

**RESOLUTION NO. 2023-9-4**

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

**WHEREAS**, the Agency has classification and compensation changes as a result of abolishment of one classification and the development of six new 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" of this resolution.

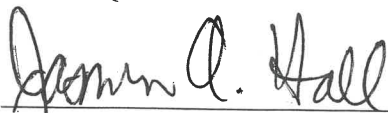
SECTION 2: The salary information contained in Exhibit "1" shall be effective as of October 1, 2023.

**ADOPTED** the 20<sup>th</sup> day of September 2023.



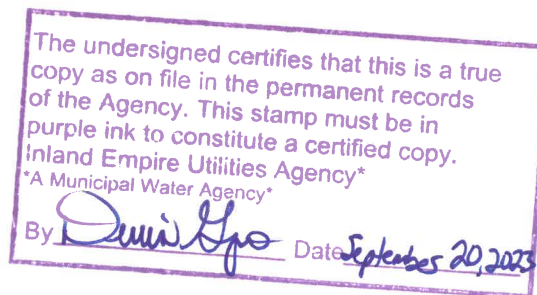
Marco Tule  
President of the Inland Empire  
Utilities Agency\* and of the  
Board of Directors thereof

ATTEST:



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

\*A Municipal Water District



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. 2023-9-4, was adopted at a regular  
Board Meeting on September 20, 2023, of said Agency by the following vote:

AYES: Camacho, Elie, Hall, Hofer, Tule

NOES: None

ABSTAIN: None

ABSENT: None



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

(SEAL)

\*A Municipal Water District

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Accountant I	175	UN	Exempt	1	\$36.6198	\$2,929.59	\$6,347.45	\$76,169
				2	\$37.5351	\$3,002.81	\$6,506.09	\$78,073
				3	\$38.4731	\$3,077.85	\$6,668.68	\$80,024
				4	\$39.4356	\$3,154.85	\$6,835.51	\$82,026
				5	\$40.4212	\$3,233.70	\$7,006.35	\$84,076
				6	\$41.4318	\$3,314.55	\$7,181.53	\$86,178
				7	\$42.4674	\$3,397.40	\$7,361.04	\$88,332
				8	\$43.5294	\$3,482.36	\$7,545.12	\$90,541
				9	\$44.6178	\$3,569.43	\$7,733.77	\$92,805
Accountant II	177	PR	Exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Accounting Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Accounting Technician I	170	GU	Non-exempt	1	\$28.6967	\$2,295.74	\$4,974.11	\$59,689
				2	\$29.4145	\$2,353.16	\$5,098.52	\$61,182
				3	\$30.1500	\$2,412.00	\$5,226.00	\$62,712
				4	\$30.9034	\$2,472.28	\$5,356.61	\$64,279
				5	\$31.6765	\$2,534.12	\$5,490.60	\$65,887
				6	\$32.4678	\$2,597.43	\$5,627.77	\$67,533
				7	\$33.2799	\$2,662.40	\$5,768.54	\$69,222
				8	\$34.1116	\$2,728.93	\$5,912.69	\$70,952
				9	\$34.9645	\$2,797.16	\$6,060.52	\$72,726
Accounting Technician II	173	GU	Non-exempt	1	\$33.2198	\$2,657.59	\$5,758.12	\$69,097
				2	\$34.0500	\$2,724.00	\$5,902.00	\$70,824
				3	\$34.9020	\$2,792.16	\$6,049.68	\$72,596
				4	\$35.7741	\$2,861.93	\$6,200.85	\$74,410
				5	\$36.6678	\$2,933.43	\$6,355.77	\$76,269
				6	\$37.5851	\$3,006.81	\$6,514.76	\$78,177
				7	\$38.5241	\$3,081.93	\$6,677.52	\$80,130
				8	\$39.4880	\$3,159.04	\$6,844.59	\$82,135
				9	\$40.4755	\$3,238.04	\$7,015.76	\$84,189
Administrative Assistant I	171	GU	Non-exempt	1	\$30.1318	\$2,410.55	\$5,222.86	\$62,674

**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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>
Administrative Assistant I	171	GU	Non-exempt	2	\$30.8851	\$2,470.81	\$5,353.43	\$64,241
				3	\$31.6568	\$2,532.55	\$5,487.20	\$65,846
				4	\$32.4481	\$2,595.85	\$5,624.35	\$67,492
				5	\$33.2601	\$2,660.81	\$5,765.09	\$69,181
				6	\$34.0914	\$2,727.32	\$5,909.20	\$70,910
				7	\$34.9438	\$2,795.51	\$6,056.94	\$72,683
				8	\$35.8169	\$2,865.36	\$6,208.28	\$74,499
				9	\$36.7130	\$2,937.04	\$6,363.59	\$76,363
				Administrative Assistant I (confidential)	171	UN	Non-exempt	1
2	\$30.8851	\$2,470.81	\$5,353.43					\$64,241
3	\$31.6568	\$2,532.55	\$5,487.20					\$65,846
4	\$32.4481	\$2,595.85	\$5,624.35					\$67,492
5	\$33.2601	\$2,660.81	\$5,765.09					\$69,181
6	\$34.0914	\$2,727.32	\$5,909.20					\$70,910
7	\$34.9438	\$2,795.51	\$6,056.94					\$72,683
8	\$35.8169	\$2,865.36	\$6,208.28					\$74,499
9	\$36.7130	\$2,937.04	\$6,363.59					\$76,363
Administrative Assistant II	174	PR	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Administrative Assistant II (confidential)	174	UN	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Advanced Water Treatment Program Manager	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Assistant Engineer	179	UN	Exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually				
Assistant Engineer	179	UN	Exempt	3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271				
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702				
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194				
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749				
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369				
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053				
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803				
				Assistant General Manager	197	EX	Exempt	1	\$107.1073	\$8,568.59	\$18,565.28	\$222,783
								2	\$109.7856	\$8,782.85	\$19,029.51	\$228,354
3	\$112.5299	\$9,002.40	\$19,505.20					\$234,062				
4	\$115.3433	\$9,227.47	\$19,992.86					\$239,914				
5	\$118.2265	\$9,458.12	\$20,492.60					\$245,911				
6	\$121.1827	\$9,694.62	\$21,005.01					\$252,060				
7	\$124.2121	\$9,936.97	\$21,530.11					\$258,361				
8	\$127.3174	\$10,185.40	\$22,068.37					\$264,820				
9	\$130.5005	\$10,440.04	\$22,620.09					\$271,441				
Associate Engineer	182	PR	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171				
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849				
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596				
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410				
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296				
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252				
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284				
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392				
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576				
Biologist	181	LB	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067				
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619				
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234				
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915				
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661				
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479				
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366				
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324				
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359				
Board Secretary/Office Manager	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327				
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286				
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341				
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501				
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763				
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132				
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610				
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200				
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906				
Budget Officer	186	UN	Exempt	1	\$62.6284	\$5,010.28	\$10,855.61	\$130,267				
				2	\$64.1943	\$5,135.55	\$11,127.03	\$133,524				
				3	\$65.7991	\$5,263.93	\$11,405.19	\$136,862				

