

RESOLUTION NO. 2025-11-1

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

WHEREAS, the Inland Empire Utilities Agency* has classification and compensation changes as a result of the development of six new classifications, three abolished classifications; and

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

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

SECTION 1: The Inland Empire Utilities 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 November 9, 2025.

ADOPTED the 5th day of November 2025.


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. 2025-11-1, was adopted at a
regular Board Meeting on November 5, 2025, of said Agency by the following vote:

AYES: Camacho, Elie, Hall, Hofer, Tule

NOES: None

ABSTAIN: None

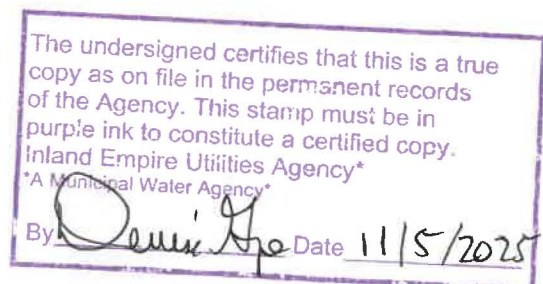
ABSENT: None



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

(SEAL)

*A Municipal Water District



Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Accountant I	175	UN	Exempt	1	\$40.7361	\$3,258.89	\$7,060.93	\$84,731
				2	\$41.7544	\$3,340.36	\$7,237.45	\$86,849
				3	\$42.7976	\$3,423.81	\$7,418.26	\$89,019
				4	\$43.8688	\$3,509.51	\$7,603.94	\$91,247
				5	\$44.9654	\$3,597.24	\$7,794.02	\$93,528
				6	\$46.0895	\$3,687.16	\$7,988.85	\$95,866
				7	\$47.2409	\$3,779.28	\$8,188.44	\$98,261
				8	\$48.4226	\$3,873.81	\$8,393.26	\$100,719
				9	\$49.6332	\$3,970.66	\$8,603.10	\$103,237
Accountant II	177	PR	Exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Accounting Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Accounting Technician I	170	GU	Non-exempt	1	\$31.9226	\$2,553.81	\$5,533.26	\$66,399
				2	\$32.7212	\$2,617.70	\$5,671.69	\$68,060
				3	\$33.5390	\$2,683.12	\$5,813.43	\$69,761
				4	\$34.3775	\$2,750.20	\$5,958.77	\$71,505
				5	\$35.2371	\$2,818.97	\$6,107.77	\$73,293
				6	\$36.1178	\$2,889.43	\$6,260.44	\$75,125
				7	\$37.0207	\$2,961.66	\$6,416.93	\$77,003
				8	\$37.9462	\$3,035.70	\$6,577.35	\$78,928
				9	\$38.8952	\$3,111.62	\$6,741.85	\$80,902
Accounting Technician II	173	GU	Non-exempt	1	\$36.9539	\$2,956.32	\$6,405.36	\$76,864
				2	\$37.8775	\$3,030.20	\$6,565.44	\$78,785
				3	\$38.8255	\$3,106.04	\$6,729.76	\$80,757
				4	\$39.7952	\$3,183.62	\$6,897.85	\$82,774
				5	\$40.7900	\$3,263.20	\$7,070.27	\$84,843
				6	\$41.8101	\$3,344.81	\$7,247.09	\$86,965
				7	\$42.8549	\$3,428.40	\$7,428.20	\$89,138
				8	\$43.9270	\$3,514.16	\$7,614.02	\$91,368
				9	\$45.0255	\$3,602.04	\$7,804.42	\$93,653
Administrative Assistant I	171	GU	Non-exempt	1	\$33.5188	\$2,681.51	\$5,809.94	\$69,719

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Administrative Assistant I	171	GU	Non-exempt	2	\$34.3573	\$2,748.59	\$5,955.28	\$71,463
				3	\$35.2154	\$2,817.24	\$6,104.02	\$73,248
				4	\$36.0957	\$2,887.66	\$6,256.60	\$75,079
				5	\$36.9991	\$2,959.93	\$6,413.19	\$76,958
				6	\$37.9236	\$3,033.89	\$6,573.43	\$78,881
				7	\$38.8717	\$3,109.74	\$6,737.77	\$80,853
				8	\$39.8428	\$3,187.43	\$6,906.10	\$82,873
				9	\$40.8404	\$3,267.24	\$7,079.02	\$84,948
Administrative Assistant I (confidential)	171	UN	Non-exempt	1	\$33.5188	\$2,681.51	\$5,809.94	\$69,719
				2	\$34.3573	\$2,748.59	\$5,955.28	\$71,463
				3	\$35.2154	\$2,817.24	\$6,104.02	\$73,248
				4	\$36.0957	\$2,887.66	\$6,256.60	\$75,079
				5	\$36.9991	\$2,959.93	\$6,413.19	\$76,958
				6	\$37.9236	\$3,033.89	\$6,573.43	\$78,881
				7	\$38.8717	\$3,109.74	\$6,737.77	\$80,853
				8	\$39.8428	\$3,187.43	\$6,906.10	\$82,873
Administrative Assistant II	174	PR	Non-exempt	9	\$40.8404	\$3,267.24	\$7,079.02	\$84,948
				1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701
				2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
				7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
Administrative Assistant II (confidential)	174	UN	Non-exempt	8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
				1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701
				2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
Administrative Services Supervisor	185	SU	Exempt	7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
				8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
				1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
Advanced Water Treatment Program Manager	190	UN	Exempt	6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
				1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Advanced Water Treatment Program Manager	190	UN	Exempt	3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Assistant Engineer	179	UN	Exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Assistant General Manager	197	EX	Exempt	1	\$119.1467	\$9,531.74	\$20,652.11	\$247,825
				2	\$122.1260	\$9,770.08	\$21,168.51	\$254,022
				3	\$125.1784	\$10,014.28	\$21,697.61	\$260,371
				4	\$128.3087	\$10,264.70	\$22,240.19	\$266,882
				5	\$131.5154	\$10,521.24	\$22,796.02	\$273,552
				6	\$134.8039	\$10,784.32	\$23,366.03	\$280,392
				7	\$138.1736	\$11,053.89	\$23,950.10	\$287,401
				8	\$141.6284	\$11,330.28	\$24,548.94	\$294,587
				9	\$145.1693	\$11,613.55	\$25,162.70	\$301,952
Associate Engineer	182	PR	Exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Biologist	181	LB	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Board Services Officer	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Board Services Officer	186	UN	Exempt	4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Budget Officer	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Business Systems Analyst I	179	PR	Exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Business Systems Analyst II	181	PR	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Business Systems Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
CAD Designer	178	UN	Non-exempt	1	\$47.1553	\$3,772.43	\$8,173.60	\$98,083
				2	\$48.3347	\$3,866.78	\$8,378.03	\$100,536
				3	\$49.5428	\$3,963.43	\$8,587.44	\$103,049
				4	\$50.7803	\$4,062.43	\$8,801.94	\$105,623

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
CAD Designer	178	UN	Non-exempt	5	\$52.0505	\$4,164.04	\$9,022.09	\$108,265
				6	\$53.3515	\$4,268.12	\$9,247.60	\$110,971
				7	\$54.6856	\$4,374.85	\$9,478.85	\$113,746
				8	\$56.0525	\$4,484.20	\$9,715.77	\$116,589
				9	\$57.4534	\$4,596.28	\$9,958.61	\$119,503
Chemist	181	LB	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Chino Basin Program Manager	188	UN	Exempt	1	\$76.8034	\$6,144.28	\$13,312.61	\$159,751
				2	\$78.7250	\$6,298.00	\$13,645.67	\$163,748
				3	\$80.6928	\$6,455.43	\$13,986.77	\$167,841
				4	\$82.7097	\$6,616.78	\$14,336.36	\$172,036
				5	\$84.7779	\$6,782.24	\$14,694.86	\$176,338
				6	\$86.8967	\$6,951.74	\$15,062.11	\$180,745
				7	\$89.0698	\$7,125.59	\$15,438.78	\$185,265
				8	\$91.2962	\$7,303.70	\$15,824.69	\$189,896
				9	\$93.5784	\$7,486.28	\$16,220.28	\$194,643
Collection System Operator I	171	GU	Non-exempt	1	\$33.5188	\$2,681.51	\$5,809.94	\$69,719
				2	\$34.3573	\$2,748.59	\$5,955.28	\$71,463
				3	\$35.2154	\$2,817.24	\$6,104.02	\$73,248
				4	\$36.0957	\$2,887.66	\$6,256.60	\$75,079
				5	\$36.9991	\$2,959.93	\$6,413.19	\$76,958
				6	\$37.9236	\$3,033.89	\$6,573.43	\$78,881
				7	\$38.8717	\$3,109.74	\$6,737.77	\$80,853
				8	\$39.8428	\$3,187.43	\$6,906.10	\$82,873
				9	\$40.8404	\$3,267.24	\$7,079.02	\$84,948
Collection System Operator II	175	GU	Non-exempt	1	\$40.7361	\$3,258.89	\$7,060.93	\$84,731
				2	\$41.7544	\$3,340.36	\$7,237.45	\$86,849
				3	\$42.7976	\$3,423.81	\$7,418.26	\$89,019
				4	\$43.8688	\$3,509.51	\$7,603.94	\$91,247
				5	\$44.9654	\$3,597.24	\$7,794.02	\$93,528
				6	\$46.0895	\$3,687.16	\$7,988.85	\$95,866
				7	\$47.2409	\$3,779.28	\$8,188.44	\$98,261
				8	\$48.4226	\$3,873.81	\$8,393.26	\$100,719
				9	\$49.6332	\$3,970.66	\$8,603.10	\$103,237
Collection System Operator III	177	GU	Non-exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Collection System Operator III	177	GU	Non-exempt	6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Collection System Supervisor	185	SU	Non-exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Communications Officer	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Compost Facility Operator I	172	GU	Non-exempt	1	\$35.1957	\$2,815.66	\$6,100.60	\$73,207
				2	\$36.0760	\$2,886.08	\$6,253.18	\$75,038
				3	\$36.9784	\$2,958.28	\$6,409.61	\$76,915
				4	\$37.9029	\$3,032.24	\$6,569.86	\$78,838
				5	\$38.8500	\$3,108.00	\$6,734.00	\$80,808
				6	\$39.8212	\$3,185.70	\$6,902.35	\$82,828
				7	\$40.8164	\$3,265.32	\$7,074.86	\$84,898
				8	\$41.8375	\$3,347.00	\$7,251.84	\$87,022
				9	\$42.8827	\$3,430.62	\$7,433.01	\$89,196
Compost Facility Operator II	174	GU	Non-exempt	1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701
				2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
				7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
				8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
Compost Facility Operator III	176	GU	Non-exempt	1	\$42.7717	\$3,421.74	\$7,413.77	\$88,965
				2	\$43.8409	\$3,507.28	\$7,599.11	\$91,189
				3	\$44.9366	\$3,594.93	\$7,789.02	\$93,468
				4	\$46.0606	\$3,684.85	\$7,983.85	\$95,806
				5	\$47.2125	\$3,777.00	\$8,183.50	\$98,202
				6	\$48.3924	\$3,871.40	\$8,388.04	\$100,656

