



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

**WEDNESDAY, SEPTEMBER 7, 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. 2022-8-1, ADOPTED BY THE IEUA BOARD OF DIRECTORS ON AUGUST 17, 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/MEETING

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. 2022-9-1, AMENDING THE AGENCY'S SALARY SCHEDULE/MATRIX FOR ALL GROUPS

Staff recommends that the Board adopt Resolution No. 2022-9-1, amending the Agency's Salary Schedule/Matrix for all groups.

B. ADOPTION OF RESOLUTION NO. 2022-9-2, MAKING CERTAIN FINDINGS AND DETERMINATIONS REGARDING SPECIAL RULES FOR CONDUCTING MEETINGS THROUGH TELECONFERENCE

Staff recommends that the Board adopt Resolution No. 2022-9-2, making certain findings and determinations regarding special rules for conducting meetings through teleconference.

2. WORKSHOP ITEM

A. NATIONAL POLLUTANT DISCHARGE ELIMINATION SYSTEM MONITORING AND REPORTING AND LABORATORY COMPLIANCE (POWERPOINT)

3. GENERAL MANAGER'S COMMENTS

4. BOARD OF DIRECTORS' REQUESTED FUTURE AGENDA ITEMS

5. DIRECTORS' COMMENTS

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: September 7, 2022

To: The Honorable Board of Directors

From: Shivaji Deshmukh, General Manager

Committee:

Staff Contact: Shivaji Deshmukh, General Manager

Subject: Adoption of Resolution No.2022-9-1, 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 July 6, 2022. Classification and compensation changes are as follows:

- A. Continued changes as a result of a reorganization plan.
- B. Classification and compensation changes as a result of vacancies in Y-Rated positions.
- C. Changes as a result of the abolishment, development, and amendment of classifications.

Staff's Recommendation:

Adopt Resolution No. 2022-9-1, 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 21/22 and 22/23 biennial budget.

Prior Board Action:

On July 6, 2022, the Board of Directors adopted Resolution No. 2022-7-1, 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 - Background

Attachment 2 - Resolution No. 2022-9-1, Amending the Agency's Salary Schedule/Matrix for all groups and Exhibit 1

Background

Subject: Adoption of Resolution No. 2022-9-1, Amending the Agency's Salary Schedule/Matrix for All Groups

A. There are continued classification and compensation changes as a result of a reorganization plan that will include:

Removing the following classifications:

- Manager of Grants at range 190

B. There are classification and compensation changes as a result of vacancies in Y-Rated positions that will include:

Removing the following classifications:

- Grants Officer (Y-Rated; Hired Before 1/23/2022)

C. There are classification and compensation changes as a result of the abolishment, development, and amendment to the following classifications:

Abolishing the following classifications:

- Grants Officer at range 186
- Human Resources Technician at range 171
- Human Resources Analyst I at range 177
- Human Resources Analyst II at range 179

Adding the following new classifications:

- Grants and Government Affairs Officer at range 186; The new classification will be responsible for managing the team of professionals responsible for the administration of the government affairs and grants programs.
- Human Resources Specialist at range 177; The new classification will be responsible for performing entry-level professional assignments in one or more human resource program area while learning Agency policies and procedures and specific techniques and legal requirements related to the Agency's human resource management programs.
- Human Resources Analyst at range 181; The new classification will be responsible for performing journey-level to advanced journey-level professional assignments in one or more human resources disciplines.

Amending the salary to the following classifications:

- Human Resources Officer from range 183 to 186; The amended classification will be responsible for managing a team of professionals who are responsible for administration of human resources programs and initiatives.

RESOLUTION NO. 2022-9-1

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 classification and compensation changes as a result of a reorganization plan, vacancies in Y-Rated positions, abolishment, creation of, and amendments to classifications.

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 September 18, 2022.

