

RESOLUTION NO. 2022-4-9

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 classification and compensation changes as a result of a reorganization plan, vacancies in Y-Rated positions, creation of a new position, unit modification between the Agency and the Professional Unit, and a correction.

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

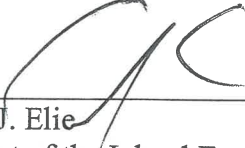
NOW, THEREFORE, the Board of Directors of the Inland Empire Utilities Agency* does hereby **RESOLVE, DETERMINE AND ORDER** as follows:

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

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


20, 2022

ADOPTED the 20th day of April 2022.



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

ATTEST:



Marco Tule
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 4/28/2022

STATE OF CALIFORNIA)
COUNTY OF) SS
SAN BERNARDINO)

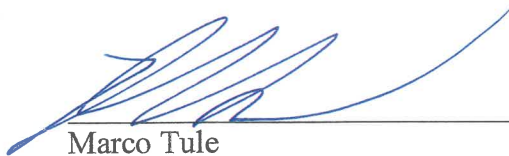
I, Marco Tule, Secretary/Treasurer of the Inland Empire Utilities Agency*, DO
HEREBY CERTIFY that the foregoing Resolution being No. 2022-4-9, was adopted at a regular
Board Meeting on April 20, 2022, of said Agency by the following vote:

AYES: Camacho, Elie, Hall, Hofer, Tule

NOES: None

ABSTAIN: None

ABSENT: None



Marco Tule
Secretary/Treasurer of the Inland Empire
Utilities Agency* and of the
Board of Directors thereof

(SEAL)

*A Municipal Water District

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Accountant I	173	UN	Exempt	1	\$31.3125	\$2,505.00	\$5,427.50	\$65,130
				2	\$32.0952	\$2,567.62	\$5,563.18	\$66,758
				3	\$32.8981	\$2,631.85	\$5,702.35	\$68,428
				4	\$33.7198	\$2,697.59	\$5,844.78	\$70,137
				5	\$34.5625	\$2,765.00	\$5,990.84	\$71,890
				6	\$35.4275	\$2,834.20	\$6,140.77	\$73,689
				7	\$36.3125	\$2,905.00	\$6,294.17	\$75,530
				8	\$37.2207	\$2,977.66	\$6,451.60	\$77,419
				9	\$38.1515	\$3,052.12	\$6,612.93	\$79,355
Accountant II	175	PR	Exempt	1	\$34.5174	\$2,761.40	\$5,983.04	\$71,796
				2	\$35.3803	\$2,830.43	\$6,132.60	\$73,591
				3	\$36.2645	\$2,901.16	\$6,285.85	\$75,430
				4	\$37.1712	\$2,973.70	\$6,443.02	\$77,316
				5	\$38.1005	\$3,048.04	\$6,604.09	\$79,249
				6	\$39.0529	\$3,124.24	\$6,769.19	\$81,230
				7	\$40.0294	\$3,202.36	\$6,938.45	\$83,261
				8	\$41.0299	\$3,282.40	\$7,111.87	\$85,342
				9	\$42.0558	\$3,364.47	\$7,289.69	\$87,476
Accounting Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Accounting Technician I	170	GU	Non-exempt	1	\$27.0491	\$2,163.93	\$4,688.52	\$56,262
				2	\$27.7255	\$2,218.04	\$4,805.76	\$57,669
				3	\$28.4188	\$2,273.51	\$4,925.94	\$59,111
				4	\$29.1289	\$2,330.32	\$5,049.03	\$60,588
				5	\$29.8573	\$2,388.59	\$5,175.28	\$62,103
				6	\$30.6039	\$2,448.32	\$5,304.70	\$63,656
				7	\$31.3688	\$2,509.51	\$5,437.28	\$65,247
				8	\$32.1529	\$2,572.24	\$5,573.19	\$66,878
				9	\$32.9568	\$2,636.55	\$5,712.53	\$68,550
Accounting Technician II	173	GU	Non-exempt	1	\$31.3125	\$2,505.00	\$5,427.50	\$65,130
				2	\$32.0952	\$2,567.62	\$5,563.18	\$66,758
				3	\$32.8981	\$2,631.85	\$5,702.35	\$68,428
				4	\$33.7198	\$2,697.59	\$5,844.78	\$70,137
				5	\$34.5625	\$2,765.00	\$5,990.84	\$71,890
				6	\$35.4275	\$2,834.20	\$6,140.77	\$73,689
				7	\$36.3125	\$2,905.00	\$6,294.17	\$75,530
				8	\$37.2207	\$2,977.66	\$6,451.60	\$77,419
				9	\$38.1515	\$3,052.12	\$6,612.93	\$79,355
Administrative Assistant I	171	GU	Non-exempt	1	\$28.4015	\$2,272.12	\$4,922.93	\$59,075
				2	\$29.1116	\$2,328.93	\$5,046.02	\$60,552
				3	\$29.8395	\$2,387.16	\$5,172.18	\$62,066
				4	\$30.5851	\$2,446.81	\$5,301.43	\$63,617

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Administrative Assistant I	171	GU	Non-exempt	5	\$31.3505	\$2,508.04	\$5,434.09	\$65,209
				6	\$32.1337	\$2,570.70	\$5,569.85	\$66,838
				7	\$32.9375	\$2,635.00	\$5,709.17	\$68,510
				8	\$33.7606	\$2,700.85	\$5,851.85	\$70,222
				9	\$34.6049	\$2,768.40	\$5,998.20	\$71,978
Administrative Assistant I (confidential)	171	UN	Non-exempt	1	\$28.4015	\$2,272.12	\$4,922.93	\$59,075
				2	\$29.1116	\$2,328.93	\$5,046.02	\$60,552
				3	\$29.8395	\$2,387.16	\$5,172.18	\$62,066
				4	\$30.5851	\$2,446.81	\$5,301.43	\$63,617
				5	\$31.3505	\$2,508.04	\$5,434.09	\$65,209
				6	\$32.1337	\$2,570.70	\$5,569.85	\$66,838
				7	\$32.9375	\$2,635.00	\$5,709.17	\$68,510
				8	\$33.7606	\$2,700.85	\$5,851.85	\$70,222
				9	\$34.6049	\$2,768.40	\$5,998.20	\$71,978
Administrative Assistant II	174	PR	Non-exempt	1	\$32.8755	\$2,630.04	\$5,698.42	\$68,381
				2	\$33.6976	\$2,695.81	\$5,840.93	\$70,091
				3	\$34.5400	\$2,763.20	\$5,986.94	\$71,843
				4	\$35.4034	\$2,832.28	\$6,136.61	\$73,639
				5	\$36.2885	\$2,903.08	\$6,290.01	\$75,480
				6	\$37.1957	\$2,975.66	\$6,447.27	\$77,367
				7	\$38.1255	\$3,050.04	\$6,608.42	\$79,301
				8	\$39.0789	\$3,126.32	\$6,773.70	\$81,284
				9	\$40.0558	\$3,204.47	\$6,943.02	\$83,316
Administrative Assistant II (confidential)	174	UN	Non-exempt	1	\$32.8755	\$2,630.04	\$5,698.42	\$68,381
				2	\$33.6976	\$2,695.81	\$5,840.93	\$70,091
				3	\$34.5400	\$2,763.20	\$5,986.94	\$71,843
				4	\$35.4034	\$2,832.28	\$6,136.61	\$73,639
				5	\$36.2885	\$2,903.08	\$6,290.01	\$75,480
				6	\$37.1957	\$2,975.66	\$6,447.27	\$77,367
				7	\$38.1255	\$3,050.04	\$6,608.42	\$79,301
				8	\$39.0789	\$3,126.32	\$6,773.70	\$81,284
				9	\$40.0558	\$3,204.47	\$6,943.02	\$83,316
Assistant Engineer	179	UN	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Assistant General Manager	197	EX	Exempt	1	\$100.9587	\$8,076.70	\$17,499.52	\$209,994
				2	\$103.4827	\$8,278.62	\$17,937.01	\$215,244
				3	\$106.0698	\$8,485.59	\$18,385.45	\$220,625
				4	\$108.7217	\$8,697.74	\$18,845.11	\$226,141
				5	\$111.4395	\$8,915.16	\$19,316.18	\$231,794
				6	\$114.2260	\$9,138.08	\$19,799.18	\$237,590
				7	\$117.0813	\$9,366.51	\$20,294.11	\$243,529
				8	\$120.0082	\$9,600.66	\$20,801.43	\$249,617

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Assistant General Manager	197	EX	Exempt	9	\$123.0087	\$9,840.70	\$21,321.52	\$255,858
Associate Engineer	182	UN	Exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Biologist	181	LB	Exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Board Secretary/Office Manager	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Budget Officer	186	UN	Exempt	1	\$59.0327	\$4,722.62	\$10,232.35	\$122,788
				2	\$60.5087	\$4,840.70	\$10,488.19	\$125,858
				3	\$62.0212	\$4,961.70	\$10,750.35	\$129,004
				4	\$63.5722	\$5,085.78	\$11,019.19	\$132,230
				5	\$65.1611	\$5,212.89	\$11,294.60	\$135,535
				6	\$66.7904	\$5,343.24	\$11,577.02	\$138,924
				7	\$68.4601	\$5,476.81	\$11,866.43	\$142,397
				8	\$70.1717	\$5,613.74	\$12,163.11	\$145,957
				9	\$71.9255	\$5,754.04	\$12,467.09	\$149,605
Business Systems Analyst I	179	PR	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Business Systems Analyst II	181	PR	Exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually				
Business Systems Analyst II	181	PR	Exempt	3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077				
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604				
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193				
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849				
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570				
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359				
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219				
				Business Systems Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
								2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
3	\$59.0664	\$4,725.32	\$10,238.20					\$122,858				
4	\$60.5428	\$4,843.43	\$10,494.10					\$125,929				
5	\$62.0563	\$4,964.51	\$10,756.44					\$129,077				
6	\$63.6077	\$5,088.62	\$11,025.35					\$132,304				
7	\$65.1976	\$5,215.81	\$11,300.93					\$135,611				
8	\$66.8279	\$5,346.24	\$11,583.52					\$139,002				
9	\$68.4986	\$5,479.89	\$11,873.10					\$142,477				
CAD Designer	178	UN	Non-exempt	1	\$39.9563	\$3,196.51	\$6,925.78	\$83,109				
				2	\$40.9553	\$3,276.43	\$7,098.94	\$85,187				
				3	\$41.9794	\$3,358.36	\$7,276.45	\$87,317				
				4	\$43.0284	\$3,442.28	\$7,458.28	\$89,499				
				5	\$44.1044	\$3,528.36	\$7,644.78	\$91,737				
				6	\$45.2068	\$3,616.55	\$7,835.86	\$94,030				
				7	\$46.3371	\$3,706.97	\$8,031.77	\$96,381				
				8	\$47.4957	\$3,799.66	\$8,232.60	\$98,791				
				9	\$48.6827	\$3,894.62	\$8,438.35	\$101,260				
Chemist	181	LB	Exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207				
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612				
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077				
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604				
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193				
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849				
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570				
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359				
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219				
Chino Basin Program Manager	188	UN	Exempt	1	\$65.0794	\$5,206.36	\$11,280.45	\$135,365				
				2	\$66.7068	\$5,336.55	\$11,562.53	\$138,750				
				3	\$68.3746	\$5,469.97	\$11,851.61	\$142,219				
				4	\$70.0832	\$5,606.66	\$12,147.77	\$145,773				
				5	\$71.8356	\$5,746.85	\$12,451.51	\$149,418				
				6	\$73.6313	\$5,890.51	\$12,762.78	\$153,153				
				7	\$75.4726	\$6,037.81	\$13,081.93	\$156,983				
				8	\$77.3592	\$6,188.74	\$13,408.94	\$160,907				
				9	\$79.2933	\$6,343.47	\$13,744.19	\$164,930				
Collection System Operator I	171	GU	Non-exempt	1	\$28.4015	\$2,272.12	\$4,922.93	\$59,075				
				2	\$29.1116	\$2,328.93	\$5,046.02	\$60,552				
				3	\$29.8395	\$2,387.16	\$5,172.18	\$62,066				
				4	\$30.5851	\$2,446.81	\$5,301.43	\$63,617				
				5	\$31.3505	\$2,508.04	\$5,434.09	\$65,209				
				6	\$32.1337	\$2,570.70	\$5,569.85	\$66,838				

