

RESOLUTION NO. 2024-7-3

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

WHEREAS, the Agency has compensation changes for the Unrepresented, Executive Management, and the Inland Empire Operators' Association employees as a result of an agreed upon base salary increase, and

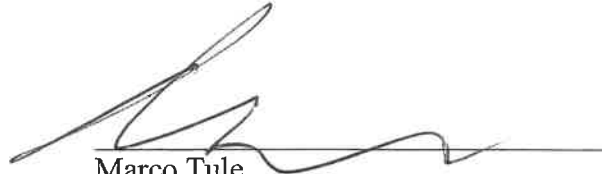
WHEREAS, the Agency now desires to update the salary and classification information to comply with the California Code of Regulations (CCR) §570.5, and

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

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

SECTION 2: The salary information contained in Exhibit "1" shall be effective as of July 1, 2024.

ADOPTED the 17th day of July 2024.



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

ATTEST:



Steven J. Elie
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, Steven J. Elie, Secretary/Treasurer of the Inland Empire Utilities Agency*, DO
HEREBY CERTIFY that the foregoing Resolution being No. 2024-7-3, was adopted at a regular
Board Meeting on July 17, 2024, of said Agency by the following vote:

AYES: Camacho, Elie, Hall, Tule

NOES: None

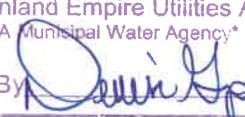
ABSTAIN: None

ABSENT: Hofer



Steven J. Elie
Secretary/Treasurer of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

(SEAL)

The undersigned certifies that this is a true
copy as on file in the permanent records
of the Agency. This stamp must be in
purple ink to constitute a certified copy.
Inland Empire Utilities Agency*
A Municipal Water Agency
By  Date July 17, 2024

*A Municipal Water District

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Accountant I	175	UN	Exempt	1	\$39.5496	\$3,163.97	\$6,855.27	\$82,263
				2	\$40.5380	\$3,243.04	\$7,026.59	\$84,319
				3	\$41.5510	\$3,324.08	\$7,202.18	\$86,426
				4	\$42.5909	\$3,407.28	\$7,382.44	\$88,589
				5	\$43.6553	\$3,492.43	\$7,566.94	\$90,803
				6	\$44.7467	\$3,579.74	\$7,756.11	\$93,073
				7	\$45.8650	\$3,669.20	\$7,949.94	\$95,399
				8	\$47.0121	\$3,760.97	\$8,148.77	\$97,785
				9	\$48.1875	\$3,855.00	\$8,352.50	\$100,230
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 July 1, 2024

Adopted July 17, 2024

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	\$33.3563	\$2,668.51	\$5,781.78					\$69,381
3	\$34.1895	\$2,735.16	\$5,926.18					\$71,114
4	\$35.0443	\$2,803.55	\$6,074.36					\$72,892
5	\$35.9212	\$2,873.70	\$6,226.35					\$74,716
6	\$36.8188	\$2,945.51	\$6,381.94					\$76,583
7	\$37.7395	\$3,019.16	\$6,541.52					\$78,498
8	\$38.6823	\$3,094.59	\$6,704.95					\$80,459
9	\$39.6505	\$3,172.04	\$6,872.76					\$82,473
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	\$37.6683	\$3,013.47	\$6,529.19	\$78,350
				2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
Advanced Water Treatment Program Manager	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Assistant Engineer	179	UN	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually				
Assistant Engineer	179	UN	Exempt	3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053				
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679				
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370				
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129				
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959				
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858				
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828				
				Assistant General Manager	197	EX	Exempt	1	\$115.6760	\$9,254.08	\$20,050.51	\$240,606
								2	\$118.5688	\$9,485.51	\$20,551.94	\$246,623
3	\$121.5323	\$9,722.59	\$21,065.62					\$252,787				
4	\$124.5712	\$9,965.70	\$21,592.35					\$259,108				
5	\$127.6847	\$10,214.78	\$22,132.03					\$265,584				
6	\$130.8775	\$10,470.20	\$22,685.44					\$272,225				
7	\$134.1491	\$10,731.93	\$23,252.52					\$279,030				
8	\$137.5029	\$11,000.24	\$23,833.86					\$286,006				
9	\$140.9409	\$11,275.28	\$24,429.78					\$293,157				
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 Services Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689				
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206				
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811				
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506				
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295				
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176				
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156				
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235				
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415				
Budget Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689				
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206				
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811				

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Budget Officer	186	UN	Exempt	4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
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	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
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 July 1, 2024

Adopted July 17, 2024

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	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
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 July 1, 2024

