



Orange County Water District
Schedule of Salaries for OCEA
Represented Job Classification (R) & and Non-Represented Job Classification (N)

Effective May 23, 2019

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
N-24				\$ 159,477	\$ 179,464	\$ 199,452	\$76.67	\$86.28	\$95.89
N24-04	EX		Chief Financial Officer / Treasurer						
N24-03	EX		Executive Director Operations						
N24-02	EX		Executive Director Planning & Natural Resources						
N24-01	EX		Executive Director Water Resources & Engineering						
N24-05	EX		Executive Director Water Quality & Technical Resources						
N-23 5%				\$ 151,883	\$ 170,918	\$ 189,955	\$73.02	\$82.17	\$91.32
N23-03	EX		Chief of Hydrogeology						
N23-01	EX		Director of Engineering						
N23-02	EX		Director of Information Services / Property Management						
N23-06	EX		Director of Special Projects						
N23-04	EX		Director of Water Production						
N23-05	EX		Laboratory Director						
N-22 10%				\$ 138,075	\$ 155,380	\$ 172,687	\$66.38	\$74.70	\$83.02
N22-04	EX		Director of Health & Regulatory Affairs						
N22-02	EX		Director of Human Resources						
N22-03	EX		Director of Public Affairs						
N22-06	EX		Director of Recharge & Wetland Operations						
N22-01	EX		Director of Water Quality						
N22-05	EX		GWRS Program Manager						
N-21 10%				\$ 125,523	\$ 141,255	\$ 156,988	\$60.35	\$67.91	\$75.47
N21-05	EX		Assistant Director Of Engineering						
N21-02	EX		Natural Resources Director						
N21-03	EX		Process Control & System Manager						
N21-04	EX		Recharge Planning Manager						
N21-01	EX		Research Director						

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
	R-20	5%		\$ 119,615	\$ 134,565	\$ 149,515	\$57.51	\$64.69	\$71.88
R20-06	EX		Maintenance Manager - GWRS						
R20-05	EX		Operations Manager						
R20-01	EX		Principal Engineer						
R20-02	EX		Principal Hydrogeologist						
R20-03	EX		Principal Planner						
R20-07	EX		Principal Programmer / Analyst						
R20-08	EX		Supervising Chemist						
	N-20								
N20-01	EX		Accounting Manager						
N20-02	EX		Finance Manager						
N20-03	EX		Risk & Safety Manager						
	R-19	10%		\$ 108,739	\$ 122,331	\$ 135,923	\$52.28	\$58.81	\$65.35
R19-10	EX		Chief Operator - GWRS						
R19-06	EX		GIS Supervisor / Coordinator						
R19-08	EX		LIMS/QA/QC Administrator						
R19-09	EX		Principal Chemist						
R19-07	EX		Principal Network Administrator						
R19-05	EX		Principal Scientist						
R19-02	EX		Senior Engineer						
R19-04	EX		Supervising Environmental Specialist						
	N-19								
N19-02	EX		District Secretary						
N19-03	EX		Legislative Affairs Liaison						
N19-01	EX		Purchasing Manager						
	R-18	10%		\$ 98,854	\$ 111,211	\$ 123,569	\$47.53	\$53.47	\$59.41
R18-06	EX		Principal Communications Specialist						
R18-01	EX		Principal Project Accountant						
R18-02	EX		Senior Hydrogeologist						
R18-05	EX		Senior Planner						
R18-03	EX		Senior Programmer / Analyst						
R18-04	EX		Sr. PCS Programmer						

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				Min	Mid	Max	Min	Mid	Max
	R-17	10%		\$ 89,870	\$ 101,103	\$ 112,336	\$43.21	\$48.61	\$54.01
R17-13	NE		Distribution & Injection Well Supervisor						
R17-01	EX		Engineer						
R17-08	NE		FHQ Maintenance Supervisor						
R17-06	EX		FHQ Operations Supervisor						
R17-07	NE		FHQ Recharge Operations Supervisor						
R17-11	NE		I&E Supervisor						
R17-12	NE		Maintenance Supervisor - GWRS						
R17-05	NE		Operations Shift Supervisor (Grade V)						
R17-09	EX		Principal Environmental Specialist						
R17-04	NE		Senior Chemist						
R17-02	EX		Senior Network Administrator						
R17-14	NE		Senior QA/QC Chemist						
R17-03	EX		Senior Scientist						
	N-17								
N17-03	EX		Sr. Human Resources Specialist						
	R-16	5%		\$ 85,592	\$ 96,290	\$ 106,988	\$41.15	\$46.29	\$51.44
R16-09	NE		Lead Distribution Technician						
R16-06	NE		Lead I&E Technician						
R16-07	NE		Lead Maintenance Technician						
R16-08	NE		Lead Operator						
R16-05	NE		Maintenance Scheduler / Planer						
R16-01	NE		Operations Shift Supervisor (Grade IV)						
R16-04	EX		Senior GIS Analyst						
	N-16								
N16-02	EX		Assistant District Secretary						
N16-01	EX		Health & Safety Specialist						
	R-15	5%		\$ 81,515	\$ 91,704	\$ 101,894	\$39.19	\$44.09	\$48.99
R15-13	NE		Associate Engineer						
R15-12	NE		Construction Inspector II						
R15-03	NE		Hydrogeologist						
R15-14	EX		Network Administrator						
R15-02	EX		Programmer / Analyst						
R15-08	EX		Property Manager						
R15-04	EX		Senior Accountant						
R15-10	NE		Senior Distribution Technician						
R15-01	NE		Senior Environmental Specialist						
R15-15	NE		Senior Environmental Specialist / Data Analyst						
R15-16	NE		Senior Environmental Specialist / Field Biologist						
R15-06	NE		Senior I&E Technician						

