



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

**WEDNESDAY, MARCH 1, 2023  
10:00 A.M.**

**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: 169 113 791#**

The public may participate and provide public comment during the meeting by joining in-person or by calling the number provided above. Comments may also be submitted by email to the Board Secretary/Office Manager Denise Garzaro at [dgarzaro@ieua.org](mailto: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**

**ROLL CALL**

**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/Office Manager prior to the public comment section or request to 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.

1. **ACTION ITEMS**

A. **ADOPTION OF RESOLUTION NO. 2023-3-1, AMENDING THE AGENCY'S SALARY SCHEDULE/MATRIX FOR ALL GROUPS**

Staff recommends that the Board adopt Resolution No. 2023-3-1, amending the Agency's Salary Schedule/Matrix for all groups.

B. **ADOPTION OF THE 2023 – 2024 FEDERAL AND STATE LEGISLATIVE PRIORITIES & POLICY PRINCIPLES**

Staff recommends that the Board adopt the 2023 – 2024 Legislative Priorities and Policy Principles.

2. **WORKSHOP ITEMS**

A. **TRENDS ON THE COLORADO RIVER (ORAL)**

B. **WASTEWATER PROGRAMS COST OF SERVICE UPDATE AND PROPOSED RATES FOR FY 2023/24 - 2024/25 (POWERPOINT)**

C. **THE CALIFORNIA ENVIRONMENTAL QUALITY ACT (POWERPOINT)**

3. **GENERAL MANAGER'S COMMENTS**

4. **BOARD OF DIRECTORS' REQUESTED FUTURE AGENDA ITEMS**

5. **DIRECTORS' COMMENTS**

6. **CLOSED SESSION**

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

1. Ortiz v. IEUA, Case No. CIVDS 2020900

**ADJOURN**

**Declaration of Posting**

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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](http://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](mailto:dgarzaro@ieua.org), 48 hours prior to the scheduled meeting so that IEUA can make reasonable arrangements to ensure accessibility.

**ACTION  
ITEM**

**1A**

**Date:** March 1, 2023

**To:** The Honorable Board of Directors

*SD*  
**From:** Shivaji Deshmukh, General Manager

**Committee:**

**Staff Contact:** Shivaji Deshmukh, General Manager

**Subject:** Adoption of Resolution No. 2023-3-1, Amending the Agency's Salary Schedule/  
Matrix for All Groups

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**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 February 15, 2023.

Following an extensive and comprehensive classification and compensation review process, Human Resources staff recommends a salary range modification for the Accountant I from range 173 to 175, Accountant II from range 175 to 177, and Senior Accountant classification from range 179 to 181. This follows the completion of the required meet and confer process with the Professional Unit over changes to the bargaining unit classifications. The parties were able to reach agreement to proceed with the classification modifications on February 9, 2023.

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**Staff's Recommendation:**

Adopt Resolution No. 2023-3-1, Amending the Agency's Salary Schedule/Matrix for all groups

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**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 February 15, 2023, the Board of Directors adopted Resolution No. 2023-2-2, Amending the Agency's Salary Schedule/Matrix for all groups.

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**Environmental Determination:**

Not Applicable

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**Business Goal:**

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

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**Attachments:**

Attachment A - Resolution No. 2023-3-1, Amending the Agency's Salary Schedule/Matrix for all groups and Exhibit 1

**RESOLUTION NO. 2023-3-1**

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

**WHEREAS**, the Agency has compensation changes as a result of comprehensive classification and compensation review process for the existing Accountant I, Accountant II, and Senior Accountant classifications, and

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

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

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

SECTION 2: The salary information contained in Exhibit "1" shall be effective as of March 5, 2023.

**ADOPTED** the 1<sup>st</sup> day of March 2023.

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Marco Tule  
President of the Inland Empire  
Utilities Agency\* and of the  
Board of Directors thereof

ATTEST:

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Jasmin A. Hall  
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, Jasmin A. Hall, Secretary/Treasurer of the Inland Empire Utilities Agency\*, DO  
HEREBY CERTIFY that the foregoing Resolution being No. 2023-3-1, was adopted at a regular  
Board Meeting on March 1, 2023, of said Agency by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

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

(SEAL)

\*A Municipal Water District

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Accountant I	175	UN	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
Accountant II	177	PR	Exempt	1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569
				3	\$41.1813	\$3,294.51	\$7,138.11	\$85,657
				4	\$42.2111	\$3,376.89	\$7,316.60	\$87,799
				5	\$43.2664	\$3,461.32	\$7,499.53	\$89,994
				6	\$44.3476	\$3,547.81	\$7,686.93	\$92,243
				7	\$45.4563	\$3,636.51	\$7,879.11	\$94,549
				8	\$46.5928	\$3,727.43	\$8,076.10	\$96,913
				9	\$47.7577	\$3,820.62	\$8,278.01	\$99,336
Accounting Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Accounting Technician I	170	GU	Non-exempt	1	\$27.8606	\$2,228.85	\$4,829.18	\$57,950
				2	\$28.5577	\$2,284.62	\$4,950.01	\$59,400
				3	\$29.2717	\$2,341.74	\$5,073.77	\$60,885
				4	\$30.0029	\$2,400.24	\$5,200.52	\$62,406
				5	\$30.7534	\$2,460.28	\$5,330.61	\$63,967
				6	\$31.5222	\$2,521.78	\$5,463.86	\$65,566
				7	\$32.3101	\$2,584.81	\$5,600.43	\$67,205
				8	\$33.1178	\$2,649.43	\$5,740.44	\$68,885
				9	\$33.9457	\$2,715.66	\$5,883.93	\$70,607
Accounting Technician II	173	GU	Non-exempt	1	\$32.2520	\$2,580.16	\$5,590.35	\$67,084
				2	\$33.0582	\$2,644.66	\$5,730.10	\$68,761
				3	\$33.8851	\$2,710.81	\$5,873.43	\$70,481
				4	\$34.7318	\$2,778.55	\$6,020.20	\$72,242
				5	\$35.5996	\$2,847.97	\$6,170.61	\$74,047
				6	\$36.4904	\$2,919.24	\$6,325.02	\$75,900
				7	\$37.4020	\$2,992.16	\$6,483.02	\$77,796
				8	\$38.3375	\$3,067.00	\$6,645.17	\$79,742
				9	\$39.2962	\$3,143.70	\$6,811.35	\$81,736
Administrative Assistant I	171	GU	Non-exempt	1	\$29.2539	\$2,340.32	\$5,070.70	\$60,848

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

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

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

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

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

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 March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

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



## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

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

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
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
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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Director of Engineering	195	UN	Exempt	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
Director of Finance	195	UN	Exempt	9	\$104.2347	\$8,338.78	\$18,067.36	\$216,808
				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
Director of Finance (Y-Rated; Hired Before 1/23/2022)	208	UN	Exempt	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	\$117.1515	\$9,372.12	\$20,306.26	\$243,675
				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
Director of Information Technology	194	UN	Exempt	8	\$106.7799	\$8,542.40	\$18,508.54	\$222,102
				9	\$109.4496	\$8,755.97	\$18,971.27	\$227,655
				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
Director of Operations and Maintenance	195	UN	Exempt	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
				1	\$94.3222	\$7,545.78	\$16,349.19	\$196,190
				2	\$96.6808	\$7,734.47	\$16,758.02	\$201,096

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Electrical & Instrumentation Technician IV	182	GU	Non-exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Employee and Labor Relations Advocate	186	UN	Exempt	1	\$60.8039	\$4,864.32	\$10,539.36	\$126,472
				2	\$62.3241	\$4,985.93	\$10,802.85	\$129,634
				3	\$63.8823	\$5,110.59	\$11,072.95	\$132,875
				4	\$65.4794	\$5,238.36	\$11,349.78	\$136,197
				5	\$67.1164	\$5,369.32	\$11,633.53	\$139,602
				6	\$68.7943	\$5,503.55	\$11,924.36	\$143,092
				7	\$70.5140	\$5,641.12	\$12,222.43	\$146,669
				8	\$72.2770	\$5,782.16	\$12,528.02	\$150,336
				9	\$74.0837	\$5,926.70	\$12,841.19	\$154,094
Engineering Services Analyst	182	PR	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Engineering Services Specialist	179	UN	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Engineering Services Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				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

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
External Affairs Specialist I	171	UN	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
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
Facilities Program Coordinator	181	PR	Exempt	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
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
Facilities Program Supervisor	185	SU	Exempt	8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
				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
Facilities Specialist	177	PR	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	\$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
Facilities Specialist - Landscape	177	UN	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
				1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
				2	\$40.1775	\$3,214.20	\$6,964.10	\$83,569



## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Facilities Specialist - Landscape	177	UN	Exempt	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 Technician 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
Facilities Technician II	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
Facilities Technician 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
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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Financial Analyst II	181	PR	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
General Manager	205	EX	Exempt	1	\$163.4615	\$13,076.92	\$28,333.33	\$340,000
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
				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

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Human Resources Analyst	181	UN	Exempt	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
Human Resources Specialist	177	UN	Exempt	8	\$72.2770	\$5,782.16	\$12,528.02	\$150,336
				9	\$74.0837	\$5,926.70	\$12,841.19	\$154,094
				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
HVAC Technician	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
				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
Industrial Engine Technician I	177	GU	Non-exempt	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
				1	\$39.1967	\$3,135.74	\$6,794.11	\$81,529
Industrial Engine Technician II	181	GU	Non-exempt	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
				1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Industrial Engine Technician II	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
Information Security 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
Information Systems Analyst I	179	PR	Exempt	1	\$43.2145	\$3,457.16	\$7,490.52	\$89,886
				2	\$44.2952	\$3,543.62	\$7,677.85	\$92,134
				3	\$45.4025	\$3,632.20	\$7,869.77	\$94,437
				4	\$46.5375	\$3,723.00	\$8,066.50	\$96,798
				5	\$47.7005	\$3,816.04	\$8,268.09	\$99,217
				6	\$48.8933	\$3,911.47	\$8,474.86	\$101,698
				7	\$50.1159	\$4,009.28	\$8,686.78	\$104,241
				8	\$51.3688	\$4,109.51	\$8,903.94	\$106,847
				9	\$52.6525	\$4,212.20	\$9,126.44	\$109,517
Information Systems Analyst II	181	PR	Exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Intern	001	OTR	Non-exempt	1	\$16.0000			
				2	\$17.0000			
				3	\$18.0000			
				4	\$19.0000			
				5	\$20.0000			
				6	\$21.0000			
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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Internal Auditor	179	PR	Exempt	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
				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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Laboratory Supervisor	185	SU	Exempt	9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Maintenance Planner/Scheduler	182	GU	Non-exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Maintenance Supervisor	185	SU	Exempt	1	\$57.9068	\$4,632.55	\$10,037.20	\$120,446
				2	\$59.3549	\$4,748.40	\$10,288.20	\$123,458
				3	\$60.8385	\$4,867.08	\$10,545.34	\$126,544
				4	\$62.3592	\$4,988.74	\$10,808.94	\$129,707
				5	\$63.9183	\$5,113.47	\$11,079.19	\$132,950
				6	\$65.5164	\$5,241.32	\$11,356.20	\$136,274
				7	\$67.1539	\$5,372.32	\$11,640.03	\$139,680
				8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				9	\$70.5539	\$5,644.32	\$12,229.36	\$146,752
Manager of Asset Management	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Manager of Compliance and Sustainability	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287
Manager of Contracts and Procurement	190	UN	Exempt	1	\$73.9015	\$5,912.12	\$12,809.60	\$153,715
				2	\$75.7496	\$6,059.97	\$13,129.94	\$157,559
				3	\$77.6424	\$6,211.40	\$13,458.04	\$161,496
				4	\$79.5837	\$6,366.70	\$13,794.52	\$165,534
				5	\$81.5731	\$6,525.85	\$14,139.35	\$169,672
				6	\$83.6125	\$6,689.00	\$14,492.84	\$173,914
				7	\$85.7029	\$6,856.24	\$14,855.19	\$178,262
				8	\$87.8452	\$7,027.62	\$15,226.51	\$182,718
				9	\$90.0419	\$7,203.36	\$15,607.28	\$187,287

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

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



**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				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

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				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

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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 <sup>1</sup>	175	PR	Non-exempt	1	\$35.5529	\$2,844.24	\$6,162.52	\$73,950
				2	\$36.4419	\$2,915.36	\$6,316.62	\$75,799
				3	\$37.3525	\$2,988.20	\$6,474.44	\$77,693
				4	\$38.2866	\$3,062.93	\$6,636.35	\$79,636
				5	\$39.2438	\$3,139.51	\$6,802.28	\$81,627
				6	\$40.2246	\$3,217.97	\$6,972.27	\$83,667
				7	\$41.2303	\$3,298.43	\$7,146.60	\$85,759
				8	\$42.2611	\$3,380.89	\$7,325.27	\$87,903
				9	\$43.3178	\$3,465.43	\$7,508.44	\$90,101
Project Manager I	184	PR	Exempt	1	\$55.1510	\$4,412.08	\$9,559.51	\$114,714
				2	\$56.5299	\$4,522.40	\$9,798.54	\$117,582
				3	\$57.9433	\$4,635.47	\$10,043.52	\$120,522
				4	\$59.3919	\$4,751.36	\$10,294.62	\$123,535
				5	\$60.8770	\$4,870.16	\$10,552.02	\$126,624
				6	\$62.3986	\$4,991.89	\$10,815.77	\$129,789
				7	\$63.9582	\$5,116.66	\$11,086.10	\$133,033
				8	\$65.5568	\$5,244.55	\$11,363.20	\$136,358
				9	\$67.1962	\$5,375.70	\$11,647.35	\$139,768