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Compost Facility Operator III	176	GU	Non-exempt	7	\$49.6025	\$3,968.20	\$8,597.77	\$103,173
				8	\$50.8424	\$4,067.40	\$8,812.70	\$105,752
				9	\$52.1140	\$4,169.12	\$9,033.10	\$108,397
Compost Facility Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Compost Sales Representative	181	PR	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Construction Project Inspector	180	UN	Non-exempt	1	\$51.9895	\$4,159.16	\$9,011.52	\$108,138
				2	\$53.2900	\$4,263.20	\$9,236.94	\$110,843
				3	\$54.6222	\$4,369.78	\$9,467.86	\$113,614
				4	\$55.9875	\$4,479.00	\$9,704.50	\$116,454
				5	\$57.3871	\$4,590.97	\$9,947.11	\$119,365
				6	\$58.8217	\$4,705.74	\$10,195.77	\$122,349
				7	\$60.2919	\$4,823.36	\$10,450.62	\$125,407
				8	\$61.7991	\$4,943.93	\$10,711.85	\$128,542
				9	\$63.3443	\$5,067.55	\$10,979.70	\$131,756
Contracts Administrator I	177	PR	Exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Contracts Administrator II	180	PR	Exempt	1	\$51.9895	\$4,159.16	\$9,011.52	\$108,138
				2	\$53.2900	\$4,263.20	\$9,236.94	\$110,843
				3	\$54.6222	\$4,369.78	\$9,467.86	\$113,614
				4	\$55.9875	\$4,479.00	\$9,704.50	\$116,454
				5	\$57.3871	\$4,590.97	\$9,947.11	\$119,365
				6	\$58.8217	\$4,705.74	\$10,195.77	\$122,349
				7	\$60.2919	\$4,823.36	\$10,450.62	\$125,407

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Contracts Administrator II	180	PR	Exempt	8	\$61.7991	\$4,943.93	\$10,711.85	\$128,542
				9	\$63.3443	\$5,067.55	\$10,979.70	\$131,756
Contracts and Procurement Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Control Systems Analyst I	180	GU	Non-exempt	1	\$51.9895	\$4,159.16	\$9,011.52	\$108,138
				2	\$53.2900	\$4,263.20	\$9,236.94	\$110,843
				3	\$54.6222	\$4,369.78	\$9,467.86	\$113,614
				4	\$55.9875	\$4,479.00	\$9,704.50	\$116,454
				5	\$57.3871	\$4,590.97	\$9,947.11	\$119,365
				6	\$58.8217	\$4,705.74	\$10,195.77	\$122,349
				7	\$60.2919	\$4,823.36	\$10,450.62	\$125,407
				8	\$61.7991	\$4,943.93	\$10,711.85	\$128,542
				9	\$63.3443	\$5,067.55	\$10,979.70	\$131,756
Control Systems Analyst II	182	GU	Non-exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Controller	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Deputy General Manager	199	EX	Exempt	1	\$134.4890	\$10,759.12	\$23,311.43	\$279,737
				2	\$137.8510	\$11,028.08	\$23,894.18	\$286,730
				3	\$141.2986	\$11,303.89	\$24,491.77	\$293,901
				4	\$144.8299	\$11,586.40	\$25,103.87	\$301,246
				5	\$148.4510	\$11,876.08	\$25,731.51	\$308,778
				6	\$152.1621	\$12,172.97	\$26,374.77	\$316,497
				7	\$155.9664	\$12,477.32	\$27,034.20	\$324,410
				8	\$159.8654	\$12,789.24	\$27,710.02	\$332,520

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Deputy General Manager	199	EX	Exempt	9	\$163.8621	\$13,108.97	\$28,402.77	\$340,833
Deputy Manager of Maintenance	188	UN	Exempt	1	\$76.8034	\$6,144.28	\$13,312.61	\$159,751
				2	\$78.7250	\$6,298.00	\$13,645.67	\$163,748
				3	\$80.6928	\$6,455.43	\$13,986.77	\$167,841
				4	\$82.7097	\$6,616.78	\$14,336.36	\$172,036
				5	\$84.7779	\$6,782.24	\$14,694.86	\$176,338
				6	\$86.8967	\$6,951.74	\$15,062.11	\$180,745
				7	\$89.0698	\$7,125.59	\$15,438.78	\$185,265
				8	\$91.2962	\$7,303.70	\$15,824.69	\$189,896
				9	\$93.5784	\$7,486.28	\$16,220.28	\$194,643
Deputy Manager of Operations	188	UN	Exempt	1	\$76.8034	\$6,144.28	\$13,312.61	\$159,751
				2	\$78.7250	\$6,298.00	\$13,645.67	\$163,748
				3	\$80.6928	\$6,455.43	\$13,986.77	\$167,841
				4	\$82.7097	\$6,616.78	\$14,336.36	\$172,036
				5	\$84.7779	\$6,782.24	\$14,694.86	\$176,338
				6	\$86.8967	\$6,951.74	\$15,062.11	\$180,745
				7	\$89.0698	\$7,125.59	\$15,438.78	\$185,265
				8	\$91.2962	\$7,303.70	\$15,824.69	\$189,896
				9	\$93.5784	\$7,486.28	\$16,220.28	\$194,643
Deputy Manager of Water System Programs	188	UN	Exempt	1	\$76.8034	\$6,144.28	\$13,312.61	\$159,751
				2	\$78.7250	\$6,298.00	\$13,645.67	\$163,748
				3	\$80.6928	\$6,455.43	\$13,986.77	\$167,841
				4	\$82.7097	\$6,616.78	\$14,336.36	\$172,036
				5	\$84.7779	\$6,782.24	\$14,694.86	\$176,338
				6	\$86.8967	\$6,951.74	\$15,062.11	\$180,745
				7	\$89.0698	\$7,125.59	\$15,438.78	\$185,265
				8	\$91.2962	\$7,303.70	\$15,824.69	\$189,896
				9	\$93.5784	\$7,486.28	\$16,220.28	\$194,643
Director of Board and Administrative Services	193	UN	Exempt	1	\$98.0217	\$7,841.74	\$16,990.44	\$203,885
				2	\$100.4722	\$8,037.78	\$17,415.19	\$208,982
				3	\$102.9842	\$8,238.74	\$17,850.61	\$214,207
				4	\$105.5592	\$8,444.74	\$18,296.94	\$219,563
				5	\$108.1976	\$8,655.81	\$18,754.26	\$225,051
				6	\$110.9025	\$8,872.20	\$19,223.10	\$230,677
				7	\$113.6750	\$9,094.00	\$19,703.67	\$236,444
				8	\$116.5169	\$9,321.36	\$20,196.28	\$242,355
				9	\$119.4303	\$9,554.43	\$20,701.27	\$248,415
Director of Engineering	195	UN	Exempt	1	\$108.0726	\$8,645.81	\$18,732.59	\$224,791
				2	\$110.7746	\$8,861.97	\$19,200.94	\$230,411
				3	\$113.5438	\$9,083.51	\$19,680.94	\$236,171
				4	\$116.3827	\$9,310.62	\$20,173.01	\$242,076
				5	\$119.2914	\$9,543.32	\$20,677.20	\$248,126
				6	\$122.2746	\$9,781.97	\$21,194.27	\$254,331
				7	\$125.3303	\$10,026.43	\$21,723.94	\$260,687
				8	\$128.4645	\$10,277.16	\$22,267.18	\$267,206
				9	\$131.6760	\$10,534.08	\$22,823.84	\$273,886

Inland Empire Utilities Agency
Salary Matrix
Effective November 9, 2025
Adopted November 5, 2025

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Director of External and Government Affairs	193	UN	Exempt	1	\$98.0217	\$7,841.74	\$16,990.44	\$203,885
				2	\$100.4722	\$8,037.78	\$17,415.19	\$208,982
				3	\$102.9842	\$8,238.74	\$17,850.61	\$214,207
				4	\$105.5592	\$8,444.74	\$18,296.94	\$219,563
				5	\$108.1976	\$8,655.81	\$18,754.26	\$225,051
				6	\$110.9025	\$8,872.20	\$19,223.10	\$230,677
				7	\$113.6750	\$9,094.00	\$19,703.67	\$236,444
				8	\$116.5169	\$9,321.36	\$20,196.28	\$242,355
				9	\$119.4303	\$9,554.43	\$20,701.27	\$248,415
Director of Finance	195	UN	Exempt	1	\$108.0726	\$8,645.81	\$18,732.59	\$224,791
				2	\$110.7746	\$8,861.97	\$19,200.94	\$230,411
				3	\$113.5438	\$9,083.51	\$19,680.94	\$236,171
				4	\$116.3827	\$9,310.62	\$20,173.01	\$242,076
				5	\$119.2914	\$9,543.32	\$20,677.20	\$248,126
				6	\$122.2746	\$9,781.97	\$21,194.27	\$254,331
				7	\$125.3303	\$10,026.43	\$21,723.94	\$260,687
				8	\$128.4645	\$10,277.16	\$22,267.18	\$267,206
				9	\$131.6760	\$10,534.08	\$22,823.84	\$273,886
Director of Human Resources	194	UN	Exempt	1	\$102.9265	\$8,234.12	\$17,840.60	\$214,087
				2	\$105.4991	\$8,439.93	\$18,286.52	\$219,438
				3	\$108.1371	\$8,650.97	\$18,743.77	\$224,925
				4	\$110.8390	\$8,867.12	\$19,212.10	\$230,545
				5	\$113.6111	\$9,088.89	\$19,692.60	\$236,311
				6	\$116.4505	\$9,316.04	\$20,184.76	\$242,217
				7	\$119.3625	\$9,549.00	\$20,689.50	\$248,274
				8	\$122.3467	\$9,787.74	\$21,206.77	\$254,481
				9	\$125.4049	\$10,032.40	\$21,736.87	\$260,842
Director of Information Technology	194	UN	Exempt	1	\$102.9265	\$8,234.12	\$17,840.60	\$214,087
				2	\$105.4991	\$8,439.93	\$18,286.52	\$219,438
				3	\$108.1371	\$8,650.97	\$18,743.77	\$224,925
				4	\$110.8390	\$8,867.12	\$19,212.10	\$230,545
				5	\$113.6111	\$9,088.89	\$19,692.60	\$236,311
				6	\$116.4505	\$9,316.04	\$20,184.76	\$242,217
				7	\$119.3625	\$9,549.00	\$20,689.50	\$248,274
				8	\$122.3467	\$9,787.74	\$21,206.77	\$254,481
				9	\$125.4049	\$10,032.40	\$21,736.87	\$260,842
Director of Operations and Maintenance	195	UN	Exempt	1	\$108.0726	\$8,645.81	\$18,732.59	\$224,791
				2	\$110.7746	\$8,861.97	\$19,200.94	\$230,411
				3	\$113.5438	\$9,083.51	\$19,680.94	\$236,171
				4	\$116.3827	\$9,310.62	\$20,173.01	\$242,076
				5	\$119.2914	\$9,543.32	\$20,677.20	\$248,126
				6	\$122.2746	\$9,781.97	\$21,194.27	\$254,331
				7	\$125.3303	\$10,026.43	\$21,723.94	\$260,687
				8	\$128.4645	\$10,277.16	\$22,267.18	\$267,206
				9	\$131.6760	\$10,534.08	\$22,823.84	\$273,886