Adopted July 17, 2024

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	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Communications Officer (Y-Rated; Hired Before 1/23/2022)	206	UN	Exempt	1	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
Compost Facility Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Compost Operator	174	GU	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Compost Sales Representative	181	PR	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Compost Worker	170	GU	Non-exempt	1	\$28.6967	\$2,295.74	\$4,974.11	\$59,689
				2	\$29.4145	\$2,353.16	\$5,098.52	\$61,182
				3	\$30.1500	\$2,412.00	\$5,226.00	\$62,712

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

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
				9	\$34.9645	\$2,797.16	\$6,060.52	\$72,726
Construction Project Inspector	180	UN	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
Contracts Administrator I	177	PR	Exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				3	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				4	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				5	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				6	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				7	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				8	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Contracts Administrator II	180	PR	Exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687
				5	\$51.5880	\$4,127.04	\$8,941.92	\$107,303
				6	\$52.8779	\$4,230.24	\$9,165.52	\$109,986
				7	\$54.1996	\$4,335.97	\$9,394.61	\$112,735
				8	\$55.5544	\$4,444.36	\$9,629.45	\$115,553
				9	\$56.9433	\$4,555.47	\$9,870.19	\$118,442
Contracts and Procurement Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Control Systems Analyst I	180	GU	Non-exempt	1	\$46.7361	\$3,738.89	\$8,100.93	\$97,211
				2	\$47.9049	\$3,832.40	\$8,303.54	\$99,642
				3	\$49.1025	\$3,928.20	\$8,511.10	\$102,133
				4	\$50.3303	\$4,026.43	\$8,723.94	\$104,687

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

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	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Deputy General Manager	199	EX	Exempt	1	\$130.5717	\$10,445.74	\$22,632.44	\$271,589
				2	\$133.8356	\$10,706.85	\$23,198.18	\$278,378
				3	\$137.1827	\$10,974.62	\$23,778.35	\$285,340
				4	\$140.6111	\$11,248.89	\$24,372.60	\$292,471
				5	\$144.1270	\$11,530.16	\$24,982.02	\$299,784
				6	\$147.7299	\$11,818.40	\$25,606.54	\$307,278
				7	\$151.4236	\$12,113.89	\$26,246.77	\$314,961
				8	\$155.2087	\$12,416.70	\$26,902.85	\$322,834
				9	\$159.0890	\$12,727.12	\$27,575.43	\$330,905
Deputy Manager of Maintenance	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Deputy Manager of Operations	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Deputy Manager of Operations	188	UN	Exempt	6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Deputy Manager of Water System Programs	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Director of Board and Administrative Services	193	UN	Exempt	1	\$95.1664	\$7,613.32	\$16,495.53	\$197,946
				2	\$97.5457	\$7,803.66	\$16,907.93	\$202,895
				3	\$99.9842	\$7,998.74	\$17,330.61	\$207,967
				4	\$102.4842	\$8,198.74	\$17,763.94	\$213,167
				5	\$105.0462	\$8,403.70	\$18,208.02	\$218,496
				6	\$107.6722	\$8,613.78	\$18,663.19	\$223,958
				7	\$110.3640	\$8,829.12	\$19,129.76	\$229,557
				8	\$113.1231	\$9,049.85	\$19,608.01	\$235,296
				9	\$115.9515	\$9,276.12	\$20,098.26	\$241,179
Director of Engineering	195	UN	Exempt	1	\$104.9246	\$8,393.97	\$18,186.94	\$218,243
				2	\$107.5481	\$8,603.85	\$18,641.68	\$223,700
				3	\$110.2366	\$8,818.93	\$19,107.69	\$229,292
				4	\$112.9928	\$9,039.43	\$19,585.44	\$235,025
				5	\$115.8169	\$9,265.36	\$20,074.95	\$240,899
				6	\$118.7130	\$9,497.04	\$20,576.92	\$246,923
				7	\$121.6799	\$9,734.40	\$21,091.20	\$253,094
				8	\$124.7226	\$9,977.81	\$21,618.59	\$259,423
				9	\$127.8404	\$10,227.24	\$22,159.02	\$265,908
Director of External and Government Affairs	193	UN	Exempt	1	\$95.1664	\$7,613.32	\$16,495.53	\$197,946
				2	\$97.5457	\$7,803.66	\$16,907.93	\$202,895
				3	\$99.9842	\$7,998.74	\$17,330.61	\$207,967
				4	\$102.4842	\$8,198.74	\$17,763.94	\$213,167
				5	\$105.0462	\$8,403.70	\$18,208.02	\$218,496
				6	\$107.6722	\$8,613.78	\$18,663.19	\$223,958
				7	\$110.3640	\$8,829.12	\$19,129.76	\$229,557
				8	\$113.1231	\$9,049.85	\$19,608.01	\$235,296
				9	\$115.9515	\$9,276.12	\$20,098.26	\$241,179
Director of Finance	195	UN	Exempt	1	\$104.9246	\$8,393.97	\$18,186.94	\$218,243
				2	\$107.5481	\$8,603.85	\$18,641.68	\$223,700
				3	\$110.2366	\$8,818.93	\$19,107.69	\$229,292
				4	\$112.9928	\$9,039.43	\$19,585.44	\$235,025
				5	\$115.8169	\$9,265.36	\$20,074.95	\$240,899
				6	\$118.7130	\$9,497.04	\$20,576.92	\$246,923