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
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	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
Senior Accountant	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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
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 and Maintenance Technician	181	GU	Non-exempt	1	\$47.6414	\$3,811.32	\$8,257.86	\$99,094
				2	\$48.8323	\$3,906.59	\$8,464.28	\$101,571
				3	\$50.0529	\$4,004.24	\$8,675.86	\$104,110
				4	\$51.3044	\$4,104.36	\$8,892.78	\$106,713
				5	\$52.5861	\$4,206.89	\$9,114.93	\$109,379
				6	\$53.9015	\$4,312.12	\$9,342.93	\$112,115
				7	\$55.2491	\$4,419.93	\$9,576.52	\$114,918
				8	\$56.6299	\$4,530.40	\$9,815.87	\$117,790
				9	\$58.0462	\$4,643.70	\$10,061.35	\$120,736
Senior Construction Project Inspector	182	UN	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772
Senior Engineer	187	PR	Exempt	1	\$63.8428	\$5,107.43	\$11,066.10	\$132,793
				2	\$65.4385	\$5,235.08	\$11,342.68	\$136,112
				3	\$67.0746	\$5,365.97	\$11,626.27	\$139,515
				4	\$68.7515	\$5,500.12	\$11,916.93	\$143,003
				5	\$70.4698	\$5,637.59	\$12,214.78	\$146,577
				6	\$72.2318	\$5,778.55	\$12,520.20	\$150,242
				7	\$74.0375	\$5,923.00	\$12,833.17	\$153,998
				8	\$75.8885	\$6,071.08	\$13,154.01	\$157,848
				9	\$77.7861	\$6,222.89	\$13,482.93	\$161,795

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
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 Facilities Technician	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 Financial Analyst	183	PR	Exempt	1	\$52.5270	\$4,202.16	\$9,104.68	\$109,256
				2	\$53.8395	\$4,307.16	\$9,332.18	\$111,986
				3	\$55.1856	\$4,414.85	\$9,565.51	\$114,786
				4	\$56.5654	\$4,525.24	\$9,804.69	\$117,656
				5	\$57.9799	\$4,638.40	\$10,049.87	\$120,598
				6	\$59.4289	\$4,754.32	\$10,301.03	\$123,612
				7	\$60.9145	\$4,873.16	\$10,558.52	\$126,702
				8	\$62.4375	\$4,995.00	\$10,822.50	\$129,870
				9	\$63.9986	\$5,119.89	\$11,093.10	\$133,117
Senior Information Systems Analyst	182	PR	Exempt	1	\$50.0236	\$4,001.89	\$8,670.77	\$104,049
				2	\$51.2736	\$4,101.89	\$8,887.43	\$106,649
				3	\$52.5558	\$4,204.47	\$9,109.69	\$109,316
				4	\$53.8693	\$4,309.55	\$9,337.36	\$112,048
				5	\$55.2164	\$4,417.32	\$9,570.86	\$114,850
				6	\$56.5962	\$4,527.70	\$9,810.02	\$117,720
				7	\$58.0116	\$4,640.93	\$10,055.35	\$120,664
				8	\$59.4621	\$4,756.97	\$10,306.77	\$123,681
				9	\$60.9481	\$4,875.85	\$10,564.35	\$126,772



## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				9	\$81.6722	\$6,533.78	\$14,156.53	\$169,878

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
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
				5	\$60.8770	\$4,870.16	\$10,552.02	\$126,624
				6	\$62.3986	\$4,991.89	\$10,815.77	\$129,789

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Senior Water Resources Analyst	184	PR	Exempt	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
				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 March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Technology Specialist II	180	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
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
Warehouse Technician	171	GU	Non-exempt	8	\$68.8332	\$5,506.66	\$11,931.10	\$143,173
				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
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	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
				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
Wastewater Treatment Plant Operator II	176	OP	Non-exempt	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
				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

**Inland Empire Utilities Agency**  
**Salary Matrix**  
**Effective March 5, 2023**  
**Adopted March 1, 2023**

**EXHIBIT 1**

<b>Classification Title</b>	<b>Salary Range</b>	<b>Unit</b>	<b>FLSA</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Wastewater Treatment Plant Operator II	176	OP	Non-exempt	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
				5	\$41.2049	\$3,296.40	\$7,142.20	\$85,706

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Plant Operator II	176	OP	Non-exempt	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
Water Plant Operator IV, V	180	OP	Non-exempt	9	\$50.1433	\$4,011.47	\$8,691.52	\$104,298
				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
Z-Not in Use	165	(blank)	(blank)	8	\$53.9361	\$4,314.89	\$9,348.93	\$112,187
				9	\$55.2847	\$4,422.78	\$9,582.69	\$114,992
				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
	167	(blank)	(blank)	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
				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
	168	(blank)	(blank)	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
				1	\$25.2722	\$2,021.78	\$4,380.53	\$52,566
				2	\$25.9039	\$2,072.32	\$4,490.03	\$53,880
				3	\$26.5510	\$2,124.08	\$4,602.18	\$55,226
				4	\$27.2145	\$2,177.16	\$4,717.18	\$56,606
				5	\$27.8948	\$2,231.59	\$4,835.12	\$58,021
				6	\$28.5928	\$2,287.43	\$4,956.10	\$59,473

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Z-Not in Use	168	(blank)	(blank)	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
	189	(blank)	(blank)	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
				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
	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
	196	(blank)	(blank)	1	\$99.0366	\$7,922.93	\$17,166.35	\$205,996
				2	\$101.5121	\$8,120.97	\$17,595.44	\$211,145
				3	\$104.0500	\$8,324.00	\$18,035.34	\$216,424
				4	\$106.6515	\$8,532.12	\$18,486.26	\$221,835
				5	\$109.3174	\$8,745.40	\$18,948.37	\$227,380
				6	\$112.0505	\$8,964.04	\$19,422.09	\$233,065
				7	\$114.8525	\$9,188.20	\$19,907.77	\$238,893
				8	\$117.7231	\$9,417.85	\$20,405.35	\$244,864
				9	\$120.6664	\$9,653.32	\$20,915.53	\$250,986
	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

## Inland Empire Utilities Agency

EXHIBIT 1

## Salary Matrix

Effective March 5, 2023

Adopted March 1, 2023

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

## Note:

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



**ACTION  
ITEM**

**1B**

**Date:** March 1, 2023

**To:** The Honorable Board of Directors

**From:** Shivaji Deshmukh, General Manager

**Committee:**

**Staff Contact:** Shivaji Deshmukh, General Manager

**Subject:** Adoption of the 2023 - 2024 Federal and State Legislative Priorities & Policy Principles

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**Executive Summary:**

Each year, the IEUA Board of Directors adopts Federal and State Legislative Priorities and Policy Principles for the upcoming year. The External & Government Affairs Department conducted a thorough review of the existing Legislative Policy Principles and has revamped the priorities and principles for the 2023-2024 legislative session to ensure that this document addresses current issues and opportunities, as well as provides flexibility to address a myriad of administrative, regulatory, and legislative activity. It is recommended that moving forward, this document align with the two-year State legislative session and Congressional terms.

The adoption of the Legislative Priorities and Policy Principles allows staff to be more efficient and effective when taking positions on legislation, regulatory actions, and funding opportunities. This document is designed to provide staff with the necessary guidelines in order to make recommendations if actions need to be taken quickly, as well as making position recommendations to the Community and Legislative Affairs Committee and the Board of Directors.

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**Staff's Recommendation:**

Adopt the 2023-2024 Legislative Priorities and Policy Principles.

---

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

Account/Project Name:  
Not Applicable

Fiscal Impact (explain if not budgeted):  
Not Applicable

**Prior Board Action:**

On January 19, 2022, the Board of Directors adopted the 2022 Legislative Policy Principles.

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**Environmental Determination:**

Not Applicable

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**Business Goal:**

Approving the Legislative Priorities & Policy Principles is in line with IEUA's Business Goal of advocating for development of policies, legislation, and regulations that benefit the region.

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**Attachments:**

Attachment 1 - 2023-2024 IEUA Legislative Priorities & Policy Principles



# Legislative Priorities & Policy Principles







IEUA serves approximately 935,000 residents over 242 square miles in western San Bernardino County.



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Diversity, Equity, Inclusion, Access, and Transparency	

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Regional Plant (RP)-5 in Chino, CA treats up to 15 million gallons of wastewater per day, equivalent to 22 Olympic-sized swimming pools.



## Mission

The Inland Empire Utilities Agency (IEUA) is committed to meeting the needs of the region by providing essential services in a regionally planned and cost-effective manner while safeguarding public health, promoting economic development, and protecting the environment.

### Key Areas of Service

1. Securing and supplying imported water.
  2. Collecting and treating wastewater.
  3. Producing high-quality renewable products such as recycled water, compost, and energy.
  4. Promoting sustainable use of groundwater and development of local water supplies.
- 

## Values

Leading the way. Planning for the future. Protecting the resources of the communities we serve. The Inland Empire Utilities Agency is committed to:

1. Applying ethical, fiscally responsible, transparent, and environmentally sustainable principles to all aspects of business and organizational conduct.
  2. Working with integrity as one team, while celebrating the region's diversity.
  3. Staying in the forefront of the industry through education, innovation, efficiency, and creativity.
- 

## Introduction/Overview

IEUA has adopted Legislative Priorities and Policy Principles to provide a foundation for a highly productive advocacy program that will effectively influence legislation, regulations, and funding in alignment with IEUA's mission and values. The IEUA External and Government Affairs Department, as the lead coordinating with all sectors within the Agency, uses the following four principles as a basis for taking positions on legislation, regulations, and funding opportunities.

1. Principle of Water Supply Reliability
2. Principle of Water-Energy Nexus
3. Principle of Clean and Safe Drinking Water
4. Principle of Responsive and Responsible Finance, Administration, and Operations



# Principle of Water Supply Reliability

## Policy Goal

Maintain and protect the reliability and cost-effectiveness of local and imported sources of water. Advocate for groundwater storage, recovery, and management, brackish desalination, wastewater treatment, recycled water, and conservation as effective and efficient drought response efforts.





## Water Supply & Storage

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1. Support local water supply, storage, and recovery projects that ensure future reliability, increase local flexibility, reduce reliance on imported water and oppose efforts that constrain these opportunities.
2. Support administrative and legislative actions that promote resiliency, improved operability of IEUA and regional systems, and respond to and plan for drought conditions while maintaining the necessary environmental protections.
3. Support administrative, legislative, and funding opportunities to ensure the reliability of imported water supplies including, but not limited to, conveyance and storage projects, salinity control measures, and cleanup for contaminated sites.
4. Support funding opportunities for local water supply development and water quality improvement projects benefiting IEUA's Region, IEUA customer agencies, the Chino Basin, and the Santa Ana Watershed.
5. Support funding for drought relief and adaptive water management opportunities in California that promote sustainability and reliability.
6. Support administrative and legislative actions that facilitate the adoption of practical uniform water recycling criteria and expanded application for direct and indirect potable reuse.

## Water Use Efficiency & Shortage Response

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1. Support a definition of "efficient use of water" that includes local hydrologic conditions and protects trees and healthy soils that also minimizes the impacts on wastewater flows and treatment operations.
2. Support conservation actions and efforts during declared water shortage emergencies that reduce outdoor use of potable water while protecting trees and healthy soils.
3. Support administrative and legislative actions that recognize local hydrologic conditions and local/regional efforts in meeting statutory Urban Water Use Objectives or other water-use efficiency goals.
4. Support funding opportunities and incentive programs that promote water-use efficiency and permanent water-use restrictions including, but not limited to turf transformation, tax exemptions, and technical assistance.

# Principle of Water–Energy Nexus

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## Policy Goal

Promote science-based, environmentally sustainable practices that respond to climate change, ensure water resilience, and promote emissions reductions and renewable energy.

## Energy Supply and Reliability

1. Support diverse energy supply options and oppose constraints on energy supply development.
2. Support actions and investments in renewable energy to reduce reliance on grid power, increase energy reliability, and reduce overall energy costs.
3. Support voluntary investment in wildfire system hardening and efforts to insulate IEUA from Public Safety Power Shutoffs.
4. Support actions that would increase the value of Renewable Energy Credits (RECs) generated and sold by wastewater treatment agencies that utilize on-site renewable energy.
5. Support legislation, regulations, and administrative policies that ensure that power costs reflect the cost of energy procurement, infrastructure, and maintenance.
6. Support projects and funding for renewable energy resources and peak energy management that provide direct benefits for water resource sustainability.

RP-4 & Inland Empire Regional Composting Facility (IERCF) in Rancho Cucamonga, CA - 1 megawatt  
Wind Turbine generates 1,500 MWh per year, equivalent to powering 130 homes per year.



## Composting

1. Support legislation, regulations, and funding that promote compost as a use for, but not limited to, erosion control to protect water resources, water-use efficiency, fire-ravaged land remediation, and healthy soils.
  2. Support administrative and legislative approaches for connecting carbon sequestration with healthy soils and the use of compost.
  3. Support regulations that restrict the use of uncomposted and contaminated organics in commercial compost products.
- 



Right: Install water champ disconnect at RP-5.

Left: RP-1 Plant

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# Principle of Clean and Safe Drinking Water

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## Policy Goal

To preserve the delivery of safe and reliable water for all Californians in an affordable, economical, and transparent manner.

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## Water Quality

1. Support reasonable and scientifically significant administrative and legislative actions that promote and/or improve source water quality and regulate constituents of emerging concern that consider factors such as stakeholder input, feasibility, laboratory capacity, analytical methods, and implementation costs.
2. Support legislative and administrative approaches promoting “polluter pays” principles, extending responsibility for contamination to chemical manufacturers and promoting consumer product responsibility.
3. Support actions and investments to help public water systems defray the costs of monitoring and/or remediation of per- and polyfluoroalkyl substances and ensure drinking water and wastewater facilities are not held liable for the cleanup of contamination.
4. Support administrative and legislative action to identify and promote the use of salt-less water softening technology. Oppose any efforts to endorse salt-based technologies.



## Accessibility

1. Support alternative efforts to a sustainable approach to ensure every Californian has access to safe, clean, and reliable water.
2. Support sensible, long-term solutions that assist underrepresented communities with increased access to safe and affordable drinking water.

## Public & Environmental Health

1. Support funding opportunities for septic-to-sewer conversion projects.
2. Support modernization of the Endangered Species Act that allows for the best available science, adaptive management, and flexible implementation to be used.
3. Support legislation and administrative actions to secure funding for public water systems and laboratories to defray costs associated with declared federal, state, or local emergencies.
4. Support administrative and legislative actions for environmental compliance (e.g., air, water, hazardous materials, and waste) that provide for regulatory compliance flexibility, promote consistency, and reduce regulatory redundancy.



