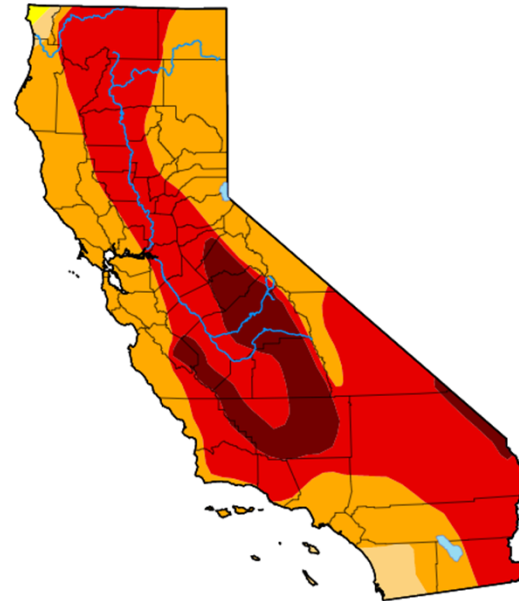
Conditions & Outlooks

En Español

NADM

Home > California

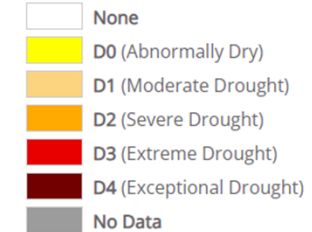
California



Map released: Thurs. June 23, 2022

Data valid: June 21, 2022 at 8 a.m. EDT

Intensity



Authors

United States and Puerto Rico Author(s):

Adam Hartman, NOAA/NWS/NCEP/CPC

Pacific Islands and Virgin Islands Author(s):

Denise Gutzmer, National Drought Mitigation Center

The Drought Monitor focuses on broad-scale conditions. Local conditions may vary. See accompanying text summary for forecast statements.

Emergency Drought Regulation: *Reduce Water Use*

Executive Order N-7-22

Issued March 28, 2022

Public Hearing April 21, 2022

Board Meeting May 24, 2022

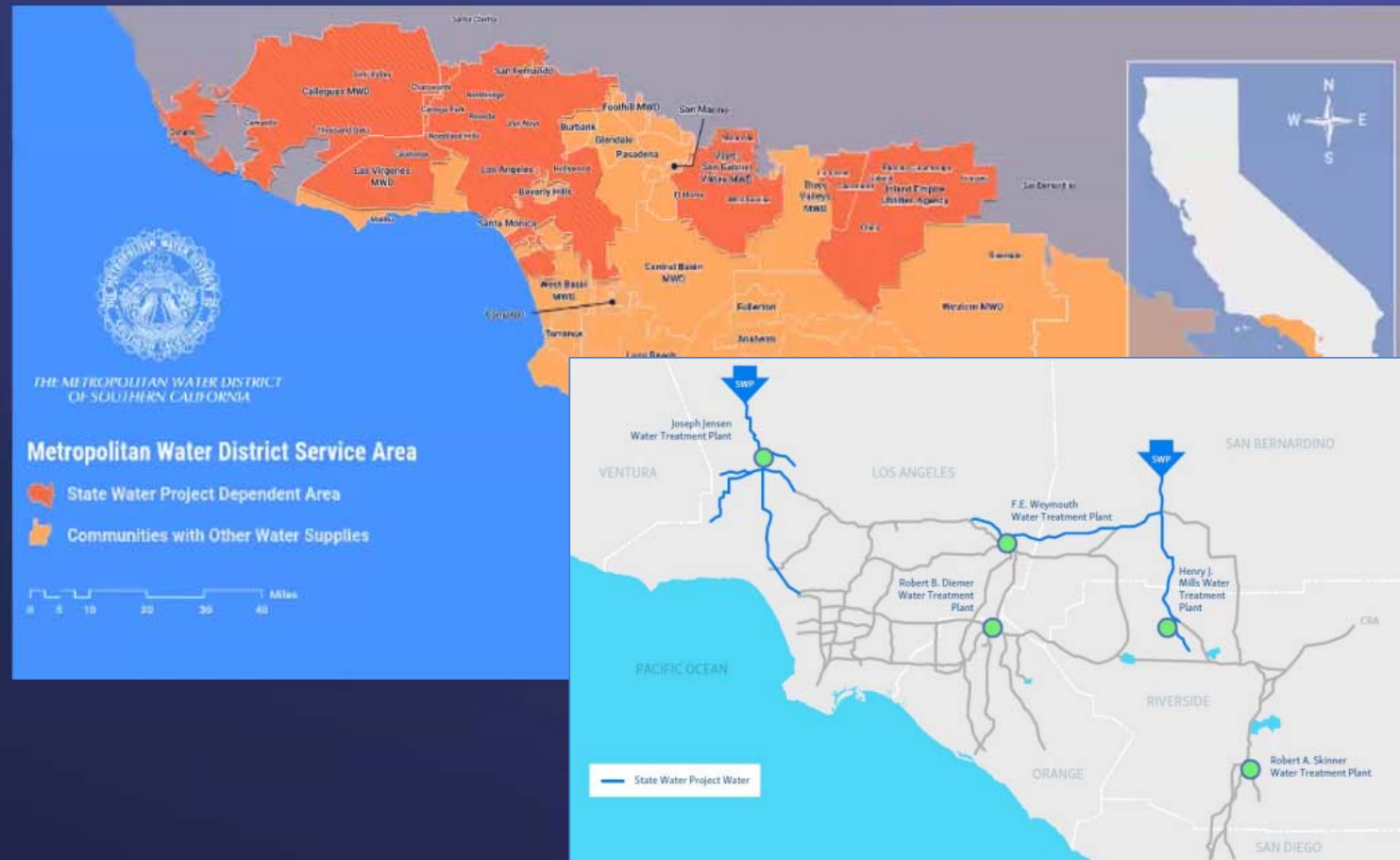
The SWRCB to determine emergency regulations for urban water suppliers

- Suppliers with Water Shortage Contingency Plans (WSCP) enact Level 2: reductions up to 20%
- Suppliers without WSCP
 - Initiate public outreach campaign
 - Limit residential irrigation to no more than two days per week
- Ban potable water irrigation of non-functional turf
 - Focused on Commercial, Industrial and Institutional (CII) properties
 - Exception to ensure health of trees and other perennial non-turf plantings



Insufficient Supplies for SWP Dependent Area

SWP Dependent Area
has approximately
6 million people and it is
unable to receive
Colorado River supplies.