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Director of Finance	195	UN	Exempt	7	\$121.6799	\$9,734.40	\$21,091.20	\$253,094
				8	\$124.7226	\$9,977.81	\$21,618.59	\$259,423
				9	\$127.8404	\$10,227.24	\$22,159.02	\$265,908
Director of Human Resources	194	UN	Exempt	1	\$99.9284	\$7,994.28	\$17,320.94	\$207,851
				2	\$102.4260	\$8,194.08	\$17,753.84	\$213,046
				3	\$104.9871	\$8,398.97	\$18,197.77	\$218,373
				4	\$107.6106	\$8,608.85	\$18,652.51	\$223,830
				5	\$110.3020	\$8,824.16	\$19,119.02	\$229,428
				6	\$113.0587	\$9,044.70	\$19,596.85	\$235,162
				7	\$115.8856	\$9,270.85	\$20,086.85	\$241,042
				8	\$118.7827	\$9,502.62	\$20,589.01	\$247,068
				9	\$121.7520	\$9,740.16	\$21,103.68	\$253,244
Director of Information Technology	194	UN	Exempt	1	\$99.9284	\$7,994.28	\$17,320.94	\$207,851
				2	\$102.4260	\$8,194.08	\$17,753.84	\$213,046
				3	\$104.9871	\$8,398.97	\$18,197.77	\$218,373
				4	\$107.6106	\$8,608.85	\$18,652.51	\$223,830
				5	\$110.3020	\$8,824.16	\$19,119.02	\$229,428
				6	\$113.0587	\$9,044.70	\$19,596.85	\$235,162
				7	\$115.8856	\$9,270.85	\$20,086.85	\$241,042
				8	\$118.7827	\$9,502.62	\$20,589.01	\$247,068
				9	\$121.7520	\$9,740.16	\$21,103.68	\$253,244
Director of Operations and Maintenance	195	UN	Exempt	1	\$104.9246	\$8,393.97	\$18,186.94	\$218,243
				2	\$107.5481	\$8,603.85	\$18,641.68	\$223,700
				3	\$110.2366	\$8,818.93	\$19,107.69	\$229,292
				4	\$112.9928	\$9,039.43	\$19,585.44	\$235,025
				5	\$115.8169	\$9,265.36	\$20,074.95	\$240,899
				6	\$118.7130	\$9,497.04	\$20,576.92	\$246,923
				7	\$121.6799	\$9,734.40	\$21,091.20	\$253,094
				8	\$124.7226	\$9,977.81	\$21,618.59	\$259,423
				9	\$127.8404	\$10,227.24	\$22,159.02	\$265,908
Director of Planning and Resources	195	UN	Exempt	1	\$104.9246	\$8,393.97	\$18,186.94	\$218,243
				2	\$107.5481	\$8,603.85	\$18,641.68	\$223,700
				3	\$110.2366	\$8,818.93	\$19,107.69	\$229,292
				4	\$112.9928	\$9,039.43	\$19,585.44	\$235,025
				5	\$115.8169	\$9,265.36	\$20,074.95	\$240,899
				6	\$118.7130	\$9,497.04	\$20,576.92	\$246,923
				7	\$121.6799	\$9,734.40	\$21,091.20	\$253,094
				8	\$124.7226	\$9,977.81	\$21,618.59	\$259,423
				9	\$127.8404	\$10,227.24	\$22,159.02	\$265,908
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Electrical & Instrumentation Technician I	176	GU	Non-exempt	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
				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	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
Engineering Services Analyst	182	PR	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				3	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				4	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				5	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				6	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				7	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				8	\$52.9967	\$4,239.74	\$9,186.11	\$110,233