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Collection System Operator I	171	GU	Non-exempt	7	\$32.9375	\$2,635.00	\$5,709.17	\$68,510
				8	\$33.7606	\$2,700.85	\$5,851.85	\$70,222
				9	\$34.6049	\$2,768.40	\$5,998.20	\$71,978
Collection System Operator II	175	GU	Non-exempt	1	\$34.5174	\$2,761.40	\$5,983.04	\$71,796
				2	\$35.3803	\$2,830.43	\$6,132.60	\$73,591
				3	\$36.2645	\$2,901.16	\$6,285.85	\$75,430
				4	\$37.1712	\$2,973.70	\$6,443.02	\$77,316
				5	\$38.1005	\$3,048.04	\$6,604.09	\$79,249
				6	\$39.0529	\$3,124.24	\$6,769.19	\$81,230
				7	\$40.0294	\$3,202.36	\$6,938.45	\$83,261
				8	\$41.0299	\$3,282.40	\$7,111.87	\$85,342
				9	\$42.0558	\$3,364.47	\$7,289.69	\$87,476
Collection System Operator III	177	GU	Non-exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
				2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
				3	\$39.9818	\$3,198.55	\$6,930.20	\$83,162
				4	\$40.9813	\$3,278.51	\$7,103.44	\$85,241
				5	\$42.0058	\$3,360.47	\$7,281.02	\$87,372
				6	\$43.0558	\$3,444.47	\$7,463.02	\$89,556
				7	\$44.1323	\$3,530.59	\$7,649.62	\$91,795
				8	\$45.2356	\$3,618.85	\$7,840.85	\$94,090
				9	\$46.3664	\$3,709.32	\$8,036.86	\$96,442
Collection System Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Communications Officer	186	UN	Exempt	1	\$59.0327	\$4,722.62	\$10,232.35	\$122,788
				2	\$60.5087	\$4,840.70	\$10,488.19	\$125,858
				3	\$62.0212	\$4,961.70	\$10,750.35	\$129,004
				4	\$63.5722	\$5,085.78	\$11,019.19	\$132,230
				5	\$65.1611	\$5,212.89	\$11,294.60	\$135,535
				6	\$66.7904	\$5,343.24	\$11,577.02	\$138,924
				7	\$68.4601	\$5,476.81	\$11,866.43	\$142,397
				8	\$70.1717	\$5,613.74	\$12,163.11	\$145,957
				9	\$71.9255	\$5,754.04	\$12,467.09	\$149,605
Communications Officer (Y-Rated; Hired Before 1/23/2022)	206	UN	Exempt	1	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
Compost Facility Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Compost Facility Supervisor	185	SU	Exempt	8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Compost Operator	174	GU	Non-exempt	1	\$32.8755	\$2,630.04	\$5,698.42	\$68,381
				2	\$33.6976	\$2,695.81	\$5,840.93	\$70,091
				3	\$34.5400	\$2,763.20	\$5,986.94	\$71,843
				4	\$35.4034	\$2,832.28	\$6,136.61	\$73,639
				5	\$36.2885	\$2,903.08	\$6,290.01	\$75,480
				6	\$37.1957	\$2,975.66	\$6,447.27	\$77,367
				7	\$38.1255	\$3,050.04	\$6,608.42	\$79,301
				8	\$39.0789	\$3,126.32	\$6,773.70	\$81,284
				9	\$40.0558	\$3,204.47	\$6,943.02	\$83,316
Compost Sales Representative	181	PR	Exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Compost Worker	170	GU	Non-exempt	1	\$27.0491	\$2,163.93	\$4,688.52	\$56,262
				2	\$27.7255	\$2,218.04	\$4,805.76	\$57,669
				3	\$28.4188	\$2,273.51	\$4,925.94	\$59,111
				4	\$29.1289	\$2,330.32	\$5,049.03	\$60,588
				5	\$29.8573	\$2,388.59	\$5,175.28	\$62,103
				6	\$30.6039	\$2,448.32	\$5,304.70	\$63,656
				7	\$31.3688	\$2,509.51	\$5,437.28	\$65,247
				8	\$32.1529	\$2,572.24	\$5,573.19	\$66,878
				9	\$32.9568	\$2,636.55	\$5,712.53	\$68,550
Construction Project Inspector	180	UN	Non-exempt	1	\$44.0529	\$3,524.24	\$7,635.86	\$91,630
				2	\$45.1544	\$3,612.36	\$7,826.78	\$93,921
				3	\$46.2832	\$3,702.66	\$8,022.43	\$96,269
				4	\$47.4404	\$3,795.24	\$8,223.02	\$98,676
				5	\$48.6260	\$3,890.08	\$8,428.51	\$101,142
				6	\$49.8419	\$3,987.36	\$8,639.28	\$103,671
				7	\$51.0880	\$4,087.04	\$8,855.26	\$106,263
				8	\$52.3650	\$4,189.20	\$9,076.60	\$108,919
				9	\$53.6741	\$4,293.93	\$9,303.52	\$111,642
Contracts Administrator I	177	PR	Exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
				2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
				3	\$39.9818	\$3,198.55	\$6,930.20	\$83,162
				4	\$40.9813	\$3,278.51	\$7,103.44	\$85,241
				5	\$42.0058	\$3,360.47	\$7,281.02	\$87,372
				6	\$43.0558	\$3,444.47	\$7,463.02	\$89,556
				7	\$44.1323	\$3,530.59	\$7,649.62	\$91,795
				8	\$45.2356	\$3,618.85	\$7,840.85	\$94,090
				9	\$46.3664	\$3,709.32	\$8,036.86	\$96,442
Contracts Administrator II	180	PR	Exempt	1	\$44.0529	\$3,524.24	\$7,635.86	\$91,630

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Contracts Administrator II	180	PR	Exempt	2	\$45.1544	\$3,612.36	\$7,826.78	\$93,921
				3	\$46.2832	\$3,702.66	\$8,022.43	\$96,269
				4	\$47.4404	\$3,795.24	\$8,223.02	\$98,676
				5	\$48.6260	\$3,890.08	\$8,428.51	\$101,142
				6	\$49.8419	\$3,987.36	\$8,639.28	\$103,671
				7	\$51.0880	\$4,087.04	\$8,855.26	\$106,263
				8	\$52.3650	\$4,189.20	\$9,076.60	\$108,919
				9	\$53.6741	\$4,293.93	\$9,303.52	\$111,642
				Contracts and Procurement Supervisor	185	SU	Exempt	1
2	\$57.6260	\$4,610.08	\$9,988.51					\$119,862
3	\$59.0664	\$4,725.32	\$10,238.20					\$122,858
4	\$60.5428	\$4,843.43	\$10,494.10					\$125,929
5	\$62.0563	\$4,964.51	\$10,756.44					\$129,077
6	\$63.6077	\$5,088.62	\$11,025.35					\$132,304
7	\$65.1976	\$5,215.81	\$11,300.93					\$135,611
8	\$66.8279	\$5,346.24	\$11,583.52					\$139,002
9	\$68.4986	\$5,479.89	\$11,873.10					\$142,477
Control Systems Analyst I	180	GU	Non-exempt	1	\$44.0529	\$3,524.24	\$7,635.86	\$91,630
				2	\$45.1544	\$3,612.36	\$7,826.78	\$93,921
				3	\$46.2832	\$3,702.66	\$8,022.43	\$96,269
				4	\$47.4404	\$3,795.24	\$8,223.02	\$98,676
				5	\$48.6260	\$3,890.08	\$8,428.51	\$101,142
				6	\$49.8419	\$3,987.36	\$8,639.28	\$103,671
				7	\$51.0880	\$4,087.04	\$8,855.26	\$106,263
				8	\$52.3650	\$4,189.20	\$9,076.60	\$108,919
				9	\$53.6741	\$4,293.93	\$9,303.52	\$111,642
Control Systems Analyst II	182	GU	Non-exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Controller	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Deputy General Manager	199	EX	Exempt	1	\$113.9587	\$9,116.70	\$19,752.85	\$237,034
				2	\$116.8077	\$9,344.62	\$20,246.68	\$242,960
				3	\$119.7284	\$9,578.28	\$20,752.94	\$249,035
				4	\$122.7212	\$9,817.70	\$21,271.69	\$255,260
				5	\$125.7895	\$10,063.16	\$21,803.52	\$261,642

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Deputy General Manager	199	EX	Exempt	6	\$128.9342	\$10,314.74	\$22,348.61	\$268,183
				7	\$132.1577	\$10,572.62	\$22,907.35	\$274,888
				8	\$135.4616	\$10,836.93	\$23,480.02	\$281,760
				9	\$138.8476	\$11,107.81	\$24,066.93	\$288,803
Deputy Manager of Maintenance	188	UN	Exempt	1	\$65.0794	\$5,206.36	\$11,280.45	\$135,365
				2	\$66.7068	\$5,336.55	\$11,562.53	\$138,750
				3	\$68.3746	\$5,469.97	\$11,851.61	\$142,219
				4	\$70.0832	\$5,606.66	\$12,147.77	\$145,773
				5	\$71.8356	\$5,746.85	\$12,451.51	\$149,418
				6	\$73.6313	\$5,890.51	\$12,762.78	\$153,153
				7	\$75.4726	\$6,037.81	\$13,081.93	\$156,983
				8	\$77.3592	\$6,188.74	\$13,408.94	\$160,907
				9	\$79.2933	\$6,343.47	\$13,744.19	\$164,930
Deputy Manager of Operations	188	UN	Exempt	1	\$65.0794	\$5,206.36	\$11,280.45	\$135,365
				2	\$66.7068	\$5,336.55	\$11,562.53	\$138,750
				3	\$68.3746	\$5,469.97	\$11,851.61	\$142,219
				4	\$70.0832	\$5,606.66	\$12,147.77	\$145,773
				5	\$71.8356	\$5,746.85	\$12,451.51	\$149,418
				6	\$73.6313	\$5,890.51	\$12,762.78	\$153,153
				7	\$75.4726	\$6,037.81	\$13,081.93	\$156,983
				8	\$77.3592	\$6,188.74	\$13,408.94	\$160,907
				9	\$79.2933	\$6,343.47	\$13,744.19	\$164,930
Deputy Manager of Strategic Planning & Resources	189	UN	Exempt	1	\$68.3332	\$5,466.66	\$11,844.43	\$142,133
				2	\$70.0419	\$5,603.36	\$12,140.62	\$145,687
				3	\$71.7928	\$5,743.43	\$12,444.10	\$149,329
				4	\$73.5880	\$5,887.04	\$12,755.26	\$153,063
				5	\$75.4270	\$6,034.16	\$13,074.02	\$156,888
				6	\$77.3125	\$6,185.00	\$13,400.84	\$160,810
				7	\$79.2452	\$6,339.62	\$13,735.85	\$164,830
				8	\$81.2265	\$6,498.12	\$14,079.26	\$168,951
				9	\$83.2573	\$6,660.59	\$14,431.28	\$173,175
Director of Engineering	195	UN	Exempt	1	\$91.5746	\$7,325.97	\$15,872.94	\$190,475
				2	\$93.8645	\$7,509.16	\$16,269.85	\$195,238
				3	\$96.2111	\$7,696.89	\$16,676.60	\$200,119
				4	\$98.6164	\$7,889.32	\$17,093.53	\$205,122
				5	\$101.0813	\$8,086.51	\$17,520.78	\$210,249
				6	\$103.6087	\$8,288.70	\$17,958.85	\$215,506
				7	\$106.1986	\$8,495.89	\$18,407.77	\$220,893
				8	\$108.8539	\$8,708.32	\$18,868.03	\$226,416
				9	\$111.5750	\$8,926.00	\$19,339.67	\$232,076
Director of External and Government Affairs	193	UN	Exempt	1	\$83.0582	\$6,644.66	\$14,396.77	\$172,761
				2	\$85.1347	\$6,810.78	\$14,756.69	\$177,080
				3	\$87.2630	\$6,981.04	\$15,125.59	\$181,507
				4	\$89.4448	\$7,155.59	\$15,503.78	\$186,045
				5	\$91.6813	\$7,334.51	\$15,891.44	\$190,697
				6	\$93.9731	\$7,517.85	\$16,288.68	\$195,464
				7	\$96.3222	\$7,705.78	\$16,695.86	\$200,350

