

RESOLUTION NO. 2023-12-2

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 three classifications, amendment to four classifications, and the development of five 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" this resolution.

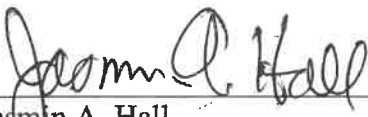
SECTION 2: The salary information contained in Exhibit "1" shall be effective as of December 24, 2023.

ADOPTED the 20th day of December 2023.



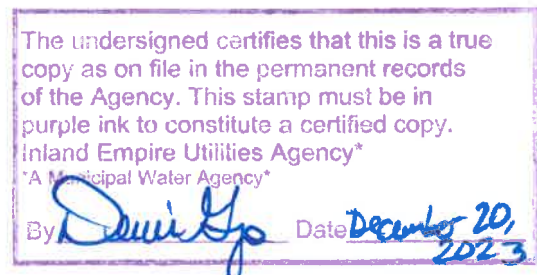
Marco Tule
President of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

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. 2023-12-2, was adopted at a regular
Board Meeting on December 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
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023

EXHIBIT 1

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

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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 December 24, 2023

Adopted December 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

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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 December 24, 2023

Adopted December 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 December 24, 2023

Adopted December 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
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
Construction Project Inspector	180	UN	Non-exempt	9	\$34.9645	\$2,797.16	\$6,060.52	\$72,726
				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
Contracts Administrator I	177	PR	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
Contracts Administrator II	180	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
Contracts Administrator II	180	PR	Exempt	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 and Procurement Supervisor	185	SU	Exempt	1
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
Control Systems Analyst I	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
				1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
Control Systems Analyst I	180	GU	Non-exempt	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
Control Systems Analyst I	180	GU	Non-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
				1	\$74.4869	\$5,959.47	\$12,911.44	\$154,937
				2	\$76.3494	\$6,109.44	\$13,234.81	\$158,818

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 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 December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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 December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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 December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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 December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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 Specialist 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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
External Affairs Specialist I	175	UN	Exempt	8	\$43.5294	\$3,482.36	\$7,545.12	\$90,541
				9	\$44.6178	\$3,569.43	\$7,733.77	\$92,805
External Affairs Specialist II	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
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
				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

Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023

EXHIBIT 1

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

**Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				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

**Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Groundwater Recharge Supervisor	187	SU	Exempt	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
Hydrogeologist	183	UN	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

**Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
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

Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Laboratory Scientist I	177	LB	Non-exempt	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
				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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Asset Management	190	UN	Exempt	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
				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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Facilities and Water System Programs	190	UN	Exempt	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
				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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

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

Inland Empire Utilities Agency

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Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Mechanic I	172	GU	Non-exempt	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
				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

**Inland Empire Utilities Agency
Salary Matrix
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Adopted December 20, 2023**

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Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Office Assistant	166	GU	Non-exempt	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 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
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
				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

**Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Pretreatment & Source Control Inspector I	174	GU	Non-exempt	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
				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

**Inland Empire Utilities Agency
Salary Matrix
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Adopted December 20, 2023**

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Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Principal Engineer	188	UN	Exempt	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 ¹	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
				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

**Inland Empire Utilities Agency
Salary Matrix
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Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Project Manager I	184	PR	Exempt	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
				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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Risk Specialist	174	PR	Non-exempt	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
				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

**Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Accountant	181	PR	Exempt	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
				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

**Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Engineer	187	PR	Exempt	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	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
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
				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

**Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Grants Analyst	182	PR	Exempt	9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Senior 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
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
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576

**Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt	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
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Systems Administrator	181	PR	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
Technology Specialist I	178	GU	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
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
				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	\$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
Treasurer	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
Warehouse 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 December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Warehouse 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
Warehouse Technician I	167	GU	Non-exempt	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
Warehouse Technician II	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
Warehouse Technician III	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
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

**Inland Empire Utilities Agency
Salary Matrix
Effective December 24, 2023
Adopted December 20, 2023**

EXHIBIT 1

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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Z-Not in Use	169	(blank)	(blank)	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
				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	

Inland Empire Utilities Agency

Salary Matrix

Effective December 24, 2023

Adopted December 20, 2023

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Z-Not in Use	200	(blank)	(blank)	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.