

RESOLUTION NO. 2024-8-6

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 compensation changes for the Professional Unit, General Employees' Association (General Unit), and Laboratory Unit employees as a result of an agreed upon base salary increase, and

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 July 1, 2024.

ADOPTED the 21st day of August 2024.



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

ATTEST:



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

*A Municipal Water District

STATE OF CALIFORNIA)
COUNTY OF) SS
SAN BERNARDINO)


I, Steven J. Elie, Secretary/Treasurer of the Inland Empire Utilities Agency*, DO
HEREBY CERTIFY that the foregoing Resolution being No. 2024-8-6, was adopted at a regular
Board Meeting on August 21, 2024, of said Agency by the following vote:

AYES: Camacho, Elie, Hall, Tule

NOES: None

ABSTAIN: None

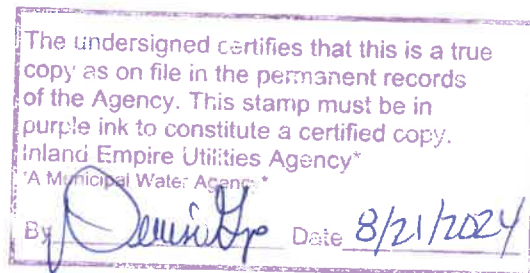
ABSENT: Hofer



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

(SEAL)

*A Municipal Water District



Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Accountant I	175	UN	Exempt	1	\$39.5496	\$3,163.97	\$6,855.27	\$82,263
				2	\$40.5380	\$3,243.04	\$7,026.59	\$84,319
				3	\$41.5510	\$3,324.08	\$7,202.18	\$86,426
				4	\$42.5909	\$3,407.28	\$7,382.44	\$88,589
				5	\$43.6553	\$3,492.43	\$7,566.94	\$90,803
				6	\$44.7467	\$3,579.74	\$7,756.11	\$93,073
				7	\$45.8650	\$3,669.20	\$7,949.94	\$95,399
				8	\$47.0121	\$3,760.97	\$8,148.77	\$97,785
				9	\$48.1875	\$3,855.00	\$8,352.50	\$100,230
Accountant II	177	PR	Exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Accounting Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Accounting Technician I	170	GU	Non-exempt	1	\$30.9928	\$2,479.43	\$5,372.10	\$64,465
				2	\$31.7678	\$2,541.43	\$5,506.44	\$66,077
				3	\$32.5621	\$2,604.97	\$5,644.11	\$67,729
				4	\$33.3760	\$2,670.08	\$5,785.18	\$69,422
				5	\$34.2106	\$2,736.85	\$5,929.85	\$71,158
				6	\$35.0654	\$2,805.24	\$6,078.02	\$72,936
				7	\$35.9424	\$2,875.40	\$6,230.04	\$74,760
				8	\$36.8409	\$2,947.28	\$6,385.78	\$76,629
				9	\$37.7621	\$3,020.97	\$6,545.44	\$78,545
Accounting Technician II	173	GU	Non-exempt	1	\$35.8775	\$2,870.20	\$6,218.77	\$74,625
				2	\$36.7741	\$2,941.93	\$6,374.19	\$76,490
				3	\$37.6943	\$3,015.55	\$6,533.70	\$78,404
				4	\$38.6361	\$3,090.89	\$6,696.93	\$80,363
				5	\$39.6015	\$3,168.12	\$6,864.26	\$82,371
				6	\$40.5924	\$3,247.40	\$7,036.04	\$84,432
				7	\$41.6063	\$3,328.51	\$7,211.78	\$86,541
				8	\$42.6472	\$3,411.78	\$7,392.19	\$88,706
				9	\$43.7140	\$3,497.12	\$7,577.10	\$90,925
Administrative Assistant I	171	GU	Non-exempt	1	\$32.5424	\$2,603.40	\$5,640.70	\$67,688

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Administrative Assistant I	171	GU	Non-exempt	2	\$33.3563	\$2,668.51	\$5,781.78	\$69,381
				3	\$34.1895	\$2,735.16	\$5,926.18	\$71,114
				4	\$35.0443	\$2,803.55	\$6,074.36	\$72,892
				5	\$35.9212	\$2,873.70	\$6,226.35	\$74,716
				6	\$36.8188	\$2,945.51	\$6,381.94	\$76,583
				7	\$37.7395	\$3,019.16	\$6,541.52	\$78,498
				8	\$38.6823	\$3,094.59	\$6,704.95	\$80,459
				9	\$39.6505	\$3,172.04	\$6,872.76	\$82,473
				Administrative Assistant I (confidential)	171	UN	Non-exempt	1
2	\$33.3563	\$2,668.51	\$5,781.78					\$69,381
3	\$34.1895	\$2,735.16	\$5,926.18					\$71,114
4	\$35.0443	\$2,803.55	\$6,074.36					\$72,892
5	\$35.9212	\$2,873.70	\$6,226.35					\$74,716
6	\$36.8188	\$2,945.51	\$6,381.94					\$76,583
7	\$37.7395	\$3,019.16	\$6,541.52					\$78,498
8	\$38.6823	\$3,094.59	\$6,704.95					\$80,459
9	\$39.6505	\$3,172.04	\$6,872.76					\$82,473
Administrative Assistant II	174	PR	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350
				2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
Administrative Assistant II (confidential)	174	UN	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350
				2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
Advanced Water Treatment Program Manager	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Assistant Engineer	179	UN	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually				
Assistant Engineer	179	UN	Exempt	3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053				
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679				
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370				
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129				
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959				
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858				
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828				
				Assistant General Manager	197	EX	Exempt	1	\$115.6760	\$9,254.08	\$20,050.51	\$240,606
								2	\$118.5688	\$9,485.51	\$20,551.94	\$246,623
3	\$121.5323	\$9,722.59	\$21,065.62					\$252,787				
4	\$124.5712	\$9,965.70	\$21,592.35					\$259,108				
5	\$127.6847	\$10,214.78	\$22,132.03					\$265,584				
6	\$130.8775	\$10,470.20	\$22,685.44					\$272,225				
7	\$134.1491	\$10,731.93	\$23,252.52					\$279,030				
8	\$137.5029	\$11,000.24	\$23,833.86					\$286,006				
9	\$140.9409	\$11,275.28	\$24,429.78					\$293,157				
Associate Engineer	182	PR	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745				
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637				
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604				
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643				
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760				
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953				
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227				
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584				
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023				
Biologist	181	LB	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233				
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989				
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813				
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709				
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674				
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718				
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836				
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030				
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308				
Board Services Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689				
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206				
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811				
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506				
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295				
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176				
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156				
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235				
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415				
Budget Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689				
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206				
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811				