Supply/
Demand Gap
will Fluctuate
Based on
Actual Water
Use and
Supply
Development

2022 SWP Dependent Area Monthly Supply/Demand
As of April 26, 2022



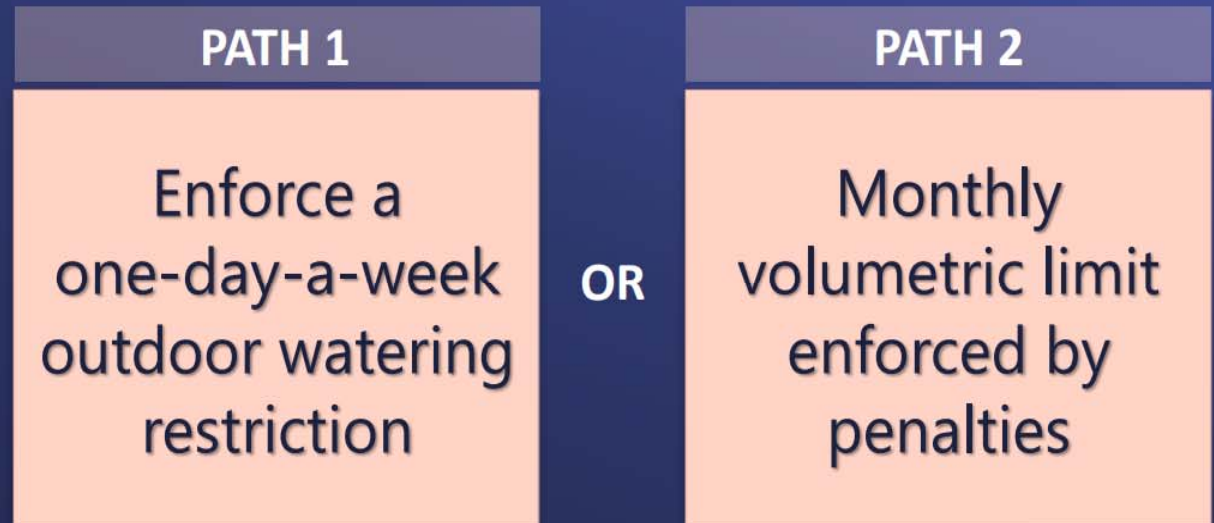
Emergency Water Conservation Program (EWCP)

- Water shortage emergency continues to exist for population within the currently identified SWP Dependent Area
- Purpose of the EWCP is to reduce demands in the SWP Dependent Area thereby preserving remaining SWP supplies
- EWCP commenced on June 1, 2022

Emergency Water Conservation Program

Compliance Paths

- Agencies have a choice on how to manage demands to available supplies



- Choice allows affected SWP Dependent Area water suppliers to tailor their response to what best fits their situation

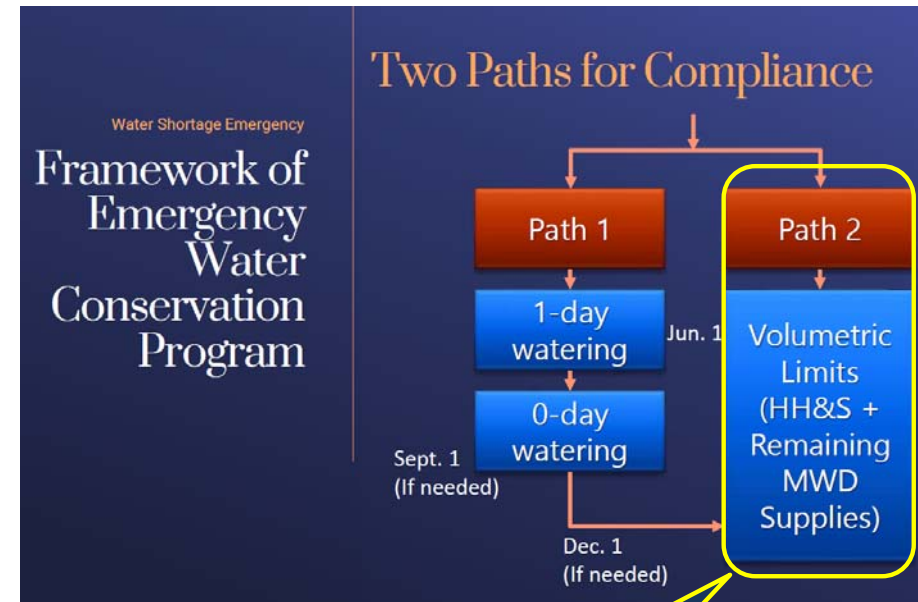
Regional Drought Response

IEUA-Customer Agency collaboration:

- ✓ Drought Response Task Force coordination
- ✓ Advocacy for extraordinary conservation programs
- ✓ Advocacy for long-term local and regional solutions
- ✓ Regional messaging and outreach support
- ✓ Drought navigation through successful collaboration

- Agencies have chosen their path preference and submitted ordinance documentation and enforcement plans

PATH 1	PATH 2
Calleguas MWD	City of Los Angeles
Las Virgenes MWD	Inland Empire Utilities Agency
Three Valleys MWD	Upper San Gabriel Valley MWD



IEUA's May 18th Board Meeting

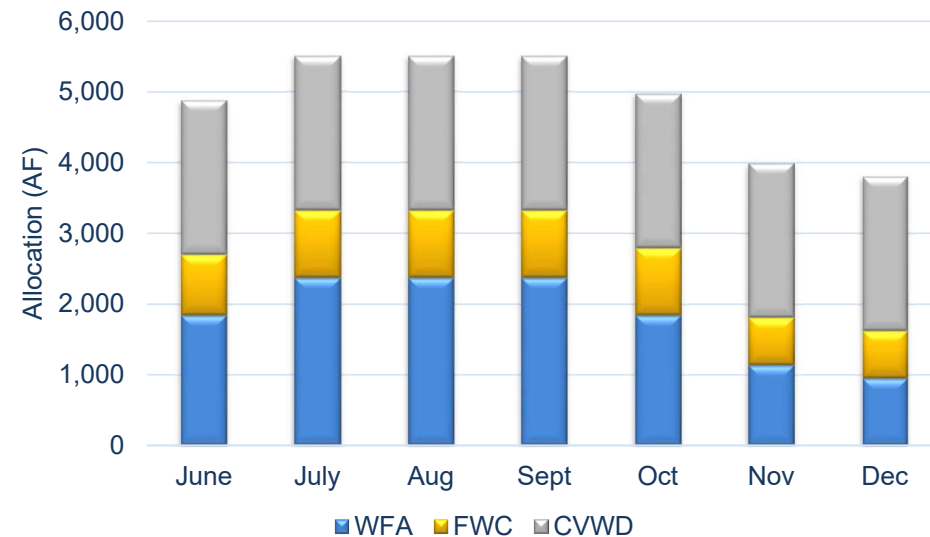
Board adopted resolution No. 2022-5-7:

- Declaring a Water Shortage Emergency Condition;
- Implementing the Agency's Water Shortage Contingency Plan at Level 3; and
- Adopting an Emergency Water Conservation Program framework.

Total Monthly Volumetric Limits Agencies need to find ways to reduce or eliminate use of SWP supplies	Agencies Expected to take SWP Supplies	Agency	Volumetric Limit * (AF/month)
		Calleguas MWD	4,334
		Las Virgenes MWD	513
		City of Los Angeles	21,706
		IEUA	4,880
		Three Valleys MWD	1,273
		Upper San Gabriel Valley	2,099
	Agencies Not Expected to take SWP Supplies	City of Burbank	512
		City of San Fernando	55
		West Basin MWD	215
		Western MWD	297

Agency	June	July	Aug	Sept	Oct	Nov	Dec	Sub-Total
WFA	1,840	2,370	2,370	2,370	1,840	1,137	950	12,877
FWC	858	950	950	950	950	671	671	6,000
CVWD	2,184	2,184	2,184	2,184	2,184	2,183	2,183	15,286
Total IEUA	4,882	5,504	5,504	5,504	4,974	3,991	3,804	34,163

