

RESOLUTION NO. 2026-9-1

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

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

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

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

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

SECTION 2: The salary information contained in Exhibit "1" shall be effective as of September 27, 2026.

ADOPTED the 16th day of September 2026.



Steven J. Elie
President of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

ATTEST:



Michael Camacho
Secretary/Treasurer of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

*A Municipal Water District

STATE OF CALIFORNIA)
COUNTY OF) SS
SAN BERNARDINO)

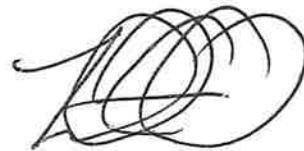
I, Michael Camacho, Secretary/Treasurer of the Inland Empire Utilities Agency*,
DO HEREBY CERTIFY that the foregoing Resolution being No. 2026-9-1, was adopted at a
regular Board Meeting on September 16, 2026, of said Agency by the following vote:

AYES: Camacho, Elie, Hofer, Tule

NOES: None

ABSTAIN: None

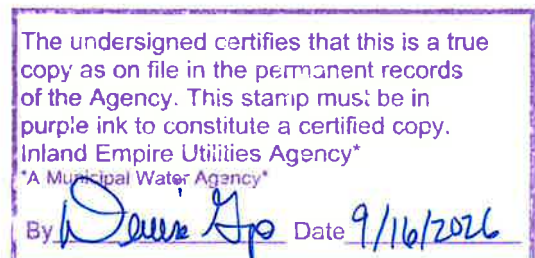
ABSENT: Hall



Michael Camacho
Secretary/Treasurer of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

(SEAL)

*A Municipal Water District



Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Accountant I	175	UN	Exempt	1	\$43.2174	\$3,457.40	\$7,491.04	\$89,892
				2	\$44.2976	\$3,543.81	\$7,678.26	\$92,139
				3	\$45.4044	\$3,632.36	\$7,870.12	\$94,441
				4	\$46.5409	\$3,723.28	\$8,067.11	\$96,805
				5	\$47.7044	\$3,816.36	\$8,268.78	\$99,225
				6	\$48.8967	\$3,911.74	\$8,475.44	\$101,705
				7	\$50.1183	\$4,009.47	\$8,687.19	\$104,246
				8	\$51.3722	\$4,109.78	\$8,904.53	\$106,854
				9	\$52.6568	\$4,212.55	\$9,127.20	\$109,526
Accountant II	177	PR	Exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Accounting Supervisor	185	SU	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Accounting Technician I	170	GU	Non-exempt	1	\$33.8669	\$2,709.36	\$5,870.28	\$70,443
				2	\$34.7145	\$2,777.16	\$6,017.18	\$72,206
				3	\$35.5818	\$2,846.55	\$6,167.53	\$74,010
				4	\$36.4717	\$2,917.74	\$6,321.77	\$75,861
				5	\$37.3832	\$2,990.66	\$6,479.77	\$77,757
				6	\$38.3178	\$3,065.43	\$6,641.77	\$79,701
				7	\$39.2760	\$3,142.08	\$6,807.84	\$81,694
				8	\$40.2573	\$3,220.59	\$6,977.95	\$83,735
				9	\$41.2645	\$3,301.16	\$7,152.52	\$85,830
Accounting Technician II	173	GU	Non-exempt	1	\$39.2049	\$3,136.40	\$6,795.54	\$81,546
				2	\$40.1847	\$3,214.78	\$6,965.36	\$83,584
				3	\$41.1904	\$3,295.24	\$7,139.69	\$85,676
				4	\$42.2193	\$3,377.55	\$7,318.03	\$87,816
				5	\$43.2746	\$3,461.97	\$7,500.94	\$90,011
				6	\$44.3568	\$3,548.55	\$7,688.53	\$92,262
				7	\$45.4654	\$3,637.24	\$7,880.69	\$94,568
				8	\$46.6029	\$3,728.24	\$8,077.86	\$96,934
				9	\$47.7678	\$3,821.43	\$8,279.77	\$99,357
Administrative Assistant I	171	GU	Non-exempt	1	\$35.5606	\$2,844.85	\$6,163.85	\$73,966

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Administrative Assistant I	171	GU	Non-exempt	2	\$36.4500	\$2,916.00	\$6,318.00	\$75,816
				3	\$37.3606	\$2,988.85	\$6,475.85	\$77,710
				4	\$38.2943	\$3,063.55	\$6,637.70	\$79,652
				5	\$39.2529	\$3,140.24	\$6,803.86	\$81,646
				6	\$40.2337	\$3,218.70	\$6,973.85	\$83,686
				7	\$41.2395	\$3,299.16	\$7,148.18	\$85,778
				8	\$42.2698	\$3,381.59	\$7,326.78	\$87,921
				9	\$43.3279	\$3,466.24	\$7,510.19	\$90,122
Administrative Assistant I (confidential)	171	UN	Non-exempt	1	\$35.5606	\$2,844.85	\$6,163.85	\$73,966
				2	\$36.4500	\$2,916.00	\$6,318.00	\$75,816
				3	\$37.3606	\$2,988.85	\$6,475.85	\$77,710
				4	\$38.2943	\$3,063.55	\$6,637.70	\$79,652
				5	\$39.2529	\$3,140.24	\$6,803.86	\$81,646
				6	\$40.2337	\$3,218.70	\$6,973.85	\$83,686
				7	\$41.2395	\$3,299.16	\$7,148.18	\$85,778
				8	\$42.2698	\$3,381.59	\$7,326.78	\$87,921
Administrative Assistant II	174	PR	Non-exempt	9	\$43.3279	\$3,466.24	\$7,510.19	\$90,122
				1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617
				2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201
				5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506
				6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
				7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
Administrative Assistant II (confidential)	174	UN	Non-exempt	8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
				1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617
				2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201
				5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506
				6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
Administrative Services Supervisor	185	SU	Exempt	7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
				8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
				1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
Advanced Water Treatment Program Manager	190	UN	Exempt	6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
				1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Advanced Water Treatment Program Manager	190	UN	Exempt	3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Assistant Engineer	179	UN	Exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Assistant General Manager	197	EX	Exempt	1	\$126.4029	\$10,112.24	\$21,909.86	\$262,918
				2	\$129.5640	\$10,365.12	\$22,457.76	\$269,493
				3	\$132.8025	\$10,624.20	\$23,019.10	\$276,229
				4	\$136.1231	\$10,889.85	\$23,594.68	\$283,136
				5	\$139.5250	\$11,162.00	\$24,184.34	\$290,212
				6	\$143.0140	\$11,441.12	\$24,789.10	\$297,469
				7	\$146.5890	\$11,727.12	\$25,408.76	\$304,905
				8	\$150.2539	\$12,020.32	\$26,044.03	\$312,528
				9	\$154.0106	\$12,320.85	\$26,695.18	\$320,342
Associate Engineer	182	PR	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Biologist	181	LB	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Board Services Officer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Board Services Officer	186	UN	Exempt	4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Budget Officer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Business Systems Analyst I	179	PR	Exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Business Systems Analyst II	181	PR	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Business Systems Supervisor	185	SU	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
CAD Designer	178	UN	Non-exempt	1	\$50.0275	\$4,002.20	\$8,671.44	\$104,057
				2	\$51.2789	\$4,102.32	\$8,888.36	\$106,660
				3	\$52.5606	\$4,204.85	\$9,110.51	\$109,326
				4	\$53.8731	\$4,309.85	\$9,338.01	\$112,056

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
CAD Designer	178	UN	Non-exempt	5	\$55.2207	\$4,417.66	\$9,571.60	\$114,859
				6	\$56.6015	\$4,528.12	\$9,810.93	\$117,731
				7	\$58.0164	\$4,641.32	\$10,056.20	\$120,674
				8	\$59.4664	\$4,757.32	\$10,307.53	\$123,690
				9	\$60.9529	\$4,876.24	\$10,565.19	\$126,782
Chemist	181	LB	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Chino Basin Program Manager	188	UN	Exempt	1	\$81.4813	\$6,518.51	\$14,123.44	\$169,481
				2	\$83.5198	\$6,681.59	\$14,476.78	\$173,721
				3	\$85.6077	\$6,848.62	\$14,838.68	\$178,064
				4	\$87.7472	\$7,019.78	\$15,209.53	\$182,514
				5	\$89.9414	\$7,195.32	\$15,589.86	\$187,078
				6	\$92.1895	\$7,375.16	\$15,979.52	\$191,754
				7	\$94.4943	\$7,559.55	\$16,379.03	\$196,548
				8	\$96.8563	\$7,748.51	\$16,788.44	\$201,461
				9	\$99.2779	\$7,942.24	\$17,208.19	\$206,498
Collection System Operator I	171	GU	Non-exempt	1	\$35.5606	\$2,844.85	\$6,163.85	\$73,966
				2	\$36.4500	\$2,916.00	\$6,318.00	\$75,816
				3	\$37.3606	\$2,988.85	\$6,475.85	\$77,710
				4	\$38.2943	\$3,063.55	\$6,637.70	\$79,652
				5	\$39.2529	\$3,140.24	\$6,803.86	\$81,646
				6	\$40.2337	\$3,218.70	\$6,973.85	\$83,686
				7	\$41.2395	\$3,299.16	\$7,148.18	\$85,778
				8	\$42.2698	\$3,381.59	\$7,326.78	\$87,921
				9	\$43.3279	\$3,466.24	\$7,510.19	\$90,122
Collection System Operator II	175	GU	Non-exempt	1	\$43.2174	\$3,457.40	\$7,491.04	\$89,892
				2	\$44.2976	\$3,543.81	\$7,678.26	\$92,139
				3	\$45.4044	\$3,632.36	\$7,870.12	\$94,441
				4	\$46.5409	\$3,723.28	\$8,067.11	\$96,805
				5	\$47.7044	\$3,816.36	\$8,268.78	\$99,225
				6	\$48.8967	\$3,911.74	\$8,475.44	\$101,705
				7	\$50.1183	\$4,009.47	\$8,687.19	\$104,246
				8	\$51.3722	\$4,109.78	\$8,904.53	\$106,854
				9	\$52.6568	\$4,212.55	\$9,127.20	\$109,526
Collection System Operator III	177	GU	Non-exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Collection System Operator III	177	GU	Non-exempt	6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Collection System Supervisor	185	SU	Non-exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Communications Officer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Compost Facility Operator I	172	GU	Non-exempt	1	\$37.3400	\$2,987.20	\$6,472.27	\$77,667
				2	\$38.2736	\$3,061.89	\$6,634.10	\$79,609
				3	\$39.2308	\$3,138.47	\$6,800.02	\$81,600
				4	\$40.2121	\$3,216.97	\$6,970.11	\$83,641
				5	\$41.2164	\$3,297.32	\$7,144.20	\$85,730
				6	\$42.2467	\$3,379.74	\$7,322.77	\$87,873
				7	\$43.3025	\$3,464.20	\$7,505.77	\$90,069
				8	\$44.3856	\$3,550.85	\$7,693.51	\$92,322
				9	\$45.4948	\$3,639.59	\$7,885.78	\$94,629
Compost Facility Operator II	174	GU	Non-exempt	1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617
				2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201
				5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506
				6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
				7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
				8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
Compost Facility Operator III	176	GU	Non-exempt	1	\$45.3770	\$3,630.16	\$7,865.35	\$94,384
				2	\$46.5111	\$3,720.89	\$8,061.93	\$96,743
				3	\$47.6741	\$3,813.93	\$8,263.52	\$99,162
				4	\$48.8664	\$3,909.32	\$8,470.20	\$101,642
				5	\$50.0885	\$4,007.08	\$8,682.01	\$104,184
				6	\$51.3400	\$4,107.20	\$8,898.94	\$106,787