Inland Empire Utilities Agency
Salary Matrix
Effective November 9, 2025
Adopted November 5, 2025

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Director of Planning and Resources	195	UN	Exempt	1	\$108.0726	\$8,645.81	\$18,732.59	\$224,791
				2	\$110.7746	\$8,861.97	\$19,200.94	\$230,411
				3	\$113.5438	\$9,083.51	\$19,680.94	\$236,171
				4	\$116.3827	\$9,310.62	\$20,173.01	\$242,076
				5	\$119.2914	\$9,543.32	\$20,677.20	\$248,126
				6	\$122.2746	\$9,781.97	\$21,194.27	\$254,331
				7	\$125.3303	\$10,026.43	\$21,723.94	\$260,687
				8	\$128.4645	\$10,277.16	\$22,267.18	\$267,206
				9	\$131.6760	\$10,534.08	\$22,823.84	\$273,886
Electrical and Instrumentation Technician I	176	GU	Non-exempt	1	\$42.7717	\$3,421.74	\$7,413.77	\$88,965
				2	\$43.8409	\$3,507.28	\$7,599.11	\$91,189
				3	\$44.9366	\$3,594.93	\$7,789.02	\$93,468
				4	\$46.0606	\$3,684.85	\$7,983.85	\$95,806
				5	\$47.2125	\$3,777.00	\$8,183.50	\$98,202
				6	\$48.3924	\$3,871.40	\$8,388.04	\$100,656
				7	\$49.6025	\$3,968.20	\$8,597.77	\$103,173
				8	\$50.8424	\$4,067.40	\$8,812.70	\$105,752
				9	\$52.1140	\$4,169.12	\$9,033.10	\$108,397
Electrical and Instrumentation Technician II	179	GU	Non-exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Electrical and Instrumentation Technician III	181	GU	Non-exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Electrical and Instrumentation Technician IV	182	GU	Non-exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Employee and Labor Relations Advocate	187	UN	Exempt	1	\$73.1500	\$5,852.00	\$12,679.34	\$152,152
				2	\$74.9784	\$5,998.28	\$12,996.28	\$155,955
				3	\$76.8529	\$6,148.24	\$13,321.19	\$159,854
				4	\$78.7746	\$6,301.97	\$13,654.27	\$163,851
				5	\$80.7428	\$6,459.43	\$13,995.44	\$167,945
				6	\$82.7616	\$6,620.93	\$14,345.35	\$172,144
				7	\$84.8308	\$6,786.47	\$14,704.02	\$176,448
				8	\$86.9515	\$6,956.12	\$15,071.60	\$180,859
				9	\$89.1255	\$7,130.04	\$15,448.42	\$185,381
Engineering Services Analyst	182	PR	Exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Engineering Services Specialist	179	UN	Exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Engineering Technician	175	GU	Non-exempt	1	\$40.7361	\$3,258.89	\$7,060.93	\$84,731
				2	\$41.7544	\$3,340.36	\$7,237.45	\$86,849
				3	\$42.7976	\$3,423.81	\$7,418.26	\$89,019
				4	\$43.8688	\$3,509.51	\$7,603.94	\$91,247
				5	\$44.9654	\$3,597.24	\$7,794.02	\$93,528
				6	\$46.0895	\$3,687.16	\$7,988.85	\$95,866
				7	\$47.2409	\$3,779.28	\$8,188.44	\$98,261
				8	\$48.4226	\$3,873.81	\$8,393.26	\$100,719
				9	\$49.6332	\$3,970.66	\$8,603.10	\$103,237
Environmental Resources Planner I	179	PR	Exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Environmental Resources Planner II	182	PR	Exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Environmental Resources Planner II	182	PR	Exempt	2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Executive Assistant	178	UN	Exempt	1	\$47.1553	\$3,772.43	\$8,173.60	\$98,083
				2	\$48.3347	\$3,866.78	\$8,378.03	\$100,536
				3	\$49.5428	\$3,963.43	\$8,587.44	\$103,049
				4	\$50.7803	\$4,062.43	\$8,801.94	\$105,623
				5	\$52.0505	\$4,164.04	\$9,022.09	\$108,265
				6	\$53.3515	\$4,268.12	\$9,247.60	\$110,971
				7	\$54.6856	\$4,374.85	\$9,478.85	\$113,746
				8	\$56.0525	\$4,484.20	\$9,715.77	\$116,589
External Affairs Specialist I	175	UN	Exempt	9	\$57.4534	\$4,596.28	\$9,958.61	\$119,503
				1	\$40.7361	\$3,258.89	\$7,060.93	\$84,731
				2	\$41.7544	\$3,340.36	\$7,237.45	\$86,849
				3	\$42.7976	\$3,423.81	\$7,418.26	\$89,019
				4	\$43.8688	\$3,509.51	\$7,603.94	\$91,247
				5	\$44.9654	\$3,597.24	\$7,794.02	\$93,528
				6	\$46.0895	\$3,687.16	\$7,988.85	\$95,866
				7	\$47.2409	\$3,779.28	\$8,188.44	\$98,261
External Affairs Specialist II	178	UN	Exempt	8	\$48.4226	\$3,873.81	\$8,393.26	\$100,719
				9	\$49.6332	\$3,970.66	\$8,603.10	\$103,237
				1	\$47.1553	\$3,772.43	\$8,173.60	\$98,083
				2	\$48.3347	\$3,866.78	\$8,378.03	\$100,536
				3	\$49.5428	\$3,963.43	\$8,587.44	\$103,049
				4	\$50.7803	\$4,062.43	\$8,801.94	\$105,623
				5	\$52.0505	\$4,164.04	\$9,022.09	\$108,265
				6	\$53.3515	\$4,268.12	\$9,247.60	\$110,971
Facilities Program Coordinator	181	PR	Exempt	7	\$54.6856	\$4,374.85	\$9,478.85	\$113,746
				8	\$56.0525	\$4,484.20	\$9,715.77	\$116,589
				9	\$57.4534	\$4,596.28	\$9,958.61	\$119,503
				1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
Facilities Program Supervisor	185	SU	Exempt	6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
				1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Facilities Program Supervisor	185	SU	Exempt	3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Facilities Specialist	177	PR	Exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Facilities Specialist - Landscape	177	UN	Exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Facilities Technician I	172	GU	Non-exempt	1	\$35.1957	\$2,815.66	\$6,100.60	\$73,207
				2	\$36.0760	\$2,886.08	\$6,253.18	\$75,038
				3	\$36.9784	\$2,958.28	\$6,409.61	\$76,915
				4	\$37.9029	\$3,032.24	\$6,569.86	\$78,838
				5	\$38.8500	\$3,108.00	\$6,734.00	\$80,808
				6	\$39.8212	\$3,185.70	\$6,902.35	\$82,828
				7	\$40.8164	\$3,265.32	\$7,074.86	\$84,898
				8	\$41.8375	\$3,347.00	\$7,251.84	\$87,022
				9	\$42.8827	\$3,430.62	\$7,433.01	\$89,196
Facilities Technician II	174	GU	Non-exempt	1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701
				2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
				7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
				8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
Facilities Technician III	177	GU	Non-exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Facilities Technician III	177	GU	Non-exempt	4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Financial Analyst I	179	PR	Exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Financial Analyst II	181	PR	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
General Counsel	200	EX	Exempt	1	\$144.5746	\$11,565.97	\$25,059.61	\$300,715
				2	\$148.1895	\$11,855.16	\$25,686.18	\$308,234
				3	\$151.8943	\$12,151.55	\$26,328.36	\$315,940
				4	\$155.6919	\$12,455.36	\$26,986.62	\$323,839
				5	\$159.5832	\$12,766.66	\$27,661.10	\$331,933
				6	\$163.5726	\$13,085.81	\$28,352.59	\$340,231
				7	\$167.6621	\$13,412.97	\$29,061.44	\$348,737
				8	\$171.8539	\$13,748.32	\$29,788.03	\$357,456
				9	\$176.1496	\$14,091.97	\$30,532.61	\$366,391
General Manager	205	EX	Exempt	1	\$187.2900	\$14,983.20	\$32,463.60	\$389,563
GIS Specialist	178	UN	Exempt	1	\$47.1553	\$3,772.43	\$8,173.60	\$98,083
				2	\$48.3347	\$3,866.78	\$8,378.03	\$100,536
				3	\$49.5428	\$3,963.43	\$8,587.44	\$103,049
				4	\$50.7803	\$4,062.43	\$8,801.94	\$105,623
				5	\$52.0505	\$4,164.04	\$9,022.09	\$108,265
				6	\$53.3515	\$4,268.12	\$9,247.60	\$110,971
				7	\$54.6856	\$4,374.85	\$9,478.85	\$113,746
				8	\$56.0525	\$4,484.20	\$9,715.77	\$116,589
				9	\$57.4534	\$4,596.28	\$9,958.61	\$119,503
Government Affairs Analyst I	181	UN	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Government Affairs Analyst I	181	UN	Exempt	3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Government Affairs Analyst II	183	UN	Exempt	1	\$60.1847	\$4,814.78	\$10,432.03	\$125,184
				2	\$61.6885	\$4,935.08	\$10,692.68	\$128,312
				3	\$63.2308	\$5,058.47	\$10,960.02	\$131,520
				4	\$64.8116	\$5,184.93	\$11,234.02	\$134,808
				5	\$66.4323	\$5,314.59	\$11,514.95	\$138,179
				6	\$68.0928	\$5,447.43	\$11,802.77	\$141,633
				7	\$69.7952	\$5,583.62	\$12,097.85	\$145,174
Grants Analyst I	176	PR	Exempt	8	\$71.5404	\$5,723.24	\$12,400.36	\$148,804
				9	\$73.3284	\$5,866.28	\$12,710.28	\$152,523
				1	\$42.7717	\$3,421.74	\$7,413.77	\$88,965
				2	\$43.8409	\$3,507.28	\$7,599.11	\$91,189
				3	\$44.9366	\$3,594.93	\$7,789.02	\$93,468
				4	\$46.0606	\$3,684.85	\$7,983.85	\$95,806
				5	\$47.2125	\$3,777.00	\$8,183.50	\$98,202
Grants Analyst II	179	PR	Exempt	6	\$48.3924	\$3,871.40	\$8,388.04	\$100,656
				7	\$49.6025	\$3,968.20	\$8,597.77	\$103,173
				8	\$50.8424	\$4,067.40	\$8,812.70	\$105,752
				9	\$52.1140	\$4,169.12	\$9,033.10	\$108,397
				1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
Grants and Government Affairs Officer	186	UN	Exempt	4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
				1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
Groundwater Recharge Supervisor	187	SU	Exempt	2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
				1	\$73.1500	\$5,852.00	\$12,679.34	\$152,152
				2	\$74.9784	\$5,998.28	\$12,996.28	\$155,955
				3	\$76.8529	\$6,148.24	\$13,321.19	\$159,854

