

RESOLUTION NO. 2025-12-1

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 compensation changes as a result of an agreed upon base salary increase; and

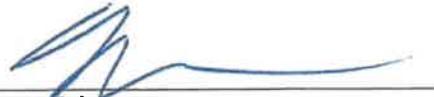
WHEREAS, the Inland Empire Utilities Agency now desires to update the salary information to comply with the California Code of Regulations (CCR) §570.5.

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 January 1, 2026.

ADOPTED the 3rd day of December 2025.



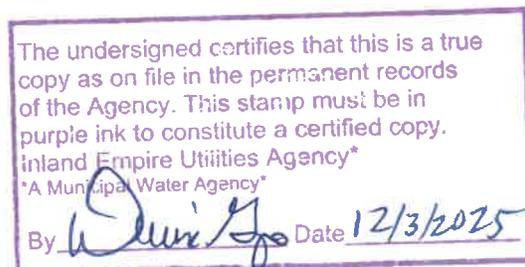
Marco Tule
President of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

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 SAN BERNARDINO)

I, Steven J. Elie, Secretary/Treasurer of the Inland Empire Utilities Agency*, DO
HEREBY CERTIFY that the foregoing Resolution being No. 2025-12-1, was adopted at a regular
Board Meeting on December 3, 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 January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Accountant I	175	UN	Exempt	1	\$41.9582	\$3,356.66	\$7,272.77	\$87,273
				2	\$43.0073	\$3,440.59	\$7,454.62	\$89,455
				3	\$44.0818	\$3,526.55	\$7,640.86	\$91,690
				4	\$45.1851	\$3,614.81	\$7,832.09	\$93,985
				5	\$46.3145	\$3,705.16	\$8,027.85	\$96,334
				6	\$47.4722	\$3,797.78	\$8,228.53	\$98,742
				7	\$48.6582	\$3,892.66	\$8,434.10	\$101,209
				8	\$49.8755	\$3,990.04	\$8,645.09	\$103,741
				9	\$51.1226	\$4,089.81	\$8,861.26	\$106,335
Accountant II	177	PR	Exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
Accounting Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Accounting Technician I	170	GU	Non-exempt	1	\$32.8803	\$2,630.43	\$5,699.27	\$68,391
				2	\$33.7029	\$2,696.24	\$5,841.86	\$70,102
				3	\$34.5452	\$2,763.62	\$5,987.85	\$71,854
				4	\$35.4092	\$2,832.74	\$6,137.61	\$73,651
				5	\$36.2943	\$2,903.55	\$6,291.03	\$75,492
				6	\$37.2015	\$2,976.12	\$6,448.26	\$77,379
				7	\$38.1318	\$3,050.55	\$6,609.53	\$79,314
				8	\$39.0847	\$3,126.78	\$6,774.69	\$81,296
				9	\$40.0625	\$3,205.00	\$6,944.17	\$83,330
Accounting Technician II	173	GU	Non-exempt	1	\$38.0625	\$3,045.00	\$6,597.50	\$79,170
				2	\$39.0140	\$3,121.12	\$6,762.43	\$81,149
				3	\$39.9904	\$3,199.24	\$6,931.69	\$83,180
				4	\$40.9895	\$3,279.16	\$7,104.85	\$85,258
				5	\$42.0140	\$3,361.12	\$7,282.43	\$87,389
				6	\$43.0645	\$3,445.16	\$7,464.52	\$89,574
				7	\$44.1409	\$3,531.28	\$7,651.11	\$91,813
				8	\$45.2452	\$3,619.62	\$7,842.51	\$94,110
				9	\$46.3765	\$3,710.12	\$8,038.60	\$96,463
Administrative Assistant I	171	GU	Non-exempt	1	\$34.5246	\$2,761.97	\$5,984.27	\$71,811

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Administrative Assistant I	171	GU	Non-exempt	2	\$35.3880	\$2,831.04	\$6,133.92	\$73,607
				3	\$36.2722	\$2,901.78	\$6,287.19	\$75,446
				4	\$37.1789	\$2,974.32	\$6,444.36	\$77,332
				5	\$38.1092	\$3,048.74	\$6,605.61	\$79,267
				6	\$39.0616	\$3,124.93	\$6,770.69	\$81,248
				7	\$40.0380	\$3,203.04	\$6,939.92	\$83,279
				8	\$41.0385	\$3,283.08	\$7,113.34	\$85,360
				9	\$42.0659	\$3,365.28	\$7,291.44	\$87,497
				Administrative Assistant I (confidential)	171	UN	Non-exempt	1
2	\$35.3880	\$2,831.04	\$6,133.92					\$73,607
3	\$36.2722	\$2,901.78	\$6,287.19					\$75,446
4	\$37.1789	\$2,974.32	\$6,444.36					\$77,332
5	\$38.1092	\$3,048.74	\$6,605.61					\$79,267
6	\$39.0616	\$3,124.93	\$6,770.69					\$81,248
7	\$40.0380	\$3,203.04	\$6,939.92					\$83,279
8	\$41.0385	\$3,283.08	\$7,113.34					\$85,360
9	\$42.0659	\$3,365.28	\$7,291.44					\$87,497
Administrative Assistant II	174	PR	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123
				2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
Administrative Assistant II (confidential)	174	UN	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123
				2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
Administrative Services Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Advanced Water Treatment Program Manager	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Advanced Water Treatment Program Manager	190	UN	Exempt	3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Assistant Engineer	179	UN	Exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Assistant General Manager	197	EX	Exempt	1	\$122.7212	\$9,817.70	\$21,271.69	\$255,260
				2	\$125.7900	\$10,063.20	\$21,803.60	\$261,643
				3	\$128.9342	\$10,314.74	\$22,348.61	\$268,183
				4	\$132.1582	\$10,572.66	\$22,907.43	\$274,889
				5	\$135.4611	\$10,836.89	\$23,479.93	\$281,759
				6	\$138.8481	\$11,107.85	\$24,067.01	\$288,804
				7	\$142.3193	\$11,385.55	\$24,668.70	\$296,024
				8	\$145.8775	\$11,670.20	\$25,285.44	\$303,425
				9	\$149.5246	\$11,961.97	\$25,917.61	\$311,011
Associate Engineer	182	PR	Exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
Biologist	181	LB	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Board Services Officer	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Board Services Officer	186	UN	Exempt	4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
Budget Officer	186	UN	Exempt	9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
				1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
Business Systems Analyst I	179	PR	Exempt	5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
				9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
				1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
Business Systems Analyst II	181	PR	Exempt	5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
				1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
Business Systems Supervisor	185	SU	Exempt	5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
				1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
CAD Designer	178	UN	Non-exempt	5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
				1	\$48.5702	\$3,885.62	\$8,418.85	\$101,026
				2	\$49.7851	\$3,982.81	\$8,629.43	\$103,553
				3	\$51.0294	\$4,082.36	\$8,845.12	\$106,141
				4	\$52.3039	\$4,184.32	\$9,066.03	\$108,792

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
CAD Designer	178	UN	Non-exempt	5	\$53.6121	\$4,288.97	\$9,292.77	\$111,513
				6	\$54.9525	\$4,396.20	\$9,525.10	\$114,301
				7	\$56.3265	\$4,506.12	\$9,763.26	\$117,159
				8	\$57.7342	\$4,618.74	\$10,007.27	\$120,087
				9	\$59.1775	\$4,734.20	\$10,257.44	\$123,089
Chemist	181	LB	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Chino Basin Program Manager	188	UN	Exempt	1	\$79.1077	\$6,328.62	\$13,712.01	\$164,544
				2	\$81.0871	\$6,486.97	\$14,055.11	\$168,661
				3	\$83.1140	\$6,649.12	\$14,406.43	\$172,877
				4	\$85.1914	\$6,815.32	\$14,766.53	\$177,198
				5	\$87.3217	\$6,985.74	\$15,135.77	\$181,629
				6	\$89.5039	\$7,160.32	\$15,514.03	\$186,168
				7	\$91.7419	\$7,339.36	\$15,901.95	\$190,823
				8	\$94.0351	\$7,522.81	\$16,299.43	\$195,593
				9	\$96.3861	\$7,710.89	\$16,706.93	\$200,483
Collection System Operator I	171	GU	Non-exempt	1	\$34.5246	\$2,761.97	\$5,984.27	\$71,811
				2	\$35.3880	\$2,831.04	\$6,133.92	\$73,607
				3	\$36.2722	\$2,901.78	\$6,287.19	\$75,446
				4	\$37.1789	\$2,974.32	\$6,444.36	\$77,332
				5	\$38.1092	\$3,048.74	\$6,605.61	\$79,267
				6	\$39.0616	\$3,124.93	\$6,770.69	\$81,248
				7	\$40.0380	\$3,203.04	\$6,939.92	\$83,279
				8	\$41.0385	\$3,283.08	\$7,113.34	\$85,360
				9	\$42.0659	\$3,365.28	\$7,291.44	\$87,497
Collection System Operator II	175	GU	Non-exempt	1	\$41.9582	\$3,356.66	\$7,272.77	\$87,273
				2	\$43.0073	\$3,440.59	\$7,454.62	\$89,455
				3	\$44.0818	\$3,526.55	\$7,640.86	\$91,690
				4	\$45.1851	\$3,614.81	\$7,832.09	\$93,985
				5	\$46.3145	\$3,705.16	\$8,027.85	\$96,334
				6	\$47.4722	\$3,797.78	\$8,228.53	\$98,742
				7	\$48.6582	\$3,892.66	\$8,434.10	\$101,209
				8	\$49.8755	\$3,990.04	\$8,645.09	\$103,741
				9	\$51.1226	\$4,089.81	\$8,861.26	\$106,335
Collection System Operator III	177	GU	Non-exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Collection System Operator III	177	GU	Non-exempt	6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
Collection System Supervisor	185	SU	Non-exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Communications Officer	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
				9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
Compost Facility Operator I	172	GU	Non-exempt	1	\$36.2520	\$2,900.16	\$6,283.68	\$75,404
				2	\$37.1587	\$2,972.70	\$6,440.85	\$77,290
				3	\$38.0880	\$3,047.04	\$6,601.92	\$79,223
				4	\$39.0404	\$3,123.24	\$6,767.02	\$81,204
				5	\$40.0159	\$3,201.28	\$6,936.11	\$83,233
				6	\$41.0159	\$3,281.28	\$7,109.44	\$85,313
				7	\$42.0409	\$3,363.28	\$7,287.11	\$87,445
				8	\$43.0928	\$3,447.43	\$7,469.44	\$89,633
				9	\$44.1693	\$3,533.55	\$7,656.03	\$91,872
Compost Facility Operator II	174	GU	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123
				2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
Compost Facility Operator III	176	GU	Non-exempt	1	\$44.0549	\$3,524.40	\$7,636.20	\$91,634
				2	\$45.1563	\$3,612.51	\$7,827.11	\$93,925
				3	\$46.2851	\$3,702.81	\$8,022.76	\$96,273
				4	\$47.4428	\$3,795.43	\$8,223.44	\$98,681
				5	\$48.6294	\$3,890.36	\$8,429.12	\$101,149
				6	\$49.8443	\$3,987.55	\$8,639.70	\$103,676

