

Exhibit "D"

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE

Managers, Exempt Supervisors, Confidential & Exempt Employees

Effective October 29, 2022

**EXCEPTIONAL
PERFORMANCE TOP
OF RANGE**

	MINIMUM	MAXIMUM	
<u>NON-EXEMPT</u>			
Salary Grade U1.N	\$3,415	\$4,235	\$4,446
Salary Grade U2.N	\$3,489	\$4,351	\$4,569
Salary Grade U3.N	\$3,562	\$4,470	\$4,694
Salary Grade U4.N	\$3,628	\$4,600	\$4,831
Salary Grade U5.N	\$3,713	\$4,729	\$4,964
Salary Grade U6.N	\$3,784	\$4,864	\$5,106
Salary Grade U7.N	\$3,860	\$4,999	\$5,249
Salary Grade U8.N	\$3,945	\$5,143	\$5,399
Salary Grade U9.N	\$4,018	\$5,285	\$5,548
Salary Grade U10.N	\$4,101	\$5,431	\$5,703
Salary Grade U11.N	\$4,183	\$5,569	\$5,848
Salary Grade U12.N	\$4,264	\$5,732	\$6,018
Salary Grade U13.N	\$4,345	\$5,895	\$6,190
Salary Grade U14.N	\$4,443	\$6,063	\$6,367
Salary Grade U15.N	\$4,538	\$6,224	\$6,536
Salary Grade U16.N	\$4,645	\$6,398	\$6,718
Salary Grade U17.N	\$4,742	\$6,559	\$6,887
Salary Grade U18.N	\$4,848	\$6,734	\$7,070
Salary Grade U19.N	\$4,957	\$6,904	\$7,249
Safety Assistant			
Salary Grade U20.N	\$5,089	\$7,127	\$7,485

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U21.N	\$5,235	\$7,342	\$7,710
Salary Grade U22.N	\$5,377	\$7,575	\$7,954
Executive Secretary Human Resources Assistant			
Salary Grade U23.N	\$5,521	\$7,803	\$8,193
Salary Grade U24.N	\$5,677	\$8,046	\$8,448
Salary Grade U25.N	\$5,826	\$8,292	\$8,707
Human Resources Technician			
Salary Grade U26.N	\$6,006	\$8,542	\$8,968
Executive Assistant			
Salary Grade U27.N	\$6,178	\$8,791	\$9,232
Salary Grade U28.N	\$6,360	\$9,051	\$9,504
Salary Grade U29.N	\$6,550	\$9,315	\$9,781
Safety & Security Specialist Safety Specialist Senior Executive Assistant			
Salary Grade U30.N	\$6,748	\$9,592	\$10,072
Salary Grade U31.N	\$6,947	\$9,880	\$10,374
Salary Grade U32.N	\$7,147	\$10,173	\$10,681
Salary Grade U33.N	\$7,356	\$10,468	\$10,991
Salary Grade U34.N	\$7,575	\$10,757	\$11,294
Salary Grade U35.N	\$7,803	\$11,081	\$11,636
Network Administrator User Support Administrator			

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
EXEMPT			
Salary Grade U1.E	\$5,492	\$7,056	\$7,409
Salary Grade U2.E	\$5,676	\$7,330	\$7,697
Salary Grade U3.E	\$5,857	\$7,603	\$7,983
Salary Grade U4.E	\$6,040	\$7,895	\$8,290
Salary Grade U5.E	\$6,224	\$8,187	\$8,596
Salary Grade U6.E	\$6,438	\$8,505	\$8,930
Salary Grade U7.E	\$6,644	\$8,820	\$9,261
Salary Grade U8.E	\$6,861	\$9,164	\$9,622
Salary Grade U9.E	\$7,071	\$9,501	\$9,976
Salary Grade U10.E	\$7,305	\$9,860	\$10,353
	Asset Systems Analyst		
	Assistant Engineer		
	Digital Communications Specialist		
	Management Analyst		
	Risk Analyst		
Salary Grade U11.E	\$7,540	\$10,224	\$10,735
	Customer Service Supervisor		
	Human Resources Analyst		
	Purchasing Supervisor		
Salary Grade U12.E	\$7,784	\$10,617	\$11,148
	Senior Accountant		
Salary Grade U13.E	\$8,036	\$11,001	\$11,551
	Communications Analyst/Deputy PIO		
	Environmental Compliance Analyst		
	Financial Analyst		
	GIS Supervisor		
	Legislative Analyst		
	Regulatory Compliance Administrator		
	Right of Way Agent		
	Senior Human Resources Analyst		
	Senior Water Efficiency Analyst		
	Treasury Analyst		
	Water Resources Planner		

