



**Orange County Water District**  
**Schedule of Salaries for OCEA**  
**Represented Job Classification (R) & and Non-Represented Job Classification (N)**  
 Effective July 1, 2019

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
<b>N-24</b>				<b>\$ 162,667</b>	<b>\$ 183,053</b>	<b>\$ 203,441</b>	<b>\$78.21</b>	<b>\$88.01</b>	<b>\$97.81</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>\$ 154,920</b>	<b>\$ 174,336</b>	<b>\$ 193,754</b>	<b>\$74.48</b>	<b>\$83.82</b>	<b>\$93.15</b>
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						
<b>N-22</b> 10%				<b>\$ 140,836</b>	<b>\$ 158,488</b>	<b>\$ 176,140</b>	<b>\$67.71</b>	<b>\$76.20</b>	<b>\$84.68</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>\$ 128,034</b>	<b>\$ 144,081</b>	<b>\$ 160,128</b>	<b>\$61.55</b>	<b>\$69.27</b>	<b>\$76.98</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						

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<b>R-20</b>									
		5%		\$ 122,007	\$ 137,256	\$ 152,506	\$58.66	\$65.99	\$73.32
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%		\$ 110,913	\$ 124,778	\$ 138,642	\$53.32	\$59.99	\$66.65
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						
<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%		\$ 100,831	\$ 113,435	\$ 126,040	\$48.48	\$54.54	\$60.60
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
	<b>R-17</b>	10%		\$ 91,667	\$ 103,125	\$ 114,583	\$44.07	\$49.58	\$55.09
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						
	<b>N-17</b>								
N17-03	EX		Sr. Human Resources Specialist						
	<b>R-16</b>	5%		\$ 87,304	\$ 98,216	\$ 109,128	\$41.97	\$47.22	\$52.47
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%		\$ 83,145	\$ 93,538	\$ 103,932	\$39.97	\$44.97	\$49.97
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%		\$ 79,185	\$ 89,082	\$ 98,980	\$38.07	\$42.83	\$47.59
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%		\$ 75,410	\$ 84,838	\$ 94,266	\$36.25	\$40.79	\$45.32
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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	<b>R-12</b>	5%		\$ 71,820	\$ 80,798	\$ 89,777	\$34.53	\$38.85	\$43.16
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%		\$ 68,402	\$ 76,950	\$ 85,499	\$32.89	\$37.00	\$41.11
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%		\$ 65,142	\$ 73,284	\$ 81,426	\$31.32	\$35.23	\$39.15
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%		\$ 62,042	\$ 69,797	\$ 77,552	\$29.83	\$33.56	\$37.28
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%		\$ 59,086	\$ 66,471	\$ 73,856	\$28.41	\$31.96	\$35.51
R8-01	NE		Information Systems Specialist						
	NE		R&D Laboratory Technician						
	<b>R-7</b>	5%		\$ 56,270	\$ 63,304	\$ 70,339	\$27.05	\$30.43	\$33.82
R7-02	NE		Administrative Support Specialist						
	<b>N-7</b>								
N7-01	NE		Human Resources Assistant						
	<b>R-6</b>	5%		\$ 53,592	\$ 60,290	\$ 66,987	\$25.77	\$28.99	\$32.21
			Vacant						

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
R5-03	R-5	5%	Administrative Support Technician	\$ 51,040	\$ 57,420	\$ 63,800	\$24.54	\$27.61	\$30.67
R5-04	NE		Diesel Mechanic Apprentice						
R5-01	NE		Maintenance Utility Technician						
R5-02	NE		Senior Accounting Clerk						
R4-01	R-4	5%	Warehouse Technician	\$ 48,607	\$ 54,683	\$ 60,759	\$23.37	\$26.29	\$29.21
R3-01	R-3	5%	Accounting Clerk	\$ 46,293	\$ 52,078	\$ 57,863	\$22.26	\$25.04	\$27.82
R3-02	NE		Field Representative						
R2-01	R-2	5%	Grounds Maintenance Technician	\$ 44,085	\$ 49,595	\$ 55,106	\$21.19	\$23.84	\$26.49
R1-01	R-1	5%	Administrative Support Assistant	\$ 41,983	\$ 47,232	\$ 52,481	\$20.18	\$22.71	\$25.23