



**Orange County Water District  
Schedule of Salaries for OCWD  
Represented Job Classification (R) & and Non-Represented Job Classification (N)  
Effective 7-1-2023**

Grade	Differential Between Grades	Classification	Hourly Salary Range			Annual Salary Range		
			Min	Mid	Max	Min	Mid	Max
<b>N-25</b>			\$100.02	\$112.50	\$125.01	\$208,035	\$233,993	\$260,017
EX		Chief Financial Officer / Treasurer						
EX		Executive Director Operations						
EX		Executive Director Engineering & Water Resources						
EX		Executive Director Water Quality & Technical Resources						
<b>N-24</b>	5%		\$95.25	\$107.15	\$119.05	\$198,127	\$222,874	\$247,622
EX		Executive Director Planning & Natural Resources						
<b>N-23</b>	10%		\$86.60	\$97.42	\$108.23	\$180,130	\$202,627	\$225,124
EX		Chief of Hydrogeology						
EX		Director of Engineering						
EX		Director of Information Services / Property Management						
EX		Laboratory Director						
<b>N-22</b>	10%		\$78.73	\$88.56	\$98.39	\$163,754	\$184,196	\$204,660
EX		Controller						
EX		Director of Health & Regulatory Affairs						
EX		Director of Human Resources						
EX		Director of Public Affairs						
EX		Director of Recharge & Wetland Operations						
EX		Director of Water Quality						
EX		GWRS Program Manager						
EX		Research Director						
<b>R-21</b>	10%		\$71.56	\$80.51	\$89.44	\$148,850	\$167,453	\$186,035
EX		Principal Engineer						
<b>N-21</b>								
EX		Natural Resources Director						
EX		Process Control & System Manager						
EX		Recharge Planning Manager						

Grade	Differential Between Grades	Classification	Hourly Salary Range			Annual Salary Range		
			Min	Mid	Max	Min	Mid	Max
R-20	10%		\$65.06	\$73.18	\$81.31	\$135,330	\$152,224	\$169,119
		EX LIMS/QA/QC Administrator						
		EX Maintenance Manager - GWRS						
		EX Operations Manager - GWRS						
		EX Principal Hydrogeologist						
		EX Principal Network Administrator						
		EX Principal Planner						
		EX Principal Programmer / Analyst						
		EX Senior Engineer						
		EX Supervising Chemist						
		EX Supervising Environmental Specialist						
N-20								
		EX Accounting Manager						
		EX Finance Manager						
		EX Purchasing Manager						
		EX Risk & Safety Manager						
R-19	10%		\$59.13	\$66.53	\$73.92	\$123,000	\$138,380	\$153,760
		EX Chief Operator - GWRS						
		EX GIS/Database Supervisor						
		EX Principal Chemist						
		EX Principal Communications Specialist						
		EX Principal Project Accountant						
		EX Principal Regulatory Specialist						
		EX Principal Scientist						
		EX Senior Hydrogeologist						
N-19								
		EX District Secretary						
		EX Legislative Affairs Liaison						
		EX Principal Human Resources Specialist						
R-18	10%		\$53.77	\$60.49	\$67.22	\$111,837	\$125,812	\$139,808
		EX Engineer						
		NE I&E Supervisor						
		NE Maintenance Supervisor - GWRS						
		EX Principal Data Analyst						
		EX Principal Environmental Specialist						
		EX Senior Network Administrator						
		EX Senior Planner						
		EX Senior Programmer / Analyst						
		EX Senior PCS Programmer						

Grade	Differential Between Grades	Classification	Hourly Salary Range			Annual Salary Range		
			Min	Mid	Max	Min	Mid	Max
R-17	10%		\$48.87	\$54.98	\$61.10	\$101,649	\$114,368	\$127,088
		NE Distribution & Injection Well Supervisor						
		NE FHQ Maintenance Supervisor						
		NE Heavy Equipment Operations Supervisor						
		NE FHQ Recharge Operations Supervisor						
		NE Operations Shift Supervisor (Grade V)						
		EX Property Manager						
		NE Senior Chemist						
		NE Senior QA/QC Chemist						
		EX Senior Regulatory Specialist						
		EX Senior Scientist						
		EX Warehouse Supervisor/Sr. Buyer						
N-17								
		EX Senior Human Resources Specialist						
R-16	5%		\$46.55	\$52.37	\$58.19	\$96,825	\$108,939	\$121,031
		NE Associate Engineer						
		NE Hydrogeologist						
		NE Lead Auto & Equipment Mechanic						
		NE Lead Distribution Technician						
		NE Lead I&E Technician						
		NE Lead Maintenance Technician						
		NE Lead Operator						
		NE Maintenance Scheduler / Planner						
		EX Network Administrator						
		NE Operations Shift Supervisor (Grade IV)						
		EX Programmer / Analyst						
		EX Senior Accountant						
		EX Senior Communications Specialist						
		NE Senior Environmental Specialist						
		NE Senior Environmental Specialist/Field Biologist						
		EX Senior GIS Analyst						
		NE Senior laboratory Analyst/Data Scientist						
N-16								
		EX Assistant District Secretary						
		EX Health & Safety Specialist						
		EX Senior Payroll Accountant						