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Budget Officer	186	UN	Exempt	4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Business Systems Analyst I	179	PR	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Business Systems Analyst II	181	PR	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Business Systems Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
CAD Designer	178	UN	Non-exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
Chemist	181	LB	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Chemist	181	LB	Exempt	5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Chino Basin Program Manager	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Collection System Operator I	171	GU	Non-exempt	1	\$32.5424	\$2,603.40	\$5,640.70	\$67,688
				2	\$33.3563	\$2,668.51	\$5,781.78	\$69,381
				3	\$34.1895	\$2,735.16	\$5,926.18	\$71,114
				4	\$35.0443	\$2,803.55	\$6,074.36	\$72,892
				5	\$35.9212	\$2,873.70	\$6,226.35	\$74,716
				6	\$36.8188	\$2,945.51	\$6,381.94	\$76,583
				7	\$37.7395	\$3,019.16	\$6,541.52	\$78,498
				8	\$38.6823	\$3,094.59	\$6,704.95	\$80,459
				9	\$39.6505	\$3,172.04	\$6,872.76	\$82,473
Collection System Operator II	175	GU	Non-exempt	1	\$39.5496	\$3,163.97	\$6,855.27	\$82,263
				2	\$40.5380	\$3,243.04	\$7,026.59	\$84,319
				3	\$41.5510	\$3,324.08	\$7,202.18	\$86,426
				4	\$42.5909	\$3,407.28	\$7,382.44	\$88,589
				5	\$43.6553	\$3,492.43	\$7,566.94	\$90,803
				6	\$44.7467	\$3,579.74	\$7,756.11	\$93,073
				7	\$45.8650	\$3,669.20	\$7,949.94	\$95,399
				8	\$47.0121	\$3,760.97	\$8,148.77	\$97,785
				9	\$48.1875	\$3,855.00	\$8,352.50	\$100,230
Collection System Operator III	177	GU	Non-exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Collection System Supervisor	185	SU	Non-exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Collection System Supervisor	185	SU	Non-exempt	6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Communications Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
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	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Compost Operator	174	GU	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350
				2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
Compost Sales Representative	181	PR	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Compost Worker	170	GU	Non-exempt	1	\$30.9928	\$2,479.43	\$5,372.10	\$64,465
				2	\$31.7678	\$2,541.43	\$5,506.44	\$66,077
				3	\$32.5621	\$2,604.97	\$5,644.11	\$67,729

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Compost Worker	170	GU	Non-exempt	4	\$33.3760	\$2,670.08	\$5,785.18	\$69,422
				5	\$34.2106	\$2,736.85	\$5,929.85	\$71,158
				6	\$35.0654	\$2,805.24	\$6,078.02	\$72,936
				7	\$35.9424	\$2,875.40	\$6,230.04	\$74,760
				8	\$36.8409	\$2,947.28	\$6,385.78	\$76,629
				9	\$37.7621	\$3,020.97	\$6,545.44	\$78,545
Construction Project Inspector	180	UN	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
Contracts Administrator I	177	PR	Exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Contracts Administrator II	180	PR	Exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
Contracts and Procurement Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Control Systems Analyst I	180	GU	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Control Systems Analyst I	180	GU	Non-exempt	5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
Control Systems Analyst II	182	GU	Non-exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
Controller	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Deputy General Manager	199	EX	Exempt	1	\$130.5717	\$10,445.74	\$22,632.44	\$271,589
				2	\$133.8356	\$10,706.85	\$23,198.18	\$278,378
				3	\$137.1827	\$10,974.62	\$23,778.35	\$285,340
				4	\$140.6111	\$11,248.89	\$24,372.60	\$292,471
				5	\$144.1270	\$11,530.16	\$24,982.02	\$299,784
				6	\$147.7299	\$11,818.40	\$25,606.54	\$307,278
				7	\$151.4236	\$12,113.89	\$26,246.77	\$314,961
				8	\$155.2087	\$12,416.70	\$26,902.85	\$322,834
				9	\$159.0890	\$12,727.12	\$27,575.43	\$330,905
Deputy Manager of Maintenance	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Deputy Manager of Operations	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Deputy Manager of Operations	188	UN	Exempt	6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Deputy Manager of Water System Programs	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Director of Board and Administrative Services	193	UN	Exempt	1	\$95.1664	\$7,613.32	\$16,495.53	\$197,946
				2	\$97.5457	\$7,803.66	\$16,907.93	\$202,895
				3	\$99.9842	\$7,998.74	\$17,330.61	\$207,967
				4	\$102.4842	\$8,198.74	\$17,763.94	\$213,167
				5	\$105.0462	\$8,403.70	\$18,208.02	\$218,496
				6	\$107.6722	\$8,613.78	\$18,663.19	\$223,958
				7	\$110.3640	\$8,829.12	\$19,129.76	\$229,557
				8	\$113.1231	\$9,049.85	\$19,608.01	\$235,296
				9	\$115.9515	\$9,276.12	\$20,098.26	\$241,179
Director of Engineering	195	UN	Exempt	1	\$104.9246	\$8,393.97	\$18,186.94	\$218,243
				2	\$107.5481	\$8,603.85	\$18,641.68	\$223,700
				3	\$110.2366	\$8,818.93	\$19,107.69	\$229,292
				4	\$112.9928	\$9,039.43	\$19,585.44	\$235,025
				5	\$115.8169	\$9,265.36	\$20,074.95	\$240,899
				6	\$118.7130	\$9,497.04	\$20,576.92	\$246,923
				7	\$121.6799	\$9,734.40	\$21,091.20	\$253,094
				8	\$124.7226	\$9,977.81	\$21,618.59	\$259,423
				9	\$127.8404	\$10,227.24	\$22,159.02	\$265,908
Director of External and Government Affairs	193	UN	Exempt	1	\$95.1664	\$7,613.32	\$16,495.53	\$197,946
				2	\$97.5457	\$7,803.66	\$16,907.93	\$202,895
				3	\$99.9842	\$7,998.74	\$17,330.61	\$207,967
				4	\$102.4842	\$8,198.74	\$17,763.94	\$213,167
				5	\$105.0462	\$8,403.70	\$18,208.02	\$218,496
				6	\$107.6722	\$8,613.78	\$18,663.19	\$223,958
				7	\$110.3640	\$8,829.12	\$19,129.76	\$229,557
				8	\$113.1231	\$9,049.85	\$19,608.01	\$235,296
				9	\$115.9515	\$9,276.12	\$20,098.26	\$241,179
Director of Finance	195	UN	Exempt	1	\$104.9246	\$8,393.97	\$18,186.94	\$218,243
				2	\$107.5481	\$8,603.85	\$18,641.68	\$223,700
				3	\$110.2366	\$8,818.93	\$19,107.69	\$229,292
				4	\$112.9928	\$9,039.43	\$19,585.44	\$235,025
				5	\$115.8169	\$9,265.36	\$20,074.95	\$240,899
				6	\$118.7130	\$9,497.04	\$20,576.92	\$246,923

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Director of Finance	195	UN	Exempt	7	\$121.6799	\$9,734.40	\$21,091.20	\$253,094
				8	\$124.7226	\$9,977.81	\$21,618.59	\$259,423
				9	\$127.8404	\$10,227.24	\$22,159.02	\$265,908
Director of Human Resources	194	UN	Exempt	1	\$99.9284	\$7,994.28	\$17,320.94	\$207,851
				2	\$102.4260	\$8,194.08	\$17,753.84	\$213,046
				3	\$104.9871	\$8,398.97	\$18,197.77	\$218,373
				4	\$107.6106	\$8,608.85	\$18,652.51	\$223,830
				5	\$110.3020	\$8,824.16	\$19,119.02	\$229,428
				6	\$113.0587	\$9,044.70	\$19,596.85	\$235,162
				7	\$115.8856	\$9,270.85	\$20,086.85	\$241,042
				8	\$118.7827	\$9,502.62	\$20,589.01	\$247,068
				9	\$121.7520	\$9,740.16	\$21,103.68	\$253,244
Director of Information Technology	194	UN	Exempt	1	\$99.9284	\$7,994.28	\$17,320.94	\$207,851
				2	\$102.4260	\$8,194.08	\$17,753.84	\$213,046
				3	\$104.9871	\$8,398.97	\$18,197.77	\$218,373
				4	\$107.6106	\$8,608.85	\$18,652.51	\$223,830
				5	\$110.3020	\$8,824.16	\$19,119.02	\$229,428
				6	\$113.0587	\$9,044.70	\$19,596.85	\$235,162
				7	\$115.8856	\$9,270.85	\$20,086.85	\$241,042
				8	\$118.7827	\$9,502.62	\$20,589.01	\$247,068
				9	\$121.7520	\$9,740.16	\$21,103.68	\$253,244
Director of Operations and Maintenance	195	UN	Exempt	1	\$104.9246	\$8,393.97	\$18,186.94	\$218,243
				2	\$107.5481	\$8,603.85	\$18,641.68	\$223,700
				3	\$110.2366	\$8,818.93	\$19,107.69	\$229,292
				4	\$112.9928	\$9,039.43	\$19,585.44	\$235,025
				5	\$115.8169	\$9,265.36	\$20,074.95	\$240,899
				6	\$118.7130	\$9,497.04	\$20,576.92	\$246,923
				7	\$121.6799	\$9,734.40	\$21,091.20	\$253,094
				8	\$124.7226	\$9,977.81	\$21,618.59	\$259,423
				9	\$127.8404	\$10,227.24	\$22,159.02	\$265,908
Director of Planning and Resources	195	UN	Exempt	1	\$104.9246	\$8,393.97	\$18,186.94	\$218,243
				2	\$107.5481	\$8,603.85	\$18,641.68	\$223,700
				3	\$110.2366	\$8,818.93	\$19,107.69	\$229,292
				4	\$112.9928	\$9,039.43	\$19,585.44	\$235,025
				5	\$115.8169	\$9,265.36	\$20,074.95	\$240,899
				6	\$118.7130	\$9,497.04	\$20,576.92	\$246,923
				7	\$121.6799	\$9,734.40	\$21,091.20	\$253,094
				8	\$124.7226	\$9,977.81	\$21,618.59	\$259,423
				9	\$127.8404	\$10,227.24	\$22,159.02	\$265,908
Electrical and Instrumentation Technician I	176	GU	Non-exempt	1	\$41.5255	\$3,322.04	\$7,197.76	\$86,373
				2	\$42.5640	\$3,405.12	\$7,377.76	\$88,533
				3	\$43.6275	\$3,490.20	\$7,562.10	\$90,745
				4	\$44.7188	\$3,577.51	\$7,751.28	\$93,015
				5	\$45.8371	\$3,666.97	\$7,945.11	\$95,341
				6	\$46.9827	\$3,758.62	\$8,143.68	\$97,724
				7	\$48.1573	\$3,852.59	\$8,347.28	\$100,167