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Director of External and Government Affairs	193	UN	Exempt	8	\$98.7303	\$7,898.43	\$17,113.27	\$205,359
				9	\$101.1986	\$8,095.89	\$17,541.10	\$210,493
Director of Finance	195	UN	Exempt	1	\$91.5746	\$7,325.97	\$15,872.94	\$190,475
				2	\$93.8645	\$7,509.16	\$16,269.85	\$195,238
				3	\$96.2111	\$7,696.89	\$16,676.60	\$200,119
				4	\$98.6164	\$7,889.32	\$17,093.53	\$205,122
				5	\$101.0813	\$8,086.51	\$17,520.78	\$210,249
				6	\$103.6087	\$8,288.70	\$17,958.85	\$215,506
				7	\$106.1986	\$8,495.89	\$18,407.77	\$220,893
				8	\$108.8539	\$8,708.32	\$18,868.03	\$226,416
				9	\$111.5750	\$8,926.00	\$19,339.67	\$232,076
Director of Human Resources	194	UN	Exempt	1	\$87.2140	\$6,977.12	\$15,117.10	\$181,405
				2	\$89.3938	\$7,151.51	\$15,494.94	\$185,939
				3	\$91.6294	\$7,330.36	\$15,882.45	\$190,589
				4	\$93.9193	\$7,513.55	\$16,279.36	\$195,352
				5	\$96.2678	\$7,701.43	\$16,686.44	\$200,237
				6	\$98.6741	\$7,893.93	\$17,103.52	\$205,242
				7	\$101.1414	\$8,091.32	\$17,531.20	\$210,374
				8	\$103.6698	\$8,293.59	\$17,969.45	\$215,633
				9	\$106.2616	\$8,500.93	\$18,418.69	\$221,024
Director of Information Technology	194	UN	Exempt	1	\$87.2140	\$6,977.12	\$15,117.10	\$181,405
				2	\$89.3938	\$7,151.51	\$15,494.94	\$185,939
				3	\$91.6294	\$7,330.36	\$15,882.45	\$190,589
				4	\$93.9193	\$7,513.55	\$16,279.36	\$195,352
				5	\$96.2678	\$7,701.43	\$16,686.44	\$200,237
				6	\$98.6741	\$7,893.93	\$17,103.52	\$205,242
				7	\$101.1414	\$8,091.32	\$17,531.20	\$210,374
				8	\$103.6698	\$8,293.59	\$17,969.45	\$215,633
				9	\$106.2616	\$8,500.93	\$18,418.69	\$221,024
Director of Operations and Maintenance	195	UN	Exempt	1	\$91.5746	\$7,325.97	\$15,872.94	\$190,475
				2	\$93.8645	\$7,509.16	\$16,269.85	\$195,238
				3	\$96.2111	\$7,696.89	\$16,676.60	\$200,119
				4	\$98.6164	\$7,889.32	\$17,093.53	\$205,122
				5	\$101.0813	\$8,086.51	\$17,520.78	\$210,249
				6	\$103.6087	\$8,288.70	\$17,958.85	\$215,506
				7	\$106.1986	\$8,495.89	\$18,407.77	\$220,893
				8	\$108.8539	\$8,708.32	\$18,868.03	\$226,416
				9	\$111.5750	\$8,926.00	\$19,339.67	\$232,076
Director of Operations and Maintenance (Y-Rated; Hired Before 1/23/2022)	208	UN	Exempt	1	\$117.1515	\$9,372.12	\$20,306.26	\$243,675
Director of Planning and Resources	195	UN	Exempt	1	\$91.5746	\$7,325.97	\$15,872.94	\$190,475
				2	\$93.8645	\$7,509.16	\$16,269.85	\$195,238
				3	\$96.2111	\$7,696.89	\$16,676.60	\$200,119
				4	\$98.6164	\$7,889.32	\$17,093.53	\$205,122
				5	\$101.0813	\$8,086.51	\$17,520.78	\$210,249
				6	\$103.6087	\$8,288.70	\$17,958.85	\$215,506
				7	\$106.1986	\$8,495.89	\$18,407.77	\$220,893
				8	\$108.8539	\$8,708.32	\$18,868.03	\$226,416

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Director of Planning and Resources	195	UN	Exempt	9	\$111.5750	\$8,926.00	\$19,339.67	\$232,076
Electrical & Instrumentation Technician I	176	GU	Non-exempt	1	\$36.2419	\$2,899.36	\$6,281.95	\$75,383
				2	\$37.1481	\$2,971.85	\$6,439.01	\$77,268
				3	\$38.0765	\$3,046.12	\$6,599.93	\$79,199
				4	\$39.0289	\$3,122.32	\$6,765.03	\$81,180
				5	\$40.0044	\$3,200.36	\$6,934.12	\$83,209
				6	\$41.0049	\$3,280.40	\$7,107.54	\$85,290
				7	\$42.0299	\$3,362.40	\$7,285.20	\$87,422
				8	\$43.0803	\$3,446.43	\$7,467.27	\$89,607
				9	\$44.1577	\$3,532.62	\$7,654.01	\$91,848
Electrical & Instrumentation Technician II	179	GU	Non-exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Electrical & Instrumentation Technician III	181	GU	Non-exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Electrical & Instrumentation Technician IV	182	GU	Non-exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Employee and Labor Relations Advocate	186	UN	Exempt	1	\$59.0327	\$4,722.62	\$10,232.35	\$122,788
				2	\$60.5087	\$4,840.70	\$10,488.19	\$125,858
				3	\$62.0212	\$4,961.70	\$10,750.35	\$129,004
				4	\$63.5722	\$5,085.78	\$11,019.19	\$132,230
				5	\$65.1611	\$5,212.89	\$11,294.60	\$135,535
				6	\$66.7904	\$5,343.24	\$11,577.02	\$138,924
				7	\$68.4601	\$5,476.81	\$11,866.43	\$142,397
				8	\$70.1717	\$5,613.74	\$12,163.11	\$145,957
				9	\$71.9255	\$5,754.04	\$12,467.09	\$149,605
Engineering Services Analyst	182	PR	Exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Engineering Services Analyst	182	PR	Exempt	2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
				Engineering Services Specialist	179	UN	Exempt	1
2	\$43.0049	\$3,440.40	\$7,454.20					\$89,450
3	\$44.0799	\$3,526.40	\$7,640.54					\$91,686
4	\$45.1818	\$3,614.55	\$7,831.53					\$93,978
5	\$46.3111	\$3,704.89	\$8,027.27					\$96,327
6	\$47.4688	\$3,797.51	\$8,227.94					\$98,735
7	\$48.6558	\$3,892.47	\$8,433.69					\$101,204
8	\$49.8722	\$3,989.78	\$8,644.53					\$103,734
9	\$51.1188	\$4,089.51	\$8,860.61					\$106,327
Engineering Services Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Engineering Technician	175	GU	Non-exempt	1	\$34.5174	\$2,761.40	\$5,983.04	\$71,796
				2	\$35.3803	\$2,830.43	\$6,132.60	\$73,591
				3	\$36.2645	\$2,901.16	\$6,285.85	\$75,430
				4	\$37.1712	\$2,973.70	\$6,443.02	\$77,316
				5	\$38.1005	\$3,048.04	\$6,604.09	\$79,249
				6	\$39.0529	\$3,124.24	\$6,769.19	\$81,230
				7	\$40.0294	\$3,202.36	\$6,938.45	\$83,261
				8	\$41.0299	\$3,282.40	\$7,111.87	\$85,342
				9	\$42.0558	\$3,364.47	\$7,289.69	\$87,476
Environmental Resources Planner I	179	PR	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Environmental Resources Planner II	182	PR	Exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Environmental Resources Planner II	182	PR	Exempt	6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Executive Assistant	178	UN	Exempt	1	\$39.9563	\$3,196.51	\$6,925.78	\$83,109
				2	\$40.9553	\$3,276.43	\$7,098.94	\$85,187
				3	\$41.9794	\$3,358.36	\$7,276.45	\$87,317
				4	\$43.0284	\$3,442.28	\$7,458.28	\$89,499
				5	\$44.1044	\$3,528.36	\$7,644.78	\$91,737
				6	\$45.2068	\$3,616.55	\$7,835.86	\$94,030
				7	\$46.3371	\$3,706.97	\$8,031.77	\$96,381
				8	\$47.4957	\$3,799.66	\$8,232.60	\$98,791
				9	\$48.6827	\$3,894.62	\$8,438.35	\$101,260
External Affairs Analyst	180	UN	Exempt	1	\$44.0529	\$3,524.24	\$7,635.86	\$91,630
				2	\$45.1544	\$3,612.36	\$7,826.78	\$93,921
				3	\$46.2832	\$3,702.66	\$8,022.43	\$96,269
				4	\$47.4404	\$3,795.24	\$8,223.02	\$98,676
				5	\$48.6260	\$3,890.08	\$8,428.51	\$101,142
				6	\$49.8419	\$3,987.36	\$8,639.28	\$103,671
				7	\$51.0880	\$4,087.04	\$8,855.26	\$106,263
				8	\$52.3650	\$4,189.20	\$9,076.60	\$108,919
				9	\$53.6741	\$4,293.93	\$9,303.52	\$111,642
External Affairs Specialist I	171	UN	Exempt	1	\$28.4015	\$2,272.12	\$4,922.93	\$59,075
				2	\$29.1116	\$2,328.93	\$5,046.02	\$60,552
				3	\$29.8395	\$2,387.16	\$5,172.18	\$62,066
				4	\$30.5851	\$2,446.81	\$5,301.43	\$63,617
				5	\$31.3505	\$2,508.04	\$5,434.09	\$65,209
				6	\$32.1337	\$2,570.70	\$5,569.85	\$66,838
				7	\$32.9375	\$2,635.00	\$5,709.17	\$68,510
				8	\$33.7606	\$2,700.85	\$5,851.85	\$70,222
				9	\$34.6049	\$2,768.40	\$5,998.20	\$71,978
External Affairs Specialist II	177	UN	Exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
				2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
				3	\$39.9818	\$3,198.55	\$6,930.20	\$83,162
				4	\$40.9813	\$3,278.51	\$7,103.44	\$85,241
				5	\$42.0058	\$3,360.47	\$7,281.02	\$87,372
				6	\$43.0558	\$3,444.47	\$7,463.02	\$89,556
				7	\$44.1323	\$3,530.59	\$7,649.62	\$91,795
				8	\$45.2356	\$3,618.85	\$7,840.85	\$94,090
				9	\$46.3664	\$3,709.32	\$8,036.86	\$96,442
Facilities Program Coordinator	181	PR	Exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Facilities Program Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Facilities Specialist	177	PR	Exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
				2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
				3	\$39.9818	\$3,198.55	\$6,930.20	\$83,162
				4	\$40.9813	\$3,278.51	\$7,103.44	\$85,241
				5	\$42.0058	\$3,360.47	\$7,281.02	\$87,372
				6	\$43.0558	\$3,444.47	\$7,463.02	\$89,556
				7	\$44.1323	\$3,530.59	\$7,649.62	\$91,795
				8	\$45.2356	\$3,618.85	\$7,840.85	\$94,090
				9	\$46.3664	\$3,709.32	\$8,036.86	\$96,442
Facilities Specialist - Landscape	177	UN	Exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
				2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
				3	\$39.9818	\$3,198.55	\$6,930.20	\$83,162
				4	\$40.9813	\$3,278.51	\$7,103.44	\$85,241
				5	\$42.0058	\$3,360.47	\$7,281.02	\$87,372
				6	\$43.0558	\$3,444.47	\$7,463.02	\$89,556
				7	\$44.1323	\$3,530.59	\$7,649.62	\$91,795
				8	\$45.2356	\$3,618.85	\$7,840.85	\$94,090
				9	\$46.3664	\$3,709.32	\$8,036.86	\$96,442
Financial Analyst I	179	PR	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Financial Analyst II	181	PR	Exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
General Manager	205	EX	Exempt	1	\$149.7250	\$11,978.00	\$25,952.34	\$311,428
GIS Specialist	178	UN	Exempt	1	\$39.9563	\$3,196.51	\$6,925.78	\$83,109

