

RESOLUTION NO. 2019-4-3

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

WHEREAS, the Agency has a classification and compensation change as a result of hiring a new General Manager with a new salary set by employment contract that needs to be updated on the Agency's salary matrix; and


WHEREAS, the 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 Agency's salary schedule/matrix is hereby adopted and set forth in Exhibit "1" of this resolution.

SECTION 2: The salary information contained in Exhibit "1" shall be effective as of April 1, 2019.

ADOPTED the 17th day of April 2019.


Paul Hofer
President of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

ATTEST:



Kati Parker
Secretary/Treasurer of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

*A Municipal Water District

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

By  Date 4/29/2019

STATE OF CALIFORNIA)
COUNTY OF) SS
SAN BERNARDINO)

I, Kati Parker, Secretary/Treasurer of the Inland Empire Utilities Agency*, DO
HEREBY CERTIFY that the foregoing Resolution being No. 2019-4-3, was adopted at a regular
Board Meeting on April 17, 2019, of said Agency by the following vote:

AYES: Hall, Camacho, Parker, Elie, Hofer

NOES: None

ABSTAIN: None

ABSENT: None



Kati Parker
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 April 1, 2019

EXHIBIT 1

CLASSIFICATION TITLE	Salary Range	Unit	FLSA
Accountant I	173	UN	Exempt
Accountant II	175	PR	Exempt
Accounting Supervisor	184	SU	Exempt
Accounting Technician I	170	GU	Non-exempt
Accounting Technician II	173	GU	Non-exempt
Administrative Assistant I	171	GU	Non-exempt
Administrative Assistant I (confidential)	171	UN	Non-exempt
Administrative Assistant II	174	PR	Non-exempt
Administrative Assistant II (confidential)	174	UN	Non-exempt
Assistant Engineer	179	UN	Exempt
Associate Engineer	182	UN	Exempt
Biologist ¹	181	LB	Exempt
Board Secretary/Office Manager	188	UN	Exempt
Budget Officer	186	UN	Exempt
Business Systems Analyst I	179	PR	Exempt
Business Systems Analyst II	181	PR	Exempt
Business Systems Supervisor	184	SU	Exempt
CAD Designer	178	UN	Non-exempt
Chemist	181	LB	Exempt
Chief Financial Officer	192	UN	Exempt
Chief Information Technology Officer	192	UN	Exempt
Collection System Operator I	171	GU	Non-exempt
Collection System Operator II	175	GU	Non-exempt
Collection System Operator III	177	GU	Non-exempt
Collection System Supervisor	184	SU	Exempt
Compost Facility Supervisor	185	SU	Exempt
Compost Operator	174	GU	Non-exempt
Compost Sales Representative	181	PR	Exempt
Compost Worker	170	GU	Non-exempt
Construction Project Inspector	180	UN	Non-exempt
Construction Project Manager - PE	186	PR	Exempt
Contracts Administrator I	177	PR	Exempt
Contracts Administrator II	180	PR	Exempt
Contracts and Procurement Supervisor	184	SU	Exempt
Control Systems Analyst I	180	GU	Non-exempt
Control Systems Analyst II	182	GU	Non-exempt
Deputy Manager of Capital Improvement Projects	188	UN	Exempt
Deputy Manager of Construction Management	188	UN	Exempt
Deputy Manager of Engineering	189	UN	Exempt
Deputy Manager of Grants	188	UN	Exempt
Deputy Manager of Human Resources	188	UN	Exempt
Deputy Manager of Integrated Systems Services	188	UN	Exempt
Deputy Manager of Maintenance	188	UN	Exempt
Deputy Manager of Operations	188	UN	Exempt