ADOPTED the 7th day of September 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. 2022-9-1, was adopted at a regular
Board Meeting on September 7, 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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Administrative Assistant II	174	PR	Non-exempt	9	\$35.6433	\$2,851.47	\$6,178.19	\$74,138
				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
Administrative Assistant II (confidential)	174	UN	Non-exempt	8	\$40.2515	\$3,220.12	\$6,976.93	\$83,723
				9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
				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
Assistant Engineer	179	UN	Exempt	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
				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
Assistant General Manager	197	EX	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
				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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Contracts Administrator II	180	PR	Exempt	9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
				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
Contracts and Procurement Supervisor	185	SU	Exempt	8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
				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
Control Systems Analyst I	180	GU	Non-exempt	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
				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
Control Systems Analyst II	182	GU	Non-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
				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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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 September 18, 2022
Adopted September 7, 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
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
				2	\$119.5140	\$9,617.04	\$20,818.08	\$250,017
				3	\$121.8765	\$9,861.96	\$21,329.90	\$256,359
				4	\$124.2390	\$10,106.88	\$21,841.72	\$262,700
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
Electrical & Instrumentation Technician I	176	GU	Non-exempt	9	\$114.9226	\$9,193.81	\$19,919.93	\$239,039
				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
Electrical & Instrumentation Technician II	179	GU	Non-exempt	8	\$44.3731	\$3,549.85	\$7,691.35	\$92,296
				9	\$45.4827	\$3,638.62	\$7,883.68	\$94,604
				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
Electrical & Instrumentation Technician III	181	GU	Non-exempt	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
				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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Employee and Labor Relations Advocate	186	UN	Exempt	9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
				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
Engineering Services Analyst	182	PR	Exempt	9	\$74.0837	\$5,926.70	\$12,841.19	\$154,094
				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
Engineering Services Specialist	179	UN	Exempt	9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
				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
Engineering Services Supervisor	185	SU	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
				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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

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 and Government Affairs 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
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	181	UN	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
Human Resources 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
Human Resources Specialist	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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Human Resources Specialist	177	UN	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
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
Industrial Engine Technician I	177	GU	Non-exempt	9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
				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
Industrial Engine Technician II	181	GU	Non-exempt	8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
				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
Information Systems Analyst I	179	PR	Exempt	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	\$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
Information Systems Analyst II	181	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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Information Systems Analyst II	181	PR	Exempt	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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Laboratory Scientist II	179	LB	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
				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
Maintenance Planner/Scheduler	182	GU	Non-exempt	9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
				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
Maintenance Supervisor	185	SU	Exempt	8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
				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
Manager of Asset Management	190	UN	Exempt	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
				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
Manager of Contracts & Procurement	190	UN	Exempt	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	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Contracts & Procurement	190	UN	Exempt	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
Manager of Environmental Services	190	UN	Exempt	8	\$96.8510	\$7,748.08	\$16,787.51	\$201,450
				9	\$99.2722	\$7,941.78	\$17,207.19	\$206,486
				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
Manager of Facilities and Water System Programs	190	UN	Exempt	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	\$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
Manager of Human Resources	190	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	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
Manager of Information Technology	190	UN	Exempt	2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Information Technology	190	UN	Exempt	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
Manager of Laboratories	190	UN	Exempt	8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
				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
Manager of Maintenance	192	UN	Exempt	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	\$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
Manager of Operations	192	UN	Exempt	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
				1	\$81.4775	\$6,518.20	\$14,122.77	\$169,473
Manager of Regional Composting Authority	192	UN	Exempt	2	\$83.5145	\$6,681.16	\$14,475.85	\$173,710
				3	\$85.6020	\$6,848.16	\$14,837.68	\$178,052

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Regional Composting Authority	192	UN	Exempt	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
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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Mechanic II	176	GU	Non-exempt	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
				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
				8	\$27.2500	\$2,180.00	\$4,723.34	\$56,680
				9	\$27.9313	\$2,234.51	\$4,841.44	\$58,097
Office Assistant (confidential)	166	UN	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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Office Assistant (confidential)	166	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
Operations and Maintenance Training Coordinator	183	UN	Non-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
Operations 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
Operations Supervisor	185	SU	Non-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
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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Pretreatment & Source Control Inspector II	177	GU	Non-exempt	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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Procurement Specialist II ¹	175	PR	Non-exempt	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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Recycled Water Distribution Operator	179	OP	Non-exempt	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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Safety Officer	185	SU	Exempt	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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Construction Project Inspector	182	UN	Exempt	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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Information Systems Analyst	182	PR	Exempt	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
				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

**Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Policy Advisor	188	UN	Exempt	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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Water Resources Analyst	184	PR	Exempt	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
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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Technology Specialist II	180	GU	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
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
Warehouse Supervisor	185	SU	Exempt	9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
				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
Warehouse Technician	171	GU	Non-exempt	9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
				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
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	9	\$35.6433	\$2,851.47	\$6,178.19	\$74,138
				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
Wastewater Treatment Plant Operator II	176	OP	Non-exempt	9	\$41.2577	\$3,300.62	\$7,151.35	\$85,816
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator II	176	OP	Non-exempt	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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective September 18, 2022
Adopted September 7, 2022

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Plant Operator II	176	OP	Non-exempt	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
				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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective September 18, 2022

Adopted September 7, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Z-Not in Use	168	(blank)	(blank)	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
				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:

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

**CONSENT
CALENDAR
ITEM**

1B

Date: September 7, 2022

To: The Honorable Board of Directors

ADD
From: Shivaji Deshmukh, General Manager

Committee:

Staff Contact: Shivaji Deshmukh, General Manager

Subject: Adopt Resolution No. 2022-9-2 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. 2022-9-2 to continue to conduct meetings through teleconference for a period of 30 days.

Staff's Recommendation:

Adopt Resolution No. 2022-9-2, 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, June 15, July 6, and Aug. 17, 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, 2022-6-10, 2022-7-2 and 2022-8-1 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. 2022-9-2

RESOLUTION NO. 2022-9-2

**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, On July 6, 2022 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2022-7-2 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 August 17, 2022 the Board of Directors of the Inland Empire Utilities Agency approved Resolution No. 2022-8-1 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, the Board of Directors must now determine whether to extend the effective period of Resolution No. 2022-9-2 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 7th day of September, 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. 2022-9-2, was adopted at a
regular meeting on September 7, 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



NPDES Monitoring and Reporting Laboratory Compliance

Pietro Cambiaso and Sushmitha Reddy
September 2022

State Water Resources Control Board Departments and Relevant Programs



- Wastewater
- Water Recycling
- Groundwater
- Environmental Laboratory Accreditation Program (ELAP)

NPDES Permit Program Overview

National Pollutant Discharge Elimination System (NPDES)

- Required by Federal Clean Water Act (1972)
- Permits point source discharges into waters of the United States
- Program is administered by State Water Resources Control Board
- Permits can be issued by State Water Resources Control Board or Regional Water Quality Control Board
 - General permit
 - Individual permit

NPDES General Permit

- Issued by the Santa Ana Regional Water Quality Control Board
- Required for discharges to surface waters that pose an insignificant threat to water quality
 - Multiple discharge points for Desalter well flushing
- Adopted June 19, 2020 (renewal every 5 years)
- Permit conditions
 - Monitoring requirements
 - Effluent
 - Receiving water
 - Reporting requirements
 - Notification prior to discharge
 - Monthly Self-Monitoring Report (SMR)



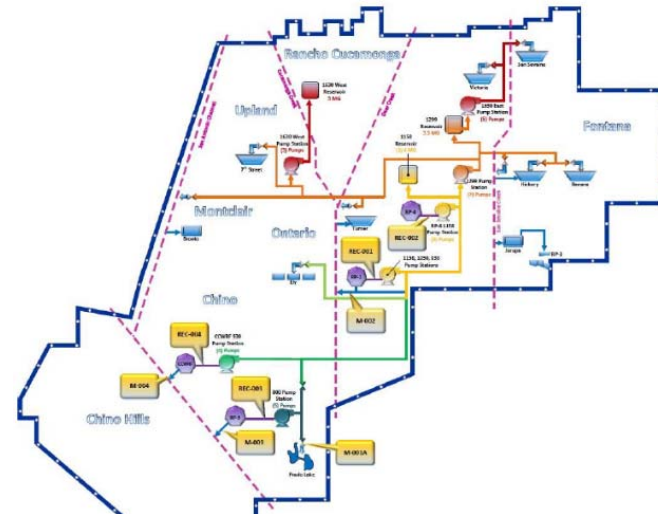
IEUA NPDES Individual Permit History

Consolidated NPDES Permit

- First consolidated in 2009
- Includes all 4 water recycling facilities and RP-2
- Current permit adopted June 3, 2022, effective August 1, 2022
- Permit renewal every 5 years