Quality Control Analyst performing Sulfonates testing, a methylene blue color reaction to detect the existence of anionic substances in water that may cause water corrosion or contamination.



# Principle of Responsive and Responsible Finance, Administration, and Operations

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## Policy Goal

Preserve ethical and transparent principles that maintain and support responsive fiscal responsibility, local control, employee engagement and retention, and diversity and accessibility.

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## Administrative Processes

1. Support efforts that align with IEUA's commitment to applying the highest standards of fiscal responsibility, integrity, ethical, and transparent business practices and principles.
2. Support streamlining of federal, state, and regional permitting; environmental review (including, but not limited to, CEQA and NEPA); regulatory and reporting mandates; and other duplicative, burdensome, or cumbersome processes.
3. Support cooperative efforts between public agencies and regulators in the development of state and federal policies and regulatory requirements.
4. Support legislative and regulatory efforts that minimize cost impacts of new or expanded regulations and discourage measures that impose an undue burden on ratepayers.
5. Support legislation and administrative actions that would provide funding or reimbursement for enhanced chemical and physical security and cybersecurity for water, wastewater, biosolid, and power infrastructure.
6. Support administrative and legislative actions and funding for research and partnerships benefiting water, recycled water, wastewater, composting, and energy management.



**Top Left:** RP-1 Polymer Pump Repair  
**Bottom Left:** RP-1 Z- Chlorine Calibration



**Top Right:** Managers' Unit All -Hands Meeting  
**Bottom Right:** Bleach Tank Installation



## Financial

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1. Support measures to reduce costs, risks, and burdensome administrative processes, and streamline approvals of financing IEUA and regional projects.
2. Support reauthorization, extension, and/or expansion of federal and state funding for essential water, sewer, recycled water, and energy infrastructure.
3. Support efforts to reinstate public agency advanced bond refunding.
4. Support legislation establishing an approach that proactively validates that an agency's rate-setting process conforms with all legal requirements, thereby minimizing uncertainty.
5. Support measures and efforts that protect local revenue sources and reserve funds and that maintain tax-exempt status for municipal debt.
6. Support the development of general obligation bonds or other funding streams that provide flexibility to local entities to leverage funds within other states, federal, or local resources.
7. Oppose policies and efforts that would jeopardize IEUA's bond rating and standing in the municipal bond market.
8. Support legislation and administrative actions to achieve tax-exempt status for water treatment chemicals and ensure access to water treatment chemicals.
9. Support actions and investments that promote prevention, preparedness, response, and recovery of emergencies to enhance IEUA and community resilience and ensure effective response and recovery capabilities.

## Local Control

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1. Support customer agency and regional legislative positions that align with IEUA's legislative priorities and policy principles.
2. Support measures that encourage decision-making at the local level.
3. Oppose efforts to impose a public goods charge or other burdensome fees.

## Human Resources/Employment

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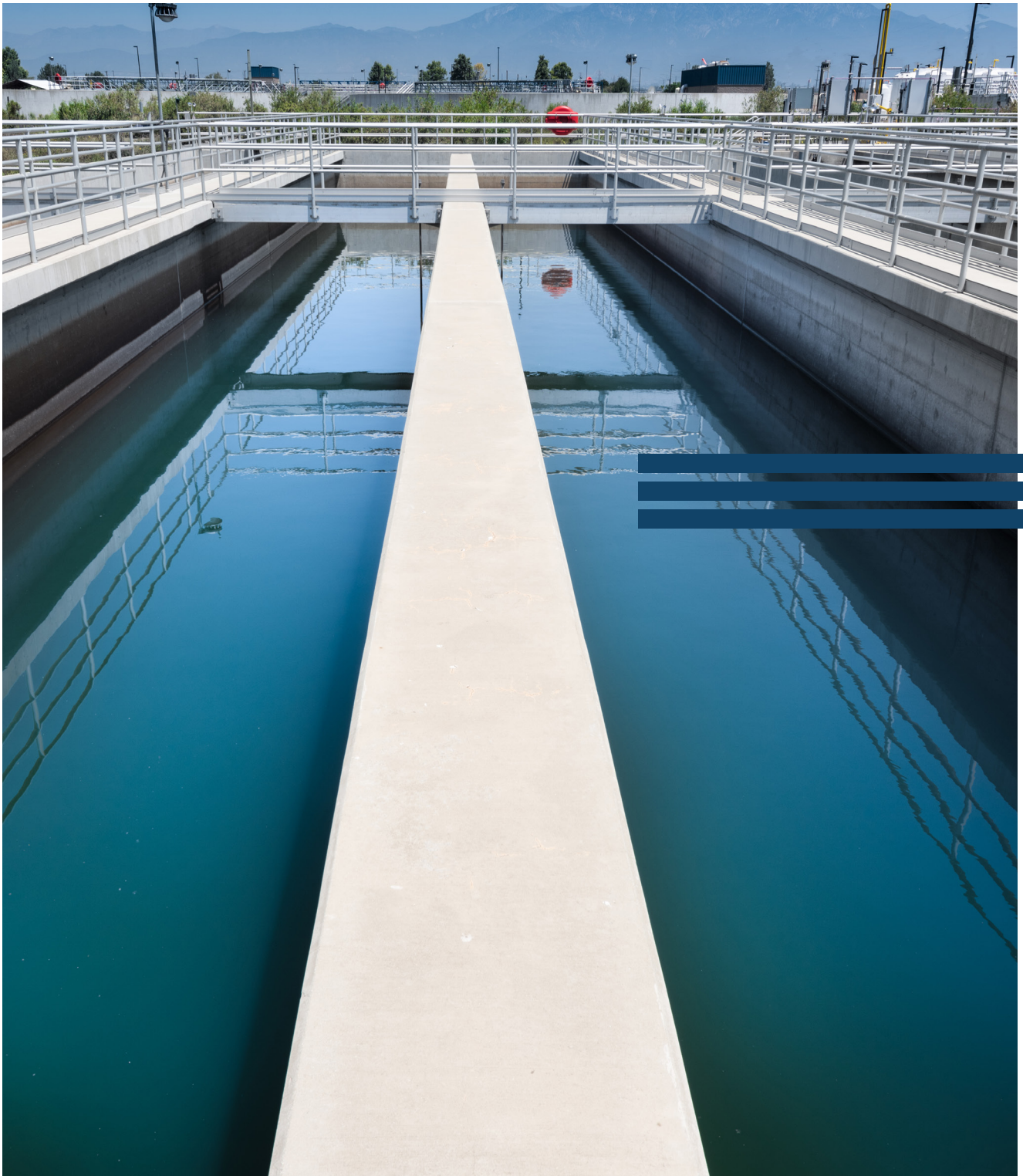
1. Support measures and funding opportunities that promote efforts to advance workplace diversity, equity, and inclusion.
2. Support legislation that encourages collective bargaining.
3. Support legislation that increases local control and limits additional financial burdens related to labor relations and collective bargaining that can be appropriately negotiated at the bargaining table.
4. Support funding for local government efforts to establish workforce engagement, succession planning, mentoring programs, and apprenticeships and education programs.
5. Support legislation that streamlines the Workers' Compensation system and makes it easier for employers, employees, and healthcare providers to navigate.
6. Support reform measures that provide sustainable and secure public pensions and other post-retirement benefits to ensure responsive, recruitment retention and affordable public services.
7. Support measures that help local governments with their unfunded liability.

## Diversity, Equity, Inclusion, Access, and Transparency

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1. Support investments and a distribution of funding that ensures a fair and equitable financing process for the public and includes provisions to ensure diversity in the process and equity for financially distressed and underrepresented populations.
2. Support legislation that allows for greater access to public meetings to the public.
3. Support measures that encourage the streamlining of processes to respond to public records requests.
4. Support measures that allow for access to meaningful data which balance the cost of public resources to implement.
5. Support measures that protect and advance local governance and transparency.





RP-5 in Chino, CA - The water stays in the chlorine contact basin for 1.5 hours. Following this treatment process, a portion of the water is utilized for recycled water.

## Connect with us:

**Alyson Piguee, Director of External & Government Affairs**

**Phone:** (909) 247-8374

**E-Mail:** [apiguee@ieua.org](mailto:apiguee@ieua.org)

**Location:** 6075 Kimball Ave, Chino, CA 91708

**Website:** [ieua.org](http://ieua.org)



**WORKSHOP  
ITEM**

**2B**



# Wastewater Programs Cost of Service Update and Proposed Rates for FY 2023/24-2024/25

Javier Chagoyen-Lazaro

Director of Finance

March 2023

# Key Objectives

- Propose rates and fees that support short- and long-term Agency needs
- Support preparation of biennial budget for FY 2023/24-2024/25
- Maintain Agency credit rating
- Growth pays for growth
- Adopt rates by April 19, 2023
- Support customer agencies to comply with their Proposition 218 timeline

# Adopted Fees and Rates

Fund	Wastewater Operations	Wastewater Capital	Recycled Water				Water Resources	
As of July, 1	Monthly Sewer (EDU)	Wastewater Connection Fee (EDU)	Fixed Cost Recovery ***	Recycled Water Direct Use (AF)	Recycled Water Recharge (AF)	One Water Connection Fee (MEU)**	Meter Equivalent Units (MEU)**	RTS Recovery
FY 2019/20	\$20.00	\$6,955	-	\$490	\$550	\$1,684	\$1.04	60%
FY 2020/21*	\$20.00	\$6,955	-	\$490	\$550	\$1,684	\$1.04	75%
FY 2021/22	\$21.22	\$7,379	-	\$520	\$580	\$1,787	\$1.08	90%
FY 2022/23	\$21.86	\$7,600	\$1.11M	\$516	\$616	\$1,841	\$1.10	100%
FY 2023/24	Flow and load study still in progress		\$2.36M	\$510	\$660	\$1,896	\$1.12	100%
FY 2024/25			\$4.96M	\$465	\$665	\$1,953	\$1.14	100%

\*On May 6, 2020, the Board approved to defer rate increases and maintain the rates unchanged for FY 2020/21

\*\*Rates for FYs 2020/21 through 2024/25 adopted in July 2020

\*\*\* Fixed cost recovery phased in over 3 years

# Monthly Sewer Rates



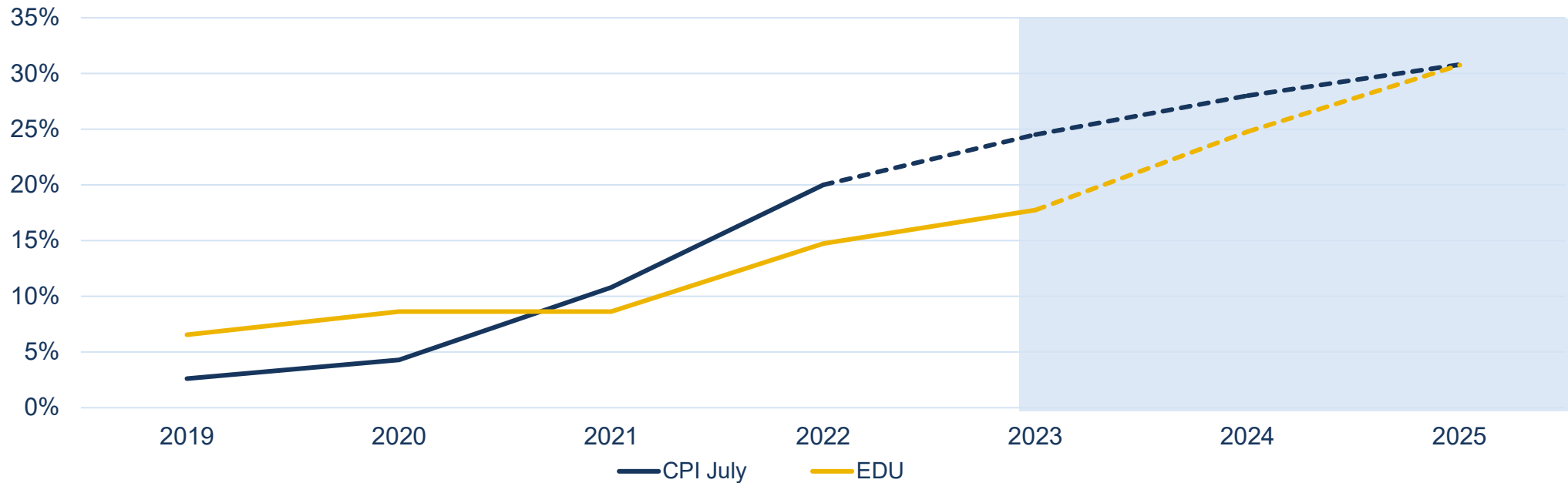
# Inflationary Pressures for Operating Expenses

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
<b>12 Mo CPI* July</b>	2.60%	1.70%	6.50%	9.20%			
<b>EDU Rate</b>	\$19.59	\$20.00	\$20.00	\$21.22	\$21.86		
<b>EDU Rate Change</b>	6.50%	2.09%	0.00%	6.10%	3.02%		

\*Bureau of Labor Statistics, CPI-U Riverside-San Bernardino-Ontario Area, all items, not seasonally adjusted  
[https://www.bls.gov/regions/west/news-release/consumerpriceindex\\_riverside.htm](https://www.bls.gov/regions/west/news-release/consumerpriceindex_riverside.htm)

# Inflationary Pressures for Operating Expenses

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
<b>12 Mo CPI* July</b>	2.60%	1.70%	6.50%	9.20%	4.50%	3.50%	2.80%
<b>EDU Rate</b>	\$19.59	\$20.00	\$20.00	\$21.22	\$21.86	\$23.40	\$24.80
<b>EDU Rate Change</b>	6.50%	2.09%	0.00%	6.10%	3.02%	7.04%	6.44%



\*Bureau of Labor Statistics, CPI-U Riverside-San Bernardino-Ontario Area, all items, not seasonally adjusted  
[https://www.bls.gov/regions/west/news-release/consumerpriceindex\\_riverside.htm](https://www.bls.gov/regions/west/news-release/consumerpriceindex_riverside.htm)