**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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>
Budget Officer	186	UN	Exempt	4	\$67.4438	\$5,395.51	\$11,690.28	\$140,283
				5	\$69.1303	\$5,530.43	\$11,982.60	\$143,791
				6	\$70.8582	\$5,668.66	\$12,282.10	\$147,385
				7	\$72.6299	\$5,810.40	\$12,589.20	\$151,070
				8	\$74.4457	\$5,955.66	\$12,903.93	\$154,847
				9	\$76.3063	\$6,104.51	\$13,226.44	\$158,717
Business Systems Analyst I	179	PR	Exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Business Systems Analyst II	181	PR	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Business Systems Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
CAD Designer	178	UN	Non-exempt	1	\$42.3904	\$3,391.24	\$7,347.69	\$88,172
				2	\$43.4500	\$3,476.00	\$7,531.34	\$90,376
				3	\$44.5366	\$3,562.93	\$7,719.69	\$92,636
				4	\$45.6491	\$3,651.93	\$7,912.52	\$94,950
				5	\$46.7909	\$3,743.28	\$8,110.44	\$97,325
				6	\$47.9601	\$3,836.81	\$8,313.09	\$99,757
				7	\$49.1597	\$3,932.78	\$8,521.03	\$102,252
				8	\$50.3885	\$4,031.08	\$8,734.01	\$104,808
				9	\$51.6476	\$4,131.81	\$8,952.26	\$107,427
Chemist	181	LB	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Chemist	181	LB	Exempt	5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Chino Basin Program Manager	188	UN	Exempt	1	\$69.0428	\$5,523.43	\$11,967.44	\$143,609
				2	\$70.7698	\$5,661.59	\$12,266.78	\$147,201
				3	\$72.5390	\$5,803.12	\$12,573.43	\$150,881
				4	\$74.3520	\$5,948.16	\$12,887.68	\$154,652
				5	\$76.2111	\$6,096.89	\$13,209.93	\$158,519
				6	\$78.1159	\$6,249.28	\$13,540.11	\$162,481
				7	\$80.0693	\$6,405.55	\$13,878.70	\$166,544
				8	\$82.0712	\$6,565.70	\$14,225.69	\$170,708
				9	\$84.1226	\$6,729.81	\$14,581.26	\$174,975
Collection System Operator I	171	GU	Non-exempt	1	\$30.1318	\$2,410.55	\$5,222.86	\$62,674
				2	\$30.8851	\$2,470.81	\$5,353.43	\$64,241
				3	\$31.6568	\$2,532.55	\$5,487.20	\$65,846
				4	\$32.4481	\$2,595.85	\$5,624.35	\$67,492
				5	\$33.2601	\$2,660.81	\$5,765.09	\$69,181
				6	\$34.0914	\$2,727.32	\$5,909.20	\$70,910
				7	\$34.9438	\$2,795.51	\$6,056.94	\$72,683
				8	\$35.8169	\$2,865.36	\$6,208.28	\$74,499
				9	\$36.7130	\$2,937.04	\$6,363.59	\$76,363
Collection System Operator II	175	GU	Non-exempt	1	\$36.6198	\$2,929.59	\$6,347.45	\$76,169
				2	\$37.5351	\$3,002.81	\$6,506.09	\$78,073
				3	\$38.4731	\$3,077.85	\$6,668.68	\$80,024
				4	\$39.4356	\$3,154.85	\$6,835.51	\$82,026
				5	\$40.4212	\$3,233.70	\$7,006.35	\$84,076
				6	\$41.4318	\$3,314.55	\$7,181.53	\$86,178
				7	\$42.4674	\$3,397.40	\$7,361.04	\$88,332
				8	\$43.5294	\$3,482.36	\$7,545.12	\$90,541
				9	\$44.6178	\$3,569.43	\$7,733.77	\$92,805
Collection System Operator III	177	GU	Non-exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Collection System Supervisor	185	SU	Non-exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Collection System Supervisor	185	SU	Non-exempt	6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Communications Officer	186	UN	Exempt	1	\$62.6284	\$5,010.28	\$10,855.61	\$130,267
				2	\$64.1943	\$5,135.55	\$11,127.03	\$133,524
				3	\$65.7991	\$5,263.93	\$11,405.19	\$136,862
				4	\$67.4438	\$5,395.51	\$11,690.28	\$140,283
				5	\$69.1303	\$5,530.43	\$11,982.60	\$143,791
				6	\$70.8582	\$5,668.66	\$12,282.10	\$147,385
				7	\$72.6299	\$5,810.40	\$12,589.20	\$151,070
				8	\$74.4457	\$5,955.66	\$12,903.93	\$154,847
				9	\$76.3063	\$6,104.51	\$13,226.44	\$158,717
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	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Compost Operator	174	GU	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Compost Sales Representative	181	PR	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Compost Worker	170	GU	Non-exempt	1	\$28.6967	\$2,295.74	\$4,974.11	\$59,689
				2	\$29.4145	\$2,353.16	\$5,098.52	\$61,182
				3	\$30.1500	\$2,412.00	\$5,226.00	\$62,712



**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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>
Compost Worker	170	GU	Non-exempt	4	\$30.9034	\$2,472.28	\$5,356.61	\$64,279
				5	\$31.6765	\$2,534.12	\$5,490.60	\$65,887
				6	\$32.4678	\$2,597.43	\$5,627.77	\$67,533
				7	\$33.2799	\$2,662.40	\$5,768.54	\$69,222
				8	\$34.1116	\$2,728.93	\$5,912.69	\$70,952
				9	\$34.9645	\$2,797.16	\$6,060.52	\$72,726
Construction Project Inspector	180	UN	Non-exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687
				5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
Contracts Administrator I	177	PR	Exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Contracts Administrator II	180	PR	Exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687
				5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
Contracts and Procurement Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Control Systems Analyst I	180	GU	Non-exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Control Systems Analyst I	180	GU	Non-exempt	5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
Control Systems Analyst II	182	GU	Non-exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Controller	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Deputy General Manager	199	EX	Exempt	1	\$120.8996	\$9,671.97	\$20,955.94	\$251,471
				2	\$123.9217	\$9,913.74	\$21,479.77	\$257,757
				3	\$127.0207	\$10,161.66	\$22,016.93	\$264,203
				4	\$130.1952	\$10,415.62	\$22,567.18	\$270,806
				5	\$133.4505	\$10,676.04	\$23,131.42	\$277,577
				6	\$136.7866	\$10,942.93	\$23,709.69	\$284,516
				7	\$140.2068	\$11,216.55	\$24,302.53	\$291,630
				8	\$143.7116	\$11,496.93	\$24,910.02	\$298,920
				9	\$147.3044	\$11,784.36	\$25,532.78	\$306,393
Deputy Manager of Maintenance	188	UN	Exempt	1	\$69.0428	\$5,523.43	\$11,967.44	\$143,609
				2	\$70.7698	\$5,661.59	\$12,266.78	\$147,201
				3	\$72.5390	\$5,803.12	\$12,573.43	\$150,881
				4	\$74.3520	\$5,948.16	\$12,887.68	\$154,652
				5	\$76.2111	\$6,096.89	\$13,209.93	\$158,519
				6	\$78.1159	\$6,249.28	\$13,540.11	\$162,481
				7	\$80.0693	\$6,405.55	\$13,878.70	\$166,544
				8	\$82.0712	\$6,565.70	\$14,225.69	\$170,708
				9	\$84.1226	\$6,729.81	\$14,581.26	\$174,975
Deputy Manager of Operations	188	UN	Exempt	1	\$69.0428	\$5,523.43	\$11,967.44	\$143,609
				2	\$70.7698	\$5,661.59	\$12,266.78	\$147,201
				3	\$72.5390	\$5,803.12	\$12,573.43	\$150,881
				4	\$74.3520	\$5,948.16	\$12,887.68	\$154,652
				5	\$76.2111	\$6,096.89	\$13,209.93	\$158,519

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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>
Deputy Manager of Operations	188	UN	Exempt	6	\$78.1159	\$6,249.28	\$13,540.11	\$162,481
				7	\$80.0693	\$6,405.55	\$13,878.70	\$166,544
				8	\$82.0712	\$6,565.70	\$14,225.69	\$170,708
				9	\$84.1226	\$6,729.81	\$14,581.26	\$174,975
Director of Engineering	195	UN	Exempt	1	\$97.1520	\$7,772.16	\$16,839.68	\$202,076
				2	\$99.5813	\$7,966.51	\$17,260.78	\$207,129
				3	\$102.0707	\$8,165.66	\$17,692.27	\$212,307
				4	\$104.6226	\$8,369.81	\$18,134.59	\$217,615
				5	\$107.2375	\$8,579.00	\$18,587.84	\$223,054
				6	\$109.9193	\$8,793.55	\$19,052.70	\$228,632
				7	\$112.6664	\$9,013.32	\$19,528.86	\$234,346
				8	\$115.4837	\$9,238.70	\$20,017.19	\$240,206
				9	\$118.3707	\$9,469.66	\$20,517.60	\$246,211
Director of External and Government Affairs	193	UN	Exempt	1	\$88.1169	\$7,049.36	\$15,273.62	\$183,283
				2	\$90.3198	\$7,225.59	\$15,655.45	\$187,865
				3	\$92.5779	\$7,406.24	\$16,046.86	\$192,562
				4	\$94.8924	\$7,591.40	\$16,448.04	\$197,376
				5	\$97.2650	\$7,781.20	\$16,859.27	\$202,311
				6	\$99.6962	\$7,975.70	\$17,280.69	\$207,368
				7	\$102.1885	\$8,175.08	\$17,712.68	\$212,552
				8	\$104.7433	\$8,379.47	\$18,155.52	\$217,866
				9	\$107.3621	\$8,588.97	\$18,609.44	\$223,313
Director of Finance	195	UN	Exempt	1	\$97.1520	\$7,772.16	\$16,839.68	\$202,076
				2	\$99.5813	\$7,966.51	\$17,260.78	\$207,129
				3	\$102.0707	\$8,165.66	\$17,692.27	\$212,307
				4	\$104.6226	\$8,369.81	\$18,134.59	\$217,615
				5	\$107.2375	\$8,579.00	\$18,587.84	\$223,054
				6	\$109.9193	\$8,793.55	\$19,052.70	\$228,632
				7	\$112.6664	\$9,013.32	\$19,528.86	\$234,346
				8	\$115.4837	\$9,238.70	\$20,017.19	\$240,206
				9	\$118.3707	\$9,469.66	\$20,517.60	\$246,211
Director of Human Resources	194	UN	Exempt	1	\$92.5260	\$7,402.08	\$16,037.84	\$192,454
				2	\$94.8385	\$7,587.08	\$16,438.68	\$197,264
				3	\$97.2101	\$7,776.81	\$16,849.76	\$202,197
				4	\$99.6395	\$7,971.16	\$17,270.85	\$207,250
				5	\$102.1313	\$8,170.51	\$17,702.78	\$212,433
				6	\$104.6837	\$8,374.70	\$18,145.19	\$217,742
				7	\$107.3015	\$8,584.12	\$18,598.93	\$223,187
				8	\$109.9837	\$8,798.70	\$19,063.85	\$228,766
				9	\$112.7332	\$9,018.66	\$19,540.43	\$234,485
Director of Information Technology	194	UN	Exempt	1	\$92.5260	\$7,402.08	\$16,037.84	\$192,454
				2	\$94.8385	\$7,587.08	\$16,438.68	\$197,264
				3	\$97.2101	\$7,776.81	\$16,849.76	\$202,197
				4	\$99.6395	\$7,971.16	\$17,270.85	\$207,250
				5	\$102.1313	\$8,170.51	\$17,702.78	\$212,433