Inland Empire Utilities Agency
Salary Matrix
Effective April 1, 2019

EXHIBIT 1

CLASSIFICATION TITLE	Salary Range	Unit	FLSA
Deputy Manager of Planning & Environmental Resources	189	UN	Exempt
Deputy Manager of Safety	188	UN	Exempt
Electrical & Instrumentation Technician I	176	GU	Non-exempt
Electrical & Instrumentation Technician II	179	GU	Non-exempt
Electrical & Instrumentation Technician III	181	GU	Non-exempt
Electrical & Instrumentation Technician IV	182	GU	Non-exempt
Engineering Services Analyst	182	PR	Exempt
Engineering Services Specialist	179	UN	Exempt
Engineering Services Supervisor	184	SU	Exempt
Engineering Technician	175	GU	Non-exempt
Environmental Resources Planner I	179	UN	Exempt
Environmental Resources Planner II	182	UN	Exempt
Executive Assistant	178	UN	Exempt
Executive Manager of Engineering/Assistant General Manager	196	EX	Exempt
Executive Manager of External Affairs and Policy Development/AGM	196	EX	Exempt
Executive Manager of Finance & Administration/Assistant General Manager	196	EX	Exempt
Executive Manager of Operations/Assistant General Manager	196	EX	Exempt
External Affairs Analyst	180	UN	Exempt
External Affairs Specialist I	171	UN	Exempt
External Affairs Specialist I (Y-Rated) ²	202	UN	Exempt
External Affairs Specialist II	177	UN	Exempt
Facilities Program Supervisor	184	SU	Exempt
Facilities Specialist	177	PR	Exempt
Facilities Specialist - Landscape	177	UN	Exempt
Financial Analyst I	179	PR	Exempt
Financial Analyst II	181	PR	Exempt
General Manager	205	EX	Exempt
GIS Specialist	178	UN	Exempt
Grants Administrator	179	PR	Exempt
Groundwater Recharge Supervisor	187	SU	Exempt
Human Resources Analyst I	177	UN	Exempt
Human Resources Analyst II	179	UN	Exempt
Human Resources Officer	183	UN	Exempt
Human Resources Technician	171	UN	Non-exempt
HVAC Technician	177	GU	Non-exempt
Industrial Engine Technician I	177	GU	Non-exempt
Industrial Engine Technician II	181	GU	Non-exempt
Information Systems Analyst I	179	PR	Exempt
Information Systems Analyst II	181	PR	Exempt
Intern	001	OTR	Non-exempt
Internal Auditor	179	PR	Exempt
Inventory Resources Coordinator	181	PR	Exempt
Laboratory Assistant	172	LB	Non-exempt
Laboratory Scientist I	177	LB	Non-exempt

Inland Empire Utilities Agency
Salary Matrix
Effective April 1, 2019

EXHIBIT 1

CLASSIFICATION TITLE	Salary Range	Unit	FLSA
Laboratory Scientist II	179	LB	Non-exempt
Laboratory Supervisor	184	SU	Exempt
Maintenance Planner	181	GU	Non-exempt
Maintenance Supervisor	185	SU	Exempt
Manager of Business Information Services	190	UN	Exempt
Manager of Contracts & Procurement	190	UN	Exempt
Manager of Engineering	192	UN	Exempt
Manager of External Affairs	190	UN	Exempt
Manager of Finance & Accounting	190	UN	Exempt
Manager of Grants	190	UN	Exempt
Manager of Government Relations	190	UN	Exempt
Manager of Human Resources	190	UN	Exempt
Manager of Integrated Systems Services	190	UN	Exempt
Manager of Internal Audit	190	UN	Exempt
Manager of Laboratories	190	UN	Exempt
Manager of Operations & Maintenance	192	UN	Exempt
Manager of Planning & Environmental Resources	192	UN	Exempt
Manager of Regional Compost Authority	190	UN	Exempt
Manager of Technical Services	190	UN	Exempt
Materials Specialist	182	PR	Exempt
Mechanic I	172	GU	Non-exempt
Mechanic II	176	GU	Non-exempt
Mechanic III	179	GU	Non-exempt
Mechanic IV	181	GU	Non-exempt
Network Administrator	183	PR	Exempt
Office Assistant	166	GU	Non-exempt
Office Assistant (confidential)	166	UN	Non-exempt
Operations Specialist	179	UN	Exempt
Operations Supervisor	184	SU	Non-exempt
Pretreatment & Source Control Inspector I	174	GU	Non-exempt
Pretreatment & Source Control Inspector II	177	GU	Non-exempt
Principal Accountant	186	UN	Exempt
Process Automation & Controls Supervisor	185	SU	Exempt
Procurement Specialist I	174	PR	Non-exempt
Procurement Specialist II ³	175	PR	Non-exempt
Project Manager I	184	PR	Exempt
Project Manager II	185	PR	Exempt
Records Management Supervisor	184	SU	Exempt
Records Specialist	173	GU	Non-exempt
Recycled Water Distribution Operator	179	OP	Non-exempt
Risk Specialist	174	UN	Non-exempt
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt
RW/Groundwater Recharge Systems Maintenance Technician	176	GU	Non-exempt
Safety Analyst	178	PR	Exempt

