



**Orange County Water District**  
**Schedule of Salaries for OCWD**  
**Represented Job Classification (R) & and Non-Represented Job Classification (N)**  
 Effective 7/1/2021

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
				Min	Mid	Max	Min	Mid	Max
<b>N-25</b>				\$ 196,116	\$ 220,611	\$ 245,105	\$94.29	\$106.06	\$117.84
N25-01	EX		Executive Director Operations						
N25-02	EX		Executive Director Water Resources & Engineering						
N25-03	EX		Executive Director Water Quality & Technical Resources						
<b>N-24</b> 5%				\$ 186,778	\$ 210,106	\$ 233,433	\$89.80	\$101.01	\$112.23
N24-04	EX		Chief Financial Officer / Treasurer						
N24-05	EX		Executive Director Planning & Natural Resources						
<b>N-23</b> 10%				\$ 169,798	\$ 191,005	\$ 212,212	\$81.63	\$91.83	\$102.03
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%				\$ 154,362	\$ 173,641	\$ 192,921	\$74.21	\$83.48	\$92.75
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						
	EX		GWRS Program Manager						
N22-05	EX		Research Director						
<b>R-21</b> 10%				\$ 140,329	\$ 157,855	\$ 175,382	\$67.47	\$75.89	\$84.32
R-21-01	EX		Principal Engineer						
<b>N-21</b>									
N21-02	EX		Natural Resources Director						
N21-03	EX		Process Control & System Manager						
N21-04	EX		Recharge Planning Manager						

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				Min	Mid	Max	Min	Mid	Max
	<b>R-20</b>	10%		\$ 127,572	\$ 143,505	\$ 159,438	\$61.33	\$68.99	\$76.65
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						
	<b>N-20</b>								
N20-01	EX		Accounting Manager						
N20-02	EX		Finance Manager						
N20-04	EX		Purchasing Manager						
N20-03	EX		Risk & Safety Manager						
	<b>R-19</b>	10%		\$ 115,945	\$ 130,457	\$ 144,948	\$55.74	\$62.72	\$69.69
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						
	<b>N-19</b>								
N19-02	EX		District Secretary						
N19-03	EX		Legislative Affairs Liaison						
N19-04	EX		Principal Human Resources Specialist						
	<b>R-18</b>	10%		\$ 105,422	\$ 118,597	\$ 131,794	\$50.68	\$57.02	\$63.36
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						

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	<b>R-17</b>	10%		\$ 95,833	\$ 107,820	\$ 119,807	\$46.07	\$51.84	\$57.60
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/Sr. Buyer						
	<b>N-17</b>								
N17-03	EX		Senior Human Resources Specialist						
	<b>R-16</b>	5%		\$ 91,271	\$ 102,685	\$ 114,100	\$43.88	\$49.37	\$54.86
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						
	<b>N-16</b>								
N16-02	EX		Assistant District Secretary						
N16-01	EX		Health & Safety Specialist						
N16-03	EX		Senior Payroll Accountant						

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	<b>R-15</b>	5%		\$ 86,922	\$ 97,785	\$ 108,668	\$41.79	\$47.01	\$52.24
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						
	<b>N-15</b>								
N13-02	EX		Human Resources Specialist						
	<b>R-14</b>	5%		\$ 82,785	\$ 93,138	\$ 103,492	\$39.80	\$44.78	\$49.76
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						
	<b>N-14</b>								
N14-02	NE		Executive Assistant						
N14-01	EX		Legislative Affairs Specialist						
	<b>R-13</b>	5%		\$ 78,839	\$ 88,704	\$ 98,548	\$37.90	\$42.65	\$47.38
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						

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				Min	Mid	Max	Min	Mid	Max
	<b>R-12</b>	5%		\$ 75,083	\$ 84,482	\$ 93,860	\$36.10	\$40.62	\$45.12
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						
	<b>R-11</b>	5%		\$ 71,519	\$ 80,472	\$ 89,404	\$34.38	\$38.69	\$42.98
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						
	<b>R-10</b>	5%		\$ 68,103	\$ 76,611	\$ 85,140	\$32.74	\$36.83	\$40.93
R10-06	NE		Environmental Technician						
R10-04	NE		LIMS Data Analyst - Sample Custodian						
R10-05	NE		Plant Operator I						
	<b>N-10</b>								
N10-02	NE		Records Management Coordinator						
N10-01	NE		Senior Human Resources Assistant						
	<b>R-9</b>	5%		\$ 64,879	\$ 72,983	\$ 81,066	\$31.19	\$35.09	\$38.97
R9-11	NE		Assistant Heavy Equipment Operator						
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						
	<b>R-8</b>	5%		\$ 61,781	\$ 69,504	\$ 77,226	\$29.70	\$33.42	\$37.13
R8-03	NE		Administrative Support Specialist						
	<b>R-7</b>	5%		\$ 58,832	\$ 66,173	\$ 73,556	\$28.28	\$31.81	\$35.36
R7-03	NE		Maintenance Utility Technician						
	<b>N-7</b>								
N7-01	NE		Human Resources Assistant						

Class Code	Grade	Differential Between Grades	Classification	Annual Salary Range			Hourly Salary Range		
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	R-6	5%		\$ 56,031	\$ 63,033	\$ 70,055	\$26.94	\$30.30	\$33.68
R6-02	NE		Accounting Clerk						
R6-01	NE		Diesel Mechanic Apprentice						
	R-5	5%		\$ 53,358	\$ 60,041	\$ 66,703	\$25.65	\$28.87	\$32.07
R5-03	NE		Senior Office Assistant						
R5-04	NE		Meter Reader						
R5-05	NE		Warehouse Technician						
	R-4	5%		\$ 50,812	\$ 57,177	\$ 63,521	\$24.43	\$27.49	\$30.54
R4-02	NE		Grounds Maintenance Technician						
	R-3	5%		\$ 48,415	\$ 54,461	\$ 60,508	\$23.28	\$26.18	\$29.09
			Vacant						
	R-2	5%		\$ 46,081	\$ 51,852	\$ 57,601	\$22.15	\$24.93	\$27.69
			Vacant						
	R-1	5%		\$ 43,875	\$ 49,391	\$ 54,865	\$21.09	\$23.75	\$26.38
R1-01	NE		Office Assistant						