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Engineering Services Analyst	182	PR	Exempt	9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Engineering Services Specialist	179	UN	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
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
				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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Executive Assistant	178	UN	Exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
External Affairs Specialist I	175	UN	Exempt	1	\$39.5496	\$3,163.97	\$6,855.27	\$82,263
				2	\$40.5380	\$3,243.04	\$7,026.59	\$84,319
				3	\$41.5510	\$3,324.08	\$7,202.18	\$86,426
				4	\$42.5909	\$3,407.28	\$7,382.44	\$88,589
				5	\$43.6553	\$3,492.43	\$7,566.94	\$90,803
				6	\$44.7467	\$3,579.74	\$7,756.11	\$93,073
				7	\$45.8650	\$3,669.20	\$7,949.94	\$95,399
				8	\$47.0121	\$3,760.97	\$8,148.77	\$97,785
				9	\$48.1875	\$3,855.00	\$8,352.50	\$100,230
External Affairs Specialist II	178	UN	Exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Financial Analyst I	179	PR	Exempt	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
2	\$50.2976	\$4,023.81	\$8,718.26					\$104,619
3	\$51.5549	\$4,124.40	\$8,936.20					\$107,234
4	\$52.8438	\$4,227.51	\$9,159.61					\$109,915
5	\$54.1640	\$4,333.12	\$9,388.43					\$112,661
6	\$55.5188	\$4,441.51	\$9,623.28					\$115,479
7	\$56.9068	\$4,552.55	\$9,863.86					\$118,366
8	\$58.3289	\$4,666.32	\$10,110.36					\$121,324
9	\$59.7880	\$4,783.04	\$10,363.26					\$124,359
General Counsel	200	EX	Exempt	1	\$140.3635	\$11,229.08	\$24,329.68	\$291,956
				2	\$143.8731	\$11,509.85	\$24,938.01	\$299,256
				3	\$147.4698	\$11,797.59	\$25,561.45	\$306,737
				4	\$151.1568	\$12,092.55	\$26,200.53	\$314,406
				5	\$154.9351	\$12,394.81	\$26,855.43	\$322,265
				6	\$158.8082	\$12,704.66	\$27,526.77	\$330,321
				7	\$162.7784	\$13,022.28	\$28,214.94	\$338,579
				8	\$166.8481	\$13,347.85	\$28,920.35	\$347,044
				9	\$171.0188	\$13,681.51	\$29,643.28	\$355,719
General Manager	205	EX	Exempt	1	\$181.8347	\$14,546.78	\$31,518.03	\$378,216
GIS Specialist	178	UN	Exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
Government Affairs Analyst I	181	UN	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Government Affairs Analyst II	183	UN	Exempt	1	\$58.4313	\$4,674.51	\$10,128.11	\$121,537
				2	\$59.8914	\$4,791.32	\$10,381.20	\$124,574
				3	\$61.3890	\$4,911.12	\$10,640.76	\$127,689
				4	\$62.9236	\$5,033.89	\$10,906.77	\$130,881
				5	\$64.4972	\$5,159.78	\$11,179.53	\$134,154
				6	\$66.1092	\$5,288.74	\$11,458.94	\$137,507
				7	\$67.7621	\$5,420.97	\$11,745.44	\$140,945
				8	\$69.4563	\$5,556.51	\$12,039.11	\$144,469
				9	\$71.1924	\$5,695.40	\$12,340.04	\$148,080
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	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Groundwater Recharge Supervisor	187	SU	Exempt	1	\$65.7582	\$5,260.66	\$11,398.10	\$136,777
				2	\$67.4020	\$5,392.16	\$11,683.02	\$140,196
				3	\$69.0871	\$5,526.97	\$11,975.11	\$143,701
				4	\$70.8145	\$5,665.16	\$12,274.52	\$147,294
				5	\$72.5842	\$5,806.74	\$12,581.27	\$150,975
				6	\$74.3991	\$5,951.93	\$12,895.85	\$154,750
				7	\$76.2587	\$6,100.70	\$13,218.19	\$158,618
				8	\$78.1654	\$6,253.24	\$13,548.69	\$162,584
				9	\$80.1198	\$6,409.59	\$13,887.45	\$166,649
Human Resources Analyst	181	UN	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Human Resources Analyst	181	UN	Exempt	2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
				Human Resources Officer	186	UN	Exempt	1
2	\$69.3299	\$5,546.40	\$12,017.20					\$144,206
3	\$71.0630	\$5,685.04	\$12,317.59					\$147,811
4	\$72.8395	\$5,827.16	\$12,625.52					\$151,506
5	\$74.6611	\$5,972.89	\$12,941.27					\$155,295
6	\$76.5270	\$6,122.16	\$13,264.68					\$159,176
7	\$78.4404	\$6,275.24	\$13,596.36					\$163,156
8	\$80.4015	\$6,432.12	\$13,936.26					\$167,235
9	\$82.4111	\$6,592.89	\$14,284.60					\$171,415
Human Resources Specialist	177	UN	Exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
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	\$58.4313	\$4,674.51	\$10,128.11	\$121,537
				2	\$59.8914	\$4,791.32	\$10,381.20	\$124,574
				3	\$61.3890	\$4,911.12	\$10,640.76	\$127,689
				4	\$62.9236	\$5,033.89	\$10,906.77	\$130,881
				5	\$64.4972	\$5,159.78	\$11,179.53	\$134,154
				6	\$66.1092	\$5,288.74	\$11,458.94	\$137,507
				7	\$67.7621	\$5,420.97	\$11,745.44	\$140,945
				8	\$69.4563	\$5,556.51	\$12,039.11	\$144,469
				9	\$71.1924	\$5,695.40	\$12,340.04	\$148,080