# Wastewater O&M Program Budget Assumptions

- **Use of Funds: Reflect**

- ❖ Increase in O&M Costs:

- Utilities – Increase cost per kWh in FY 23/24 and increase in usage in FY 24/25
    - Chemicals – Increase in cost per unit, related to raw material cost and transportation cost
    - Employment – Recruitment of staff to support operations of RP-5 expansion facilities

- ❖ Increase in Capital Replacement and Rehabilitation costs

- ❖ Proposed TYCIP

- \$38.1M for FY 23/24
    - \$52.5M for FY 24/25

# Wastewater Operations & Maintenance Fund

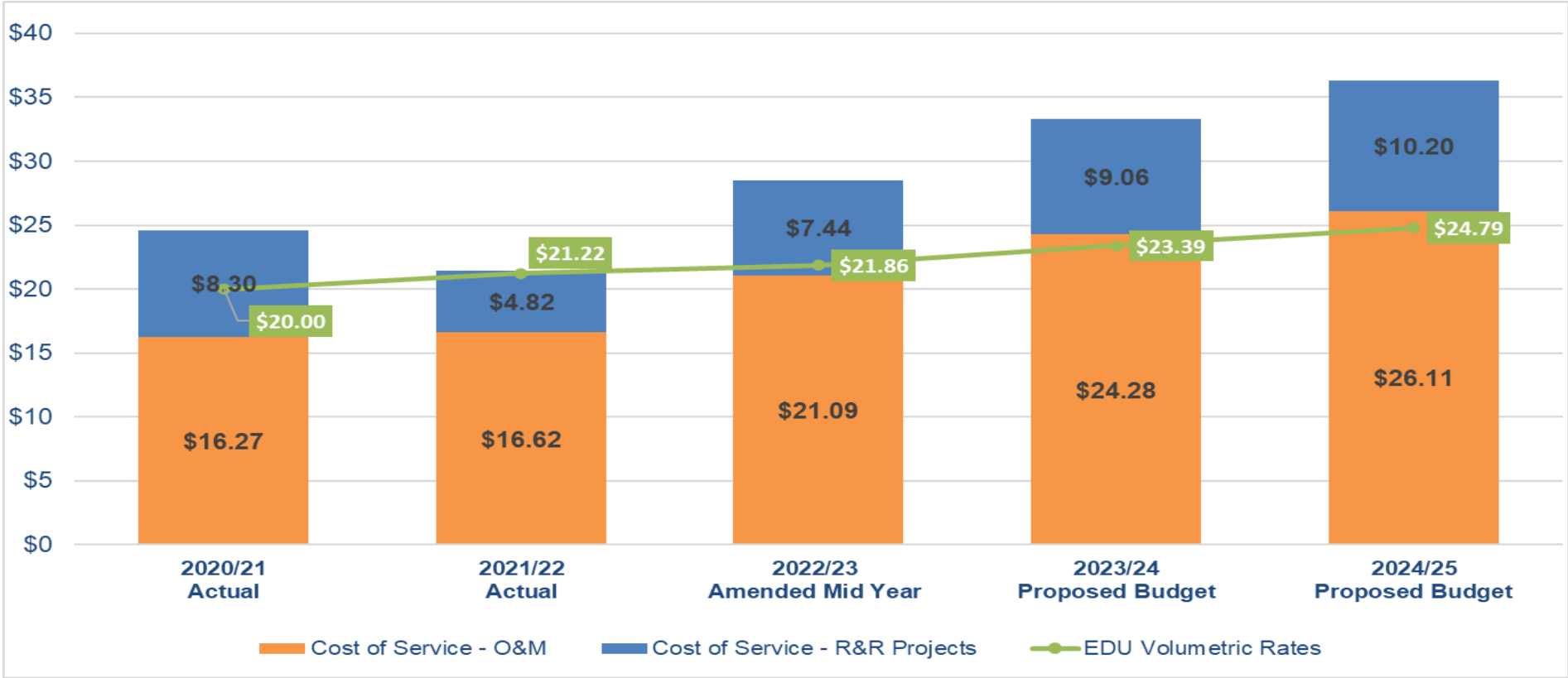
## Cost of Service Outpacing Proposed EDU Rates

	2020/21 Actual	2021/22 Actual	2022/23 Amended	2023/24 Proposed	2024/25 Proposed
Monthly EDU Rate	20.00	21.22	21.86		
Proposed EDU Rate				<b>23.40</b>	<b>24.80</b>
Cost of Service	24.57	21.44	28.53	\$33.34	\$36.31

1. Proposed increase rate of 7% FY 23/24 and 6.4% FY 24/25
2. TYCIP adjusted:
  - Non-Capital projects reduced by 50%, avg \$5M;
  - Capital projects adjusted to \$29M FY 23/24 and \$32M FY 24/25
3. Projects will be supported with Property taxes, future financing and capital replacement reserves

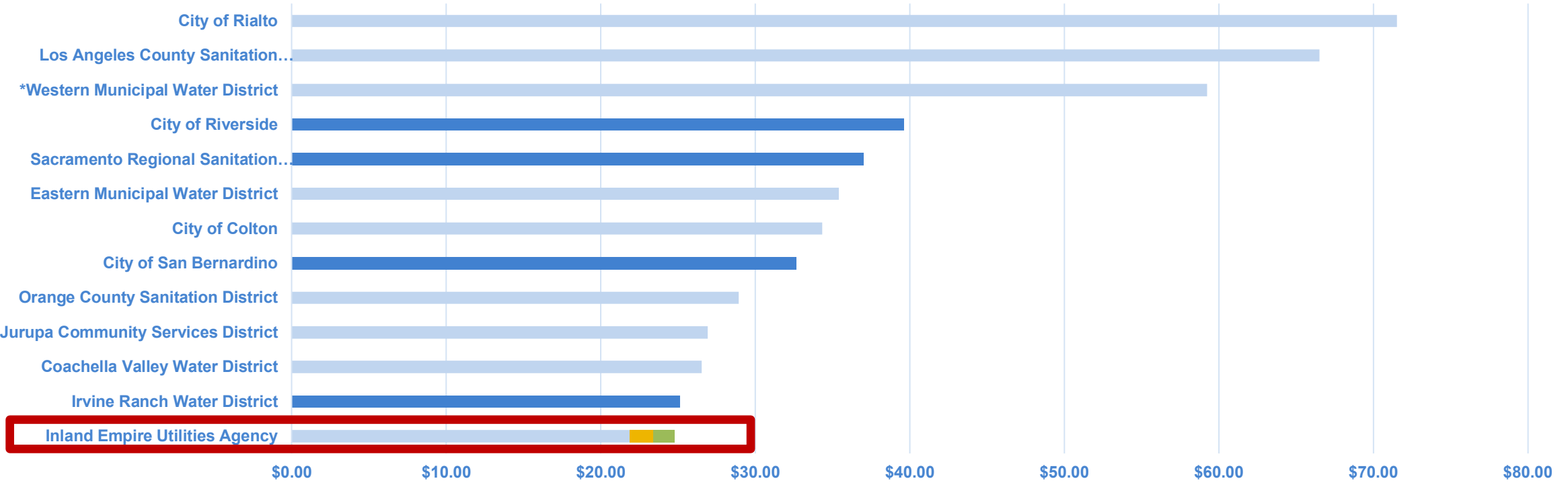
# Wastewater Operations & Maintenance Fund

## Cost of Service Outpacing Proposed EDU Rates



# Adopted Monthly Average Sewer Fee Comparison (\$/EDU)

FY 22/23 Monthly Average Sewer Fee Comparison  
(Single Family Residential)



\*La Sierra Sewer Only Customers and Western Water Recycling Facility Sewer Customers

FY 2023/24     FY 2024/25

# Adopted Monthly Average Sewer Fee Comparison (\$/EDU)

	FY 2022/23 Adopted	FY 2023/24 Proposed	FY 2024/25 Proposed
City of Rialto	\$71.52		
Los Angeles County Sanitation Districts	\$66.53		
*Western Municipal Water District	\$59.25		
City of Riverside	\$39.59		
Sacramento Regional Sanitation District	\$37.00		
Eastern Municipal Water District	\$35.40		
City of Colton	\$34.33		
City of San Bernardino	\$32.66		
Orange County Sanitation District	\$28.92		
Jurupa Community Services District	\$26.93		
Coachella Valley Water District	\$26.53		
Irvine Ranch Water District	\$25.10		
<b>Inland Empire Utilities Agency</b>	<b>\$21.86</b>	<b>\$23.40</b> <b>Increase \$1.54</b>	<b>\$24.80</b> <b>Increase \$1.40</b>

*\*La Sierra Sewer Only Customers and Western Water Recycling Facility Sewer Customers*



# Adopted Monthly Average Sewer Fee Comparison (\$/EDU)

FY 2022/23	IEUA Rate	Local Rate	Total
City of Chino	\$21.86	\$15.26	\$37.12
City of Chino Hills	\$21.86	\$ 7.20	\$29.06
City of Ontario	\$21.86	\$13.63	\$35.49
City of Fontana	\$21.86	\$10.35	\$32.21
City of Montclair	\$21.86	\$ 9.28	\$31.14
City of Upland	\$21.86	\$10.85	\$32.71
CVWD	\$21.86	\$ 5.73	\$27.59

# Extra-Territorial Sewer Service Charges

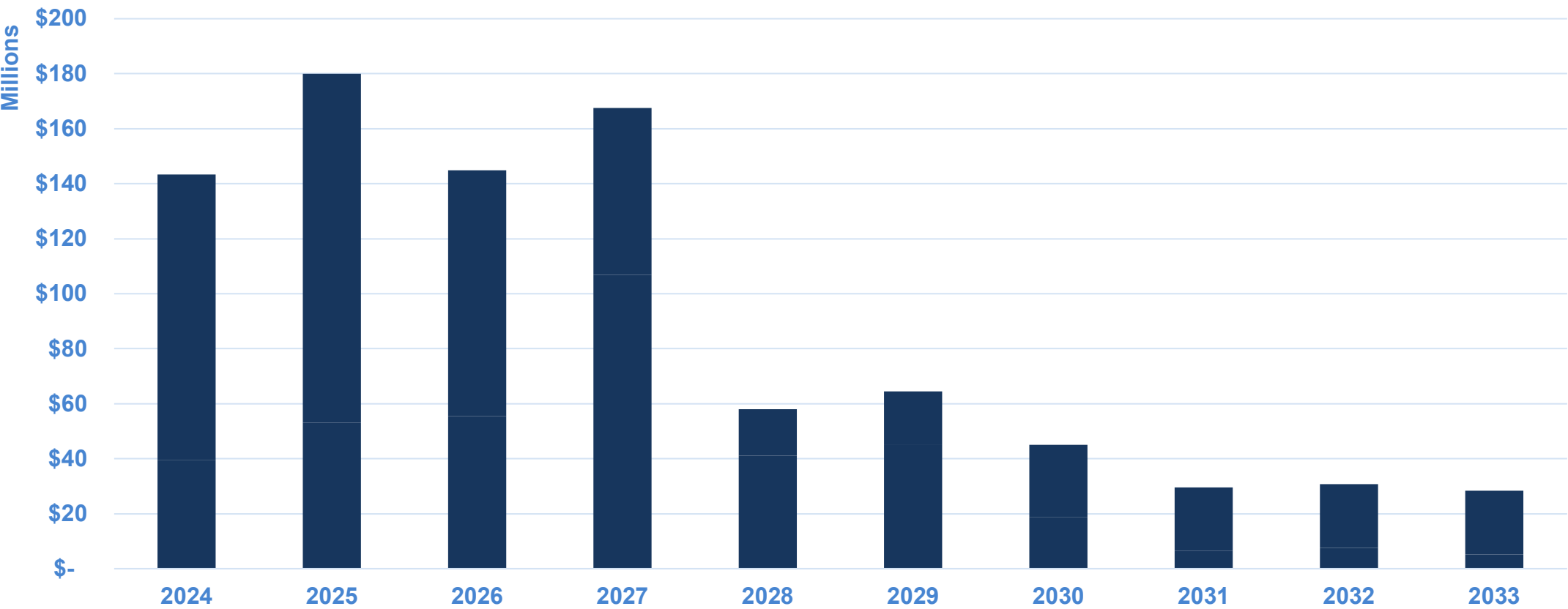
# Extra-Territorial Sewer Service Charges

A. FY 2022/23 Assessed Value:	\$145,038,088,700
B. FY 2023/24 Projected monthly EDUs:	294,611
C. Assessed Value per EDU (A/B):	\$492,303
D. Annual tax obligation factor:	0.000499
E. Annual tax per EDU (CxD):	\$245.66
<b>F. FY 2023/24 Monthly tax per EDU (E/12):</b>	<b>\$20.47</b>

**Extra-Territorial charges are the equivalent of property taxes for sewer services provided outside the Agency's Service Area, in addition of the monthly Regional Sewer Service Rate.**

