



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

Effective 7/1/2020

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
<b>N-24</b>				<b>\$ 166,754</b>	<b>\$ 187,637</b>	<b>\$ 208,541</b>	<b>\$80.17</b>	<b>\$90.21</b>	<b>\$100.26</b>
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						
<b>N-23</b> 5%				<b>\$ 158,787</b>	<b>\$ 178,714</b>	<b>\$ 198,598</b>	<b>\$76.34</b>	<b>\$85.92</b>	<b>\$95.48</b>
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						
<b>N-22</b> 10%				<b>\$ 144,352</b>	<b>\$ 162,469</b>	<b>\$ 180,544</b>	<b>\$69.40</b>	<b>\$78.11</b>	<b>\$86.80</b>
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						
<b>N-21</b> 10%				<b>\$ 131,227</b>	<b>\$ 147,680</b>	<b>\$ 164,112</b>	<b>\$63.09</b>	<b>\$71.00</b>	<b>\$78.90</b>
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
	<b>R-20</b>	5%		\$ 125,070	\$ 140,691	\$ 156,312	\$60.13	\$67.64	\$75.15
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						
	<b>N-20</b>								
N20-01	EX		Accounting Manager						
N20-02	EX		Finance Manager						
N20-03	EX		Risk & Safety Manager						
	<b>R-19</b>	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						
R19-08	EX		LIMS/QA/QC Administrator						
R19-09	EX		Principal Chemist						
R19-07	EX		Principal Network Administrator						
R19-11	EX		Principal Regulatory Specialist						
R19-05	EX		Principal Scientist						
R19-02	EX		Senior Engineer						
R19-04	EX		Supervising Environmental Specialist						
	<b>N-19</b>								
N19-02	EX		District Secretary						
N19-03	EX		Legislative Affairs Liaison						
N19-01	EX		Purchasing Manager						
	<b>R-18</b>	10%		\$ 103,355	\$ 116,272	\$ 129,210	\$49.69	\$55.90	\$62.12
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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	<b>R-17</b>	10%		\$ 93,954	\$ 105,706	\$ 117,458	\$45.17	\$50.82	\$56.47
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						
R-17-15	EX		Senior Regulatory Specialist						
R17-03	EX		Senior Scientist						
	<b>N-17</b>								
N17-03	EX		Sr. Human Resources Specialist						
	<b>R-16</b>	5%		\$ 89,482	\$ 100,672	\$ 111,862	\$43.02	\$48.40	\$53.78
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						
	<b>N-16</b>								
N16-02	EX		Assistant District Secretary						
N16-01	EX		Health & Safety Specialist						

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	<b>R-15</b>	5%		\$ 85,218	\$ 95,867	\$ 106,538	\$40.97	\$46.09	\$51.22
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						
R15-11	EX		Sr. Buyer / Material & Inventory Control Specialist						
R15-09	NE		Sr. Maintenance Technician - Grade III						
R15-05	NE		Sr. Plant Operator III						
	<b>N-15</b>								
N15-02	EX		Senior Payroll Accountant						
	<b>R-14</b>	5%		\$ 81,162	\$ 91,312	\$ 101,462	\$39.02	\$43.90	\$48.78
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						
	<b>N-14</b>								
N14-02	NE		Executive Assistant						
N14-01	EX		Legislative Affairs Specialist						
	<b>R-13</b>	5%		\$ 77,293	\$ 86,965	\$ 96,616	\$37.16	\$41.81	\$46.45
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						
	<b>N-13</b>								
N13-01	NE		Human Resources Specialist						

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				Min	Mid	Max	Min	Mid	Max
	<b>R-12</b>	5%		\$ 73,611	\$ 82,826	\$ 92,019	\$35.39	\$39.82	\$44.24
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						
	<b>R-11</b>	5%		\$ 70,117	\$ 78,894	\$ 87,651	\$33.71	\$37.93	\$42.14
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						
	<b>R-10</b>	5%		\$ 66,768	\$ 75,109	\$ 83,470	\$32.10	\$36.11	\$40.13
R10-02	NE		Community Outreach & Education Coordinator						
R10-04	NE		LIMS Data Analyst - Sample Custodian						
R10-01	NE		Senior Administrative Support Specialist						
	<b>N-10</b>								
N10-02	NE		Records Management Coordinator						
N10-01	NE		Senior Human Resources Assistant						
	<b>R-9</b>	5%		\$ 63,606	\$ 71,552	\$ 79,477	\$30.58	\$34.40	\$38.21
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						
	<b>R-8</b>	5%		\$ 60,570	\$ 68,141	\$ 75,712	\$29.12	\$32.76	\$36.40
R8-01	NE		Information Systems Specialist						
	NE		R&D Laboratory Technician						
	<b>R-7</b>	5%		\$ 57,678	\$ 64,875	\$ 72,114	\$27.73	\$31.19	\$34.67
R7-02	NE		Administrative Support Specialist						
	<b>N-7</b>								
N7-01	NE		Human Resources Assistant						
	<b>R-6</b>	5%		\$ 54,933	\$ 61,797	\$ 68,682	\$26.41	\$29.71	\$33.02

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
			Vacant						
	R-5	5%		\$ 52,312	\$ 58,864	\$ 65,395	\$25.15	\$28.30	\$31.44
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%		\$ 49,816	\$ 56,056	\$ 62,275	\$23.95	\$26.95	\$29.94
R4-01	NE		Warehouse Technician						
	R-3	5%		\$ 47,466	\$ 53,394	\$ 59,322	\$22.82	\$25.67	\$28.52
R3-01	NE		Accounting Clerk						
R3-02	NE		Field Representative						
	R-2	5%		\$ 45,178	\$ 50,835	\$ 56,472	\$21.72	\$24.44	\$27.15
R2-01	NE		Grounds Maintenance Technician						
	R-1	5%		\$ 43,014	\$ 48,422	\$ 53,789	\$20.68	\$23.28	\$25.86
R1-01	NE		Administrative Support Assistant						