Reasons for Consolidation

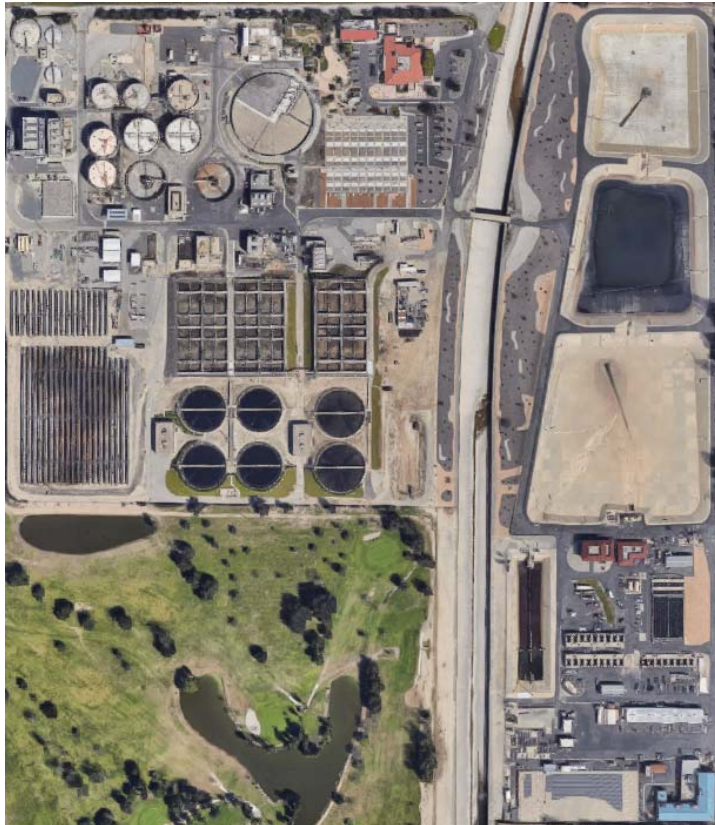
- Monitoring & reporting consistency
- System-wide flexibility vs. individual facilities
- Streamline renewal process



IEUA NPDES Permit Requirements

- Facility design flow (increasing from 85 MGD to 92.5 MGD in 2024)
- Discharge locations and type, receiving water
- Effluent limitations and discharge specifications rationale
 - Discharge prohibitions
 - Technology based effluent limitations
 - Water quality based effluent limitations
 - Basin plan
 - Title 22 requirements
 - Receiving water

Effluent, Receiving Water, and Regulations



Regional Water Quality Control Board (RWQCB)
Division of Drinking Water (DDW)
Division of Water Quality (DWQ)

Recycled Water for indirect potable reuse

Groundwater recharge permit and
Groundwater Replenishment Reuse
Projects (GRRP) Regulations



RWQCB – DDW

Recycled Water for non-potable reuse

NPDES – Title 22



RWQCB

Effluent Creek Discharge

NPDES



IEUA Monitoring and Reporting Program

NPDES

Monitoring Station	Locations	Parameters
Influent	7	147
Effluent	5	247
Recycled Water	4	237
Receiving Water	6	134
Stormwater	3	8

Reporting frequency requirements

- Monthly Self-Monitoring Report (SMR)
- Monthly Discharge Monitoring Report (DMR)
- Annual report and volumetric report

Groundwater recharge permit and GRRP

Monitoring Station	Locations	Parameters
Recycled Water	2	229
Lysimeter	4	7
Local runoff, Stormwater	12	140
Groundwater Monitoring Wells	16	26

Reporting frequency requirements

- Quarterly Report
- Annual Report

IEUA NPDES Special Provisions

- Special studies, technical reports, and additional monitoring requirements
 - Mercury investigation program
 - Toxicity reduction requirements
- Best management practices and pollution prevention
- Construction, operation and maintenance specifications
 - Operation and maintenance manual
 - Asset management program*
- Climate change action plan*
- Pretreatment program
- Maximum benefit commitments

* New NPDES Requirements

Potential Impact from Constituents of Emerging Concern (CEC) and More Stringent Regulations