# Wastewater Connection Fees

# Wastewater Capital Projects



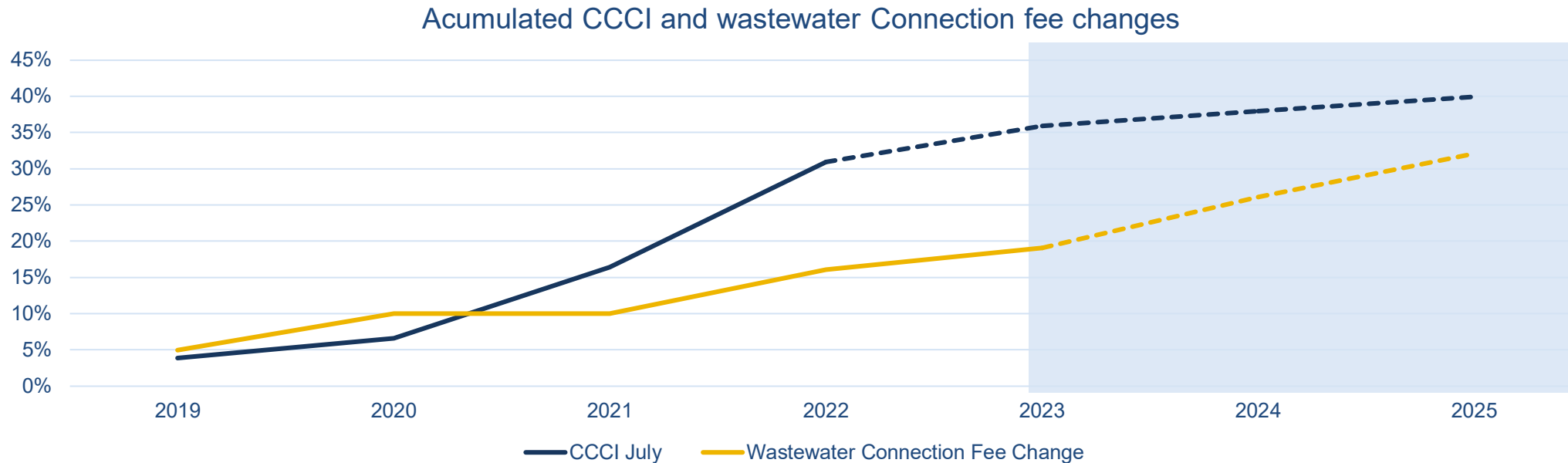
# Inflationary Pressures Project Costs

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
<b>12 Mo CPI* July</b>	3.88%	2.71%	9.85%	14.48%			
<b>Connection fee</b>	4.99%	5.00%	0.00%	6.10%	2.99%		
<b>Connection fee</b>	\$6,624	\$6,955	\$6,955	\$7,379	\$7,600		

\*DGS California Construction Cost Index, CCI  
<https://www.dgs.ca.gov/RES/RESOURCES/Real-Estate-Services-Division-Resources-List-Folder/DGS-California-Construction-Cost-Index-CCCI>

# Inflationary Pressures Project Costs

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
<b>12 Mo CPI* July</b>	3.88%	2.71%	9.85%	14.48%	4.50%	3.50%	2.80%
<b>Connection fee</b>	4.99%	5.00%	0.00%	6.10%	2.99%	7.00%	6.00%
<b>Connection fee</b>	\$6,624	\$6,955	\$6,955	\$7,379	\$7,600	<b>\$8,132</b>	<b>\$8,620</b>



\*DGS California Construction Cost Index, CCI  
<https://www.dgs.ca.gov/RES/RESOURCES/Real-Estate-Services-Division-Resources-List-Folder/DGS-California-Construction-Cost-Index-CCI>



# Recommendation

	Wastewater Operations	Wastewater Operations	Wastewater Capital
	Monthly Sewer (\$/EDU)	Extra Territorial (\$/EDU)	Wastewater Connection Fee (\$/EDU)
FY 2023/24	\$23.40	\$20.47	\$8,132
FY 2024/25	\$24.80	TBD	\$8,620

# Next Steps



**WORKSHOP  
ITEM**

**2C**



# The California Environmental Quality Act

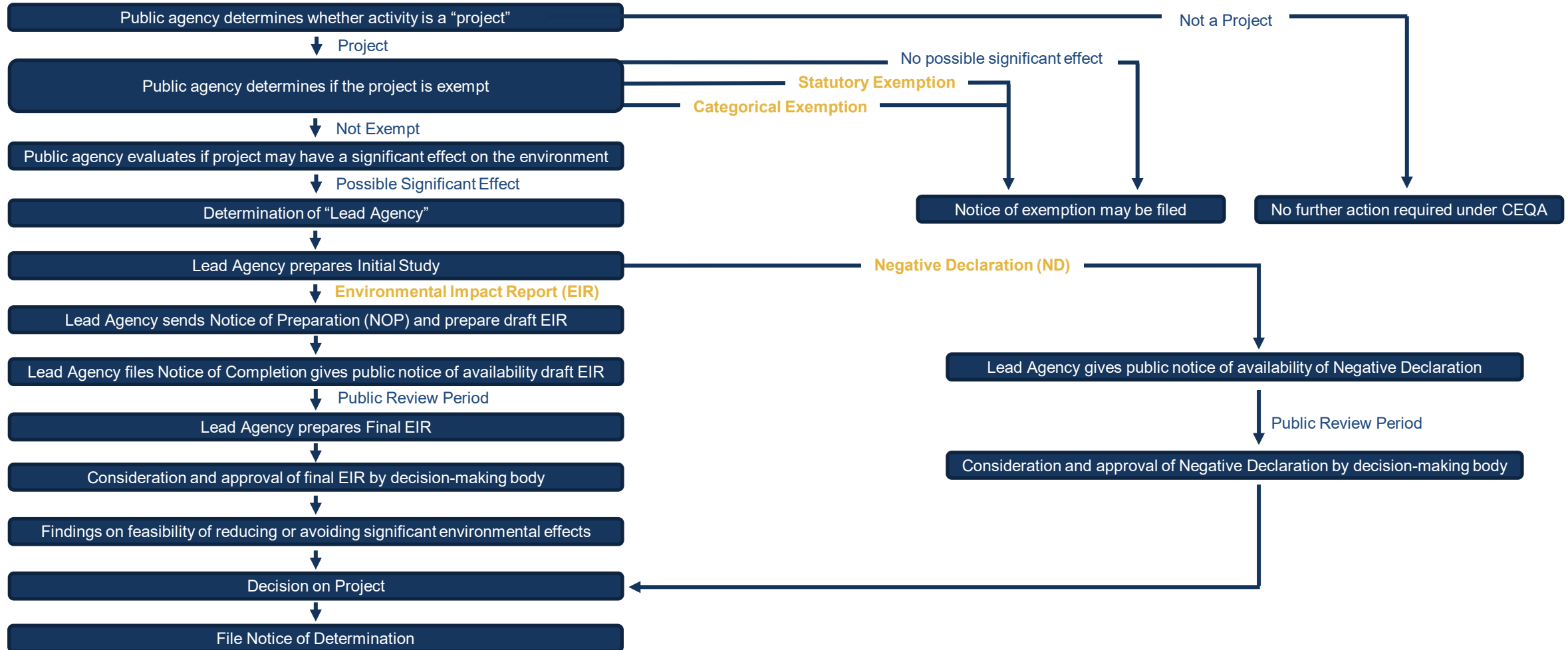
Pietro Cambiaso

Manager of Compliance and Sustainability

March 1, 2023



# Today's Presentation Will Provide an Overview of Complex CEQA Process





# What is “The California Environmental Quality Act” (CEQA)?

- Process to inform
- It can minimize environmental damage through mitigation / alternatives
- It provides justification for approving projects with significant impacts
- Requirement for grant/loan funding opportunities
- It may delay projects

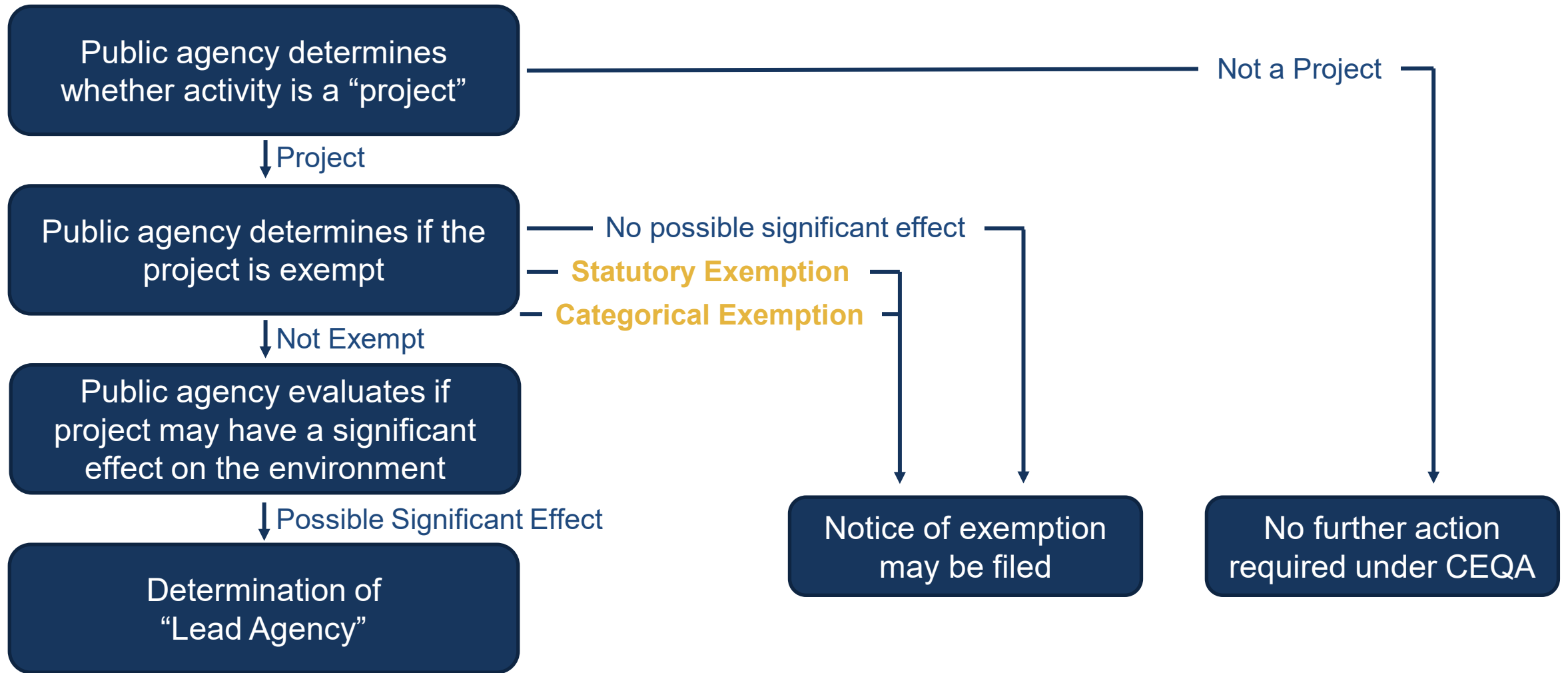
# CEQA is not

- Sole basis for decision making
  - Social, political, and economic considerations
  - Balancing competing public objectives
- Intended to approve or deny a project

# CEQA Process is Guided by Combination of Laws, Regulations, and Court Decisions

- CEQA Statute (1970) - California Public Resources Code Sections 21000 and following
  - Legislative intent, definitions, and requirements
- CEQA Guidelines - California Code of Regulations, Title 14, Section 15000 and following
  - Administrative regulations governing CEQA implementation
    - Activities subject to environmental review
    - Environmental review process
    - Environmental documents required content
- Published court decisions interpreting CEQA, and locally adopted CEQA procedures

# CEQA Process - Flow Chart



# Not All Activity Rises to the Level of a “Project” Under CEQA

Public agency determines whether activity is a “project”

## § 21065. PROJECT

“Project” means an activity which may cause either a **direct physical change** in the environment, or a **reasonably foreseeable indirect physical change** in the environment, and which is any of the following:

- An activity directly undertaken by any **public agency**.
- An activity undertaken by a person which is supported, in whole or in part, through contracts, grants, subsidies, loans, or other forms of assistance from one or more public agencies.
- An activity that involves the issuance to a person of a lease, permit, license, certificate, or other entitlement for use by one or more public agencies.



# Project Definition

Public agency determines  
whether activity is a “project”

Not a Project

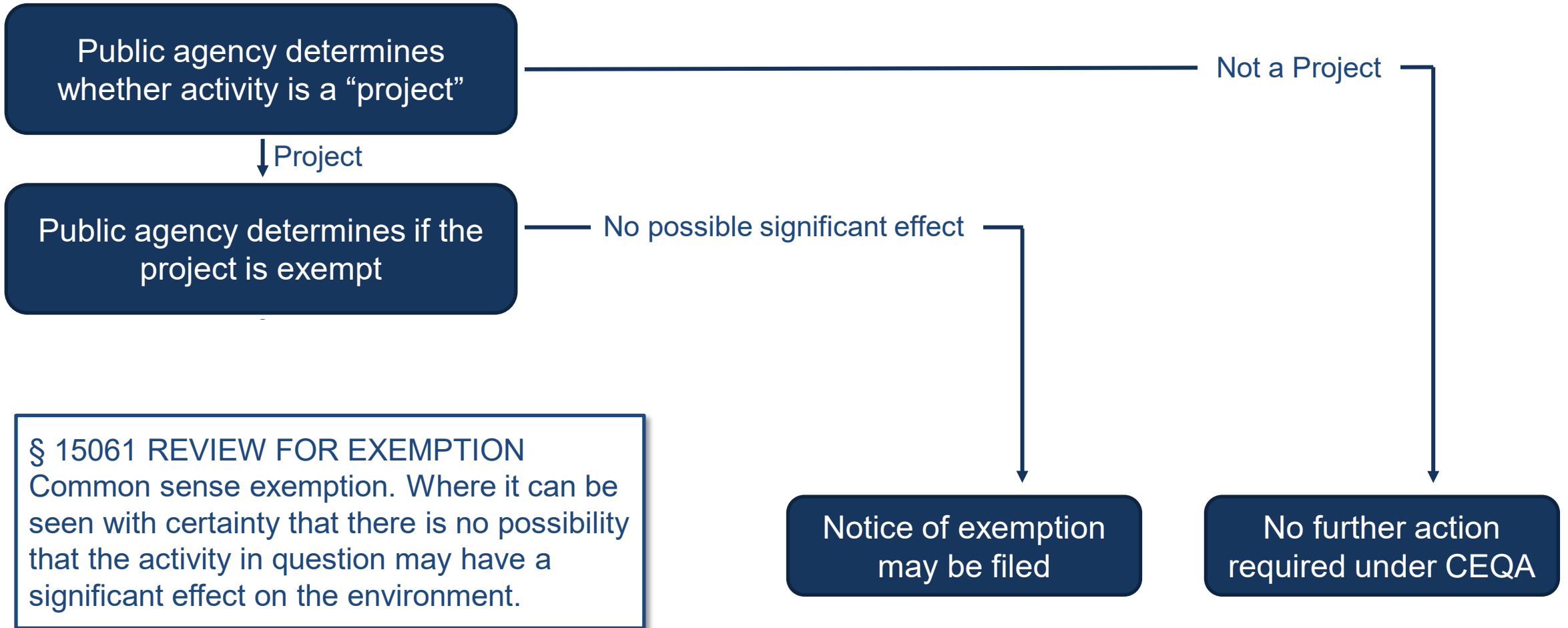
§ 15378 (b) (2) NOT A PROJECT  
Continuing administrative or maintenance activities,  
such as purchases for supplies, personnel-related  
actions, general policies and procedures making.