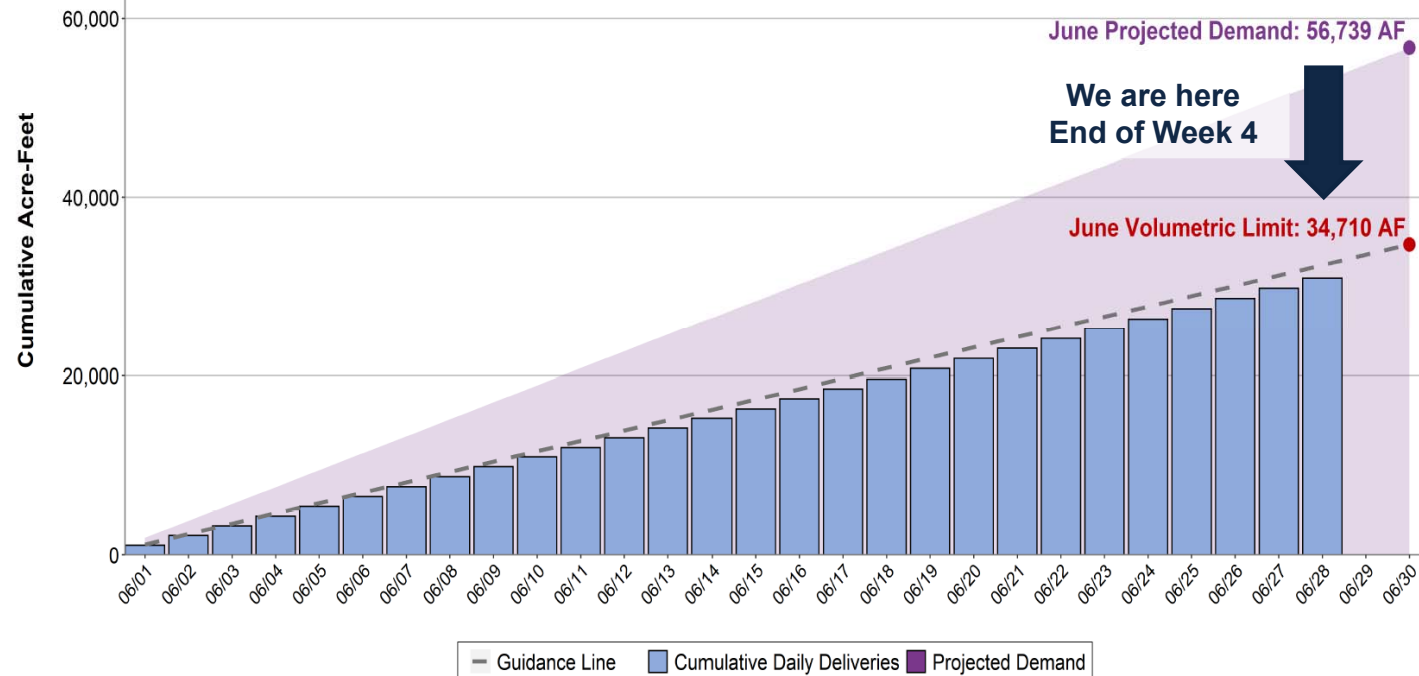
2022 IEUA Allocation June - December



EWCP SWP Tracking: June

All SWP Dependent Agencies: June 2022
as of June 28, 2022

Performance: -1,442 AF (-4%) under
Cumulative Use: 30,954 AF (1,105 AF/day)
Remaining Volumetric Limit: 3,756 AF (1,878 AF/day)

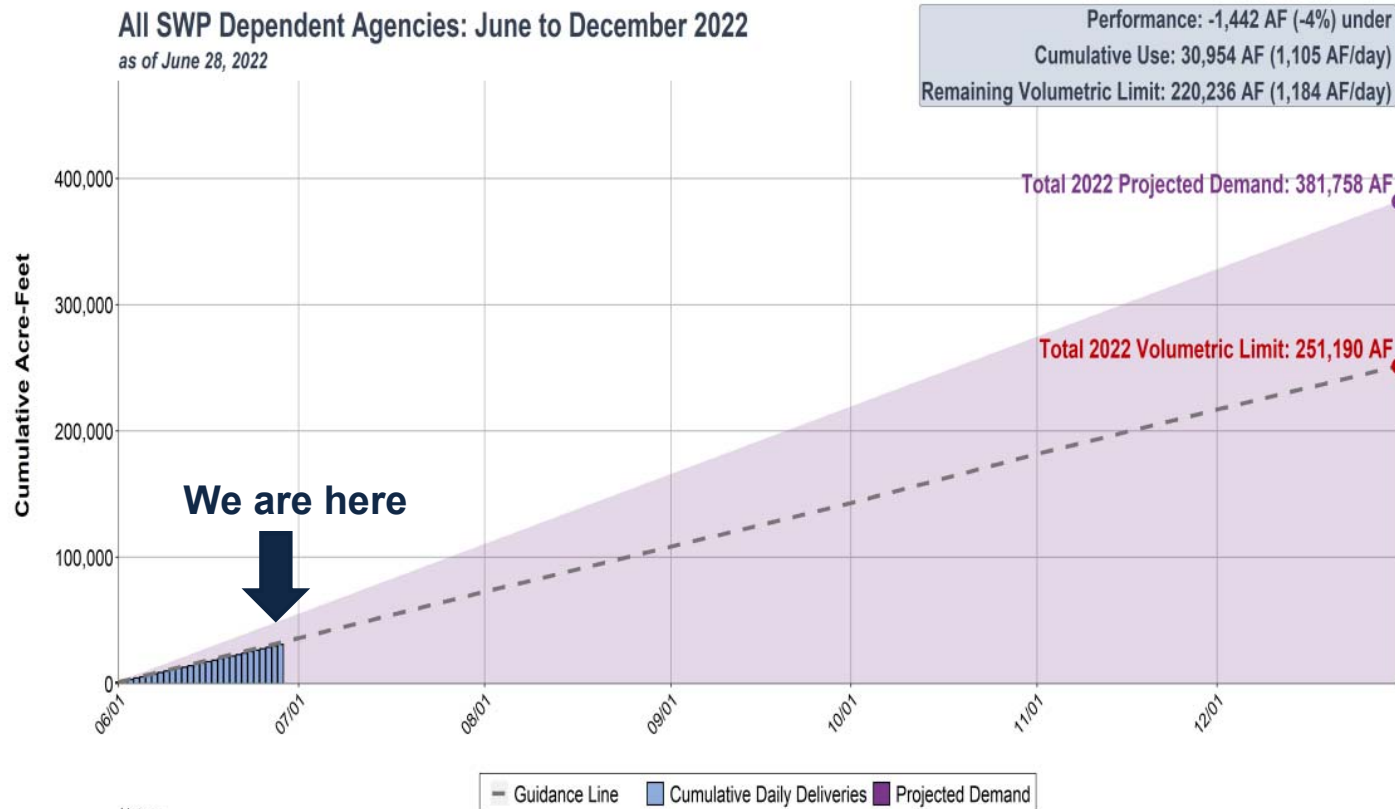


Notes:

1. Guidance line is a representation of the total volumetric limit on a cumulative daily basis. It assumes a linear path, unless a monthly pattern is provided by a member agency.
2. Performance is the acre-foot and corresponding percent deviation from the guidance line, per as of date.
3. For Path 2 agencies, monthly penalties paid will be credited if actual total water use is below the total volumetric limit at the end of the seven-month period.
4. Tracking of cumulative daily deliveries only include those agencies planning to receive SWP supplies June - December 2022.
5. Projected demand as of April 26, 2022.