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U14.E Accounting Supervisor Associate Engineer District Secretary QA/QC Compliance Administrator Water Efficiency Supervisor	\$8,296	\$11,426	\$11,997
Salary Grade U15.E Applications Analyst Automation Programmer Senior Network Administrator Senior Regulatory Compliance Administrator Senior SCADA Network Administrator	\$8,561	\$11,854	\$12,447
Salary Grade U16.E Laboratory Supervisor	\$8,847	\$12,301	\$12,916
Salary Grade U17.E Construction Inspection Manager Engineer Facilities/Fleet Manager Safety Manager Senior Energy and Water Resources Planner	\$9,128	\$12,754	\$13,392
Salary Grade U18.E Collection Systems Manager Communications Manager Community Relations Manager Customer Service Manager Cybersecurity Analyst Field Services Manager Purchasing Manager Senior Applications Analyst Senior Applications Developer Senior Database Administrator Water Efficiency Manager	\$9,425	\$13,239	\$13,901
Salary Grade U19.E 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	\$9,723	\$13,728	\$14,414

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U20.E Reliability Engineer Senior Engineer User Support Manager Water Resources Manager	\$10,026	\$14,238	\$14,950
Salary Grade U21.E Controller Manager of Strategic Planning and Analysis Operations Manager	\$10,331	\$14,752	\$15,490
Salary Grade U22.E Automation Manager Applications Manager Network and Cybersecurity Manager	\$10,663	\$15,300	\$16,065
Salary Grade U23.E	\$11,000	\$15,855	\$16,648
Salary Grade U24.E Engineering Manager	\$11,299	\$16,494	\$17,319
Salary Grade U25.E	\$11,648	\$17,116	\$17,972
Salary Grade U26.E	\$12,180	\$18,021	\$18,922
Salary Grade U27.E 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 Recycling Operations Director of Safety & Security Director of Water Quality & Regulatory Compliance Director of Water Resources Treasurer/Director of Risk Management	\$12,737	\$18,977	\$19,926
Salary Grade U28.E	\$13,322	\$19,976	\$20,975
Salary Grade U29.E	\$13,931	\$21,033	\$22,085

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade U30.E Executive Director of Finance Executive Director of Technical Services Executive Director of Operations Executive Director of Water Policy	\$14,574	\$22,151	\$23,259
Salary Grade U31.E	\$15,299	\$23,407	\$24,577
Salary Grade U32.E	\$16,065	\$24,739	\$25,976
Salary Grade U33.E	\$16,865	\$26,144	\$27,451
Salary Grade U34.E General Manager	\$17,711	\$27,628	\$30,599

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
Non-Exempt Supervisors Unit
Effective October 29, 2022

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<u>NON-EXEMPT</u>			
Salary Grade S26.N	\$6,006	\$8,542	\$8,968
Salary Grade S27.N	\$6,178	\$8,791	\$9,232
Salary Grade S28.N	\$6,360	\$9,051	\$9,504
Salary Grade S29.N	\$6,550	\$9,315	\$9,781
Salary Grade S30.N	\$6,748	\$9,592	\$10,072
Salary Grade S31.N	\$6,947	\$9,880	\$10,374
Salary Grade S32.N Facilities Services Supervisor Fleet Supervisor	\$7,147	\$10,173	\$10,681
Salary Grade S33.N Cross Connection Supervisor Collection Systems Supervisor	\$7,356	\$10,468	\$10,991
Salary Grade S34.N Construction Inspection Supervisor Mechanical Services Supervisor Water Maintenance Supervisor	\$7,575	\$10,757	\$11,294
Salary Grade S35.N Water Monitoring Supervisor	\$7,803	\$11,081	\$11,636
Salary Grade S36.N Automation Supervisor Electrical & Instrumentation Supervisor Operations Supervisor	8,296	11,426	11,997

IRVINE RANCH WATER DISTRICT
MONTHLY SALARY GRADE SCHEDULE
General Employees Unit
Effective October 29, 2022