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Groundwater Recharge Supervisor	187	SU	Exempt	4	\$78.7746	\$6,301.97	\$13,654.27	\$163,851
				5	\$80.7428	\$6,459.43	\$13,995.44	\$167,945
				6	\$82.7616	\$6,620.93	\$14,345.35	\$172,144
				7	\$84.8308	\$6,786.47	\$14,704.02	\$176,448
				8	\$86.9515	\$6,956.12	\$15,071.60	\$180,859
				9	\$89.1255	\$7,130.04	\$15,448.42	\$185,381
Human Resources Analyst	181	UN	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Human Resources Officer	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Human Resources Specialist	177	UN	Exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
HVAC Technician	177	GU	Non-exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Hydrogeologist	183	UN	Exempt	1	\$60.1847	\$4,814.78	\$10,432.03	\$125,184
				2	\$61.6885	\$4,935.08	\$10,692.68	\$128,312
				3	\$63.2308	\$5,058.47	\$10,960.02	\$131,520
				4	\$64.8116	\$5,184.93	\$11,234.02	\$134,808

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Hydrogeologist	183	UN	Exempt	5	\$66.4323	\$5,314.59	\$11,514.95	\$138,179
				6	\$68.0928	\$5,447.43	\$11,802.77	\$141,633
				7	\$69.7952	\$5,583.62	\$12,097.85	\$145,174
				8	\$71.5404	\$5,723.24	\$12,400.36	\$148,804
				9	\$73.3284	\$5,866.28	\$12,710.28	\$152,523
Industrial Engine Technician I	177	GU	Non-exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Industrial Engine Technician II	181	GU	Non-exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Information Security Administrator	183	PR	Exempt	1	\$60.1847	\$4,814.78	\$10,432.03	\$125,184
				2	\$61.6885	\$4,935.08	\$10,692.68	\$128,312
				3	\$63.2308	\$5,058.47	\$10,960.02	\$131,520
				4	\$64.8116	\$5,184.93	\$11,234.02	\$134,808
				5	\$66.4323	\$5,314.59	\$11,514.95	\$138,179
				6	\$68.0928	\$5,447.43	\$11,802.77	\$141,633
				7	\$69.7952	\$5,583.62	\$12,097.85	\$145,174
				8	\$71.5404	\$5,723.24	\$12,400.36	\$148,804
				9	\$73.3284	\$5,866.28	\$12,710.28	\$152,523
Information Security Officer	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Information Systems Analyst I	179	PR	Exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Information Systems Analyst I	179	PR	Exempt	6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Information Systems Analyst II	181	PR	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Information Technology Officer	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Information Technology Project Manager	185	PR	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Interim General Manager	212	OTR	Non-exempt	1	\$302.8800			
Intern	001	OTR	Non-exempt	1	\$21.0000			
Internal Auditor	179	PR	Exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Inventory Resources Coordinator	181	PR	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Inventory Resources Coordinator	181	PR	Exempt	3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Laboratory Assistant	172	LB	Non-exempt	1	\$35.1957	\$2,815.66	\$6,100.60	\$73,207
				2	\$36.0760	\$2,886.08	\$6,253.18	\$75,038
				3	\$36.9784	\$2,958.28	\$6,409.61	\$76,915
				4	\$37.9029	\$3,032.24	\$6,569.86	\$78,838
				5	\$38.8500	\$3,108.00	\$6,734.00	\$80,808
				6	\$39.8212	\$3,185.70	\$6,902.35	\$82,828
				7	\$40.8164	\$3,265.32	\$7,074.86	\$84,898
				8	\$41.8375	\$3,347.00	\$7,251.84	\$87,022
				9	\$42.8827	\$3,430.62	\$7,433.01	\$89,196
Laboratory Quality Officer	187	UN	Exempt	1	\$73.1500	\$5,852.00	\$12,679.34	\$152,152
				2	\$74.9784	\$5,998.28	\$12,996.28	\$155,955
				3	\$76.8529	\$6,148.24	\$13,321.19	\$159,854
				4	\$78.7746	\$6,301.97	\$13,654.27	\$163,851
				5	\$80.7428	\$6,459.43	\$13,995.44	\$167,945
				6	\$82.7616	\$6,620.93	\$14,345.35	\$172,144
				7	\$84.8308	\$6,786.47	\$14,704.02	\$176,448
				8	\$86.9515	\$6,956.12	\$15,071.60	\$180,859
				9	\$89.1255	\$7,130.04	\$15,448.42	\$185,381
Laboratory Scientist I	177	LB	Non-exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Laboratory Scientist II	179	LB	Non-exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Laboratory Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Laboratory Supervisor	185	SU	Exempt	4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Maintenance Planner/Scheduler	182	GU	Non-exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Maintenance Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Manager of Administrative Services	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Asset Management	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Compliance and Sustainability	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Compliance and Sustainability	190	UN	Exempt	5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Contracts and Procurement	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Engineering	192	UN	Exempt	1	\$93.3553	\$7,468.43	\$16,181.60	\$194,179
				2	\$95.6895	\$7,655.16	\$16,586.18	\$199,034
				3	\$98.0808	\$7,846.47	\$17,000.69	\$204,008
				4	\$100.5332	\$8,042.66	\$17,425.77	\$209,109
				5	\$103.0462	\$8,243.70	\$17,861.35	\$214,336
				6	\$105.6226	\$8,449.81	\$18,307.93	\$219,695
				7	\$108.2630	\$8,661.04	\$18,765.59	\$225,187
				8	\$110.9698	\$8,877.59	\$19,234.78	\$230,817
				9	\$113.7438	\$9,099.51	\$19,715.61	\$236,587
Manager of Environmental Services	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of External Affairs	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Facilities and Water System Programs	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Facilities and Water System	190	UN	Exempt	5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Human Resources	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Information Technology	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Internal Audit	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Laboratories	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Maintenance	192	UN	Exempt	1	\$93.3553	\$7,468.43	\$16,181.60	\$194,179
				2	\$95.6895	\$7,655.16	\$16,586.18	\$199,034
				3	\$98.0808	\$7,846.47	\$17,000.69	\$204,008
				4	\$100.5332	\$8,042.66	\$17,425.77	\$209,109
				5	\$103.0462	\$8,243.70	\$17,861.35	\$214,336

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Maintenance	192	UN	Exempt	6	\$105.6226	\$8,449.81	\$18,307.93	\$219,695
				7	\$108.2630	\$8,661.04	\$18,765.59	\$225,187
				8	\$110.9698	\$8,877.59	\$19,234.78	\$230,817
				9	\$113.7438	\$9,099.51	\$19,715.61	\$236,587
Manager of Operations	192	UN	Exempt	1	\$93.3553	\$7,468.43	\$16,181.60	\$194,179
				2	\$95.6895	\$7,655.16	\$16,586.18	\$199,034
				3	\$98.0808	\$7,846.47	\$17,000.69	\$204,008
				4	\$100.5332	\$8,042.66	\$17,425.77	\$209,109
				5	\$103.0462	\$8,243.70	\$17,861.35	\$214,336
				6	\$105.6226	\$8,449.81	\$18,307.93	\$219,695
				7	\$108.2630	\$8,661.04	\$18,765.59	\$225,187
				8	\$110.9698	\$8,877.59	\$19,234.78	\$230,817
				9	\$113.7438	\$9,099.51	\$19,715.61	\$236,587
Manager of Organizational Safety and Resilience	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Manager of Regional Composting Authority	192	UN	Exempt	1	\$93.3553	\$7,468.43	\$16,181.60	\$194,179
				2	\$95.6895	\$7,655.16	\$16,586.18	\$199,034
				3	\$98.0808	\$7,846.47	\$17,000.69	\$204,008
				4	\$100.5332	\$8,042.66	\$17,425.77	\$209,109
				5	\$103.0462	\$8,243.70	\$17,861.35	\$214,336
				6	\$105.6226	\$8,449.81	\$18,307.93	\$219,695
				7	\$108.2630	\$8,661.04	\$18,765.59	\$225,187
				8	\$110.9698	\$8,877.59	\$19,234.78	\$230,817
				9	\$113.7438	\$9,099.51	\$19,715.61	\$236,587
Manager of Water Resources	190	UN	Exempt	1	\$84.6750	\$6,774.00	\$14,677.00	\$176,124
				2	\$86.7924	\$6,943.40	\$15,044.04	\$180,528
				3	\$88.9611	\$7,116.89	\$15,419.93	\$185,039
				4	\$91.1861	\$7,294.89	\$15,805.60	\$189,667
				5	\$93.4654	\$7,477.24	\$16,200.69	\$194,408
				6	\$95.8015	\$7,664.12	\$16,605.60	\$199,267
				7	\$98.1962	\$7,855.70	\$17,020.69	\$204,248
				8	\$100.6510	\$8,052.08	\$17,446.18	\$209,354
				9	\$103.1683	\$8,253.47	\$17,882.52	\$214,590
Materials Specialist	182	PR	Exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Materials Specialist	182	PR	Exempt	6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Mechanic I	172	GU	Non-exempt	1	\$35.1957	\$2,815.66	\$6,100.60	\$73,207
				2	\$36.0760	\$2,886.08	\$6,253.18	\$75,038
				3	\$36.9784	\$2,958.28	\$6,409.61	\$76,915
				4	\$37.9029	\$3,032.24	\$6,569.86	\$78,838
				5	\$38.8500	\$3,108.00	\$6,734.00	\$80,808
				6	\$39.8212	\$3,185.70	\$6,902.35	\$82,828
				7	\$40.8164	\$3,265.32	\$7,074.86	\$84,898
				8	\$41.8375	\$3,347.00	\$7,251.84	\$87,022
				9	\$42.8827	\$3,430.62	\$7,433.01	\$89,196
Mechanic II	176	GU	Non-exempt	1	\$42.7717	\$3,421.74	\$7,413.77	\$88,965
				2	\$43.8409	\$3,507.28	\$7,599.11	\$91,189
				3	\$44.9366	\$3,594.93	\$7,789.02	\$93,468
				4	\$46.0606	\$3,684.85	\$7,983.85	\$95,806
				5	\$47.2125	\$3,777.00	\$8,183.50	\$98,202
				6	\$48.3924	\$3,871.40	\$8,388.04	\$100,656
				7	\$49.6025	\$3,968.20	\$8,597.77	\$103,173
				8	\$50.8424	\$4,067.40	\$8,812.70	\$105,752
				9	\$52.1140	\$4,169.12	\$9,033.10	\$108,397
Mechanic III	179	GU	Non-exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Mechanic IV	181	GU	Non-exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Network Administrator	183	PR	Exempt	1	\$60.1847	\$4,814.78	\$10,432.03	\$125,184
				2	\$61.6885	\$4,935.08	\$10,692.68	\$128,312
				3	\$63.2308	\$5,058.47	\$10,960.02	\$131,520
				4	\$64.8116	\$5,184.93	\$11,234.02	\$134,808
				5	\$66.4323	\$5,314.59	\$11,514.95	\$138,179
				6	\$68.0928	\$5,447.43	\$11,802.77	\$141,633