Inland Empire Utilities Agency
Salary Matrix
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EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Compost Facility Operator III	176	GU	Non-exempt	7	\$52.6241	\$4,209.93	\$9,121.52	\$109,458
				8	\$53.9390	\$4,315.12	\$9,349.43	\$112,193
				9	\$55.2880	\$4,423.04	\$9,583.26	\$114,999
Compost Facility Supervisor	185	SU	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Compost Sales Representative	181	PR	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Computerized Maintenance Management System Officer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Construction Project Inspector	180	UN	Non-exempt	1	\$55.1563	\$4,412.51	\$9,560.44	\$114,725
				2	\$56.5361	\$4,522.89	\$9,799.60	\$117,595
				3	\$57.9491	\$4,635.93	\$10,044.52	\$120,534
				4	\$59.3976	\$4,751.81	\$10,295.59	\$123,547
				5	\$60.8823	\$4,870.59	\$10,552.95	\$126,635
				6	\$62.4044	\$4,992.36	\$10,816.78	\$129,801
				7	\$63.9645	\$5,117.16	\$11,087.18	\$133,046
				8	\$65.5630	\$5,245.04	\$11,364.26	\$136,371
				9	\$67.2025	\$5,376.20	\$11,648.44	\$139,781
Contracts Administrator I	177	PR	Exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128

Inland Empire Utilities Agency
Salary Matrix
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EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Contracts Administrator I	177	PR	Exempt	7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Contracts Administrator II	180	PR	Exempt	1	\$55.1563	\$4,412.51	\$9,560.44	\$114,725
				2	\$56.5361	\$4,522.89	\$9,799.60	\$117,595
				3	\$57.9491	\$4,635.93	\$10,044.52	\$120,534
				4	\$59.3976	\$4,751.81	\$10,295.59	\$123,547
				5	\$60.8823	\$4,870.59	\$10,552.95	\$126,635
				6	\$62.4044	\$4,992.36	\$10,816.78	\$129,801
				7	\$63.9645	\$5,117.16	\$11,087.18	\$133,046
				8	\$65.5630	\$5,245.04	\$11,364.26	\$136,371
				9	\$67.2025	\$5,376.20	\$11,648.44	\$139,781
Contracts and Procurement Supervisor	185	SU	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Control Systems Analyst I	180	GU	Non-exempt	1	\$55.1563	\$4,412.51	\$9,560.44	\$114,725
				2	\$56.5361	\$4,522.89	\$9,799.60	\$117,595
				3	\$57.9491	\$4,635.93	\$10,044.52	\$120,534
				4	\$59.3976	\$4,751.81	\$10,295.59	\$123,547
				5	\$60.8823	\$4,870.59	\$10,552.95	\$126,635
				6	\$62.4044	\$4,992.36	\$10,816.78	\$129,801
				7	\$63.9645	\$5,117.16	\$11,087.18	\$133,046
				8	\$65.5630	\$5,245.04	\$11,364.26	\$136,371
				9	\$67.2025	\$5,376.20	\$11,648.44	\$139,781
Control Systems Analyst II	182	GU	Non-exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Controller	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688

Inland Empire Utilities Agency
Salary Matrix
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EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Controller	190	UN	Exempt	8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Deputy General Counsel I	188	UN	Exempt	1	\$81.4813	\$6,518.51	\$14,123.44	\$169,481
				2	\$83.5198	\$6,681.59	\$14,476.78	\$173,721
				3	\$85.6077	\$6,848.62	\$14,838.68	\$178,064
				4	\$87.7472	\$7,019.78	\$15,209.53	\$182,514
				5	\$89.9414	\$7,195.32	\$15,589.86	\$187,078
				6	\$92.1895	\$7,375.16	\$15,979.52	\$191,754
				7	\$94.4943	\$7,559.55	\$16,379.03	\$196,548
				8	\$96.8563	\$7,748.51	\$16,788.44	\$201,461
				9	\$99.2779	\$7,942.24	\$17,208.19	\$206,498
Deputy General Counsel II	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Deputy General Counsel III	192	UN	Exempt	1	\$99.0414	\$7,923.32	\$17,167.20	\$206,006
				2	\$101.5178	\$8,121.43	\$17,596.44	\$211,157
				3	\$104.0544	\$8,324.36	\$18,036.12	\$216,433
				4	\$106.6563	\$8,532.51	\$18,487.11	\$221,845
				5	\$109.3226	\$8,745.81	\$18,949.26	\$227,391
				6	\$112.0553	\$8,964.43	\$19,422.94	\$233,075
				7	\$114.8568	\$9,188.55	\$19,908.53	\$238,902
				8	\$117.7284	\$9,418.28	\$20,406.28	\$244,875
				9	\$120.6712	\$9,653.70	\$20,916.35	\$250,996
Deputy General Manager	199	EX	Exempt	1	\$142.6799	\$11,414.40	\$24,731.20	\$296,774
				2	\$146.2462	\$11,699.70	\$25,349.35	\$304,192
				3	\$149.9044	\$11,992.36	\$25,983.45	\$311,801
				4	\$153.6505	\$12,292.04	\$26,632.76	\$319,593
				5	\$157.4924	\$12,599.40	\$27,298.70	\$327,584
				6	\$161.4289	\$12,914.32	\$27,981.03	\$335,772
				7	\$165.4654	\$13,237.24	\$28,680.69	\$344,168
				8	\$169.6015	\$13,568.12	\$29,397.60	\$352,771
				9	\$173.8414	\$13,907.32	\$30,132.53	\$361,590
Deputy Manager of Maintenance	188	UN	Exempt	1	\$81.4813	\$6,518.51	\$14,123.44	\$169,481
				2	\$83.5198	\$6,681.59	\$14,476.78	\$173,721
				3	\$85.6077	\$6,848.62	\$14,838.68	\$178,064
				4	\$87.7472	\$7,019.78	\$15,209.53	\$182,514
				5	\$89.9414	\$7,195.32	\$15,589.86	\$187,078
				6	\$92.1895	\$7,375.16	\$15,979.52	\$191,754
				7	\$94.4943	\$7,559.55	\$16,379.03	\$196,548
				8	\$96.8563	\$7,748.51	\$16,788.44	\$201,461

Inland Empire Utilities Agency
Salary Matrix
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EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Deputy Manager of Maintenance	188	UN	Exempt	9	\$99.2779	\$7,942.24	\$17,208.19	\$206,498
Deputy Manager of Operations	188	UN	Exempt	1	\$81.4813	\$6,518.51	\$14,123.44	\$169,481
				2	\$83.5198	\$6,681.59	\$14,476.78	\$173,721
				3	\$85.6077	\$6,848.62	\$14,838.68	\$178,064
				4	\$87.7472	\$7,019.78	\$15,209.53	\$182,514
				5	\$89.9414	\$7,195.32	\$15,589.86	\$187,078
				6	\$92.1895	\$7,375.16	\$15,979.52	\$191,754
				7	\$94.4943	\$7,559.55	\$16,379.03	\$196,548
				8	\$96.8563	\$7,748.51	\$16,788.44	\$201,461
				9	\$99.2779	\$7,942.24	\$17,208.19	\$206,498
Deputy Manager of Water System Programs	188	UN	Exempt	1	\$81.4813	\$6,518.51	\$14,123.44	\$169,481
				2	\$83.5198	\$6,681.59	\$14,476.78	\$173,721
				3	\$85.6077	\$6,848.62	\$14,838.68	\$178,064
				4	\$87.7472	\$7,019.78	\$15,209.53	\$182,514
				5	\$89.9414	\$7,195.32	\$15,589.86	\$187,078
				6	\$92.1895	\$7,375.16	\$15,979.52	\$191,754
				7	\$94.4943	\$7,559.55	\$16,379.03	\$196,548
				8	\$96.8563	\$7,748.51	\$16,788.44	\$201,461
				9	\$99.2779	\$7,942.24	\$17,208.19	\$206,498
Director of Board and Administrative Services	193	UN	Exempt	1	\$103.9919	\$8,319.36	\$18,025.28	\$216,303
				2	\$106.5914	\$8,527.32	\$18,475.86	\$221,710
				3	\$109.2568	\$8,740.55	\$18,937.86	\$227,254
				4	\$111.9880	\$8,959.04	\$19,411.26	\$232,935
				5	\$114.7875	\$9,183.00	\$19,896.50	\$238,758
				6	\$117.6568	\$9,412.55	\$20,393.86	\$244,726
				7	\$120.5986	\$9,647.89	\$20,903.77	\$250,845
				8	\$123.6130	\$9,889.04	\$21,426.26	\$257,115
				9	\$126.7044	\$10,136.36	\$21,962.12	\$263,545
Director of Engineering	195	UN	Exempt	1	\$114.6549	\$9,172.40	\$19,873.54	\$238,482
				2	\$117.5212	\$9,401.70	\$20,370.35	\$244,444
				3	\$120.4592	\$9,636.74	\$20,879.61	\$250,555
				4	\$123.4712	\$9,877.70	\$21,401.69	\$256,820
				5	\$126.5568	\$10,124.55	\$21,936.53	\$263,238
				6	\$129.7212	\$10,377.70	\$22,485.02	\$269,820
				7	\$132.9635	\$10,637.08	\$23,047.01	\$276,564
				8	\$136.2885	\$10,903.08	\$23,623.34	\$283,480
				9	\$139.6957	\$11,175.66	\$24,213.93	\$290,567
Director of External and Government Affairs	193	UN	Exempt	1	\$103.9919	\$8,319.36	\$18,025.28	\$216,303
				2	\$106.5914	\$8,527.32	\$18,475.86	\$221,710
				3	\$109.2568	\$8,740.55	\$18,937.86	\$227,254
				4	\$111.9880	\$8,959.04	\$19,411.26	\$232,935
				5	\$114.7875	\$9,183.00	\$19,896.50	\$238,758
				6	\$117.6568	\$9,412.55	\$20,393.86	\$244,726
				7	\$120.5986	\$9,647.89	\$20,903.77	\$250,845
				8	\$123.6130	\$9,889.04	\$21,426.26	\$257,115