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Compost Facility Operator III	176	GU	Non-exempt	7	\$51.0909	\$4,087.28	\$8,855.78	\$106,269
				8	\$52.3678	\$4,189.43	\$9,077.10	\$108,925
				9	\$53.6775	\$4,294.20	\$9,304.10	\$111,649
Compost Facility Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Compost Sales Representative	181	PR	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Construction Project Inspector	180	UN	Non-exempt	1	\$53.5496	\$4,283.97	\$9,281.94	\$111,383
				2	\$54.8890	\$4,391.12	\$9,514.10	\$114,169
				3	\$56.2611	\$4,500.89	\$9,751.93	\$117,023
				4	\$57.6674	\$4,613.40	\$9,995.70	\$119,948
				5	\$59.1087	\$4,728.70	\$10,245.52	\$122,946
				6	\$60.5866	\$4,846.93	\$10,501.69	\$126,020
				7	\$62.1010	\$4,968.08	\$10,764.18	\$129,170
				8	\$63.6534	\$5,092.28	\$11,033.28	\$132,399
				9	\$65.2448	\$5,219.59	\$11,309.12	\$135,709
Contracts Administrator I	177	PR	Exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
Contracts Administrator II	180	PR	Exempt	1	\$53.5496	\$4,283.97	\$9,281.94	\$111,383
				2	\$54.8890	\$4,391.12	\$9,514.10	\$114,169
				3	\$56.2611	\$4,500.89	\$9,751.93	\$117,023
				4	\$57.6674	\$4,613.40	\$9,995.70	\$119,948
				5	\$59.1087	\$4,728.70	\$10,245.52	\$122,946
				6	\$60.5866	\$4,846.93	\$10,501.69	\$126,020
				7	\$62.1010	\$4,968.08	\$10,764.18	\$129,170

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Contracts Administrator II	180	PR	Exempt	8	\$63.6534	\$5,092.28	\$11,033.28	\$132,399
				9	\$65.2448	\$5,219.59	\$11,309.12	\$135,709
Contracts and Procurement Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Control Systems Analyst I	180	GU	Non-exempt	1	\$53.5496	\$4,283.97	\$9,281.94	\$111,383
				2	\$54.8890	\$4,391.12	\$9,514.10	\$114,169
				3	\$56.2611	\$4,500.89	\$9,751.93	\$117,023
				4	\$57.6674	\$4,613.40	\$9,995.70	\$119,948
				5	\$59.1087	\$4,728.70	\$10,245.52	\$122,946
				6	\$60.5866	\$4,846.93	\$10,501.69	\$126,020
				7	\$62.1010	\$4,968.08	\$10,764.18	\$129,170
				8	\$63.6534	\$5,092.28	\$11,033.28	\$132,399
				9	\$65.2448	\$5,219.59	\$11,309.12	\$135,709
Control Systems Analyst II	182	GU	Non-exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
Controller	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Deputy General Manager	199	EX	Exempt	1	\$138.5241	\$11,081.93	\$24,010.85	\$288,130
				2	\$141.9866	\$11,358.93	\$24,611.02	\$295,332
				3	\$145.5380	\$11,643.04	\$25,226.59	\$302,719
				4	\$149.1750	\$11,934.00	\$25,857.00	\$310,284
				5	\$152.9049	\$12,232.40	\$26,503.54	\$318,042
				6	\$156.7270	\$12,538.16	\$27,166.02	\$325,992
				7	\$160.6457	\$12,851.66	\$27,845.27	\$334,143
				8	\$164.6616	\$13,172.93	\$28,541.35	\$342,496

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Deputy General Manager	199	EX	Exempt	9	\$168.7779	\$13,502.24	\$29,254.86	\$351,058
Deputy Manager of Maintenance	188	UN	Exempt	1	\$79.1077	\$6,328.62	\$13,712.01	\$164,544
				2	\$81.0871	\$6,486.97	\$14,055.11	\$168,661
				3	\$83.1140	\$6,649.12	\$14,406.43	\$172,877
				4	\$85.1914	\$6,815.32	\$14,766.53	\$177,198
				5	\$87.3217	\$6,985.74	\$15,135.77	\$181,629
				6	\$89.5039	\$7,160.32	\$15,514.03	\$186,168
				7	\$91.7419	\$7,339.36	\$15,901.95	\$190,823
				8	\$94.0351	\$7,522.81	\$16,299.43	\$195,593
				9	\$96.3861	\$7,710.89	\$16,706.93	\$200,483
Deputy Manager of Operations	188	UN	Exempt	1	\$79.1077	\$6,328.62	\$13,712.01	\$164,544
				2	\$81.0871	\$6,486.97	\$14,055.11	\$168,661
				3	\$83.1140	\$6,649.12	\$14,406.43	\$172,877
				4	\$85.1914	\$6,815.32	\$14,766.53	\$177,198
				5	\$87.3217	\$6,985.74	\$15,135.77	\$181,629
				6	\$89.5039	\$7,160.32	\$15,514.03	\$186,168
				7	\$91.7419	\$7,339.36	\$15,901.95	\$190,823
				8	\$94.0351	\$7,522.81	\$16,299.43	\$195,593
				9	\$96.3861	\$7,710.89	\$16,706.93	\$200,483
Deputy Manager of Water System Programs	188	UN	Exempt	1	\$79.1077	\$6,328.62	\$13,712.01	\$164,544
				2	\$81.0871	\$6,486.97	\$14,055.11	\$168,661
				3	\$83.1140	\$6,649.12	\$14,406.43	\$172,877
				4	\$85.1914	\$6,815.32	\$14,766.53	\$177,198
				5	\$87.3217	\$6,985.74	\$15,135.77	\$181,629
				6	\$89.5039	\$7,160.32	\$15,514.03	\$186,168
				7	\$91.7419	\$7,339.36	\$15,901.95	\$190,823
				8	\$94.0351	\$7,522.81	\$16,299.43	\$195,593
				9	\$96.3861	\$7,710.89	\$16,706.93	\$200,483
Director of Board and Administrative Services	193	UN	Exempt	1	\$100.9625	\$8,077.00	\$17,500.17	\$210,002
				2	\$103.4866	\$8,278.93	\$17,937.69	\$215,252
				3	\$106.0741	\$8,485.93	\$18,386.19	\$220,634
				4	\$108.7260	\$8,698.08	\$18,845.84	\$226,150
				5	\$111.4438	\$8,915.51	\$19,316.94	\$231,803
				6	\$114.2299	\$9,138.40	\$19,799.87	\$237,598
				7	\$117.0856	\$9,366.85	\$20,294.85	\$243,538
				8	\$120.0125	\$9,601.00	\$20,802.17	\$249,626
				9	\$123.0135	\$9,841.08	\$21,322.34	\$255,868
Director of Engineering	195	UN	Exempt	1	\$111.3150	\$8,905.20	\$19,294.60	\$231,535
				2	\$114.0981	\$9,127.85	\$19,777.01	\$237,324
				3	\$116.9505	\$9,356.04	\$20,271.42	\$243,257
				4	\$119.8746	\$9,589.97	\$20,778.27	\$249,339
				5	\$122.8702	\$9,829.62	\$21,297.51	\$255,570
				6	\$125.9428	\$10,075.43	\$21,830.10	\$261,961
				7	\$129.0904	\$10,327.24	\$22,375.69	\$268,508
				8	\$132.3188	\$10,585.51	\$22,935.28	\$275,223
				9	\$135.6265	\$10,850.12	\$23,508.60	\$282,103

**Inland Empire Utilities Agency
Salary Matrix
Effective January 1, 2026
Adopted December 3, 2025**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Director of External and Government Affairs	193	UN	Exempt	1	\$100.9625	\$8,077.00	\$17,500.17	\$210,002
				2	\$103.4866	\$8,278.93	\$17,937.69	\$215,252
				3	\$106.0741	\$8,485.93	\$18,386.19	\$220,634
				4	\$108.7260	\$8,698.08	\$18,845.84	\$226,150
				5	\$111.4438	\$8,915.51	\$19,316.94	\$231,803
				6	\$114.2299	\$9,138.40	\$19,799.87	\$237,598
				7	\$117.0856	\$9,366.85	\$20,294.85	\$243,538
				8	\$120.0125	\$9,601.00	\$20,802.17	\$249,626
				9	\$123.0135	\$9,841.08	\$21,322.34	\$255,868
Director of Finance	195	UN	Exempt	1	\$111.3150	\$8,905.20	\$19,294.60	\$231,535
				2	\$114.0981	\$9,127.85	\$19,777.01	\$237,324
				3	\$116.9505	\$9,356.04	\$20,271.42	\$243,257
				4	\$119.8746	\$9,589.97	\$20,778.27	\$249,339
				5	\$122.8702	\$9,829.62	\$21,297.51	\$255,570
				6	\$125.9428	\$10,075.43	\$21,830.10	\$261,961
				7	\$129.0904	\$10,327.24	\$22,375.69	\$268,508
				8	\$132.3188	\$10,585.51	\$22,935.28	\$275,223
				9	\$135.6265	\$10,850.12	\$23,508.60	\$282,103
Director of Human Resources	194	UN	Exempt	1	\$106.0145	\$8,481.16	\$18,375.85	\$220,510
				2	\$108.6645	\$8,693.16	\$18,835.18	\$226,022
				3	\$111.3813	\$8,910.51	\$19,306.11	\$231,673
				4	\$114.1645	\$9,133.16	\$19,788.52	\$237,462
				5	\$117.0198	\$9,361.59	\$20,283.45	\$243,401
				6	\$119.9443	\$9,595.55	\$20,790.36	\$249,484
				7	\$122.9438	\$9,835.51	\$21,310.28	\$255,723
				8	\$126.0174	\$10,081.40	\$21,843.04	\$262,116
				9	\$129.1674	\$10,333.40	\$22,389.04	\$268,668
Director of Information Technology	194	UN	Exempt	1	\$106.0145	\$8,481.16	\$18,375.85	\$220,510
				2	\$108.6645	\$8,693.16	\$18,835.18	\$226,022
				3	\$111.3813	\$8,910.51	\$19,306.11	\$231,673
				4	\$114.1645	\$9,133.16	\$19,788.52	\$237,462
				5	\$117.0198	\$9,361.59	\$20,283.45	\$243,401
				6	\$119.9443	\$9,595.55	\$20,790.36	\$249,484
				7	\$122.9438	\$9,835.51	\$21,310.28	\$255,723
				8	\$126.0174	\$10,081.40	\$21,843.04	\$262,116
				9	\$129.1674	\$10,333.40	\$22,389.04	\$268,668
Director of Operations and Maintenance	195	UN	Exempt	1	\$111.3150	\$8,905.20	\$19,294.60	\$231,535
				2	\$114.0981	\$9,127.85	\$19,777.01	\$237,324
				3	\$116.9505	\$9,356.04	\$20,271.42	\$243,257
				4	\$119.8746	\$9,589.97	\$20,778.27	\$249,339
				5	\$122.8702	\$9,829.62	\$21,297.51	\$255,570
				6	\$125.9428	\$10,075.43	\$21,830.10	\$261,961
				7	\$129.0904	\$10,327.24	\$22,375.69	\$268,508
				8	\$132.3188	\$10,585.51	\$22,935.28	\$275,223
				9	\$135.6265	\$10,850.12	\$23,508.60	\$282,103