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
GIS Specialist	178	UN	Exempt	2	\$40.9553	\$3,276.43	\$7,098.94	\$85,187
				3	\$41.9794	\$3,358.36	\$7,276.45	\$87,317
				4	\$43.0284	\$3,442.28	\$7,458.28	\$89,499
				5	\$44.1044	\$3,528.36	\$7,644.78	\$91,737
				6	\$45.2068	\$3,616.55	\$7,835.86	\$94,030
				7	\$46.3371	\$3,706.97	\$8,031.77	\$96,381
				8	\$47.4957	\$3,799.66	\$8,232.60	\$98,791
				9	\$48.6827	\$3,894.62	\$8,438.35	\$101,260
				Grants Administrator	179	PR	Exempt	1
2	\$43.0049	\$3,440.40	\$7,454.20					\$89,450
3	\$44.0799	\$3,526.40	\$7,640.54					\$91,686
4	\$45.1818	\$3,614.55	\$7,831.53					\$93,978
5	\$46.3111	\$3,704.89	\$8,027.27					\$96,327
6	\$47.4688	\$3,797.51	\$8,227.94					\$98,735
7	\$48.6558	\$3,892.47	\$8,433.69					\$101,204
8	\$49.8722	\$3,989.78	\$8,644.53					\$103,734
9	\$51.1188	\$4,089.51	\$8,860.61					\$106,327
Grants Officer	186	UN	Exempt	1	\$59.0327	\$4,722.62	\$10,232.35	\$122,788
				2	\$60.5087	\$4,840.70	\$10,488.19	\$125,858
				3	\$62.0212	\$4,961.70	\$10,750.35	\$129,004
				4	\$63.5722	\$5,085.78	\$11,019.19	\$132,230
				5	\$65.1611	\$5,212.89	\$11,294.60	\$135,535
				6	\$66.7904	\$5,343.24	\$11,577.02	\$138,924
				7	\$68.4601	\$5,476.81	\$11,866.43	\$142,397
				8	\$70.1717	\$5,613.74	\$12,163.11	\$145,957
				9	\$71.9255	\$5,754.04	\$12,467.09	\$149,605
Grants Officer (Y-Rated; Hired Before 1/23/2022)	207	UN	Exempt	1	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Groundwater Recharge Supervisor	187	SU	Exempt	1	\$61.9832	\$4,958.66	\$10,743.77	\$128,925
				2	\$63.5323	\$5,082.59	\$11,012.28	\$132,147
				3	\$65.1207	\$5,209.66	\$11,287.60	\$135,451
				4	\$66.7486	\$5,339.89	\$11,569.77	\$138,837
				5	\$68.4169	\$5,473.36	\$11,858.95	\$142,307
				6	\$70.1279	\$5,610.24	\$12,155.52	\$145,866
				7	\$71.8808	\$5,750.47	\$12,459.36	\$149,512
				8	\$73.6779	\$5,894.24	\$12,770.86	\$153,250
				9	\$75.5202	\$6,041.62	\$13,090.18	\$157,082
Human Resources Analyst I	177	UN	Exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
				2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
				3	\$39.9818	\$3,198.55	\$6,930.20	\$83,162
				4	\$40.9813	\$3,278.51	\$7,103.44	\$85,241
				5	\$42.0058	\$3,360.47	\$7,281.02	\$87,372
				6	\$43.0558	\$3,444.47	\$7,463.02	\$89,556
				7	\$44.1323	\$3,530.59	\$7,649.62	\$91,795
				8	\$45.2356	\$3,618.85	\$7,840.85	\$94,090
				9	\$46.3664	\$3,709.32	\$8,036.86	\$96,442
Human Resources Analyst II	179	UN	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Human Resources Analyst II	179	UN	Exempt	3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Human Resources Officer	183	UN	Exempt	1	\$50.9967	\$4,079.74	\$8,839.44	\$106,073
				2	\$52.2712	\$4,181.70	\$9,060.35	\$108,724
				3	\$53.5779	\$4,286.24	\$9,286.86	\$111,442
				4	\$54.9178	\$4,393.43	\$9,519.10	\$114,229
				5	\$56.2909	\$4,503.28	\$9,757.11	\$117,085
				6	\$57.6976	\$4,615.81	\$10,000.93	\$120,011
				7	\$59.1400	\$4,731.20	\$10,250.94	\$123,011
				8	\$60.6188	\$4,849.51	\$10,507.28	\$126,087
				9	\$62.1342	\$4,970.74	\$10,769.94	\$129,239
Human Resources Technician	171	UN	Non-exempt	1	\$28.4015	\$2,272.12	\$4,922.93	\$59,075
				2	\$29.1116	\$2,328.93	\$5,046.02	\$60,552
				3	\$29.8395	\$2,387.16	\$5,172.18	\$62,066
				4	\$30.5851	\$2,446.81	\$5,301.43	\$63,617
				5	\$31.3505	\$2,508.04	\$5,434.09	\$65,209
				6	\$32.1337	\$2,570.70	\$5,569.85	\$66,838
				7	\$32.9375	\$2,635.00	\$5,709.17	\$68,510
				8	\$33.7606	\$2,700.85	\$5,851.85	\$70,222
				9	\$34.6049	\$2,768.40	\$5,998.20	\$71,978
HVAC Technician	177	GU	Non-exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
				2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
				3	\$39.9818	\$3,198.55	\$6,930.20	\$83,162
				4	\$40.9813	\$3,278.51	\$7,103.44	\$85,241
				5	\$42.0058	\$3,360.47	\$7,281.02	\$87,372
				6	\$43.0558	\$3,444.47	\$7,463.02	\$89,556
				7	\$44.1323	\$3,530.59	\$7,649.62	\$91,795
				8	\$45.2356	\$3,618.85	\$7,840.85	\$94,090
				9	\$46.3664	\$3,709.32	\$8,036.86	\$96,442
Industrial Engine Technician I	177	GU	Non-exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
				2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
				3	\$39.9818	\$3,198.55	\$6,930.20	\$83,162
				4	\$40.9813	\$3,278.51	\$7,103.44	\$85,241
				5	\$42.0058	\$3,360.47	\$7,281.02	\$87,372
				6	\$43.0558	\$3,444.47	\$7,463.02	\$89,556
				7	\$44.1323	\$3,530.59	\$7,649.62	\$91,795
				8	\$45.2356	\$3,618.85	\$7,840.85	\$94,090
				9	\$46.3664	\$3,709.32	\$8,036.86	\$96,442
Industrial Engine Technician II	181	GU	Non-exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Industrial Engine Technician II	181	GU	Non-exempt	7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Information Systems Analyst I	179	PR	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Information Systems Analyst II	181	PR	Exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Intern	001	OTR	Non-exempt	1	\$15.0000			
				2	\$16.0000			
				3	\$17.0000			
				4	\$18.0000			
				5	\$19.0000			
				6	\$20.0000			
Internal Auditor	179	PR	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Inventory Resources Coordinator	181	PR	Exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Laboratory Assistant	172	LB	Non-exempt	1	\$29.8226	\$2,385.81	\$5,169.26	\$62,031
				2	\$30.5683	\$2,445.47	\$5,298.52	\$63,582
				3	\$31.3327	\$2,506.62	\$5,431.01	\$65,172

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Laboratory Assistant	172	LB	Non-exempt	4	\$32.1159	\$2,569.28	\$5,566.78	\$66,801
				5	\$32.9188	\$2,633.51	\$5,705.94	\$68,471
				6	\$33.7419	\$2,699.36	\$5,848.62	\$70,183
				7	\$34.5851	\$2,766.81	\$5,994.76	\$71,937
				8	\$35.4500	\$2,836.00	\$6,144.67	\$73,736
				9	\$36.3361	\$2,906.89	\$6,298.27	\$75,579
Laboratory Scientist I	177	LB	Non-exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
				2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
				3	\$39.9818	\$3,198.55	\$6,930.20	\$83,162
				4	\$40.9813	\$3,278.51	\$7,103.44	\$85,241
				5	\$42.0058	\$3,360.47	\$7,281.02	\$87,372
				6	\$43.0558	\$3,444.47	\$7,463.02	\$89,556
				7	\$44.1323	\$3,530.59	\$7,649.62	\$91,795
				8	\$45.2356	\$3,618.85	\$7,840.85	\$94,090
				9	\$46.3664	\$3,709.32	\$8,036.86	\$96,442
Laboratory Scientist II	179	LB	Non-exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Laboratory Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Maintenance Planner/Scheduler	182	GU	Non-exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Maintenance Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Maintenance Supervisor	185	SU	Exempt	8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Manager of Asset Management	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Manager of Contracts & Procurement	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Manager of Engineering	192	UN	Exempt	1	\$79.1039	\$6,328.32	\$13,711.36	\$164,536
				2	\$81.0818	\$6,486.55	\$14,054.20	\$168,650
				3	\$83.1087	\$6,648.70	\$14,405.52	\$172,866
				4	\$85.1861	\$6,814.89	\$14,765.60	\$177,187
				5	\$87.3159	\$6,985.28	\$15,134.78	\$181,617
				6	\$89.4991	\$7,159.93	\$15,513.19	\$186,158
				7	\$91.7361	\$7,338.89	\$15,900.93	\$190,811
				8	\$94.0299	\$7,522.40	\$16,298.54	\$195,582
				9	\$96.3803	\$7,710.43	\$16,705.94	\$200,471
Manager of Environmental Services	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Manager of Facilities and Water System Programs	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Manager of Grants	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Manager of Human Resources	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Manager of Information Technology	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Manager of Internal Audit	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Manager of Laboratories	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Manager of Maintenance	192	UN	Exempt	1	\$79.1039	\$6,328.32	\$13,711.36	\$164,536
				2	\$81.0818	\$6,486.55	\$14,054.20	\$168,650
				3	\$83.1087	\$6,648.70	\$14,405.52	\$172,866
				4	\$85.1861	\$6,814.89	\$14,765.60	\$177,187