Inland Empire Utilities Agency
Salary Matrix
Effective April 1, 2019

EXHIBIT 1

CLASSIFICATION TITLE	Salary Range	Unit	FLSA
Safety Officer	184	SU	Exempt
Senior Accountant	179	PR	Exempt
Senior Associate Engineer	184	UN	Exempt
Senior Associate Engineer - PE	185	UN	Exempt
Senior Compost Operations & Maintenance Technician	181	GU	Non-exempt
Senior Construction Project Inspector	182	UN	Exempt
Senior Engineer	187	PR	Exempt
Senior Environmental Resources Planner	184	UN	Exempt
Senior External Affairs Specialist	180	UN	Exempt
Senior Financial Analyst	183	PR	Exempt
Senior Information Systems Analyst	182	PR	Exempt
Senior Internal Auditor	182	PR	Exempt
Senior Inventory Analyst	182	PR	Exempt
Senior Management Analyst	182	PR	Exempt
Senior Operations Specialist	184	UN	Exempt
Senior Pretreatment & Source Control Inspector	180	GU	Non-exempt
Senior Project Manager	187	PR	Exempt
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt
Senior Water Plant Operator	181	OP	Non-exempt
Senior Water Resources Analyst	184	PR	Exempt
Source Control/Environmental Resources Supervisor	187	SU	Exempt
Supervisor - Environmental Compliance & Energy	188	SU	Exempt
Systems Administrator	181	PR	Exempt
Technology Specialist I	178	GU	Non-exempt
Technology Specialist II	180	GU	Non-exempt
Technology Specialist III	182	GU	Non-exempt
Warehouse Technician	171	GU	Non-exempt
Wastewater Treatment Plant Operator I	174	OP	Non-exempt
Wastewater Treatment Plant Operator II	176	OP	Non-exempt
Wastewater Treatment Plant Operator III	178	OP	Non-exempt
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt
Water Plant Operator I	174	OP	Non-exempt
Water Plant Operator II	176	OP	Non-exempt
Water Plant Operator III	178	OP	Non-exempt
Water Plant Operator IV, V	180	OP	Non-exempt
Water Resources Supervisor	184	SU	Exempt

Notes:

1. Incumbent Biologist in this position prior to 7/1/01 shall be non-exempt.
2. The Y-Rated salary for this position is reflective of the incumbent in the position effective 11/1/14 formerly classified as CIP Coordinator.
3. Incumbent Procurement Specialist I reclassified to Procurement Specialist II on 7/1/18 shall be exempt.