No further action  
required under CEQA

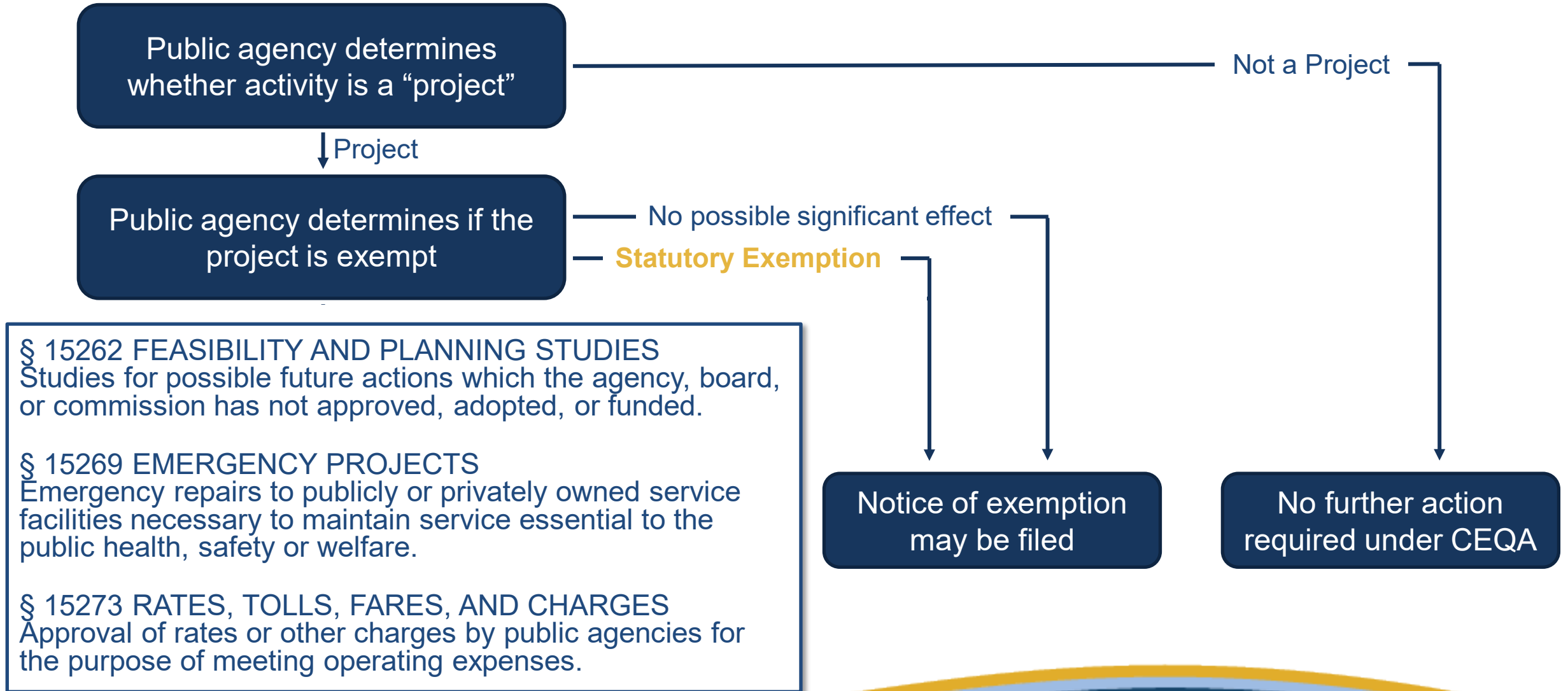
# Exemption Determination



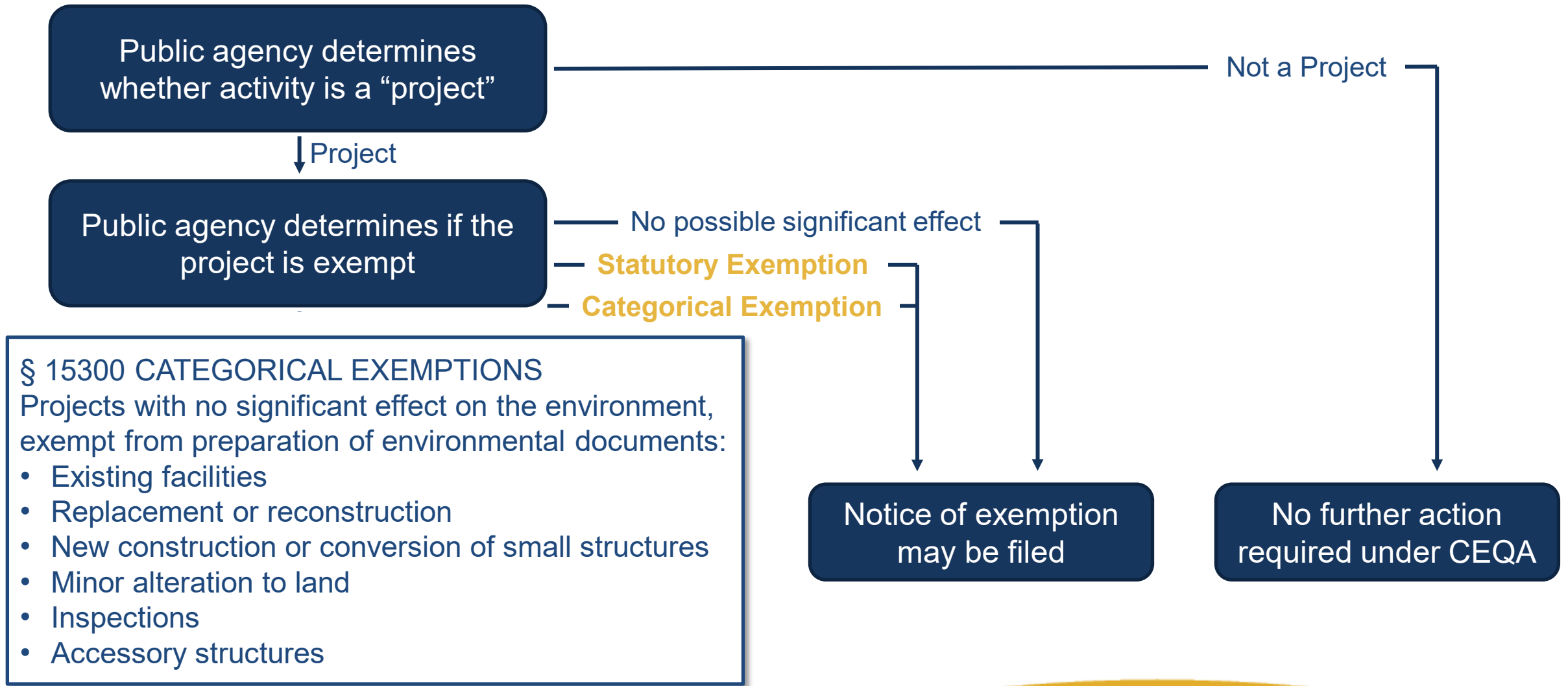
# CEQA Allows for Common Sense Exemptions