Inland Empire Utilities Agency
Salary Matrix
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EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Director of External and Government Affairs	193	UN	Exempt	9	\$126.7044	\$10,136.36	\$21,962.12	\$263,545
Director of Finance	195	UN	Exempt	1	\$114.6549	\$9,172.40	\$19,873.54	\$238,482
				2	\$117.5212	\$9,401.70	\$20,370.35	\$244,444
				3	\$120.4592	\$9,636.74	\$20,879.61	\$250,555
				4	\$123.4712	\$9,877.70	\$21,401.69	\$256,820
				5	\$126.5568	\$10,124.55	\$21,936.53	\$263,238
				6	\$129.7212	\$10,377.70	\$22,485.02	\$269,820
				7	\$132.9635	\$10,637.08	\$23,047.01	\$276,564
				8	\$136.2885	\$10,903.08	\$23,623.34	\$283,480
				9	\$139.6957	\$11,175.66	\$24,213.93	\$290,567
Director of Human Resources	194	UN	Exempt	1	\$109.1952	\$8,735.62	\$18,927.18	\$227,126
				2	\$111.9246	\$8,953.97	\$19,400.27	\$232,803
				3	\$114.7231	\$9,177.85	\$19,885.35	\$238,624
				4	\$117.5895	\$9,407.16	\$20,382.18	\$244,586
				5	\$120.5308	\$9,642.47	\$20,892.02	\$250,704
				6	\$123.5428	\$9,883.43	\$21,414.10	\$256,969
				7	\$126.6323	\$10,130.59	\$21,949.62	\$263,395
				8	\$129.7981	\$10,383.85	\$22,498.35	\$269,980
				9	\$133.0428	\$10,643.43	\$23,060.77	\$276,729
Director of Information Technology	194	UN	Exempt	1	\$109.1952	\$8,735.62	\$18,927.18	\$227,126
				2	\$111.9246	\$8,953.97	\$19,400.27	\$232,803
				3	\$114.7231	\$9,177.85	\$19,885.35	\$238,624
				4	\$117.5895	\$9,407.16	\$20,382.18	\$244,586
				5	\$120.5308	\$9,642.47	\$20,892.02	\$250,704
				6	\$123.5428	\$9,883.43	\$21,414.10	\$256,969
				7	\$126.6323	\$10,130.59	\$21,949.62	\$263,395
				8	\$129.7981	\$10,383.85	\$22,498.35	\$269,980
				9	\$133.0428	\$10,643.43	\$23,060.77	\$276,729
Director of Operations and Maintenance	195	UN	Exempt	1	\$114.6549	\$9,172.40	\$19,873.54	\$238,482
				2	\$117.5212	\$9,401.70	\$20,370.35	\$244,444
				3	\$120.4592	\$9,636.74	\$20,879.61	\$250,555
				4	\$123.4712	\$9,877.70	\$21,401.69	\$256,820
				5	\$126.5568	\$10,124.55	\$21,936.53	\$263,238
				6	\$129.7212	\$10,377.70	\$22,485.02	\$269,820
				7	\$132.9635	\$10,637.08	\$23,047.01	\$276,564
				8	\$136.2885	\$10,903.08	\$23,623.34	\$283,480
				9	\$139.6957	\$11,175.66	\$24,213.93	\$290,567
Director of Planning and Resources	195	UN	Exempt	1	\$114.6549	\$9,172.40	\$19,873.54	\$238,482
				2	\$117.5212	\$9,401.70	\$20,370.35	\$244,444
				3	\$120.4592	\$9,636.74	\$20,879.61	\$250,555
				4	\$123.4712	\$9,877.70	\$21,401.69	\$256,820
				5	\$126.5568	\$10,124.55	\$21,936.53	\$263,238
				6	\$129.7212	\$10,377.70	\$22,485.02	\$269,820
				7	\$132.9635	\$10,637.08	\$23,047.01	\$276,564
				8	\$136.2885	\$10,903.08	\$23,623.34	\$283,480
				9	\$139.6957	\$11,175.66	\$24,213.93	\$290,567

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Electrical and Instrumentation Technician I	176	GU	Non-exempt	1	\$45.3770	\$3,630.16	\$7,865.35	\$94,384
				2	\$46.5111	\$3,720.89	\$8,061.93	\$96,743
				3	\$47.6741	\$3,813.93	\$8,263.52	\$99,162
				4	\$48.8664	\$3,909.32	\$8,470.20	\$101,642
				5	\$50.0885	\$4,007.08	\$8,682.01	\$104,184
				6	\$51.3400	\$4,107.20	\$8,898.94	\$106,787
				7	\$52.6241	\$4,209.93	\$9,121.52	\$109,458
				8	\$53.9390	\$4,315.12	\$9,349.43	\$112,193
				9	\$55.2880	\$4,423.04	\$9,583.26	\$114,999
Electrical and Instrumentation Technician II	179	GU	Non-exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Electrical and Instrumentation Technician III	181	GU	Non-exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Electrical and Instrumentation Technician IV	182	GU	Non-exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Employee and Labor Relations Advocate	187	UN	Exempt	1	\$77.6053	\$6,208.43	\$13,451.60	\$161,419
				2	\$79.5452	\$6,363.62	\$13,787.85	\$165,454
				3	\$81.5337	\$6,522.70	\$14,132.52	\$169,590
				4	\$83.5726	\$6,685.81	\$14,485.93	\$173,831
				5	\$85.6606	\$6,852.85	\$14,847.85	\$178,174
				6	\$87.8025	\$7,024.20	\$15,219.10	\$182,629
				7	\$89.9976	\$7,199.81	\$15,599.59	\$187,195
				8	\$92.2472	\$7,379.78	\$15,989.53	\$191,874
				9	\$94.5539	\$7,564.32	\$16,389.36	\$196,672

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Engineering Services Analyst	182	PR	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Engineering Services Specialist	179	UN	Exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Engineering Technician	175	GU	Non-exempt	1	\$43.2174	\$3,457.40	\$7,491.04	\$89,892
				2	\$44.2976	\$3,543.81	\$7,678.26	\$92,139
				3	\$45.4044	\$3,632.36	\$7,870.12	\$94,441
				4	\$46.5409	\$3,723.28	\$8,067.11	\$96,805
				5	\$47.7044	\$3,816.36	\$8,268.78	\$99,225
				6	\$48.8967	\$3,911.74	\$8,475.44	\$101,705
				7	\$50.1183	\$4,009.47	\$8,687.19	\$104,246
				8	\$51.3722	\$4,109.78	\$8,904.53	\$106,854
				9	\$52.6568	\$4,212.55	\$9,127.20	\$109,526
Environmental Resources Planner I	179	PR	Exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Environmental Resources Planner II	182	PR	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Executive Assistant	178	UN	Exempt	1	\$50.0275	\$4,002.20	\$8,671.44	\$104,057

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Executive Assistant	178	UN	Exempt	2	\$51.2789	\$4,102.32	\$8,888.36	\$106,660
				3	\$52.5606	\$4,204.85	\$9,110.51	\$109,326
				4	\$53.8731	\$4,309.85	\$9,338.01	\$112,056
				5	\$55.2207	\$4,417.66	\$9,571.60	\$114,859
				6	\$56.6015	\$4,528.12	\$9,810.93	\$117,731
				7	\$58.0164	\$4,641.32	\$10,056.20	\$120,674
				8	\$59.4664	\$4,757.32	\$10,307.53	\$123,690
				9	\$60.9529	\$4,876.24	\$10,565.19	\$126,782
External Affairs Specialist I	175	UN	Exempt	1	\$43.2174	\$3,457.40	\$7,491.04	\$89,892
				2	\$44.2976	\$3,543.81	\$7,678.26	\$92,139
				3	\$45.4044	\$3,632.36	\$7,870.12	\$94,441
				4	\$46.5409	\$3,723.28	\$8,067.11	\$96,805
				5	\$47.7044	\$3,816.36	\$8,268.78	\$99,225
				6	\$48.8967	\$3,911.74	\$8,475.44	\$101,705
				7	\$50.1183	\$4,009.47	\$8,687.19	\$104,246
				8	\$51.3722	\$4,109.78	\$8,904.53	\$106,854
External Affairs Specialist II	178	UN	Exempt	9	\$52.6568	\$4,212.55	\$9,127.20	\$109,526
				1	\$50.0275	\$4,002.20	\$8,671.44	\$104,057
				2	\$51.2789	\$4,102.32	\$8,888.36	\$106,660
				3	\$52.5606	\$4,204.85	\$9,110.51	\$109,326
				4	\$53.8731	\$4,309.85	\$9,338.01	\$112,056
				5	\$55.2207	\$4,417.66	\$9,571.60	\$114,859
				6	\$56.6015	\$4,528.12	\$9,810.93	\$117,731
				7	\$58.0164	\$4,641.32	\$10,056.20	\$120,674
Facilities Program Coordinator	181	PR	Exempt	8	\$59.4664	\$4,757.32	\$10,307.53	\$123,690
				9	\$60.9529	\$4,876.24	\$10,565.19	\$126,782
				1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
Facilities Program Supervisor	185	SU	Exempt	7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
				1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
Facilities Specialist	177	PR	Exempt	6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
				1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
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EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Facilities Specialist	177	PR	Exempt	3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Facilities Specialist - Landscape	177	UN	Exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Facilities Technician I	172	GU	Non-exempt	1	\$37.3400	\$2,987.20	\$6,472.27	\$77,667
				2	\$38.2736	\$3,061.89	\$6,634.10	\$79,609
				3	\$39.2308	\$3,138.47	\$6,800.02	\$81,600
				4	\$40.2121	\$3,216.97	\$6,970.11	\$83,641
				5	\$41.2164	\$3,297.32	\$7,144.20	\$85,730
				6	\$42.2467	\$3,379.74	\$7,322.77	\$87,873
				7	\$43.3025	\$3,464.20	\$7,505.77	\$90,069
				8	\$44.3856	\$3,550.85	\$7,693.51	\$92,322
				9	\$45.4948	\$3,639.59	\$7,885.78	\$94,629
Facilities Technician II	174	GU	Non-exempt	1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617
				2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201
				5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506
				6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
				7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
				8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
Facilities Technician III	177	GU	Non-exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Financial Analyst I	179	PR	Exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Financial Analyst I	179	PR	Exempt	4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Financial Analyst II	181	PR	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
General Counsel	200	EX	Exempt	1	\$153.3799	\$12,270.40	\$26,585.87	\$319,030
				2	\$157.2150	\$12,577.20	\$27,250.60	\$327,007
				3	\$161.1452	\$12,891.62	\$27,931.85	\$335,182
				4	\$165.1741	\$13,213.93	\$28,630.19	\$343,562
				5	\$169.3020	\$13,544.16	\$29,345.68	\$352,148
				6	\$173.5347	\$13,882.78	\$30,079.36	\$360,952
				7	\$177.8731	\$14,229.85	\$30,831.35	\$369,976
				8	\$182.3202	\$14,585.62	\$31,602.18	\$379,226
				9	\$186.8775	\$14,950.20	\$32,392.10	\$388,705
General Manager	205	EX	Exempt	1	\$198.6962	\$15,895.70	\$34,440.69	\$413,288
GIS Specialist	178	UN	Exempt	1	\$50.0275	\$4,002.20	\$8,671.44	\$104,057
				2	\$51.2789	\$4,102.32	\$8,888.36	\$106,660
				3	\$52.5606	\$4,204.85	\$9,110.51	\$109,326
				4	\$53.8731	\$4,309.85	\$9,338.01	\$112,056
				5	\$55.2207	\$4,417.66	\$9,571.60	\$114,859
				6	\$56.6015	\$4,528.12	\$9,810.93	\$117,731
				7	\$58.0164	\$4,641.32	\$10,056.20	\$120,674
				8	\$59.4664	\$4,757.32	\$10,307.53	\$123,690
				9	\$60.9529	\$4,876.24	\$10,565.19	\$126,782
Government Affairs Analyst I	181	UN	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Government Affairs Analyst II	183	UN	Exempt	1	\$63.8505	\$5,108.04	\$11,067.42	\$132,809
				2	\$65.4457	\$5,235.66	\$11,343.93	\$136,127