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Network Administrator	183	PR	Exempt	7	\$69.7952	\$5,583.62	\$12,097.85	\$145,174
				8	\$71.5404	\$5,723.24	\$12,400.36	\$148,804
				9	\$73.3284	\$5,866.28	\$12,710.28	\$152,523
Office Assistant	166	GU	Non-exempt	1	\$26.2674	\$2,101.40	\$4,553.04	\$54,636
				2	\$26.9246	\$2,153.97	\$4,666.94	\$56,003
				3	\$27.5972	\$2,207.78	\$4,783.53	\$57,402
				4	\$28.2871	\$2,262.97	\$4,903.11	\$58,837
				5	\$28.9933	\$2,319.47	\$5,025.52	\$60,306
				6	\$29.7193	\$2,377.55	\$5,151.36	\$61,816
				7	\$30.4616	\$2,436.93	\$5,280.02	\$63,360
				8	\$31.2231	\$2,497.85	\$5,412.01	\$64,944
				9	\$32.0034	\$2,560.28	\$5,547.28	\$66,567
Office Assistant (confidential)	166	UN	Non-exempt	1	\$26.2674	\$2,101.40	\$4,553.04	\$54,636
				2	\$26.9246	\$2,153.97	\$4,666.94	\$56,003
				3	\$27.5972	\$2,207.78	\$4,783.53	\$57,402
				4	\$28.2871	\$2,262.97	\$4,903.11	\$58,837
				5	\$28.9933	\$2,319.47	\$5,025.52	\$60,306
				6	\$29.7193	\$2,377.55	\$5,151.36	\$61,816
				7	\$30.4616	\$2,436.93	\$5,280.02	\$63,360
				8	\$31.2231	\$2,497.85	\$5,412.01	\$64,944
				9	\$32.0034	\$2,560.28	\$5,547.28	\$66,567
Operations and Maintenance Training Officer	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Operations Specialist	179	UN	Exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Operations Supervisor	185	SU	Non-exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Operations Supervisor	185	SU	Non-exempt	8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Paralegal	176	UN	Exempt	1	\$42.7717	\$3,421.74	\$7,413.77	\$88,965
				2	\$43.8409	\$3,507.28	\$7,599.11	\$91,189
				3	\$44.9366	\$3,594.93	\$7,789.02	\$93,468
				4	\$46.0606	\$3,684.85	\$7,983.85	\$95,806
				5	\$47.2125	\$3,777.00	\$8,183.50	\$98,202
				6	\$48.3924	\$3,871.40	\$8,388.04	\$100,656
				7	\$49.6025	\$3,968.20	\$8,597.77	\$103,173
				8	\$50.8424	\$4,067.40	\$8,812.70	\$105,752
				9	\$52.1140	\$4,169.12	\$9,033.10	\$108,397
Pretreatment and Source Control Inspector I	174	GU	Non-exempt	1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701
				2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
				7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
				8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
Pretreatment and Source Control Inspector II	177	GU	Non-exempt	1	\$44.9106	\$3,592.85	\$7,784.51	\$93,414
				2	\$46.0351	\$3,682.81	\$7,979.43	\$95,753
				3	\$47.1851	\$3,774.81	\$8,178.76	\$98,145
				4	\$48.3650	\$3,869.20	\$8,383.27	\$100,599
				5	\$49.5741	\$3,965.93	\$8,592.85	\$103,114
				6	\$50.8130	\$4,065.04	\$8,807.59	\$105,691
				7	\$52.0832	\$4,166.66	\$9,027.77	\$108,333
				8	\$53.3856	\$4,270.85	\$9,253.51	\$111,042
				9	\$54.7207	\$4,377.66	\$9,484.93	\$113,819
Pretreatment and Source Control Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Principal Accountant	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Principal Accountant	186	UN	Exempt	9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Principal Control Systems Administrator	187	UN	Exempt	1	\$73.1500	\$5,852.00	\$12,679.34	\$152,152
				2	\$74.9784	\$5,998.28	\$12,996.28	\$155,955
				3	\$76.8529	\$6,148.24	\$13,321.19	\$159,854
				4	\$78.7746	\$6,301.97	\$13,654.27	\$163,851
				5	\$80.7428	\$6,459.43	\$13,995.44	\$167,945
				6	\$82.7616	\$6,620.93	\$14,345.35	\$172,144
				7	\$84.8308	\$6,786.47	\$14,704.02	\$176,448
				8	\$86.9515	\$6,956.12	\$15,071.60	\$180,859
				9	\$89.1255	\$7,130.04	\$15,448.42	\$185,381
Principal Engineer	188	UN	Exempt	1	\$76.8034	\$6,144.28	\$13,312.61	\$159,751
				2	\$78.7250	\$6,298.00	\$13,645.67	\$163,748
				3	\$80.6928	\$6,455.43	\$13,986.77	\$167,841
				4	\$82.7097	\$6,616.78	\$14,336.36	\$172,036
				5	\$84.7779	\$6,782.24	\$14,694.86	\$176,338
				6	\$86.8967	\$6,951.74	\$15,062.11	\$180,745
				7	\$89.0698	\$7,125.59	\$15,438.78	\$185,265
				8	\$91.2962	\$7,303.70	\$15,824.69	\$189,896
				9	\$93.5784	\$7,486.28	\$16,220.28	\$194,643
Principal Network Engineer	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Principal Resources Specialist	187	UN	Exempt	1	\$73.1500	\$5,852.00	\$12,679.34	\$152,152
				2	\$74.9784	\$5,998.28	\$12,996.28	\$155,955
				3	\$76.8529	\$6,148.24	\$13,321.19	\$159,854
				4	\$78.7746	\$6,301.97	\$13,654.27	\$163,851
				5	\$80.7428	\$6,459.43	\$13,995.44	\$167,945
				6	\$82.7616	\$6,620.93	\$14,345.35	\$172,144
				7	\$84.8308	\$6,786.47	\$14,704.02	\$176,448
				8	\$86.9515	\$6,956.12	\$15,071.60	\$180,859
				9	\$89.1255	\$7,130.04	\$15,448.42	\$185,381
Process Automation & Controls Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046

Inland Empire Utilities Agency
Salary Matrix
Effective November 9, 2025
Adopted November 5, 2025

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Process Automation & Controls Supervisor	185	SU	Exempt	9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Procurement Specialist I	174	PR	Non-exempt	1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701
				2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
				7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
				8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
Procurement Specialist II	175	PR	Non-exempt	1	\$40.7361	\$3,258.89	\$7,060.93	\$84,731
				2	\$41.7544	\$3,340.36	\$7,237.45	\$86,849
				3	\$42.7976	\$3,423.81	\$7,418.26	\$89,019
				4	\$43.8688	\$3,509.51	\$7,603.94	\$91,247
				5	\$44.9654	\$3,597.24	\$7,794.02	\$93,528
				6	\$46.0895	\$3,687.16	\$7,988.85	\$95,866
				7	\$47.2409	\$3,779.28	\$8,188.44	\$98,261
				8	\$48.4226	\$3,873.81	\$8,393.26	\$100,719
				9	\$49.6332	\$3,970.66	\$8,603.10	\$103,237
Project Manager I	184	PR	Exempt	1	\$63.1914	\$5,055.32	\$10,953.20	\$131,438
				2	\$64.7707	\$5,181.66	\$11,226.93	\$134,723
				3	\$66.3909	\$5,311.28	\$11,507.78	\$138,093
				4	\$68.0505	\$5,444.04	\$11,795.42	\$141,545
				5	\$69.7515	\$5,580.12	\$12,090.26	\$145,083
				6	\$71.4952	\$5,719.62	\$12,392.51	\$148,710
				7	\$73.2818	\$5,862.55	\$12,702.20	\$152,426
				8	\$75.1135	\$6,009.08	\$13,019.68	\$156,236
				9	\$76.9924	\$6,159.40	\$13,345.37	\$160,144
Project Manager II	185	PR	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Records Management Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146

Inland Empire Utilities Agency
Salary Matrix
Effective November 9, 2025
Adopted November 5, 2025

