



Orange County Water District
Schedule of Salaries for OCWD
Represented Job Classification (R) & and Non-Represented Job Classification (N)
 Effective 2/1/2021

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
N-24				\$ 166,754	\$ 187,637	\$ 208,541	\$80.17	\$90.21	\$100.26
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%				\$ 158,787	\$ 178,714	\$ 198,598	\$76.34	\$85.92	\$95.48
N23-03	EX		Chief of Hydrogeology						
N23-01	EX		Director of Engineering						
N23-02	EX		Director of Information Services / Property Management						
N23-04	EX		Director of Water Production						
N23-05	EX		Laboratory Director						
N-22 10%				\$ 144,352	\$ 162,469	\$ 180,544	\$69.40	\$78.11	\$86.80
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						
R-21 10%				\$ 131,227	\$ 147,680	\$ 164,112	\$63.09	\$71.00	\$78.90
R-21-01	EX		Principal Engineer						
N-21									
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%		\$ 125,070	\$ 140,691	\$ 156,312	\$60.13	\$67.64	\$75.15
R20-12	EX		LIMS/QA/QC Administrator						
R20-06	EX		Maintenance Manager - GWRS						
R20-05	EX		Operations Manager - GWRS						
R20-02	EX		Principal Hydrogeologist						
R20-10	EX		Principal Network Administrator						
R20-03	EX		Principal Planner						
R20-07	EX		Principal Programmer / Analyst						
R20-09	EX		Senior Engineer						
R20-08	EX		Supervising Chemist						
R20-11	EX		Supervising Environmental Specialist						
	N-20								
N20-01	EX		Accounting Manager						
N20-02	EX		Finance Manager						
N20-03	EX		Risk & Safety Manager						
	R-19	10%		\$ 113,672	\$ 127,899	\$ 142,106	\$54.65	\$61.49	\$68.32
R19-10	EX		Chief Operator - GWRS						
R19-06	EX		GIS Supervisor / Coordinator						
R19-09	EX		Principal Chemist						
R18-12	EX		Principal Communications Specialist						
R19-11	EX		Principal Regulatory Specialist						
R19-05	EX		Principal Scientist						
R19-13	EX		Senior Hydrogeologist						
	N-19								
N19-02	EX		District Secretary						
N19-03	EX		Legislative Affairs Liaison						
N19-01	EX		Purchasing Manager						
	R-18	10%		\$ 103,355	\$ 116,272	\$ 129,210	\$49.69	\$55.90	\$62.12
R18-09	EX		Engineer						
R18-07	NE		I&E Supervisor						
R18-08	NE		Maintenance Supervisor - GWRS						
R18-12	EX		Principal Data Analyst						
R18-11	EX		Principal Environmental Specialist						
R18-01	EX		Principal Project Accountant						
R18-10	EX		Senior Network Administrator						
R18-05	EX		Senior Planner						
R18-03	EX		Senior Programmer / Analyst						
R18-04	EX		Senior PCS Programmer						

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
	R-17	10%		\$ 93,954	\$ 105,706	\$ 117,458	\$45.17	\$50.82	\$56.47
R17-13	NE		Distribution & Injection Well Supervisor						
R17-08	NE		FHQ Maintenance Supervisor						
R17-06	EX		FHQ Operations Supervisor						
R17-07	NE		FHQ Recharge Operations Supervisor						
R17-05	NE		Operations Shift Supervisor (Grade V)						
R17-16	EX		Property Manager						
R17-04	NE		Senior Chemist						
R17-14	NE		Senior QA/QC Chemist						
R-17-15	EX		Senior Regulatory Specialist						
R17-03	EX		Senior Scientist						
R17-17	EX		Warehouse Supervisor/Buyer						
	N-17								
N17-03	EX		Senior Human Resources Specialist						
	R-16	5%		\$ 89,482	\$ 100,672	\$ 111,862	\$43.02	\$48.40	\$53.78
R16-10	NE		Associate Engineer						
R16-14	NE		Hydrogeologist						
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 / Planner						
R16-13	EX		Network Administrator						
R16-01	NE		Operations Shift Supervisor (Grade IV)						
R16-12	EX		Programmer / Analyst						
R16-11	EX		Senior Accountant						
R16-13	EX		Senior Communications Specialist						
R16-15	NE		Senior Environmental Specialist						
R16-16	NE		Senior Environmental Specialist/Field Biologist						
R16-04	EX		Senior GIS Analyst						
	N-16								
N16-02	EX		Assistant District Secretary						
N16-01	EX		Health & Safety Specialist						