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Government Affairs Analyst II	183	UN	Exempt	3	\$67.0818	\$5,366.55	\$11,627.53	\$139,530
				4	\$68.7592	\$5,500.74	\$11,918.27	\$143,019
				5	\$70.4784	\$5,638.28	\$12,216.28	\$146,595
				6	\$72.2400	\$5,779.20	\$12,521.60	\$150,259
				7	\$74.0462	\$5,923.70	\$12,834.69	\$154,016
				8	\$75.8981	\$6,071.85	\$13,155.68	\$157,868
				9	\$77.7943	\$6,223.55	\$13,484.36	\$161,812
Grants Analyst I	176	PR	Exempt	1	\$45.3770	\$3,630.16	\$7,865.35	\$94,384
				2	\$46.5111	\$3,720.89	\$8,061.93	\$96,743
				3	\$47.6741	\$3,813.93	\$8,263.52	\$99,162
				4	\$48.8664	\$3,909.32	\$8,470.20	\$101,642
				5	\$50.0885	\$4,007.08	\$8,682.01	\$104,184
				6	\$51.3400	\$4,107.20	\$8,898.94	\$106,787
				7	\$52.6241	\$4,209.93	\$9,121.52	\$109,458
Grants Analyst II	179	PR	Exempt	8	\$53.9390	\$4,315.12	\$9,349.43	\$112,193
				9	\$55.2880	\$4,423.04	\$9,583.26	\$114,999
				1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
Grants and Government Affairs Officer	186	UN	Exempt	6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
				1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
Groundwater Recharge Supervisor	187	SU	Exempt	4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
				1	\$77.6053	\$6,208.43	\$13,451.60	\$161,419
Human Resources Analyst	181	UN	Exempt	2	\$79.5452	\$6,363.62	\$13,787.85	\$165,454
				3	\$81.5337	\$6,522.70	\$14,132.52	\$169,590
				4	\$83.5726	\$6,685.81	\$14,485.93	\$173,831
				5	\$85.6606	\$6,852.85	\$14,847.85	\$178,174
				6	\$87.8025	\$7,024.20	\$15,219.10	\$182,629
				7	\$89.9976	\$7,199.81	\$15,599.59	\$187,195
				8	\$92.2472	\$7,379.78	\$15,989.53	\$191,874
				9	\$94.5539	\$7,564.32	\$16,389.36	\$196,672
				1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Human Resources Analyst	181	UN	Exempt	4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Human Resources Officer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Human Resources Specialist	177	UN	Exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
HVAC Technician	177	GU	Non-exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Hydrogeologist	183	UN	Exempt	1	\$63.8505	\$5,108.04	\$11,067.42	\$132,809
				2	\$65.4457	\$5,235.66	\$11,343.93	\$136,127
				3	\$67.0818	\$5,366.55	\$11,627.53	\$139,530
				4	\$68.7592	\$5,500.74	\$11,918.27	\$143,019
				5	\$70.4784	\$5,638.28	\$12,216.28	\$146,595
				6	\$72.2400	\$5,779.20	\$12,521.60	\$150,259
				7	\$74.0462	\$5,923.70	\$12,834.69	\$154,016
				8	\$75.8981	\$6,071.85	\$13,155.68	\$157,868
				9	\$77.7943	\$6,223.55	\$13,484.36	\$161,812
Industrial Engine Technician I	177	GU	Non-exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726

Inland Empire Utilities Agency
Salary Matrix
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EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Industrial Engine Technician I	177	GU	Non-exempt	5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Industrial Engine Technician II	181	GU	Non-exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Information Security Administrator	183	PR	Exempt	1	\$63.8505	\$5,108.04	\$11,067.42	\$132,809
				2	\$65.4457	\$5,235.66	\$11,343.93	\$136,127
				3	\$67.0818	\$5,366.55	\$11,627.53	\$139,530
				4	\$68.7592	\$5,500.74	\$11,918.27	\$143,019
				5	\$70.4784	\$5,638.28	\$12,216.28	\$146,595
				6	\$72.2400	\$5,779.20	\$12,521.60	\$150,259
				7	\$74.0462	\$5,923.70	\$12,834.69	\$154,016
				8	\$75.8981	\$6,071.85	\$13,155.68	\$157,868
				9	\$77.7943	\$6,223.55	\$13,484.36	\$161,812
Information Security Officer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Information Systems Analyst I	179	PR	Exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Information Systems Analyst II	181	PR	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Information Systems Analyst II	181	PR	Exempt	6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Information Technology Officer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Information Technology Project Manager	185	PR	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Intern	001	OTR	Non-exempt	1	\$21.0000			
Internal Auditor	179	PR	Exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Inventory Resources Coordinator	181	PR	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Laboratory Assistant	172	LB	Non-exempt	1	\$37.3400	\$2,987.20	\$6,472.27	\$77,667
				2	\$38.2736	\$3,061.89	\$6,634.10	\$79,609
				3	\$39.2308	\$3,138.47	\$6,800.02	\$81,600
				4	\$40.2121	\$3,216.97	\$6,970.11	\$83,641

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Laboratory Assistant	172	LB	Non-exempt	5	\$41.2164	\$3,297.32	\$7,144.20	\$85,730
				6	\$42.2467	\$3,379.74	\$7,322.77	\$87,873
				7	\$43.3025	\$3,464.20	\$7,505.77	\$90,069
				8	\$44.3856	\$3,550.85	\$7,693.51	\$92,322
				9	\$45.4948	\$3,639.59	\$7,885.78	\$94,629
Laboratory Quality Officer	187	UN	Exempt	1	\$77.6053	\$6,208.43	\$13,451.60	\$161,419
				2	\$79.5452	\$6,363.62	\$13,787.85	\$165,454
				3	\$81.5337	\$6,522.70	\$14,132.52	\$169,590
				4	\$83.5726	\$6,685.81	\$14,485.93	\$173,831
				5	\$85.6606	\$6,852.85	\$14,847.85	\$178,174
				6	\$87.8025	\$7,024.20	\$15,219.10	\$182,629
				7	\$89.9976	\$7,199.81	\$15,599.59	\$187,195
				8	\$92.2472	\$7,379.78	\$15,989.53	\$191,874
				9	\$94.5539	\$7,564.32	\$16,389.36	\$196,672
Laboratory Scientist I	177	LB	Non-exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Laboratory Scientist II	179	LB	Non-exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Laboratory Supervisor	185	SU	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Maintenance Planner/Scheduler	182	GU	Non-exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Maintenance Planner/Scheduler	182	GU	Non-exempt	6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Maintenance Supervisor	185	SU	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Manager of Administrative Services	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Asset Management	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Compliance and Sustainability	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Contracts and Procurement	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Contracts and Procurement	190	UN	Exempt	7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Engineering	192	UN	Exempt	1	\$99.0414	\$7,923.32	\$17,167.20	\$206,006
				2	\$101.5178	\$8,121.43	\$17,596.44	\$211,157
				3	\$104.0544	\$8,324.36	\$18,036.12	\$216,433
				4	\$106.6563	\$8,532.51	\$18,487.11	\$221,845
				5	\$109.3226	\$8,745.81	\$18,949.26	\$227,391
				6	\$112.0553	\$8,964.43	\$19,422.94	\$233,075
				7	\$114.8568	\$9,188.55	\$19,908.53	\$238,902
				8	\$117.7284	\$9,418.28	\$20,406.28	\$244,875
				9	\$120.6712	\$9,653.70	\$20,916.35	\$250,996
Manager of Environmental Services	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of External Affairs	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Facilities and Water System Programs	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Human Resources	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404

Inland Empire Utilities Agency
Salary Matrix
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EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Human Resources	190	UN	Exempt	7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Information Technology	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Internal Audit	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Laboratories	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Maintenance	192	UN	Exempt	1	\$99.0414	\$7,923.32	\$17,167.20	\$206,006
				2	\$101.5178	\$8,121.43	\$17,596.44	\$211,157
				3	\$104.0544	\$8,324.36	\$18,036.12	\$216,433
				4	\$106.6563	\$8,532.51	\$18,487.11	\$221,845
				5	\$109.3226	\$8,745.81	\$18,949.26	\$227,391
				6	\$112.0553	\$8,964.43	\$19,422.94	\$233,075
				7	\$114.8568	\$9,188.55	\$19,908.53	\$238,902
				8	\$117.7284	\$9,418.28	\$20,406.28	\$244,875
				9	\$120.6712	\$9,653.70	\$20,916.35	\$250,996
Manager of Operations	192	UN	Exempt	1	\$99.0414	\$7,923.32	\$17,167.20	\$206,006
				2	\$101.5178	\$8,121.43	\$17,596.44	\$211,157
				3	\$104.0544	\$8,324.36	\$18,036.12	\$216,433
				4	\$106.6563	\$8,532.51	\$18,487.11	\$221,845
				5	\$109.3226	\$8,745.81	\$18,949.26	\$227,391
				6	\$112.0553	\$8,964.43	\$19,422.94	\$233,075
				7	\$114.8568	\$9,188.55	\$19,908.53	\$238,902