**Inland Empire Utilities Agency
Salary Matrix
Effective January 1, 2026
Adopted December 3, 2025**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Director of Planning and Resources	195	UN	Exempt	1	\$111.3150	\$8,905.20	\$19,294.60	\$231,535
				2	\$114.0981	\$9,127.85	\$19,777.01	\$237,324
				3	\$116.9505	\$9,356.04	\$20,271.42	\$243,257
				4	\$119.8746	\$9,589.97	\$20,778.27	\$249,339
				5	\$122.8702	\$9,829.62	\$21,297.51	\$255,570
				6	\$125.9428	\$10,075.43	\$21,830.10	\$261,961
				7	\$129.0904	\$10,327.24	\$22,375.69	\$268,508
				8	\$132.3188	\$10,585.51	\$22,935.28	\$275,223
				9	\$135.6265	\$10,850.12	\$23,508.60	\$282,103
Electrical and Instrumentation Technician I	176	GU	Non-exempt	1	\$44.0549	\$3,524.40	\$7,636.20	\$91,634
				2	\$45.1563	\$3,612.51	\$7,827.11	\$93,925
				3	\$46.2851	\$3,702.81	\$8,022.76	\$96,273
				4	\$47.4428	\$3,795.43	\$8,223.44	\$98,681
				5	\$48.6294	\$3,890.36	\$8,429.12	\$101,149
				6	\$49.8443	\$3,987.55	\$8,639.70	\$103,676
				7	\$51.0909	\$4,087.28	\$8,855.78	\$106,269
				8	\$52.3678	\$4,189.43	\$9,077.10	\$108,925
				9	\$53.6775	\$4,294.20	\$9,304.10	\$111,649
Electrical and Instrumentation Technician II	179	GU	Non-exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Electrical and Instrumentation Technician III	181	GU	Non-exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Electrical and Instrumentation Technician IV	182	GU	Non-exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Employee and Labor Relations Advocate	187	UN	Exempt	1	\$75.3448	\$6,027.59	\$13,059.78	\$156,717
				2	\$77.2279	\$6,178.24	\$13,386.19	\$160,634
				3	\$79.1587	\$6,332.70	\$13,720.85	\$164,650
				4	\$81.1380	\$6,491.04	\$14,063.92	\$168,767
				5	\$83.1654	\$6,653.24	\$14,415.36	\$172,984
				6	\$85.2448	\$6,819.59	\$14,775.78	\$177,309
				7	\$87.3760	\$6,990.08	\$15,145.18	\$181,742
				8	\$89.5601	\$7,164.81	\$15,523.76	\$186,285
				9	\$91.7996	\$7,343.97	\$15,911.94	\$190,943
Engineering Services Analyst	182	PR	Exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
Engineering Services Specialist	179	UN	Exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Engineering Technician	175	GU	Non-exempt	1	\$41.9582	\$3,356.66	\$7,272.77	\$87,273
				2	\$43.0073	\$3,440.59	\$7,454.62	\$89,455
				3	\$44.0818	\$3,526.55	\$7,640.86	\$91,690
				4	\$45.1851	\$3,614.81	\$7,832.09	\$93,985
				5	\$46.3145	\$3,705.16	\$8,027.85	\$96,334
				6	\$47.4722	\$3,797.78	\$8,228.53	\$98,742
				7	\$48.6582	\$3,892.66	\$8,434.10	\$101,209
				8	\$49.8755	\$3,990.04	\$8,645.09	\$103,741
				9	\$51.1226	\$4,089.81	\$8,861.26	\$106,335
Environmental Resources Planner I	179	PR	Exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Environmental Resources Planner II	182	PR	Exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Environmental Resources Planner II	182	PR	Exempt	2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
				Executive Assistant	178	UN	Exempt	1
2	\$49.7851	\$3,982.81	\$8,629.43					\$103,553
3	\$51.0294	\$4,082.36	\$8,845.12					\$106,141
4	\$52.3039	\$4,184.32	\$9,066.03					\$108,792
5	\$53.6121	\$4,288.97	\$9,292.77					\$111,513
6	\$54.9525	\$4,396.20	\$9,525.10					\$114,301
7	\$56.3265	\$4,506.12	\$9,763.26					\$117,159
8	\$57.7342	\$4,618.74	\$10,007.27					\$120,087
9	\$59.1775	\$4,734.20	\$10,257.44					\$123,089
External Affairs Specialist I	175	UN	Exempt	1	\$41.9582	\$3,356.66	\$7,272.77	\$87,273
				2	\$43.0073	\$3,440.59	\$7,454.62	\$89,455
				3	\$44.0818	\$3,526.55	\$7,640.86	\$91,690
				4	\$45.1851	\$3,614.81	\$7,832.09	\$93,985
				5	\$46.3145	\$3,705.16	\$8,027.85	\$96,334
				6	\$47.4722	\$3,797.78	\$8,228.53	\$98,742
				7	\$48.6582	\$3,892.66	\$8,434.10	\$101,209
				8	\$49.8755	\$3,990.04	\$8,645.09	\$103,741
				9	\$51.1226	\$4,089.81	\$8,861.26	\$106,335
External Affairs Specialist II	178	UN	Exempt	1	\$48.5702	\$3,885.62	\$8,418.85	\$101,026
				2	\$49.7851	\$3,982.81	\$8,629.43	\$103,553
				3	\$51.0294	\$4,082.36	\$8,845.12	\$106,141
				4	\$52.3039	\$4,184.32	\$9,066.03	\$108,792
				5	\$53.6121	\$4,288.97	\$9,292.77	\$111,513
				6	\$54.9525	\$4,396.20	\$9,525.10	\$114,301
				7	\$56.3265	\$4,506.12	\$9,763.26	\$117,159
				8	\$57.7342	\$4,618.74	\$10,007.27	\$120,087
				9	\$59.1775	\$4,734.20	\$10,257.44	\$123,089
Facilities Program Coordinator	181	PR	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Facilities Program Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Facilities Program Supervisor	185	SU	Exempt	3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Facilities Specialist	177	PR	Exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
Facilities Specialist - Landscape	177	UN	Exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
Facilities Technician I	172	GU	Non-exempt	1	\$36.2520	\$2,900.16	\$6,283.68	\$75,404
				2	\$37.1587	\$2,972.70	\$6,440.85	\$77,290
				3	\$38.0880	\$3,047.04	\$6,601.92	\$79,223
				4	\$39.0404	\$3,123.24	\$6,767.02	\$81,204
				5	\$40.0159	\$3,201.28	\$6,936.11	\$83,233
				6	\$41.0159	\$3,281.28	\$7,109.44	\$85,313
				7	\$42.0409	\$3,363.28	\$7,287.11	\$87,445
				8	\$43.0928	\$3,447.43	\$7,469.44	\$89,633
				9	\$44.1693	\$3,533.55	\$7,656.03	\$91,872
Facilities Technician II	174	GU	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123
				2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
Facilities Technician III	177	GU	Non-exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Facilities Technician III	177	GU	Non-exempt	4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
Financial Analyst I	179	PR	Exempt	9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
				1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
Financial Analyst II	181	PR	Exempt	9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
				1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
General Counsel	200	EX	Exempt	9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
				1	\$148.9121	\$11,912.97	\$25,811.44	\$309,737
				2	\$152.6356	\$12,210.85	\$26,456.85	\$317,482
				3	\$156.4515	\$12,516.12	\$27,118.26	\$325,419
				4	\$160.3630	\$12,829.04	\$27,796.26	\$333,555
				5	\$164.3707	\$13,149.66	\$28,490.93	\$341,891
				6	\$168.4799	\$13,478.40	\$29,203.20	\$350,438
				7	\$172.6924	\$13,815.40	\$29,933.37	\$359,200
				8	\$177.0097	\$14,160.78	\$30,681.69	\$368,180
General Manager	205	EX	Exempt	1	\$192.9087	\$15,432.70	\$33,437.52	\$401,250
GIS Specialist	178	UN	Exempt	1	\$48.5702	\$3,885.62	\$8,418.85	\$101,026
				2	\$49.7851	\$3,982.81	\$8,629.43	\$103,553
				3	\$51.0294	\$4,082.36	\$8,845.12	\$106,141
				4	\$52.3039	\$4,184.32	\$9,066.03	\$108,792
				5	\$53.6121	\$4,288.97	\$9,292.77	\$111,513
				6	\$54.9525	\$4,396.20	\$9,525.10	\$114,301
				7	\$56.3265	\$4,506.12	\$9,763.26	\$117,159
				8	\$57.7342	\$4,618.74	\$10,007.27	\$120,087
				9	\$59.1775	\$4,734.20	\$10,257.44	\$123,089
Government Affairs Analyst I	181	UN	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Government Affairs Analyst I	181	UN	Exempt	3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Government Affairs Analyst II	183	UN	Exempt	1	\$61.9904	\$4,959.24	\$10,745.02	\$128,940
				2	\$63.5395	\$5,083.16	\$11,013.52	\$132,162
				3	\$65.1279	\$5,210.24	\$11,288.86	\$135,466
				4	\$66.7563	\$5,340.51	\$11,571.11	\$138,853
				5	\$68.4255	\$5,474.04	\$11,860.42	\$142,325
				6	\$70.1356	\$5,610.85	\$12,156.85	\$145,882
				7	\$71.8895	\$5,751.16	\$12,460.85	\$149,530
				8	\$73.6871	\$5,894.97	\$12,772.44	\$153,269
				9	\$75.5284	\$6,042.28	\$13,091.61	\$157,099
Grants Analyst I	176	PR	Exempt	1	\$44.0549	\$3,524.40	\$7,636.20	\$91,634
				2	\$45.1563	\$3,612.51	\$7,827.11	\$93,925
				3	\$46.2851	\$3,702.81	\$8,022.76	\$96,273
				4	\$47.4428	\$3,795.43	\$8,223.44	\$98,681
				5	\$48.6294	\$3,890.36	\$8,429.12	\$101,149
				6	\$49.8443	\$3,987.55	\$8,639.70	\$103,676
				7	\$51.0909	\$4,087.28	\$8,855.78	\$106,269
				8	\$52.3678	\$4,189.43	\$9,077.10	\$108,925
				9	\$53.6775	\$4,294.20	\$9,304.10	\$111,649
Grants Analyst II	179	PR	Exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Grants and Government Affairs Officer	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
				9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
Groundwater Recharge Supervisor	187	SU	Exempt	1	\$75.3448	\$6,027.59	\$13,059.78	\$156,717
				2	\$77.2279	\$6,178.24	\$13,386.19	\$160,634
				3	\$79.1587	\$6,332.70	\$13,720.85	\$164,650