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				Min	Mid	Max	Min	Mid	Max
	R-15	5%		\$ 85,218	\$ 95,867	\$ 106,538	\$40.97	\$46.09	\$51.22
R15-10	NE		Senior Distribution Technician						
R15-15	NE		Senior Data Analyst						
R15-06	NE		Senior I&E Technician						
R15-11	EX		Senior Buyer						
R15-09	NE		Senior Maintenance Technician - Grade III						
R15-05	NE		Senior Plant Operator III						
	N-15								
N15-02	EX		Senior Payroll Accountant						
	R-14	5%		\$ 81,162	\$ 91,312	\$ 101,462	\$39.02	\$43.90	\$48.78
R14-08	NE		Assistant Engineer						
R14-05	NE		Chemist						
R14-09	NE		Multi-Media Graphics Designer						
R14-06	NE		QA/QC Chemist						
R14-03	NE		Recharge System Operator						
R14-01	NE		Senior Auto & Equipment Mechanic						
R14-11	EX		Scientist						
R14-10	NE		Senior Environmental Technician						
R14-04	NE		Senior Heavy Equipment Operator						
	N-14								
N14-02	NE		Executive Assistant						
N14-01	EX		Legislative Affairs Specialist						
	R-13	5%		\$ 77,293	\$ 86,965	\$ 96,616	\$37.16	\$41.81	\$46.45
R13-08	NE		Assistant Hydrogeologist						
R13-01	NE		GIS Analyst						
R13-06	NE		Grounds Maintenance Supervisor						
R13-04	NE		Maintenance Technician - Grade II						
R13-03	NE		Plant Operator II						
	N-13								
N13-01	NE		Human Resources Specialist						

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				Min	Mid	Max	Min	Mid	Max
	R-12	5%		\$ 73,611	\$ 82,826	\$ 92,019	\$35.39	\$39.82	\$44.24
R12-04	NE		Assistant Recharge System Operator						
R12-02	EX		Buyer						
R11-11	EX		Communications Specialist						
R12-03	NE		Distribution Technician						
R12-12	NE		Environmental Specialist						
R12-13	NE'		Environmental Specialist/Field Biologist						
R12-08	NE		I&E Technician						
R12-10	NE		Information Systems Specialist						
R12-09	NE		Staff Accountant						
	R-11	5%		\$ 70,117	\$ 78,894	\$ 87,651	\$33.71	\$37.93	\$42.14
R11-01	NE		Auto & Equipment Mechanic						
R11-06	NE		Data Analyst						
R11-09	NE		Heavy Equipment Operator						
R11-10	NE		Senior Administrative Support Specialist						
R11-08	NE		Senior Laboratory Technician						
	R-10	5%		\$ 66,768	\$ 75,109	\$ 83,470	\$32.10	\$36.11	\$40.13
R10-06	NE		Environmental Technician						
R10-04	NE		LIMS Data Analyst - Sample Custodian						
R10-05	NE		Plant Operator I						
	N-10								
N10-02	NE		Records Management Coordinator						
N10-01	NE		Senior Human Resources Assistant						
	R-9	5%		\$ 63,606	\$ 71,552	\$ 79,477	\$30.58	\$34.40	\$38.21
R9-08	NE		Laboratory Technician						
R9-04	NE		Maintenance Technician - Grade I						
R9-06	NE		Material & Chemical Management Technician						
R9-10	NE		R&D Laboratory Technician						
R9-09	NE		Senior Accounting Clerk						
	R-8	5%		\$ 60,570	\$ 68,141	\$ 75,712	\$29.12	\$32.76	\$36.40
R8-03	NE		Administrative Support Specialist						
	R-7	5%		\$ 57,678	\$ 64,875	\$ 72,114	\$27.73	\$31.19	\$34.67
R7-03	NE		Maintenance Utility Technician						
	N-7								
N7-01	NE		Human Resources Assistant						

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
R6-02	R-6	5%	Accounting Clerk	\$ 54,933	\$ 61,797	\$ 68,682	\$26.41	\$29.71	\$33.02
R6-01	NE		Diesel Mechanic Apprentice						
R5-03	R-5	5%	Senior Office Assistant	\$ 52,312	\$ 58,864	\$ 65,395	\$25.15	\$28.30	\$31.44
R5-04	NE		Meter Reader						
R5-05	NE		Warehouse Technician						
R4-02	R-4	5%	Grounds Maintenance Technician	\$ 49,816	\$ 56,056	\$ 62,275	\$23.95	\$26.95	\$29.94
	R-3	5%	Vacant	\$ 47,466	\$ 53,394	\$ 59,322	\$22.82	\$25.67	\$28.52
	R-2	5%	Vacant	\$ 45,178	\$ 50,835	\$ 56,472	\$21.72	\$24.44	\$27.15
R1-01	R-1	5%	Office Assistant	\$ 43,014	\$ 48,422	\$ 53,789	\$20.68	\$23.28	\$25.86