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Operations	192	UN	Exempt	8	\$117.7284	\$9,418.28	\$20,406.28	\$244,875
				9	\$120.6712	\$9,653.70	\$20,916.35	\$250,996
Manager of Organizational Safety and Resilience	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Manager of Rates and Revenue	192	UN	Exempt	1	\$99.0414	\$7,923.32	\$17,167.20	\$206,006
				2	\$101.5178	\$8,121.43	\$17,596.44	\$211,157
				3	\$104.0544	\$8,324.36	\$18,036.12	\$216,433
				4	\$106.6563	\$8,532.51	\$18,487.11	\$221,845
				5	\$109.3226	\$8,745.81	\$18,949.26	\$227,391
				6	\$112.0553	\$8,964.43	\$19,422.94	\$233,075
				7	\$114.8568	\$9,188.55	\$19,908.53	\$238,902
				8	\$117.7284	\$9,418.28	\$20,406.28	\$244,875
				9	\$120.6712	\$9,653.70	\$20,916.35	\$250,996
Manager of Regional Composting Authority	192	UN	Exempt	1	\$99.0414	\$7,923.32	\$17,167.20	\$206,006
				2	\$101.5178	\$8,121.43	\$17,596.44	\$211,157
				3	\$104.0544	\$8,324.36	\$18,036.12	\$216,433
				4	\$106.6563	\$8,532.51	\$18,487.11	\$221,845
				5	\$109.3226	\$8,745.81	\$18,949.26	\$227,391
				6	\$112.0553	\$8,964.43	\$19,422.94	\$233,075
				7	\$114.8568	\$9,188.55	\$19,908.53	\$238,902
				8	\$117.7284	\$9,418.28	\$20,406.28	\$244,875
				9	\$120.6712	\$9,653.70	\$20,916.35	\$250,996
Manager of Water Resources	190	UN	Exempt	1	\$89.8323	\$7,186.59	\$15,570.95	\$186,851
				2	\$92.0784	\$7,366.28	\$15,960.28	\$191,523
				3	\$94.3794	\$7,550.36	\$16,359.12	\$196,309
				4	\$96.7400	\$7,739.20	\$16,768.27	\$201,219
				5	\$99.1582	\$7,932.66	\$17,187.43	\$206,249
				6	\$101.6366	\$8,130.93	\$17,617.02	\$211,404
				7	\$104.1770	\$8,334.16	\$18,057.35	\$216,688
				8	\$106.7813	\$8,542.51	\$18,508.78	\$222,105
				9	\$109.4515	\$8,756.12	\$18,971.60	\$227,659
Materials Specialist	182	PR	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Materials Specialist	182	PR	Exempt	8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Mechanic I	172	GU	Non-exempt	1	\$37.3400	\$2,987.20	\$6,472.27	\$77,667
				2	\$38.2736	\$3,061.89	\$6,634.10	\$79,609
				3	\$39.2308	\$3,138.47	\$6,800.02	\$81,600
				4	\$40.2121	\$3,216.97	\$6,970.11	\$83,641
				5	\$41.2164	\$3,297.32	\$7,144.20	\$85,730
				6	\$42.2467	\$3,379.74	\$7,322.77	\$87,873
				7	\$43.3025	\$3,464.20	\$7,505.77	\$90,069
				8	\$44.3856	\$3,550.85	\$7,693.51	\$92,322
				9	\$45.4948	\$3,639.59	\$7,885.78	\$94,629
Mechanic II	176	GU	Non-exempt	1	\$45.3770	\$3,630.16	\$7,865.35	\$94,384
				2	\$46.5111	\$3,720.89	\$8,061.93	\$96,743
				3	\$47.6741	\$3,813.93	\$8,263.52	\$99,162
				4	\$48.8664	\$3,909.32	\$8,470.20	\$101,642
				5	\$50.0885	\$4,007.08	\$8,682.01	\$104,184
				6	\$51.3400	\$4,107.20	\$8,898.94	\$106,787
				7	\$52.6241	\$4,209.93	\$9,121.52	\$109,458
				8	\$53.9390	\$4,315.12	\$9,349.43	\$112,193
				9	\$55.2880	\$4,423.04	\$9,583.26	\$114,999
Mechanic III	179	GU	Non-exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Mechanic IV	181	GU	Non-exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Network Administrator	183	PR	Exempt	1	\$63.8505	\$5,108.04	\$11,067.42	\$132,809
				2	\$65.4457	\$5,235.66	\$11,343.93	\$136,127
				3	\$67.0818	\$5,366.55	\$11,627.53	\$139,530
				4	\$68.7592	\$5,500.74	\$11,918.27	\$143,019
				5	\$70.4784	\$5,638.28	\$12,216.28	\$146,595
				6	\$72.2400	\$5,779.20	\$12,521.60	\$150,259
				7	\$74.0462	\$5,923.70	\$12,834.69	\$154,016
				8	\$75.8981	\$6,071.85	\$13,155.68	\$157,868

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Network Administrator	183	PR	Exempt	9	\$77.7943	\$6,223.55	\$13,484.36	\$161,812
Office Assistant	166	GU	Non-exempt	1	\$27.8678	\$2,229.43	\$4,830.44	\$57,965
				2	\$28.5650	\$2,285.20	\$4,951.27	\$59,415
				3	\$29.2784	\$2,342.28	\$5,074.94	\$60,899
				4	\$30.0106	\$2,400.85	\$5,201.85	\$62,422
				5	\$30.7597	\$2,460.78	\$5,331.69	\$63,980
				6	\$31.5299	\$2,522.40	\$5,465.20	\$65,582
				7	\$32.3169	\$2,585.36	\$5,601.62	\$67,219
				8	\$33.1250	\$2,650.00	\$5,741.67	\$68,900
				9	\$33.9529	\$2,716.24	\$5,885.19	\$70,622
Office Assistant (confidential)	166	UN	Non-exempt	1	\$27.8678	\$2,229.43	\$4,830.44	\$57,965
				2	\$28.5650	\$2,285.20	\$4,951.27	\$59,415
				3	\$29.2784	\$2,342.28	\$5,074.94	\$60,899
				4	\$30.0106	\$2,400.85	\$5,201.85	\$62,422
				5	\$30.7597	\$2,460.78	\$5,331.69	\$63,980
				6	\$31.5299	\$2,522.40	\$5,465.20	\$65,582
				7	\$32.3169	\$2,585.36	\$5,601.62	\$67,219
				8	\$33.1250	\$2,650.00	\$5,741.67	\$68,900
				9	\$33.9529	\$2,716.24	\$5,885.19	\$70,622
Operations and Maintenance Training Officer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Operations Specialist	179	UN	Exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Operations Supervisor	185	SU	Non-exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387

**Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Paralegal	176	UN	Exempt	1	\$45.3770	\$3,630.16	\$7,865.35	\$94,384
				2	\$46.5111	\$3,720.89	\$8,061.93	\$96,743
				3	\$47.6741	\$3,813.93	\$8,263.52	\$99,162
				4	\$48.8664	\$3,909.32	\$8,470.20	\$101,642
				5	\$50.0885	\$4,007.08	\$8,682.01	\$104,184
				6	\$51.3400	\$4,107.20	\$8,898.94	\$106,787
				7	\$52.6241	\$4,209.93	\$9,121.52	\$109,458
				8	\$53.9390	\$4,315.12	\$9,349.43	\$112,193
				9	\$55.2880	\$4,423.04	\$9,583.26	\$114,999
Pretreatment and Source Control Inspector I	174	GU	Non-exempt	1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617
				2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201
				5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506
				6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
				7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
				8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
Pretreatment and Source Control Inspector II	177	GU	Non-exempt	1	\$47.6462	\$3,811.70	\$8,258.69	\$99,104
				2	\$48.8390	\$3,907.12	\$8,465.43	\$101,585
				3	\$50.0592	\$4,004.74	\$8,676.94	\$104,123
				4	\$51.3106	\$4,104.85	\$8,893.85	\$106,726
				5	\$52.5938	\$4,207.51	\$9,116.28	\$109,395
				6	\$53.9077	\$4,312.62	\$9,344.01	\$112,128
				7	\$55.2553	\$4,420.43	\$9,577.60	\$114,931
				8	\$56.6375	\$4,531.00	\$9,817.17	\$117,806
				9	\$58.0539	\$4,644.32	\$10,062.70	\$120,752
Pretreatment and Source Control Supervisor	185	SU	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Principal Accountant	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Principal Control Systems Administrator	187	UN	Exempt	1	\$77.6053	\$6,208.43	\$13,451.60	\$161,419
				2	\$79.5452	\$6,363.62	\$13,787.85	\$165,454
				3	\$81.5337	\$6,522.70	\$14,132.52	\$169,590
				4	\$83.5726	\$6,685.81	\$14,485.93	\$173,831
				5	\$85.6606	\$6,852.85	\$14,847.85	\$178,174
				6	\$87.8025	\$7,024.20	\$15,219.10	\$182,629
				7	\$89.9976	\$7,199.81	\$15,599.59	\$187,195
				8	\$92.2472	\$7,379.78	\$15,989.53	\$191,874
				9	\$94.5539	\$7,564.32	\$16,389.36	\$196,672
Principal Engineer	188	UN	Exempt	1	\$81.4813	\$6,518.51	\$14,123.44	\$169,481
				2	\$83.5198	\$6,681.59	\$14,476.78	\$173,721
				3	\$85.6077	\$6,848.62	\$14,838.68	\$178,064
				4	\$87.7472	\$7,019.78	\$15,209.53	\$182,514
				5	\$89.9414	\$7,195.32	\$15,589.86	\$187,078
				6	\$92.1895	\$7,375.16	\$15,979.52	\$191,754
				7	\$94.4943	\$7,559.55	\$16,379.03	\$196,548
				8	\$96.8563	\$7,748.51	\$16,788.44	\$201,461
				9	\$99.2779	\$7,942.24	\$17,208.19	\$206,498
Principal Network Engineer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579
				3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Principal Resources Specialist	187	UN	Exempt	1	\$77.6053	\$6,208.43	\$13,451.60	\$161,419
				2	\$79.5452	\$6,363.62	\$13,787.85	\$165,454
				3	\$81.5337	\$6,522.70	\$14,132.52	\$169,590
				4	\$83.5726	\$6,685.81	\$14,485.93	\$173,831
				5	\$85.6606	\$6,852.85	\$14,847.85	\$178,174
				6	\$87.8025	\$7,024.20	\$15,219.10	\$182,629
				7	\$89.9976	\$7,199.81	\$15,599.59	\$187,195
				8	\$92.2472	\$7,379.78	\$15,989.53	\$191,874
				9	\$94.5539	\$7,564.32	\$16,389.36	\$196,672
Process Automation & Controls Supervisor	185	SU	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Procurement Specialist I	174	PR	Non-exempt	1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Procurement Specialist I	174	PR	Non-exempt	2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201
				5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506
				6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
				7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
				8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
Procurement Specialist II	175	PR	Non-exempt	1	\$43.2174	\$3,457.40	\$7,491.04	\$89,892
				2	\$44.2976	\$3,543.81	\$7,678.26	\$92,139
				3	\$45.4044	\$3,632.36	\$7,870.12	\$94,441
				4	\$46.5409	\$3,723.28	\$8,067.11	\$96,805
				5	\$47.7044	\$3,816.36	\$8,268.78	\$99,225
				6	\$48.8967	\$3,911.74	\$8,475.44	\$101,705
				7	\$50.1183	\$4,009.47	\$8,687.19	\$104,246
				8	\$51.3722	\$4,109.78	\$8,904.53	\$106,854
Project Manager I	184	PR	Exempt	9	\$52.6568	\$4,212.55	\$9,127.20	\$109,526
				1	\$67.0404	\$5,363.24	\$11,620.36	\$139,444
				2	\$68.7154	\$5,497.24	\$11,910.69	\$142,928
				3	\$70.4347	\$5,634.78	\$12,208.69	\$146,504
				4	\$72.1952	\$5,775.62	\$12,513.85	\$150,166
				5	\$74.0000	\$5,920.00	\$12,826.67	\$153,920
				6	\$75.8500	\$6,068.00	\$13,147.34	\$157,768
				7	\$77.7448	\$6,219.59	\$13,475.78	\$161,709
Project Manager II	185	PR	Exempt	8	\$79.6885	\$6,375.08	\$13,812.68	\$165,752
				9	\$81.6818	\$6,534.55	\$14,158.20	\$169,898
				1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
Records Management Supervisor	185	SU	Exempt	7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
				1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
Records Specialist	173	GU	Non-exempt	6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
				1	\$39.2049	\$3,136.40	\$6,795.54	\$81,546
				2	\$40.1847	\$3,214.78	\$6,965.36	\$83,584