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				Min	Mid	Max	Min	Mid	Max
R15-11	EX		Sr. Buyer / Material & Inventory Control Specialist						
R15-09	NE		Sr. Maintenance Technician - Grade III						
R15-05	NE		Sr. Plant Operator III						
N-15									
N15-02	EX		Senior Payroll Accountant						
R-14									
		5%		\$ 77,632	\$ 87,335	\$ 97,039	\$37.32	\$41.99	\$46.65
R14-05	NE		Chemist						
R14-06	NE		QA/QC Chemist						
R14-03	NE		Recharge System Operator						
R14-01	NE		Senior Auto & Equipment Mechanic						
R14-02	EX		Senior Communications Specialist						
R14-04	NE		Senior Heavy Equipment Operator						
N-14									
N14-02	NE		Executive Assistant						
N14-01	EX		Legislative Affairs Specialist						
R-13									
		5%		\$ 73,931	\$ 83,174	\$ 92,417	\$35.54	\$39.99	\$44.43
R13-01	NE		GIS Analyst						
R13-06	NE		Grounds Maintenance Supervisor						
R13-04	NE		Maintenance Technician - Grade II						
R13-03	NE		Plant Operator II						
R13-05	EX		Scientist						
R13-07	NE		Senior Environmental Technician						
N-13									
N13-01	NE		Human Resources Specialist						
R-12									
		5%		\$ 70,412	\$ 79,214	\$ 88,016	\$33.85	\$38.08	\$42.32
R12-01	NE		Assistant Engineer						
R12-06	NE		Assistant Hydrogeologist						
R12-04	NE		Assistant Recharge System Operator						
R12-02	EX		Buyer						
R12-05	NE		Construction Inspector I						
R12-03	NE		Distribution Technician						
R12-07	NE		Multi-Media Graphics Designer						

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				Min	Mid	Max	Min	Mid	Max
	R-11	5%		\$ 67,061	\$ 75,442	\$ 83,823	\$32.24	\$36.27	\$40.30
R11-01	NE		Auto & Equipment Mechanic						
R11-05	EX		Communications Specialist						
R11-02	NE		Environmental Specialist						
R11-06	NE		Environmental Specialist / Data Analyst						
R11-07	NE		Environmental Specialist / Field Biologist						
R11-03	NE		I&E Technician						
R11-08	NE		Senior Laboratory Technician						
R11-04	NE		Staff Accountant						
	R-10	5%		\$ 63,865	\$ 71,847	\$ 79,830	\$30.70	\$34.54	\$38.38
R10-02	NE		Community Outreach & Education Coordinator						
R10-04	NE		LIMS Data Analyst - Sample Custodian						
R10-01	NE		Senior Administrative Support Specialist						
	N-10								
N10-02	NE		Records Management Coordinator						
N10-01	NE		Senior Human Resources Assistant						
	R-9	5%		\$ 60,825	\$ 68,428	\$ 76,031	\$29.24	\$32.90	\$36.55
R9-07	NE		Environmental Technician						
R9-01	NE		Heavy Equipment Operator						
R9-08	NE		Laboratory Technician						
R9-04	NE		Maintenance Technician - Grade I						
R9-06	NE		Material & Chemical Management Technician						
R9-03	NE		Plant Operator I						
	R-8	5%		\$ 57,928	\$ 65,168	\$ 72,408	\$27.85	\$31.33	\$34.81
R8-01	NE		Information Systems Specialist						
			R&D Laboratory Technician						
	R-7	5%		\$ 55,166	\$ 62,063	\$ 68,960	\$26.52	\$29.84	\$33.15
R7-02	NE		Administrative Support Specialist						
	N-7								
N7-01	NE		Human Resources Assistant						
	R-6	5%		\$ 52,541	\$ 59,107	\$ 65,673	\$25.26	\$28.42	\$31.57
			Vacant						
	R-5	5%		\$ 50,039	\$ 56,294	\$ 62,549	\$24.06	\$27.06	\$30.07
R5-03	NE		Administrative Support Technician						
R5-04	NE		Diesel Mechanic Apprentice						
R5-01	NE		Maintenance Utility Technician						
R5-02	NE		Senior Accounting Clerk						
	R-4	5%		\$ 47,654	\$ 53,611	\$ 59,568	\$22.91	\$25.77	\$28.64
R4-01	NE		Warehouse Technician						

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
R3-01	R-3	5%	Accounting Clerk	\$ 45,385	\$ 51,057	\$ 56,729	\$21.82	\$24.55	\$27.27
R3-02	NE		Field Representative						
R2-01	R-2	5%	Grounds Maintenance Technician	\$ 43,221	\$ 48,623	\$ 54,026	\$20.78	\$23.38	\$25.97
R1-01	R-1	5%	Administrative Support Assistant	\$ 41,159	\$ 46,306	\$ 51,452	\$19.79	\$22.26	\$24.74