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Electrical and Instrumentation Technician I	176	GU	Non-exempt	8	\$49.3611	\$3,948.89	\$8,555.93	\$102,671
				9	\$50.5957	\$4,047.66	\$8,769.93	\$105,239
Electrical and Instrumentation Technician II	179	GU	Non-exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Electrical and Instrumentation Technician III	181	GU	Non-exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Electrical and Instrumentation Technician IV	182	GU	Non-exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
Employee and Labor Relations Advocate	187	UN	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
Engineering Services Analyst	182	PR	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Engineering Services Analyst	182	PR	Exempt	9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
Engineering Services Specialist	179	UN	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Engineering Services Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Engineering Technician	175	GU	Non-exempt	1	\$39.5496	\$3,163.97	\$6,855.27	\$82,263
				2	\$40.5380	\$3,243.04	\$7,026.59	\$84,319
				3	\$41.5510	\$3,324.08	\$7,202.18	\$86,426
				4	\$42.5909	\$3,407.28	\$7,382.44	\$88,589
				5	\$43.6553	\$3,492.43	\$7,566.94	\$90,803
				6	\$44.7467	\$3,579.74	\$7,756.11	\$93,073
				7	\$45.8650	\$3,669.20	\$7,949.94	\$95,399
				8	\$47.0121	\$3,760.97	\$8,148.77	\$97,785
				9	\$48.1875	\$3,855.00	\$8,352.50	\$100,230
Environmental Resources Planner I	179	PR	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Environmental Resources Planner II	182	PR	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Executive Assistant	178	UN	Exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
External Affairs Specialist I	175	UN	Exempt	1	\$39.5496	\$3,163.97	\$6,855.27	\$82,263
				2	\$40.5380	\$3,243.04	\$7,026.59	\$84,319
				3	\$41.5510	\$3,324.08	\$7,202.18	\$86,426
				4	\$42.5909	\$3,407.28	\$7,382.44	\$88,589
				5	\$43.6553	\$3,492.43	\$7,566.94	\$90,803
				6	\$44.7467	\$3,579.74	\$7,756.11	\$93,073
				7	\$45.8650	\$3,669.20	\$7,949.94	\$95,399
				8	\$47.0121	\$3,760.97	\$8,148.77	\$97,785
				9	\$48.1875	\$3,855.00	\$8,352.50	\$100,230
External Affairs Specialist II	178	UN	Exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
Facilities Program Coordinator	181	PR	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Facilities Program Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Facilities Specialist	177	PR	Exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Facilities Specialist - Landscape	177	UN	Exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Facilities Technician I	172	GU	Non-exempt	1	\$34.1702	\$2,733.62	\$5,922.85	\$71,074
				2	\$35.0250	\$2,802.00	\$6,071.00	\$72,852
				3	\$35.9010	\$2,872.08	\$6,222.84	\$74,674
				4	\$36.7986	\$2,943.89	\$6,378.43	\$76,541
				5	\$37.7183	\$3,017.47	\$6,537.86	\$78,454
				6	\$38.6611	\$3,092.89	\$6,701.27	\$80,415
				7	\$39.6275	\$3,170.20	\$6,868.77	\$82,425
				8	\$40.6188	\$3,249.51	\$7,040.61	\$84,487
				9	\$41.6337	\$3,330.70	\$7,216.52	\$86,598
Facilities Technician II	174	GU	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350
				2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
Facilities Technician III	177	GU	Non-exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Financial Analyst I	179	PR	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Financial Analyst I	179	PR	Exempt	2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
				Financial Analyst II	181	PR	Exempt	1
2	\$54.3217	\$4,345.74	\$9,415.77					\$112,989
3	\$55.6794	\$4,454.36	\$9,651.12					\$115,813
4	\$57.0717	\$4,565.74	\$9,892.44					\$118,709
5	\$58.4972	\$4,679.78	\$10,139.53					\$121,674
6	\$59.9606	\$4,796.85	\$10,393.18					\$124,718
7	\$61.4597	\$4,916.78	\$10,653.03					\$127,836
8	\$62.9952	\$5,039.62	\$10,919.18					\$131,030
9	\$64.5712	\$5,165.70	\$11,192.35					\$134,308
General Counsel	200	EX	Exempt	1	\$140.3635	\$11,229.08	\$24,329.68	\$291,956
				2	\$143.8731	\$11,509.85	\$24,938.01	\$299,256
				3	\$147.4698	\$11,797.59	\$25,561.45	\$306,737
				4	\$151.1568	\$12,092.55	\$26,200.53	\$314,406
				5	\$154.9351	\$12,394.81	\$26,855.43	\$322,265
				6	\$158.8082	\$12,704.66	\$27,526.77	\$330,321
				7	\$162.7784	\$13,022.28	\$28,214.94	\$338,579
				8	\$166.8481	\$13,347.85	\$28,920.35	\$347,044
				9	\$171.0188	\$13,681.51	\$29,643.28	\$355,719
General Manager	205	EX	Exempt	1	\$181.8347	\$14,546.78	\$31,518.03	\$378,216
GIS Specialist	178	UN	Exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
Government Affairs Analyst I	181	UN	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Government Affairs Analyst II	183	UN	Exempt	1	\$58.4313	\$4,674.51	\$10,128.11	\$121,537
				2	\$59.8914	\$4,791.32	\$10,381.20	\$124,574
				3	\$61.3890	\$4,911.12	\$10,640.76	\$127,689
				4	\$62.9236	\$5,033.89	\$10,906.77	\$130,881
				5	\$64.4972	\$5,159.78	\$11,179.53	\$134,154
				6	\$66.1092	\$5,288.74	\$11,458.94	\$137,507
				7	\$67.7621	\$5,420.97	\$11,745.44	\$140,945
				8	\$69.4563	\$5,556.51	\$12,039.11	\$144,469
				9	\$71.1924	\$5,695.40	\$12,340.04	\$148,080
Grants Analyst I	176	PR	Exempt	1	\$41.5255	\$3,322.04	\$7,197.76	\$86,373
				2	\$42.5640	\$3,405.12	\$7,377.76	\$88,533
				3	\$43.6275	\$3,490.20	\$7,562.10	\$90,745
				4	\$44.7188	\$3,577.51	\$7,751.28	\$93,015
				5	\$45.8371	\$3,666.97	\$7,945.11	\$95,341
				6	\$46.9827	\$3,758.62	\$8,143.68	\$97,724
				7	\$48.1573	\$3,852.59	\$8,347.28	\$100,167
				8	\$49.3611	\$3,948.89	\$8,555.93	\$102,671
				9	\$50.5957	\$4,047.66	\$8,769.93	\$105,239
Grants Analyst II	179	PR	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Grants and Government Affairs Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Groundwater Recharge Supervisor	187	SU	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
Human Resources Analyst	181	UN	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Human Resources Analyst	181	UN	Exempt	2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
				Human Resources Officer	186	UN	Exempt	1
2	\$69.3299	\$5,546.40	\$12,017.20					\$144,206
3	\$71.0630	\$5,685.04	\$12,317.59					\$147,811
4	\$72.8395	\$5,827.16	\$12,625.52					\$151,506
5	\$74.6611	\$5,972.89	\$12,941.27					\$155,295
6	\$76.5270	\$6,122.16	\$13,264.68					\$159,176
7	\$78.4404	\$6,275.24	\$13,596.36					\$163,156
8	\$80.4015	\$6,432.12	\$13,936.26					\$167,235
9	\$82.4111	\$6,592.89	\$14,284.60					\$171,415
Human Resources Specialist	177	UN	Exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
HVAC Technician	177	GU	Non-exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Hydrogeologist	183	UN	Exempt	1	\$58.4313	\$4,674.51	\$10,128.11	\$121,537
				2	\$59.8914	\$4,791.32	\$10,381.20	\$124,574
				3	\$61.3890	\$4,911.12	\$10,640.76	\$127,689
				4	\$62.9236	\$5,033.89	\$10,906.77	\$130,881
				5	\$64.4972	\$5,159.78	\$11,179.53	\$134,154
				6	\$66.1092	\$5,288.74	\$11,458.94	\$137,507
				7	\$67.7621	\$5,420.97	\$11,745.44	\$140,945
				8	\$69.4563	\$5,556.51	\$12,039.11	\$144,469
				9	\$71.1924	\$5,695.40	\$12,340.04	\$148,080
Industrial Engine Technician I	177	GU	Non-exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Industrial Engine Technician I	177	GU	Non-exempt	3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Industrial Engine Technician II	181	GU	Non-exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Information Security Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Information Systems Analyst I	179	PR	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Information Systems Analyst II	181	PR	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Information Technology Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Information Technology Officer	186	UN	Exempt	4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Intern	001	OTR	Non-exempt	1	\$21.0000			
Internal Auditor	179	PR	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Inventory Resources Coordinator	181	PR	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Laboratory Assistant	172	LB	Non-exempt	1	\$34.1702	\$2,733.62	\$5,922.85	\$71,074
				2	\$35.0250	\$2,802.00	\$6,071.00	\$72,852
				3	\$35.9010	\$2,872.08	\$6,222.84	\$74,674
				4	\$36.7986	\$2,943.89	\$6,378.43	\$76,541
				5	\$37.7183	\$3,017.47	\$6,537.86	\$78,454
				6	\$38.6611	\$3,092.89	\$6,701.27	\$80,415
				7	\$39.6275	\$3,170.20	\$6,868.77	\$82,425
				8	\$40.6188	\$3,249.51	\$7,040.61	\$84,487
				9	\$41.6337	\$3,330.70	\$7,216.52	\$86,598
Laboratory Quality Officer	187	UN	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
Laboratory Scientist I	177	LB	Non-exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Laboratory Scientist I	177	LB	Non-exempt	3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Laboratory Scientist II	179	LB	Non-exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
Laboratory Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
Maintenance Planner/Scheduler	182	GU	Non-exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
Maintenance Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
Manager of Administrative Services	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Administrative Services	190	UN	Exempt	4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Asset Management	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Compliance and Sustainability	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Contracts and Procurement	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Engineering	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
Manager of Environmental Services	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Environmental Services	190	UN	Exempt	5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Facilities and Water System Programs	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Human Resources	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Information Technology	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Internal Audit	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Laboratories	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Manager of Laboratories	190	UN	Exempt	5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Manager of Maintenance	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
Manager of Operations	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
Manager of Regional Composting Authority	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
Manager of Water Resources	190	UN	Exempt	1	\$82.2087	\$6,576.70	\$14,249.52	\$170,994
				2	\$84.2640	\$6,741.12	\$14,605.76	\$175,269
				3	\$86.3698	\$6,909.59	\$14,970.78	\$179,649
				4	\$88.5299	\$7,082.40	\$15,345.20	\$184,142
				5	\$90.7428	\$7,259.43	\$15,728.77	\$188,745
				6	\$93.0111	\$7,440.89	\$16,121.93	\$193,463
				7	\$95.3361	\$7,626.89	\$16,524.93	\$198,299
				8	\$97.7193	\$7,817.55	\$16,938.03	\$203,256
				9	\$100.1630	\$8,013.04	\$17,361.59	\$208,339
Materials Specialist	182	PR	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Materials Specialist	182	PR	Exempt	6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
Mechanic I	172	GU	Non-exempt	1	\$34.1702	\$2,733.62	\$5,922.85	\$71,074
				2	\$35.0250	\$2,802.00	\$6,071.00	\$72,852
				3	\$35.9010	\$2,872.08	\$6,222.84	\$74,674
				4	\$36.7986	\$2,943.89	\$6,378.43	\$76,541
				5	\$37.7183	\$3,017.47	\$6,537.86	\$78,454
				6	\$38.6611	\$3,092.89	\$6,701.27	\$80,415
				7	\$39.6275	\$3,170.20	\$6,868.77	\$82,425
				8	\$40.6188	\$3,249.51	\$7,040.61	\$84,487
Mechanic II	176	GU	Non-exempt	1	\$41.5255	\$3,322.04	\$7,197.76	\$86,373
				2	\$42.5640	\$3,405.12	\$7,377.76	\$88,533
				3	\$43.6275	\$3,490.20	\$7,562.10	\$90,745
				4	\$44.7188	\$3,577.51	\$7,751.28	\$93,015
				5	\$45.8371	\$3,666.97	\$7,945.11	\$95,341
				6	\$46.9827	\$3,758.62	\$8,143.68	\$97,724
				7	\$48.1573	\$3,852.59	\$8,347.28	\$100,167
				8	\$49.3611	\$3,948.89	\$8,555.93	\$102,671
Mechanic III	179	GU	Non-exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
Mechanic IV	181	GU	Non-exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
Network Administrator	183	PR	Exempt	1	\$58.4313	\$4,674.51	\$10,128.11	\$121,537
				2	\$59.8914	\$4,791.32	\$10,381.20	\$124,574
				3	\$61.3890	\$4,911.12	\$10,640.76	\$127,689
				4	\$62.9236	\$5,033.89	\$10,906.77	\$130,881
				5	\$64.4972	\$5,159.78	\$11,179.53	\$134,154
				6	\$66.1092	\$5,288.74	\$11,458.94	\$137,507