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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 Information Technology	194	UN	Exempt	6	\$104.6837	\$8,374.70	\$18,145.19	\$217,742
				7	\$107.3015	\$8,584.12	\$18,598.93	\$223,187
				8	\$109.9837	\$8,798.70	\$19,063.85	\$228,766
				9	\$112.7332	\$9,018.66	\$19,540.43	\$234,485
Director of Operations and Maintenance	195	UN	Exempt	1	\$97.1520	\$7,772.16	\$16,839.68	\$202,076
				2	\$99.5813	\$7,966.51	\$17,260.78	\$207,129
				3	\$102.0707	\$8,165.66	\$17,692.27	\$212,307
				4	\$104.6226	\$8,369.81	\$18,134.59	\$217,615
				5	\$107.2375	\$8,579.00	\$18,587.84	\$223,054
				6	\$109.9193	\$8,793.55	\$19,052.70	\$228,632
				7	\$112.6664	\$9,013.32	\$19,528.86	\$234,346
				8	\$115.4837	\$9,238.70	\$20,017.19	\$240,206
				9	\$118.3707	\$9,469.66	\$20,517.60	\$246,211
Director of Planning and Resources	195	UN	Exempt	1	\$97.1520	\$7,772.16	\$16,839.68	\$202,076
				2	\$99.5813	\$7,966.51	\$17,260.78	\$207,129
				3	\$102.0707	\$8,165.66	\$17,692.27	\$212,307
				4	\$104.6226	\$8,369.81	\$18,134.59	\$217,615
				5	\$107.2375	\$8,579.00	\$18,587.84	\$223,054
				6	\$109.9193	\$8,793.55	\$19,052.70	\$228,632
				7	\$112.6664	\$9,013.32	\$19,528.86	\$234,346
				8	\$115.4837	\$9,238.70	\$20,017.19	\$240,206
				9	\$118.3707	\$9,469.66	\$20,517.60	\$246,211
Electrical & Instrumentation Technician I	176	GU	Non-exempt	1	\$38.4496	\$3,075.97	\$6,664.61	\$79,975
				2	\$39.4111	\$3,152.89	\$6,831.27	\$81,975
				3	\$40.3957	\$3,231.66	\$7,001.93	\$84,023
				4	\$41.4063	\$3,312.51	\$7,177.11	\$86,125
				5	\$42.4414	\$3,395.32	\$7,356.53	\$88,278
				6	\$43.5025	\$3,480.20	\$7,540.44	\$90,485
				7	\$44.5900	\$3,567.20	\$7,728.94	\$92,747
				8	\$45.7044	\$3,656.36	\$7,922.12	\$95,065
				9	\$46.8476	\$3,747.81	\$8,120.26	\$97,443
Electrical & Instrumentation Technician II	179	GU	Non-exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Electrical & Instrumentation Technician III	181	GU	Non-exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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 III	181	GU	Non-exempt	7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Electrical & Instrumentation Technician IV	182	GU	Non-exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Employee and Labor Relations Advocate	187	UN	Exempt	1	\$65.7582	\$5,260.66	\$11,398.10	\$136,777
				2	\$67.4020	\$5,392.16	\$11,683.02	\$140,196
				3	\$69.0871	\$5,526.97	\$11,975.11	\$143,701
				4	\$70.8145	\$5,665.16	\$12,274.52	\$147,294
				5	\$72.5842	\$5,806.74	\$12,581.27	\$150,975
				6	\$74.3991	\$5,951.93	\$12,895.85	\$154,750
				7	\$76.2587	\$6,100.70	\$13,218.19	\$158,618
				8	\$78.1654	\$6,253.24	\$13,548.69	\$162,584
				9	\$80.1198	\$6,409.59	\$13,887.45	\$166,649
Engineering Services Analyst	182	PR	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Engineering Services Specialist	179	UN	Exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Engineering Services Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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>
Engineering Services Supervisor	185	SU	Exempt	7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Engineering Technician	175	GU	Non-exempt	1	\$36.6198	\$2,929.59	\$6,347.45	\$76,169
				2	\$37.5351	\$3,002.81	\$6,506.09	\$78,073
				3	\$38.4731	\$3,077.85	\$6,668.68	\$80,024
				4	\$39.4356	\$3,154.85	\$6,835.51	\$82,026
				5	\$40.4212	\$3,233.70	\$7,006.35	\$84,076
				6	\$41.4318	\$3,314.55	\$7,181.53	\$86,178
				7	\$42.4674	\$3,397.40	\$7,361.04	\$88,332
				8	\$43.5294	\$3,482.36	\$7,545.12	\$90,541
				9	\$44.6178	\$3,569.43	\$7,733.77	\$92,805
Environmental Resources Planner I	179	PR	Exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Environmental Resources Planner II	182	PR	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Executive Assistant	178	UN	Exempt	1	\$42.3904	\$3,391.24	\$7,347.69	\$88,172
				2	\$43.4500	\$3,476.00	\$7,531.34	\$90,376
				3	\$44.5366	\$3,562.93	\$7,719.69	\$92,636
				4	\$45.6491	\$3,651.93	\$7,912.52	\$94,950
				5	\$46.7909	\$3,743.28	\$8,110.44	\$97,325
				6	\$47.9601	\$3,836.81	\$8,313.09	\$99,757
				7	\$49.1597	\$3,932.78	\$8,521.03	\$102,252
				8	\$50.3885	\$4,031.08	\$8,734.01	\$104,808
				9	\$51.6476	\$4,131.81	\$8,952.26	\$107,427
External Affairs Analyst	180	UN	Exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687
				5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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>
External Affairs Analyst	180	UN	Exempt	8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
External Affairs Specialist I	171	UN	Exempt	1	\$30.1318	\$2,410.55	\$5,222.86	\$62,674
				2	\$30.8851	\$2,470.81	\$5,353.43	\$64,241
				3	\$31.6568	\$2,532.55	\$5,487.20	\$65,846
				4	\$32.4481	\$2,595.85	\$5,624.35	\$67,492
				5	\$33.2601	\$2,660.81	\$5,765.09	\$69,181
				6	\$34.0914	\$2,727.32	\$5,909.20	\$70,910
				7	\$34.9438	\$2,795.51	\$6,056.94	\$72,683
				8	\$35.8169	\$2,865.36	\$6,208.28	\$74,499
				9	\$36.7130	\$2,937.04	\$6,363.59	\$76,363
External Affairs Specialist II	177	UN	Exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Facilities Program Coordinator	181	PR	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Facilities Program Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Facilities Specialist	177	PR	Exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821

**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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>
Facilities Specialist	177	PR	Exempt	9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Facilities Specialist - Landscape	177	UN	Exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Facilities Technician I	172	GU	Non-exempt	1	\$31.6390	\$2,531.12	\$5,484.10	\$65,809
				2	\$32.4303	\$2,594.43	\$5,621.27	\$67,455
				3	\$33.2414	\$2,659.32	\$5,761.86	\$69,142
				4	\$34.0726	\$2,725.81	\$5,905.93	\$70,871
				5	\$34.9241	\$2,793.93	\$6,053.52	\$72,642
				6	\$35.7972	\$2,863.78	\$6,204.86	\$74,458
				7	\$36.6919	\$2,935.36	\$6,359.95	\$76,319
				8	\$37.6097	\$3,008.78	\$6,519.03	\$78,228
				9	\$38.5496	\$3,083.97	\$6,681.94	\$80,183
Facilities Technician II	174	GU	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Facilities Technician III	177	GU	Non-exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Financial Analyst I	179	PR	Exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803



**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
General Manager	205	EX	Exempt	1	\$168.3654	\$13,469.24	\$29,183.36	\$350,200
GIS Specialist	178	UN	Exempt	1	\$42.3904	\$3,391.24	\$7,347.69	\$88,172
				2	\$43.4500	\$3,476.00	\$7,531.34	\$90,376
				3	\$44.5366	\$3,562.93	\$7,719.69	\$92,636
				4	\$45.6491	\$3,651.93	\$7,912.52	\$94,950
				5	\$46.7909	\$3,743.28	\$8,110.44	\$97,325
				6	\$47.9601	\$3,836.81	\$8,313.09	\$99,757
				7	\$49.1597	\$3,932.78	\$8,521.03	\$102,252
				8	\$50.3885	\$4,031.08	\$8,734.01	\$104,808
				9	\$51.6476	\$4,131.81	\$8,952.26	\$107,427
Grants Analyst I	176	PR	Exempt	1	\$38.4496	\$3,075.97	\$6,664.61	\$79,975
				2	\$39.4111	\$3,152.89	\$6,831.27	\$81,975
				3	\$40.3957	\$3,231.66	\$7,001.93	\$84,023
				4	\$41.4063	\$3,312.51	\$7,177.11	\$86,125
				5	\$42.4414	\$3,395.32	\$7,356.53	\$88,278
				6	\$43.5025	\$3,480.20	\$7,540.44	\$90,485
				7	\$44.5900	\$3,567.20	\$7,728.94	\$92,747
				8	\$45.7044	\$3,656.36	\$7,922.12	\$95,065
				9	\$46.8476	\$3,747.81	\$8,120.26	\$97,443
Grants Analyst II	179	PR	Exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Grants and Government Affairs Officer	186	UN	Exempt	1	\$62.6284	\$5,010.28	\$10,855.61	\$130,267
				2	\$64.1943	\$5,135.55	\$11,127.03	\$133,524
				3	\$65.7991	\$5,263.93	\$11,405.19	\$136,862
				4	\$67.4438	\$5,395.51	\$11,690.28	\$140,283
				5	\$69.1303	\$5,530.43	\$11,982.60	\$143,791
				6	\$70.8582	\$5,668.66	\$12,282.10	\$147,385
				7	\$72.6299	\$5,810.40	\$12,589.20	\$151,070
				8	\$74.4457	\$5,955.66	\$12,903.93	\$154,847