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
<u>NON-EXEMPT</u>			
Salary Grade 1.N	\$3,409	\$4,228	\$4,439
Salary Grade 2.N	\$3,482	\$4,342	\$4,559
Salary Grade 3.N	\$3,557	\$4,462	\$4,685
Salary Grade 4.N	\$3,623	\$4,592	\$4,820
Salary Grade 5.N	\$3,701	\$4,718	\$4,954
Salary Grade 6.N	\$3,777	\$4,855	\$5,098
Office Assistant			
Salary Grade 7.N	\$3,850	\$4,990	\$5,240
Mail Coordinator			
Salary Grade 8.N	\$3,936	\$5,134	\$5,391
Salary Grade 9.N	\$4,014	\$5,276	\$5,540
Salary Grade 10.N	\$4,092	\$5,418	\$5,689
Salary Grade 11.N	\$4,172	\$5,559	\$5,836
Material Control Clerk I Utility Worker			
Salary Grade 12.N	\$4,255	\$5,720	\$6,006
Salary Grade 13.N	\$4,335	\$5,886	\$6,181
Customer Service Specialist I			
Salary Grade 14.N	\$4,434	\$6,051	\$6,354
Salary Grade 15.N	\$4,527	\$6,211	\$6,521
Collection Systems Technician I Office Specialist			

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade 16.N Accounting Clerk Metering Systems Technician I Water Maintenance Technician I	\$4,635	\$6,387	\$6,706
Salary Grade 17.N Customer Service Field Technician	\$4,732	\$6,543	\$6,871
Salary Grade 18.N Customer Service Specialist II Material Control Clerk II	\$4,836	\$6,722	\$7,058
Salary Grade 19.N Senior Office Specialist	\$4,947	\$6,892	\$7,237
Salary Grade 20.N Construction Compliance Specialist Development Services Specialist Engineering Technician GIS Technician I Purchasing Coordinator Senior Accounting Clerk	\$5,080	\$7,112	\$7,467
Salary Grade 21.N Collection Systems Technician II Customer Service Specialist III Senior Customer Service Field Technician	\$5,223	\$7,329	\$7,694
Salary Grade 22.N Metering Systems Technician II Operator I Senior Purchasing Coordinator Water Maintenance Technician II	\$5,368	\$7,557	\$7,935
Salary Grade 23.N Collection Systems CCTV Technician Facilities Services Technician Maintenance Mechanic Vehicle/Equipment Mechanic	\$5,509	\$7,788	\$8,178

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade 24.N Community Relations Assistant Recycled Water Specialist Water Loss Prevention Specialist Wetlands Specialist	\$5,663	\$8,032	\$8,434
Salary Grade 25.N Buyer GIS Technician II Senior Collection Systems CCTV Technician	\$5,814	\$8,278	\$8,693
Salary Grade 26.N Cross Connection Specialist Metering Systems Technician III Water Efficiency Specialist Water Maintenance Technician III Water Resources Specialist	\$5,992	\$8,525	\$8,951
Salary Grade 27.N Accountant Operator II Senior Maintenance Mechanic Senior Water Loss Prevention Specialist	\$6,165	\$8,776	\$9,214
Salary Grade 28.N Electrical & Instrumentation Technician Landscape Contracts Administrator Senior Facilities Services Technician Senior Vehicle/Equipment Maintenance Mechanic	\$6,346	\$9,036	\$9,488
Salary Grade 29.N Communications Specialist Construction Inspector GIS Technician III Scientist Senior Buyer Senior Recycled Water Specialist Senior Wetlands Specialist	\$6,535	\$9,299	\$9,764
Salary Grade 30.N Graphic Design Specialist Operator III	\$6,734	\$9,571	\$10,050

	MINIMUM	MAXIMUM	EXCEPTIONAL PERFORMANCE TOP OF RANGE
Salary Grade 31.N Information Services Coordinator Payroll Administrator Recycled Water Project Specialist Senior Construction Inspector Senior Electrical & Instrumentation Technician Senior Water Efficiency Specialist	\$6,932	\$9,863	\$10,357
Salary Grade 32.N Asset Maintenance Coordinator Process Specialist Senior Scientist Wetlands Scientist	\$7,131	\$10,152	\$10,660
Salary Grade 33.N Water Efficiency Analyst	\$7,341	\$10,447	\$10,969
Salary Grade 34.N Automation Specialist	\$7,557	\$10,738	\$11,275
Salary Grade 35.N	\$7,786	\$11,059	\$11,612