Disclaimer: Data presented is preliminary and subject to change based on monthly reconciled billing data.

EWCP SWP Tracking: June – December



Notes:

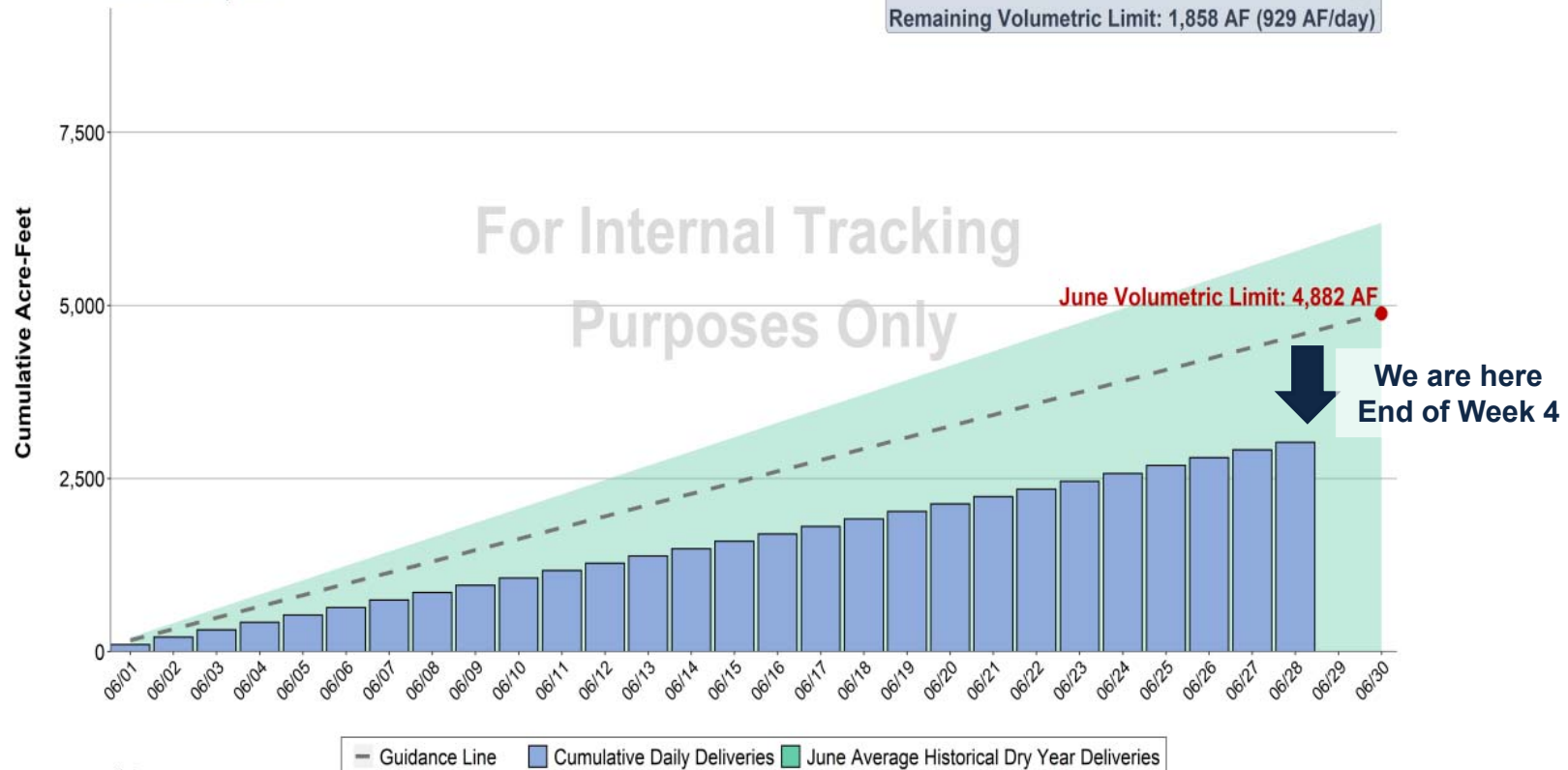
1. Guidance line is a representation of the total volumetric limit on a cumulative daily basis. It assumes a linear path, unless a monthly pattern is provided by a member agency.
2. Performance is the acre-foot and corresponding percent deviation from the guidance line, per as of date.
3. For Path 2 agencies, monthly penalties paid will be credited if actual total water use is below the total volumetric limit at the end of the seven-month period.
4. Tracking of cumulative daily deliveries only include those agencies planning to receive SWP supplies June - December 2022.
5. Projected demand as of April 26, 2022.

Disclaimer: Data presented is preliminary and subject to change based on monthly reconciled billing data.

IEUA Tracking: June

IEUA: June 2022
as of June 28, 2022

Performance: -1,533 AF (-34%) under
Cumulative Use: 3,024 AF (108 AF/day)
Remaining Volumetric Limit: 1,858 AF (929 AF/day)