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Network Administrator	183	PR	Exempt	7	\$67.7621	\$5,420.97	\$11,745.44	\$140,945
				8	\$69.4563	\$5,556.51	\$12,039.11	\$144,469
				9	\$71.1924	\$5,695.40	\$12,340.04	\$148,080
Office Assistant	166	GU	Non-exempt	1	\$25.5020	\$2,040.16	\$4,420.35	\$53,044
				2	\$26.1400	\$2,091.20	\$4,530.94	\$54,371
				3	\$26.7933	\$2,143.47	\$4,644.19	\$55,730
				4	\$27.4630	\$2,197.04	\$4,760.26	\$57,123
				5	\$28.1486	\$2,251.89	\$4,879.10	\$58,549
				6	\$28.8534	\$2,308.28	\$5,001.28	\$60,015
				7	\$29.5741	\$2,365.93	\$5,126.19	\$61,514
				8	\$30.3135	\$2,425.08	\$5,254.34	\$63,052
				9	\$31.0712	\$2,485.70	\$5,385.69	\$64,628
Office Assistant (confidential)	166	UN	Non-exempt	1	\$25.5020	\$2,040.16	\$4,420.35	\$53,044
				2	\$26.1400	\$2,091.20	\$4,530.94	\$54,371
				3	\$26.7933	\$2,143.47	\$4,644.19	\$55,730
				4	\$27.4630	\$2,197.04	\$4,760.26	\$57,123
				5	\$28.1486	\$2,251.89	\$4,879.10	\$58,549
				6	\$28.8534	\$2,308.28	\$5,001.28	\$60,015
				7	\$29.5741	\$2,365.93	\$5,126.19	\$61,514
				8	\$30.3135	\$2,425.08	\$5,254.34	\$63,052
				9	\$31.0712	\$2,485.70	\$5,385.69	\$64,628
Operations and Maintenance Training Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Operations Specialist	179	UN	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Operations Supervisor	185	SU	Non-exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Operations Supervisor	185	SU	Non-exempt	8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Pretreatment and Source Control Inspector I	174	GU	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350
				2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
Pretreatment and Source Control Inspector II	177	GU	Non-exempt	1	\$43.6025	\$3,488.20	\$7,557.77	\$90,693
				2	\$44.6943	\$3,575.55	\$7,747.03	\$92,964
				3	\$45.8106	\$3,664.85	\$7,940.51	\$95,286
				4	\$46.9558	\$3,756.47	\$8,139.02	\$97,668
				5	\$48.1299	\$3,850.40	\$8,342.54	\$100,110
				6	\$49.3327	\$3,946.62	\$8,551.01	\$102,612
				7	\$50.5659	\$4,045.28	\$8,764.78	\$105,177
				8	\$51.8303	\$4,146.43	\$8,983.94	\$107,807
				9	\$53.1265	\$4,250.12	\$9,208.60	\$110,503
Pretreatment and Source Control Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Principal Accountant	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Principal Control Systems Administrator	187	UN	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Principal Control Systems Administrator	187	UN	Exempt	9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
Principal Engineer	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Principal Network Engineer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Principal Resources Specialist	187	UN	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
Process Automation & Controls Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Procurement Specialist I	174	PR	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350
				2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Procurement Specialist II	175	PR	Non-exempt	1	\$39.5496	\$3,163.97	\$6,855.27	\$82,263
				2	\$40.5380	\$3,243.04	\$7,026.59	\$84,319
				3	\$41.5510	\$3,324.08	\$7,202.18	\$86,426
				4	\$42.5909	\$3,407.28	\$7,382.44	\$88,589
				5	\$43.6553	\$3,492.43	\$7,566.94	\$90,803
				6	\$44.7467	\$3,579.74	\$7,756.11	\$93,073
				7	\$45.8650	\$3,669.20	\$7,949.94	\$95,399
				8	\$47.0121	\$3,760.97	\$8,148.77	\$97,785
				9	\$48.1875	\$3,855.00	\$8,352.50	\$100,230
Project Manager I	184	PR	Exempt	1	\$61.3505	\$4,908.04	\$10,634.09	\$127,609
				2	\$62.8842	\$5,030.74	\$10,899.94	\$130,799
				3	\$64.4568	\$5,156.55	\$11,172.53	\$134,070
				4	\$66.0683	\$5,285.47	\$11,451.86	\$137,422
				5	\$67.7198	\$5,417.59	\$11,738.12	\$140,857
				6	\$69.4125	\$5,553.00	\$12,031.50	\$144,378
				7	\$71.1472	\$5,691.78	\$12,332.19	\$147,986
				8	\$72.9255	\$5,834.04	\$12,640.42	\$151,685
				9	\$74.7496	\$5,979.97	\$12,956.61	\$155,479
Project Manager II	185	PR	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Records Management Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Records Specialist	173	GU	Non-exempt	1	\$35.8775	\$2,870.20	\$6,218.77	\$74,625
				2	\$36.7741	\$2,941.93	\$6,374.19	\$76,490
				3	\$37.6943	\$3,015.55	\$6,533.70	\$78,404
				4	\$38.6361	\$3,090.89	\$6,696.93	\$80,363
				5	\$39.6015	\$3,168.12	\$6,864.26	\$82,371
				6	\$40.5924	\$3,247.40	\$7,036.04	\$84,432
				7	\$41.6063	\$3,328.51	\$7,211.78	\$86,541
				8	\$42.6472	\$3,411.78	\$7,392.19	\$88,706
				9	\$43.7140	\$3,497.12	\$7,577.10	\$90,925