# Statutory Exemption

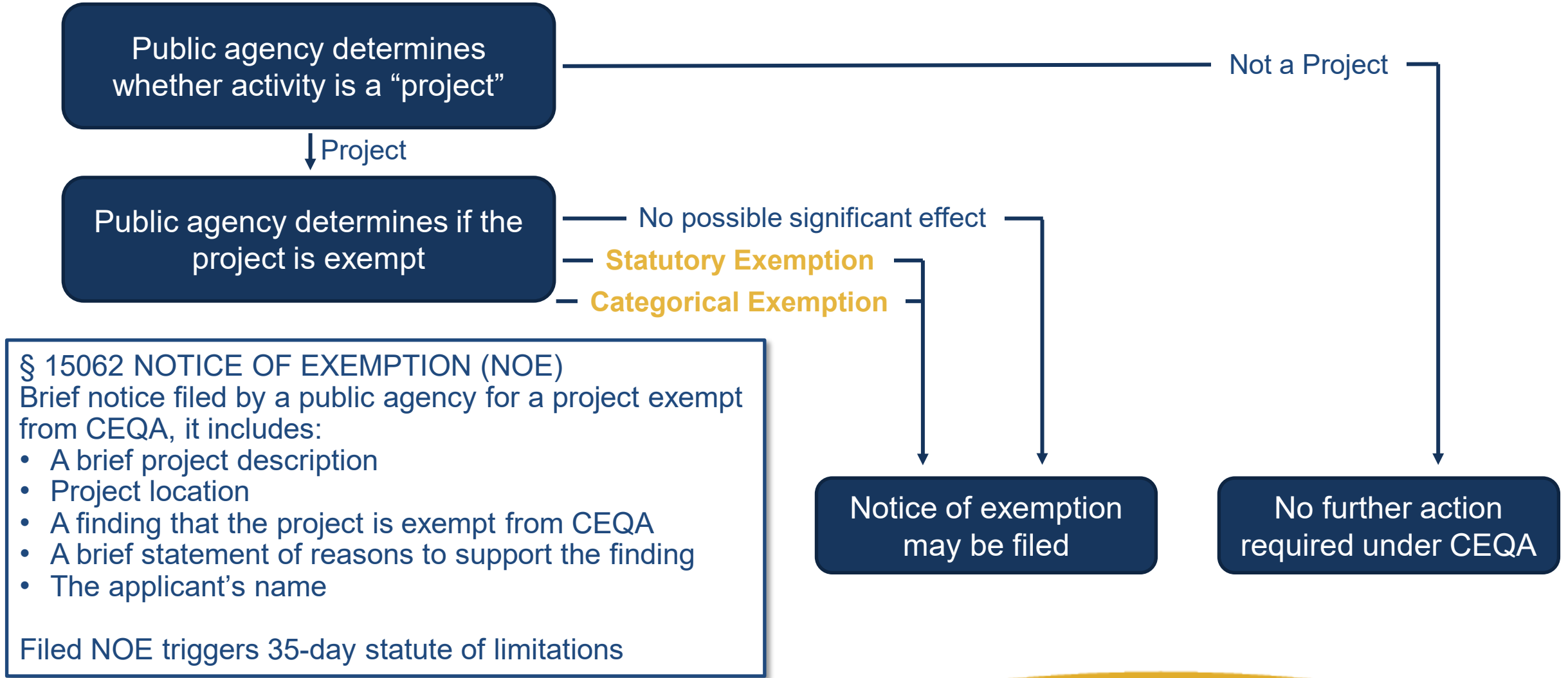


# Categorical Exemption

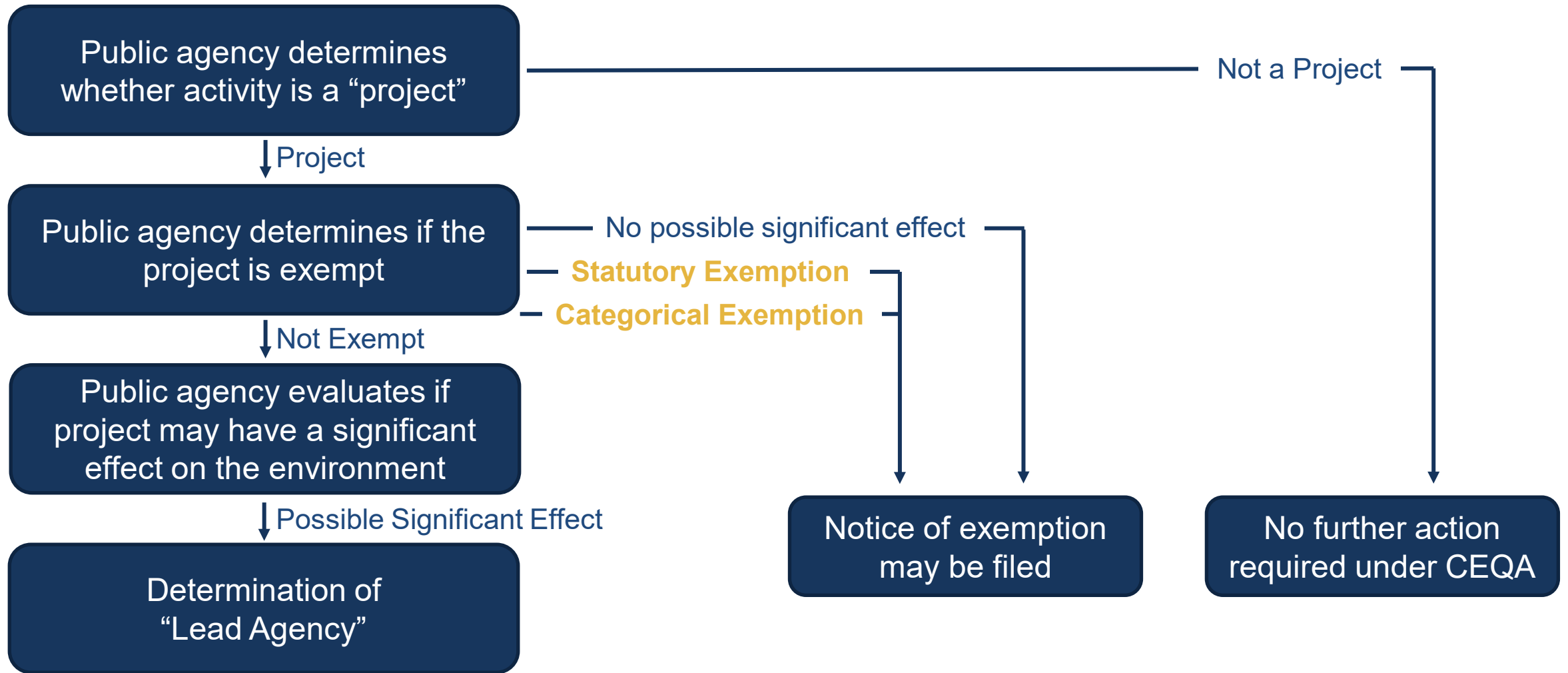




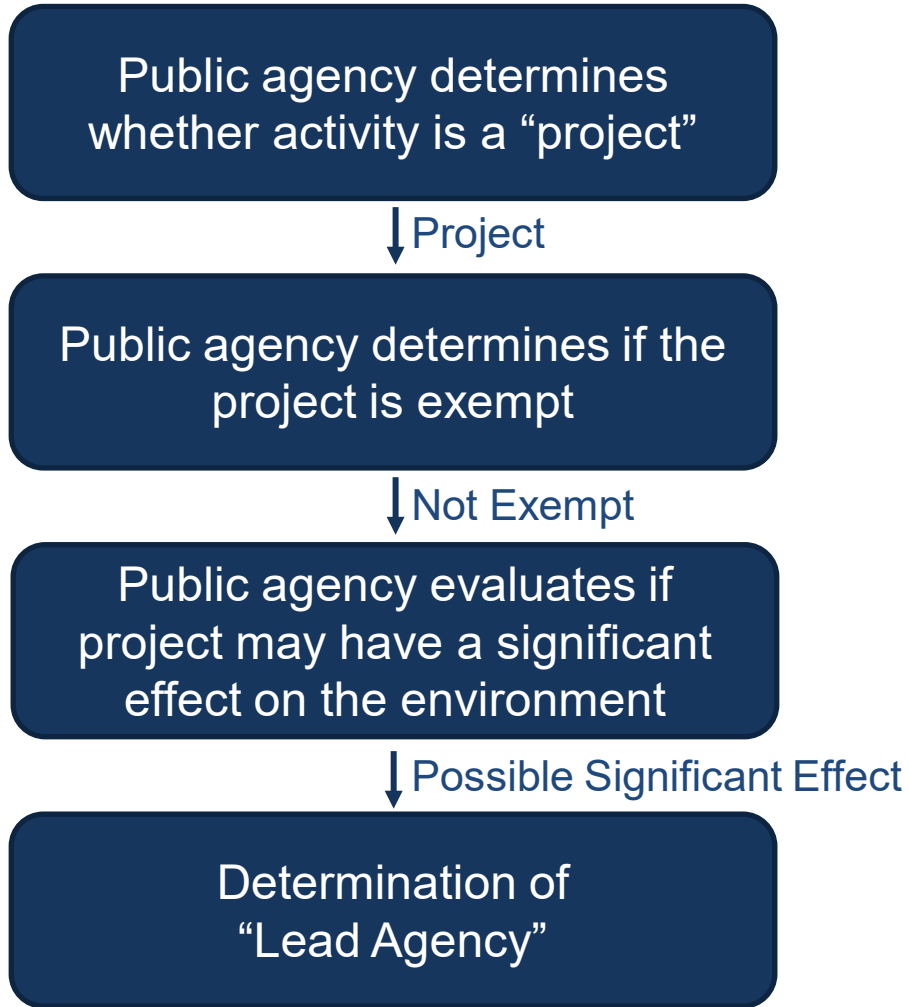
# Notice of Exemption



# Not Exempt Projects



# Lead Agency vs. Responsible Agency



## § 15050 LEAD AGENCY

Is a public agency which has the principal responsibility for carrying out or approving a project.

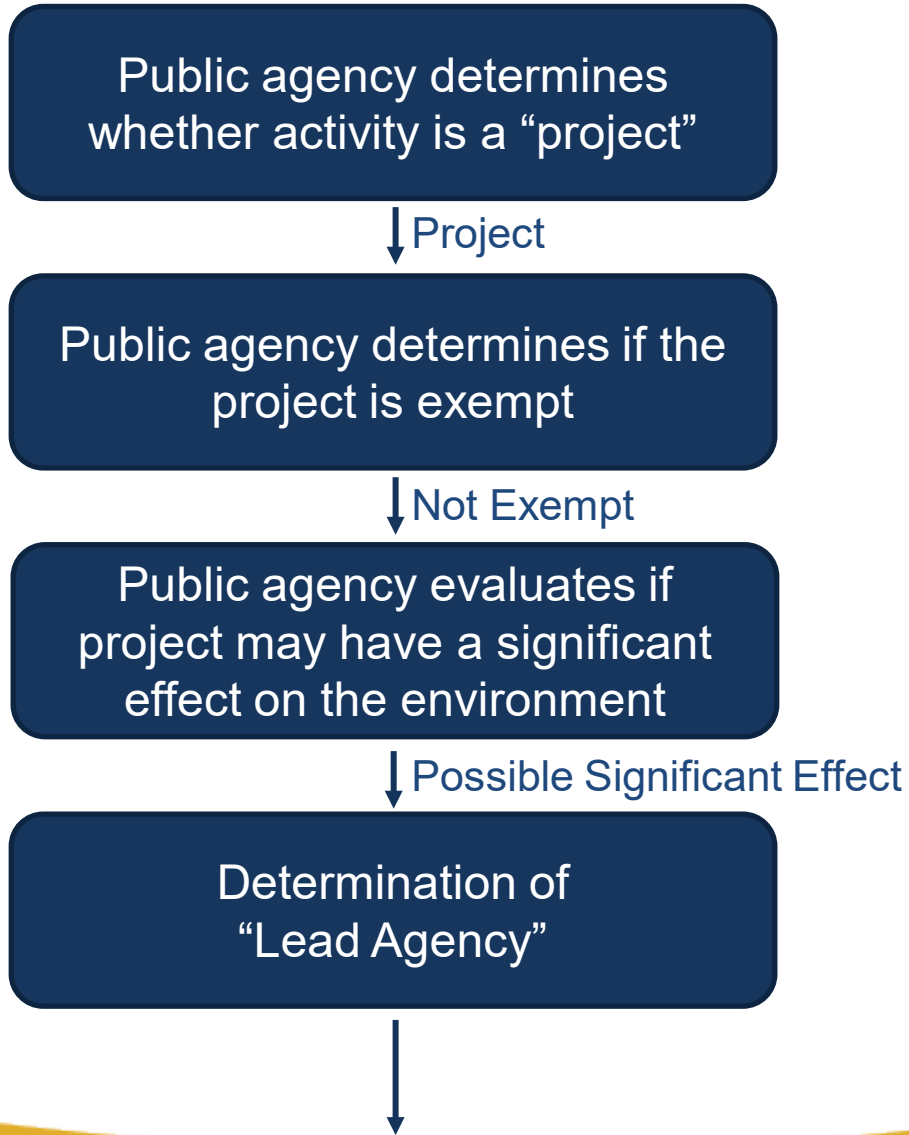
### Lead Agency Criteria

- If the project will be carried out by a public agency, it shall be the Lead Agency.
- If the project would be carried out by a nongovernmental person or entity, the Lead Agency shall be the public agency with the greatest responsibility for supervising or approving the project as a whole.
- The agency that would act first on the project

## § 15381 RESPONSIBLE AGENCY

Is a public agency, other than the lead agency, which has responsibility for carrying out or approving a project within their area of expertise. Have discretionary approval power over the project.

# Initial Study



# Initial Study

Lead Agency prepares Initial Study

## § 15063 INITIAL STUDY

Preliminary analysis to determine whether there may be a significant environmental impact.

Determine whether an environmental impact report (EIR) or negative declaration (ND) must be prepared.

Content:

- Project Description
- Environmental Setting
- Potential Environmental Impacts (Environmental Checklist)
- Mitigation Measures for Significant Impacts
- Consistency with Plans and Policies
- Names of Preparers



# Agency Can Approve “Negative Declaration” for Projects Without “Significant Adverse Impacts”

Lead Agency prepares Initial Study

Negative Declaration (ND)

## § 15070 NEGATIVE DECLARATION

Written statement that an EIR is not required because a project will not have a significant adverse impact on the environment.

## § 15070(b) MITIGATED NEGATIVE DECLARATION

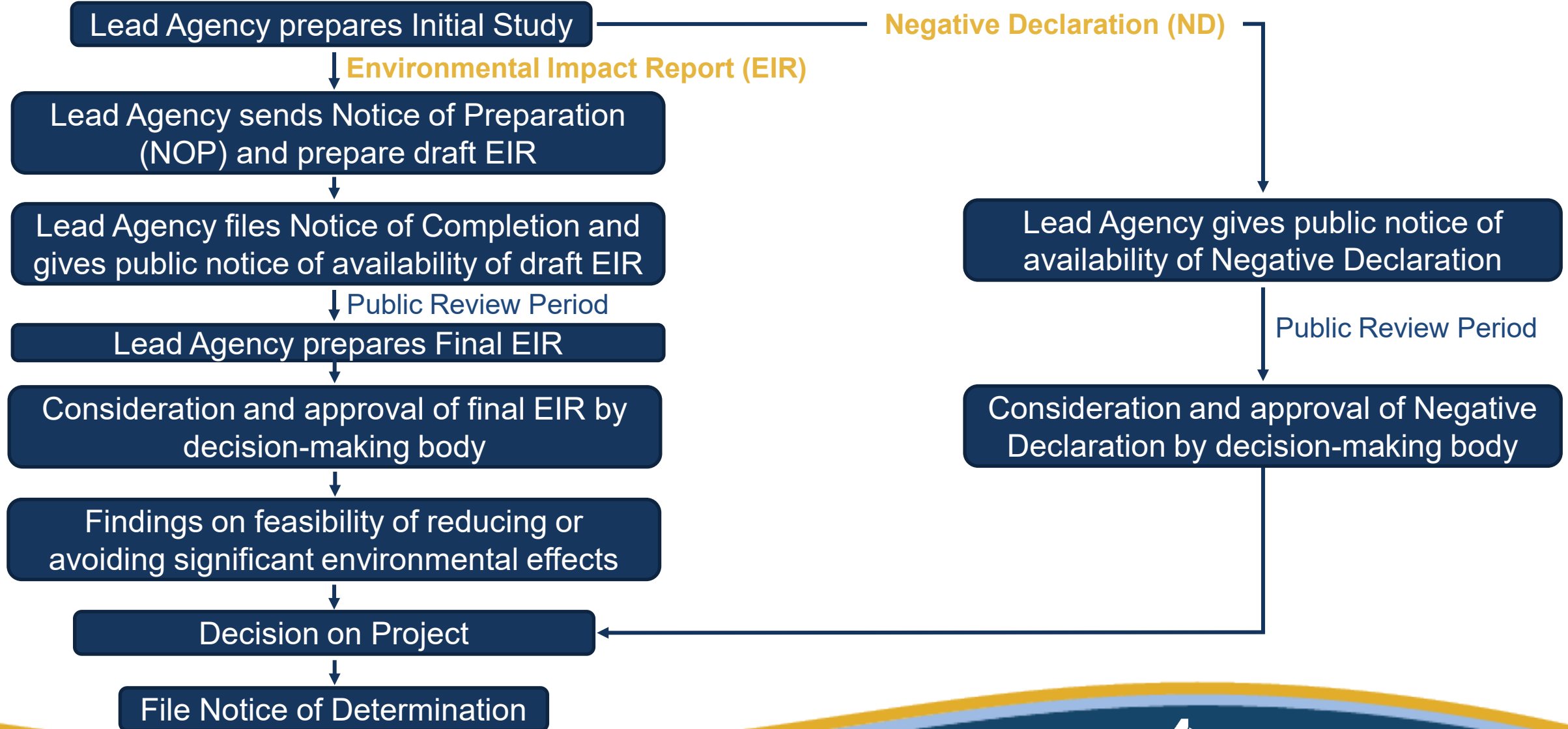
Project revisions and conditions to a negative declaration for the purpose of mitigating potential environmental effects.