- Additional monitoring and testing
- Special investigations and studies
- Pretreatment program update and enforcement
- Compliance issues
- Public concern
- Advanced water purification
- Staffing needs
- Increased operating and maintenance costs
- Water supply opportunities



Purposes of Monitoring



- Determine compliance with permit conditions
- Establish basis for enforcement
- Provide data for evaluating treatment efficiencies
- Improve characterization of the effluent during permit reissuance

Monitoring Considerations



Environmental Laboratory Accreditation Program
STATE WATER RESOURCES CONTROL BOARD

Key elements

- Location
- Frequency
- Type of sample (composite vs. grab)

Qualified laboratories

- State accredited
 - Environmental Laboratory Accreditation Program (ELAP)
- Annual proficiency testing: Discharge Monitoring Report Quality Assurance



Laboratory – Objectives

Adequate Quality Assurance/Control (QA/QC) Procedures

- Data that is representative and accurate
- 10 to 20 percent of resources to the QA/QC program

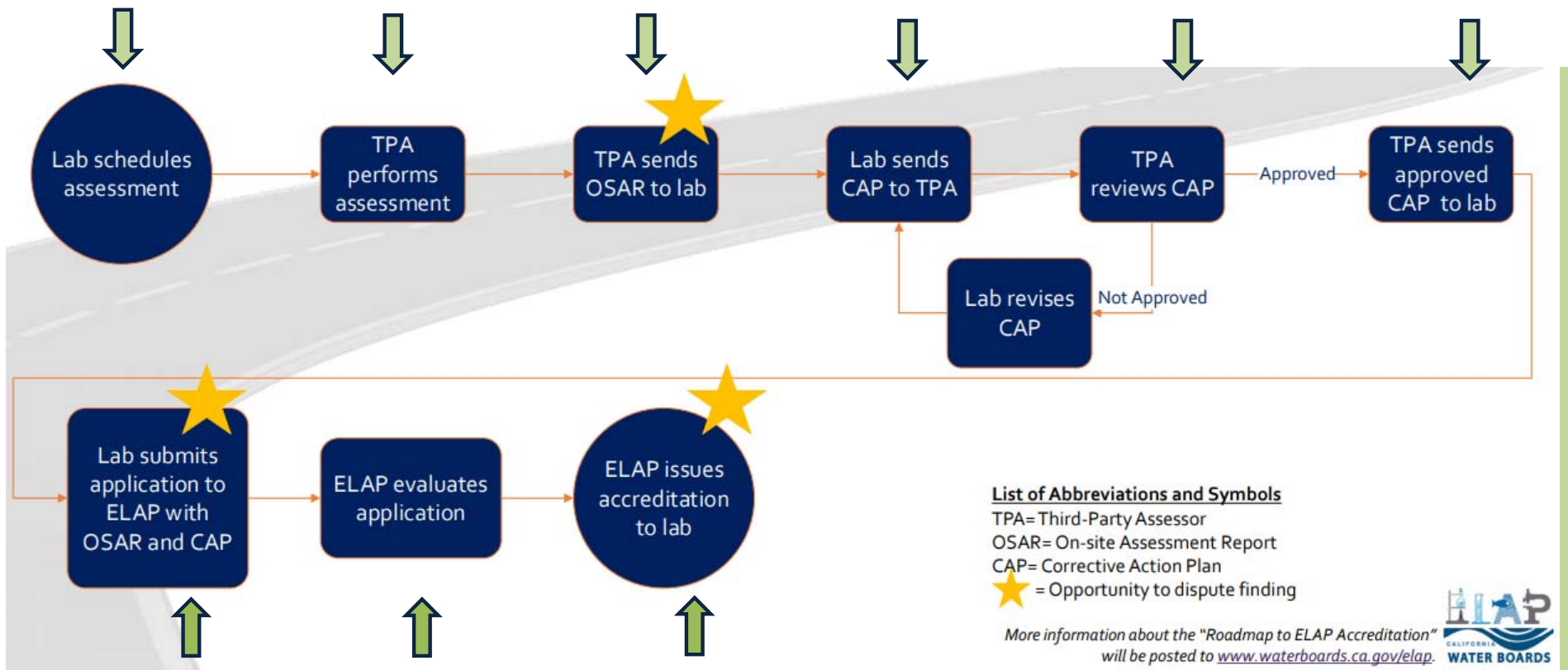
QA/QC Program ensures adequate:

- Sample Handling Procedures
- Analytical procedures
- Facilities and equipment
- Laboratory Personnel
- Data Handling and Reporting



Third-Party Assessment Process Overview

The State Water Resources Control Board adopted new CA ELAP regulations, which took effect on January 1, 2021.