**Inland Empire Utilities Agency
Salary Matrix
Effective April 1, 2019**

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
165				
1	19.3994	1,551.95	3,362.57	40,351
2	19.8843	1,590.75	3,446.62	41,359
3	20.3814	1,630.51	3,532.78	42,393
4	20.8910	1,671.28	3,621.11	43,453
5	21.4132	1,713.06	3,711.63	44,540
6	21.9486	1,755.89	3,804.43	45,653
7	22.4973	1,799.78	3,899.53	46,794
8	23.0597	1,844.78	3,997.02	47,964
9	23.6363	1,890.90	4,096.95	49,163
166				
1	20.3680	1,629.44	3,530.46	42,365
2	20.8772	1,670.17	3,618.71	43,424
3	21.3991	1,711.93	3,709.18	44,510
4	21.9341	1,754.73	3,801.91	45,623
5	22.4824	1,798.59	3,896.95	46,763
6	23.0445	1,843.56	3,994.38	47,933
7	23.6206	1,889.65	4,094.23	49,131
8	24.2111	1,936.89	4,196.59	50,359
9	24.8164	1,985.31	4,301.50	51,618
167				
1	21.3860	1,710.88	3,706.90	44,483
2	21.9205	1,753.64	3,799.56	45,595
3	22.4685	1,797.48	3,894.55	46,735
4	23.0303	1,842.42	3,991.92	47,903
5	23.6060	1,888.48	4,091.71	49,101
6	24.1962	1,935.70	4,194.01	50,328
7	24.8011	1,984.09	4,298.86	51,586
8	25.4212	2,033.70	4,406.34	52,876
9	26.0567	2,084.54	4,516.49	54,198
168				
1	22.4532	1,796.26	3,891.89	46,703
2	23.0145	1,841.16	3,989.18	47,870
3	23.5899	1,887.19	4,088.92	49,067
4	24.1796	1,934.37	4,191.13	50,294
5	24.7841	1,982.73	4,295.91	51,551
6	25.4038	2,032.30	4,403.33	52,840
7	26.0389	2,083.11	4,513.40	54,161
8	26.6898	2,135.19	4,626.24	55,515
9	27.3570	2,188.56	4,741.89	56,903
169				
1	23.5743	1,885.95	4,086.22	49,035
2	24.1637	1,933.10	4,188.37	50,260
3	24.7677	1,981.42	4,293.07	51,517
4	25.3870	2,030.96	4,400.41	52,805

Inland Empire Utilities Agency
Salary Matrix
Effective April 1, 2019

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	26.0216	2,081.73	4,510.41	54,125
6	26.6722	2,133.78	4,623.18	55,478
7	27.3390	2,187.12	4,738.76	56,865
8	28.0224	2,241.80	4,857.22	58,287
9	28.7230	2,297.84	4,978.65	59,744
170				
1	24.7537	1,980.30	4,290.65	51,488
2	25.3726	2,029.80	4,397.91	52,775
3	26.0068	2,080.54	4,507.85	54,094
4	26.6570	2,132.56	4,620.54	55,447
5	27.3234	2,185.87	4,736.06	56,833
6	28.0065	2,240.52	4,854.47	58,254
7	28.7067	2,296.54	4,975.83	59,710
8	29.4244	2,353.95	5,100.23	61,203
9	30.1600	2,412.80	5,227.74	62,733
171				
1	25.9914	2,079.31	4,505.17	54,062
2	26.6412	2,131.29	4,617.81	55,414
3	27.3072	2,184.57	4,733.24	56,799
4	27.9898	2,239.19	4,851.57	58,219
5	28.6897	2,295.17	4,972.87	59,674
6	29.4069	2,352.55	5,097.19	61,166
7	30.1421	2,411.36	5,224.62	62,695
8	30.8955	2,471.64	5,355.23	64,263
9	31.6680	2,533.44	5,489.12	65,869
172				
1	27.2918	2,183.34	4,730.58	56,767
2	27.9741	2,237.93	4,848.85	58,186
3	28.6735	2,293.88	4,970.08	59,641
4	29.3903	2,351.22	5,094.32	61,132
5	30.1251	2,410.01	5,221.69	62,660
6	30.8783	2,470.26	5,352.23	64,227
7	31.6501	2,532.01	5,486.02	65,832
8	32.4415	2,595.32	5,623.19	67,478
9	33.2524	2,660.20	5,763.76	69,165
173				
1	28.6551	2,292.41	4,966.89	59,603
2	29.3714	2,349.71	5,091.05	61,093
3	30.1058	2,408.46	5,218.34	62,620
4	30.8584	2,468.67	5,348.78	64,185
5	31.6298	2,530.38	5,482.50	65,790
6	32.4206	2,593.64	5,619.56	67,435
7	33.2311	2,658.49	5,760.05	69,121
8	34.0619	2,724.96	5,904.07	70,849
9	34.9135	2,793.08	6,051.67	72,620