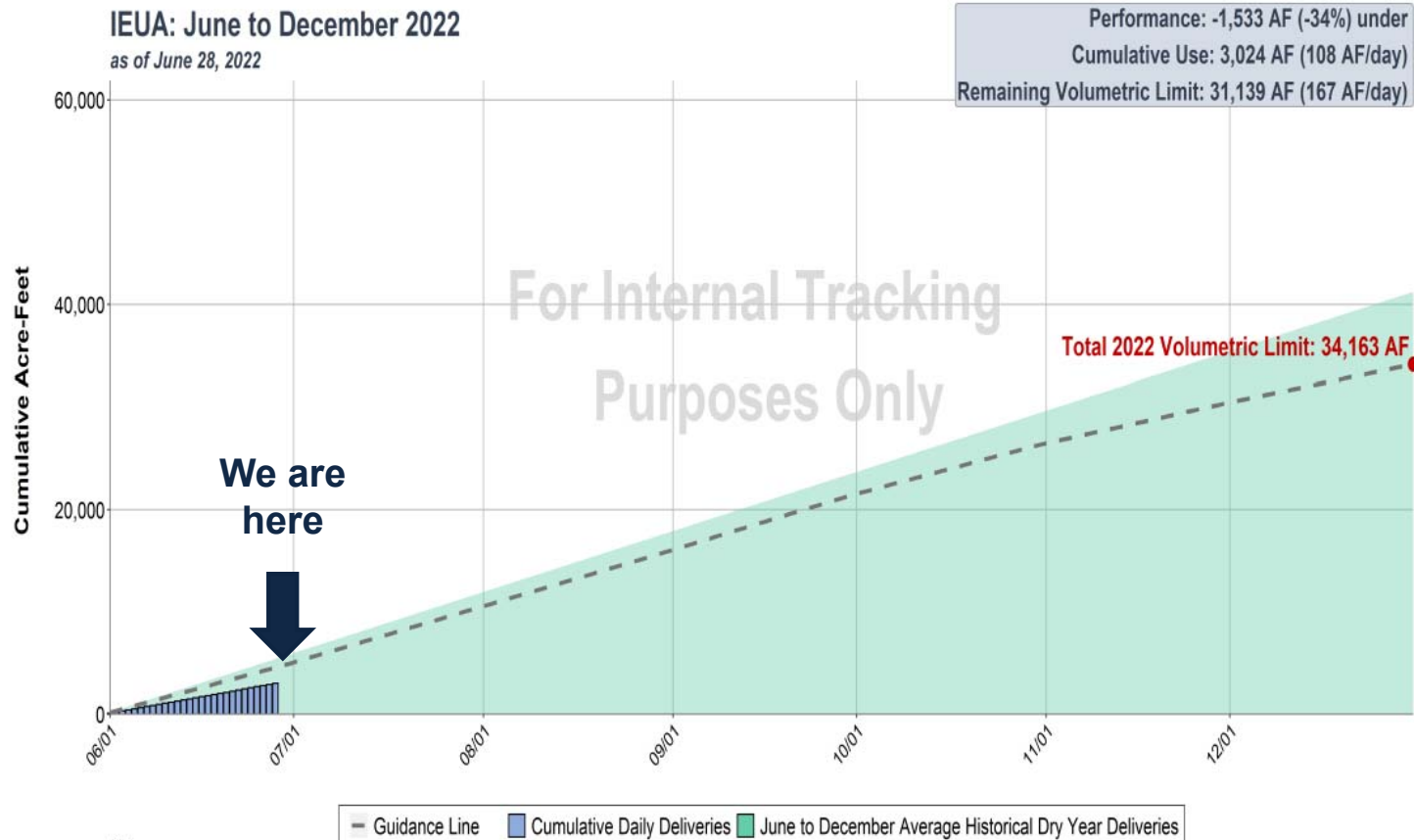


Notes:

1. Guidance line is a representation of the monthly volumetric limit on a cumulative daily basis (not used for penalty assessment).
2. Performance is the acre-foot and corresponding percent deviation from the guidance line, per as of date.
3. For Path 2 agencies, penalties are assessed on a monthly basis.
4. Average historical dry year deliveries are calculated with the years 2014, 2015, 2020, and 2021.

Disclaimer: Data presented is preliminary and subject to change based on monthly reconciled billing data.

IEUA Tracking: June - December



Notes:

1. Guidance line is a representation of the total volumetric limit on a cumulative daily basis. It assumes a linear path, unless a monthly pattern is provided by a member agency.
2. Performance is the acre-foot and corresponding percent deviation from the guidance line, per as of date.
3. For Path 2 agencies, monthly penalties paid will be credited if actual total water use is below the total volumetric limit at the end of the seven-month period.
4. Average historical dry year deliveries are calculated with the years 2014, 2015, 2020, and 2021.

Disclaimer: Data presented is preliminary and subject to change based on monthly reconciled billing data.

IEUA Regional Water Use (July 2021 – April 2022)

Supplier Name	Water Shortage Contingency Stage Invoked	Baseline July 2020-April 2020 Cumulative Gallons	Reported July 2021-April 2022 Cumulative Gallons	Percent Change Cumulative	GPCD
Chino City of	Permanent Measures	4,089,946,396	4,153,642,248	1.6%	165
Chino Hills City of	1	3,613,297,964	3,475,495,971	-3.8%	137
Cucamonga Valley Water District	Normal	12,660,271,307	11,988,602,461	-5.3%	197
Monte Vista Water District	2	2,243,620,674	2,261,686,172	0.8%	126
Ontario City of	2	8,778,628,097	9,122,957,978	3.9%	164
San Gabriel Valley Fontana Water Company	Stage 1	10,432,377,824	10,811,377,744	3.6%	150
Upland City of	High	4,949,900,344	4,953,947,567	0.1%	208
Total	-	46,768,042,607	46,767,710,141	0.0%	167

Source: State Water Resource Control Board Water Conservation and Production Reports, as of April 2022

Southern California Drought

Sweeping water restrictions begin in Southern California in ongoing drought

SHARE & SAVE

CALIFORNIA DROUGHT

Sweeping water restrictions begin in Southern California in ongoing drought

Households are now forbidden to water their lawns more than once a week in many jurisdictions.



June 24, 2022



Water levels at Lake Oroville in 2019 versus 2022. The state's second-largest reservoir is at 55% capacity. Credit: California Department of Water Resources

Champion Newspapers
Chino Champion • Chino Hills Champion

Search

News Entertainment Opinion Sports Special Section Multimedia Classifieds Legal Notices Archives

Inland Empire Utilities Agency at the lead of water supply resiliency

By Steve Elin, IEUA board president May 28, 2022

Progress 2022 - Chino Valley Making A Comeback

Steve Elin

The Inland Empire Utilities Agency (IEUA) is a regional wastewater treatment agency and wholesale distributor of imported water serving approximately 875,000 people over 243 square miles in western San Bernardino County, including the great people of the cities of Chino and Chino Hills whom I have the pleasure to represent.

Despite the unprecedented times that our region and state have faced throughout the past year, IEUA has maintained its promise to provide a clean, reliable source of water to our communities.

IEUA is always looking for ways to maintain the great level of service we provide, to conserve precious natural resources, and to conserve the limited resources we have for the future.

Most Popular

- New owners of Big League Dreams Sports Park introduced
- Chino police seize hundreds of suspected stolen catalytic converters from locations in Riverside County, three men arrested
- Chino Hills arrests begin in water exam
- 17-year-old arrested by Chino Hills men
- 7-foot-tall blimp gives all to country
- Chino Hills offers one stop location for water repairs
- Chino Valley National Lodge ready to re-emerge
- More chapters every moment with her laughter
- Gasoline converter thefts not three arrests
- Mayor Montague celebrates his home of 40 years—Chino Hills

CALIFORNIA GLOBE

Governor Legislature Local National Hollywood Opinion

Home > Articles > CA State Water Board Announces Mandatory Water Restrictions For 2022



Lake Oroville, the second-largest state reservoir in Northern California, experienced low water levels during drought. (Photo: California Department of Water Resources)

CA State Water Board Announces Mandatory Water Restrictions For 2022

Los Angeles Times

Latest on drought Reader tips Why cuts vary Lawn guides Photos

Surviving SoCal's unprecedented water restrictions: A simple, no-nonsense guide



Outdoor watering is now limited to one or two days a week in parts of Southern California. (Robert Gauthier / Los Angeles Times)

SUBSCRIBERS ARE READING

OPINION
L.A. Times electoral endorsements for 2022

CALIFORNIA
Your guide to California's 2022 primary election

CALIFORNIA
2022 U.S. Senate race in California cheat sheet: Alex Padilla battles challengers