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Groundwater Recharge Supervisor	187	SU	Exempt	4	\$81.1380	\$6,491.04	\$14,063.92	\$168,767
				5	\$83.1654	\$6,653.24	\$14,415.36	\$172,984
				6	\$85.2448	\$6,819.59	\$14,775.78	\$177,309
				7	\$87.3760	\$6,990.08	\$15,145.18	\$181,742
				8	\$89.5601	\$7,164.81	\$15,523.76	\$186,285
				9	\$91.7996	\$7,343.97	\$15,911.94	\$190,943
Human Resources Analyst	181	UN	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Human Resources Officer	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
				9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
Human Resources Specialist	177	UN	Exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
HVAC Technician	177	GU	Non-exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
Hydrogeologist	183	UN	Exempt	1	\$61.9904	\$4,959.24	\$10,745.02	\$128,940
				2	\$63.5395	\$5,083.16	\$11,013.52	\$132,162
				3	\$65.1279	\$5,210.24	\$11,288.86	\$135,466
				4	\$66.7563	\$5,340.51	\$11,571.11	\$138,853

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Hydrogeologist	183	UN	Exempt	5	\$68.4255	\$5,474.04	\$11,860.42	\$142,325
				6	\$70.1356	\$5,610.85	\$12,156.85	\$145,882
				7	\$71.8895	\$5,751.16	\$12,460.85	\$149,530
				8	\$73.6871	\$5,894.97	\$12,772.44	\$153,269
				9	\$75.5284	\$6,042.28	\$13,091.61	\$157,099
Industrial Engine Technician I	177	GU	Non-exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
Industrial Engine Technician II	181	GU	Non-exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Information Security Administrator	183	PR	Exempt	1	\$61.9904	\$4,959.24	\$10,745.02	\$128,940
				2	\$63.5395	\$5,083.16	\$11,013.52	\$132,162
				3	\$65.1279	\$5,210.24	\$11,288.86	\$135,466
				4	\$66.7563	\$5,340.51	\$11,571.11	\$138,853
				5	\$68.4255	\$5,474.04	\$11,860.42	\$142,325
				6	\$70.1356	\$5,610.85	\$12,156.85	\$145,882
				7	\$71.8895	\$5,751.16	\$12,460.85	\$149,530
				8	\$73.6871	\$5,894.97	\$12,772.44	\$153,269
				9	\$75.5284	\$6,042.28	\$13,091.61	\$157,099
Information Security Officer	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
				9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
Information Systems Analyst I	179	PR	Exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Information Systems Analyst I	179	PR	Exempt	6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Information Systems Analyst II	181	PR	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Information Technology Officer	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
				9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
Information Technology Project Manager	185	PR	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Interim General Manager	212	OTR	Non-exempt	1	\$302.8800			
Intern	001	OTR	Non-exempt	1	\$21.0000			
Internal Auditor	179	PR	Exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Inventory Resources Coordinator	181	PR	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Inventory Resources Coordinator	181	PR	Exempt	3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Laboratory Assistant	172	LB	Non-exempt	1	\$36.2520	\$2,900.16	\$6,283.68	\$75,404
				2	\$37.1587	\$2,972.70	\$6,440.85	\$77,290
				3	\$38.0880	\$3,047.04	\$6,601.92	\$79,223
				4	\$39.0404	\$3,123.24	\$6,767.02	\$81,204
				5	\$40.0159	\$3,201.28	\$6,936.11	\$83,233
				6	\$41.0159	\$3,281.28	\$7,109.44	\$85,313
				7	\$42.0409	\$3,363.28	\$7,287.11	\$87,445
				8	\$43.0928	\$3,447.43	\$7,469.44	\$89,633
				9	\$44.1693	\$3,533.55	\$7,656.03	\$91,872
Laboratory Quality Officer	187	UN	Exempt	1	\$75.3448	\$6,027.59	\$13,059.78	\$156,717
				2	\$77.2279	\$6,178.24	\$13,386.19	\$160,634
				3	\$79.1587	\$6,332.70	\$13,720.85	\$164,650
				4	\$81.1380	\$6,491.04	\$14,063.92	\$168,767
				5	\$83.1654	\$6,653.24	\$14,415.36	\$172,984
				6	\$85.2448	\$6,819.59	\$14,775.78	\$177,309
				7	\$87.3760	\$6,990.08	\$15,145.18	\$181,742
				8	\$89.5601	\$7,164.81	\$15,523.76	\$186,285
				9	\$91.7996	\$7,343.97	\$15,911.94	\$190,943
Laboratory Scientist I	177	LB	Non-exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
Laboratory Scientist II	179	LB	Non-exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Laboratory Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Laboratory Supervisor	185	SU	Exempt	4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Maintenance Planner/Scheduler	182	GU	Non-exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
Maintenance Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Manager of Administrative Services	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Asset Management	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Compliance and Sustainability	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Compliance and Sustainability	190	UN	Exempt	5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Contracts and Procurement	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Engineering	192	UN	Exempt	1	\$96.1563	\$7,692.51	\$16,667.11	\$200,005
				2	\$98.5606	\$7,884.85	\$17,083.85	\$205,006
				3	\$101.0236	\$8,081.89	\$17,510.77	\$210,129
				4	\$103.5496	\$8,283.97	\$17,948.61	\$215,383
				5	\$106.1380	\$8,491.04	\$18,397.26	\$220,767
				6	\$108.7914	\$8,703.32	\$18,857.20	\$226,286
				7	\$111.5111	\$8,920.89	\$19,328.60	\$231,943
				8	\$114.2991	\$9,143.93	\$19,811.85	\$237,742
				9	\$117.1563	\$9,372.51	\$20,307.11	\$243,685
Manager of Environmental Services	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of External Affairs	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Facilities and Water System Programs	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Facilities and Water System Programs	190	UN	Exempt	5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Human Resources	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Information Technology	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Internal Audit	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Laboratories	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Maintenance	192	UN	Exempt	1	\$96.1563	\$7,692.51	\$16,667.11	\$200,005
				2	\$98.5606	\$7,884.85	\$17,083.85	\$205,006
				3	\$101.0236	\$8,081.89	\$17,510.77	\$210,129
				4	\$103.5496	\$8,283.97	\$17,948.61	\$215,383
				5	\$106.1380	\$8,491.04	\$18,397.26	\$220,767

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Maintenance	192	UN	Exempt	6	\$108.7914	\$8,703.32	\$18,857.20	\$226,286
				7	\$111.5111	\$8,920.89	\$19,328.60	\$231,943
				8	\$114.2991	\$9,143.93	\$19,811.85	\$237,742
				9	\$117.1563	\$9,372.51	\$20,307.11	\$243,685
Manager of Operations	192	UN	Exempt	1	\$96.1563	\$7,692.51	\$16,667.11	\$200,005
				2	\$98.5606	\$7,884.85	\$17,083.85	\$205,006
				3	\$101.0236	\$8,081.89	\$17,510.77	\$210,129
				4	\$103.5496	\$8,283.97	\$17,948.61	\$215,383
				5	\$106.1380	\$8,491.04	\$18,397.26	\$220,767
				6	\$108.7914	\$8,703.32	\$18,857.20	\$226,286
				7	\$111.5111	\$8,920.89	\$19,328.60	\$231,943
				8	\$114.2991	\$9,143.93	\$19,811.85	\$237,742
				9	\$117.1563	\$9,372.51	\$20,307.11	\$243,685
Manager of Organizational Safety and Resilience	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Manager of Regional Composting Authority	192	UN	Exempt	1	\$96.1563	\$7,692.51	\$16,667.11	\$200,005
				2	\$98.5606	\$7,884.85	\$17,083.85	\$205,006
				3	\$101.0236	\$8,081.89	\$17,510.77	\$210,129
				4	\$103.5496	\$8,283.97	\$17,948.61	\$215,383
				5	\$106.1380	\$8,491.04	\$18,397.26	\$220,767
				6	\$108.7914	\$8,703.32	\$18,857.20	\$226,286
				7	\$111.5111	\$8,920.89	\$19,328.60	\$231,943
				8	\$114.2991	\$9,143.93	\$19,811.85	\$237,742
				9	\$117.1563	\$9,372.51	\$20,307.11	\$243,685
Manager of Water Resources	190	UN	Exempt	1	\$87.2154	\$6,977.24	\$15,117.36	\$181,408
				2	\$89.3962	\$7,151.70	\$15,495.35	\$185,944
				3	\$91.6303	\$7,330.43	\$15,882.60	\$190,591
				4	\$93.9222	\$7,513.78	\$16,279.86	\$195,358
				5	\$96.2698	\$7,701.59	\$16,686.78	\$200,241
				6	\$98.6760	\$7,894.08	\$17,103.84	\$205,246
				7	\$101.1424	\$8,091.40	\$17,531.37	\$210,376
				8	\$103.6707	\$8,293.66	\$17,969.60	\$215,635
				9	\$106.2635	\$8,501.08	\$18,419.01	\$221,028
Materials Specialist	182	PR	Exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Materials Specialist	182	PR	Exempt	6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
Mechanic I	172	GU	Non-exempt	1	\$36.2520	\$2,900.16	\$6,283.68	\$75,404
				2	\$37.1587	\$2,972.70	\$6,440.85	\$77,290
				3	\$38.0880	\$3,047.04	\$6,601.92	\$79,223
				4	\$39.0404	\$3,123.24	\$6,767.02	\$81,204
				5	\$40.0159	\$3,201.28	\$6,936.11	\$83,233
				6	\$41.0159	\$3,281.28	\$7,109.44	\$85,313
				7	\$42.0409	\$3,363.28	\$7,287.11	\$87,445
				8	\$43.0928	\$3,447.43	\$7,469.44	\$89,633
				9	\$44.1693	\$3,533.55	\$7,656.03	\$91,872
Mechanic II	176	GU	Non-exempt	1	\$44.0549	\$3,524.40	\$7,636.20	\$91,634
				2	\$45.1563	\$3,612.51	\$7,827.11	\$93,925
				3	\$46.2851	\$3,702.81	\$8,022.76	\$96,273
				4	\$47.4428	\$3,795.43	\$8,223.44	\$98,681
				5	\$48.6294	\$3,890.36	\$8,429.12	\$101,149
				6	\$49.8443	\$3,987.55	\$8,639.70	\$103,676
				7	\$51.0909	\$4,087.28	\$8,855.78	\$106,269
				8	\$52.3678	\$4,189.43	\$9,077.10	\$108,925
				9	\$53.6775	\$4,294.20	\$9,304.10	\$111,649
Mechanic III	179	GU	Non-exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Mechanic IV	181	GU	Non-exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Network Administrator	183	PR	Exempt	1	\$61.9904	\$4,959.24	\$10,745.02	\$128,940
				2	\$63.5395	\$5,083.16	\$11,013.52	\$132,162
				3	\$65.1279	\$5,210.24	\$11,288.86	\$135,466
				4	\$66.7563	\$5,340.51	\$11,571.11	\$138,853
				5	\$68.4255	\$5,474.04	\$11,860.42	\$142,325
				6	\$70.1356	\$5,610.85	\$12,156.85	\$145,882