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Records Specialist	173	GU	Non-exempt	1	\$36.9539	\$2,956.32	\$6,405.36	\$76,864
				2	\$37.8775	\$3,030.20	\$6,565.44	\$78,785
				3	\$38.8255	\$3,106.04	\$6,729.76	\$80,757
				4	\$39.7952	\$3,183.62	\$6,897.85	\$82,774
				5	\$40.7900	\$3,263.20	\$7,070.27	\$84,843
				6	\$41.8101	\$3,344.81	\$7,247.09	\$86,965
				7	\$42.8549	\$3,428.40	\$7,428.20	\$89,138
				8	\$43.9270	\$3,514.16	\$7,614.02	\$91,368
				9	\$45.0255	\$3,602.04	\$7,804.42	\$93,653
Recycled Water Distribution Operator	179	OP	Non-exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Risk Specialist	174	PR	Non-exempt	1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701
				2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
				7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
				8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt	1	\$49.5145	\$3,961.16	\$8,582.52	\$102,990
				2	\$50.7529	\$4,060.24	\$8,797.19	\$105,566
				3	\$52.0217	\$4,161.74	\$9,017.11	\$108,205
				4	\$53.3222	\$4,265.78	\$9,242.53	\$110,910
				5	\$54.6549	\$4,372.40	\$9,473.54	\$113,682
				6	\$56.0207	\$4,481.66	\$9,710.27	\$116,523
				7	\$57.4222	\$4,593.78	\$9,953.19	\$119,438
				8	\$58.8577	\$4,708.62	\$10,202.01	\$122,424
				9	\$60.3284	\$4,826.28	\$10,456.94	\$125,483
Safety Analyst	178	PR	Exempt	1	\$47.1553	\$3,772.43	\$8,173.60	\$98,083
				2	\$48.3347	\$3,866.78	\$8,378.03	\$100,536
				3	\$49.5428	\$3,963.43	\$8,587.44	\$103,049
				4	\$50.7803	\$4,062.43	\$8,801.94	\$105,623
				5	\$52.0505	\$4,164.04	\$9,022.09	\$108,265
				6	\$53.3515	\$4,268.12	\$9,247.60	\$110,971
				7	\$54.6856	\$4,374.85	\$9,478.85	\$113,746
				8	\$56.0525	\$4,484.20	\$9,715.77	\$116,589
				9	\$57.4534	\$4,596.28	\$9,958.61	\$119,503

Inland Empire Utilities Agency
Salary Matrix
Effective November 9, 2025
Adopted November 5, 2025

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Safety Officer	186	UN	Exempt	1	\$69.6683	\$5,573.47	\$12,075.86	\$144,910
				2	\$71.4101	\$5,712.81	\$12,377.76	\$148,533
				3	\$73.1952	\$5,855.62	\$12,687.18	\$152,246
				4	\$75.0250	\$6,002.00	\$13,004.34	\$156,052
				5	\$76.9010	\$6,152.08	\$13,329.51	\$159,954
				6	\$78.8231	\$6,305.85	\$13,662.68	\$163,952
				7	\$80.7938	\$6,463.51	\$14,004.28	\$168,051
				8	\$82.8140	\$6,625.12	\$14,354.43	\$172,253
				9	\$84.8837	\$6,790.70	\$14,713.19	\$176,558
Senior Accountant	181	PR	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Senior Associate Engineer	184	PR	Exempt	1	\$63.1914	\$5,055.32	\$10,953.20	\$131,438
				2	\$64.7707	\$5,181.66	\$11,226.93	\$134,723
				3	\$66.3909	\$5,311.28	\$11,507.78	\$138,093
				4	\$68.0505	\$5,444.04	\$11,795.42	\$141,545
				5	\$69.7515	\$5,580.12	\$12,090.26	\$145,083
				6	\$71.4952	\$5,719.62	\$12,392.51	\$148,710
				7	\$73.2818	\$5,862.55	\$12,702.20	\$152,426
				8	\$75.1135	\$6,009.08	\$13,019.68	\$156,236
				9	\$76.9924	\$6,159.40	\$13,345.37	\$160,144
Senior Associate Engineer - PE	185	UN	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Senior Compost Operations and Maintenance Technician	181	GU	Non-exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338

Inland Empire Utilities Agency
Salary Matrix
Effective November 9, 2025
Adopted November 5, 2025

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Construction Project Inspector	182	UN	Exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Senior Engineer	187	PR	Exempt	1	\$73.1500	\$5,852.00	\$12,679.34	\$152,152
				2	\$74.9784	\$5,998.28	\$12,996.28	\$155,955
				3	\$76.8529	\$6,148.24	\$13,321.19	\$159,854
				4	\$78.7746	\$6,301.97	\$13,654.27	\$163,851
				5	\$80.7428	\$6,459.43	\$13,995.44	\$167,945
				6	\$82.7616	\$6,620.93	\$14,345.35	\$172,144
				7	\$84.8308	\$6,786.47	\$14,704.02	\$176,448
				8	\$86.9515	\$6,956.12	\$15,071.60	\$180,859
				9	\$89.1255	\$7,130.04	\$15,448.42	\$185,381
Senior Environmental Resources Planner	184	UN	Exempt	1	\$63.1914	\$5,055.32	\$10,953.20	\$131,438
				2	\$64.7707	\$5,181.66	\$11,226.93	\$134,723
				3	\$66.3909	\$5,311.28	\$11,507.78	\$138,093
				4	\$68.0505	\$5,444.04	\$11,795.42	\$141,545
				5	\$69.7515	\$5,580.12	\$12,090.26	\$145,083
				6	\$71.4952	\$5,719.62	\$12,392.51	\$148,710
				7	\$73.2818	\$5,862.55	\$12,702.20	\$152,426
				8	\$75.1135	\$6,009.08	\$13,019.68	\$156,236
				9	\$76.9924	\$6,159.40	\$13,345.37	\$160,144
Senior External Affairs Specialist	181	UN	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Senior Facilities Technician	180	GU	Non-exempt	1	\$51.9895	\$4,159.16	\$9,011.52	\$108,138
				2	\$53.2900	\$4,263.20	\$9,236.94	\$110,843
				3	\$54.6222	\$4,369.78	\$9,467.86	\$113,614
				4	\$55.9875	\$4,479.00	\$9,704.50	\$116,454
				5	\$57.3871	\$4,590.97	\$9,947.11	\$119,365
				6	\$58.8217	\$4,705.74	\$10,195.77	\$122,349
				7	\$60.2919	\$4,823.36	\$10,450.62	\$125,407
				8	\$61.7991	\$4,943.93	\$10,711.85	\$128,542
				9	\$63.3443	\$5,067.55	\$10,979.70	\$131,756

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Financial Analyst	183	PR	Exempt	1	\$60.1847	\$4,814.78	\$10,432.03	\$125,184
				2	\$61.6885	\$4,935.08	\$10,692.68	\$128,312
				3	\$63.2308	\$5,058.47	\$10,960.02	\$131,520
				4	\$64.8116	\$5,184.93	\$11,234.02	\$134,808
				5	\$66.4323	\$5,314.59	\$11,514.95	\$138,179
				6	\$68.0928	\$5,447.43	\$11,802.77	\$141,633
				7	\$69.7952	\$5,583.62	\$12,097.85	\$145,174
				8	\$71.5404	\$5,723.24	\$12,400.36	\$148,804
				9	\$73.3284	\$5,866.28	\$12,710.28	\$152,523
Senior Grants Analyst	182	PR	Exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Senior Hydrogeologist	185	UN	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Senior Information Systems Analyst	183	PR	Exempt	1	\$60.1847	\$4,814.78	\$10,432.03	\$125,184
				2	\$61.6885	\$4,935.08	\$10,692.68	\$128,312
				3	\$63.2308	\$5,058.47	\$10,960.02	\$131,520
				4	\$64.8116	\$5,184.93	\$11,234.02	\$134,808
				5	\$66.4323	\$5,314.59	\$11,514.95	\$138,179
				6	\$68.0928	\$5,447.43	\$11,802.77	\$141,633
				7	\$69.7952	\$5,583.62	\$12,097.85	\$145,174
				8	\$71.5404	\$5,723.24	\$12,400.36	\$148,804
				9	\$73.3284	\$5,866.28	\$12,710.28	\$152,523
Senior Internal Auditor	182	PR	Exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Senior Inventory Analyst	182	PR	Exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Inventory Analyst	182	PR	Exempt	2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
Senior Management Analyst	182	PR	Exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
Senior Operations Specialist	184	UN	Exempt	9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254
				1	\$63.1914	\$5,055.32	\$10,953.20	\$131,438
				2	\$64.7707	\$5,181.66	\$11,226.93	\$134,723
				3	\$66.3909	\$5,311.28	\$11,507.78	\$138,093
				4	\$68.0505	\$5,444.04	\$11,795.42	\$141,545
				5	\$69.7515	\$5,580.12	\$12,090.26	\$145,083
				6	\$71.4952	\$5,719.62	\$12,392.51	\$148,710
				7	\$73.2818	\$5,862.55	\$12,702.20	\$152,426
Senior Policy Advisor	188	UN	Exempt	8	\$75.1135	\$6,009.08	\$13,019.68	\$156,236
				9	\$76.9924	\$6,159.40	\$13,345.37	\$160,144
				1	\$76.8034	\$6,144.28	\$13,312.61	\$159,751
				2	\$78.7250	\$6,298.00	\$13,645.67	\$163,748
				3	\$80.6928	\$6,455.43	\$13,986.77	\$167,841
				4	\$82.7097	\$6,616.78	\$14,336.36	\$172,036
				5	\$84.7779	\$6,782.24	\$14,694.86	\$176,338
				6	\$86.8967	\$6,951.74	\$15,062.11	\$180,745
Senior Pretreatment and Source Control Inspector	180	GU	Non-exempt	7	\$89.0698	\$7,125.59	\$15,438.78	\$185,265
				8	\$91.2962	\$7,303.70	\$15,824.69	\$189,896
				9	\$93.5784	\$7,486.28	\$16,220.28	\$194,643
				1	\$51.9895	\$4,159.16	\$9,011.52	\$108,138
				2	\$53.2900	\$4,263.20	\$9,236.94	\$110,843
				3	\$54.6222	\$4,369.78	\$9,467.86	\$113,614
				4	\$55.9875	\$4,479.00	\$9,704.50	\$116,454
				5	\$57.3871	\$4,590.97	\$9,947.11	\$119,365
Senior Project Manager	187	PR	Exempt	6	\$58.8217	\$4,705.74	\$10,195.77	\$122,349
				7	\$60.2919	\$4,823.36	\$10,450.62	\$125,407
				8	\$61.7991	\$4,943.93	\$10,711.85	\$128,542
				9	\$63.3443	\$5,067.55	\$10,979.70	\$131,756
				1	\$73.1500	\$5,852.00	\$12,679.34	\$152,152
				2	\$74.9784	\$5,998.28	\$12,996.28	\$155,955