ELAP Accreditation

- Renewal application
- Completed Field of Accreditation tables
- Acceptable proficiency report
- Onsite assessment report and approved corrective action plan

TNI Analyte Code	Analyte	Units	Reported Value	Assigned Value	Acceptance Limits	Performance Evaluation	Method Description	Analysis Date	Z Score	Study Mean	Study Standard Deviation
WS Per- and Polyfluoroalkyl Substances (PFAS) Drinking Water (cat# 960, lot# S303-735)											
9490	11-chloroicosafuoro-3-oxaundecane-1-sulfonic acid (11Cl-PF3OUdS)	ng/l	< 30	< 30.0	0.00 - 30.0	Acceptable	EPA 537.1 2018	11/2/2021			
6952	9-chlorohexadecafluoro-3-oxano sulfonic acid (9Cl-PF3ONS)										14.0
6951	4,8-dioxa-3H-perfluorononanoic acid (NEFOSAA)										25.1
4846	N-methyl perfluorooctanesulfonamide (NMeFOSAA)										101
9460	Hexafluoropropylene oxide dime (HFPO-DA)										140
4847	N-methyl perfluorooctanesulfonic acid (NMeFOSAA)										89.4
6918	Perfluorobutanesulfonic acid (PFBA)										91.7
6905	Perfluorodecanoic acid (PFDA)										74.7
6903	Perfluorododecanoic acid (PFDoA)										11.2
6908	Perfluoroheptanoic acid (PFHpA)										
6927	Perfluorohexanesulfonic acid (PFHxS)										
108.011	004	E									
108.013	001	E									
108.013	002	E									
108.013	003	E									
108.013	004	E									
108.013	005	E									
108.013	006	E									
108.015	001	E									
108.015	002	E									
108.015	003	E									
108.015	004	E									
108.015	005	E									
108.017	001	E									

WS Per- and Polyfluoroalkyl Substances (PFAS) Drinking Water (cat# 960, lot# S303-735)

Inland Empire Utilities Agency – Laboratory
Sushmitha Reddy
6075 Kimball Avenue
Chino, CA 91708

ELP-206

Re: Closure of Laboratory Assessment for Renewal Application

Dear, Sushmitha Reddy:

Attached is a copy of the IAS review of the Corrective Action Request (CAR) associated with the March 7-9, 2022 assessment for renewal accreditation. The original response to the CARs were received on April 27, 2022 from the laboratory with the final closure for these responses being the date of this letter.

Overall, this CAR response was found to directly address the deficiencies cited during the assessment. Where required, root cause analyses were also submitted for these deficiencies and found to be satisfactory.

IAS has appreciated working with you and your staff and wish you all the best in the future. Please do not hesitate to contact Michael Shepherd at 512.970.6789 or mike@sheptechserv.com if we can provide any additional information or assistance.

EPA 500.0 (1995 Rev. 2.0) | Bromide | Ion Chromatography |

ELAP Accreditation – IEUA Amendment

1,2,3 Trichloropropane

- SRL 524.2M

PFAS

- Potable
 - EPA Method 537.1
 - EPA Method 533
- Non-potable
 - Department of Defense Quality System Manual (DOD QSM)/EPA Method 1633