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Network Administrator	183	PR	Exempt	7	\$71.8895	\$5,751.16	\$12,460.85	\$149,530
				8	\$73.6871	\$5,894.97	\$12,772.44	\$153,269
				9	\$75.5284	\$6,042.28	\$13,091.61	\$157,099
Office Assistant	166	GU	Non-exempt	1	\$27.0558	\$2,164.47	\$4,689.69	\$56,276
				2	\$27.7327	\$2,218.62	\$4,807.01	\$57,684
				3	\$28.4255	\$2,274.04	\$4,927.09	\$59,125
				4	\$29.1361	\$2,330.89	\$5,050.27	\$60,603
				5	\$29.8635	\$2,389.08	\$5,176.34	\$62,116
				6	\$30.6111	\$2,448.89	\$5,305.93	\$63,671
				7	\$31.3755	\$2,510.04	\$5,438.42	\$65,261
				8	\$32.1601	\$2,572.81	\$5,574.43	\$66,893
				9	\$32.9640	\$2,637.12	\$5,713.76	\$68,565
Office Assistant (confidential)	166	UN	Non-exempt	1	\$27.0558	\$2,164.47	\$4,689.69	\$56,276
				2	\$27.7327	\$2,218.62	\$4,807.01	\$57,684
				3	\$28.4255	\$2,274.04	\$4,927.09	\$59,125
				4	\$29.1361	\$2,330.89	\$5,050.27	\$60,603
				5	\$29.8635	\$2,389.08	\$5,176.34	\$62,116
				6	\$30.6111	\$2,448.89	\$5,305.93	\$63,671
				7	\$31.3755	\$2,510.04	\$5,438.42	\$65,261
				8	\$32.1601	\$2,572.81	\$5,574.43	\$66,893
				9	\$32.9640	\$2,637.12	\$5,713.76	\$68,565
Operations and Maintenance Training Officer	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
				9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
Operations Specialist	179	UN	Exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Operations Supervisor	185	SU	Non-exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Operations Supervisor	185	SU	Non-exempt	8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Paralegal	176	UN	Exempt	1	\$44.0549	\$3,524.40	\$7,636.20	\$91,634
				2	\$45.1563	\$3,612.51	\$7,827.11	\$93,925
				3	\$46.2851	\$3,702.81	\$8,022.76	\$96,273
				4	\$47.4428	\$3,795.43	\$8,223.44	\$98,681
				5	\$48.6294	\$3,890.36	\$8,429.12	\$101,149
				6	\$49.8443	\$3,987.55	\$8,639.70	\$103,676
				7	\$51.0909	\$4,087.28	\$8,855.78	\$106,269
				8	\$52.3678	\$4,189.43	\$9,077.10	\$108,925
				9	\$53.6775	\$4,294.20	\$9,304.10	\$111,649
Pretreatment and Source Control Inspector I	174	GU	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123
				2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
Pretreatment and Source Control Inspector II	177	GU	Non-exempt	1	\$46.2582	\$3,700.66	\$8,018.10	\$96,217
				2	\$47.4164	\$3,793.32	\$8,218.86	\$98,626
				3	\$48.6010	\$3,888.08	\$8,424.18	\$101,090
				4	\$49.8159	\$3,985.28	\$8,634.78	\$103,617
				5	\$51.0616	\$4,084.93	\$8,850.69	\$106,208
				6	\$52.3375	\$4,187.00	\$9,071.84	\$108,862
				7	\$53.6457	\$4,291.66	\$9,298.60	\$111,583
				8	\$54.9875	\$4,399.00	\$9,531.17	\$114,374
				9	\$56.3625	\$4,509.00	\$9,769.50	\$117,234
Pretreatment and Source Control Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Principal Accountant	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Principal Accountant	186	UN	Exempt	9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
Principal Control Systems Administrator	187	UN	Exempt	1	\$75.3448	\$6,027.59	\$13,059.78	\$156,717
				2	\$77.2279	\$6,178.24	\$13,386.19	\$160,634
				3	\$79.1587	\$6,332.70	\$13,720.85	\$164,650
				4	\$81.1380	\$6,491.04	\$14,063.92	\$168,767
				5	\$83.1654	\$6,653.24	\$14,415.36	\$172,984
				6	\$85.2448	\$6,819.59	\$14,775.78	\$177,309
				7	\$87.3760	\$6,990.08	\$15,145.18	\$181,742
				8	\$89.5601	\$7,164.81	\$15,523.76	\$186,285
				9	\$91.7996	\$7,343.97	\$15,911.94	\$190,943
Principal Engineer	188	UN	Exempt	1	\$79.1077	\$6,328.62	\$13,712.01	\$164,544
				2	\$81.0871	\$6,486.97	\$14,055.11	\$168,661
				3	\$83.1140	\$6,649.12	\$14,406.43	\$172,877
				4	\$85.1914	\$6,815.32	\$14,766.53	\$177,198
				5	\$87.3217	\$6,985.74	\$15,135.77	\$181,629
				6	\$89.5039	\$7,160.32	\$15,514.03	\$186,168
				7	\$91.7419	\$7,339.36	\$15,901.95	\$190,823
				8	\$94.0351	\$7,522.81	\$16,299.43	\$195,593
				9	\$96.3861	\$7,710.89	\$16,706.93	\$200,483
Principal Network Engineer	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
				9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
Principal Resources Specialist	187	UN	Exempt	1	\$75.3448	\$6,027.59	\$13,059.78	\$156,717
				2	\$77.2279	\$6,178.24	\$13,386.19	\$160,634
				3	\$79.1587	\$6,332.70	\$13,720.85	\$164,650
				4	\$81.1380	\$6,491.04	\$14,063.92	\$168,767
				5	\$83.1654	\$6,653.24	\$14,415.36	\$172,984
				6	\$85.2448	\$6,819.59	\$14,775.78	\$177,309
				7	\$87.3760	\$6,990.08	\$15,145.18	\$181,742
				8	\$89.5601	\$7,164.81	\$15,523.76	\$186,285
				9	\$91.7996	\$7,343.97	\$15,911.94	\$190,943
Process Automation & Controls Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Process Automation & Controls Supervisor	185	SU	Exempt	9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Procurement Specialist I	174	PR	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123
				2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
Procurement Specialist II	175	PR	Non-exempt	1	\$41.9582	\$3,356.66	\$7,272.77	\$87,273
				2	\$43.0073	\$3,440.59	\$7,454.62	\$89,455
				3	\$44.0818	\$3,526.55	\$7,640.86	\$91,690
				4	\$45.1851	\$3,614.81	\$7,832.09	\$93,985
				5	\$46.3145	\$3,705.16	\$8,027.85	\$96,334
				6	\$47.4722	\$3,797.78	\$8,228.53	\$98,742
				7	\$48.6582	\$3,892.66	\$8,434.10	\$101,209
				8	\$49.8755	\$3,990.04	\$8,645.09	\$103,741
				9	\$51.1226	\$4,089.81	\$8,861.26	\$106,335
Project Manager I	184	PR	Exempt	1	\$65.0875	\$5,207.00	\$11,281.84	\$135,382
				2	\$66.7140	\$5,337.12	\$11,563.76	\$138,765
				3	\$68.3827	\$5,470.62	\$11,853.01	\$142,236
				4	\$70.0924	\$5,607.40	\$12,149.37	\$145,792
				5	\$71.8443	\$5,747.55	\$12,453.03	\$149,436
				6	\$73.6404	\$5,891.24	\$12,764.36	\$153,172
				7	\$75.4803	\$6,038.43	\$13,083.27	\$156,999
				8	\$77.3674	\$6,189.40	\$13,410.37	\$160,924
				9	\$79.3025	\$6,344.20	\$13,745.77	\$164,949
Project Manager II	185	PR	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Records Management Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Records Specialist	173	GU	Non-exempt	1	\$38.0625	\$3,045.00	\$6,597.50	\$79,170
				2	\$39.0140	\$3,121.12	\$6,762.43	\$81,149
				3	\$39.9904	\$3,199.24	\$6,931.69	\$83,180
				4	\$40.9895	\$3,279.16	\$7,104.85	\$85,258
				5	\$42.0140	\$3,361.12	\$7,282.43	\$87,389
				6	\$43.0645	\$3,445.16	\$7,464.52	\$89,574
				7	\$44.1409	\$3,531.28	\$7,651.11	\$91,813
				8	\$45.2452	\$3,619.62	\$7,842.51	\$94,110
				9	\$46.3765	\$3,710.12	\$8,038.60	\$96,463
Recycled Water Distribution Operator	179	OP	Non-exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Risk Specialist	174	PR	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123
				2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt	1	\$51.0000	\$4,080.00	\$8,840.00	\$106,080
				2	\$52.2755	\$4,182.04	\$9,061.09	\$108,733
				3	\$53.5827	\$4,286.62	\$9,287.68	\$111,452
				4	\$54.9222	\$4,393.78	\$9,519.86	\$114,238
				5	\$56.2948	\$4,503.59	\$9,757.78	\$117,093
				6	\$57.7015	\$4,616.12	\$10,001.60	\$120,019
				7	\$59.1452	\$4,731.62	\$10,251.85	\$123,022
				8	\$60.6236	\$4,849.89	\$10,508.10	\$126,097
				9	\$62.1385	\$4,971.08	\$10,770.68	\$129,248
Safety Analyst	178	PR	Exempt	1	\$48.5702	\$3,885.62	\$8,418.85	\$101,026
				2	\$49.7851	\$3,982.81	\$8,629.43	\$103,553
				3	\$51.0294	\$4,082.36	\$8,845.12	\$106,141
				4	\$52.3039	\$4,184.32	\$9,066.03	\$108,792
				5	\$53.6121	\$4,288.97	\$9,292.77	\$111,513
				6	\$54.9525	\$4,396.20	\$9,525.10	\$114,301
				7	\$56.3265	\$4,506.12	\$9,763.26	\$117,159
				8	\$57.7342	\$4,618.74	\$10,007.27	\$120,087
				9	\$59.1775	\$4,734.20	\$10,257.44	\$123,089