OPINION
The Times Editorial Board's endorsements for June 7

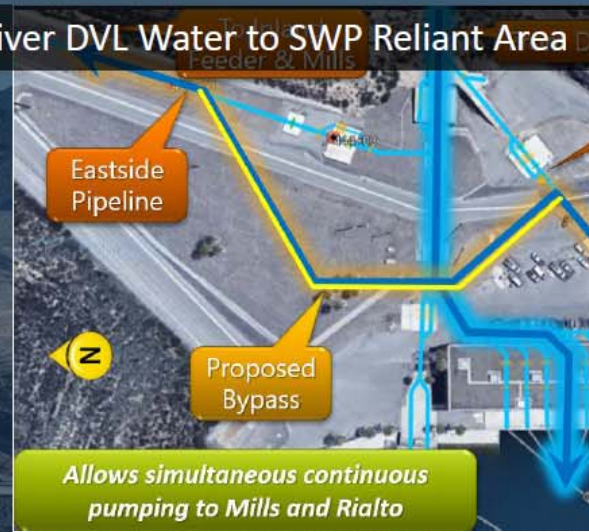
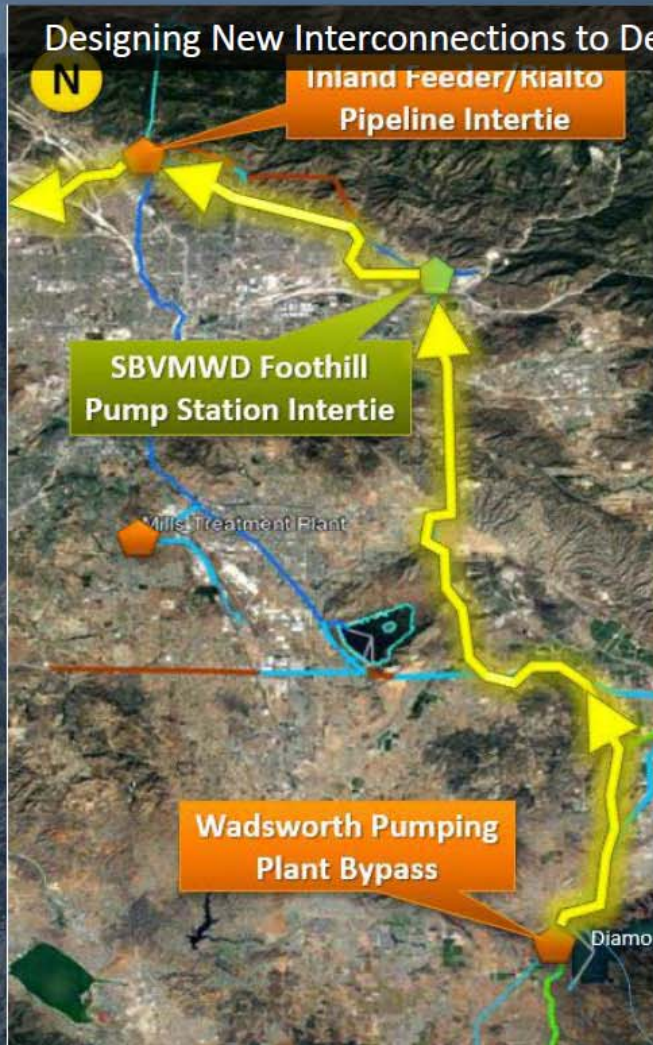
POLITICS
How to vote in the 2022 primary election in California

ADVERTISEMENT

Sources: NBCnews.com, Championnewspapers.com, TheGuardian.com, LATimes.com, CaliforniaGlobe.com

Actions Underway Improve Future Reliability





What We Are Doing
Taking Action on New Infrastructure Investments to Deliver Other Sources of Water

News for Immediate Release__

Metropolitan Board Takes Actions to Alleviate Drought





New investments, partnerships increase reliability during challenging times

Dec. 14, 2021

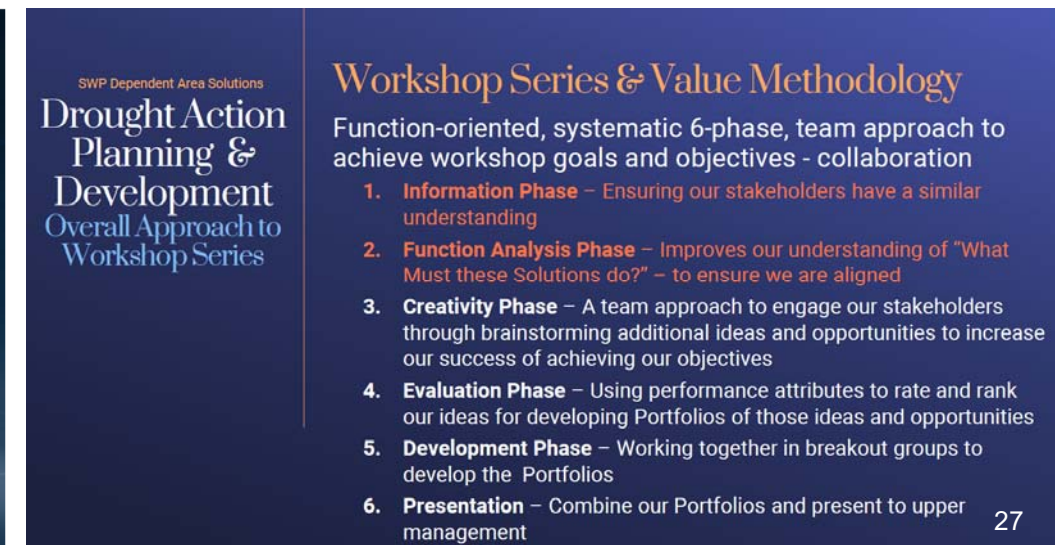
Drought Action Planning and Development

Evaluating a Variety of Options in Creating a Portfolio

Examples:

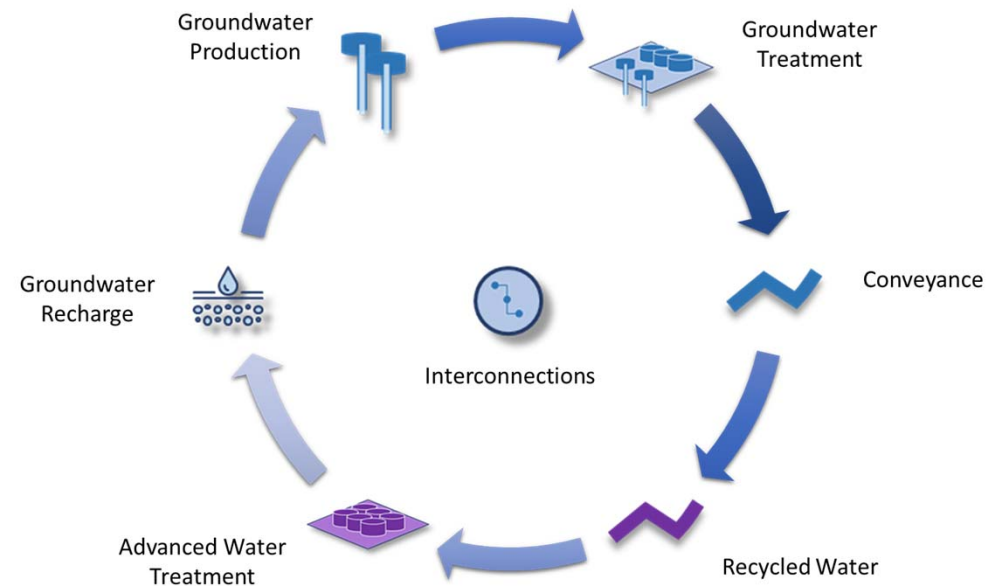
	Storage	Groundwater, surface reservoirs	AVEK High Desert Water Bank New surface water reservoir(s) Expansion of existing storage Additional Castaic Flex storage
	Exchanges	Partnerships and agreements for additional water supply	Semitropic Banking increased takes Friant/Arvin-Edison water exchange SBVMWD water exchanges
	Pumping	Reverse flow to deliver other sources of supply	DVL to Rialto (new interconnections) Venice/Sepulveda new pump stations Greg Avenue Pump Station expansion
	Programs	In-region programs with Member Agencies	More Operational Shift Cost-Offset opportunities Reverse Cyclic/ deferred deliveries/ groundwater utilization