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Manager of Maintenance	192	UN	Exempt	5	\$87.3159	\$6,985.28	\$15,134.78	\$181,617
				6	\$89.4991	\$7,159.93	\$15,513.19	\$186,158
				7	\$91.7361	\$7,338.89	\$15,900.93	\$190,811
				8	\$94.0299	\$7,522.40	\$16,298.54	\$195,582
				9	\$96.3803	\$7,710.43	\$16,705.94	\$200,471
Manager of Operations	192	UN	Exempt	1	\$79.1039	\$6,328.32	\$13,711.36	\$164,536
				2	\$81.0818	\$6,486.55	\$14,054.20	\$168,650
				3	\$83.1087	\$6,648.70	\$14,405.52	\$172,866
				4	\$85.1861	\$6,814.89	\$14,765.60	\$177,187
				5	\$87.3159	\$6,985.28	\$15,134.78	\$181,617
				6	\$89.4991	\$7,159.93	\$15,513.19	\$186,158
				7	\$91.7361	\$7,338.89	\$15,900.93	\$190,811
				8	\$94.0299	\$7,522.40	\$16,298.54	\$195,582
				9	\$96.3803	\$7,710.43	\$16,705.94	\$200,471
Manager of Regional Composting Authority	192	UN	Exempt	1	\$79.1039	\$6,328.32	\$13,711.36	\$164,536
				2	\$81.0818	\$6,486.55	\$14,054.20	\$168,650
				3	\$83.1087	\$6,648.70	\$14,405.52	\$172,866
				4	\$85.1861	\$6,814.89	\$14,765.60	\$177,187
				5	\$87.3159	\$6,985.28	\$15,134.78	\$181,617
				6	\$89.4991	\$7,159.93	\$15,513.19	\$186,158
				7	\$91.7361	\$7,338.89	\$15,900.93	\$190,811
				8	\$94.0299	\$7,522.40	\$16,298.54	\$195,582
				9	\$96.3803	\$7,710.43	\$16,705.94	\$200,471
Manager of Strategic Planning & Resources	192	UN	Exempt	1	\$79.1039	\$6,328.32	\$13,711.36	\$164,536
				2	\$81.0818	\$6,486.55	\$14,054.20	\$168,650
				3	\$83.1087	\$6,648.70	\$14,405.52	\$172,866
				4	\$85.1861	\$6,814.89	\$14,765.60	\$177,187
				5	\$87.3159	\$6,985.28	\$15,134.78	\$181,617
				6	\$89.4991	\$7,159.93	\$15,513.19	\$186,158
				7	\$91.7361	\$7,338.89	\$15,900.93	\$190,811
				8	\$94.0299	\$7,522.40	\$16,298.54	\$195,582
				9	\$96.3803	\$7,710.43	\$16,705.94	\$200,471
Manager of Water Resources	190	UN	Exempt	1	\$71.7486	\$5,739.89	\$12,436.43	\$149,237
				2	\$73.5428	\$5,883.43	\$12,747.44	\$152,969
				3	\$75.3808	\$6,030.47	\$13,066.02	\$156,792
				4	\$77.2654	\$6,181.24	\$13,392.69	\$160,712
				5	\$79.1972	\$6,335.78	\$13,727.53	\$164,730
				6	\$81.1770	\$6,494.16	\$14,070.68	\$168,848
				7	\$83.2063	\$6,656.51	\$14,422.44	\$173,069
				8	\$85.2866	\$6,822.93	\$14,783.02	\$177,396
				9	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Materials Specialist	182	PR	Exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Materials Specialist	182	PR	Exempt	7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Mechanic I	172	GU	Non-exempt	1	\$29.8226	\$2,385.81	\$5,169.26	\$62,031
				2	\$30.5683	\$2,445.47	\$5,298.52	\$63,582
				3	\$31.3327	\$2,506.62	\$5,431.01	\$65,172
				4	\$32.1159	\$2,569.28	\$5,566.78	\$66,801
				5	\$32.9188	\$2,633.51	\$5,705.94	\$68,471
				6	\$33.7419	\$2,699.36	\$5,848.62	\$70,183
				7	\$34.5851	\$2,766.81	\$5,994.76	\$71,937
				8	\$35.4500	\$2,836.00	\$6,144.67	\$73,736
				9	\$36.3361	\$2,906.89	\$6,298.27	\$75,579
Mechanic II	176	GU	Non-exempt	1	\$36.2419	\$2,899.36	\$6,281.95	\$75,383
				2	\$37.1481	\$2,971.85	\$6,439.01	\$77,268
				3	\$38.0765	\$3,046.12	\$6,599.93	\$79,199
				4	\$39.0289	\$3,122.32	\$6,765.03	\$81,180
				5	\$40.0044	\$3,200.36	\$6,934.12	\$83,209
				6	\$41.0049	\$3,280.40	\$7,107.54	\$85,290
				7	\$42.0299	\$3,362.40	\$7,285.20	\$87,422
				8	\$43.0803	\$3,446.43	\$7,467.27	\$89,607
				9	\$44.1577	\$3,532.62	\$7,654.01	\$91,848
Mechanic III	179	GU	Non-exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Mechanic IV	181	GU	Non-exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Network Administrator	183	PR	Exempt	1	\$50.9967	\$4,079.74	\$8,839.44	\$106,073
				2	\$52.2712	\$4,181.70	\$9,060.35	\$108,724
				3	\$53.5779	\$4,286.24	\$9,286.86	\$111,442
				4	\$54.9178	\$4,393.43	\$9,519.10	\$114,229
				5	\$56.2909	\$4,503.28	\$9,757.11	\$117,085
				6	\$57.6976	\$4,615.81	\$10,000.93	\$120,011
				7	\$59.1400	\$4,731.20	\$10,250.94	\$123,011
				8	\$60.6188	\$4,849.51	\$10,507.28	\$126,087
				9	\$62.1342	\$4,970.74	\$10,769.94	\$129,239

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Office Assistant	166	GU	Non-exempt	1	\$22.2568	\$1,780.55	\$3,857.86	\$46,294
				2	\$22.8135	\$1,825.08	\$3,954.34	\$47,452
				3	\$23.3837	\$1,870.70	\$4,053.19	\$48,638
				4	\$23.9683	\$1,917.47	\$4,154.52	\$49,854
				5	\$24.5674	\$1,965.40	\$4,258.37	\$51,100
				6	\$25.1818	\$2,014.55	\$4,364.86	\$52,378
				7	\$25.8111	\$2,064.89	\$4,473.93	\$53,687
				8	\$26.4563	\$2,116.51	\$4,585.78	\$55,029
				9	\$27.1174	\$2,169.40	\$4,700.37	\$56,404
Office Assistant (confidential)	166	UN	Non-exempt	1	\$22.2568	\$1,780.55	\$3,857.86	\$46,294
				2	\$22.8135	\$1,825.08	\$3,954.34	\$47,452
				3	\$23.3837	\$1,870.70	\$4,053.19	\$48,638
				4	\$23.9683	\$1,917.47	\$4,154.52	\$49,854
				5	\$24.5674	\$1,965.40	\$4,258.37	\$51,100
				6	\$25.1818	\$2,014.55	\$4,364.86	\$52,378
				7	\$25.8111	\$2,064.89	\$4,473.93	\$53,687
				8	\$26.4563	\$2,116.51	\$4,585.78	\$55,029
				9	\$27.1174	\$2,169.40	\$4,700.37	\$56,404
Operations and Maintenance Training Coordinator	183	UN	Non-exempt	1	\$50.9967	\$4,079.74	\$8,839.44	\$106,073
				2	\$52.2712	\$4,181.70	\$9,060.35	\$108,724
				3	\$53.5779	\$4,286.24	\$9,286.86	\$111,442
				4	\$54.9178	\$4,393.43	\$9,519.10	\$114,229
				5	\$56.2909	\$4,503.28	\$9,757.11	\$117,085
				6	\$57.6976	\$4,615.81	\$10,000.93	\$120,011
				7	\$59.1400	\$4,731.20	\$10,250.94	\$123,011
				8	\$60.6188	\$4,849.51	\$10,507.28	\$126,087
				9	\$62.1342	\$4,970.74	\$10,769.94	\$129,239
Operations Specialist	179	UN	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Operations Supervisor	185	SU	Non-exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Pretreatment & Source Control Inspector I	174	GU	Non-exempt	1	\$32.8755	\$2,630.04	\$5,698.42	\$68,381
				2	\$33.6976	\$2,695.81	\$5,840.93	\$70,091

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually				
Pretreatment & Source Control Inspector I	174	GU	Non-exempt	3	\$34.5400	\$2,763.20	\$5,986.94	\$71,843				
				4	\$35.4034	\$2,832.28	\$6,136.61	\$73,639				
				5	\$36.2885	\$2,903.08	\$6,290.01	\$75,480				
				6	\$37.1957	\$2,975.66	\$6,447.27	\$77,367				
				7	\$38.1255	\$3,050.04	\$6,608.42	\$79,301				
				8	\$39.0789	\$3,126.32	\$6,773.70	\$81,284				
				9	\$40.0558	\$3,204.47	\$6,943.02	\$83,316				
				Pretreatment & Source Control Inspector II	177	GU	Non-exempt	1	\$38.0549	\$3,044.40	\$6,596.20	\$79,154
								2	\$39.0068	\$3,120.55	\$6,761.20	\$81,134
3	\$39.9818	\$3,198.55	\$6,930.20					\$83,162				
4	\$40.9813	\$3,278.51	\$7,103.44					\$85,241				
5	\$42.0058	\$3,360.47	\$7,281.02					\$87,372				
6	\$43.0558	\$3,444.47	\$7,463.02					\$89,556				
7	\$44.1323	\$3,530.59	\$7,649.62					\$91,795				
8	\$45.2356	\$3,618.85	\$7,840.85					\$94,090				
9	\$46.3664	\$3,709.32	\$8,036.86					\$96,442				
Principal Accountant	186	UN	Exempt	1	\$59.0327	\$4,722.62	\$10,232.35	\$122,788				
				2	\$60.5087	\$4,840.70	\$10,488.19	\$125,858				
				3	\$62.0212	\$4,961.70	\$10,750.35	\$129,004				
				4	\$63.5722	\$5,085.78	\$11,019.19	\$132,230				
				5	\$65.1611	\$5,212.89	\$11,294.60	\$135,535				
				6	\$66.7904	\$5,343.24	\$11,577.02	\$138,924				
				7	\$68.4601	\$5,476.81	\$11,866.43	\$142,397				
				8	\$70.1717	\$5,613.74	\$12,163.11	\$145,957				
				9	\$71.9255	\$5,754.04	\$12,467.09	\$149,605				
Principal Engineer	188	UN	Exempt	1	\$65.0794	\$5,206.36	\$11,280.45	\$135,365				
				2	\$66.7068	\$5,336.55	\$11,562.53	\$138,750				
				3	\$68.3746	\$5,469.97	\$11,851.61	\$142,219				
				4	\$70.0832	\$5,606.66	\$12,147.77	\$145,773				
				5	\$71.8356	\$5,746.85	\$12,451.51	\$149,418				
				6	\$73.6313	\$5,890.51	\$12,762.78	\$153,153				
				7	\$75.4726	\$6,037.81	\$13,081.93	\$156,983				
				8	\$77.3592	\$6,188.74	\$13,408.94	\$160,907				
				9	\$79.2933	\$6,343.47	\$13,744.19	\$164,930				
Process Automation & Controls Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937				
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862				
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858				
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929				
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077				
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304				
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611				
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002				
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477				
Procurement Specialist I	174	PR	Non-exempt	1	\$32.8755	\$2,630.04	\$5,698.42	\$68,381				
				2	\$33.6976	\$2,695.81	\$5,840.93	\$70,091				
				3	\$34.5400	\$2,763.20	\$5,986.94	\$71,843				
				4	\$35.4034	\$2,832.28	\$6,136.61	\$73,639				