**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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>
Grants and Government Affairs Officer	186	UN	Exempt	9	\$76.3063	\$6,104.51	\$13,226.44	\$158,717
Groundwater Recharge Supervisor	187	SU	Exempt	1	\$65.7582	\$5,260.66	\$11,398.10	\$136,777
				2	\$67.4020	\$5,392.16	\$11,683.02	\$140,196
				3	\$69.0871	\$5,526.97	\$11,975.11	\$143,701
				4	\$70.8145	\$5,665.16	\$12,274.52	\$147,294
				5	\$72.5842	\$5,806.74	\$12,581.27	\$150,975
				6	\$74.3991	\$5,951.93	\$12,895.85	\$154,750
				7	\$76.2587	\$6,100.70	\$13,218.19	\$158,618
				8	\$78.1654	\$6,253.24	\$13,548.69	\$162,584
				9	\$80.1198	\$6,409.59	\$13,887.45	\$166,649
Human Resources Analyst	181	UN	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Human Resources Officer	186	UN	Exempt	1	\$62.6284	\$5,010.28	\$10,855.61	\$130,267
				2	\$64.1943	\$5,135.55	\$11,127.03	\$133,524
				3	\$65.7991	\$5,263.93	\$11,405.19	\$136,862
				4	\$67.4438	\$5,395.51	\$11,690.28	\$140,283
				5	\$69.1303	\$5,530.43	\$11,982.60	\$143,791
				6	\$70.8582	\$5,668.66	\$12,282.10	\$147,385
				7	\$72.6299	\$5,810.40	\$12,589.20	\$151,070
				8	\$74.4457	\$5,955.66	\$12,903.93	\$154,847
				9	\$76.3063	\$6,104.51	\$13,226.44	\$158,717
Human Resources Specialist	177	UN	Exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
HVAC Technician	177	GU	Non-exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317

**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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>
Hydrogeologist	185	UN	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Industrial Engine Technician I	177	GU	Non-exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Industrial Engine Technician II	181	GU	Non-exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Information Security Officer	186	UN	Exempt	1	\$62.6284	\$5,010.28	\$10,855.61	\$130,267
				2	\$64.1943	\$5,135.55	\$11,127.03	\$133,524
				3	\$65.7991	\$5,263.93	\$11,405.19	\$136,862
				4	\$67.4438	\$5,395.51	\$11,690.28	\$140,283
				5	\$69.1303	\$5,530.43	\$11,982.60	\$143,791
				6	\$70.8582	\$5,668.66	\$12,282.10	\$147,385
				7	\$72.6299	\$5,810.40	\$12,589.20	\$151,070
				8	\$74.4457	\$5,955.66	\$12,903.93	\$154,847
				9	\$76.3063	\$6,104.51	\$13,226.44	\$158,717
Information Systems Analyst I	179	PR	Exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803

**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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>
Information Systems Analyst II	181	PR	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
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	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Inventory Resources Coordinator	181	PR	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Laboratory Assistant	172	LB	Non-exempt	1	\$31.6390	\$2,531.12	\$5,484.10	\$65,809
				2	\$32.4303	\$2,594.43	\$5,621.27	\$67,455
				3	\$33.2414	\$2,659.32	\$5,761.86	\$69,142
				4	\$34.0726	\$2,725.81	\$5,905.93	\$70,871
				5	\$34.9241	\$2,793.93	\$6,053.52	\$72,642
				6	\$35.7972	\$2,863.78	\$6,204.86	\$74,458
				7	\$36.6919	\$2,935.36	\$6,359.95	\$76,319
				8	\$37.6097	\$3,008.78	\$6,519.03	\$78,228
				9	\$38.5496	\$3,083.97	\$6,681.94	\$80,183
Laboratory Quality Officer	187	UN	Exempt	1	\$65.7582	\$5,260.66	\$11,398.10	\$136,777
				2	\$67.4020	\$5,392.16	\$11,683.02	\$140,196
				3	\$69.0871	\$5,526.97	\$11,975.11	\$143,701
				4	\$70.8145	\$5,665.16	\$12,274.52	\$147,294

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Laboratory Quality Officer	187	UN	Exempt	5	\$72.5842	\$5,806.74	\$12,581.27	\$150,975
				6	\$74.3991	\$5,951.93	\$12,895.85	\$154,750
				7	\$76.2587	\$6,100.70	\$13,218.19	\$158,618
				8	\$78.1654	\$6,253.24	\$13,548.69	\$162,584
				9	\$80.1198	\$6,409.59	\$13,887.45	\$166,649
Laboratory Scientist I	177	LB	Non-exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Laboratory Scientist II	179	LB	Non-exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Laboratory Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Maintenance Planner/Scheduler	182	GU	Non-exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Maintenance Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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>
Maintenance Supervisor	185	SU	Exempt	6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Manager of Asset Management	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Manager of Compliance and Sustainability	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Manager of Contracts and Procurement	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Manager of Engineering	192	UN	Exempt	1	\$83.9222	\$6,713.78	\$14,546.53	\$174,558
				2	\$86.0202	\$6,881.62	\$14,910.18	\$178,922
				3	\$88.1702	\$7,053.62	\$15,282.85	\$183,394
				4	\$90.3746	\$7,229.97	\$15,664.94	\$187,979
				5	\$92.6337	\$7,410.70	\$16,056.52	\$192,678
				6	\$94.9500	\$7,596.00	\$16,458.00	\$197,496
				7	\$97.3236	\$7,785.89	\$16,869.43	\$202,433
				8	\$99.7568	\$7,980.55	\$17,291.20	\$207,494
				9	\$102.2505	\$8,180.04	\$17,723.42	\$212,681
Manager of Environmental Services	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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 Environmental Services	190	UN	Exempt	7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Manager of Facilities and Water System Programs	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Manager of Human Resources	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Manager of Information Technology	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Manager of Internal Audit	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Manager of Laboratories	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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 Laboratories	190	UN	Exempt	7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Manager of Maintenance	192	UN	Exempt	1	\$83.9222	\$6,713.78	\$14,546.53	\$174,558
				2	\$86.0202	\$6,881.62	\$14,910.18	\$178,922
				3	\$88.1702	\$7,053.62	\$15,282.85	\$183,394
				4	\$90.3746	\$7,229.97	\$15,664.94	\$187,979
				5	\$92.6337	\$7,410.70	\$16,056.52	\$192,678
				6	\$94.9500	\$7,596.00	\$16,458.00	\$197,496
				7	\$97.3236	\$7,785.89	\$16,869.43	\$202,433
				8	\$99.7568	\$7,980.55	\$17,291.20	\$207,494
				9	\$102.2505	\$8,180.04	\$17,723.42	\$212,681
Manager of Operations	192	UN	Exempt	1	\$83.9222	\$6,713.78	\$14,546.53	\$174,558
				2	\$86.0202	\$6,881.62	\$14,910.18	\$178,922
				3	\$88.1702	\$7,053.62	\$15,282.85	\$183,394
				4	\$90.3746	\$7,229.97	\$15,664.94	\$187,979
				5	\$92.6337	\$7,410.70	\$16,056.52	\$192,678
				6	\$94.9500	\$7,596.00	\$16,458.00	\$197,496
				7	\$97.3236	\$7,785.89	\$16,869.43	\$202,433
				8	\$99.7568	\$7,980.55	\$17,291.20	\$207,494
				9	\$102.2505	\$8,180.04	\$17,723.42	\$212,681
Manager of Regional Composting Authority	192	UN	Exempt	1	\$83.9222	\$6,713.78	\$14,546.53	\$174,558
				2	\$86.0202	\$6,881.62	\$14,910.18	\$178,922
				3	\$88.1702	\$7,053.62	\$15,282.85	\$183,394
				4	\$90.3746	\$7,229.97	\$15,664.94	\$187,979
				5	\$92.6337	\$7,410.70	\$16,056.52	\$192,678
				6	\$94.9500	\$7,596.00	\$16,458.00	\$197,496
				7	\$97.3236	\$7,785.89	\$16,869.43	\$202,433
				8	\$99.7568	\$7,980.55	\$17,291.20	\$207,494
				9	\$102.2505	\$8,180.04	\$17,723.42	\$212,681
Manager of Water Resources	190	UN	Exempt	1	\$76.1188	\$6,089.51	\$13,193.94	\$158,327
				2	\$78.0222	\$6,241.78	\$13,523.86	\$162,286
				3	\$79.9717	\$6,397.74	\$13,861.77	\$166,341
				4	\$81.9717	\$6,557.74	\$14,208.44	\$170,501
				5	\$84.0207	\$6,721.66	\$14,563.60	\$174,763
				6	\$86.1212	\$6,889.70	\$14,927.69	\$179,132
				7	\$88.2741	\$7,061.93	\$15,300.85	\$183,610
				8	\$90.4808	\$7,238.47	\$15,683.36	\$188,200
				9	\$92.7433	\$7,419.47	\$16,075.52	\$192,906
Materials Specialist	182	PR	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252