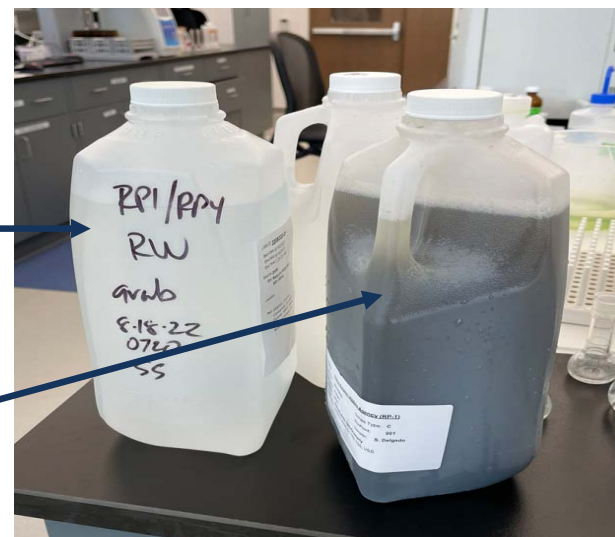
Disinfection byproducts

- EPA 300.1
 - Bromate
 - Chlorite
 - Chlorate
 - Bromite



Clean potable matrix

Dirty non-potable matrix



ELAP Accreditation – Changes to Requirements

Proficiency testing

- Specific timelines on when to complete
- Additional measures for compliance

Personnel requirements

- Specific credentials for management staff
 - Technical Manager
- Designated QA Manager

New Regulations - Challenges

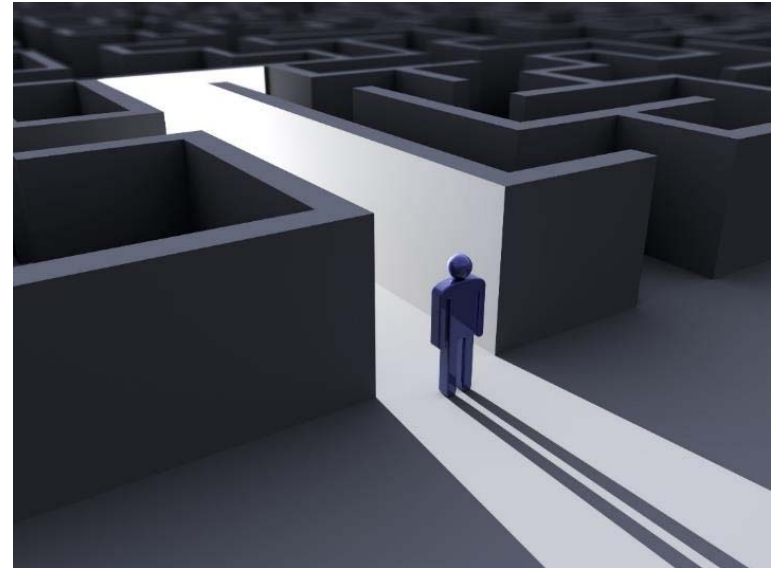
Plan in advance

Higher costs

- Fees
- Staff time

Longer wait time for new FOAs

Unnecessary loss of
Accreditation



New NPDES Permit - Monitoring Challenges

Title 22 parameters

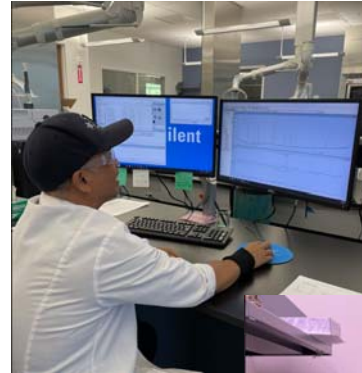
- No accredited methods or labs for wastewater

1,2,3 Trichloropropane (1,2,3 TCP)

- 5 ng/L, difficult matrix

Toxicity Provisions

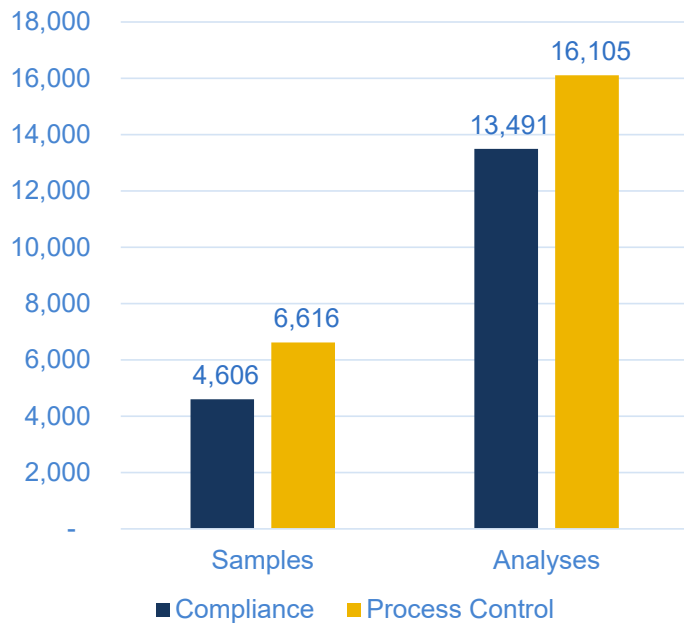
- Alternate method: Test of Significant Toxicity (TST)
 - Unapproved by EPA and CA
 - Southern California Coastal Water Research Project (SCCWRP)
- Sampling by 15th of each month



