



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

Effective August 19, 2026

Differential Between Grades			Hourly Salary Range			Annual Salary Range		
Grade		Classification	Min	Mid	Max	Min	Mid	Max
N-25			\$ 114.68	\$ 136.18	\$ 157.67	\$ 238,534	\$ 283,254	\$ 327,962
EX		Chief Financial Officer / Treasurer						
EX		Executive Director Operations						
EX		Executive Director Engineering & Water Resources						
EX		Executive Director Water Quality & Technical Resources						
N-24	5%		\$ 109.22	\$ 122.86	\$ 136.50	\$ 227,178	\$ 255,549	\$ 283,920
EX		Executive Director Planning & Natural Resources						
N-23	10%		\$ 99.30	\$ 111.70	\$ 124.10	\$ 206,544	\$ 232,336	\$ 258,128
EX		Chief of Hydrogeology						
EX		Director of Engineering						
EX		Director of Human Resources						
EX		Director of Information Services						
EX		Director of Public Affairs						
EX		Laboratory Director						
N-22	10%		\$ 90.27	\$ 101.54	\$ 112.82	\$ 187,762	\$ 211,203	\$ 234,666
EX		Controller						
EX		Director of Health & Regulatory Affairs						
EX		Director of Recharge & Wetland Operations						
EX		Director of Water Quality						
EX		Research Director						
R-21	10%		\$ 82.06	\$ 92.31	\$ 102.55	\$ 170,685	\$ 192,005	\$ 213,304
EX		Maintenance Manager - GWRS						
EX		Operations Manager - GWRS						
EX		Principal Engineer						
EX		Principal Hydrogeologist						
N-21								
EX		Natural Resources Director						
EX		Process Control & System Manager						
EX		Recharge Planning Manager						
R-20	10%		\$ 74.60	\$ 83.92	\$ 93.23	\$ 155,168	\$ 174,554	\$ 193,918
EX		Chief Operator - GWRS						
EX		Principal Network Administrator						
EX		Principal Planner						
EX		Principal Enterprise Systems Analyst						
EX		Principal Enterprise Data Scientist						
EX		Principal Programmer / Analyst						
EX		Senior Engineer						

Differential Between Grades			Hourly Salary Range			Annual Salary Range		
Grade		Classification	Min	Mid	Max	Min	Mid	Max
N-20	EX	Senior Hydrogeologist						
	EX	Supervising Chemist						
	EX	Supervising Environmental Specialist						
	EX	Accounting Manager						
	EX	Finance Manager						
	EX	Purchasing Manager						
	EX	Risk & Safety Manager						
R-19	10%		\$ 67.81	\$ 76.28	\$ 84.76	\$ 141,045	\$ 158,662	\$ 176,301
N-19	EX	GIS/Database Supervisor						
	EX	LIMS Administrator						
	EX	Principal Chemist						
	EX	Principal Communications Specialist						
	EX	Principal Project Accountant						
	EX	Principal Regulatory Specialist						
	EX	Principal Scientist						
	EX	District Secretary						
	EX	Legislative Affairs Liaison						
	EX	Principal Human Resources Specialist						
R-18	10%		\$ 61.65	\$ 69.36	\$ 77.07	\$ 128,232	\$ 144,269	\$ 160,306
	EX	Engineer						
	EX	Property Manager						
	NE	Hydrogeologist						
	NE	I&E Supervisor						
	NE	Maintenance Supervisor - GWRS						
	NE	Operations Shift Supervisor (Grade IV and V)						
	EX	Principal Data Analyst						
	EX	Principal Environmental Specialist						
	EX	Senior Network Administrator						
	EX	Senior Planner						
	EX	Senior Enterprise Systems Analyst						
	EX	Senior Programmer / Analyst						
R-17	10%		\$ 56.04	\$ 63.05	\$ 70.06	\$ 116,563	\$ 131,144	\$ 145,725
	NE	Injection Recharge System Supervisor						
	NE	FHQ Maintenance Supervisor						
	NE	Heavy Equipment Operations Supervisor						
	NE	FHQ Recharge Operations Supervisor						
	NE	Senior Chemist						
	NE	Senior QA/QC Chemist						
	EX	Senior Regulatory Specialist						