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Recycled Water Distribution Operator	179	OP	Non-exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Risk Specialist	174	PR	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350
				2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
RW/Groundwater Recharge Maintenance Technician	176	GU	Non-exempt	1	\$41.5255	\$3,322.04	\$7,197.76	\$86,373
				2	\$42.5640	\$3,405.12	\$7,377.76	\$88,533
				3	\$43.6275	\$3,490.20	\$7,562.10	\$90,745
				4	\$44.7188	\$3,577.51	\$7,751.28	\$93,015
				5	\$45.8371	\$3,666.97	\$7,945.11	\$95,341
				6	\$46.9827	\$3,758.62	\$8,143.68	\$97,724
				7	\$48.1573	\$3,852.59	\$8,347.28	\$100,167
				8	\$49.3611	\$3,948.89	\$8,555.93	\$102,671
				9	\$50.5957	\$4,047.66	\$8,769.93	\$105,239
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt	1	\$48.0722	\$3,845.78	\$8,332.53	\$99,990
				2	\$49.2746	\$3,941.97	\$8,540.94	\$102,491
				3	\$50.5063	\$4,040.51	\$8,754.44	\$105,053
				4	\$51.7688	\$4,141.51	\$8,973.28	\$107,679
				5	\$53.0625	\$4,245.00	\$9,197.50	\$110,370
				6	\$54.3890	\$4,351.12	\$9,427.43	\$113,129
				7	\$55.7496	\$4,459.97	\$9,663.27	\$115,959
				8	\$57.1433	\$4,571.47	\$9,904.86	\$118,858
				9	\$58.5712	\$4,685.70	\$10,152.35	\$121,828
Safety Analyst	178	PR	Exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Safety Officer	186	UN	Exempt	1	\$67.6390	\$5,411.12	\$11,724.10	\$140,689
				2	\$69.3299	\$5,546.40	\$12,017.20	\$144,206
				3	\$71.0630	\$5,685.04	\$12,317.59	\$147,811
				4	\$72.8395	\$5,827.16	\$12,625.52	\$151,506
				5	\$74.6611	\$5,972.89	\$12,941.27	\$155,295
				6	\$76.5270	\$6,122.16	\$13,264.68	\$159,176
				7	\$78.4404	\$6,275.24	\$13,596.36	\$163,156
				8	\$80.4015	\$6,432.12	\$13,936.26	\$167,235
				9	\$82.4111	\$6,592.89	\$14,284.60	\$171,415
Senior Accountant	181	PR	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Senior Associate Engineer	184	PR	Exempt	1	\$61.3505	\$4,908.04	\$10,634.09	\$127,609
				2	\$62.8842	\$5,030.74	\$10,899.94	\$130,799
				3	\$64.4568	\$5,156.55	\$11,172.53	\$134,070
				4	\$66.0683	\$5,285.47	\$11,451.86	\$137,422
				5	\$67.7198	\$5,417.59	\$11,738.12	\$140,857
				6	\$69.4125	\$5,553.00	\$12,031.50	\$144,378
				7	\$71.1472	\$5,691.78	\$12,332.19	\$147,986
				8	\$72.9255	\$5,834.04	\$12,640.42	\$151,685
				9	\$74.7496	\$5,979.97	\$12,956.61	\$155,479
Senior Associate Engineer - PE	185	UN	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Senior Compost Operations and Maintenance Technician	181	GU	Non-exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308