**Inland Empire Utilities Agency
Salary Matrix
Effective April 1, 2019**

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
174				
1	30.0856	2,406.85	5,214.83	62,578
2	30.8377	2,467.01	5,345.20	64,142
3	31.6087	2,528.69	5,478.83	65,746
4	32.3990	2,591.92	5,615.82	67,390
5	33.2089	2,656.71	5,756.21	69,075
6	34.0391	2,723.13	5,900.11	70,801
7	34.8901	2,791.21	6,047.61	72,571
8	35.7623	2,860.99	6,198.80	74,386
9	36.6564	2,932.51	6,353.77	76,245
175				
1	31.5879	2,527.03	5,475.23	65,703
2	32.3776	2,590.21	5,612.12	67,345
3	33.1870	2,654.96	5,752.41	69,029
4	34.0167	2,721.34	5,896.23	70,755
5	34.8671	2,789.37	6,043.64	72,524
6	35.7388	2,859.10	6,194.72	74,337
7	36.6323	2,930.58	6,349.60	76,195
8	37.5480	3,003.84	6,508.33	78,100
9	38.4868	3,078.94	6,671.04	80,052
176				
1	33.1664	2,653.31	5,748.84	68,986
2	33.9956	2,719.65	5,892.57	70,711
3	34.8454	2,787.63	6,039.87	72,478
4	35.7165	2,857.32	6,190.86	74,290
5	36.6094	2,928.76	6,345.64	76,148
6	37.5247	3,001.98	6,504.29	78,051
7	38.4628	3,077.02	6,666.88	80,003
8	39.4243	3,153.95	6,833.55	82,003
9	40.4100	3,232.80	7,004.40	84,053
177				
1	34.8255	2,786.04	6,036.43	72,437
2	35.6962	2,855.69	6,187.34	74,248
3	36.5886	2,927.09	6,342.03	76,104
4	37.5034	3,000.27	6,500.59	78,007
5	38.4410	3,075.28	6,663.10	79,957
6	39.4020	3,152.16	6,829.67	81,956
7	40.3870	3,230.96	7,000.42	84,005
8	41.3967	3,311.73	7,175.42	86,105
9	42.4315	3,394.52	7,354.80	88,258
178				
1	36.5655	2,925.24	6,338.01	76,056
2	37.4796	2,998.37	6,496.47	77,958
3	38.4166	3,073.33	6,658.88	79,907
4	39.3771	3,150.17	6,825.36	81,904