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Procurement Specialist I	174	PR	Non-exempt	5	\$36.2885	\$2,903.08	\$6,290.01	\$75,480
				6	\$37.1957	\$2,975.66	\$6,447.27	\$77,367
				7	\$38.1255	\$3,050.04	\$6,608.42	\$79,301
				8	\$39.0789	\$3,126.32	\$6,773.70	\$81,284
				9	\$40.0558	\$3,204.47	\$6,943.02	\$83,316
Procurement Specialist II ¹	175	PR	Non-exempt	1	\$34.5174	\$2,761.40	\$5,983.04	\$71,796
				2	\$35.3803	\$2,830.43	\$6,132.60	\$73,591
				3	\$36.2645	\$2,901.16	\$6,285.85	\$75,430
				4	\$37.1712	\$2,973.70	\$6,443.02	\$77,316
				5	\$38.1005	\$3,048.04	\$6,604.09	\$79,249
				6	\$39.0529	\$3,124.24	\$6,769.19	\$81,230
				7	\$40.0294	\$3,202.36	\$6,938.45	\$83,261
				8	\$41.0299	\$3,282.40	\$7,111.87	\$85,342
				9	\$42.0558	\$3,364.47	\$7,289.69	\$87,476
Project Manager I	184	PR	Exempt	1	\$53.5443	\$4,283.55	\$9,281.03	\$111,372
				2	\$54.8832	\$4,390.66	\$9,513.10	\$114,157
				3	\$56.2553	\$4,500.43	\$9,750.94	\$117,011
				4	\$57.6616	\$4,612.93	\$9,994.69	\$119,936
				5	\$59.1034	\$4,728.28	\$10,244.61	\$122,935
				6	\$60.5808	\$4,846.47	\$10,500.69	\$126,008
				7	\$62.0952	\$4,967.62	\$10,763.18	\$129,158
				8	\$63.6472	\$5,091.78	\$11,032.19	\$132,386
				9	\$65.2390	\$5,219.12	\$11,308.10	\$135,697
Project Manager II	185	PR	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Records Management Supervisor	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Records Specialist	173	GU	Non-exempt	1	\$31.3125	\$2,505.00	\$5,427.50	\$65,130
				2	\$32.0952	\$2,567.62	\$5,563.18	\$66,758
				3	\$32.8981	\$2,631.85	\$5,702.35	\$68,428
				4	\$33.7198	\$2,697.59	\$5,844.78	\$70,137
				5	\$34.5625	\$2,765.00	\$5,990.84	\$71,890
				6	\$35.4275	\$2,834.20	\$6,140.77	\$73,689
				7	\$36.3125	\$2,905.00	\$6,294.17	\$75,530
				8	\$37.2207	\$2,977.66	\$6,451.60	\$77,419

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Records Specialist	173	GU	Non-exempt	9	\$38.1515	\$3,052.12	\$6,612.93	\$79,355
Recycled Water Distribution Operator	179	OP	Non-exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Risk Specialist	174	PR	Non-exempt	1	\$32.8755	\$2,630.04	\$5,698.42	\$68,381
				2	\$33.6976	\$2,695.81	\$5,840.93	\$70,091
				3	\$34.5400	\$2,763.20	\$5,986.94	\$71,843
				4	\$35.4034	\$2,832.28	\$6,136.61	\$73,639
				5	\$36.2885	\$2,903.08	\$6,290.01	\$75,480
				6	\$37.1957	\$2,975.66	\$6,447.27	\$77,367
				7	\$38.1255	\$3,050.04	\$6,608.42	\$79,301
				8	\$39.0789	\$3,126.32	\$6,773.70	\$81,284
				9	\$40.0558	\$3,204.47	\$6,943.02	\$83,316
RW/Groundwater Recharge Maintenance Technician	176	GU	Non-exempt	1	\$36.2419	\$2,899.36	\$6,281.95	\$75,383
				2	\$37.1481	\$2,971.85	\$6,439.01	\$77,268
				3	\$38.0765	\$3,046.12	\$6,599.93	\$79,199
				4	\$39.0289	\$3,122.32	\$6,765.03	\$81,180
				5	\$40.0044	\$3,200.36	\$6,934.12	\$83,209
				6	\$41.0049	\$3,280.40	\$7,107.54	\$85,290
				7	\$42.0299	\$3,362.40	\$7,285.20	\$87,422
				8	\$43.0803	\$3,446.43	\$7,467.27	\$89,607
				9	\$44.1577	\$3,532.62	\$7,654.01	\$91,848
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Safety Analyst	178	PR	Exempt	1	\$39.9563	\$3,196.51	\$6,925.78	\$83,109
				2	\$40.9553	\$3,276.43	\$7,098.94	\$85,187
				3	\$41.9794	\$3,358.36	\$7,276.45	\$87,317
				4	\$43.0284	\$3,442.28	\$7,458.28	\$89,499
				5	\$44.1044	\$3,528.36	\$7,644.78	\$91,737
				6	\$45.2068	\$3,616.55	\$7,835.86	\$94,030
				7	\$46.3371	\$3,706.97	\$8,031.77	\$96,381
				8	\$47.4957	\$3,799.66	\$8,232.60	\$98,791
				9	\$48.6827	\$3,894.62	\$8,438.35	\$101,260

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Safety Officer	185	SU	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Senior Accountant	179	PR	Exempt	1	\$41.9553	\$3,356.43	\$7,272.27	\$87,267
				2	\$43.0049	\$3,440.40	\$7,454.20	\$89,450
				3	\$44.0799	\$3,526.40	\$7,640.54	\$91,686
				4	\$45.1818	\$3,614.55	\$7,831.53	\$93,978
				5	\$46.3111	\$3,704.89	\$8,027.27	\$96,327
				6	\$47.4688	\$3,797.51	\$8,227.94	\$98,735
				7	\$48.6558	\$3,892.47	\$8,433.69	\$101,204
				8	\$49.8722	\$3,989.78	\$8,644.53	\$103,734
				9	\$51.1188	\$4,089.51	\$8,860.61	\$106,327
Senior Associate Engineer	184	UN	Exempt	1	\$53.5443	\$4,283.55	\$9,281.03	\$111,372
				2	\$54.8832	\$4,390.66	\$9,513.10	\$114,157
				3	\$56.2553	\$4,500.43	\$9,750.94	\$117,011
				4	\$57.6616	\$4,612.93	\$9,994.69	\$119,936
				5	\$59.1034	\$4,728.28	\$10,244.61	\$122,935
				6	\$60.5808	\$4,846.47	\$10,500.69	\$126,008
				7	\$62.0952	\$4,967.62	\$10,763.18	\$129,158
				8	\$63.6472	\$5,091.78	\$11,032.19	\$132,386
				9	\$65.2390	\$5,219.12	\$11,308.10	\$135,697
Senior Associate Engineer - PE	185	UN	Exempt	1	\$56.2198	\$4,497.59	\$9,744.78	\$116,937
				2	\$57.6260	\$4,610.08	\$9,988.51	\$119,862
				3	\$59.0664	\$4,725.32	\$10,238.20	\$122,858
				4	\$60.5428	\$4,843.43	\$10,494.10	\$125,929
				5	\$62.0563	\$4,964.51	\$10,756.44	\$129,077
				6	\$63.6077	\$5,088.62	\$11,025.35	\$132,304
				7	\$65.1976	\$5,215.81	\$11,300.93	\$135,611
				8	\$66.8279	\$5,346.24	\$11,583.52	\$139,002
				9	\$68.4986	\$5,479.89	\$11,873.10	\$142,477
Senior Compost Operations & Maintenance Technician	181	GU	Non-exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Senior Construction Project Inspector	182	UN	Exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Senior Construction Project Inspector	182	UN	Exempt	4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Senior Engineer	187	PR	Exempt	1	\$61.9832	\$4,958.66	\$10,743.77	\$128,925
				2	\$63.5323	\$5,082.59	\$11,012.28	\$132,147
				3	\$65.1207	\$5,209.66	\$11,287.60	\$135,451
				4	\$66.7486	\$5,339.89	\$11,569.77	\$138,837
				5	\$68.4169	\$5,473.36	\$11,858.95	\$142,307
				6	\$70.1279	\$5,610.24	\$12,155.52	\$145,866
				7	\$71.8808	\$5,750.47	\$12,459.36	\$149,512
				8	\$73.6779	\$5,894.24	\$12,770.86	\$153,250
				9	\$75.5202	\$6,041.62	\$13,090.18	\$157,082
Senior Environmental Resources Planner	184	UN	Exempt	1	\$53.5443	\$4,283.55	\$9,281.03	\$111,372
				2	\$54.8832	\$4,390.66	\$9,513.10	\$114,157
				3	\$56.2553	\$4,500.43	\$9,750.94	\$117,011
				4	\$57.6616	\$4,612.93	\$9,994.69	\$119,936
				5	\$59.1034	\$4,728.28	\$10,244.61	\$122,935
				6	\$60.5808	\$4,846.47	\$10,500.69	\$126,008
				7	\$62.0952	\$4,967.62	\$10,763.18	\$129,158
				8	\$63.6472	\$5,091.78	\$11,032.19	\$132,386
				9	\$65.2390	\$5,219.12	\$11,308.10	\$135,697
Senior External Affairs Specialist	180	UN	Exempt	1	\$44.0529	\$3,524.24	\$7,635.86	\$91,630
				2	\$45.1544	\$3,612.36	\$7,826.78	\$93,921
				3	\$46.2832	\$3,702.66	\$8,022.43	\$96,269
				4	\$47.4404	\$3,795.24	\$8,223.02	\$98,676
				5	\$48.6260	\$3,890.08	\$8,428.51	\$101,142
				6	\$49.8419	\$3,987.36	\$8,639.28	\$103,671
				7	\$51.0880	\$4,087.04	\$8,855.26	\$106,263
				8	\$52.3650	\$4,189.20	\$9,076.60	\$108,919
				9	\$53.6741	\$4,293.93	\$9,303.52	\$111,642
Senior Financial Analyst	183	PR	Exempt	1	\$50.9967	\$4,079.74	\$8,839.44	\$106,073
				2	\$52.2712	\$4,181.70	\$9,060.35	\$108,724
				3	\$53.5779	\$4,286.24	\$9,286.86	\$111,442
				4	\$54.9178	\$4,393.43	\$9,519.10	\$114,229
				5	\$56.2909	\$4,503.28	\$9,757.11	\$117,085
				6	\$57.6976	\$4,615.81	\$10,000.93	\$120,011
				7	\$59.1400	\$4,731.20	\$10,250.94	\$123,011
				8	\$60.6188	\$4,849.51	\$10,507.28	\$126,087
				9	\$62.1342	\$4,970.74	\$10,769.94	\$129,239
Senior Information Systems Analyst	182	PR	Exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Senior Information Systems Analyst	182	PR	Exempt	8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Senior Internal Auditor	182	PR	Exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Senior Inventory Analyst	182	PR	Exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Senior Management Analyst	182	PR	Exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018
				2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
Senior Operations Specialist	184	UN	Exempt	1	\$53.5443	\$4,283.55	\$9,281.03	\$111,372
				2	\$54.8832	\$4,390.66	\$9,513.10	\$114,157
				3	\$56.2553	\$4,500.43	\$9,750.94	\$117,011
				4	\$57.6616	\$4,612.93	\$9,994.69	\$119,936
				5	\$59.1034	\$4,728.28	\$10,244.61	\$122,935
				6	\$60.5808	\$4,846.47	\$10,500.69	\$126,008
				7	\$62.0952	\$4,967.62	\$10,763.18	\$129,158
				8	\$63.6472	\$5,091.78	\$11,032.19	\$132,386
				9	\$65.2390	\$5,219.12	\$11,308.10	\$135,697
Senior Policy Advisor	188	UN	Exempt	1	\$65.0794	\$5,206.36	\$11,280.45	\$135,365
				2	\$66.7068	\$5,336.55	\$11,562.53	\$138,750
				3	\$68.3746	\$5,469.97	\$11,851.61	\$142,219
				4	\$70.0832	\$5,606.66	\$12,147.77	\$145,773
				5	\$71.8356	\$5,746.85	\$12,451.51	\$149,418
				6	\$73.6313	\$5,890.51	\$12,762.78	\$153,153
				7	\$75.4726	\$6,037.81	\$13,081.93	\$156,983
				8	\$77.3592	\$6,188.74	\$13,408.94	\$160,907
				9	\$79.2933	\$6,343.47	\$13,744.19	\$164,930

