

Exhibit "A"

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
Managers, Exempt Supervisors, Confidential & Exempt Employees
Effective January 22, 2024

| | MINIMUM | MAXIMUM |
|--------------------------|---------|---------|
| <u>NON-EXEMPT</u> | | |
| Salary Grade U1.N | \$3,545 | \$4,614 |
| Salary Grade U2.N | \$3,621 | \$4,742 |
| Salary Grade U3.N | \$3,697 | \$4,872 |
| Salary Grade U4.N | \$3,767 | \$5,015 |
| Salary Grade U5.N | \$3,853 | \$5,153 |
| Salary Grade U6.N | \$3,928 | \$5,301 |
| Salary Grade U7.N | \$4,007 | \$5,448 |
| Salary Grade U8.N | \$4,094 | \$5,604 |
| Salary Grade U9.N | \$4,170 | \$5,760 |
| Salary Grade U10.N | \$4,257 | \$5,919 |
| Salary Grade U11.N | \$4,342 | \$6,070 |
| Salary Grade U12.N | \$4,425 | \$6,247 |
| Salary Grade U13.N | \$4,510 | \$6,425 |
| Salary Grade U14.N | \$4,611 | \$6,609 |
| Salary Grade U15.N | \$4,709 | \$6,784 |
| Salary Grade U16.N | \$4,822 | \$6,973 |
| Salary Grade U17.N | \$4,923 | \$7,148 |
| Salary Grade U18.N | \$5,032 | \$7,339 |
| Salary Grade U19.N | \$5,146 | \$7,524 |
| Safety Assistant | | |
| Salary Grade U20.N | \$5,283 | \$7,769 |

| | MINIMUM | MAXIMUM |
|---------------------------------------------------------------------------------|----------------|----------------|
| Salary Grade U21.N | \$5,434 | \$8,003 |
| Salary Grade U22.N | \$5,581 | \$8,256 |
| Executive Secretary Human Resources Assistant | | |
| Salary Grade U23.N | \$5,730 | \$8,505 |
| Salary Grade U24.N | \$5,892 | \$8,769 |
| Salary Grade U25.N | \$6,048 | \$9,038 |
| Human Resources Technician | | |
| Salary Grade U26.N | \$6,235 | \$9,310 |
| Executive Assistant | | |
| Salary Grade U27.N | \$6,412 | \$9,582 |
| Salary Grade U28.N | \$6,601 | \$9,864 |
| Salary Grade U29.N | \$6,800 | \$10,152 |
| Safety & Security Specialist Safety Specialist Senior Executive Assistant | | |
| Salary Grade U30.N | \$7,004 | \$10,455 |
| Salary Grade U31.N | \$7,211 | \$10,767 |
| Payroll Administrator User Support Specialist | | |
| Salary Grade U32.N | \$7,419 | \$11,086 |
| Salary Grade U33.N | \$7,635 | \$11,409 |
| Salary Grade U34.N | \$7,862 | \$11,724 |
| Salary Grade U35.N | \$8,100 | \$12,078 |
| Network Administrator User Support Administrator | | |

| | MINIMUM | MAXIMUM |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|----------|
| EXEMPT | | |
| Salary Grade U1.E | \$5,701 | \$7,691 |
| Salary Grade U2.E | \$5,892 | \$7,989 |
| Salary Grade U3.E | \$6,080 | \$8,286 |
| Salary Grade U4.E | \$6,270 | \$8,605 |
| Salary Grade U5.E | \$6,461 | \$8,923 |
| Salary Grade U6.E | \$6,683 | \$9,269 |
| Salary Grade U7.E | \$6,896 | \$9,613 |
| Salary Grade U8.E | \$7,122 | \$9,988 |
| Salary Grade U9.E | \$7,340 | \$10,355 |
| Salary Grade U10.E | \$7,583 | \$10,746 |
| Asset Systems Analyst Assistant Engineer Data Analyst Digital Communications Specialist Management Analyst Risk Analyst | | |
| Salary Grade U11.E | \$7,827 | \$11,143 |
| Customer Service Supervisor Human Resources Analyst Purchasing Supervisor | | |
| Salary Grade U12.E | \$8,080 | \$11,572 |
| Senior Accountant | | |
| Salary Grade U13.E | \$8,341 | \$11,990 |
| Communications Analyst/Deputy PIO Environmental Compliance Analyst GIS Supervisor Legislative Aide Legislative Analyst Regulatory Compliance Administrator Right of Way Agent Senior Data Analyst Senior Financial Analyst Senior Human Resources Analyst Treasury Analyst Water Resources Planner | | |