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 1, 2019

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	40.3615	3,228.92	6,995.99	83,952
6	41.3705	3,309.64	7,170.89	86,051
7	42.4048	3,392.39	7,350.17	88,202
8	43.4649	3,477.19	7,533.92	90,407
9	44.5515	3,564.12	7,722.26	92,667
179				
1	38.3952	3,071.61	6,655.16	79,862
2	39.3550	3,148.40	6,821.54	81,858
3	40.3389	3,227.11	6,992.07	83,905
4	41.3474	3,307.79	7,166.87	86,002
5	42.3811	3,390.49	7,346.05	88,153
6	43.4406	3,475.25	7,529.70	90,356
7	44.5266	3,562.13	7,717.94	92,615
8	45.6398	3,651.18	7,910.89	94,931
9	46.7808	3,742.46	8,108.67	97,304
180				
1	40.3144	3,225.15	6,987.83	83,854
2	41.3223	3,305.79	7,162.54	85,950
3	42.3554	3,388.43	7,341.60	88,099
4	43.4142	3,473.14	7,525.13	90,302
5	44.4996	3,559.96	7,713.26	92,559
6	45.6120	3,648.96	7,906.09	94,873
7	46.7524	3,740.19	8,103.74	97,245
8	47.9212	3,833.70	8,306.34	99,676
9	49.1193	3,929.54	8,514.01	102,168
181				
1	42.3279	3,386.23	7,336.83	88,042
2	43.3862	3,470.89	7,520.27	90,243
3	44.4708	3,557.66	7,708.27	92,499
4	45.5825	3,646.60	7,900.97	94,812
5	46.7221	3,737.77	8,098.50	97,182
6	47.8902	3,831.22	8,300.97	99,612
7	49.0875	3,927.00	8,508.49	102,102
8	50.3146	4,025.17	8,721.20	104,654
9	51.5724	4,125.80	8,939.22	107,271
182				
1	44.4446	3,555.56	7,703.72	92,445
2	45.5557	3,644.45	7,896.32	94,756
3	46.6945	3,735.56	8,093.72	97,125
4	47.8619	3,828.95	8,296.06	99,553
5	49.0585	3,924.68	8,503.47	102,042
6	50.2849	4,022.80	8,716.06	104,593
7	51.5420	4,123.36	8,933.94	107,207
8	52.8306	4,226.45	9,157.31	109,888
9	54.1513	4,332.10	9,386.23	112,635

**Inland Empire Utilities Agency
Salary Matrix
Effective April 1, 2019**

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
183				
1	46.6687	3,733.50	8,089.25	97,071
2	47.8355	3,826.84	8,291.49	99,498
3	49.0314	3,922.51	8,498.78	101,985
4	50.2572	4,020.58	8,711.25	104,535
5	51.5136	4,121.09	8,929.02	107,148
6	52.8014	4,224.11	9,152.25	109,827
7	54.1215	4,329.72	9,381.07	112,573
8	55.4745	4,437.96	9,615.58	115,387
9	56.8614	4,548.91	9,855.98	118,272
184				
1	49.0006	3,920.05	8,493.44	101,921
2	50.2256	4,018.05	8,705.77	104,469
3	51.4813	4,118.50	8,923.43	107,081
4	52.7683	4,221.47	9,146.51	109,758
5	54.0876	4,327.00	9,375.18	112,502
6	55.4397	4,435.18	9,609.55	115,315
7	56.8257	4,546.06	9,849.80	118,198
8	58.2463	4,659.71	10,096.03	121,152
9	59.7026	4,776.21	10,348.45	124,181
185				
1	51.4491	4,115.93	8,917.85	107,014
2	52.7354	4,218.83	9,140.80	109,690
3	54.0537	4,324.29	9,369.31	112,432
4	55.4051	4,432.40	9,603.54	115,243
5	56.7902	4,543.21	9,843.63	118,124
6	58.2100	4,656.80	10,089.73	121,077
7	59.6652	4,773.22	10,341.97	124,104
8	61.1568	4,892.54	10,600.51	127,206
9	62.6858	5,014.86	10,865.54	130,386
186				
1	54.0231	4,321.85	9,364.01	112,368
2	55.3737	4,429.89	9,598.11	115,177
3	56.7580	4,540.64	9,838.06	118,057
4	58.1770	4,654.16	10,084.01	121,008
5	59.6314	4,770.52	10,336.12	124,033
6	61.1223	4,889.78	10,594.52	127,134
7	62.6502	5,012.02	10,859.37	130,312
8	64.2165	5,137.32	11,130.86	133,570
9	65.8220	5,265.76	11,409.14	136,910
187				
1	56.7228	4,537.82	9,831.95	117,983
2	58.1407	4,651.26	10,077.73	120,933
3	59.5943	4,767.54	10,329.68	123,956
4	61.0842	4,886.73	10,587.93	127,055