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Senior Policy Advisor (Y-Rated; Hired Before 1/23/2022)	207	UN	Exempt	1	\$87.4193	\$6,993.55	\$15,152.70	\$181,832
Senior Pretreatment & Source Control Inspector	180	GU	Non-exempt	1	\$44.0529	\$3,524.24	\$7,635.86	\$91,630
				2	\$45.1544	\$3,612.36	\$7,826.78	\$93,921
				3	\$46.2832	\$3,702.66	\$8,022.43	\$96,269
				4	\$47.4404	\$3,795.24	\$8,223.02	\$98,676
				5	\$48.6260	\$3,890.08	\$8,428.51	\$101,142
				6	\$49.8419	\$3,987.36	\$8,639.28	\$103,671
				7	\$51.0880	\$4,087.04	\$8,855.26	\$106,263
				8	\$52.3650	\$4,189.20	\$9,076.60	\$108,919
				9	\$53.6741	\$4,293.93	\$9,303.52	\$111,642
Senior Project Manager	187	PR	Exempt	1	\$61.9832	\$4,958.66	\$10,743.77	\$128,925
				2	\$63.5323	\$5,082.59	\$11,012.28	\$132,147
				3	\$65.1207	\$5,209.66	\$11,287.60	\$135,451
				4	\$66.7486	\$5,339.89	\$11,569.77	\$138,837
				5	\$68.4169	\$5,473.36	\$11,858.95	\$142,307
				6	\$70.1279	\$5,610.24	\$12,155.52	\$145,866
				7	\$71.8808	\$5,750.47	\$12,459.36	\$149,512
				8	\$73.6779	\$5,894.24	\$12,770.86	\$153,250
				9	\$75.5202	\$6,041.62	\$13,090.18	\$157,082
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Senior Water Plant Operator	181	OP	Non-exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Senior Water Resources Analyst	184	PR	Exempt	1	\$53.5443	\$4,283.55	\$9,281.03	\$111,372
				2	\$54.8832	\$4,390.66	\$9,513.10	\$114,157
				3	\$56.2553	\$4,500.43	\$9,750.94	\$117,011
				4	\$57.6616	\$4,612.93	\$9,994.69	\$119,936
				5	\$59.1034	\$4,728.28	\$10,244.61	\$122,935
				6	\$60.5808	\$4,846.47	\$10,500.69	\$126,008
				7	\$62.0952	\$4,967.62	\$10,763.18	\$129,158
				8	\$63.6472	\$5,091.78	\$11,032.19	\$132,386
				9	\$65.2390	\$5,219.12	\$11,308.10	\$135,697

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Source Control/Environmental Resources Supervisor	187	SU	Exempt	1	\$61.9832	\$4,958.66	\$10,743.77	\$128,925
				2	\$63.5323	\$5,082.59	\$11,012.28	\$132,147
				3	\$65.1207	\$5,209.66	\$11,287.60	\$135,451
				4	\$66.7486	\$5,339.89	\$11,569.77	\$138,837
				5	\$68.4169	\$5,473.36	\$11,858.95	\$142,307
				6	\$70.1279	\$5,610.24	\$12,155.52	\$145,866
				7	\$71.8808	\$5,750.47	\$12,459.36	\$149,512
				8	\$73.6779	\$5,894.24	\$12,770.86	\$153,250
				9	\$75.5202	\$6,041.62	\$13,090.18	\$157,082
Supervisor - Environmental Compliance & Energy	188	SU	Exempt	1	\$65.0794	\$5,206.36	\$11,280.45	\$135,365
				2	\$66.7068	\$5,336.55	\$11,562.53	\$138,750
				3	\$68.3746	\$5,469.97	\$11,851.61	\$142,219
				4	\$70.0832	\$5,606.66	\$12,147.77	\$145,773
				5	\$71.8356	\$5,746.85	\$12,451.51	\$149,418
				6	\$73.6313	\$5,890.51	\$12,762.78	\$153,153
				7	\$75.4726	\$6,037.81	\$13,081.93	\$156,983
				8	\$77.3592	\$6,188.74	\$13,408.94	\$160,907
				9	\$79.2933	\$6,343.47	\$13,744.19	\$164,930
Systems Administrator	181	PR	Exempt	1	\$46.2534	\$3,700.28	\$8,017.28	\$96,207
				2	\$47.4097	\$3,792.78	\$8,217.69	\$98,612
				3	\$48.5948	\$3,887.59	\$8,423.12	\$101,077
				4	\$49.8097	\$3,984.78	\$8,633.69	\$103,604
				5	\$51.0544	\$4,084.36	\$8,849.45	\$106,193
				6	\$52.3313	\$4,186.51	\$9,070.78	\$108,849
				7	\$53.6395	\$4,291.16	\$9,297.52	\$111,570
				8	\$54.9803	\$4,398.43	\$9,529.94	\$114,359
				9	\$56.3553	\$4,508.43	\$9,768.27	\$117,219
Technology Specialist I	178	GU	Non-exempt	1	\$39.9563	\$3,196.51	\$6,925.78	\$83,109
				2	\$40.9553	\$3,276.43	\$7,098.94	\$85,187
				3	\$41.9794	\$3,358.36	\$7,276.45	\$87,317
				4	\$43.0284	\$3,442.28	\$7,458.28	\$89,499
				5	\$44.1044	\$3,528.36	\$7,644.78	\$91,737
				6	\$45.2068	\$3,616.55	\$7,835.86	\$94,030
				7	\$46.3371	\$3,706.97	\$8,031.77	\$96,381
				8	\$47.4957	\$3,799.66	\$8,232.60	\$98,791
				9	\$48.6827	\$3,894.62	\$8,438.35	\$101,260
Technology Specialist II	180	GU	Non-exempt	1	\$44.0529	\$3,524.24	\$7,635.86	\$91,630
				2	\$45.1544	\$3,612.36	\$7,826.78	\$93,921
				3	\$46.2832	\$3,702.66	\$8,022.43	\$96,269
				4	\$47.4404	\$3,795.24	\$8,223.02	\$98,676
				5	\$48.6260	\$3,890.08	\$8,428.51	\$101,142
				6	\$49.8419	\$3,987.36	\$8,639.28	\$103,671
				7	\$51.0880	\$4,087.04	\$8,855.26	\$106,263
				8	\$52.3650	\$4,189.20	\$9,076.60	\$108,919
				9	\$53.6741	\$4,293.93	\$9,303.52	\$111,642
Technology Specialist III	182	GU	Non-exempt	1	\$48.5664	\$3,885.32	\$8,418.20	\$101,018

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Technology Specialist III	182	GU	Non-exempt	2	\$49.7799	\$3,982.40	\$8,628.54	\$103,542
				3	\$51.0250	\$4,082.00	\$8,844.34	\$106,132
				4	\$52.3000	\$4,184.00	\$9,065.34	\$108,784
				5	\$53.6077	\$4,288.62	\$9,292.01	\$111,504
				6	\$54.9476	\$4,395.81	\$9,524.26	\$114,291
				7	\$56.3217	\$4,505.74	\$9,762.44	\$117,149
				8	\$57.7299	\$4,618.40	\$10,006.54	\$120,078
				9	\$59.1726	\$4,733.81	\$10,256.59	\$123,079
				Warehouse Supervisor	185	SU	Exempt	1
2	\$57.6260	\$4,610.08	\$9,988.51					\$119,862
3	\$59.0664	\$4,725.32	\$10,238.20					\$122,858
4	\$60.5428	\$4,843.43	\$10,494.10					\$125,929
5	\$62.0563	\$4,964.51	\$10,756.44					\$129,077
6	\$63.6077	\$5,088.62	\$11,025.35					\$132,304
7	\$65.1976	\$5,215.81	\$11,300.93					\$135,611
8	\$66.8279	\$5,346.24	\$11,583.52					\$139,002
9	\$68.4986	\$5,479.89	\$11,873.10					\$142,477
Warehouse Technician	171	GU	Non-exempt	1	\$28.4015	\$2,272.12	\$4,922.93	\$59,075
				2	\$29.1116	\$2,328.93	\$5,046.02	\$60,552
				3	\$29.8395	\$2,387.16	\$5,172.18	\$62,066
				4	\$30.5851	\$2,446.81	\$5,301.43	\$63,617
				5	\$31.3505	\$2,508.04	\$5,434.09	\$65,209
				6	\$32.1337	\$2,570.70	\$5,569.85	\$66,838
				7	\$32.9375	\$2,635.00	\$5,709.17	\$68,510
				8	\$33.7606	\$2,700.85	\$5,851.85	\$70,222
				9	\$34.6049	\$2,768.40	\$5,998.20	\$71,978
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	1	\$32.8755	\$2,630.04	\$5,698.42	\$68,381
				2	\$33.6976	\$2,695.81	\$5,840.93	\$70,091
				3	\$34.5400	\$2,763.20	\$5,986.94	\$71,843
				4	\$35.4034	\$2,832.28	\$6,136.61	\$73,639
				5	\$36.2885	\$2,903.08	\$6,290.01	\$75,480
				6	\$37.1957	\$2,975.66	\$6,447.27	\$77,367
				7	\$38.1255	\$3,050.04	\$6,608.42	\$79,301
				8	\$39.0789	\$3,126.32	\$6,773.70	\$81,284
				9	\$40.0558	\$3,204.47	\$6,943.02	\$83,316
Wastewater Treatment Plant Operator II	176	OP	Non-exempt	1	\$36.2419	\$2,899.36	\$6,281.95	\$75,383
				2	\$37.1481	\$2,971.85	\$6,439.01	\$77,268
				3	\$38.0765	\$3,046.12	\$6,599.93	\$79,199
				4	\$39.0289	\$3,122.32	\$6,765.03	\$81,180
				5	\$40.0044	\$3,200.36	\$6,934.12	\$83,209
				6	\$41.0049	\$3,280.40	\$7,107.54	\$85,290
				7	\$42.0299	\$3,362.40	\$7,285.20	\$87,422
				8	\$43.0803	\$3,446.43	\$7,467.27	\$89,607
				9	\$44.1577	\$3,532.62	\$7,654.01	\$91,848
Wastewater Treatment Plant Operator III	178	OP	Non-exempt	1	\$39.9563	\$3,196.51	\$6,925.78	\$83,109
				2	\$40.9553	\$3,276.43	\$7,098.94	\$85,187
				3	\$41.9794	\$3,358.36	\$7,276.45	\$87,317
				4	\$43.0284	\$3,442.28	\$7,458.28	\$89,499
				5	\$44.1044	\$3,528.36	\$7,644.78	\$91,737