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Records Specialist	173	GU	Non-exempt	3	\$41.1904	\$3,295.24	\$7,139.69	\$85,676
				4	\$42.2193	\$3,377.55	\$7,318.03	\$87,816
				5	\$43.2746	\$3,461.97	\$7,500.94	\$90,011
				6	\$44.3568	\$3,548.55	\$7,688.53	\$92,262
				7	\$45.4654	\$3,637.24	\$7,880.69	\$94,568
				8	\$46.6029	\$3,728.24	\$8,077.86	\$96,934
				9	\$47.7678	\$3,821.43	\$8,279.77	\$99,357
Recycled Water Distribution Operator	179	OP	Non-exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Risk Specialist	174	PR	Non-exempt	1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617
				2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201
				5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506
				6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
				7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
				8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt	1	\$52.5303	\$4,202.43	\$9,105.27	\$109,263
				2	\$53.8438	\$4,307.51	\$9,332.94	\$111,995
				3	\$55.1904	\$4,415.24	\$9,566.36	\$114,796
				4	\$56.5702	\$4,525.62	\$9,805.51	\$117,666
				5	\$57.9837	\$4,638.70	\$10,050.52	\$120,606
				6	\$59.4327	\$4,754.62	\$10,301.68	\$123,620
				7	\$60.9198	\$4,873.59	\$10,559.45	\$126,713
				8	\$62.4424	\$4,995.40	\$10,823.37	\$129,880
				9	\$64.0029	\$5,120.24	\$11,093.86	\$133,126
Safety Analyst	178	PR	Exempt	1	\$50.0275	\$4,002.20	\$8,671.44	\$104,057
				2	\$51.2789	\$4,102.32	\$8,888.36	\$106,660
				3	\$52.5606	\$4,204.85	\$9,110.51	\$109,326
				4	\$53.8731	\$4,309.85	\$9,338.01	\$112,056
				5	\$55.2207	\$4,417.66	\$9,571.60	\$114,859
				6	\$56.6015	\$4,528.12	\$9,810.93	\$117,731
				7	\$58.0164	\$4,641.32	\$10,056.20	\$120,674
				8	\$59.4664	\$4,757.32	\$10,307.53	\$123,690
				9	\$60.9529	\$4,876.24	\$10,565.19	\$126,782
Safety Officer	186	UN	Exempt	1	\$73.9116	\$5,912.93	\$12,811.35	\$153,736
				2	\$75.7592	\$6,060.74	\$13,131.61	\$157,579

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Safety Officer	186	UN	Exempt	3	\$77.6534	\$6,212.28	\$13,459.94	\$161,519
				4	\$79.5948	\$6,367.59	\$13,796.45	\$165,557
				5	\$81.5847	\$6,526.78	\$14,141.36	\$169,696
				6	\$83.6241	\$6,689.93	\$14,494.85	\$173,938
				7	\$85.7145	\$6,857.16	\$14,857.18	\$178,286
				8	\$87.8577	\$7,028.62	\$15,228.68	\$182,744
				9	\$90.0534	\$7,204.28	\$15,609.28	\$187,311
Senior Accountant	181	PR	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Senior Associate Engineer	184	PR	Exempt	1	\$67.0404	\$5,363.24	\$11,620.36	\$139,444
				2	\$68.7154	\$5,497.24	\$11,910.69	\$142,928
				3	\$70.4347	\$5,634.78	\$12,208.69	\$146,504
				4	\$72.1952	\$5,775.62	\$12,513.85	\$150,166
				5	\$74.0000	\$5,920.00	\$12,826.67	\$153,920
				6	\$75.8500	\$6,068.00	\$13,147.34	\$157,768
				7	\$77.7448	\$6,219.59	\$13,475.78	\$161,709
				8	\$79.6885	\$6,375.08	\$13,812.68	\$165,752
				9	\$81.6818	\$6,534.55	\$14,158.20	\$169,898
Senior Associate Engineer - PE	185	UN	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Senior Compost Operations and Maintenance Technician	181	GU	Non-exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Senior Construction Project Inspector	182	UN	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Construction Project Inspector	182	UN	Exempt	3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Senior Engineer	187	PR	Exempt	1	\$77.6053	\$6,208.43	\$13,451.60	\$161,419
				2	\$79.5452	\$6,363.62	\$13,787.85	\$165,454
				3	\$81.5337	\$6,522.70	\$14,132.52	\$169,590
				4	\$83.5726	\$6,685.81	\$14,485.93	\$173,831
				5	\$85.6606	\$6,852.85	\$14,847.85	\$178,174
				6	\$87.8025	\$7,024.20	\$15,219.10	\$182,629
				7	\$89.9976	\$7,199.81	\$15,599.59	\$187,195
				8	\$92.2472	\$7,379.78	\$15,989.53	\$191,874
				9	\$94.5539	\$7,564.32	\$16,389.36	\$196,672
Senior Environmental Resources Planner	184	UN	Exempt	1	\$67.0404	\$5,363.24	\$11,620.36	\$139,444
				2	\$68.7154	\$5,497.24	\$11,910.69	\$142,928
				3	\$70.4347	\$5,634.78	\$12,208.69	\$146,504
				4	\$72.1952	\$5,775.62	\$12,513.85	\$150,166
				5	\$74.0000	\$5,920.00	\$12,826.67	\$153,920
				6	\$75.8500	\$6,068.00	\$13,147.34	\$157,768
				7	\$77.7448	\$6,219.59	\$13,475.78	\$161,709
				8	\$79.6885	\$6,375.08	\$13,812.68	\$165,752
				9	\$81.6818	\$6,534.55	\$14,158.20	\$169,898
Senior External Affairs Specialist	181	UN	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Senior Facilities Technician	180	GU	Non-exempt	1	\$55.1563	\$4,412.51	\$9,560.44	\$114,725
				2	\$56.5361	\$4,522.89	\$9,799.60	\$117,595
				3	\$57.9491	\$4,635.93	\$10,044.52	\$120,534
				4	\$59.3976	\$4,751.81	\$10,295.59	\$123,547
				5	\$60.8823	\$4,870.59	\$10,552.95	\$126,635
				6	\$62.4044	\$4,992.36	\$10,816.78	\$129,801
				7	\$63.9645	\$5,117.16	\$11,087.18	\$133,046
				8	\$65.5630	\$5,245.04	\$11,364.26	\$136,371
				9	\$67.2025	\$5,376.20	\$11,648.44	\$139,781
Senior Financial Analyst	183	PR	Exempt	1	\$63.8505	\$5,108.04	\$11,067.42	\$132,809
				2	\$65.4457	\$5,235.66	\$11,343.93	\$136,127
				3	\$67.0818	\$5,366.55	\$11,627.53	\$139,530

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Financial Analyst	183	PR	Exempt	4	\$68.7592	\$5,500.74	\$11,918.27	\$143,019
				5	\$70.4784	\$5,638.28	\$12,216.28	\$146,595
				6	\$72.2400	\$5,779.20	\$12,521.60	\$150,259
				7	\$74.0462	\$5,923.70	\$12,834.69	\$154,016
				8	\$75.8981	\$6,071.85	\$13,155.68	\$157,868
				9	\$77.7943	\$6,223.55	\$13,484.36	\$161,812
Senior Grants Analyst	182	PR	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Senior Hydrogeologist	185	UN	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Senior Information Systems Analyst	182	PR	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Senior Internal Auditor	182	PR	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Senior Inventory Analyst	182	PR	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Inventory Analyst	182	PR	Exempt	5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Senior Management Analyst	182	PR	Exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Senior Operations Specialist	184	UN	Exempt	1	\$67.0404	\$5,363.24	\$11,620.36	\$139,444
				2	\$68.7154	\$5,497.24	\$11,910.69	\$142,928
				3	\$70.4347	\$5,634.78	\$12,208.69	\$146,504
				4	\$72.1952	\$5,775.62	\$12,513.85	\$150,166
				5	\$74.0000	\$5,920.00	\$12,826.67	\$153,920
				6	\$75.8500	\$6,068.00	\$13,147.34	\$157,768
				7	\$77.7448	\$6,219.59	\$13,475.78	\$161,709
				8	\$79.6885	\$6,375.08	\$13,812.68	\$165,752
				9	\$81.6818	\$6,534.55	\$14,158.20	\$169,898
Senior Policy Advisor	188	UN	Exempt	1	\$81.4813	\$6,518.51	\$14,123.44	\$169,481
				2	\$83.5198	\$6,681.59	\$14,476.78	\$173,721
				3	\$85.6077	\$6,848.62	\$14,838.68	\$178,064
				4	\$87.7472	\$7,019.78	\$15,209.53	\$182,514
				5	\$89.9414	\$7,195.32	\$15,589.86	\$187,078
				6	\$92.1895	\$7,375.16	\$15,979.52	\$191,754
				7	\$94.4943	\$7,559.55	\$16,379.03	\$196,548
				8	\$96.8563	\$7,748.51	\$16,788.44	\$201,461
				9	\$99.2779	\$7,942.24	\$17,208.19	\$206,498
Senior Pretreatment and Source Control Inspector	180	GU	Non-exempt	1	\$55.1563	\$4,412.51	\$9,560.44	\$114,725
				2	\$56.5361	\$4,522.89	\$9,799.60	\$117,595
				3	\$57.9491	\$4,635.93	\$10,044.52	\$120,534
				4	\$59.3976	\$4,751.81	\$10,295.59	\$123,547
				5	\$60.8823	\$4,870.59	\$10,552.95	\$126,635
				6	\$62.4044	\$4,992.36	\$10,816.78	\$129,801
				7	\$63.9645	\$5,117.16	\$11,087.18	\$133,046
				8	\$65.5630	\$5,245.04	\$11,364.26	\$136,371
				9	\$67.2025	\$5,376.20	\$11,648.44	\$139,781
Senior Project Manager	187	PR	Exempt	1	\$77.6053	\$6,208.43	\$13,451.60	\$161,419
				2	\$79.5452	\$6,363.62	\$13,787.85	\$165,454
				3	\$81.5337	\$6,522.70	\$14,132.52	\$169,590
				4	\$83.5726	\$6,685.81	\$14,485.93	\$173,831
				5	\$85.6606	\$6,852.85	\$14,847.85	\$178,174