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Salary Matrix

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Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	62.6112	5,008.90	10,852.62	130,231
6	64.1766	5,134.13	11,123.95	133,487
7	65.7810	5,262.48	11,402.03	136,824
8	67.4255	5,394.04	11,687.09	140,245
9	69.1111	5,528.89	11,979.26	143,751
188				
1	59.5569	4,764.55	10,323.19	123,878
2	61.0458	4,883.66	10,581.27	126,975
3	62.5719	5,005.75	10,845.80	130,150
4	64.1362	5,130.89	11,116.93	133,403
5	65.7396	5,259.17	11,394.86	136,738
6	67.3831	5,390.65	11,679.74	140,157
7	69.0677	5,525.42	11,971.74	143,661
8	70.7943	5,663.55	12,271.02	147,252
9	72.5643	5,805.14	12,577.81	150,934
189				
1	62.5344	5,002.75	10,839.30	130,072
2	64.0979	5,127.83	11,110.29	133,324
3	65.7003	5,256.02	11,388.05	136,657
4	67.3428	5,387.42	11,672.75	140,073
5	69.0264	5,522.11	11,964.57	143,575
6	70.7520	5,660.16	12,263.67	147,164
7	72.5207	5,801.66	12,570.26	150,843
8	74.3339	5,946.71	12,884.54	154,614
9	76.1922	6,095.38	13,206.65	158,480
190				
1	65.6600	5,252.80	11,381.07	136,573
2	67.3015	5,384.12	11,665.60	139,987
3	68.9841	5,518.73	11,957.24	143,487
4	70.7087	5,656.69	12,256.17	147,074
5	72.4764	5,798.11	12,562.58	150,751
6	74.2883	5,943.06	12,876.64	154,520
7	76.1455	6,091.64	13,198.55	158,383
8	78.0492	6,243.93	13,528.53	162,342
9	80.0004	6,400.03	13,866.73	166,401
191				
1	68.9426	5,515.41	11,950.05	143,401
2	70.6662	5,653.29	12,248.80	146,986
3	72.4328	5,794.62	12,555.02	150,660
4	74.2436	5,939.49	12,868.89	154,427
5	76.0997	6,087.98	13,190.61	158,287
6	78.0022	6,240.18	13,520.39	162,245
7	79.9523	6,396.18	13,858.40	166,301
8	81.9511	6,556.09	14,204.86	170,458
9	83.9999	6,719.99	14,559.99	174,720

**Inland Empire Utilities Agency
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EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
192				
1	72.3911	5,791.29	12,547.79	150,573
2	74.2009	5,936.07	12,861.49	154,338
3	76.0559	6,084.48	13,183.03	158,196
4	77.9572	6,236.58	13,512.59	162,151
5	79.9063	6,392.50	13,850.42	166,205
6	81.9038	6,552.31	14,196.67	170,360
7	83.9515	6,716.12	14,551.60	174,619
8	86.0502	6,884.02	14,915.37	178,984
9	88.2015	7,056.12	15,288.27	183,459
193				
1	76.0100	6,080.80	13,175.07	158,101
2	77.9102	6,232.82	13,504.43	162,053
3	79.8580	6,388.64	13,842.05	166,105
4	81.8544	6,548.35	14,188.10	170,257
5	83.9008	6,712.07	14,542.81	174,514
6	85.9983	6,879.86	14,906.37	178,876
7	88.1482	7,051.86	15,279.03	183,348
8	90.3520	7,228.16	15,661.01	187,932
9	92.6108	7,408.86	16,052.54	192,630
194				
1	79.8127	6,385.02	13,834.21	166,011
2	81.8080	6,544.64	14,180.06	170,161
3	83.8532	6,708.26	14,534.56	174,415
4	85.9495	6,875.96	14,897.92	178,775
5	88.0984	7,047.87	15,270.38	183,245
6	90.3008	7,224.07	15,652.14	187,826
7	92.5583	7,404.66	16,043.44	192,521
8	94.8722	7,589.78	16,444.52	197,334
9	97.2440	7,779.52	16,855.63	202,268
195				
1	83.8038	6,704.30	14,525.99	174,312
2	85.8988	6,871.91	14,889.13	178,670
3	88.0464	7,043.71	15,261.38	183,137
4	90.2475	7,219.80	15,642.90	187,715
5	92.5037	7,400.30	16,033.98	192,408
6	94.8163	7,585.31	16,434.83	197,218
7	97.1868	7,774.94	16,845.70	202,148
8	99.6164	7,969.31	17,266.84	207,202
9	102.1068	8,168.55	17,698.52	212,382
196				
1	87.9922	7,039.38	15,251.98	183,024
2	90.1921	7,215.36	15,633.29	187,599
3	92.4468	7,395.74	16,024.11	192,289
4	94.7580	7,580.64	16,424.72	197,097