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Wastewater Treatment Plant Operator III	178	OP	Non-exempt	6	\$45.2068	\$3,616.55	\$7,835.86	\$94,030
				7	\$46.3371	\$3,706.97	\$8,031.77	\$96,381
				8	\$47.4957	\$3,799.66	\$8,232.60	\$98,791
				9	\$48.6827	\$3,894.62	\$8,438.35	\$101,260
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt	1	\$44.0529	\$3,524.24	\$7,635.86	\$91,630
				2	\$45.1544	\$3,612.36	\$7,826.78	\$93,921
				3	\$46.2832	\$3,702.66	\$8,022.43	\$96,269
				4	\$47.4404	\$3,795.24	\$8,223.02	\$98,676
				5	\$48.6260	\$3,890.08	\$8,428.51	\$101,142
				6	\$49.8419	\$3,987.36	\$8,639.28	\$103,671
				7	\$51.0880	\$4,087.04	\$8,855.26	\$106,263
				8	\$52.3650	\$4,189.20	\$9,076.60	\$108,919
				9	\$53.6741	\$4,293.93	\$9,303.52	\$111,642
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt	1	\$28.4015	\$2,272.12	\$4,922.93	\$59,075
				2	\$29.1116	\$2,328.93	\$5,046.02	\$60,552
				3	\$29.8395	\$2,387.16	\$5,172.18	\$62,066
				4	\$30.5851	\$2,446.81	\$5,301.43	\$63,617
				5	\$31.3505	\$2,508.04	\$5,434.09	\$65,209
				6	\$32.1337	\$2,570.70	\$5,569.85	\$66,838
				7	\$32.9375	\$2,635.00	\$5,709.17	\$68,510
				8	\$33.7606	\$2,700.85	\$5,851.85	\$70,222
				9	\$34.6049	\$2,768.40	\$5,998.20	\$71,978
Water Plant Operator I	174	OP	Non-exempt	1	\$32.8755	\$2,630.04	\$5,698.42	\$68,381
				2	\$33.6976	\$2,695.81	\$5,840.93	\$70,091
				3	\$34.5400	\$2,763.20	\$5,986.94	\$71,843
				4	\$35.4034	\$2,832.28	\$6,136.61	\$73,639
				5	\$36.2885	\$2,903.08	\$6,290.01	\$75,480
				6	\$37.1957	\$2,975.66	\$6,447.27	\$77,367
				7	\$38.1255	\$3,050.04	\$6,608.42	\$79,301
				8	\$39.0789	\$3,126.32	\$6,773.70	\$81,284
				9	\$40.0558	\$3,204.47	\$6,943.02	\$83,316
Water Plant Operator II	176	OP	Non-exempt	1	\$36.2419	\$2,899.36	\$6,281.95	\$75,383
				2	\$37.1481	\$2,971.85	\$6,439.01	\$77,268
				3	\$38.0765	\$3,046.12	\$6,599.93	\$79,199
				4	\$39.0289	\$3,122.32	\$6,765.03	\$81,180
				5	\$40.0044	\$3,200.36	\$6,934.12	\$83,209
				6	\$41.0049	\$3,280.40	\$7,107.54	\$85,290
				7	\$42.0299	\$3,362.40	\$7,285.20	\$87,422
				8	\$43.0803	\$3,446.43	\$7,467.27	\$89,607
				9	\$44.1577	\$3,532.62	\$7,654.01	\$91,848
Water Plant Operator III	178	OP	Non-exempt	1	\$39.9563	\$3,196.51	\$6,925.78	\$83,109
				2	\$40.9553	\$3,276.43	\$7,098.94	\$85,187
				3	\$41.9794	\$3,358.36	\$7,276.45	\$87,317
				4	\$43.0284	\$3,442.28	\$7,458.28	\$89,499
				5	\$44.1044	\$3,528.36	\$7,644.78	\$91,737
				6	\$45.2068	\$3,616.55	\$7,835.86	\$94,030
				7	\$46.3371	\$3,706.97	\$8,031.77	\$96,381

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Water Plant Operator III	178	OP	Non-exempt	8	\$47.4957	\$3,799.66	\$8,232.60	\$98,791
				9	\$48.6827	\$3,894.62	\$8,438.35	\$101,260
Water Plant Operator IV, V	180	OP	Non-exempt	1	\$44.0529	\$3,524.24	\$7,635.86	\$91,630
				2	\$45.1544	\$3,612.36	\$7,826.78	\$93,921
				3	\$46.2832	\$3,702.66	\$8,022.43	\$96,269
				4	\$47.4404	\$3,795.24	\$8,223.02	\$98,676
				5	\$48.6260	\$3,890.08	\$8,428.51	\$101,142
				6	\$49.8419	\$3,987.36	\$8,639.28	\$103,671
				7	\$51.0880	\$4,087.04	\$8,855.26	\$106,263
				8	\$52.3650	\$4,189.20	\$9,076.60	\$108,919
				9	\$53.6741	\$4,293.93	\$9,303.52	\$111,642
Z-Not in Use	165	(blank)	(blank)	1	\$21.1986	\$1,695.89	\$3,674.43	\$44,093
				2	\$21.7284	\$1,738.28	\$3,766.28	\$45,195
				3	\$22.2717	\$1,781.74	\$3,860.44	\$46,325
				4	\$22.8284	\$1,826.28	\$3,956.94	\$47,483
				5	\$23.3991	\$1,871.93	\$4,055.85	\$48,670
				6	\$23.9837	\$1,918.70	\$4,157.19	\$49,886
				7	\$24.5837	\$1,966.70	\$4,261.19	\$51,134
				8	\$25.1981	\$2,015.85	\$4,367.68	\$52,412
				9	\$25.8284	\$2,066.28	\$4,476.94	\$53,723
	167	(blank)	(blank)	1	\$23.3693	\$1,869.55	\$4,050.70	\$48,608
				2	\$23.9534	\$1,916.28	\$4,151.94	\$49,823
				3	\$24.5525	\$1,964.20	\$4,255.77	\$51,069
				4	\$25.1659	\$2,013.28	\$4,362.11	\$52,345
				5	\$25.7952	\$2,063.62	\$4,471.18	\$53,654
				6	\$26.4400	\$2,115.20	\$4,582.94	\$54,995
				7	\$27.1010	\$2,168.08	\$4,697.51	\$56,370
				8	\$27.7784	\$2,222.28	\$4,814.94	\$57,779
				9	\$28.4726	\$2,277.81	\$4,935.26	\$59,223
168	(blank)	(blank)	1	\$24.5356	\$1,962.85	\$4,252.85	\$51,034	
			2	\$25.1491	\$2,011.93	\$4,359.19	\$52,310	
			3	\$25.7775	\$2,062.20	\$4,468.10	\$53,617	
			4	\$26.4217	\$2,113.74	\$4,579.77	\$54,957	
			5	\$27.0823	\$2,166.59	\$4,694.28	\$56,331	
			6	\$27.7597	\$2,220.78	\$4,811.69	\$57,740	
			7	\$28.4534	\$2,276.28	\$4,931.94	\$59,183	
			8	\$29.1650	\$2,333.20	\$5,055.27	\$60,663	
			9	\$29.8943	\$2,391.55	\$5,181.70	\$62,180	
169	(blank)	(blank)	1	\$25.7606	\$2,060.85	\$4,465.18	\$53,582	
			2	\$26.4044	\$2,112.36	\$4,576.78	\$54,921	
			3	\$27.0645	\$2,165.16	\$4,691.18	\$56,294	
			4	\$27.7414	\$2,219.32	\$4,808.53	\$57,702	
			5	\$28.4347	\$2,274.78	\$4,928.69	\$59,144	
			6	\$29.1457	\$2,331.66	\$5,051.93	\$60,623	
			7	\$29.8741	\$2,389.93	\$5,178.19	\$62,138	
			8	\$30.6212	\$2,449.70	\$5,307.69	\$63,692	
			9	\$31.3866	\$2,510.93	\$5,440.35	\$65,284	
191	(blank)	(blank)	1	\$75.3361	\$6,026.89	\$13,058.27	\$156,699	

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective April 20, 2022

Adopted April 20, 2022

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Weekly	Monthly	Annually
Z-Not in Use	191	(blank)	(blank)	2	\$77.2193	\$6,177.55	\$13,384.70	\$160,616
				3	\$79.1500	\$6,332.00	\$13,719.34	\$164,632
				4	\$81.1279	\$6,490.24	\$14,062.19	\$168,746
				5	\$83.1563	\$6,652.51	\$14,413.78	\$172,965
				6	\$85.2351	\$6,818.81	\$14,774.09	\$177,289
				7	\$87.3659	\$6,989.28	\$15,143.44	\$181,721
				8	\$89.5505	\$7,164.04	\$15,522.09	\$186,265
				9	\$91.7890	\$7,343.12	\$15,910.10	\$190,921
					198	(blank)	(blank)	1
2	\$108.6563	\$8,692.51	\$18,833.78					\$226,005
3	\$111.3726	\$8,909.81	\$19,304.59					\$231,655
4	\$114.1568	\$9,132.55	\$19,787.20					\$237,446
5	\$117.0106	\$9,360.85	\$20,281.85					\$243,382
6	\$119.9356	\$9,594.85	\$20,788.85					\$249,466
7	\$122.9347	\$9,834.78	\$21,308.69					\$255,704
8	\$126.0077	\$10,080.62	\$21,841.35					\$262,096
9	\$129.1577	\$10,332.62	\$22,387.35					\$268,648
	200	(blank)	(blank)	1	\$122.5049	\$9,800.40	\$21,234.20	\$254,810
				2	\$125.5678	\$10,045.43	\$21,765.10	\$261,181
				3	\$128.7068	\$10,296.55	\$22,309.20	\$267,710
				4	\$131.9246	\$10,553.97	\$22,866.94	\$274,403
				5	\$135.2226	\$10,817.81	\$23,438.59	\$281,263
				6	\$138.6029	\$11,088.24	\$24,024.52	\$288,294
				7	\$142.0678	\$11,365.43	\$24,625.10	\$295,501
				8	\$145.6202	\$11,649.62	\$25,240.85	\$302,890
				9	\$149.2601	\$11,940.81	\$25,871.76	\$310,461

Note:

1. Incumbent Procurement Specialist I reclassified to Procurement Specialist II on 7/1/18 shall be exempt.