Laboratory Activities - 2022

FY 2022 Samples and Analyses

- # Samples: 11,222
- # Analyses: 29,596



Updated Scope of Testing

- **Perchlorate**
 - Lower Reporting Limit - 2 ppb
 - 1 ppb by July 2024
- **1,2,3 TCP**
 - Accredited March 2021
- **EPA 300.1 – Disinfection byproducts**
 - Accredited August 2022
- **PFAS**
 - Accredited August 2022

Key Performance Indicators - 2022

Performance Indicator		Goal	Actual
Sample Turnaround Time	Compliance	18 days	13
	Process Control	1 day	1
Meet sample holding times		99%	>99%
Quality Control Failures		<1%	<1%
ELAP Performance Evaluation sample repeats*		0	1
Lost time accidents		0	3

Onsite Assessments

- Required every other year for renewals and initially for all new fields of accreditation
- Separate Fee
- Choice of Assessment
 - ELAP
 - Not applicable for labs utilizing sophisticated equipment
 - ELAP approved Third Party Assessors (TPAs)
- TPAs
 - Limited Pool
 - Significant backlog
 - Lack of a standardized application process across TPAs
 - Assessor qualifications not specified



Onsite Assessment - IEUA

Third-Party Assessor

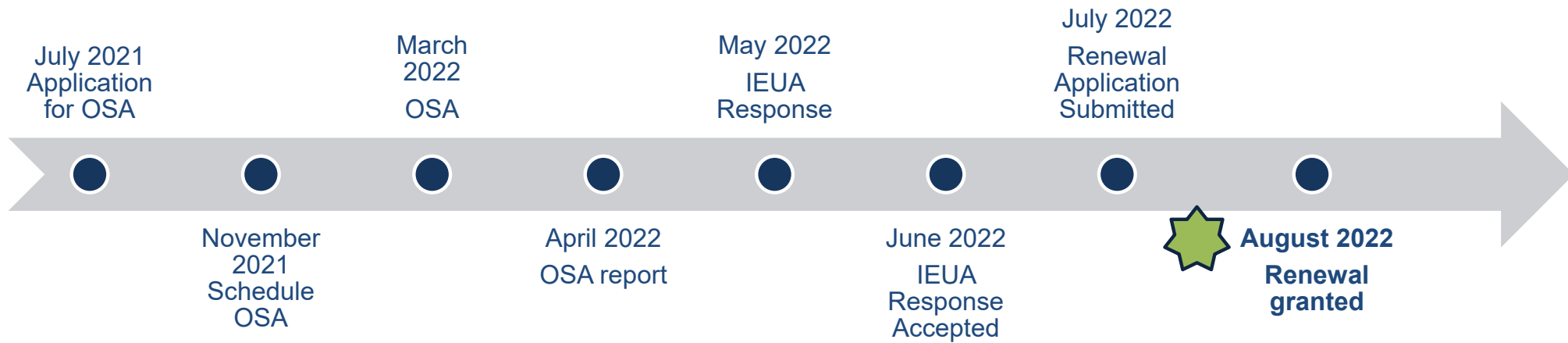
Vendor	Total Costs
IAS	\$ 4,950
A2LA	\$ 7,961
PJLA	\$ 7,125

Assessment: March 2022

– 20 findings

Type	# of Findings
Process	8
Administrative	2
Record Keeping	10

Laboratory Accreditation Timeline



Laboratory Accreditation – Looking Forward



- Lab Manager Role
 - More advocacy
- Track updates to ensure continued Accreditation
- Stay engaged with ELAP staff
 - Comment letters
 - workshops
- Partnership Opportunities
 - California Water Environment Association (CWEA) Interactive forums