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Salary Matrix

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Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	97.1269	7,770.15	16,835.32	202,024
6	99.5551	7,964.41	17,256.23	207,075
7	102.0440	8,163.52	17,687.63	212,252
8	104.5950	8,367.60	18,129.80	217,558
9	107.2099	8,576.79	18,583.05	222,997
197				
1	92.3913	7,391.31	16,014.50	192,174
2	94.7011	7,576.09	16,414.86	196,978
3	97.0687	7,765.49	16,825.24	201,903
4	99.4954	7,959.63	17,245.86	206,950
5	101.9827	8,158.62	17,677.01	212,124
6	104.5324	8,362.59	18,118.95	217,427
7	107.1457	8,571.66	18,571.92	222,863
8	109.8243	8,785.95	19,036.22	228,435
9	112.5699	9,005.59	19,512.12	234,145
198				
1	97.0103	7,760.82	16,815.11	201,781
2	99.4355	7,954.84	17,235.48	206,826
3	101.9214	8,153.71	17,666.37	211,996
4	104.4694	8,357.56	18,108.04	217,296
5	107.0811	8,566.49	18,560.73	222,729
6	109.7582	8,780.66	19,024.75	228,297
7	112.5022	9,000.17	19,500.38	234,005
8	115.3147	9,225.18	19,987.88	239,855
9	118.1976	9,455.81	20,487.58	245,851
199				
1	104.2884	8,343.07	18,076.66	216,920
2	106.8956	8,551.64	18,528.56	222,343
3	109.5680	8,765.44	18,991.78	227,901
4	112.3072	8,984.57	19,466.58	233,599
5	115.1149	9,209.19	19,953.25	239,439
6	117.9928	9,439.42	20,452.08	245,425
7	120.9426	9,675.41	20,963.38	251,561
8	123.9661	9,917.29	21,487.46	257,850
9	127.0653	10,165.22	22,024.65	264,296
200				
1	112.1091	8,968.73	19,432.24	233,187
2	114.9118	9,192.95	19,918.05	239,017
3	117.7847	9,422.78	20,416.01	244,992
4	120.7293	9,658.34	20,926.41	251,117
5	123.7475	9,899.80	21,449.56	257,395
6	126.8412	10,147.29	21,985.80	263,830
7	130.0122	10,400.98	22,535.45	270,425
8	133.2625	10,661.00	23,098.84	277,186
9	136.5941	10,927.52	23,676.30	284,116

**Inland Empire Utilities Agency
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Range/Step	Hourly	Bi-Weekly	Monthly	Annually
202				
1	42.9806	3,438.45	7,449.97	89,400
205				
1	137.0192	10,961.54	23,750.00	285,000
001				
1	12.0000			
2	13.0000			
3	14.0000			
4	15.0000			
5	16.0000			
6	17.0000			