**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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>
Materials Specialist	182	PR	Exempt	7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Mechanic I	172	GU	Non-exempt	1	\$31.6390	\$2,531.12	\$5,484.10	\$65,809
				2	\$32.4303	\$2,594.43	\$5,621.27	\$67,455
				3	\$33.2414	\$2,659.32	\$5,761.86	\$69,142
				4	\$34.0726	\$2,725.81	\$5,905.93	\$70,871
				5	\$34.9241	\$2,793.93	\$6,053.52	\$72,642
				6	\$35.7972	\$2,863.78	\$6,204.86	\$74,458
				7	\$36.6919	\$2,935.36	\$6,359.95	\$76,319
				8	\$37.6097	\$3,008.78	\$6,519.03	\$78,228
				9	\$38.5496	\$3,083.97	\$6,681.94	\$80,183
Mechanic II	176	GU	Non-exempt	1	\$38.4496	\$3,075.97	\$6,664.61	\$79,975
				2	\$39.4111	\$3,152.89	\$6,831.27	\$81,975
				3	\$40.3957	\$3,231.66	\$7,001.93	\$84,023
				4	\$41.4063	\$3,312.51	\$7,177.11	\$86,125
				5	\$42.4414	\$3,395.32	\$7,356.53	\$88,278
				6	\$43.5025	\$3,480.20	\$7,540.44	\$90,485
				7	\$44.5900	\$3,567.20	\$7,728.94	\$92,747
				8	\$45.7044	\$3,656.36	\$7,922.12	\$95,065
				9	\$46.8476	\$3,747.81	\$8,120.26	\$97,443
Mechanic III	179	GU	Non-exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Mechanic IV	181	GU	Non-exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Network Administrator	183	PR	Exempt	1	\$54.1029	\$4,328.24	\$9,377.86	\$112,534
				2	\$55.4549	\$4,436.40	\$9,612.20	\$115,346
				3	\$56.8414	\$4,547.32	\$9,852.53	\$118,230
				4	\$58.2625	\$4,661.00	\$10,098.84	\$121,186
				5	\$59.7193	\$4,777.55	\$10,351.36	\$124,216
				6	\$61.2121	\$4,896.97	\$10,610.11	\$127,321
				7	\$62.7424	\$5,019.40	\$10,875.37	\$130,504

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Network Administrator	183	PR	Exempt	8	\$64.3111	\$5,144.89	\$11,147.27	\$133,767
				9	\$65.9188	\$5,273.51	\$11,425.94	\$137,111
Office Assistant	166	GU	Non-exempt	1	\$23.6125	\$1,889.00	\$4,092.84	\$49,114
				2	\$24.2034	\$1,936.28	\$4,195.28	\$50,343
				3	\$24.8082	\$1,984.66	\$4,300.10	\$51,601
				4	\$25.4284	\$2,034.28	\$4,407.61	\$52,891
				5	\$26.0635	\$2,085.08	\$4,517.68	\$54,212
				6	\$26.7159	\$2,137.28	\$4,630.78	\$55,569
				7	\$27.3832	\$2,190.66	\$4,746.43	\$56,957
				8	\$28.0678	\$2,245.43	\$4,865.10	\$58,381
				9	\$28.7693	\$2,301.55	\$4,986.70	\$59,840
Office Assistant (confidential)	166	UN	Non-exempt	1	\$23.6125	\$1,889.00	\$4,092.84	\$49,114
				2	\$24.2034	\$1,936.28	\$4,195.28	\$50,343
				3	\$24.8082	\$1,984.66	\$4,300.10	\$51,601
				4	\$25.4284	\$2,034.28	\$4,407.61	\$52,891
				5	\$26.0635	\$2,085.08	\$4,517.68	\$54,212
				6	\$26.7159	\$2,137.28	\$4,630.78	\$55,569
				7	\$27.3832	\$2,190.66	\$4,746.43	\$56,957
				8	\$28.0678	\$2,245.43	\$4,865.10	\$58,381
				9	\$28.7693	\$2,301.55	\$4,986.70	\$59,840
Operations and Maintenance Training Coordinator	183	UN	Non-exempt	1	\$54.1029	\$4,328.24	\$9,377.86	\$112,534
				2	\$55.4549	\$4,436.40	\$9,612.20	\$115,346
				3	\$56.8414	\$4,547.32	\$9,852.53	\$118,230
				4	\$58.2625	\$4,661.00	\$10,098.84	\$121,186
				5	\$59.7193	\$4,777.55	\$10,351.36	\$124,216
				6	\$61.2121	\$4,896.97	\$10,610.11	\$127,321
				7	\$62.7424	\$5,019.40	\$10,875.37	\$130,504
				8	\$64.3111	\$5,144.89	\$11,147.27	\$133,767
				9	\$65.9188	\$5,273.51	\$11,425.94	\$137,111
Operations Specialist	179	UN	Exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Operations Supervisor	185	SU	Non-exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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>
Operations Supervisor	185	SU	Non-exempt	8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Pretreatment & Source Control Inspector I	174	GU	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Pretreatment & Source Control Inspector II	177	GU	Non-exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Pretreatment and Source Control Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Principal Accountant	186	UN	Exempt	1	\$62.6284	\$5,010.28	\$10,855.61	\$130,267
				2	\$64.1943	\$5,135.55	\$11,127.03	\$133,524
				3	\$65.7991	\$5,263.93	\$11,405.19	\$136,862
				4	\$67.4438	\$5,395.51	\$11,690.28	\$140,283
				5	\$69.1303	\$5,530.43	\$11,982.60	\$143,791
				6	\$70.8582	\$5,668.66	\$12,282.10	\$147,385
				7	\$72.6299	\$5,810.40	\$12,589.20	\$151,070
				8	\$74.4457	\$5,955.66	\$12,903.93	\$154,847
				9	\$76.3063	\$6,104.51	\$13,226.44	\$158,717
Principal Control Systems Administrator	187	UN	Exempt	1	\$65.7582	\$5,260.66	\$11,398.10	\$136,777
				2	\$67.4020	\$5,392.16	\$11,683.02	\$140,196
				3	\$69.0871	\$5,526.97	\$11,975.11	\$143,701
				4	\$70.8145	\$5,665.16	\$12,274.52	\$147,294
				5	\$72.5842	\$5,806.74	\$12,581.27	\$150,975
				6	\$74.3991	\$5,951.93	\$12,895.85	\$154,750

**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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>
Principal Control Systems Administrator	187	UN	Exempt	7	\$76.2587	\$6,100.70	\$13,218.19	\$158,618
				8	\$78.1654	\$6,253.24	\$13,548.69	\$162,584
				9	\$80.1198	\$6,409.59	\$13,887.45	\$166,649
Principal Engineer	188	UN	Exempt	1	\$69.0428	\$5,523.43	\$11,967.44	\$143,609
				2	\$70.7698	\$5,661.59	\$12,266.78	\$147,201
				3	\$72.5390	\$5,803.12	\$12,573.43	\$150,881
				4	\$74.3520	\$5,948.16	\$12,887.68	\$154,652
				5	\$76.2111	\$6,096.89	\$13,209.93	\$158,519
				6	\$78.1159	\$6,249.28	\$13,540.11	\$162,481
				7	\$80.0693	\$6,405.55	\$13,878.70	\$166,544
				8	\$82.0712	\$6,565.70	\$14,225.69	\$170,708
				9	\$84.1226	\$6,729.81	\$14,581.26	\$174,975
Principal Network Engineer	186	UN	Exempt	1	\$62.6284	\$5,010.28	\$10,855.61	\$130,267
				2	\$64.1943	\$5,135.55	\$11,127.03	\$133,524
				3	\$65.7991	\$5,263.93	\$11,405.19	\$136,862
				4	\$67.4438	\$5,395.51	\$11,690.28	\$140,283
				5	\$69.1303	\$5,530.43	\$11,982.60	\$143,791
				6	\$70.8582	\$5,668.66	\$12,282.10	\$147,385
				7	\$72.6299	\$5,810.40	\$12,589.20	\$151,070
				8	\$74.4457	\$5,955.66	\$12,903.93	\$154,847
				9	\$76.3063	\$6,104.51	\$13,226.44	\$158,717
Process Automation & Controls Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Procurement Specialist I	174	PR	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Procurement Specialist II <sup>1</sup>	175	PR	Non-exempt	1	\$36.6198	\$2,929.59	\$6,347.45	\$76,169
				2	\$37.5351	\$3,002.81	\$6,506.09	\$78,073
				3	\$38.4731	\$3,077.85	\$6,668.68	\$80,024
				4	\$39.4356	\$3,154.85	\$6,835.51	\$82,026
				5	\$40.4212	\$3,233.70	\$7,006.35	\$84,076
				6	\$41.4318	\$3,314.55	\$7,181.53	\$86,178