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Project Manager	187	PR	Exempt	6	\$87.8025	\$7,024.20	\$15,219.10	\$182,629
				7	\$89.9976	\$7,199.81	\$15,599.59	\$187,195
				8	\$92.2472	\$7,379.78	\$15,989.53	\$191,874
				9	\$94.5539	\$7,564.32	\$16,389.36	\$196,672
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Senior Water Plant Operator	181	OP	Non-exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Senior Water Resources Analyst	184	PR	Exempt	1	\$67.0404	\$5,363.24	\$11,620.36	\$139,444
				2	\$68.7154	\$5,497.24	\$11,910.69	\$142,928
				3	\$70.4347	\$5,634.78	\$12,208.69	\$146,504
				4	\$72.1952	\$5,775.62	\$12,513.85	\$150,166
				5	\$74.0000	\$5,920.00	\$12,826.67	\$153,920
				6	\$75.8500	\$6,068.00	\$13,147.34	\$157,768
				7	\$77.7448	\$6,219.59	\$13,475.78	\$161,709
				8	\$79.6885	\$6,375.08	\$13,812.68	\$165,752
				9	\$81.6818	\$6,534.55	\$14,158.20	\$169,898
Source Control/Environmental Resources Supervisor	187	SU	Exempt	1	\$77.6053	\$6,208.43	\$13,451.60	\$161,419
				2	\$79.5452	\$6,363.62	\$13,787.85	\$165,454
				3	\$81.5337	\$6,522.70	\$14,132.52	\$169,590
				4	\$83.5726	\$6,685.81	\$14,485.93	\$173,831
				5	\$85.6606	\$6,852.85	\$14,847.85	\$178,174
				6	\$87.8025	\$7,024.20	\$15,219.10	\$182,629
				7	\$89.9976	\$7,199.81	\$15,599.59	\$187,195
				8	\$92.2472	\$7,379.78	\$15,989.53	\$191,874
				9	\$94.5539	\$7,564.32	\$16,389.36	\$196,672
Supervisor - Environmental Compliance & Energy	188	SU	Exempt	1	\$81.4813	\$6,518.51	\$14,123.44	\$169,481
				2	\$83.5198	\$6,681.59	\$14,476.78	\$173,721
				3	\$85.6077	\$6,848.62	\$14,838.68	\$178,064

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Supervisor - Environmental Compliance &	188	SU	Exempt	4	\$87.7472	\$7,019.78	\$15,209.53	\$182,514
				5	\$89.9414	\$7,195.32	\$15,589.86	\$187,078
				6	\$92.1895	\$7,375.16	\$15,979.52	\$191,754
				7	\$94.4943	\$7,559.55	\$16,379.03	\$196,548
				8	\$96.8563	\$7,748.51	\$16,788.44	\$201,461
				9	\$99.2779	\$7,942.24	\$17,208.19	\$206,498
Systems Administrator	181	PR	Exempt	1	\$57.9116	\$4,632.93	\$10,038.02	\$120,456
				2	\$59.3597	\$4,748.78	\$10,289.03	\$123,468
				3	\$60.8433	\$4,867.47	\$10,546.19	\$126,554
				4	\$62.3650	\$4,989.20	\$10,809.94	\$129,719
				5	\$63.9222	\$5,113.78	\$11,079.86	\$132,958
				6	\$65.5212	\$5,241.70	\$11,357.02	\$136,284
				7	\$67.1597	\$5,372.78	\$11,641.03	\$139,692
				8	\$68.8371	\$5,506.97	\$11,931.77	\$143,181
				9	\$70.5597	\$5,644.78	\$12,230.36	\$146,764
Technology Specialist I	178	GU	Non-exempt	1	\$50.0275	\$4,002.20	\$8,671.44	\$104,057
				2	\$51.2789	\$4,102.32	\$8,888.36	\$106,660
				3	\$52.5606	\$4,204.85	\$9,110.51	\$109,326
				4	\$53.8731	\$4,309.85	\$9,338.01	\$112,056
				5	\$55.2207	\$4,417.66	\$9,571.60	\$114,859
				6	\$56.6015	\$4,528.12	\$9,810.93	\$117,731
				7	\$58.0164	\$4,641.32	\$10,056.20	\$120,674
				8	\$59.4664	\$4,757.32	\$10,307.53	\$123,690
				9	\$60.9529	\$4,876.24	\$10,565.19	\$126,782
Technology Specialist II	180	GU	Non-exempt	1	\$55.1563	\$4,412.51	\$9,560.44	\$114,725
				2	\$56.5361	\$4,522.89	\$9,799.60	\$117,595
				3	\$57.9491	\$4,635.93	\$10,044.52	\$120,534
				4	\$59.3976	\$4,751.81	\$10,295.59	\$123,547
				5	\$60.8823	\$4,870.59	\$10,552.95	\$126,635
				6	\$62.4044	\$4,992.36	\$10,816.78	\$129,801
				7	\$63.9645	\$5,117.16	\$11,087.18	\$133,046
				8	\$65.5630	\$5,245.04	\$11,364.26	\$136,371
				9	\$67.2025	\$5,376.20	\$11,648.44	\$139,781
Technology Specialist III	182	GU	Non-exempt	1	\$60.8073	\$4,864.59	\$10,539.95	\$126,479
				2	\$62.3265	\$4,986.12	\$10,803.26	\$129,639
				3	\$63.8856	\$5,110.85	\$11,073.51	\$132,882
				4	\$65.4823	\$5,238.59	\$11,350.28	\$136,203
				5	\$67.1193	\$5,369.55	\$11,634.03	\$139,608
				6	\$68.7967	\$5,503.74	\$11,924.77	\$143,097
				7	\$70.5169	\$5,641.36	\$12,222.95	\$146,675
				8	\$72.2803	\$5,782.43	\$12,528.60	\$150,343
				9	\$74.0871	\$5,926.97	\$12,841.77	\$154,101
Treasurer	192	UN	Exempt	1	\$99.0414	\$7,923.32	\$17,167.20	\$206,006
				2	\$101.5178	\$8,121.43	\$17,596.44	\$211,157
				3	\$104.0544	\$8,324.36	\$18,036.12	\$216,433
				4	\$106.6563	\$8,532.51	\$18,487.11	\$221,845

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Treasurer	192	UN	Exempt	5	\$109.3226	\$8,745.81	\$18,949.26	\$227,391
				6	\$112.0553	\$8,964.43	\$19,422.94	\$233,075
				7	\$114.8568	\$9,188.55	\$19,908.53	\$238,902
				8	\$117.7284	\$9,418.28	\$20,406.28	\$244,875
				9	\$120.6712	\$9,653.70	\$20,916.35	\$250,996
Warehouse Supervisor	185	SU	Exempt	1	\$70.3900	\$5,631.20	\$12,200.94	\$146,411
				2	\$72.1496	\$5,771.97	\$12,505.94	\$150,071
				3	\$73.9539	\$5,916.32	\$12,818.70	\$153,824
				4	\$75.8020	\$6,064.16	\$13,139.02	\$157,668
				5	\$77.6972	\$6,215.78	\$13,467.53	\$161,610
				6	\$79.6400	\$6,371.20	\$13,804.27	\$165,651
				7	\$81.6303	\$6,530.43	\$14,149.27	\$169,791
				8	\$83.6722	\$6,693.78	\$14,503.19	\$174,038
				9	\$85.7630	\$6,861.04	\$14,865.59	\$178,387
Warehouse Technician I	167	GU	Non-exempt	1	\$29.2606	\$2,340.85	\$5,071.85	\$60,862
				2	\$29.9909	\$2,399.28	\$5,198.44	\$62,381
				3	\$30.7424	\$2,459.40	\$5,328.70	\$63,944
				4	\$31.5097	\$2,520.78	\$5,461.69	\$65,540
				5	\$32.2972	\$2,583.78	\$5,598.19	\$67,178
				6	\$33.1049	\$2,648.40	\$5,738.20	\$68,858
				7	\$33.9323	\$2,714.59	\$5,881.62	\$70,579
				8	\$34.7808	\$2,782.47	\$6,028.69	\$72,344
				9	\$35.6491	\$2,851.93	\$6,179.19	\$74,150
Warehouse Technician II	171	GU	Non-exempt	1	\$35.5606	\$2,844.85	\$6,163.85	\$73,966
				2	\$36.4500	\$2,916.00	\$6,318.00	\$75,816
				3	\$37.3606	\$2,988.85	\$6,475.85	\$77,710
				4	\$38.2943	\$3,063.55	\$6,637.70	\$79,652
				5	\$39.2529	\$3,140.24	\$6,803.86	\$81,646
				6	\$40.2337	\$3,218.70	\$6,973.85	\$83,686
				7	\$41.2395	\$3,299.16	\$7,148.18	\$85,778
				8	\$42.2698	\$3,381.59	\$7,326.78	\$87,921
				9	\$43.3279	\$3,466.24	\$7,510.19	\$90,122
Warehouse Technician III	175	GU	Non-exempt	1	\$43.2174	\$3,457.40	\$7,491.04	\$89,892
				2	\$44.2976	\$3,543.81	\$7,678.26	\$92,139
				3	\$45.4044	\$3,632.36	\$7,870.12	\$94,441
				4	\$46.5409	\$3,723.28	\$8,067.11	\$96,805
				5	\$47.7044	\$3,816.36	\$8,268.78	\$99,225
				6	\$48.8967	\$3,911.74	\$8,475.44	\$101,705
				7	\$50.1183	\$4,009.47	\$8,687.19	\$104,246
				8	\$51.3722	\$4,109.78	\$8,904.53	\$106,854
				9	\$52.6568	\$4,212.55	\$9,127.20	\$109,526
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617
				2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201
				5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
				7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
				8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
Wastewater Treatment Plant Operator II	176	OP	Non-exempt	1	\$45.3770	\$3,630.16	\$7,865.35	\$94,384
				2	\$46.5111	\$3,720.89	\$8,061.93	\$96,743
				3	\$47.6741	\$3,813.93	\$8,263.52	\$99,162
				4	\$48.8664	\$3,909.32	\$8,470.20	\$101,642
				5	\$50.0885	\$4,007.08	\$8,682.01	\$104,184
				6	\$51.3400	\$4,107.20	\$8,898.94	\$106,787
				7	\$52.6241	\$4,209.93	\$9,121.52	\$109,458
				8	\$53.9390	\$4,315.12	\$9,349.43	\$112,193
				9	\$55.2880	\$4,423.04	\$9,583.26	\$114,999
Wastewater Treatment Plant Operator III	178	OP	Non-exempt	1	\$50.0275	\$4,002.20	\$8,671.44	\$104,057
				2	\$51.2789	\$4,102.32	\$8,888.36	\$106,660
				3	\$52.5606	\$4,204.85	\$9,110.51	\$109,326
				4	\$53.8731	\$4,309.85	\$9,338.01	\$112,056
				5	\$55.2207	\$4,417.66	\$9,571.60	\$114,859
				6	\$56.6015	\$4,528.12	\$9,810.93	\$117,731
				7	\$58.0164	\$4,641.32	\$10,056.20	\$120,674
				8	\$59.4664	\$4,757.32	\$10,307.53	\$123,690
				9	\$60.9529	\$4,876.24	\$10,565.19	\$126,782
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt	1	\$55.1563	\$4,412.51	\$9,560.44	\$114,725
				2	\$56.5361	\$4,522.89	\$9,799.60	\$117,595
				3	\$57.9491	\$4,635.93	\$10,044.52	\$120,534
				4	\$59.3976	\$4,751.81	\$10,295.59	\$123,547
				5	\$60.8823	\$4,870.59	\$10,552.95	\$126,635
				6	\$62.4044	\$4,992.36	\$10,816.78	\$129,801
				7	\$63.9645	\$5,117.16	\$11,087.18	\$133,046
				8	\$65.5630	\$5,245.04	\$11,364.26	\$136,371
				9	\$67.2025	\$5,376.20	\$11,648.44	\$139,781
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt	1	\$35.5606	\$2,844.85	\$6,163.85	\$73,966
				2	\$36.4500	\$2,916.00	\$6,318.00	\$75,816
				3	\$37.3606	\$2,988.85	\$6,475.85	\$77,710
				4	\$38.2943	\$3,063.55	\$6,637.70	\$79,652
				5	\$39.2529	\$3,140.24	\$6,803.86	\$81,646
				6	\$40.2337	\$3,218.70	\$6,973.85	\$83,686
				7	\$41.2395	\$3,299.16	\$7,148.18	\$85,778
				8	\$42.2698	\$3,381.59	\$7,326.78	\$87,921
				9	\$43.3279	\$3,466.24	\$7,510.19	\$90,122
Water Plant Operator I	174	OP	Non-exempt	1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617
				2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201