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Project Manager	187	PR	Exempt	3	\$76.8529	\$6,148.24	\$13,321.19	\$159,854
				4	\$78.7746	\$6,301.97	\$13,654.27	\$163,851
				5	\$80.7428	\$6,459.43	\$13,995.44	\$167,945
				6	\$82.7616	\$6,620.93	\$14,345.35	\$172,144
				7	\$84.8308	\$6,786.47	\$14,704.02	\$176,448
				8	\$86.9515	\$6,956.12	\$15,071.60	\$180,859
				9	\$89.1255	\$7,130.04	\$15,448.42	\$185,381
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Senior Water Plant Operator	181	OP	Non-exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Senior Water Resources Analyst	184	PR	Exempt	1	\$63.1914	\$5,055.32	\$10,953.20	\$131,438
				2	\$64.7707	\$5,181.66	\$11,226.93	\$134,723
				3	\$66.3909	\$5,311.28	\$11,507.78	\$138,093
				4	\$68.0505	\$5,444.04	\$11,795.42	\$141,545
				5	\$69.7515	\$5,580.12	\$12,090.26	\$145,083
				6	\$71.4952	\$5,719.62	\$12,392.51	\$148,710
				7	\$73.2818	\$5,862.55	\$12,702.20	\$152,426
				8	\$75.1135	\$6,009.08	\$13,019.68	\$156,236
				9	\$76.9924	\$6,159.40	\$13,345.37	\$160,144
Source Control/Environmental Resources Supervisor	187	SU	Exempt	1	\$73.1500	\$5,852.00	\$12,679.34	\$152,152
				2	\$74.9784	\$5,998.28	\$12,996.28	\$155,955
				3	\$76.8529	\$6,148.24	\$13,321.19	\$159,854
				4	\$78.7746	\$6,301.97	\$13,654.27	\$163,851
				5	\$80.7428	\$6,459.43	\$13,995.44	\$167,945
				6	\$82.7616	\$6,620.93	\$14,345.35	\$172,144
				7	\$84.8308	\$6,786.47	\$14,704.02	\$176,448
				8	\$86.9515	\$6,956.12	\$15,071.60	\$180,859
				9	\$89.1255	\$7,130.04	\$15,448.42	\$185,381

Inland Empire Utilities Agency
Salary Matrix
Effective November 9, 2025
Adopted November 5, 2025

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Supervisor - Environmental Compliance & Energy	188	SU	Exempt	1	\$76.8034	\$6,144.28	\$13,312.61	\$159,751
				2	\$78.7250	\$6,298.00	\$13,645.67	\$163,748
				3	\$80.6928	\$6,455.43	\$13,986.77	\$167,841
				4	\$82.7097	\$6,616.78	\$14,336.36	\$172,036
				5	\$84.7779	\$6,782.24	\$14,694.86	\$176,338
				6	\$86.8967	\$6,951.74	\$15,062.11	\$180,745
				7	\$89.0698	\$7,125.59	\$15,438.78	\$185,265
				8	\$91.2962	\$7,303.70	\$15,824.69	\$189,896
				9	\$93.5784	\$7,486.28	\$16,220.28	\$194,643
Systems Administrator	181	PR	Exempt	1	\$54.5866	\$4,366.93	\$9,461.69	\$113,540
				2	\$55.9515	\$4,476.12	\$9,698.26	\$116,379
				3	\$57.3500	\$4,588.00	\$9,940.67	\$119,288
				4	\$58.7842	\$4,702.74	\$10,189.27	\$122,271
				5	\$60.2525	\$4,820.20	\$10,443.77	\$125,325
				6	\$61.7597	\$4,940.78	\$10,705.03	\$128,460
				7	\$63.3039	\$5,064.32	\$10,972.70	\$131,672
				8	\$64.8851	\$5,190.81	\$11,246.76	\$134,961
				9	\$66.5087	\$5,320.70	\$11,528.19	\$138,338
Technology Specialist I	178	GU	Non-exempt	1	\$47.1553	\$3,772.43	\$8,173.60	\$98,083
				2	\$48.3347	\$3,866.78	\$8,378.03	\$100,536
				3	\$49.5428	\$3,963.43	\$8,587.44	\$103,049
				4	\$50.7803	\$4,062.43	\$8,801.94	\$105,623
				5	\$52.0505	\$4,164.04	\$9,022.09	\$108,265
				6	\$53.3515	\$4,268.12	\$9,247.60	\$110,971
				7	\$54.6856	\$4,374.85	\$9,478.85	\$113,746
				8	\$56.0525	\$4,484.20	\$9,715.77	\$116,589
				9	\$57.4534	\$4,596.28	\$9,958.61	\$119,503
Technology Specialist II	180	GU	Non-exempt	1	\$51.9895	\$4,159.16	\$9,011.52	\$108,138
				2	\$53.2900	\$4,263.20	\$9,236.94	\$110,843
				3	\$54.6222	\$4,369.78	\$9,467.86	\$113,614
				4	\$55.9875	\$4,479.00	\$9,704.50	\$116,454
				5	\$57.3871	\$4,590.97	\$9,947.11	\$119,365
				6	\$58.8217	\$4,705.74	\$10,195.77	\$122,349
				7	\$60.2919	\$4,823.36	\$10,450.62	\$125,407
				8	\$61.7991	\$4,943.93	\$10,711.85	\$128,542
				9	\$63.3443	\$5,067.55	\$10,979.70	\$131,756
Technology Specialist III	182	GU	Non-exempt	1	\$57.3164	\$4,585.32	\$9,934.86	\$119,218
				2	\$58.7486	\$4,699.89	\$10,183.10	\$122,197
				3	\$60.2178	\$4,817.43	\$10,437.77	\$125,253
				4	\$61.7226	\$4,937.81	\$10,698.59	\$128,383
				5	\$63.2659	\$5,061.28	\$10,966.11	\$131,593
				6	\$64.8472	\$5,187.78	\$11,240.19	\$134,882
				7	\$66.4683	\$5,317.47	\$11,521.19	\$138,254
				8	\$68.1308	\$5,450.47	\$11,809.36	\$141,712
				9	\$69.8337	\$5,586.70	\$12,104.52	\$145,254

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Treasurer	192	UN	Exempt	1	\$93.3553	\$7,468.43	\$16,181.60	\$194,179
				2	\$95.6895	\$7,655.16	\$16,586.18	\$199,034
				3	\$98.0808	\$7,846.47	\$17,000.69	\$204,008
				4	\$100.5332	\$8,042.66	\$17,425.77	\$209,109
				5	\$103.0462	\$8,243.70	\$17,861.35	\$214,336
				6	\$105.6226	\$8,449.81	\$18,307.93	\$219,695
				7	\$108.2630	\$8,661.04	\$18,765.59	\$225,187
				8	\$110.9698	\$8,877.59	\$19,234.78	\$230,817
				9	\$113.7438	\$9,099.51	\$19,715.61	\$236,587
Warehouse Supervisor	185	SU	Exempt	1	\$66.3486	\$5,307.89	\$11,500.43	\$138,005
				2	\$68.0077	\$5,440.62	\$11,788.01	\$141,456
				3	\$69.7082	\$5,576.66	\$12,082.77	\$144,993
				4	\$71.4500	\$5,716.00	\$12,384.67	\$148,616
				5	\$73.2366	\$5,858.93	\$12,694.35	\$152,332
				6	\$75.0678	\$6,005.43	\$13,011.77	\$156,141
				7	\$76.9438	\$6,155.51	\$13,336.94	\$160,043
				8	\$78.8683	\$6,309.47	\$13,670.52	\$164,046
				9	\$80.8395	\$6,467.16	\$14,012.18	\$168,146
Warehouse Technician I	167	GU	Non-exempt	1	\$27.5803	\$2,206.43	\$4,780.60	\$57,367
				2	\$28.2693	\$2,261.55	\$4,900.03	\$58,800
				3	\$28.9770	\$2,318.16	\$5,022.68	\$60,272
				4	\$29.7005	\$2,376.04	\$5,148.09	\$61,777
				5	\$30.4428	\$2,435.43	\$5,276.77	\$63,321
				6	\$31.2039	\$2,496.32	\$5,408.70	\$64,904
				7	\$31.9842	\$2,558.74	\$5,543.94	\$66,527
				8	\$32.7837	\$2,622.70	\$5,682.52	\$68,190
				9	\$33.6025	\$2,688.20	\$5,824.44	\$69,893
Warehouse Technician II	171	GU	Non-exempt	1	\$33.5188	\$2,681.51	\$5,809.94	\$69,719
				2	\$34.3573	\$2,748.59	\$5,955.28	\$71,463
				3	\$35.2154	\$2,817.24	\$6,104.02	\$73,248
				4	\$36.0957	\$2,887.66	\$6,256.60	\$75,079
				5	\$36.9991	\$2,959.93	\$6,413.19	\$76,958
				6	\$37.9236	\$3,033.89	\$6,573.43	\$78,881
				7	\$38.8717	\$3,109.74	\$6,737.77	\$80,853
				8	\$39.8428	\$3,187.43	\$6,906.10	\$82,873
				9	\$40.8404	\$3,267.24	\$7,079.02	\$84,948
Warehouse Technician III	175	GU	Non-exempt	1	\$40.7361	\$3,258.89	\$7,060.93	\$84,731
				2	\$41.7544	\$3,340.36	\$7,237.45	\$86,849
				3	\$42.7976	\$3,423.81	\$7,418.26	\$89,019
				4	\$43.8688	\$3,509.51	\$7,603.94	\$91,247
				5	\$44.9654	\$3,597.24	\$7,794.02	\$93,528
				6	\$46.0895	\$3,687.16	\$7,988.85	\$95,866
				7	\$47.2409	\$3,779.28	\$8,188.44	\$98,261
				8	\$48.4226	\$3,873.81	\$8,393.26	\$100,719
				9	\$49.6332	\$3,970.66	\$8,603.10	\$103,237
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
				7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
				8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
Wastewater Treatment Plant Operator II	176	OP	Non-exempt	1	\$42.7717	\$3,421.74	\$7,413.77	\$88,965
				2	\$43.8409	\$3,507.28	\$7,599.11	\$91,189
				3	\$44.9366	\$3,594.93	\$7,789.02	\$93,468
				4	\$46.0606	\$3,684.85	\$7,983.85	\$95,806
				5	\$47.2125	\$3,777.00	\$8,183.50	\$98,202
				6	\$48.3924	\$3,871.40	\$8,388.04	\$100,656
				7	\$49.6025	\$3,968.20	\$8,597.77	\$103,173
				8	\$50.8424	\$4,067.40	\$8,812.70	\$105,752
Wastewater Treatment Plant Operator III	178	OP	Non-exempt	9	\$52.1140	\$4,169.12	\$9,033.10	\$108,397
				1	\$47.1553	\$3,772.43	\$8,173.60	\$98,083
				2	\$48.3347	\$3,866.78	\$8,378.03	\$100,536
				3	\$49.5428	\$3,963.43	\$8,587.44	\$103,049
				4	\$50.7803	\$4,062.43	\$8,801.94	\$105,623
				5	\$52.0505	\$4,164.04	\$9,022.09	\$108,265
				6	\$53.3515	\$4,268.12	\$9,247.60	\$110,971
				7	\$54.6856	\$4,374.85	\$9,478.85	\$113,746
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt	8	\$56.0525	\$4,484.20	\$9,715.77	\$116,589
				9	\$57.4534	\$4,596.28	\$9,958.61	\$119,503
				1	\$51.9895	\$4,159.16	\$9,011.52	\$108,138
				2	\$53.2900	\$4,263.20	\$9,236.94	\$110,843
				3	\$54.6222	\$4,369.78	\$9,467.86	\$113,614
				4	\$55.9875	\$4,479.00	\$9,704.50	\$116,454
				5	\$57.3871	\$4,590.97	\$9,947.11	\$119,365
				6	\$58.8217	\$4,705.74	\$10,195.77	\$122,349
Wastewater Treatment Plant Operator-in- Training	171	OP	Non-exempt	7	\$60.2919	\$4,823.36	\$10,450.62	\$125,407
				8	\$61.7991	\$4,943.93	\$10,711.85	\$128,542
				9	\$63.3443	\$5,067.55	\$10,979.70	\$131,756
				1	\$33.5188	\$2,681.51	\$5,809.94	\$69,719
				2	\$34.3573	\$2,748.59	\$5,955.28	\$71,463
				3	\$35.2154	\$2,817.24	\$6,104.02	\$73,248
				4	\$36.0957	\$2,887.66	\$6,256.60	\$75,079
				5	\$36.9991	\$2,959.93	\$6,413.19	\$76,958
				6	\$37.9236	\$3,033.89	\$6,573.43	\$78,881
				7	\$38.8717	\$3,109.74	\$6,737.77	\$80,853
				8	\$39.8428	\$3,187.43	\$6,906.10	\$82,873
				9	\$40.8404	\$3,267.24	\$7,079.02	\$84,948