Lead Agency gives public notice of availability of Negative Declaration

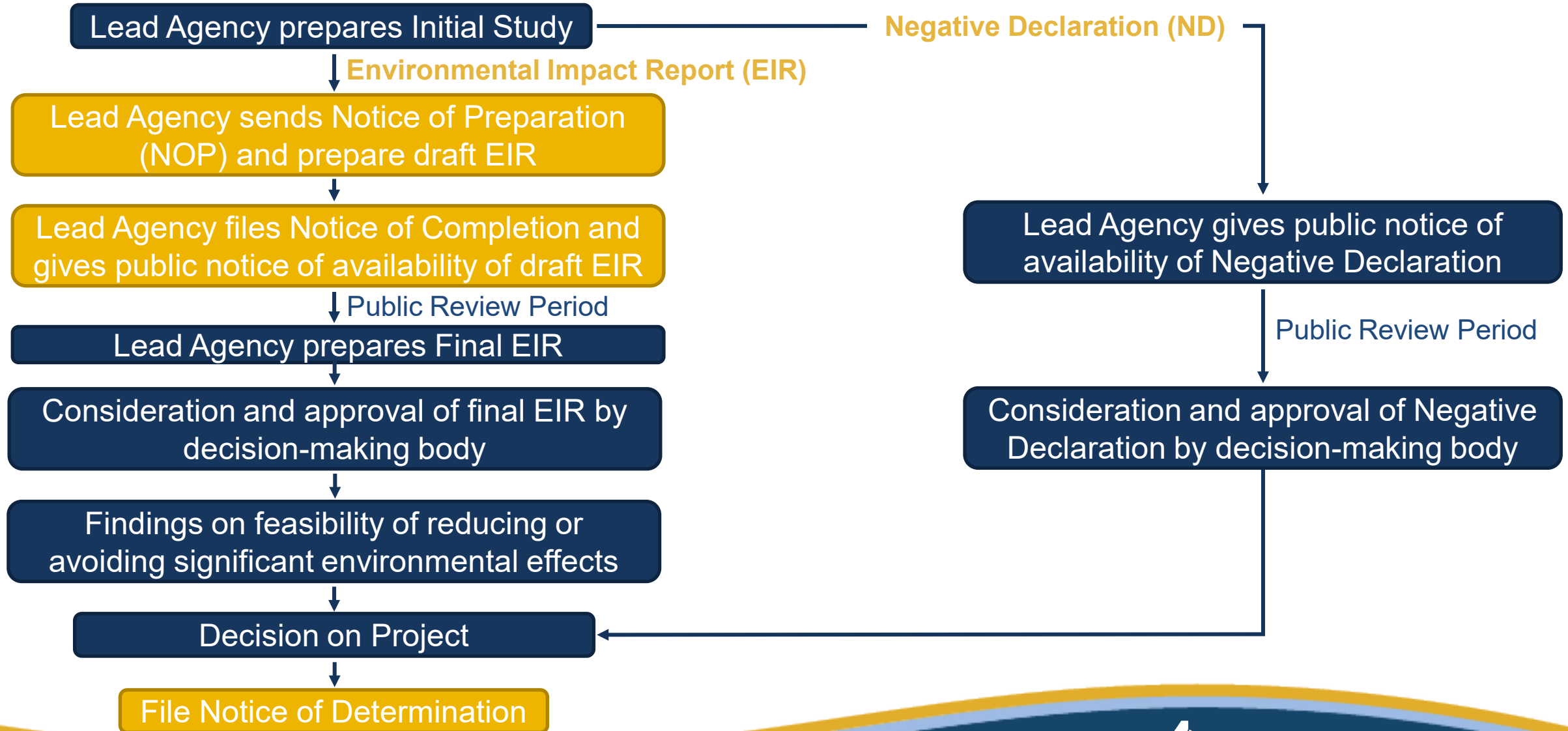
Public Review Period

Consideration and approval of Negative Declaration by decision-making body

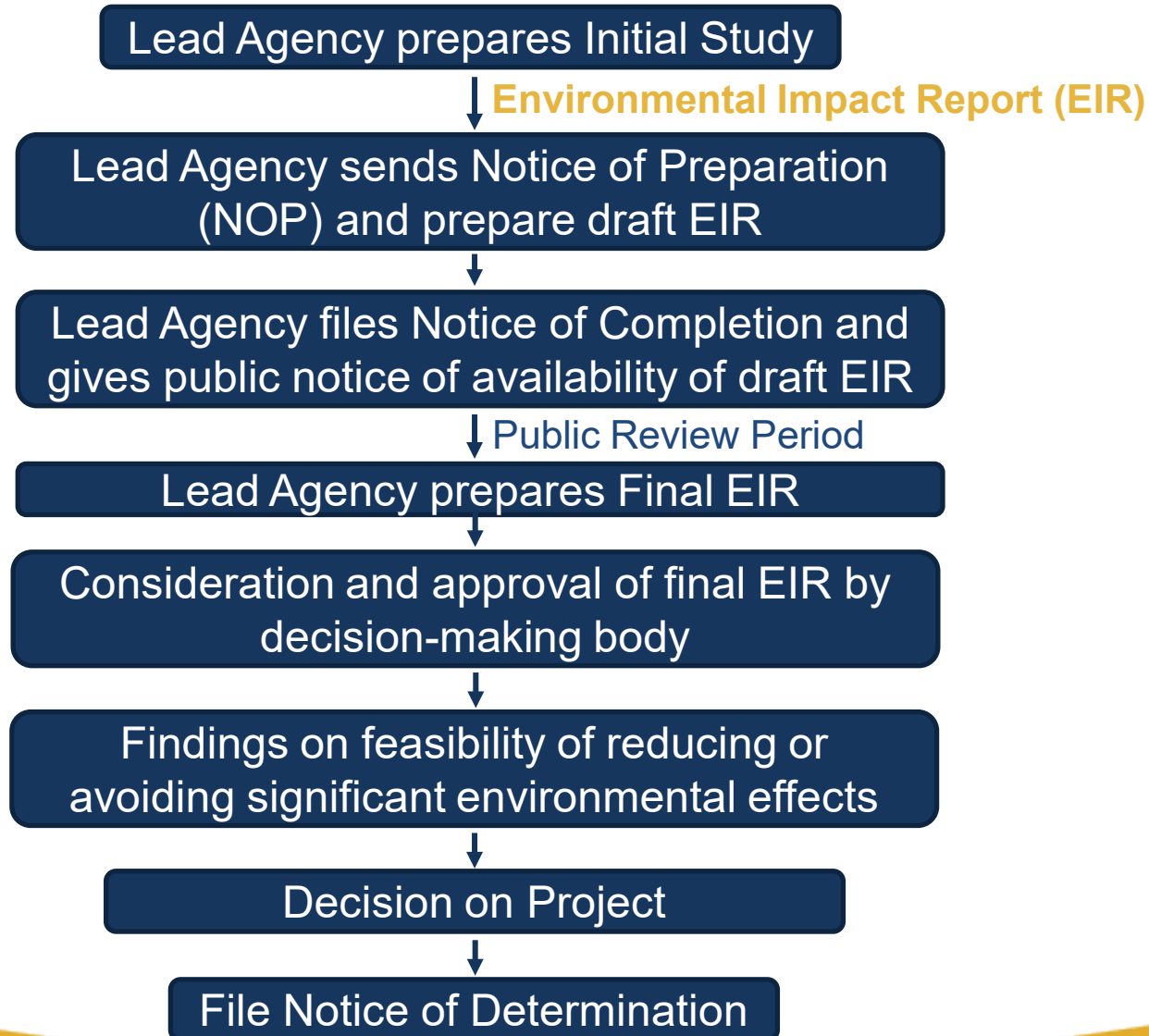
# Non-Exempt Projects With Adverse Environmental Impacts Require an Environmental Impact Report



# Environmental Impact Report



# Environmental Impact Report

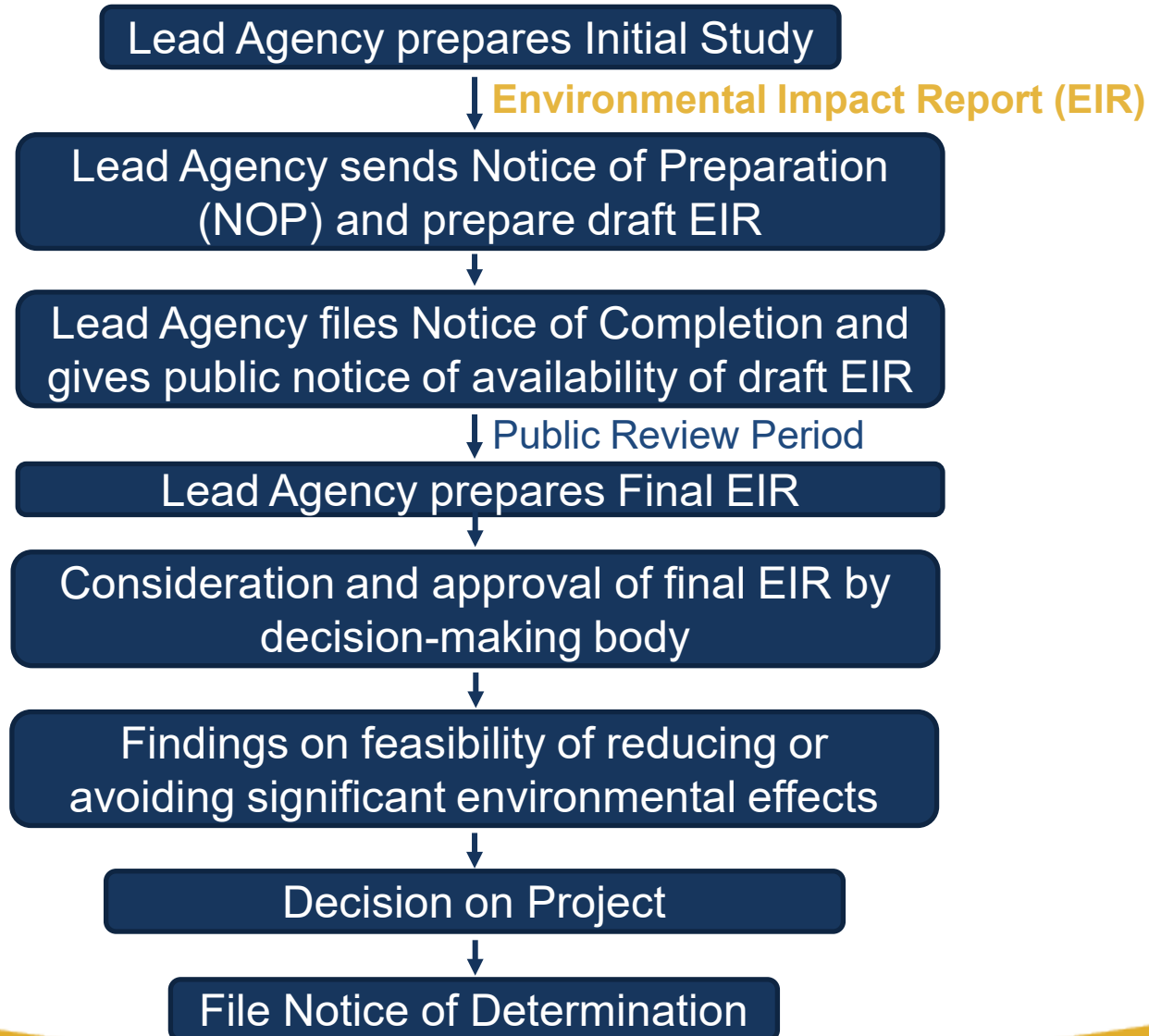


§ 15080 ENVIRONMENTAL IMPACT REPORT (EIR)  
Inform decision-makers and the public about a project's significant environmental effects and ways to reduce them. Demonstrate that the environment is being protected.

## Content **Draft EIR**:

- Project description
- Environmental baseline
- Evaluation of environmental impacts
- Discussion of mitigation measures
- Alternative to the proposed projects
- Cumulative impacts
- Economic and social effects

# Environmental Impact Report

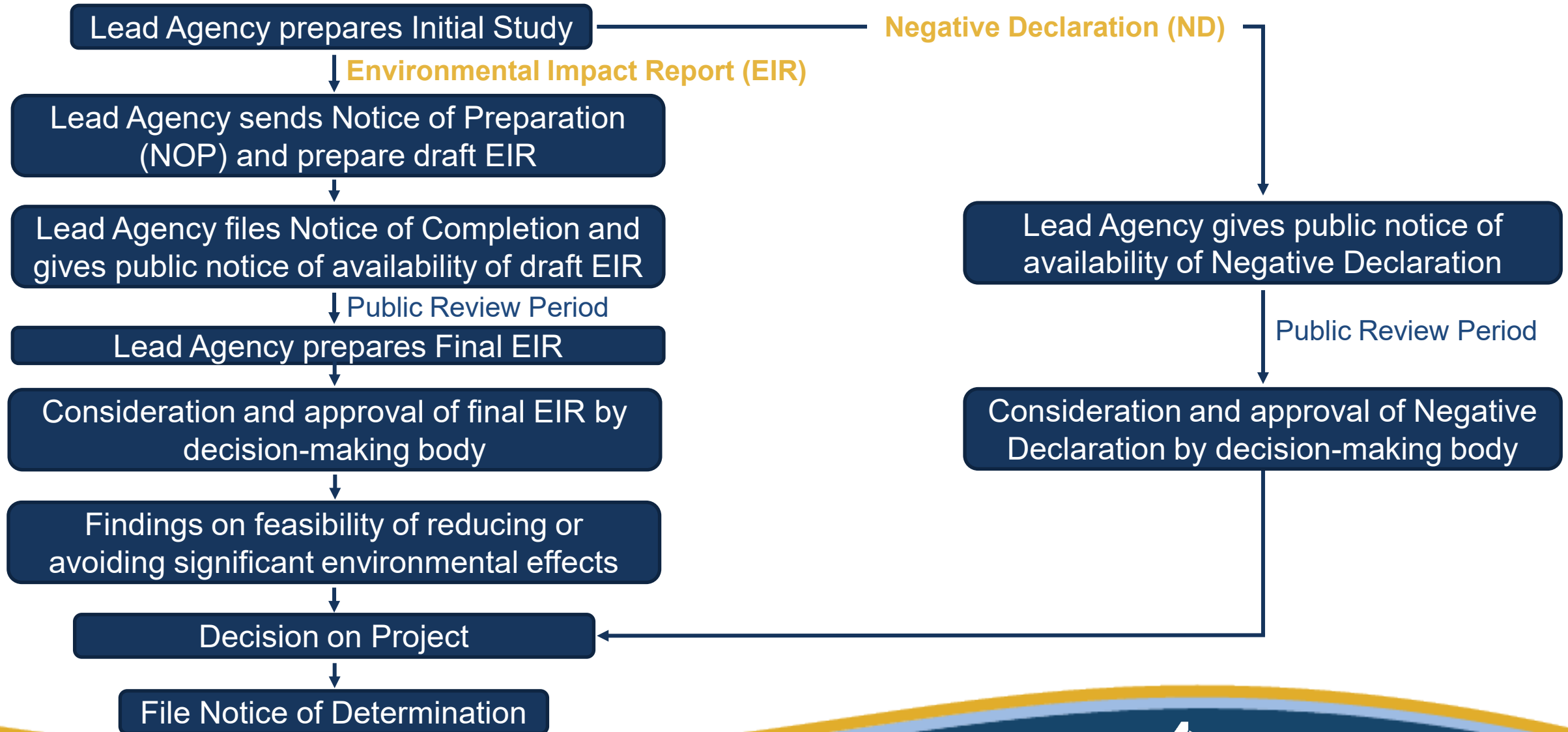


§ 15080 ENVIRONMENTAL IMPACT REPORT (EIR)  
Inform decision-makers and the public about a project's significant environmental effects and ways to reduce them. Demonstrate that the environment is being protected.

## Content **Final EIR**:

- Draft EIR
- Comments and recommendations received on draft EIR
- Responses of the lead agency to comments received during the review and consultation process
- Persons and agencies commenting on draft EIR
- Any other information added by the lead agency

# Environmental Impact Report





# Questions?