Inland Empire Utilities Agency
Salary Matrix
Effective September 27, 2026
Adopted September 16, 2026

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Plant Operator I	174	OP	Non-exempt	5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506
				6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
				7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
				8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
Water Plant Operator II	176	OP	Non-exempt	1	\$45.3770	\$3,630.16	\$7,865.35	\$94,384
				2	\$46.5111	\$3,720.89	\$8,061.93	\$96,743
				3	\$47.6741	\$3,813.93	\$8,263.52	\$99,162
				4	\$48.8664	\$3,909.32	\$8,470.20	\$101,642
				5	\$50.0885	\$4,007.08	\$8,682.01	\$104,184
				6	\$51.3400	\$4,107.20	\$8,898.94	\$106,787
				7	\$52.6241	\$4,209.93	\$9,121.52	\$109,458
				8	\$53.9390	\$4,315.12	\$9,349.43	\$112,193
				9	\$55.2880	\$4,423.04	\$9,583.26	\$114,999
Water Plant Operator III	178	OP	Non-exempt	1	\$50.0275	\$4,002.20	\$8,671.44	\$104,057
				2	\$51.2789	\$4,102.32	\$8,888.36	\$106,660
				3	\$52.5606	\$4,204.85	\$9,110.51	\$109,326
				4	\$53.8731	\$4,309.85	\$9,338.01	\$112,056
				5	\$55.2207	\$4,417.66	\$9,571.60	\$114,859
				6	\$56.6015	\$4,528.12	\$9,810.93	\$117,731
				7	\$58.0164	\$4,641.32	\$10,056.20	\$120,674
				8	\$59.4664	\$4,757.32	\$10,307.53	\$123,690
				9	\$60.9529	\$4,876.24	\$10,565.19	\$126,782
Water Plant Operator IV, V	180	OP	Non-exempt	1	\$55.1563	\$4,412.51	\$9,560.44	\$114,725
				2	\$56.5361	\$4,522.89	\$9,799.60	\$117,595
				3	\$57.9491	\$4,635.93	\$10,044.52	\$120,534
				4	\$59.3976	\$4,751.81	\$10,295.59	\$123,547
				5	\$60.8823	\$4,870.59	\$10,552.95	\$126,635
				6	\$62.4044	\$4,992.36	\$10,816.78	\$129,801
				7	\$63.9645	\$5,117.16	\$11,087.18	\$133,046
				8	\$65.5630	\$5,245.04	\$11,364.26	\$136,371
				9	\$67.2025	\$5,376.20	\$11,648.44	\$139,781
Water Systems Technician I	174	GU	Non-exempt	1	\$41.1621	\$3,292.97	\$7,134.77	\$85,617
				2	\$42.1914	\$3,375.32	\$7,313.20	\$87,758
				3	\$43.2457	\$3,459.66	\$7,495.93	\$89,951
				4	\$44.3275	\$3,546.20	\$7,683.44	\$92,201
				5	\$45.4356	\$3,634.85	\$7,875.51	\$94,506
				6	\$46.5717	\$3,725.74	\$8,072.44	\$96,869
				7	\$47.7351	\$3,818.81	\$8,274.09	\$99,289
				8	\$48.9289	\$3,914.32	\$8,481.03	\$101,772
				9	\$50.1520	\$4,012.16	\$8,693.02	\$104,316
Water Systems Technician II	176	GU	Non-exempt	1	\$45.3770	\$3,630.16	\$7,865.35	\$94,384
				2	\$46.5111	\$3,720.89	\$8,061.93	\$96,743
				3	\$47.6741	\$3,813.93	\$8,263.52	\$99,162
				4	\$48.8664	\$3,909.32	\$8,470.20	\$101,642
				5	\$50.0885	\$4,007.08	\$8,682.01	\$104,184

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective September 27, 2026

Adopted September 16, 2026

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Systems Technician II	176	GU	Non-exempt	6	\$51.3400	\$4,107.20	\$8,898.94	\$106,787
				7	\$52.6241	\$4,209.93	\$9,121.52	\$109,458
				8	\$53.9390	\$4,315.12	\$9,349.43	\$112,193
				9	\$55.2880	\$4,423.04	\$9,583.26	\$114,999
Z-Not in Use	165	(blank)	(blank)	1	\$26.5424	\$2,123.40	\$4,600.70	\$55,208
				2	\$27.2058	\$2,176.47	\$4,715.69	\$56,588
				3	\$27.8861	\$2,230.89	\$4,833.60	\$58,003
				4	\$28.5837	\$2,286.70	\$4,954.52	\$59,454
				5	\$29.2972	\$2,343.78	\$5,078.19	\$60,938
				6	\$30.0294	\$2,402.36	\$5,205.12	\$62,461
				7	\$30.7808	\$2,462.47	\$5,335.36	\$64,024
				8	\$31.5500	\$2,524.00	\$5,468.67	\$65,624
				9	\$32.3395	\$2,587.16	\$5,605.52	\$67,266
	168	(blank)	(blank)	1	\$30.7207	\$2,457.66	\$5,324.93	\$63,899
				2	\$31.4890	\$2,519.12	\$5,458.10	\$65,497
				3	\$32.2755	\$2,582.04	\$5,594.42	\$67,133
				4	\$33.0823	\$2,646.59	\$5,734.28	\$68,811
				5	\$33.9087	\$2,712.70	\$5,877.52	\$70,530
				6	\$34.7573	\$2,780.59	\$6,024.62	\$72,295
				7	\$35.6260	\$2,850.08	\$6,175.18	\$74,102
				8	\$36.5164	\$2,921.32	\$6,329.53	\$75,954
				9	\$37.4299	\$2,994.40	\$6,487.87	\$77,854
	169	(blank)	(blank)	1	\$32.2544	\$2,580.36	\$5,590.78	\$67,089
				2	\$33.0601	\$2,644.81	\$5,730.43	\$68,765
				3	\$33.8866	\$2,710.93	\$5,873.69	\$70,484
				4	\$34.7347	\$2,778.78	\$6,020.69	\$72,248
				5	\$35.6025	\$2,848.20	\$6,171.10	\$74,053
				6	\$36.4924	\$2,919.40	\$6,325.37	\$75,904
				7	\$37.4049	\$2,992.40	\$6,483.54	\$77,802
				8	\$38.3400	\$3,067.20	\$6,645.60	\$79,747
				9	\$39.2981	\$3,143.85	\$6,811.68	\$81,740
	189	(blank)	(blank)	1	\$85.5558	\$6,844.47	\$14,829.69	\$177,956
				2	\$87.6943	\$7,015.55	\$15,200.36	\$182,404
				3	\$89.8866	\$7,190.93	\$15,580.35	\$186,964
				4	\$92.1347	\$7,370.78	\$15,970.03	\$191,640
				5	\$94.4371	\$7,554.97	\$16,369.11	\$196,429
				6	\$96.7986	\$7,743.89	\$16,778.43	\$201,341
				7	\$99.2174	\$7,937.40	\$17,197.70	\$206,372
				8	\$101.6986	\$8,135.89	\$17,627.77	\$211,533
				9	\$104.2414	\$8,339.32	\$18,068.53	\$216,822
	191	(blank)	(blank)	1	\$94.3231	\$7,545.85	\$16,349.35	\$196,192
				2	\$96.6813	\$7,734.51	\$16,758.11	\$201,097
				3	\$99.0981	\$7,927.85	\$17,177.01	\$206,124
				4	\$101.5750	\$8,126.00	\$17,606.34	\$211,276
				5	\$104.1140	\$8,329.12	\$18,046.43	\$216,557
				6	\$106.7174	\$8,537.40	\$18,497.70	\$221,972

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective September 27, 2026

Adopted September 16, 2026

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Z-Not in Use	191	(blank)	(blank)	7	\$109.3851	\$8,750.81	\$18,960.09	\$227,521
				8	\$112.1198	\$8,969.59	\$19,434.12	\$233,209
				9	\$114.9226	\$9,193.81	\$19,919.93	\$239,039
	196	(blank)	(blank)	1	\$120.3851	\$9,630.81	\$20,866.76	\$250,401
				2	\$123.3943	\$9,871.55	\$21,388.36	\$256,660
				3	\$126.4794	\$10,118.36	\$21,923.12	\$263,077
				4	\$129.6424	\$10,371.40	\$22,471.37	\$269,656
				5	\$132.8823	\$10,630.59	\$23,032.95	\$276,395
				6	\$136.2039	\$10,896.32	\$23,608.70	\$283,304
				7	\$139.6097	\$11,168.78	\$24,199.03	\$290,388
				8	\$143.0991	\$11,447.93	\$24,803.85	\$297,646
				9	\$146.6775	\$11,734.20	\$25,424.10	\$305,089
	198	(blank)	(blank)	1	\$132.7231	\$10,617.85	\$23,005.35	\$276,064
				2	\$136.0409	\$10,883.28	\$23,580.44	\$282,965
				3	\$139.4419	\$11,155.36	\$24,169.95	\$290,039
				4	\$142.9275	\$11,434.20	\$24,774.10	\$297,289
				5	\$146.5005	\$11,720.04	\$25,393.42	\$304,721
				6	\$150.1625	\$12,013.00	\$26,028.17	\$312,338
				7	\$153.9183	\$12,313.47	\$26,679.19	\$320,150
				8	\$157.7650	\$12,621.20	\$27,345.94	\$328,151
				9	\$161.7092	\$12,936.74	\$28,029.61	\$336,355