**Inland Empire Utilities Agency
Salary Matrix
Effective January 1, 2026
Adopted December 3, 2025**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Safety Officer	186	UN	Exempt	1	\$71.7587	\$5,740.70	\$12,438.19	\$149,258
				2	\$73.5525	\$5,884.20	\$12,749.10	\$152,989
				3	\$75.3914	\$6,031.32	\$13,067.86	\$156,814
				4	\$77.2760	\$6,182.08	\$13,394.51	\$160,734
				5	\$79.2082	\$6,336.66	\$13,729.43	\$164,753
				6	\$81.1880	\$6,495.04	\$14,072.59	\$168,871
				7	\$83.2178	\$6,657.43	\$14,424.44	\$173,093
				8	\$85.2986	\$6,823.89	\$14,785.10	\$177,421
				9	\$87.4303	\$6,994.43	\$15,154.60	\$181,855
Senior Accountant	181	PR	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Senior Associate Engineer	184	PR	Exempt	1	\$65.0875	\$5,207.00	\$11,281.84	\$135,382
				2	\$66.7140	\$5,337.12	\$11,563.76	\$138,765
				3	\$68.3827	\$5,470.62	\$11,853.01	\$142,236
				4	\$70.0924	\$5,607.40	\$12,149.37	\$145,792
				5	\$71.8443	\$5,747.55	\$12,453.03	\$149,436
				6	\$73.6404	\$5,891.24	\$12,764.36	\$153,172
				7	\$75.4803	\$6,038.43	\$13,083.27	\$156,999
				8	\$77.3674	\$6,189.40	\$13,410.37	\$160,924
				9	\$79.3025	\$6,344.20	\$13,745.77	\$164,949
Senior Associate Engineer - PE	185	UN	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Senior Compost Operations and Maintenance Technician	181	GU	Non-exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489

**Inland Empire Utilities Agency
Salary Matrix
Effective January 1, 2026
Adopted December 3, 2025**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Construction Project Inspector	182	UN	Exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
Senior Engineer	187	PR	Exempt	1	\$75.3448	\$6,027.59	\$13,059.78	\$156,717
				2	\$77.2279	\$6,178.24	\$13,386.19	\$160,634
				3	\$79.1587	\$6,332.70	\$13,720.85	\$164,650
				4	\$81.1380	\$6,491.04	\$14,063.92	\$168,767
				5	\$83.1654	\$6,653.24	\$14,415.36	\$172,984
				6	\$85.2448	\$6,819.59	\$14,775.78	\$177,309
				7	\$87.3760	\$6,990.08	\$15,145.18	\$181,742
				8	\$89.5601	\$7,164.81	\$15,523.76	\$186,285
				9	\$91.7996	\$7,343.97	\$15,911.94	\$190,943
Senior Environmental Resources Planner	184	UN	Exempt	1	\$65.0875	\$5,207.00	\$11,281.84	\$135,382
				2	\$66.7140	\$5,337.12	\$11,563.76	\$138,765
				3	\$68.3827	\$5,470.62	\$11,853.01	\$142,236
				4	\$70.0924	\$5,607.40	\$12,149.37	\$145,792
				5	\$71.8443	\$5,747.55	\$12,453.03	\$149,436
				6	\$73.6404	\$5,891.24	\$12,764.36	\$153,172
				7	\$75.4803	\$6,038.43	\$13,083.27	\$156,999
				8	\$77.3674	\$6,189.40	\$13,410.37	\$160,924
				9	\$79.3025	\$6,344.20	\$13,745.77	\$164,949
Senior External Affairs Specialist	181	UN	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Senior Facilities Technician	180	GU	Non-exempt	1	\$53.5496	\$4,283.97	\$9,281.94	\$111,383
				2	\$54.8890	\$4,391.12	\$9,514.10	\$114,169
				3	\$56.2611	\$4,500.89	\$9,751.93	\$117,023
				4	\$57.6674	\$4,613.40	\$9,995.70	\$119,948
				5	\$59.1087	\$4,728.70	\$10,245.52	\$122,946
				6	\$60.5866	\$4,846.93	\$10,501.69	\$126,020
				7	\$62.1010	\$4,968.08	\$10,764.18	\$129,170
				8	\$63.6534	\$5,092.28	\$11,033.28	\$132,399
				9	\$65.2448	\$5,219.59	\$11,309.12	\$135,709

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Financial Analyst	183	PR	Exempt	1	\$61.9904	\$4,959.24	\$10,745.02	\$128,940
				2	\$63.5395	\$5,083.16	\$11,013.52	\$132,162
				3	\$65.1279	\$5,210.24	\$11,288.86	\$135,466
				4	\$66.7563	\$5,340.51	\$11,571.11	\$138,853
				5	\$68.4255	\$5,474.04	\$11,860.42	\$142,325
				6	\$70.1356	\$5,610.85	\$12,156.85	\$145,882
				7	\$71.8895	\$5,751.16	\$12,460.85	\$149,530
				8	\$73.6871	\$5,894.97	\$12,772.44	\$153,269
				9	\$75.5284	\$6,042.28	\$13,091.61	\$157,099
Senior Grants Analyst	182	PR	Exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
Senior Hydrogeologist	185	UN	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Senior Information Systems Analyst	182	PR	Exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
Senior Internal Auditor	182	PR	Exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
Senior Inventory Analyst	182	PR	Exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Inventory Analyst	182	PR	Exempt	2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612
				Senior Management Analyst	182	PR	Exempt	1
2	\$60.5111	\$4,840.89	\$10,488.60					\$125,863
3	\$62.0246	\$4,961.97	\$10,750.94					\$129,011
4	\$63.5746	\$5,085.97	\$11,019.61					\$132,235
5	\$65.1640	\$5,213.12	\$11,295.10					\$135,541
6	\$66.7928	\$5,343.43	\$11,577.44					\$138,929
7	\$68.4625	\$5,477.00	\$11,866.84					\$142,402
8	\$70.1750	\$5,614.00	\$12,163.67					\$145,964
9	\$71.9289	\$5,754.32	\$12,467.70					\$149,612
Senior Operations Specialist	184	UN	Exempt	1	\$65.0875	\$5,207.00	\$11,281.84	\$135,382
				2	\$66.7140	\$5,337.12	\$11,563.76	\$138,765
				3	\$68.3827	\$5,470.62	\$11,853.01	\$142,236
				4	\$70.0924	\$5,607.40	\$12,149.37	\$145,792
				5	\$71.8443	\$5,747.55	\$12,453.03	\$149,436
				6	\$73.6404	\$5,891.24	\$12,764.36	\$153,172
				7	\$75.4803	\$6,038.43	\$13,083.27	\$156,999
				8	\$77.3674	\$6,189.40	\$13,410.37	\$160,924
				9	\$79.3025	\$6,344.20	\$13,745.77	\$164,949
Senior Policy Advisor	188	UN	Exempt	1	\$79.1077	\$6,328.62	\$13,712.01	\$164,544
				2	\$81.0871	\$6,486.97	\$14,055.11	\$168,661
				3	\$83.1140	\$6,649.12	\$14,406.43	\$172,877
				4	\$85.1914	\$6,815.32	\$14,766.53	\$177,198
				5	\$87.3217	\$6,985.74	\$15,135.77	\$181,629
				6	\$89.5039	\$7,160.32	\$15,514.03	\$186,168
				7	\$91.7419	\$7,339.36	\$15,901.95	\$190,823
				8	\$94.0351	\$7,522.81	\$16,299.43	\$195,593
				9	\$96.3861	\$7,710.89	\$16,706.93	\$200,483
Senior Pretreatment and Source Control Inspector	180	GU	Non-exempt	1	\$53.5496	\$4,283.97	\$9,281.94	\$111,383
				2	\$54.8890	\$4,391.12	\$9,514.10	\$114,169
				3	\$56.2611	\$4,500.89	\$9,751.93	\$117,023
				4	\$57.6674	\$4,613.40	\$9,995.70	\$119,948
				5	\$59.1087	\$4,728.70	\$10,245.52	\$122,946
				6	\$60.5866	\$4,846.93	\$10,501.69	\$126,020
				7	\$62.1010	\$4,968.08	\$10,764.18	\$129,170
				8	\$63.6534	\$5,092.28	\$11,033.28	\$132,399
				9	\$65.2448	\$5,219.59	\$11,309.12	\$135,709
Senior Project Manager	187	PR	Exempt	1	\$75.3448	\$6,027.59	\$13,059.78	\$156,717
				2	\$77.2279	\$6,178.24	\$13,386.19	\$160,634