| | MINIMUM | MAXIMUM |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|
| Salary Grade U14.E | \$8,611 | \$12,453 |
| Accounting Supervisor Associate Engineer District Secretary QA/QC Compliance Administrator Water Efficiency Supervisor | | |
| Salary Grade U15.E | \$8,886 | \$12,920 |
| Applications Analyst Automation Programmer Senior Legislative Aide Senior Network Administrator Senior Regulatory Compliance Administrator Senior SCADA Network Administrator Senior User Support Administrator | | |
| Salary Grade U16.E | \$9,183 | \$13,407 |
| Laboratory Supervisor | | |
| Salary Grade U17.E | \$9,475 | \$13,901 |
| Construction Inspection Assistant Manager Engineer Facilities/Fleet Manager Senior Energy and Water Resources Planner | | |
| Salary Grade U18.E | \$9,783 | \$14,429 |
| Collection Systems Manager Communications Manager Customer Service Manager Cybersecurity Analyst External Affairs Manager Field Services Manager Purchasing Manager Safety Manager Senior Applications Analyst Senior Applications Developer Senior Database Administrator Water Efficiency Manager | | |
| Salary Grade U19.E | \$10,092 | \$14,962 |
| Construction Services Manager Electrical and Instrumentation Manager Manager of Risk & Contracts Administration Mechanical Services Manager Natural Resources Manager Recycled Water Development Manager Regulatory Compliance Manager Treasury Manager Water Quality Manager | | |

| | MINIMUM | MAXIMUM |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
| Salary Grade U20.E | \$10,407 | \$15,518 |
| Senior Engineer User Support Manager Water Resources Manager | | |
| Salary Grade U21.E | \$10,724 | \$16,079 |
| Controller Manager of Biosolids & Energy Recovery Operations Operations Manager | | |
| Salary Grade U22.E | \$11,068 | \$16,675 |
| Automation Manager Applications Manager Network and Cybersecurity Manager Reliability Manager | | |
| Salary Grade U23.E | \$11,418 | \$17,281 |
| Salary Grade U24.E | \$11,728 | \$17,977 |
| Engineering Manager | | |
| Salary Grade U25.E | \$12,091 | \$18,655 |
| Salary Grade U26.E | \$12,643 | \$19,641 |
| Salary Grade U27.E | \$13,221 | \$20,683 |
| Director of Field Operations Director of Human Resources Director of Information Services Director of Maintenance Director of Strategic Communications & Advocacy/Dep. General Counsel Director of Water and Recycling Operations Director of Safety & Security Director of Water Quality & Regulatory Compliance Director of Financial Planning and Data Analytics Director of Water Resources Director of Treasury | | |
| Salary Grade U28.E | \$13,828 | \$21,772 |
| Salary Grade U29.E | \$14,460 | \$22,924 |

| | MINIMUM | MAXIMUM |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
| Salary Grade U30.E | \$15,128 | \$24,143 |
| Executive Director of Finance Executive Director of Technical Services Executive Director of Operations Executive Director of Water Policy | | |
| Salary Grade U31.E | \$15,880 | \$25,511 |
| Salary Grade U32.E | \$16,675 | \$26,963 |
| Salary Grade U33.E | \$17,506 | \$28,494 |
| Salary Grade U34.E | \$18,384 | \$33,444 |
| General Manager | | |

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
Non-Exempt Supervisors Unit
Effective January 22, 2024

| | MINIMUM | MAXIMUM |
|------------------------------------------------------------------------------------------------------|---------|----------|
| <u>NON-EXEMPT</u> | | |
| Salary Grade S26.N | \$6,235 | \$9,310 |
| Salary Grade S27.N | \$6,412 | \$9,582 |
| Salary Grade S28.N | \$6,601 | \$9,864 |
| Salary Grade S29.N | \$6,800 | \$10,152 |
| Salary Grade S30.N | \$7,004 | \$10,454 |
| Salary Grade S31.N | \$7,211 | \$10,769 |
| Salary Grade S32.N | \$7,419 | \$11,088 |
| Facilities Services Supervisor Fleet Supervisor | | |
| Salary Grade S33.N | \$7,635 | \$11,407 |
| Cross Connection Supervisor Collection Systems Supervisor | | |
| Salary Grade S34.N | \$7,862 | \$11,724 |
| Construction Inspection Supervisor Mechanical Services Supervisor Water Maintenance Supervisor | | |
| Salary Grade S35.N | \$8,100 | \$12,078 |
| Water Monitoring Supervisor | | |
| Salary Grade S36.N | 8,611 | 12,452 |
| Automation Supervisor Electrical & Instrumentation Supervisor Operations Supervisor | | |