MWD Drought Action Planning Coordination



IEUA Drought Response Coordination

- ✓ IEUA/Customer Agency Coordination
- ✓ Draft briefing sheets
- ➡ Development of project portfolios
(*in process*)
- ➡ Draft submittal to MWD
(*in process*)
- ➡ Draft evaluation criteria
(*in process*)
- ➡ Final documentation
- ➡ Ready for funding opportunities



New WUE Program Approach

Core *plus* Flex Business Model



Core Programs are Cost-effective and Provide Regional Benefits

- **70% of Budget**



Flex Programs offer Customer Agencies the Ability to Select Programs that are Beneficial to their Service Areas

- **30% of Budget**

Core Programs

IEUA Managed/Funded Programs



Controller Retrofit Programs



Landscape Tune-up Program



MWD Rebates – Residential/CII – Indoor & Landscape



Membership Dues

Available to All Customer Agencies

Flex Programs

IEUA Managed/Funded Programs



Landscape Evaluations (CII and RES)



Pressure Regulation Program



Landscape Training Workshops



K-6 Water Education and Conservation Program



Supplemental Core Program Funding

Customer Agency Selected Programming

Customer Agency Local Programs (Flex)

-Partially/Fully-Funded by IEUA



Chino – HET Direct Install & Conservation Kit Distribution



Chino Hills – Commercial Turf Slope Removal Project



CVWD – “Water in Your Hand” App & Aqua Miser Toilet Retrofit Program



MVWD – Residential Leak Detection and Repair Project

Drought Response

FY 21/22 (\$1.6M, Budget)

Actuals: \$900K (~Two Month Delay)

59%
Increase
➔

FY 22/23 (\$2.5M, Budget)

(Core + Flex)

Program	FY 21/22 Budget	FY 22/23 Budget
Controller Retrofit Program	\$500,000	\$937,000
Tune-up Program	\$300,000	\$638,000
Pressure Regulation Program	\$100,000	\$94,000
MWD Device Rebates	\$254,000	\$208,000
Local Program Support	\$100,000	\$141,000
Additional Programs	\$346,000	\$522,000

-Additional FY 22/23 funding is from a DWR/SAWPA Grant and Drought Funds

-FY 22/23 budget increased for drought response

MWD Reports Spike in Turf Rebates

Residential & Commercial/Industrial/Institutional Turf Replacement Program Applications



Drought Response, cont.

Increased MWD Programming -

- **MWD Turf Rebate Enhanced Incentives (USBR/ DWR)**
 - Residential and CII (MWD \$3 + IEUA \$1 = \$4 per sq. ft.)
 - Public Sector (\$4 per sq. ft.)
- **MWD/ SoCalGas Direct Install Partnership (USBR)**
 - Direct install of Weather Based Irrigation Controllers, Premium High Efficiency Toilets, Hose Bib Controllers
- **Landscape Supply & Big Box Store Outreach**

Grant Submissions -

- **Large Landscape Concierge Program (DWR/ SAWPA-Prop 1-IRWMP)**
 - \$2.5M – Match Share 50% (IEUA, EMWD, WMWD, SBVMWD)

WUE Collaboration



Customer Agency Bi-Monthly Meetings



New Programs Committee – Bi-monthly



Accountability Committee – Weekly



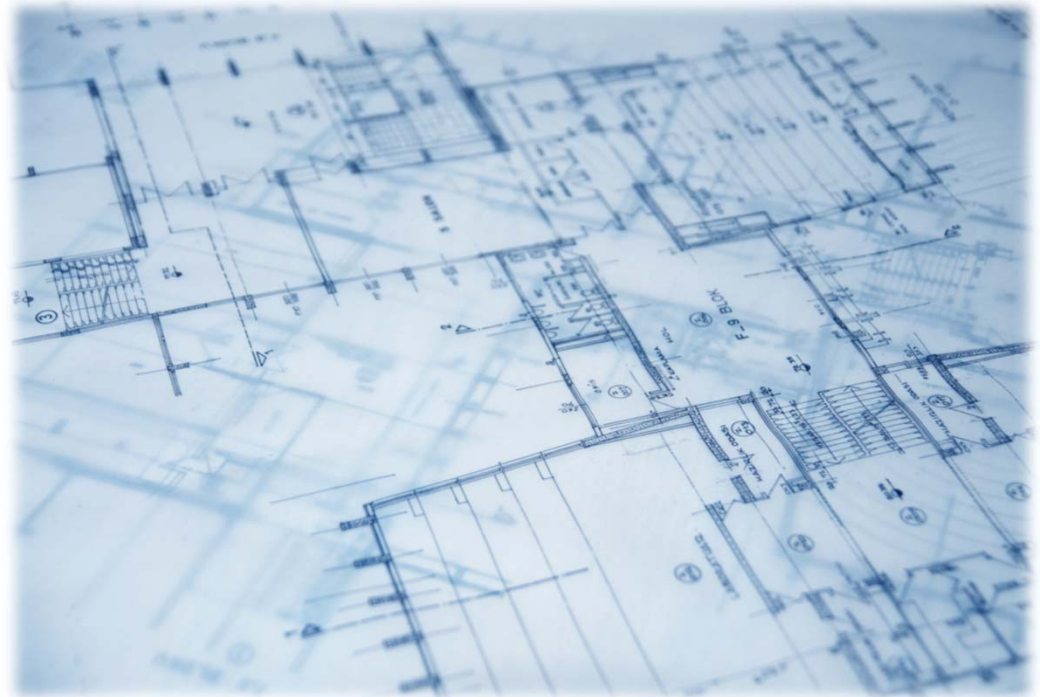
Regulatory Advocacy Committee – Ad Hoc



IEUA Internal Department Coordination – Ongoing

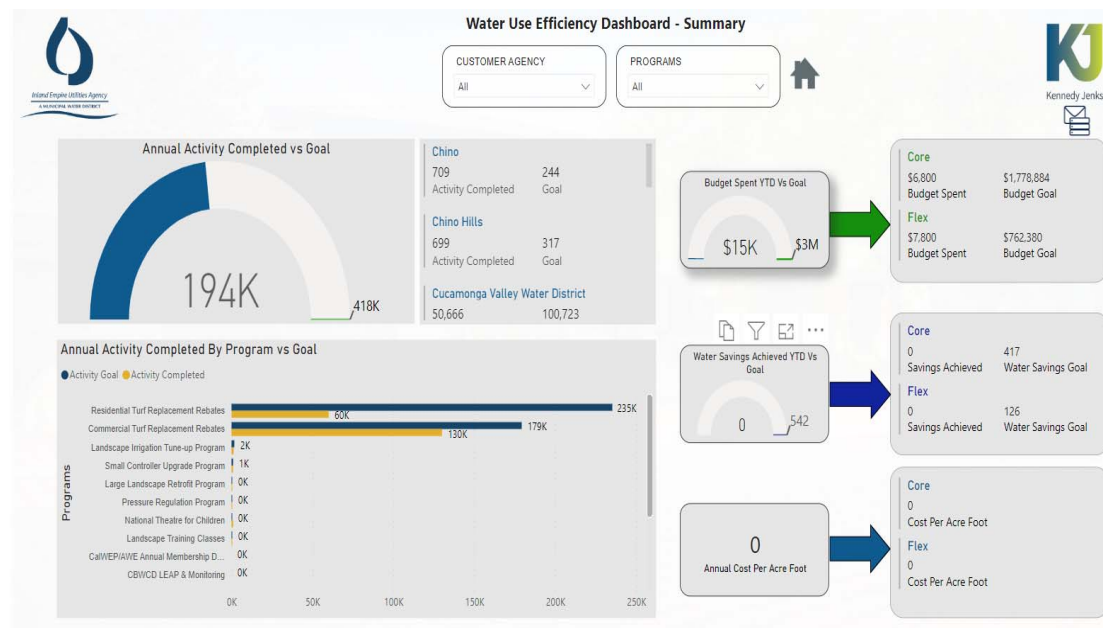
New Programs Committee

- First meeting – July 2022
- Co-chairs – IEUA, CBWCD, Chino Hills, CVWD, and MVWD
- Incorporates New Programming into Future Budgets
- New Program Benchmarking



Accountability Committee

- First meeting – April 2022
- Co-chairs – IEUA, CVWD and MVWD
- Dashboard:
 - Phase 1 – Tracking of new regional program performance
 - Phase 2 – Access for Customer Agencies micro-data
 - Phase 3 – Automation and more



- 
- SAVE OUR
WATER**



HOME IS WHERE THE SAVINGS ARE.