**Inland Empire Utilities Agency
Salary Matrix
Effective July 1, 2024
Adopted August 21, 2024**

EXHIBIT 1

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Construction Project Inspector	182	UN	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
Senior Engineer	187	PR	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981
Senior Environmental Resources Planner	184	UN	Exempt	1	\$61.3505	\$4,908.04	\$10,634.09	\$127,609
				2	\$62.8842	\$5,030.74	\$10,899.94	\$130,799
				3	\$64.4568	\$5,156.55	\$11,172.53	\$134,070
				4	\$66.0683	\$5,285.47	\$11,451.86	\$137,422
				5	\$67.7198	\$5,417.59	\$11,738.12	\$140,857
				6	\$69.4125	\$5,553.00	\$12,031.50	\$144,378
				7	\$71.1472	\$5,691.78	\$12,332.19	\$147,986
				8	\$72.9255	\$5,834.04	\$12,640.42	\$151,685
				9	\$74.7496	\$5,979.97	\$12,956.61	\$155,479
Senior External Affairs Specialist	181	UN	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Senior Facilities Technician	180	GU	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Financial Analyst	183	PR	Exempt	1	\$58.4313	\$4,674.51	\$10,128.11	\$121,537
				2	\$59.8914	\$4,791.32	\$10,381.20	\$124,574
				3	\$61.3890	\$4,911.12	\$10,640.76	\$127,689
				4	\$62.9236	\$5,033.89	\$10,906.77	\$130,881
				5	\$64.4972	\$5,159.78	\$11,179.53	\$134,154
				6	\$66.1092	\$5,288.74	\$11,458.94	\$137,507
				7	\$67.7621	\$5,420.97	\$11,745.44	\$140,945
				8	\$69.4563	\$5,556.51	\$12,039.11	\$144,469
				9	\$71.1924	\$5,695.40	\$12,340.04	\$148,080
Senior Grants Analyst	182	PR	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
Senior Hydrogeologist	185	UN	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Senior Information Systems Analyst	182	PR	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
Senior Internal Auditor	182	PR	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
Senior Inventory Analyst	182	PR	Exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745

Inland Empire Utilities Agency

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Senior Inventory Analyst	182	PR	Exempt	2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023
				Senior Management Analyst	182	PR	Exempt	1
2	\$57.0371	\$4,562.97	\$9,886.44					\$118,637
3	\$58.4635	\$4,677.08	\$10,133.68					\$121,604
4	\$59.9246	\$4,793.97	\$10,386.94					\$124,643
5	\$61.4231	\$4,913.85	\$10,646.68					\$127,760
6	\$62.9582	\$5,036.66	\$10,912.77					\$130,953
7	\$64.5323	\$5,162.59	\$11,185.62					\$134,227
8	\$66.1462	\$5,291.70	\$11,465.35					\$137,584
9	\$67.7996	\$5,423.97	\$11,751.94					\$141,023
Senior Operations Specialist	184	UN	Exempt	1	\$61.3505	\$4,908.04	\$10,634.09	\$127,609
				2	\$62.8842	\$5,030.74	\$10,899.94	\$130,799
				3	\$64.4568	\$5,156.55	\$11,172.53	\$134,070
				4	\$66.0683	\$5,285.47	\$11,451.86	\$137,422
				5	\$67.7198	\$5,417.59	\$11,738.12	\$140,857
				6	\$69.4125	\$5,553.00	\$12,031.50	\$144,378
				7	\$71.1472	\$5,691.78	\$12,332.19	\$147,986
				8	\$72.9255	\$5,834.04	\$12,640.42	\$151,685
				9	\$74.7496	\$5,979.97	\$12,956.61	\$155,479
Senior Policy Advisor	188	UN	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Senior Pretreatment and Source Control Inspector	180	GU	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
Senior Project Manager	187	PR	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually				
Senior Project Manager	187	PR	Exempt	3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198				
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078				
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053				
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130				
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308				
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591				
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981				
				Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
								2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
3	\$55.6794	\$4,454.36	\$9,651.12					\$115,813				
4	\$57.0717	\$4,565.74	\$9,892.44					\$118,709				
5	\$58.4972	\$4,679.78	\$10,139.53					\$121,674				
6	\$59.9606	\$4,796.85	\$10,393.18					\$124,718				
7	\$61.4597	\$4,916.78	\$10,653.03					\$127,836				
8	\$62.9952	\$5,039.62	\$10,919.18					\$131,030				
9	\$64.5712	\$5,165.70	\$11,192.35					\$134,308				
Senior Water Plant Operator	181	OP	Non-exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233				
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989				
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813				
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709				
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674				
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718				
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836				
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030				
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308				
Senior Water Resources Analyst	184	PR	Exempt	1	\$61.3505	\$4,908.04	\$10,634.09	\$127,609				
				2	\$62.8842	\$5,030.74	\$10,899.94	\$130,799				
				3	\$64.4568	\$5,156.55	\$11,172.53	\$134,070				
				4	\$66.0683	\$5,285.47	\$11,451.86	\$137,422				
				5	\$67.7198	\$5,417.59	\$11,738.12	\$140,857				
				6	\$69.4125	\$5,553.00	\$12,031.50	\$144,378				
				7	\$71.1472	\$5,691.78	\$12,332.19	\$147,986				
				8	\$72.9255	\$5,834.04	\$12,640.42	\$151,685				
				9	\$74.7496	\$5,979.97	\$12,956.61	\$155,479				
Source Control/Environmental Resources Supervisor	187	SU	Exempt	1	\$71.0193	\$5,681.55	\$12,310.03	\$147,720				
				2	\$72.7943	\$5,823.55	\$12,617.70	\$151,412				
				3	\$74.6145	\$5,969.16	\$12,933.18	\$155,198				
				4	\$76.4799	\$6,118.40	\$13,256.54	\$159,078				
				5	\$78.3909	\$6,271.28	\$13,587.78	\$163,053				
				6	\$80.3510	\$6,428.08	\$13,927.51	\$167,130				
				7	\$82.3597	\$6,588.78	\$14,275.69	\$171,308				
				8	\$84.4188	\$6,753.51	\$14,632.61	\$175,591				
				9	\$86.5294	\$6,922.36	\$14,998.45	\$179,981				