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Procurement Specialist II <sup>1</sup>	175	PR	Non-exempt	7	\$42.4674	\$3,397.40	\$7,361.04	\$88,332
				8	\$43.5294	\$3,482.36	\$7,545.12	\$90,541
				9	\$44.6178	\$3,569.43	\$7,733.77	\$92,805
Project Manager I	184	PR	Exempt	1	\$56.8058	\$4,544.47	\$9,846.36	\$118,156
				2	\$58.2260	\$4,658.08	\$10,092.51	\$121,110
				3	\$59.6818	\$4,774.55	\$10,344.86	\$124,138
				4	\$61.1741	\$4,893.93	\$10,603.52	\$127,242
				5	\$62.7034	\$5,016.28	\$10,868.61	\$130,423
				6	\$64.2707	\$5,141.66	\$11,140.27	\$133,683
				7	\$65.8770	\$5,270.16	\$11,418.68	\$137,024
				8	\$67.5236	\$5,401.89	\$11,704.10	\$140,449
				9	\$69.2125	\$5,537.00	\$11,996.84	\$143,962
Project Manager II	185	PR	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Records Management Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Records Specialist	173	GU	Non-exempt	1	\$33.2198	\$2,657.59	\$5,758.12	\$69,097
				2	\$34.0500	\$2,724.00	\$5,902.00	\$70,824
				3	\$34.9020	\$2,792.16	\$6,049.68	\$72,596
				4	\$35.7741	\$2,861.93	\$6,200.85	\$74,410
				5	\$36.6678	\$2,933.43	\$6,355.77	\$76,269
				6	\$37.5851	\$3,006.81	\$6,514.76	\$78,177
				7	\$38.5241	\$3,081.93	\$6,677.52	\$80,130
				8	\$39.4880	\$3,159.04	\$6,844.59	\$82,135
				9	\$40.4755	\$3,238.04	\$7,015.76	\$84,189
Recycled Water Distribution Operator	179	OP	Non-exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369

**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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>
Recycled Water Distribution Operator	179	OP	Non-exempt	8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Risk Specialist	174	PR	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
RW/Groundwater Recharge Maintenance Technician	176	GU	Non-exempt	1	\$38.4496	\$3,075.97	\$6,664.61	\$79,975
				2	\$39.4111	\$3,152.89	\$6,831.27	\$81,975
				3	\$40.3957	\$3,231.66	\$7,001.93	\$84,023
				4	\$41.4063	\$3,312.51	\$7,177.11	\$86,125
				5	\$42.4414	\$3,395.32	\$7,356.53	\$88,278
				6	\$43.5025	\$3,480.20	\$7,540.44	\$90,485
				7	\$44.5900	\$3,567.20	\$7,728.94	\$92,747
				8	\$45.7044	\$3,656.36	\$7,922.12	\$95,065
				9	\$46.8476	\$3,747.81	\$8,120.26	\$97,443
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Safety Analyst	178	PR	Exempt	1	\$42.3904	\$3,391.24	\$7,347.69	\$88,172
				2	\$43.4500	\$3,476.00	\$7,531.34	\$90,376
				3	\$44.5366	\$3,562.93	\$7,719.69	\$92,636
				4	\$45.6491	\$3,651.93	\$7,912.52	\$94,950
				5	\$46.7909	\$3,743.28	\$8,110.44	\$97,325
				6	\$47.9601	\$3,836.81	\$8,313.09	\$99,757
				7	\$49.1597	\$3,932.78	\$8,521.03	\$102,252
				8	\$50.3885	\$4,031.08	\$8,734.01	\$104,808
				9	\$51.6476	\$4,131.81	\$8,952.26	\$107,427
Safety Officer	186	UN	Exempt	1	\$62.6284	\$5,010.28	\$10,855.61	\$130,267
				2	\$64.1943	\$5,135.55	\$11,127.03	\$133,524
				3	\$65.7991	\$5,263.93	\$11,405.19	\$136,862
				4	\$67.4438	\$5,395.51	\$11,690.28	\$140,283
				5	\$69.1303	\$5,530.43	\$11,982.60	\$143,791
				6	\$70.8582	\$5,668.66	\$12,282.10	\$147,385

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Safety Officer	186	UN	Exempt	7	\$72.6299	\$5,810.40	\$12,589.20	\$151,070
				8	\$74.4457	\$5,955.66	\$12,903.93	\$154,847
				9	\$76.3063	\$6,104.51	\$13,226.44	\$158,717
Senior Accountant	181	PR	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Senior Associate Engineer	184	UN	Exempt	1	\$56.8058	\$4,544.47	\$9,846.36	\$118,156
				2	\$58.2260	\$4,658.08	\$10,092.51	\$121,110
				3	\$59.6818	\$4,774.55	\$10,344.86	\$124,138
				4	\$61.1741	\$4,893.93	\$10,603.52	\$127,242
				5	\$62.7034	\$5,016.28	\$10,868.61	\$130,423
				6	\$64.2707	\$5,141.66	\$11,140.27	\$133,683
				7	\$65.8770	\$5,270.16	\$11,418.68	\$137,024
				8	\$67.5236	\$5,401.89	\$11,704.10	\$140,449
				9	\$69.2125	\$5,537.00	\$11,996.84	\$143,962
Senior Associate Engineer - PE	185	UN	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Senior Compost Operations and Maintenance Technician	181	GU	Non-exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Senior Construction Project Inspector	182	UN	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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 Construction Project Inspector	182	UN	Exempt	7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Senior Engineer	187	PR	Exempt	1	\$65.7582	\$5,260.66	\$11,398.10	\$136,777
				2	\$67.4020	\$5,392.16	\$11,683.02	\$140,196
				3	\$69.0871	\$5,526.97	\$11,975.11	\$143,701
				4	\$70.8145	\$5,665.16	\$12,274.52	\$147,294
				5	\$72.5842	\$5,806.74	\$12,581.27	\$150,975
				6	\$74.3991	\$5,951.93	\$12,895.85	\$154,750
				7	\$76.2587	\$6,100.70	\$13,218.19	\$158,618
				8	\$78.1654	\$6,253.24	\$13,548.69	\$162,584
				9	\$80.1198	\$6,409.59	\$13,887.45	\$166,649
Senior Environmental Resources Planner	184	UN	Exempt	1	\$56.8058	\$4,544.47	\$9,846.36	\$118,156
				2	\$58.2260	\$4,658.08	\$10,092.51	\$121,110
				3	\$59.6818	\$4,774.55	\$10,344.86	\$124,138
				4	\$61.1741	\$4,893.93	\$10,603.52	\$127,242
				5	\$62.7034	\$5,016.28	\$10,868.61	\$130,423
				6	\$64.2707	\$5,141.66	\$11,140.27	\$133,683
				7	\$65.8770	\$5,270.16	\$11,418.68	\$137,024
				8	\$67.5236	\$5,401.89	\$11,704.10	\$140,449
				9	\$69.2125	\$5,537.00	\$11,996.84	\$143,962
Senior External Affairs Specialist	180	UN	Exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687
				5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
Senior Facilities Technician	180	GU	Non-exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687
				5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
Senior Financial Analyst	183	PR	Exempt	1	\$54.1029	\$4,328.24	\$9,377.86	\$112,534
				2	\$55.4549	\$4,436.40	\$9,612.20	\$115,346
				3	\$56.8414	\$4,547.32	\$9,852.53	\$118,230
				4	\$58.2625	\$4,661.00	\$10,098.84	\$121,186
				5	\$59.7193	\$4,777.55	\$10,351.36	\$124,216
				6	\$61.2121	\$4,896.97	\$10,610.11	\$127,321
				7	\$62.7424	\$5,019.40	\$10,875.37	\$130,504



Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Financial Analyst	183	PR	Exempt	8	\$64.3111	\$5,144.89	\$11,147.27	\$133,767
				9	\$65.9188	\$5,273.51	\$11,425.94	\$137,111
Senior Grants Analyst	182	PR	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Senior Information Systems Analyst	182	PR	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Senior Internal Auditor	182	PR	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Senior Inventory Analyst	182	PR	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Senior Management Analyst	182	PR	Exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Management Analyst	182	PR	Exempt	9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Senior Operations Specialist	184	UN	Exempt	1	\$56.8058	\$4,544.47	\$9,846.36	\$118,156
				2	\$58.2260	\$4,658.08	\$10,092.51	\$121,110
				3	\$59.6818	\$4,774.55	\$10,344.86	\$124,138
				4	\$61.1741	\$4,893.93	\$10,603.52	\$127,242
				5	\$62.7034	\$5,016.28	\$10,868.61	\$130,423
				6	\$64.2707	\$5,141.66	\$11,140.27	\$133,683
				7	\$65.8770	\$5,270.16	\$11,418.68	\$137,024
				8	\$67.5236	\$5,401.89	\$11,704.10	\$140,449
				9	\$69.2125	\$5,537.00	\$11,996.84	\$143,962
Senior Policy Advisor	188	UN	Exempt	1	\$69.0428	\$5,523.43	\$11,967.44	\$143,609
				2	\$70.7698	\$5,661.59	\$12,266.78	\$147,201
				3	\$72.5390	\$5,803.12	\$12,573.43	\$150,881
				4	\$74.3520	\$5,948.16	\$12,887.68	\$154,652
				5	\$76.2111	\$6,096.89	\$13,209.93	\$158,519
				6	\$78.1159	\$6,249.28	\$13,540.11	\$162,481
				7	\$80.0693	\$6,405.55	\$13,878.70	\$166,544
				8	\$82.0712	\$6,565.70	\$14,225.69	\$170,708
				9	\$84.1226	\$6,729.81	\$14,581.26	\$174,975
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	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687
				5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
Senior Project Manager	187	PR	Exempt	1	\$65.7582	\$5,260.66	\$11,398.10	\$136,777
				2	\$67.4020	\$5,392.16	\$11,683.02	\$140,196
				3	\$69.0871	\$5,526.97	\$11,975.11	\$143,701
				4	\$70.8145	\$5,665.16	\$12,274.52	\$147,294
				5	\$72.5842	\$5,806.74	\$12,581.27	\$150,975
				6	\$74.3991	\$5,951.93	\$12,895.85	\$154,750
				7	\$76.2587	\$6,100.70	\$13,218.19	\$158,618
				8	\$78.1654	\$6,253.24	\$13,548.69	\$162,584
				9	\$80.1198	\$6,409.59	\$13,887.45	\$166,649
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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 Wastewater Treatment Plant Operator	181	OP	Non-exempt	5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Senior Water Plant Operator	181	OP	Non-exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Senior Water Resources Analyst	184	PR	Exempt	1	\$56.8058	\$4,544.47	\$9,846.36	\$118,156
				2	\$58.2260	\$4,658.08	\$10,092.51	\$121,110
				3	\$59.6818	\$4,774.55	\$10,344.86	\$124,138
				4	\$61.1741	\$4,893.93	\$10,603.52	\$127,242
				5	\$62.7034	\$5,016.28	\$10,868.61	\$130,423
				6	\$64.2707	\$5,141.66	\$11,140.27	\$133,683
				7	\$65.8770	\$5,270.16	\$11,418.68	\$137,024
				8	\$67.5236	\$5,401.89	\$11,704.10	\$140,449
				9	\$69.2125	\$5,537.00	\$11,996.84	\$143,962
Source Control/Environmental Resources Supervisor	187	SU	Exempt	1	\$65.7582	\$5,260.66	\$11,398.10	\$136,777
				2	\$67.4020	\$5,392.16	\$11,683.02	\$140,196
				3	\$69.0871	\$5,526.97	\$11,975.11	\$143,701
				4	\$70.8145	\$5,665.16	\$12,274.52	\$147,294
				5	\$72.5842	\$5,806.74	\$12,581.27	\$150,975
				6	\$74.3991	\$5,951.93	\$12,895.85	\$154,750
				7	\$76.2587	\$6,100.70	\$13,218.19	\$158,618
				8	\$78.1654	\$6,253.24	\$13,548.69	\$162,584
				9	\$80.1198	\$6,409.59	\$13,887.45	\$166,649
Supervisor - Environmental Compliance & Energy	188	SU	Exempt	1	\$69.0428	\$5,523.43	\$11,967.44	\$143,609
				2	\$70.7698	\$5,661.59	\$12,266.78	\$147,201
				3	\$72.5390	\$5,803.12	\$12,573.43	\$150,881
				4	\$74.3520	\$5,948.16	\$12,887.68	\$154,652
				5	\$76.2111	\$6,096.89	\$13,209.93	\$158,519
				6	\$78.1159	\$6,249.28	\$13,540.11	\$162,481
				7	\$80.0693	\$6,405.55	\$13,878.70	\$166,544
				8	\$82.0712	\$6,565.70	\$14,225.69	\$170,708
				9	\$84.1226	\$6,729.81	\$14,581.26	\$174,975
Systems Administrator	181	PR	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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>
Systems Administrator	181	PR	Exempt	4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
Technology Specialist I	178	GU	Non-exempt	9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
				1	\$42.3904	\$3,391.24	\$7,347.69	\$88,172
				2	\$43.4500	\$3,476.00	\$7,531.34	\$90,376
				3	\$44.5366	\$3,562.93	\$7,719.69	\$92,636
				4	\$45.6491	\$3,651.93	\$7,912.52	\$94,950
Technology Specialist I	178	GU	Non-exempt	5	\$46.7909	\$3,743.28	\$8,110.44	\$97,325
				6	\$47.9601	\$3,836.81	\$8,313.09	\$99,757
				7	\$49.1597	\$3,932.78	\$8,521.03	\$102,252
				8	\$50.3885	\$4,031.08	\$8,734.01	\$104,808
				9	\$51.6476	\$4,131.81	\$8,952.26	\$107,427
Technology Specialist II	180	GU	Non-exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687
				5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
Technology Specialist II	180	GU	Non-exempt	6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
				Technology Specialist III	182	GU	Non-exempt	1
2	\$52.8121	\$4,224.97	\$9,154.11					\$109,849
3	\$54.1327	\$4,330.62	\$9,383.01					\$112,596
4	\$55.4856	\$4,438.85	\$9,617.51					\$115,410
5	\$56.8731	\$4,549.85	\$9,858.01					\$118,296
Technology Specialist III	182	GU	Non-exempt	6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
				Treasurer	192	UN	Exempt	1
2	\$86.0202	\$6,881.62	\$14,910.18					\$178,922
3	\$88.1702	\$7,053.62	\$15,282.85					\$183,394
4	\$90.3746	\$7,229.97	\$15,664.94					\$187,979
5	\$92.6337	\$7,410.70	\$16,056.52					\$192,678
Treasurer	192	UN	Exempt	6	\$94.9500	\$7,596.00	\$16,458.00	\$197,496
				7	\$97.3236	\$7,785.89	\$16,869.43	\$202,433
				8	\$99.7568	\$7,980.55	\$17,291.20	\$207,494
				9	\$102.2505	\$8,180.04	\$17,723.42	\$212,681
				Warehouse Supervisor	185	SU	Exempt	1
2	\$61.1356	\$4,890.85	\$10,596.85					\$127,162
3	\$62.6640	\$5,013.12	\$10,861.76					\$130,341
4	\$64.2303	\$5,138.43	\$11,133.27					\$133,599

**Inland Empire Utilities Agency**

**EXHIBIT 1**

**Salary Matrix**

**Effective October 1, 2023**

**Adopted September 20, 2023**

<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>
Warehouse Supervisor	185	SU	Exempt	5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Warehouse Technician	171	GU	Non-exempt	1	\$30.1318	\$2,410.55	\$5,222.86	\$62,674
				2	\$30.8851	\$2,470.81	\$5,353.43	\$64,241
				3	\$31.6568	\$2,532.55	\$5,487.20	\$65,846
				4	\$32.4481	\$2,595.85	\$5,624.35	\$67,492
				5	\$33.2601	\$2,660.81	\$5,765.09	\$69,181
				6	\$34.0914	\$2,727.32	\$5,909.20	\$70,910
				7	\$34.9438	\$2,795.51	\$6,056.94	\$72,683
				8	\$35.8169	\$2,865.36	\$6,208.28	\$74,499
				9	\$36.7130	\$2,937.04	\$6,363.59	\$76,363
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Wastewater Treatment Plant Operator II	176	OP	Non-exempt	1	\$38.4496	\$3,075.97	\$6,664.61	\$79,975
				2	\$39.4111	\$3,152.89	\$6,831.27	\$81,975
				3	\$40.3957	\$3,231.66	\$7,001.93	\$84,023
				4	\$41.4063	\$3,312.51	\$7,177.11	\$86,125
				5	\$42.4414	\$3,395.32	\$7,356.53	\$88,278
				6	\$43.5025	\$3,480.20	\$7,540.44	\$90,485
				7	\$44.5900	\$3,567.20	\$7,728.94	\$92,747
				8	\$45.7044	\$3,656.36	\$7,922.12	\$95,065
				9	\$46.8476	\$3,747.81	\$8,120.26	\$97,443
Wastewater Treatment Plant Operator III	178	OP	Non-exempt	1	\$42.3904	\$3,391.24	\$7,347.69	\$88,172
				2	\$43.4500	\$3,476.00	\$7,531.34	\$90,376
				3	\$44.5366	\$3,562.93	\$7,719.69	\$92,636
				4	\$45.6491	\$3,651.93	\$7,912.52	\$94,950
				5	\$46.7909	\$3,743.28	\$8,110.44	\$97,325
				6	\$47.9601	\$3,836.81	\$8,313.09	\$99,757
				7	\$49.1597	\$3,932.78	\$8,521.03	\$102,252
				8	\$50.3885	\$4,031.08	\$8,734.01	\$104,808
				9	\$51.6476	\$4,131.81	\$8,952.26	\$107,427
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687