Differential Between Grades			Hourly Salary Range			Annual Salary Range		
Grade		Classification	Min	Mid	Max	Min	Mid	Max
N-17	EX	Senior Scientist						
	EX	Warehouse Supervisor/Sr. Buyer						
	EX	Senior Human Resources Specialist						
R-16	5%		\$ 53.38	\$ 60.05	\$66.72	\$ 111,030	\$ 124,904	\$ 138,778
N-16	NE	Associate Engineer						
	NE/EX	Enterprise Systems Analyst						
	NE	Grounds Maintenance Manager						
	NE	Lead Auto & Equipment Mechanic						
	NE	Lead Injection Recharge System Operator						
	NE	Lead I&E Technician						
	NE	Lead Maintenance Technician						
	NE	Lead Operator						
	NE	Maintenance Scheduler / Planner						
	NE/EX	Network Administrator						
	NE/EX	Programmer / Analyst						
	EX	Senior Accountant						
	EX	Senior Communications Specialist						
	NE	Senior Environmental Specialist						
	NE	Senior Environmental Specialist/Field Biologist						
	NE/EX	Senior GIS Analyst						
	NE	Senior Laboratory Analyst/Data Scientist						
N-15	EX	Assistant District Secretary						
	EX	Health & Safety Specialist						
	EX	Senior Payroll Accountant						
R-15	5%		\$ 50.84	\$ 57.18	\$ 63.55	\$ 105,747	\$ 118,934	\$ 132,184
N-15	EX	Contracts Administrator						
	NE	Senior Injection Recharge System Operator						
	NE	Senior Data Analyst						
	NE	Senior I&E Technician						
	EX	Senior Buyer						
	NE	Senior Maintenance Technician - Grade III						
	NE	Senior Plant Operator III						
	NE	Well Technician						
	NE	Human Resources Specialist						
R-14	5%		\$ 48.42	\$ 54.46	\$ 60.52	\$ 100,714	\$ 113,277	\$ 125,882
N-14	NE	Assistant Engineer						
	NE	Chemist						
	NE	Multi-Media Graphics Designer						

Differential Between Grades			Hourly Salary Range			Annual Salary Range		
Grade		Classification	Min	Mid	Max	Min	Mid	Max
N-14	NE	QA/QC Chemist						
	NE	Recharge System Operator						
	NE	Senior Auto & Equipment Mechanic						
	EX	Scientist						
	NE	Senior Environmental Technician						
	NE	Senior Heavy Equipment Operator						
	NE	General Manager's Office/Executive Assistant						
	EX	Legislative Affairs Specialist						
R-13	5%		\$ 46.10	\$ 51.87	\$ 57.63	\$ 95,888	\$ 107,890	\$ 119,870
		NE Assistant Hydrogeologist						
		NE GIS Analyst						
		NE Grounds Maintenance Supervisor						
		NE Laboratory Analyst/Data Scientist						
		NE Maintenance Technician - Grade II						
		NE Plant Operator II						
R-12	5%		\$ 43.91	\$ 49.40	\$ 54.89	\$ 91,333	\$ 102,752	\$ 114,171
		NE Assistant Recharge System Operator						
		EX Buyer						
		EX Communications Specialist						
		NE Injection Recharge System Operator						
		NE Environmental Specialist						
		NE' Environmental Specialist/Field Biologist						
		NE I&E Technician						
		NE Information Systems Specialist						
		NE Staff Accountant						
R-11	5%		\$ 41.82	\$ 47.06	\$ 52.28	\$ 86,986	\$ 97,885	\$ 108,742
		NE Auto & Equipment Mechanic						
		NE Data Analyst						
		NE Heavy Equipment Operator						
		NE Senior Administrative Support Specialist						
		NE Senior Laboratory Technician						
		NE Senior Sample Receiving Technician						
R-10	5%		\$ 39.83	\$ 44.80	\$ 49.79	\$ 82,846	\$ 93,184	\$ 103,563
		NE Environmental Technician						
		NE Plant Operator I						
N-10								
		NE Records Management Coordinator						
		NE Senior Human Resources Assistant						
R-9	5%		\$ 37.95	\$ 42.68	\$ 47.40	\$ 78,936	\$ 88,774	\$ 98,592
		NE Assistant Heavy Equipment Operator						

Differential Between Grades			Hourly Salary Range			Annual Salary Range		
Grade		Classification	Min	Mid	Max	Min	Mid	Max
	NE	Laboratory Technician						
	NE	Maintenance Technician - Grade I						
	NE	Material & Chemical Management Technician						
	NE	R&D Laboratory Technician						
	NE	Sample Receiving Technician						
	NE	Senior Accounting Clerk						
R-8	5%		\$ 36.13	\$ 40.64	\$ 45.16	\$ 75,150	\$ 84,531	\$ 93,933
	NE	Administrative Support Specialist						
R-7	5%		\$ 34.40	\$ 38.70	\$ 43.01	\$ 71,552	\$ 80,496	\$ 89,461
	NE	Maintenance Utility Technician						
N-7								
	NE	Human Resources Assistant						
R-6	5%		\$ 32.77	\$ 36.86	\$ 40.96	\$ 68,162	\$ 76,669	\$ 85,197
	NE	Accounting Clerk						
	NE	Diesel Mechanic Apprentice						
R-5	5%		\$ 31.21	\$ 35.11	\$ 39.01	\$ 64,917	\$ 73,029	\$ 81,141
	NE	Senior Office Assistant						
	NE	Meter Reader						
	NE	Warehouse Technician						
N-5								
	NE	Receptionist						
R-4	5%		\$ 29.72	\$ 33.44	\$ 37.15	\$ 61,818	\$ 69,555	\$ 77,272
	NE	Grounds Maintenance Technician						
R-3	5%		\$ 28.31	\$ 31.85	\$ 35.38	\$ 58,885	\$ 66,248	\$ 73,590
		Vacant						
R-2	5%		\$ 26.95	\$ 30.33	\$ 33.69	\$ 56,056	\$ 63,086	\$ 70,075
		Vacant						
R-1	5%		\$ 25.66	\$ 28.88	\$ 32.08	\$ 53,373	\$ 60,070	\$ 66,726
	NE	Office Assistant						