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Project Manager	187	PR	Exempt	3	\$79.1587	\$6,332.70	\$13,720.85	\$164,650
				4	\$81.1380	\$6,491.04	\$14,063.92	\$168,767
				5	\$83.1654	\$6,653.24	\$14,415.36	\$172,984
				6	\$85.2448	\$6,819.59	\$14,775.78	\$177,309
				7	\$87.3760	\$6,990.08	\$15,145.18	\$181,742
				8	\$89.5601	\$7,164.81	\$15,523.76	\$186,285
				9	\$91.7996	\$7,343.97	\$15,911.94	\$190,943
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Senior Water Plant Operator	181	OP	Non-exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Senior Water Resources Analyst	184	PR	Exempt	1	\$65.0875	\$5,207.00	\$11,281.84	\$135,382
				2	\$66.7140	\$5,337.12	\$11,563.76	\$138,765
				3	\$68.3827	\$5,470.62	\$11,853.01	\$142,236
				4	\$70.0924	\$5,607.40	\$12,149.37	\$145,792
				5	\$71.8443	\$5,747.55	\$12,453.03	\$149,436
				6	\$73.6404	\$5,891.24	\$12,764.36	\$153,172
				7	\$75.4803	\$6,038.43	\$13,083.27	\$156,999
				8	\$77.3674	\$6,189.40	\$13,410.37	\$160,924
				9	\$79.3025	\$6,344.20	\$13,745.77	\$164,949
Source Control/Environmental Resources Supervisor	187	SU	Exempt	1	\$75.3448	\$6,027.59	\$13,059.78	\$156,717
				2	\$77.2279	\$6,178.24	\$13,386.19	\$160,634
				3	\$79.1587	\$6,332.70	\$13,720.85	\$164,650
				4	\$81.1380	\$6,491.04	\$14,063.92	\$168,767
				5	\$83.1654	\$6,653.24	\$14,415.36	\$172,984
				6	\$85.2448	\$6,819.59	\$14,775.78	\$177,309
				7	\$87.3760	\$6,990.08	\$15,145.18	\$181,742
				8	\$89.5601	\$7,164.81	\$15,523.76	\$186,285
				9	\$91.7996	\$7,343.97	\$15,911.94	\$190,943

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Supervisor - Environmental Compliance & Energy	188	SU	Exempt	1	\$79.1077	\$6,328.62	\$13,712.01	\$164,544
				2	\$81.0871	\$6,486.97	\$14,055.11	\$168,661
				3	\$83.1140	\$6,649.12	\$14,406.43	\$172,877
				4	\$85.1914	\$6,815.32	\$14,766.53	\$177,198
				5	\$87.3217	\$6,985.74	\$15,135.77	\$181,629
				6	\$89.5039	\$7,160.32	\$15,514.03	\$186,168
				7	\$91.7419	\$7,339.36	\$15,901.95	\$190,823
				8	\$94.0351	\$7,522.81	\$16,299.43	\$195,593
				9	\$96.3861	\$7,710.89	\$16,706.93	\$200,483
Systems Administrator	181	PR	Exempt	1	\$56.2246	\$4,497.97	\$9,745.61	\$116,947
				2	\$57.6303	\$4,610.43	\$9,989.27	\$119,871
				3	\$59.0707	\$4,725.66	\$10,238.93	\$122,867
				4	\$60.5481	\$4,843.85	\$10,495.01	\$125,940
				5	\$62.0601	\$4,964.81	\$10,757.09	\$129,085
				6	\$63.6125	\$5,089.00	\$11,026.17	\$132,314
				7	\$65.2034	\$5,216.28	\$11,301.94	\$135,623
				8	\$66.8318	\$5,346.55	\$11,584.20	\$139,010
				9	\$68.5044	\$5,480.36	\$11,874.12	\$142,489
Technology Specialist I	178	GU	Non-exempt	1	\$48.5702	\$3,885.62	\$8,418.85	\$101,026
				2	\$49.7851	\$3,982.81	\$8,629.43	\$103,553
				3	\$51.0294	\$4,082.36	\$8,845.12	\$106,141
				4	\$52.3039	\$4,184.32	\$9,066.03	\$108,792
				5	\$53.6121	\$4,288.97	\$9,292.77	\$111,513
				6	\$54.9525	\$4,396.20	\$9,525.10	\$114,301
				7	\$56.3265	\$4,506.12	\$9,763.26	\$117,159
				8	\$57.7342	\$4,618.74	\$10,007.27	\$120,087
				9	\$59.1775	\$4,734.20	\$10,257.44	\$123,089
Technology Specialist II	180	GU	Non-exempt	1	\$53.5496	\$4,283.97	\$9,281.94	\$111,383
				2	\$54.8890	\$4,391.12	\$9,514.10	\$114,169
				3	\$56.2611	\$4,500.89	\$9,751.93	\$117,023
				4	\$57.6674	\$4,613.40	\$9,995.70	\$119,948
				5	\$59.1087	\$4,728.70	\$10,245.52	\$122,946
				6	\$60.5866	\$4,846.93	\$10,501.69	\$126,020
				7	\$62.1010	\$4,968.08	\$10,764.18	\$129,170
				8	\$63.6534	\$5,092.28	\$11,033.28	\$132,399
				9	\$65.2448	\$5,219.59	\$11,309.12	\$135,709
Technology Specialist III	182	GU	Non-exempt	1	\$59.0361	\$4,722.89	\$10,232.93	\$122,795
				2	\$60.5111	\$4,840.89	\$10,488.60	\$125,863
				3	\$62.0246	\$4,961.97	\$10,750.94	\$129,011
				4	\$63.5746	\$5,085.97	\$11,019.61	\$132,235
				5	\$65.1640	\$5,213.12	\$11,295.10	\$135,541
				6	\$66.7928	\$5,343.43	\$11,577.44	\$138,929
				7	\$68.4625	\$5,477.00	\$11,866.84	\$142,402
				8	\$70.1750	\$5,614.00	\$12,163.67	\$145,964
				9	\$71.9289	\$5,754.32	\$12,467.70	\$149,612

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Treasurer	192	UN	Exempt	1	\$96.1563	\$7,692.51	\$16,667.11	\$200,005
				2	\$98.5606	\$7,884.85	\$17,083.85	\$205,006
				3	\$101.0236	\$8,081.89	\$17,510.77	\$210,129
				4	\$103.5496	\$8,283.97	\$17,948.61	\$215,383
				5	\$106.1380	\$8,491.04	\$18,397.26	\$220,767
				6	\$108.7914	\$8,703.32	\$18,857.20	\$226,286
				7	\$111.5111	\$8,920.89	\$19,328.60	\$231,943
				8	\$114.2991	\$9,143.93	\$19,811.85	\$237,742
				9	\$117.1563	\$9,372.51	\$20,307.11	\$243,685
Warehouse Supervisor	185	SU	Exempt	1	\$68.3395	\$5,467.16	\$11,845.52	\$142,146
				2	\$70.0481	\$5,603.85	\$12,141.68	\$145,700
				3	\$71.7996	\$5,743.97	\$12,445.27	\$149,343
				4	\$73.5938	\$5,887.51	\$12,756.28	\$153,075
				5	\$75.4337	\$6,034.70	\$13,075.19	\$156,902
				6	\$77.3202	\$6,185.62	\$13,402.18	\$160,826
				7	\$79.2525	\$6,340.20	\$13,737.10	\$164,845
				8	\$81.2347	\$6,498.78	\$14,080.69	\$168,968
				9	\$83.2650	\$6,661.20	\$14,432.60	\$173,191
Warehouse Technician I	167	GU	Non-exempt	1	\$28.4082	\$2,272.66	\$4,924.10	\$59,089
				2	\$29.1174	\$2,329.40	\$5,047.04	\$60,564
				3	\$29.8467	\$2,387.74	\$5,173.44	\$62,081
				4	\$30.5919	\$2,447.36	\$5,302.62	\$63,631
				5	\$31.3563	\$2,508.51	\$5,435.11	\$65,221
				6	\$32.1404	\$2,571.24	\$5,571.02	\$66,852
				7	\$32.9438	\$2,635.51	\$5,710.28	\$68,523
				8	\$33.7674	\$2,701.40	\$5,853.04	\$70,236
				9	\$34.6106	\$2,768.85	\$5,999.18	\$71,990
Warehouse Technician II	171	GU	Non-exempt	1	\$34.5246	\$2,761.97	\$5,984.27	\$71,811
				2	\$35.3880	\$2,831.04	\$6,133.92	\$73,607
				3	\$36.2722	\$2,901.78	\$6,287.19	\$75,446
				4	\$37.1789	\$2,974.32	\$6,444.36	\$77,332
				5	\$38.1092	\$3,048.74	\$6,605.61	\$79,267
				6	\$39.0616	\$3,124.93	\$6,770.69	\$81,248
				7	\$40.0380	\$3,203.04	\$6,939.92	\$83,279
				8	\$41.0385	\$3,283.08	\$7,113.34	\$85,360
				9	\$42.0659	\$3,365.28	\$7,291.44	\$87,497
Warehouse Technician III	175	GU	Non-exempt	1	\$41.9582	\$3,356.66	\$7,272.77	\$87,273
				2	\$43.0073	\$3,440.59	\$7,454.62	\$89,455
				3	\$44.0818	\$3,526.55	\$7,640.86	\$91,690
				4	\$45.1851	\$3,614.81	\$7,832.09	\$93,985
				5	\$46.3145	\$3,705.16	\$8,027.85	\$96,334
				6	\$47.4722	\$3,797.78	\$8,228.53	\$98,742
				7	\$48.6582	\$3,892.66	\$8,434.10	\$101,209
				8	\$49.8755	\$3,990.04	\$8,645.09	\$103,741
				9	\$51.1226	\$4,089.81	\$8,861.26	\$106,335
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
				Wastewater Treatment Plant Operator II	176	OP	Non-exempt	1
2	\$45.1563	\$3,612.51	\$7,827.11					\$93,925
3	\$46.2851	\$3,702.81	\$8,022.76					\$96,273
4	\$47.4428	\$3,795.43	\$8,223.44					\$98,681
5	\$48.6294	\$3,890.36	\$8,429.12					\$101,149
6	\$49.8443	\$3,987.55	\$8,639.70					\$103,676
7	\$51.0909	\$4,087.28	\$8,855.78					\$106,269
8	\$52.3678	\$4,189.43	\$9,077.10					\$108,925
9	\$53.6775	\$4,294.20	\$9,304.10					\$111,649
Wastewater Treatment Plant Operator III	178	OP	Non-exempt	1	\$48.5702	\$3,885.62	\$8,418.85	\$101,026
				2	\$49.7851	\$3,982.81	\$8,629.43	\$103,553
				3	\$51.0294	\$4,082.36	\$8,845.12	\$106,141
				4	\$52.3039	\$4,184.32	\$9,066.03	\$108,792
				5	\$53.6121	\$4,288.97	\$9,292.77	\$111,513
				6	\$54.9525	\$4,396.20	\$9,525.10	\$114,301
				7	\$56.3265	\$4,506.12	\$9,763.26	\$117,159
				8	\$57.7342	\$4,618.74	\$10,007.27	\$120,087
				9	\$59.1775	\$4,734.20	\$10,257.44	\$123,089
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt	1	\$53.5496	\$4,283.97	\$9,281.94	\$111,383
				2	\$54.8890	\$4,391.12	\$9,514.10	\$114,169
				3	\$56.2611	\$4,500.89	\$9,751.93	\$117,023
				4	\$57.6674	\$4,613.40	\$9,995.70	\$119,948
				5	\$59.1087	\$4,728.70	\$10,245.52	\$122,946
				6	\$60.5866	\$4,846.93	\$10,501.69	\$126,020
				7	\$62.1010	\$4,968.08	\$10,764.18	\$129,170
				8	\$63.6534	\$5,092.28	\$11,033.28	\$132,399
				9	\$65.2448	\$5,219.59	\$11,309.12	\$135,709
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt	1	\$34.5246	\$2,761.97	\$5,984.27	\$71,811
				2	\$35.3880	\$2,831.04	\$6,133.92	\$73,607
				3	\$36.2722	\$2,901.78	\$6,287.19	\$75,446
				4	\$37.1789	\$2,974.32	\$6,444.36	\$77,332
				5	\$38.1092	\$3,048.74	\$6,605.61	\$79,267
				6	\$39.0616	\$3,124.93	\$6,770.69	\$81,248
				7	\$40.0380	\$3,203.04	\$6,939.92	\$83,279
				8	\$41.0385	\$3,283.08	\$7,113.34	\$85,360
				9	\$42.0659	\$3,365.28	\$7,291.44	\$87,497