**Inland Empire Utilities Agency  
Salary Matrix  
Effective October 1, 2023  
Adopted September 20, 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 IV, V	180	OP	Non-exempt	5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt	1	\$30.1318	\$2,410.55	\$5,222.86	\$62,674
				2	\$30.8851	\$2,470.81	\$5,353.43	\$64,241
				3	\$31.6568	\$2,532.55	\$5,487.20	\$65,846
				4	\$32.4481	\$2,595.85	\$5,624.35	\$67,492
				5	\$33.2601	\$2,660.81	\$5,765.09	\$69,181
				6	\$34.0914	\$2,727.32	\$5,909.20	\$70,910
				7	\$34.9438	\$2,795.51	\$6,056.94	\$72,683
				8	\$35.8169	\$2,865.36	\$6,208.28	\$74,499
				9	\$36.7130	\$2,937.04	\$6,363.59	\$76,363
Water Plant Operator I	174	OP	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Water Plant Operator II	176	OP	Non-exempt	1	\$38.4496	\$3,075.97	\$6,664.61	\$79,975
				2	\$39.4111	\$3,152.89	\$6,831.27	\$81,975
				3	\$40.3957	\$3,231.66	\$7,001.93	\$84,023
				4	\$41.4063	\$3,312.51	\$7,177.11	\$86,125
				5	\$42.4414	\$3,395.32	\$7,356.53	\$88,278
				6	\$43.5025	\$3,480.20	\$7,540.44	\$90,485
				7	\$44.5900	\$3,567.20	\$7,728.94	\$92,747
				8	\$45.7044	\$3,656.36	\$7,922.12	\$95,065
				9	\$46.8476	\$3,747.81	\$8,120.26	\$97,443
Water Plant Operator III	178	OP	Non-exempt	1	\$42.3904	\$3,391.24	\$7,347.69	\$88,172
				2	\$43.4500	\$3,476.00	\$7,531.34	\$90,376
				3	\$44.5366	\$3,562.93	\$7,719.69	\$92,636
				4	\$45.6491	\$3,651.93	\$7,912.52	\$94,950
				5	\$46.7909	\$3,743.28	\$8,110.44	\$97,325
				6	\$47.9601	\$3,836.81	\$8,313.09	\$99,757
				7	\$49.1597	\$3,932.78	\$8,521.03	\$102,252
				8	\$50.3885	\$4,031.08	\$8,734.01	\$104,808
				9	\$51.6476	\$4,131.81	\$8,952.26	\$107,427
Water Plant Operator IV, V	180	OP	Non-exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Plant Operator IV, V	180	OP	Non-exempt	5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
Z-Not in Use	165	(blank)	(blank)	1	\$22.4900	\$1,799.20	\$3,898.27	\$46,779
				2	\$23.0520	\$1,844.16	\$3,995.68	\$47,948
				3	\$23.6284	\$1,890.28	\$4,095.61	\$49,147
				4	\$24.2193	\$1,937.55	\$4,198.03	\$50,376
				5	\$24.8246	\$1,985.97	\$4,302.94	\$51,635
				6	\$25.4448	\$2,035.59	\$4,410.45	\$52,925
				7	\$26.0818	\$2,086.55	\$4,520.86	\$54,250
				8	\$26.7332	\$2,138.66	\$4,633.77	\$55,605
				9	\$27.4020	\$2,192.16	\$4,749.68	\$56,996
	167	(blank)	(blank)	1	\$24.7933	\$1,983.47	\$4,297.52	\$51,570
				2	\$25.4125	\$2,033.00	\$4,404.84	\$52,858
				3	\$26.0486	\$2,083.89	\$4,515.10	\$54,181
				4	\$26.6991	\$2,135.93	\$4,627.85	\$55,534
				5	\$27.3664	\$2,189.32	\$4,743.53	\$56,922
				6	\$28.0505	\$2,244.04	\$4,862.09	\$58,345
				7	\$28.7520	\$2,300.16	\$4,983.68	\$59,804
				8	\$29.4707	\$2,357.66	\$5,108.27	\$61,299
				9	\$30.2068	\$2,416.55	\$5,235.86	\$62,830
168	(blank)	(blank)	1	\$26.0303	\$2,082.43	\$4,511.94	\$54,143	
			2	\$26.6813	\$2,134.51	\$4,624.78	\$55,497	
			3	\$27.3476	\$2,187.81	\$4,740.26	\$56,883	
			4	\$28.0313	\$2,242.51	\$4,858.78	\$58,305	
			5	\$28.7318	\$2,298.55	\$4,980.20	\$59,762	
			6	\$29.4510	\$2,356.08	\$5,104.84	\$61,258	
			7	\$30.1866	\$2,414.93	\$5,232.35	\$62,788	
			8	\$30.9414	\$2,475.32	\$5,363.20	\$64,358	
			9	\$31.7154	\$2,537.24	\$5,497.36	\$65,968	
169	(blank)	(blank)	1	\$27.3299	\$2,186.40	\$4,737.20	\$56,846	
			2	\$28.0130	\$2,241.04	\$4,855.59	\$58,267	
			3	\$28.7130	\$2,297.04	\$4,976.92	\$59,723	
			4	\$29.4318	\$2,354.55	\$5,101.53	\$61,218	
			5	\$30.1669	\$2,413.36	\$5,228.95	\$62,747	
			6	\$30.9212	\$2,473.70	\$5,359.69	\$64,316	
			7	\$31.6943	\$2,535.55	\$5,493.70	\$65,924	
			8	\$32.4866	\$2,598.93	\$5,631.02	\$67,572	
			9	\$33.2986	\$2,663.89	\$5,771.77	\$69,261	
189	(blank)	(blank)	1	\$72.4948	\$5,799.59	\$12,565.78	\$150,789	
			2	\$74.3077	\$5,944.62	\$12,880.01	\$154,560	
			3	\$76.1654	\$6,093.24	\$13,202.02	\$158,424	
			4	\$78.0698	\$6,245.59	\$13,532.12	\$162,385	
			5	\$80.0207	\$6,401.66	\$13,870.27	\$166,443	

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective October 1, 2023

Adopted September 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Z-Not in Use	189	(blank)	(blank)	6	\$82.0217	\$6,561.74	\$14,217.11	\$170,605
				7	\$84.0717	\$6,725.74	\$14,572.44	\$174,869
				8	\$86.1736	\$6,893.89	\$14,936.77	\$179,241
				9	\$88.3284	\$7,066.28	\$15,310.28	\$183,723
	191	(blank)	(blank)	1	\$79.9241	\$6,393.93	\$13,853.52	\$166,242
				2	\$81.9226	\$6,553.81	\$14,199.93	\$170,399
				3	\$83.9707	\$6,717.66	\$14,554.93	\$174,659
				4	\$86.0693	\$6,885.55	\$14,918.70	\$179,024
				5	\$88.2207	\$7,057.66	\$15,291.60	\$183,499
				6	\$90.4265	\$7,234.12	\$15,673.93	\$188,087
				7	\$92.6871	\$7,414.97	\$16,065.77	\$192,789
				8	\$95.0044	\$7,600.36	\$16,467.45	\$197,609
				9	\$97.3794	\$7,790.36	\$16,879.12	\$202,549
	196	(blank)	(blank)	1	\$102.0077	\$8,160.62	\$17,681.35	\$212,176
				2	\$104.5577	\$8,364.62	\$18,123.35	\$217,480
				3	\$107.1717	\$8,573.74	\$18,576.44	\$222,917
				4	\$109.8515	\$8,788.12	\$19,040.93	\$228,491
				5	\$112.5972	\$9,007.78	\$19,516.86	\$234,202
				6	\$115.4121	\$9,232.97	\$20,004.77	\$240,057
				7	\$118.2981	\$9,463.85	\$20,505.01	\$246,060
				8	\$121.2549	\$9,700.40	\$21,017.54	\$252,210
				9	\$124.2866	\$9,942.93	\$21,543.02	\$258,516
	198	(blank)	(blank)	1	\$112.4625	\$8,997.00	\$19,493.50	\$233,922
				2	\$115.2741	\$9,221.93	\$19,980.85	\$239,770
				3	\$118.1558	\$9,452.47	\$20,480.36	\$245,764
				4	\$121.1097	\$9,688.78	\$20,992.36	\$251,908
				5	\$124.1371	\$9,930.97	\$21,517.11	\$258,205
				6	\$127.2400	\$10,179.20	\$22,054.94	\$264,659
				7	\$130.4222	\$10,433.78	\$22,606.53	\$271,278
				8	\$133.6818	\$10,694.55	\$23,171.53	\$278,058
				9	\$137.0241	\$10,961.93	\$23,750.85	\$285,010
	200	(blank)	(blank)	1	\$129.9659	\$10,397.28	\$22,527.44	\$270,329
				2	\$133.2154	\$10,657.24	\$23,090.69	\$277,088
				3	\$136.5457	\$10,923.66	\$23,667.93	\$284,015
				4	\$139.9597	\$11,196.78	\$24,259.69	\$291,116
				5	\$143.4582	\$11,476.66	\$24,866.10	\$298,393
6				\$147.0443	\$11,763.55	\$25,487.70	\$305,852	
7				\$150.7207	\$12,057.66	\$26,124.93	\$313,499	
8				\$154.4890	\$12,359.12	\$26,778.10	\$321,337	
9				\$158.3505	\$12,668.04	\$27,447.42	\$329,369	

Note:

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