Grade	Differential Between Grades		Classification	Hourly Salary Range			Annual Salary Range		
				Min	Mid	Max	Min	Mid	Max
R-15	5%			\$44.34	\$49.87	\$55.42	\$92,217	\$103,725	\$115,277
	NE		Senior Distribution Technician						
	NE		Senior Data Analyst						
	NE		Senior I&E Technician						
	EX		Senior Buyer						
	NE		Senior Maintenance Technician - Grade III						
	NE		Senior Plant Operator III						
N-15									
	NE		Human Resources Specialist						
R-14	5%			\$42.22	\$47.50	\$52.78	\$87,826	\$98,793	\$109,782
	NE		Assistant Engineer						
	NE		Chemist						
	NE		Multi-Media Graphics Designer						
	NE		QA/QC Chemist						
	NE		Recharge System Operator						
	NE		Senior Auto & Equipment Mechanic						
	EX		Scientist						
	NE		Senior Environmental Technician						
	NE		Senior Heavy Equipment Operator						
N-14									
	NE		Executive Assistant						
	EX		Legislative Affairs Specialist						
R-13	5%			\$40.21	\$45.24	\$50.26	\$83,629	\$94,099	\$104,547
	NE		Assistant Hydrogeologist						
	NE		GIS Analyst						
	NE		Grounds Maintenance Supervisor						
	NE		Laboratory Analyst/Data Scientist						
	NE		Maintenance Technician - Grade II						
	NE		Plant Operator II						

Grade	Differential Between Grades	Classification	Hourly Salary Range			Annual Salary Range		
			Min	Mid	Max	Min	Mid	Max
R-12	5%		\$38.29	\$43.09	\$47.87	\$79,649	\$89,621	\$99,572
NE		Assistant Recharge System Operator						
EX		Buyer						
EX		Communications Specialist						
NE		Distribution Technician						
NE		Environmental Specialist						
NE'		Environmental Specialist/Field Biologist						
NE		I&E Technician						
NE		Information Systems Specialist						
NE		Staff Accountant						
R-11	5%		\$36.47	\$41.04	\$45.59	\$75,863	\$85,360	\$94,835
NE		Auto & Equipment Mechanic						
NE		Data Analyst						
NE		Heavy Equipment Operator						
NE		Senior Administrative Support Specialist						
NE		Senior Laboratory Technician						
R-10	5%		\$34.74	\$39.07	\$43.42	\$72,251	\$81,271	\$90,314
NE		Environmental Technician						
NE		LIMS Data Analyst - Sample Custodian						
NE		Plant Operator I						
N-10								
NE		Records Management Coordinator						
NE		Senior Human Resources Assistant						
R-9	5%		\$33.09	\$37.22	\$41.34	\$68,833	\$77,421	\$85,987
NE		Assistant Heavy Equipment Operator						
NE		Laboratory Technician						
NE		Maintenance Technician - Grade I						
NE		Material & Chemical Management Technician						
NE		R&D Laboratory Technician						
NE		Senior Accounting Clerk						
R-8	5%		\$31.51	\$35.44	\$39.38	\$65,545	\$73,722	\$81,920
NE		Administrative Support Specialist						
R-7	5%		\$30.00	\$33.75	\$37.51	\$62,408	\$70,196	\$78,027
NE		Maintenance Utility Technician						
N-7								
NE		Human Resources Assistant						

Grade	Differential Between Grades		Classification	Hourly Salary Range			Annual Salary Range		
				Min	Mid	Max	Min	Mid	Max
R-6	5%		Accounting Clerk	\$28.58	\$32.15	\$35.72	\$59,445	\$66,865	\$74,306
NE			Diesel Mechanic Apprentice						
R-5	5%		Senior Office Assistant	\$27.22	\$30.62	\$34.02	\$56,611	\$63,685	\$70,758
NE			Meter Reader						
NE			Receptionist						
NE			Warehouse Technician						
R-4	5%		Grounds Maintenance Technician	\$25.92	\$29.16	\$32.40	\$53,907	\$60,656	\$67,384
NE									
R-3	5%		Vacant	\$24.69	\$27.78	\$30.86	\$51,354	\$57,779	\$64,182
R-2	5%		Vacant	\$23.50	\$26.45	\$29.38	\$48,888	\$55,010	\$61,110
R-1	5%		Office Assistant	\$22.38	\$25.19	\$27.98	\$46,552	\$52,393	\$58,190
NE									