High-efficiency boiler can save up to 12,000 gallons/year
 Water-saving shower can save 2.8 gallons/min
 Energy-efficient windows can save 2.5 gallons/year
 Insulation can save 100 gallons/year
 Radiant floor can save 100 gallons/year
 Green & Smart can save 100 gallons/year
 Solar can save 100 gallons/year
 High-efficiency water heater can save 100 gallons/year
 Weatherstripping can save 100 gallons/year
 Energy-efficient light bulbs can save 100 gallons/year
 High-efficiency refrigerator can save up to 10,000 gallons/year

The diagram illustrates the iterative process of refining a water conservation message. It begins with a weak message and evolves through three stages to a strong, direct one.

Initial Message:

I RINSE MY VEGGIES IN A BUN OF UNDER A RUNNING TAP

Iteration 1:

WE'VE TO BE THOUGHT
WITHOUT CONSERVATION, WE WON'T HAVE ENOUGH WATER. NOW IS THE TIME TO **SAVE WATER.**

Iteration 2:

WE'VE IN A DROUGHT
WE'LL BE SHORT OF WATER WITHOUT CONSERVATION. I'M DOING MY PART TO **SAVE NOW.**

Final Message:

Stronger, More Direct Messaging

Drought Messaging and Outreach

• IEUA

— Inland Empire Clean Water Partnership Campaign Plan

— Tactics

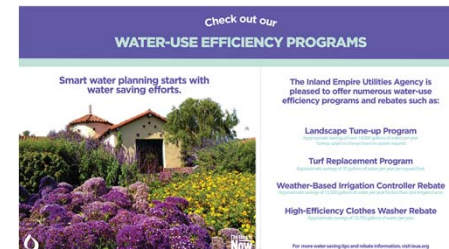
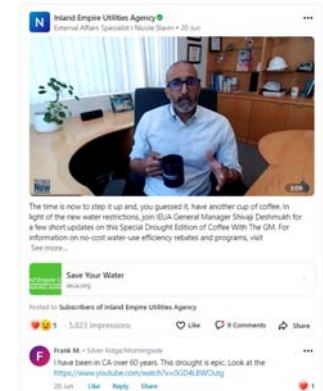
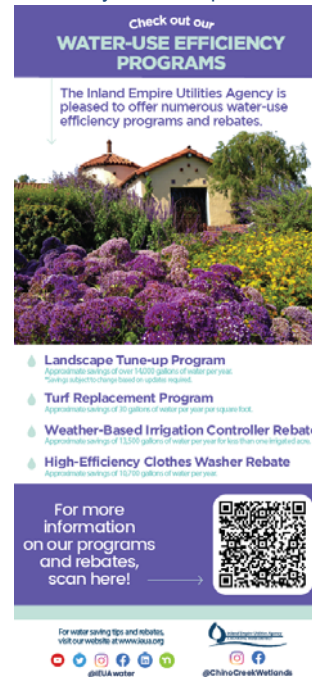
- Video Shorts
- Hard Ads
- Social Channels
- Nextdoor
- Website

— Water Use Efficiency Focus

Daily Bulletin Spadea 5/22

La Opinion 6/6

The time is now
Now



Nextdoor 5/31
Over 2,800 Impressions

Earned Media & Collaboration

- Earned Media
 - Press Releases
 - Press Interviews
- Customer Agency Collaboration
 - Toolkit
 - Translation Options
 - Creative Development
 - Messaging Alignment
 - Coordinated Ads
 - Events

**The time is
Now**

...to know the facts
...to change your habits
...to step it up



City of Upland



Champion Progress Edition 5/28



How water agencies will implement new water restrictions



US Times June 10- Quote: IEUA general manager Shivaji Deshmukh said the seven major retailers to whom they supply water "have a slightly different approach because each region is different".
"Some can be heavier for outdoor use, some can be agricultural focused, some can be purely residential, so we don't want to apply the same rule to every other customer."



CLIMATE & ENVIRONMENT

Early signs indicate Southern California finally using less water. But big test lies ahead

The Inland Empire Utility Agency said it has benefited from investments in local supplies, which have enabled it to reduce its demand on imported water 35% below the targeted reduction.
"However, the time is now to continue to step up our efforts of preserving water supplies as we enter summer and as we prepare for next year as well," deputy general manager Christiana Daisy said.

IEUA Drought Actions

SWP-Dependent Area Coordination

Collaboration with MWD to develop options for conservation measures to secure SWP supplies. Continued advocacy for water supply reliability projects. Coordination on allocation details, challenges and opportunities for persistent drought.

Regional Funding Strategy

Coordinated effort for a regional water infrastructure funding strategy. Near- and long-term planning efforts. Exploring potential MWD programs and developing a drought portfolio.

Regional Drought Messaging

Toolkit, talking points, and messaging focused on facts and water efficient habits-made available to customer agencies. Opportunities for earned media. Collaboration efforts on messaging and tactics. MWD coordination.
#TheTimesIsNow #StepItUpIE

Drought Monitoring

Tracking SWP allocation and drought conditions. Developing IEUA Emergency Water Conservation Program Allocation – Extensive coordination w/ customer agencies to ensure targeted operations and tracking.

Facility Preparation

Preparing service connections for low-flow capability and coordinating possible maintenance opportunities.

IEUA's Customer Agencies

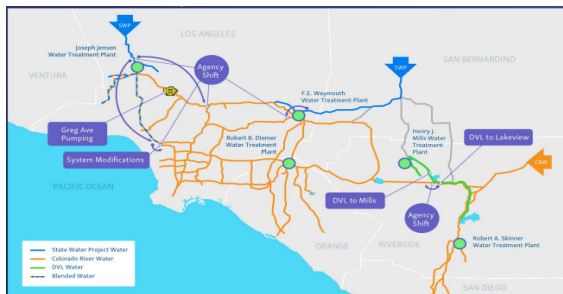
Taking actions to enforce relevant water restrictions based on SWP allocation in preparation for persistent drought conditions.

Drought Response Task Force

Utilizing regular drought meetings for coordinated efforts. Platform for updates on allocation plan, supply updates, and messaging.

Enhanced WUE

Increased WUE program budget to support enhanced conservation (i.e., Regional Landscape Tune-Up, Smart Controller Upgrade, Turf Replacement Program).



Thank You!

www.ieua.org/drought-status