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Industrial Engine Technician I	177	GU	Non-exempt	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	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
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
Information Technology Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Information Technology Officer	186	UN	Exempt	4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Intern	001	OTR	Non-exempt	1	\$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	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Laboratory Scientist I	177	LB	Non-exempt	3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Laboratory Scientist II	179	LB	Non-exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Laboratory Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Maintenance Planner/Scheduler	182	GU	Non-exempt	1	\$51.5246	\$4,121.97	\$8,930.94	\$107,171
				2	\$52.8121	\$4,224.97	\$9,154.11	\$109,849
				3	\$54.1327	\$4,330.62	\$9,383.01	\$112,596
				4	\$55.4856	\$4,438.85	\$9,617.51	\$115,410
				5	\$56.8731	\$4,549.85	\$9,858.01	\$118,296
				6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Maintenance Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				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 Administrative Services	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Administrative Services	190	UN	Exempt	4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Asset Management	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Compliance and Sustainability	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Contracts and Procurement	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Engineering	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
Manager of Environmental Services	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Environmental Services	190	UN	Exempt	5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Facilities and Water System Programs	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Human Resources	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Information Technology	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Internal Audit	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Laboratories	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Laboratories	190	UN	Exempt	5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Maintenance	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
Manager of Operations	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
Manager of Regional Composting Authority	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
Manager of Water Resources	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Materials Specialist	182	PR	Exempt	6	\$58.2943	\$4,663.55	\$10,104.36	\$121,252
				7	\$59.7520	\$4,780.16	\$10,357.02	\$124,284
				8	\$61.2462	\$4,899.70	\$10,616.02	\$127,392
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Mechanic I	172	GU	Non-exempt	1	\$31.6390	\$2,531.12	\$5,484.10	\$65,809
				2	\$32.4303	\$2,594.43	\$5,621.27	\$67,455
				3	\$33.2414	\$2,659.32	\$5,761.86	\$69,142
				4	\$34.0726	\$2,725.81	\$5,905.93	\$70,871
				5	\$34.9241	\$2,793.93	\$6,053.52	\$72,642
				6	\$35.7972	\$2,863.78	\$6,204.86	\$74,458
				7	\$36.6919	\$2,935.36	\$6,359.95	\$76,319
				8	\$37.6097	\$3,008.78	\$6,519.03	\$78,228
				9	\$38.5496	\$3,083.97	\$6,681.94	\$80,183
Mechanic II	176	GU	Non-exempt	1	\$38.4496	\$3,075.97	\$6,664.61	\$79,975
				2	\$39.4111	\$3,152.89	\$6,831.27	\$81,975
				3	\$40.3957	\$3,231.66	\$7,001.93	\$84,023
				4	\$41.4063	\$3,312.51	\$7,177.11	\$86,125
				5	\$42.4414	\$3,395.32	\$7,356.53	\$88,278
				6	\$43.5025	\$3,480.20	\$7,540.44	\$90,485
				7	\$44.5900	\$3,567.20	\$7,728.94	\$92,747
				8	\$45.7044	\$3,656.36	\$7,922.12	\$95,065
				9	\$46.8476	\$3,747.81	\$8,120.26	\$97,443
Mechanic III	179	GU	Non-exempt	1	\$44.5111	\$3,560.89	\$7,715.27	\$92,583
				2	\$45.6246	\$3,649.97	\$7,908.27	\$94,899
				3	\$46.7650	\$3,741.20	\$8,105.94	\$97,271
				4	\$47.9337	\$3,834.70	\$8,308.52	\$99,702
				5	\$49.1318	\$3,930.55	\$8,516.20	\$102,194
				6	\$50.3601	\$4,028.81	\$8,729.09	\$104,749
				7	\$51.6198	\$4,129.59	\$8,947.45	\$107,369
				8	\$52.9101	\$4,232.81	\$9,171.09	\$110,053
				9	\$54.2323	\$4,338.59	\$9,400.28	\$112,803
Mechanic IV	181	GU	Non-exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Network Administrator	183	PR	Exempt	1	\$54.1029	\$4,328.24	\$9,377.86	\$112,534
				2	\$55.4549	\$4,436.40	\$9,612.20	\$115,346
				3	\$56.8414	\$4,547.32	\$9,852.53	\$118,230
				4	\$58.2625	\$4,661.00	\$10,098.84	\$121,186
				5	\$59.7193	\$4,777.55	\$10,351.36	\$124,216
				6	\$61.2121	\$4,896.97	\$10,610.11	\$127,321