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE

General Employees Unit
Effective January 22, 2024

| | MINIMUM | MAXIMUM |
|------------------------------------------------------|---------|---------|
| <u>NON-EXEMPT</u> | | |
| Salary Grade 1.N | \$3,539 | \$4,609 |
| Salary Grade 2.N | \$3,614 | \$4,732 |
| Salary Grade 3.N | \$3,692 | \$4,864 |
| Salary Grade 4.N | \$3,760 | \$5,006 |
| Salary Grade 5.N | \$3,841 | \$5,141 |
| Salary Grade 6.N | \$3,921 | \$5,290 |
| Office Assistant | | |
| Salary Grade 7.N | \$3,995 | \$5,437 |
| Mail Coordinator | | |
| Salary Grade 8.N | \$4,085 | \$5,597 |
| Salary Grade 9.N | \$4,167 | \$5,751 |
| Salary Grade 10.N | \$4,248 | \$5,905 |
| Salary Grade 11.N | \$4,330 | \$6,058 |
| Material Control Clerk I Utility Worker | | |
| Salary Grade 12.N | \$4,417 | \$6,233 |
| Salary Grade 13.N | \$4,500 | \$6,415 |
| Customer Service Specialist I | | |
| Salary Grade 14.N | \$4,602 | \$6,595 |
| Salary Grade 15.N | \$4,699 | \$6,769 |
| Collection Systems Technician I Office Specialist | | |

| | MINIMUM | MAXIMUM |
|------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------|
| Salary Grade 16.N | \$4,812 | \$6,961 |
| Accounting Clerk Metering Systems Technician I Water Maintenance Technician I | | |
| Salary Grade 17.N | \$4,912 | \$7,131 |
| Customer Service Field Technician | | |
| Salary Grade 18.N | \$5,020 | \$7,325 |
| Customer Service Specialist II Material Control Clerk II | | |
| Salary Grade 19.N | \$5,134 | \$7,511 |
| Senior Office Specialist | | |
| Salary Grade 20.N | \$5,273 | \$7,751 |
| Construction Compliance Specialist Development Services Specialist Engineering Technician Purchasing Coordinator Senior Accounting Clerk | | |
| Salary Grade 21.N | \$5,420 | \$7,987 |
| Collection Systems Technician II Customer Service Specialist III Senior Customer Service Field Technician | | |
| Salary Grade 22.N | \$5,573 | \$8,237 |
| Metering Systems Technician II Operator I Senior Purchasing Coordinator Water Maintenance Technician II | | |
| Salary Grade 23.N | \$5,718 | \$8,488 |
| Collection Systems CCTV Technician Facilities Services Technician Maintenance Mechanic Vehicle/Equipment Mechanic | | |

| | MINIMUM | MAXIMUM |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|----------|
| Salary Grade 24.N Recycled Water Specialist Water Loss Prevention Specialist Wetlands Specialist | \$5,878 | \$8,755 |
| Salary Grade 25.N Buyer GIS Technician Senior Collection Systems CCTV Technician | \$6,034 | \$9,022 |
| Salary Grade 26.N Cross Connection Specialist Metering Systems Technician III Water Efficiency Specialist Water Maintenance Technician III Water Resources Specialist | \$6,219 | \$9,291 |
| Salary Grade 27.N Accountant Operator II Senior Maintenance Mechanic Senior Water Loss Prevention Specialist | \$6,399 | \$9,565 |
| Salary Grade 28.N Electrical & Instrumentation Technician Landscape Contracts Administrator Senior Facilities Services Technician Senior Vehicle/Equipment Maintenance Mechanic | \$6,587 | \$9,849 |
| Salary Grade 29.N Communications Specialist Construction Inspector Senior GIS Technician QA/OC Compliance Specialist Scientist Senior Buyer Senior Recycled Water Specialist Senior Wetlands Specialist | \$6,783 | \$10,135 |
| Salary Grade 30.N Community Relations Specialist Graphic Design Specialist Operator III | \$6,991 | \$10,433 |

| | MINIMUM | MAXIMUM |
|------------------------------------------------|----------------|----------------|
| Salary Grade 31.N | \$7,195 | \$10,748 |
| Recycled Water Project Specialist | | |
| Senior Construction Inspector | | |
| Senior Electrical & Instrumentation Technician | | |
| Senior Water Efficiency Specialist | | |
| Salary Grade 32.N | \$7,401 | \$11,066 |
| Asset Maintenance Coordinator | | |
| Senior Scientist | | |
| Wetlands Scientist | | |
| Salary Grade 33.N | \$7,620 | \$11,386 |
| Water Efficiency Analyst | | |
| Salary Grade 34.N | \$7,845 | \$11,703 |
| Automation Specialist | | |
| Salary Grade 35.N | \$8,083 | \$12,052 |