



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

Effective 10/18/2023

Differential Between			Hourly Salary Range			Annual Salary Range		
Grade	Grades	Classification	Min	Mid	Max	Min	Mid	Max
N-25			\$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						
N-24	5%		\$95.25	\$107.15	\$119.05	\$198,127	\$222,874	\$247,622
EX		Executive Director Planning & Natural Resources						
N-23	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						
N-22	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						
R-21	10%		\$71.56	\$80.51	\$89.44	\$148,850	\$167,453	\$186,035
EX		Principal Engineer						
N-21								
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
<b>R-17</b>	10%		<b>\$48.87</b>	<b>\$54.98</b>	<b>\$61.10</b>	<b>\$101,649</b>	<b>\$114,368</b>	<b>\$127,088</b>
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						
<b>N-17</b>								
EX		Senior Human Resources Specialist						
<b>R-16</b>	5%		<b>\$46.55</b>	<b>\$52.37</b>	<b>\$58.19</b>	<b>\$96,825</b>	<b>\$108,939</b>	<b>\$121,031</b>
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						
<b>N-16</b>								
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
<b>R-15</b>	5%		\$44.34	\$49.87	\$55.42	\$92,217	\$103,725	\$115,277
EX		Contracts Administrator						
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						
<b>N-15</b>								
NE		Human Resources Specialist						
<b>R-14</b>	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						
<b>N-14</b>								
NE		Executive Assistant						
EX		Legislative Affairs Specialist						
<b>R-13</b>	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%		\$28.58	\$32.15	\$35.72	\$59,445	\$66,865	\$74,306
NE		Accounting Clerk						
NE		Diesel Mechanic Apprentice						
R-5	5%		\$27.22	\$30.62	\$34.02	\$56,611	\$63,685	\$70,758
NE		Senior Office Assistant						
NE		Meter Reader						
NE		Receptionist						
NE		Warehouse Technician						
R-4	5%		\$25.92	\$29.16	\$32.40	\$53,907	\$60,656	\$67,384
NE		Grounds Maintenance Technician						
R-3	5%		\$24.69	\$27.78	\$30.86	\$51,354	\$57,779	\$64,182
		Vacant						
R-2	5%		\$23.50	\$26.45	\$29.38	\$48,888	\$55,010	\$61,110
		Vacant						
R-1	5%		\$22.38	\$25.19	\$27.98	\$46,552	\$52,393	\$58,190
NE		Office Assistant						