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Network Administrator	183	PR	Exempt	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
				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	\$25.5020	\$2,040.16	\$4,420.35	\$53,044
				2	\$26.1400	\$2,091.20	\$4,530.94	\$54,371
				3	\$26.7933	\$2,143.47	\$4,644.19	\$55,730
				4	\$27.4630	\$2,197.04	\$4,760.26	\$57,123
				5	\$28.1486	\$2,251.89	\$4,879.10	\$58,549
				6	\$28.8534	\$2,308.28	\$5,001.28	\$60,015
				7	\$29.5741	\$2,365.93	\$5,126.19	\$61,514
				8	\$30.3135	\$2,425.08	\$5,254.34	\$63,052
				9	\$31.0712	\$2,485.70	\$5,385.69	\$64,628
Operations and Maintenance Training Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Operations Specialist	179	UN	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Operations Supervisor	185	SU	Non-exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Operations Supervisor	185	SU	Non-exempt	8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Pretreatment & Source Control Inspector I	174	GU	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
Pretreatment & Source Control Inspector II	177	GU	Non-exempt	1	\$40.3726	\$3,229.81	\$6,997.93	\$83,975
				2	\$41.3832	\$3,310.66	\$7,173.10	\$86,077
				3	\$42.4169	\$3,393.36	\$7,352.28	\$88,227
				4	\$43.4775	\$3,478.20	\$7,536.10	\$90,433
				5	\$44.5645	\$3,565.16	\$7,724.52	\$92,694
				6	\$45.6784	\$3,654.28	\$7,917.61	\$95,011
				7	\$46.8202	\$3,745.62	\$8,115.51	\$97,386
				8	\$47.9909	\$3,839.28	\$8,318.44	\$99,821
				9	\$49.1909	\$3,935.28	\$8,526.44	\$102,317
Pretreatment and Source Control Supervisor	185	SU	Exempt	1	\$59.6443	\$4,771.55	\$10,338.36	\$124,060
				2	\$61.1356	\$4,890.85	\$10,596.85	\$127,162
				3	\$62.6640	\$5,013.12	\$10,861.76	\$130,341
				4	\$64.2303	\$5,138.43	\$11,133.27	\$133,599
				5	\$65.8361	\$5,266.89	\$11,411.60	\$136,939
				6	\$67.4823	\$5,398.59	\$11,696.95	\$140,363
				7	\$69.1688	\$5,533.51	\$11,989.28	\$143,871
				8	\$70.8986	\$5,671.89	\$12,289.10	\$147,469
				9	\$72.6707	\$5,813.66	\$12,596.27	\$151,155
Principal Accountant	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Principal Control Systems Administrator	187	UN	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Principal Control Systems Administrator	187	UN	Exempt	9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
Principal Engineer	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Principal Network Engineer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Principal Resources Specialist	187	UN	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Recycled Water Distribution Operator	179	OP	Non-exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Risk Specialist	174	PR	Non-exempt	1	\$34.8779	\$2,790.24	\$6,045.52	\$72,546
				2	\$35.7500	\$2,860.00	\$6,196.67	\$74,360
				3	\$36.6438	\$2,931.51	\$6,351.61	\$76,219
				4	\$37.5601	\$3,004.81	\$6,510.43	\$78,125
				5	\$38.4991	\$3,079.93	\$6,673.19	\$80,078
				6	\$39.4616	\$3,156.93	\$6,840.02	\$82,080
				7	\$40.4481	\$3,235.85	\$7,011.01	\$84,132
				8	\$41.4592	\$3,316.74	\$7,186.27	\$86,235
				9	\$42.4957	\$3,399.66	\$7,365.93	\$88,391
RW/Groundwater Recharge Maintenance Technician	176	GU	Non-exempt	1	\$38.4496	\$3,075.97	\$6,664.61	\$79,975
				2	\$39.4111	\$3,152.89	\$6,831.27	\$81,975
				3	\$40.3957	\$3,231.66	\$7,001.93	\$84,023
				4	\$41.4063	\$3,312.51	\$7,177.11	\$86,125
				5	\$42.4414	\$3,395.32	\$7,356.53	\$88,278
				6	\$43.5025	\$3,480.20	\$7,540.44	\$90,485
				7	\$44.5900	\$3,567.20	\$7,728.94	\$92,747
				8	\$45.7044	\$3,656.36	\$7,922.12	\$95,065
				9	\$46.8476	\$3,747.81	\$8,120.26	\$97,443
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Safety Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Senior Accountant	181	PR	Exempt	1	\$49.0707	\$3,925.66	\$8,505.60	\$102,067
				2	\$50.2976	\$4,023.81	\$8,718.26	\$104,619
				3	\$51.5549	\$4,124.40	\$8,936.20	\$107,234
				4	\$52.8438	\$4,227.51	\$9,159.61	\$109,915
				5	\$54.1640	\$4,333.12	\$9,388.43	\$112,661
				6	\$55.5188	\$4,441.51	\$9,623.28	\$115,479
				7	\$56.9068	\$4,552.55	\$9,863.86	\$118,366
				8	\$58.3289	\$4,666.32	\$10,110.36	\$121,324
				9	\$59.7880	\$4,783.04	\$10,363.26	\$124,359
Senior Associate Engineer	184	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
Senior Associate Engineer - PE	185	UN	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Construction Project Inspector	182	UN	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
Senior Engineer	187	PR	Exempt	1	\$65.7582	\$5,260.66	\$11,398.10	\$136,777
				2	\$67.4020	\$5,392.16	\$11,683.02	\$140,196
				3	\$69.0871	\$5,526.97	\$11,975.11	\$143,701
				4	\$70.8145	\$5,665.16	\$12,274.52	\$147,294
				5	\$72.5842	\$5,806.74	\$12,581.27	\$150,975
				6	\$74.3991	\$5,951.93	\$12,895.85	\$154,750
				7	\$76.2587	\$6,100.70	\$13,218.19	\$158,618
				8	\$78.1654	\$6,253.24	\$13,548.69	\$162,584
				9	\$80.1198	\$6,409.59	\$13,887.45	\$166,649
Senior Environmental Resources Planner	184	UN	Exempt	1	\$61.3505	\$4,908.04	\$10,634.09	\$127,609
				2	\$62.8842	\$5,030.74	\$10,899.94	\$130,799
				3	\$64.4568	\$5,156.55	\$11,172.53	\$134,070
				4	\$66.0683	\$5,285.47	\$11,451.86	\$137,422
				5	\$67.7198	\$5,417.59	\$11,738.12	\$140,857
				6	\$69.4125	\$5,553.00	\$12,031.50	\$144,378
				7	\$71.1472	\$5,691.78	\$12,332.19	\$147,986
				8	\$72.9255	\$5,834.04	\$12,640.42	\$151,685
				9	\$74.7496	\$5,979.97	\$12,956.61	\$155,479
Senior External Affairs Specialist	181	UN	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				9	\$62.7770	\$5,022.16	\$10,881.35	\$130,576
Senior Hydrogeologist	185	UN	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Inventory Analyst	182	PR	Exempt	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
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 Operations Specialist	184	UN	Exempt	1	\$61.3505	\$4,908.04	\$10,634.09	\$127,609
				2	\$62.8842	\$5,030.74	\$10,899.94	\$130,799
				3	\$64.4568	\$5,156.55	\$11,172.53	\$134,070
				4	\$66.0683	\$5,285.47	\$11,451.86	\$137,422
				5	\$67.7198	\$5,417.59	\$11,738.12	\$140,857
				6	\$69.4125	\$5,553.00	\$12,031.50	\$144,378
				7	\$71.1472	\$5,691.78	\$12,332.19	\$147,986
				8	\$72.9255	\$5,834.04	\$12,640.42	\$151,685
				9	\$74.7496	\$5,979.97	\$12,956.61	\$155,479
Senior Policy Advisor	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Project Manager	187	PR	Exempt	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
2	\$54.3217	\$4,345.74	\$9,415.77					\$112,989
3	\$55.6794	\$4,454.36	\$9,651.12					\$115,813
4	\$57.0717	\$4,565.74	\$9,892.44					\$118,709
5	\$58.4972	\$4,679.78	\$10,139.53					\$121,674
6	\$59.9606	\$4,796.85	\$10,393.18					\$124,718
7	\$61.4597	\$4,916.78	\$10,653.03					\$127,836
8	\$62.9952	\$5,039.62	\$10,919.18					\$131,030
9	\$64.5712	\$5,165.70	\$11,192.35					\$134,308
Senior Water Plant Operator	181	OP	Non-exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
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
				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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Treasurer	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
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
				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	\$37.6683	\$3,013.47	\$6,529.19	\$78,350