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Supervisor - Environmental Compliance & Energy	188	SU	Exempt	1	\$74.5664	\$5,965.32	\$12,924.86	\$155,098
				2	\$76.4318	\$6,114.55	\$13,248.20	\$158,978
				3	\$78.3424	\$6,267.40	\$13,579.37	\$162,952
				4	\$80.3005	\$6,424.04	\$13,918.76	\$167,025
				5	\$82.3082	\$6,584.66	\$14,266.77	\$171,201
				6	\$84.3654	\$6,749.24	\$14,623.36	\$175,480
				7	\$86.4750	\$6,918.00	\$14,989.00	\$179,868
				8	\$88.6371	\$7,090.97	\$15,363.77	\$184,365
				9	\$90.8525	\$7,268.20	\$15,747.77	\$188,973
Systems Administrator	181	PR	Exempt	1	\$52.9967	\$4,239.74	\$9,186.11	\$110,233
				2	\$54.3217	\$4,345.74	\$9,415.77	\$112,989
				3	\$55.6794	\$4,454.36	\$9,651.12	\$115,813
				4	\$57.0717	\$4,565.74	\$9,892.44	\$118,709
				5	\$58.4972	\$4,679.78	\$10,139.53	\$121,674
				6	\$59.9606	\$4,796.85	\$10,393.18	\$124,718
				7	\$61.4597	\$4,916.78	\$10,653.03	\$127,836
				8	\$62.9952	\$5,039.62	\$10,919.18	\$131,030
				9	\$64.5712	\$5,165.70	\$11,192.35	\$134,308
Technology Specialist I	178	GU	Non-exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
Technology Specialist II	180	GU	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
Technology Specialist III	182	GU	Non-exempt	1	\$55.6467	\$4,451.74	\$9,645.44	\$115,745
				2	\$57.0371	\$4,562.97	\$9,886.44	\$118,637
				3	\$58.4635	\$4,677.08	\$10,133.68	\$121,604
				4	\$59.9246	\$4,793.97	\$10,386.94	\$124,643
				5	\$61.4231	\$4,913.85	\$10,646.68	\$127,760
				6	\$62.9582	\$5,036.66	\$10,912.77	\$130,953
				7	\$64.5323	\$5,162.59	\$11,185.62	\$134,227
				8	\$66.1462	\$5,291.70	\$11,465.35	\$137,584
				9	\$67.7996	\$5,423.97	\$11,751.94	\$141,023

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Treasurer	192	UN	Exempt	1	\$90.6361	\$7,250.89	\$15,710.27	\$188,523
				2	\$92.9020	\$7,432.16	\$16,103.02	\$193,236
				3	\$95.2241	\$7,617.93	\$16,505.52	\$198,066
				4	\$97.6049	\$7,808.40	\$16,918.20	\$203,018
				5	\$100.0448	\$8,003.59	\$17,341.12	\$208,093
				6	\$102.5462	\$8,203.70	\$17,774.69	\$213,296
				7	\$105.1097	\$8,408.78	\$18,219.03	\$218,628
				8	\$107.7375	\$8,619.00	\$18,674.50	\$224,094
				9	\$110.4308	\$8,834.47	\$19,141.36	\$229,696
Warehouse Supervisor	185	SU	Exempt	1	\$64.4159	\$5,153.28	\$11,165.44	\$133,985
				2	\$66.0265	\$5,282.12	\$11,444.60	\$137,335
				3	\$67.6775	\$5,414.20	\$11,730.77	\$140,769
				4	\$69.3688	\$5,549.51	\$12,023.94	\$144,287
				5	\$71.1034	\$5,688.28	\$12,324.61	\$147,895
				6	\$72.8813	\$5,830.51	\$12,632.78	\$151,593
				7	\$74.7025	\$5,976.20	\$12,948.44	\$155,381
				8	\$76.5707	\$6,125.66	\$13,272.27	\$159,267
				9	\$78.4847	\$6,278.78	\$13,604.03	\$163,248
Warehouse Technician I	167	GU	Non-exempt	1	\$26.7770	\$2,142.16	\$4,641.35	\$55,696
				2	\$27.4457	\$2,195.66	\$4,757.27	\$57,087
				3	\$28.1327	\$2,250.62	\$4,876.35	\$58,516
				4	\$28.8351	\$2,306.81	\$4,998.09	\$59,977
				5	\$29.5558	\$2,364.47	\$5,123.02	\$61,476
				6	\$30.2948	\$2,423.59	\$5,251.12	\$63,013
				7	\$31.0525	\$2,484.20	\$5,382.44	\$64,589
				8	\$31.8284	\$2,546.28	\$5,516.94	\$66,203
				9	\$32.6236	\$2,609.89	\$5,654.77	\$67,857
Warehouse Technician II	171	GU	Non-exempt	1	\$32.5424	\$2,603.40	\$5,640.70	\$67,688
				2	\$33.3563	\$2,668.51	\$5,781.78	\$69,381
				3	\$34.1895	\$2,735.16	\$5,926.18	\$71,114
				4	\$35.0443	\$2,803.55	\$6,074.36	\$72,892
				5	\$35.9212	\$2,873.70	\$6,226.35	\$74,716
				6	\$36.8188	\$2,945.51	\$6,381.94	\$76,583
				7	\$37.7395	\$3,019.16	\$6,541.52	\$78,498
				8	\$38.6823	\$3,094.59	\$6,704.95	\$80,459
				9	\$39.6505	\$3,172.04	\$6,872.76	\$82,473
Warehouse Technician III	175	GU	Non-exempt	1	\$39.5496	\$3,163.97	\$6,855.27	\$82,263
				2	\$40.5380	\$3,243.04	\$7,026.59	\$84,319
				3	\$41.5510	\$3,324.08	\$7,202.18	\$86,426
				4	\$42.5909	\$3,407.28	\$7,382.44	\$88,589
				5	\$43.6553	\$3,492.43	\$7,566.94	\$90,803
				6	\$44.7467	\$3,579.74	\$7,756.11	\$93,073
				7	\$45.8650	\$3,669.20	\$7,949.94	\$95,399
				8	\$47.0121	\$3,760.97	\$8,148.77	\$97,785
				9	\$48.1875	\$3,855.00	\$8,352.50	\$100,230
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator I	174	OP	Non-exempt	2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
				Wastewater Treatment Plant Operator II	176	OP	Non-exempt	1
2	\$42.5640	\$3,405.12	\$7,377.76					\$88,533
3	\$43.6275	\$3,490.20	\$7,562.10					\$90,745
4	\$44.7188	\$3,577.51	\$7,751.28					\$93,015
5	\$45.8371	\$3,666.97	\$7,945.11					\$95,341
6	\$46.9827	\$3,758.62	\$8,143.68					\$97,724
7	\$48.1573	\$3,852.59	\$8,347.28					\$100,167
8	\$49.3611	\$3,948.89	\$8,555.93					\$102,671
9	\$50.5957	\$4,047.66	\$8,769.93					\$105,239
Wastewater Treatment Plant Operator III	178	OP	Non-exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt	1	\$32.5424	\$2,603.40	\$5,640.70	\$67,688
				2	\$33.3563	\$2,668.51	\$5,781.78	\$69,381
				3	\$34.1895	\$2,735.16	\$5,926.18	\$71,114
				4	\$35.0443	\$2,803.55	\$6,074.36	\$72,892
				5	\$35.9212	\$2,873.70	\$6,226.35	\$74,716
				6	\$36.8188	\$2,945.51	\$6,381.94	\$76,583
				7	\$37.7395	\$3,019.16	\$6,541.52	\$78,498
				8	\$38.6823	\$3,094.59	\$6,704.95	\$80,459
				9	\$39.6505	\$3,172.04	\$6,872.76	\$82,473
Water Plant Operator I	174	OP	Non-exempt	1	\$37.6683	\$3,013.47	\$6,529.19	\$78,350