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Plant Operator I	174	OP	Non-exempt	1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701
				2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
				7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
				8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
Water Plant Operator II	176	OP	Non-exempt	1	\$42.7717	\$3,421.74	\$7,413.77	\$88,965
				2	\$43.8409	\$3,507.28	\$7,599.11	\$91,189
				3	\$44.9366	\$3,594.93	\$7,789.02	\$93,468
				4	\$46.0606	\$3,684.85	\$7,983.85	\$95,806
				5	\$47.2125	\$3,777.00	\$8,183.50	\$98,202
				6	\$48.3924	\$3,871.40	\$8,388.04	\$100,656
				7	\$49.6025	\$3,968.20	\$8,597.77	\$103,173
				8	\$50.8424	\$4,067.40	\$8,812.70	\$105,752
				9	\$52.1140	\$4,169.12	\$9,033.10	\$108,397
Water Plant Operator III	178	OP	Non-exempt	1	\$47.1553	\$3,772.43	\$8,173.60	\$98,083
				2	\$48.3347	\$3,866.78	\$8,378.03	\$100,536
				3	\$49.5428	\$3,963.43	\$8,587.44	\$103,049
				4	\$50.7803	\$4,062.43	\$8,801.94	\$105,623
				5	\$52.0505	\$4,164.04	\$9,022.09	\$108,265
				6	\$53.3515	\$4,268.12	\$9,247.60	\$110,971
				7	\$54.6856	\$4,374.85	\$9,478.85	\$113,746
				8	\$56.0525	\$4,484.20	\$9,715.77	\$116,589
				9	\$57.4534	\$4,596.28	\$9,958.61	\$119,503
Water Plant Operator IV, V	180	OP	Non-exempt	1	\$51.9895	\$4,159.16	\$9,011.52	\$108,138
				2	\$53.2900	\$4,263.20	\$9,236.94	\$110,843
				3	\$54.6222	\$4,369.78	\$9,467.86	\$113,614
				4	\$55.9875	\$4,479.00	\$9,704.50	\$116,454
				5	\$57.3871	\$4,590.97	\$9,947.11	\$119,365
				6	\$58.8217	\$4,705.74	\$10,195.77	\$122,349
				7	\$60.2919	\$4,823.36	\$10,450.62	\$125,407
				8	\$61.7991	\$4,943.93	\$10,711.85	\$128,542
				9	\$63.3443	\$5,067.55	\$10,979.70	\$131,756
Water Systems Technician I	174	GU	Non-exempt	1	\$38.7986	\$3,103.89	\$6,725.10	\$80,701
				2	\$39.7688	\$3,181.51	\$6,893.28	\$82,719
				3	\$40.7630	\$3,261.04	\$7,065.59	\$84,787
				4	\$41.7823	\$3,342.59	\$7,242.28	\$86,907
				5	\$42.8270	\$3,426.16	\$7,423.35	\$89,080
				6	\$43.8976	\$3,511.81	\$7,608.93	\$91,307
				7	\$44.9948	\$3,599.59	\$7,799.12	\$93,589
				8	\$46.1198	\$3,689.59	\$7,994.12	\$95,929
				9	\$47.2726	\$3,781.81	\$8,193.93	\$98,327
Water Systems Technician II	176	GU	Non-exempt	1	\$42.7717	\$3,421.74	\$7,413.77	\$88,965

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Systems Technician II	176	GU	Non-exempt	2	\$43.8409	\$3,507.28	\$7,599.11	\$91,189
				3	\$44.9366	\$3,594.93	\$7,789.02	\$93,468
				4	\$46.0606	\$3,684.85	\$7,983.85	\$95,806
				5	\$47.2125	\$3,777.00	\$8,183.50	\$98,202
				6	\$48.3924	\$3,871.40	\$8,388.04	\$100,656
				7	\$49.6025	\$3,968.20	\$8,597.77	\$103,173
				8	\$50.8424	\$4,067.40	\$8,812.70	\$105,752
				9	\$52.1140	\$4,169.12	\$9,033.10	\$108,397
Z-Not in Use	165	(blank)	(blank)	1	\$25.0183	\$2,001.47	\$4,336.52	\$52,038
				2	\$25.6433	\$2,051.47	\$4,444.86	\$53,338
				3	\$26.2847	\$2,102.78	\$4,556.03	\$54,672
				4	\$26.9424	\$2,155.40	\$4,670.04	\$56,040
				5	\$27.6150	\$2,209.20	\$4,786.60	\$57,439
				6	\$28.3049	\$2,264.40	\$4,906.20	\$58,874
				7	\$29.0135	\$2,321.08	\$5,029.01	\$60,348
				8	\$29.7385	\$2,379.08	\$5,154.68	\$61,856
				9	\$30.4823	\$2,438.59	\$5,283.62	\$63,403
	168	(blank)	(blank)	1	\$28.9568	\$2,316.55	\$5,019.20	\$60,230
				2	\$29.6808	\$2,374.47	\$5,144.69	\$61,736
				3	\$30.4222	\$2,433.78	\$5,273.19	\$63,278
				4	\$31.1827	\$2,494.62	\$5,405.01	\$64,860
				5	\$31.9616	\$2,556.93	\$5,540.02	\$66,480
				6	\$32.7616	\$2,620.93	\$5,678.69	\$68,144
				7	\$33.5803	\$2,686.43	\$5,820.60	\$69,847
				8	\$34.4198	\$2,753.59	\$5,966.12	\$71,593
				9	\$35.2808	\$2,822.47	\$6,115.36	\$73,384
	169	(blank)	(blank)	1	\$30.4020	\$2,432.16	\$5,269.68	\$63,236
				2	\$31.1621	\$2,492.97	\$5,401.44	\$64,817
				3	\$31.9409	\$2,555.28	\$5,536.44	\$66,437
				4	\$32.7404	\$2,619.24	\$5,675.02	\$68,100
				5	\$33.5582	\$2,684.66	\$5,816.77	\$69,801
				6	\$34.3972	\$2,751.78	\$5,962.19	\$71,546
				7	\$35.2568	\$2,820.55	\$6,111.20	\$73,334
				8	\$36.1385	\$2,891.08	\$6,264.01	\$75,168
				9	\$37.0419	\$2,963.36	\$6,420.62	\$77,047
	189	(blank)	(blank)	1	\$80.6438	\$6,451.51	\$13,978.28	\$167,739
				2	\$82.6601	\$6,612.81	\$14,327.76	\$171,933
				3	\$84.7265	\$6,778.12	\$14,685.93	\$176,231
				4	\$86.8452	\$6,947.62	\$15,053.18	\$180,638
				5	\$89.0154	\$7,121.24	\$15,429.36	\$185,152
				6	\$91.2414	\$7,299.32	\$15,815.20	\$189,782
				7	\$93.5217	\$7,481.74	\$16,210.44	\$194,525
				8	\$95.8601	\$7,668.81	\$16,615.76	\$199,389
				9	\$98.2568	\$7,860.55	\$17,031.20	\$204,374
	191	(blank)	(blank)	1	\$88.9082	\$7,112.66	\$15,410.77	\$184,929
				2	\$91.1308	\$7,290.47	\$15,796.02	\$189,552

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective November 9, 2025

Adopted November 5, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Z-Not in Use	191	(blank)	(blank)	3	\$93.4092	\$7,472.74	\$16,190.94	\$194,291
				4	\$95.7438	\$7,659.51	\$16,595.61	\$199,147
				5	\$98.1371	\$7,850.97	\$17,010.44	\$204,125
				6	\$100.5909	\$8,047.28	\$17,435.78	\$209,229
				7	\$103.1058	\$8,248.47	\$17,871.69	\$214,460
				8	\$105.6832	\$8,454.66	\$18,318.43	\$219,821
				9	\$108.3250	\$8,666.00	\$18,776.34	\$225,316
	196	(blank)	(blank)	1	\$113.4741	\$9,077.93	\$19,668.85	\$236,026
				2	\$116.3106	\$9,304.85	\$20,160.51	\$241,926
				3	\$119.2183	\$9,537.47	\$20,664.52	\$247,974
				4	\$122.1996	\$9,775.97	\$21,181.27	\$254,175
				5	\$125.2539	\$10,020.32	\$21,710.70	\$260,528
				6	\$128.3847	\$10,270.78	\$22,253.36	\$267,040
				7	\$131.5952	\$10,527.62	\$22,809.85	\$273,718
				8	\$134.8842	\$10,790.74	\$23,379.94	\$280,559
				9	\$138.2568	\$11,060.55	\$23,964.53	\$287,574
	198	(blank)	(blank)	1	\$125.1039	\$10,008.32	\$21,684.70	\$260,216
				2	\$128.2313	\$10,258.51	\$22,226.78	\$266,721
				3	\$131.4371	\$10,514.97	\$22,782.44	\$273,389
				4	\$134.7226	\$10,777.81	\$23,351.93	\$280,223
				5	\$138.0904	\$11,047.24	\$23,935.69	\$287,228
				6	\$141.5419	\$11,323.36	\$24,533.95	\$294,407
				7	\$145.0823	\$11,606.59	\$25,147.62	\$301,771
				8	\$148.7082	\$11,896.66	\$25,776.10	\$309,313
				9	\$152.4260	\$12,194.08	\$26,420.51	\$317,046