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
				Wastewater Treatment Plant Operator II	176	OP	Non-exempt	1
2	\$42.5640	\$3,405.12	\$7,377.76					\$88,533
3	\$43.6275	\$3,490.20	\$7,562.10					\$90,745
4	\$44.7188	\$3,577.51	\$7,751.28					\$93,015
5	\$45.8371	\$3,666.97	\$7,945.11					\$95,341
6	\$46.9827	\$3,758.62	\$8,143.68					\$97,724
7	\$48.1573	\$3,852.59	\$8,347.28					\$100,167
8	\$49.3611	\$3,948.89	\$8,555.93					\$102,671
9	\$50.5957	\$4,047.66	\$8,769.93					\$105,239
Wastewater Treatment Plant Operator III	178	OP	Non-exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt	1	\$32.5424	\$2,603.40	\$5,640.70	\$67,688
				2	\$33.3563	\$2,668.51	\$5,781.78	\$69,381
				3	\$34.1895	\$2,735.16	\$5,926.18	\$71,114
				4	\$35.0443	\$2,803.55	\$6,074.36	\$72,892
				5	\$35.9212	\$2,873.70	\$6,226.35	\$74,716
				6	\$36.8188	\$2,945.51	\$6,381.94	\$76,583
				7	\$37.7395	\$3,019.16	\$6,541.52	\$78,498
				8	\$38.6823	\$3,094.59	\$6,704.95	\$80,459
				9	\$39.6505	\$3,172.04	\$6,872.76	\$82,473
Water Plant Operator I	174	OP	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Plant Operator I	174	OP	Non-exempt	2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
				Water Plant Operator II	176	OP	Non-exempt	1
2	\$42.5640	\$3,405.12	\$7,377.76					\$88,533
3	\$43.6275	\$3,490.20	\$7,562.10					\$90,745
4	\$44.7188	\$3,577.51	\$7,751.28					\$93,015
5	\$45.8371	\$3,666.97	\$7,945.11					\$95,341
6	\$46.9827	\$3,758.62	\$8,143.68					\$97,724
7	\$48.1573	\$3,852.59	\$8,347.28					\$100,167
8	\$49.3611	\$3,948.89	\$8,555.93					\$102,671
9	\$50.5957	\$4,047.66	\$8,769.93					\$105,239
Water Plant Operator III	178	OP	Non-exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
Water Plant Operator IV, V	180	OP	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
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