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
Water Plant Operator I	174	OP	Non-exempt	2	\$38.6101	\$3,088.81	\$6,692.43	\$80,309
				3	\$39.5755	\$3,166.04	\$6,859.76	\$82,317
				4	\$40.5650	\$3,245.20	\$7,031.27	\$84,375
				5	\$41.5794	\$3,326.36	\$7,207.12	\$86,485
				6	\$42.6188	\$3,409.51	\$7,387.28	\$88,647
				7	\$43.6842	\$3,494.74	\$7,571.94	\$90,863
				8	\$44.7760	\$3,582.08	\$7,761.18	\$93,134
				9	\$45.8957	\$3,671.66	\$7,955.27	\$95,463
				Water Plant Operator II	176	OP	Non-exempt	1
2	\$42.5640	\$3,405.12	\$7,377.76					\$88,533
3	\$43.6275	\$3,490.20	\$7,562.10					\$90,745
4	\$44.7188	\$3,577.51	\$7,751.28					\$93,015
5	\$45.8371	\$3,666.97	\$7,945.11					\$95,341
6	\$46.9827	\$3,758.62	\$8,143.68					\$97,724
7	\$48.1573	\$3,852.59	\$8,347.28					\$100,167
8	\$49.3611	\$3,948.89	\$8,555.93					\$102,671
9	\$50.5957	\$4,047.66	\$8,769.93					\$105,239
Water Plant Operator III	178	OP	Non-exempt	1	\$45.7818	\$3,662.55	\$7,935.53	\$95,226
				2	\$46.9265	\$3,754.12	\$8,133.93	\$97,607
				3	\$48.0996	\$3,847.97	\$8,337.27	\$100,047
				4	\$49.3010	\$3,944.08	\$8,545.51	\$102,546
				5	\$50.5342	\$4,042.74	\$8,759.27	\$105,111
				6	\$51.7972	\$4,143.78	\$8,978.19	\$107,738
				7	\$53.0928	\$4,247.43	\$9,202.77	\$110,433
				8	\$54.4198	\$4,353.59	\$9,432.78	\$113,193
				9	\$55.7799	\$4,462.40	\$9,668.54	\$116,022
Water Plant Operator IV, V	180	OP	Non-exempt	1	\$50.4750	\$4,038.00	\$8,749.00	\$104,988
				2	\$51.7375	\$4,139.00	\$8,967.84	\$107,614
				3	\$53.0308	\$4,242.47	\$9,192.02	\$110,304
				4	\$54.3568	\$4,348.55	\$9,421.86	\$113,062
				5	\$55.7154	\$4,457.24	\$9,657.36	\$115,888
				6	\$57.1082	\$4,568.66	\$9,898.77	\$118,785
				7	\$58.5356	\$4,682.85	\$10,146.18	\$121,754
				8	\$59.9991	\$4,799.93	\$10,399.85	\$124,798
				9	\$61.4991	\$4,919.93	\$10,659.85	\$127,918
Z-Not in Use	165	(blank)	(blank)	1	\$24.2895	\$1,943.16	\$4,210.18	\$50,522
				2	\$24.8962	\$1,991.70	\$4,315.35	\$51,784
				3	\$25.5188	\$2,041.51	\$4,423.28	\$53,079
				4	\$26.1573	\$2,092.59	\$4,533.95	\$54,407
				5	\$26.8106	\$2,144.85	\$4,647.18	\$55,766
				6	\$27.4803	\$2,198.43	\$4,763.27	\$57,159
				7	\$28.1683	\$2,253.47	\$4,882.52	\$58,590
				8	\$28.8722	\$2,309.78	\$5,004.53	\$60,054
				9	\$29.5943	\$2,367.55	\$5,129.70	\$61,556
	168	(blank)	(blank)	1	\$28.1130	\$2,249.04	\$4,872.92	\$58,475
				2	\$28.8159	\$2,305.28	\$4,994.78	\$59,937

Inland Empire Utilities Agency

EXHIBIT 1

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title	Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually				
Z-Not in Use	168	(blank)	(blank)	3	\$29.5356	\$2,362.85	\$5,119.51	\$61,434				
				4	\$30.2741	\$2,421.93	\$5,247.52	\$62,970				
				5	\$31.0303	\$2,482.43	\$5,378.60	\$64,543				
				6	\$31.8073	\$2,544.59	\$5,513.28	\$66,159				
				7	\$32.6020	\$2,608.16	\$5,651.02	\$67,812				
				8	\$33.4169	\$2,673.36	\$5,792.28	\$69,507				
				9	\$34.2529	\$2,740.24	\$5,937.19	\$71,246				
					169	(blank)	(blank)	1	\$29.5164	\$2,361.32	\$5,116.20	\$61,394
								2	\$30.2544	\$2,420.36	\$5,244.12	\$62,929
3	\$31.0101	\$2,480.81	\$5,375.09					\$64,501				
4	\$31.7866	\$2,542.93	\$5,509.69					\$66,116				
5	\$32.5803	\$2,606.43	\$5,647.27					\$67,767				
6	\$33.3952	\$2,671.62	\$5,788.51					\$69,462				
7	\$34.2299	\$2,738.40	\$5,933.20					\$71,198				
8	\$35.0856	\$2,806.85	\$6,081.51					\$72,978				
9	\$35.9625	\$2,877.00	\$6,233.50					\$74,802				
	189	(blank)	(blank)	1	\$78.2948	\$6,263.59	\$13,571.12	\$162,853				
				2	\$80.2525	\$6,420.20	\$13,910.44	\$166,925				
				3	\$82.2587	\$6,580.70	\$14,258.19	\$171,098				
				4	\$84.3154	\$6,745.24	\$14,614.69	\$175,376				
				5	\$86.4226	\$6,913.81	\$14,979.93	\$179,759				
				6	\$88.5837	\$7,086.70	\$15,354.52	\$184,254				
				7	\$90.7976	\$7,263.81	\$15,738.26	\$188,859				
				8	\$93.0678	\$7,445.43	\$16,131.77	\$193,581				
				9	\$95.3948	\$7,631.59	\$16,535.12	\$198,421				
	191	(blank)	(blank)	1	\$86.3183	\$6,905.47	\$14,961.86	\$179,542				
				2	\$88.4765	\$7,078.12	\$15,335.93	\$184,031				
				3	\$90.6885	\$7,255.08	\$15,719.34	\$188,632				
				4	\$92.9549	\$7,436.40	\$16,112.20	\$193,346				
				5	\$95.2784	\$7,622.28	\$16,514.94	\$198,179				
				6	\$97.6606	\$7,812.85	\$16,927.85	\$203,134				
				7	\$100.1025	\$8,008.20	\$17,351.10	\$208,213				
				8	\$102.6049	\$8,208.40	\$17,784.87	\$213,418				
				9	\$105.1698	\$8,413.59	\$18,229.45	\$218,753				
	196	(blank)	(blank)	1	\$110.1688	\$8,813.51	\$19,095.94	\$229,151				
				2	\$112.9226	\$9,033.81	\$19,573.26	\$234,879				
				3	\$115.7457	\$9,259.66	\$20,062.60	\$240,751				
				4	\$118.6400	\$9,491.20	\$20,564.27	\$246,771				
				5	\$121.6053	\$9,728.43	\$21,078.27	\$252,939				
				6	\$124.6452	\$9,971.62	\$21,605.18	\$259,262				
				7	\$127.7621	\$10,220.97	\$22,145.44	\$265,745				
				8	\$130.9553	\$10,476.43	\$22,698.94	\$272,387				
				9	\$134.2299	\$10,738.40	\$23,266.54	\$279,198				
	198	(blank)	(blank)	1	\$121.4597	\$9,716.78	\$21,053.03	\$252,636				
				2	\$124.4962	\$9,959.70	\$21,579.35	\$258,952				
				3	\$127.6087	\$10,208.70	\$22,118.85	\$265,426				

Inland Empire Utilities Agency

Salary Matrix

Effective July 1, 2024

Adopted August 21, 2024

Classification Title

Z-Not in Use

Salary Range	Unit	FLSA	Step	Hourly	Biweekly	Monthly	Annually
198	(blank)	(blank)	4	\$130.7986	\$10,463.89	\$22,671.77	\$272,061
			5	\$134.0683	\$10,725.47	\$23,238.52	\$278,862
			6	\$137.4193	\$10,993.55	\$23,819.36	\$285,832
			7	\$140.8563	\$11,268.51	\$24,415.11	\$292,981
			8	\$144.3765	\$11,550.12	\$25,025.26	\$300,303
			9	\$147.9861	\$11,838.89	\$25,650.93	\$307,811