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Plant Operator I	174	OP	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123
				2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
Water Plant Operator II	176	OP	Non-exempt	1	\$44.0549	\$3,524.40	\$7,636.20	\$91,634
				2	\$45.1563	\$3,612.51	\$7,827.11	\$93,925
				3	\$46.2851	\$3,702.81	\$8,022.76	\$96,273
				4	\$47.4428	\$3,795.43	\$8,223.44	\$98,681
				5	\$48.6294	\$3,890.36	\$8,429.12	\$101,149
				6	\$49.8443	\$3,987.55	\$8,639.70	\$103,676
				7	\$51.0909	\$4,087.28	\$8,855.78	\$106,269
				8	\$52.3678	\$4,189.43	\$9,077.10	\$108,925
				9	\$53.6775	\$4,294.20	\$9,304.10	\$111,649
Water Plant Operator III	178	OP	Non-exempt	1	\$48.5702	\$3,885.62	\$8,418.85	\$101,026
				2	\$49.7851	\$3,982.81	\$8,629.43	\$103,553
				3	\$51.0294	\$4,082.36	\$8,845.12	\$106,141
				4	\$52.3039	\$4,184.32	\$9,066.03	\$108,792
				5	\$53.6121	\$4,288.97	\$9,292.77	\$111,513
				6	\$54.9525	\$4,396.20	\$9,525.10	\$114,301
				7	\$56.3265	\$4,506.12	\$9,763.26	\$117,159
				8	\$57.7342	\$4,618.74	\$10,007.27	\$120,087
				9	\$59.1775	\$4,734.20	\$10,257.44	\$123,089
Water Plant Operator IV, V	180	OP	Non-exempt	1	\$53.5496	\$4,283.97	\$9,281.94	\$111,383
				2	\$54.8890	\$4,391.12	\$9,514.10	\$114,169
				3	\$56.2611	\$4,500.89	\$9,751.93	\$117,023
				4	\$57.6674	\$4,613.40	\$9,995.70	\$119,948
				5	\$59.1087	\$4,728.70	\$10,245.52	\$122,946
				6	\$60.5866	\$4,846.93	\$10,501.69	\$126,020
				7	\$62.1010	\$4,968.08	\$10,764.18	\$129,170
				8	\$63.6534	\$5,092.28	\$11,033.28	\$132,399
				9	\$65.2448	\$5,219.59	\$11,309.12	\$135,709
Water Systems Technician I	174	GU	Non-exempt	1	\$39.9630	\$3,197.04	\$6,926.92	\$83,123
				2	\$40.9621	\$3,276.97	\$7,100.11	\$85,201
				3	\$41.9861	\$3,358.89	\$7,277.60	\$87,331
				4	\$43.0361	\$3,442.89	\$7,459.60	\$89,515
				5	\$44.1121	\$3,528.97	\$7,646.11	\$91,753
				6	\$45.2150	\$3,617.20	\$7,837.27	\$94,047
				7	\$46.3448	\$3,707.59	\$8,033.12	\$96,397
				8	\$47.5034	\$3,800.28	\$8,233.94	\$98,807
				9	\$48.6909	\$3,895.28	\$8,439.78	\$101,277
Water Systems Technician II	176	GU	Non-exempt	1	\$44.0549	\$3,524.40	\$7,636.20	\$91,634

Inland Empire Utilities Agency

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Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Systems Technician II	176	GU	Non-exempt	2	\$45.1563	\$3,612.51	\$7,827.11	\$93,925
				3	\$46.2851	\$3,702.81	\$8,022.76	\$96,273
				4	\$47.4428	\$3,795.43	\$8,223.44	\$98,681
				5	\$48.6294	\$3,890.36	\$8,429.12	\$101,149
				6	\$49.8443	\$3,987.55	\$8,639.70	\$103,676
				7	\$51.0909	\$4,087.28	\$8,855.78	\$106,269
				8	\$52.3678	\$4,189.43	\$9,077.10	\$108,925
				9	\$53.6775	\$4,294.20	\$9,304.10	\$111,649
				Z-Not in Use	165	(blank)	(blank)	1
2	\$26.4130	\$2,113.04	\$4,578.26					\$54,939
3	\$27.0736	\$2,165.89	\$4,692.77					\$56,313
4	\$27.7510	\$2,220.08	\$4,810.18					\$57,722
5	\$28.4438	\$2,275.51	\$4,930.28					\$59,163
6	\$29.1544	\$2,332.36	\$5,053.45					\$60,641
7	\$29.8842	\$2,390.74	\$5,179.94					\$62,159
8	\$30.6308	\$2,450.47	\$5,309.36					\$63,712
9	\$31.3972	\$2,511.78	\$5,442.19					\$65,306
168	(blank)	(blank)	1		\$29.8255	\$2,386.04	\$5,169.76	\$62,037
			2		\$30.5717	\$2,445.74	\$5,299.11	\$63,589
			3		\$31.3351	\$2,506.81	\$5,431.43	\$65,177
			4		\$32.1183	\$2,569.47	\$5,567.19	\$66,806
			5		\$32.9207	\$2,633.66	\$5,706.27	\$68,475
			6		\$33.7448	\$2,699.59	\$5,849.12	\$70,189
			7		\$34.5880	\$2,767.04	\$5,995.26	\$71,943
			8		\$35.4525	\$2,836.20	\$6,145.10	\$73,741
			9		\$36.3395	\$2,907.16	\$6,298.85	\$75,586
169	(blank)	(blank)	1		\$31.3145	\$2,505.16	\$5,427.85	\$65,134
			2		\$32.0972	\$2,567.78	\$5,563.53	\$66,762
			3		\$32.8996	\$2,631.97	\$5,702.61	\$68,431
			4		\$33.7226	\$2,697.81	\$5,845.26	\$70,143
			5		\$34.5654	\$2,765.24	\$5,991.36	\$71,896
			6		\$35.4294	\$2,834.36	\$6,141.12	\$73,693
			7		\$36.3150	\$2,905.20	\$6,294.60	\$75,535
			8		\$37.2231	\$2,977.85	\$6,452.01	\$77,424
			9		\$38.1534	\$3,052.28	\$6,613.28	\$79,359
189	(blank)	(blank)	1		\$83.0635	\$6,645.08	\$14,397.68	\$172,772
			2		\$85.1400	\$6,811.20	\$14,757.60	\$177,091
			3		\$87.2683	\$6,981.47	\$15,126.52	\$181,518
			4		\$89.4510	\$7,156.08	\$15,504.84	\$186,058
			5		\$91.6861	\$7,334.89	\$15,892.27	\$190,707
			6		\$93.9789	\$7,518.32	\$16,289.70	\$195,476
			7		\$96.3275	\$7,706.20	\$16,696.77	\$200,361
			8		\$98.7361	\$7,898.89	\$17,114.27	\$205,371
			9		\$101.2049	\$8,096.40	\$17,542.20	\$210,506
191	(blank)	(blank)	1	\$91.5755	\$7,326.04	\$15,873.09	\$190,477	
			2	\$93.8650	\$7,509.20	\$16,269.94	\$195,239	

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective January 1, 2026

Adopted December 3, 2025

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually				
Z-Not in Use	191	(blank)	(blank)	3	\$96.2116	\$7,696.93	\$16,676.69	\$200,120				
				4	\$98.6164	\$7,889.32	\$17,093.53	\$205,122				
				5	\$101.0813	\$8,086.51	\$17,520.78	\$210,249				
				6	\$103.6087	\$8,288.70	\$17,958.85	\$215,506				
				7	\$106.1991	\$8,495.93	\$18,407.85	\$220,894				
				8	\$108.8539	\$8,708.32	\$18,868.03	\$226,416				
				9	\$111.5750	\$8,926.00	\$19,339.67	\$232,076				
					196	(blank)	(blank)	1	\$116.8784	\$9,350.28	\$20,258.94	\$243,107
								2	\$119.8000	\$9,584.00	\$20,765.34	\$249,184
3	\$122.7952	\$9,823.62	\$21,284.51					\$255,414				
4	\$125.8659	\$10,069.28	\$21,816.78					\$261,801				
5	\$129.0116	\$10,320.93	\$22,362.02					\$268,344				
6	\$132.2366	\$10,578.93	\$22,921.02					\$275,052				
7	\$135.5433	\$10,843.47	\$23,494.19					\$281,930				
8	\$138.9308	\$11,114.47	\$24,081.36					\$288,976				
9	\$142.4049	\$11,392.40	\$24,683.54					\$296,202				
	198	(blank)	(blank)	1	\$128.8573	\$10,308.59	\$22,335.28	\$268,023				
				2	\$132.0784	\$10,566.28	\$22,893.61	\$274,723				
				3	\$135.3803	\$10,830.43	\$23,465.94	\$281,591				
				4	\$138.7645	\$11,101.16	\$24,052.52	\$288,630				
				5	\$142.2332	\$11,378.66	\$24,653.77	\$295,845				
				6	\$145.7885	\$11,663.08	\$25,270.01	\$303,240				
				7	\$149.4351	\$11,954.81	\$25,902.09	\$310,825				
				8	\$153.1698	\$12,253.59	\$26,549.45	\$318,593				
				9	\$156.9991	\$12,559.93	\$27,213.19	\$326,558				