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually				
Z-Not in Use	168	(blank)	(blank)	3	\$27.3476	\$2,187.81	\$4,740.26	\$56,883				
				4	\$28.0313	\$2,242.51	\$4,858.78	\$58,305				
				5	\$28.7318	\$2,298.55	\$4,980.20	\$59,762				
				6	\$29.4510	\$2,356.08	\$5,104.84	\$61,258				
				7	\$30.1866	\$2,414.93	\$5,232.35	\$62,788				
				8	\$30.9414	\$2,475.32	\$5,363.20	\$64,358				
				9	\$31.7154	\$2,537.24	\$5,497.36	\$65,968				
					169	(blank)	(blank)	1	\$27.3299	\$2,186.40	\$4,737.20	\$56,846
								2	\$28.0130	\$2,241.04	\$4,855.59	\$58,267
3	\$28.7130	\$2,297.04	\$4,976.92					\$59,723				
4	\$29.4318	\$2,354.55	\$5,101.53					\$61,218				
5	\$30.1669	\$2,413.36	\$5,228.95					\$62,747				
6	\$30.9212	\$2,473.70	\$5,359.69					\$64,316				
7	\$31.6943	\$2,535.55	\$5,493.70					\$65,924				
8	\$32.4866	\$2,598.93	\$5,631.02					\$67,572				
9	\$33.2986	\$2,663.89	\$5,771.77					\$69,261				
	189	(blank)	(blank)	1	\$72.4948	\$5,799.59	\$12,565.78	\$150,789				
				2	\$74.3077	\$5,944.62	\$12,880.01	\$154,560				
				3	\$76.1654	\$6,093.24	\$13,202.02	\$158,424				
				4	\$78.0698	\$6,245.59	\$13,532.12	\$162,385				
				5	\$80.0207	\$6,401.66	\$13,870.27	\$166,443				
				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				

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted July 17, 2024

Classification Title

Z-Not in Use

Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
198	(blank)	(blank)	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