



**Orange County Water District**  
**Schedule of Salaries for OCWD**  
**Represented Job Classification (R) & and Non-Represented Job Classification (N)**  
 Effective July 1, 2026

| Differential Between |        |                                                        | Hourly Salary Range |        |     | Annual Salary Range |         |        |         |         |         |         |    |         |
|----------------------|--------|--------------------------------------------------------|---------------------|--------|-----|---------------------|---------|--------|---------|---------|---------|---------|----|---------|
| Grade                | Grades | Classification                                         | Min                 | Mid    | Max | Min                 | Mid     | Max    |         |         |         |         |    |         |
| N-25                 |        |                                                        | \$                  | 114.68 | \$  | 128.99              | \$      | 143.34 |         |         |         |         |    |         |
|                      | EX     | Chief Financial Officer / Treasurer                    |                     |        |     | \$                  | 238,534 | \$     | 268,299 | \$      | 298,147 |         |    |         |
|                      | 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                                        |                     |        |     |                     |         |        |         |         |         |         |    |         |
|                      | EX     | Senior Hydrogeologist                                  |                     |        |     |                     |         |        |         |         |         |         |    |         |
|                      | EX     | Supervising Chemist                                    |                     |        |     |                     |         |        |         |         |         |         |    |         |
|                      | EX     | Supervising Environmental Specialist                   |                     |        |     |                     |         |        |         |         |         |         |    |         |
| N-20                 |        |                                                        |                     |        |     |                     |         |        |         |         |         |         |    |         |
|                      | EX     | Accounting Manager                                     |                     |        |     |                     |         |        |         |         |         |         |    |         |
|                      | EX     | Finance Manager                                        |                     |        |     |                     |         |        |         |         |         |         |    |         |

| Grade | Differential<br>Between<br>Grades | Classification                               | Hourly Salary Range |          |          | Annual Salary Range |            |            |
|-------|-----------------------------------|----------------------------------------------|---------------------|----------|----------|---------------------|------------|------------|
|       |                                   |                                              | Min                 | Mid      | Max      | Min                 | Mid        | Max        |
| EX    |                                   | Purchasing Manager                           |                     |          |          |                     |            |            |
| EX    |                                   | Risk & Safety Manager                        |                     |          |          |                     |            |            |
| R-19  | 10%                               |                                              | \$ 67.81            | \$ 76.28 | \$ 84.76 | \$ 141,045          | \$ 158,662 | \$ 176,301 |
| 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                          |                     |          |          |                     |            |            |
| N-19  |                                   |                                              |                     |          |          |                     |            |            |
| 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                 |                     |          |          |                     |            |            |
| EX    |                                   | Senior Scientist                             |                     |          |          |                     |            |            |
| EX    |                                   | Warehouse Supervisor/Sr. Buyer               |                     |          |          |                     |            |            |
| N-17  |                                   |                                              |                     |          |          |                     |            |            |
| EX    |                                   | Senior Human Resources Specialist            |                     |          |          |                     |            |            |
| R-16  | 5%                                |                                              | \$ 53.38            | \$ 60.05 | \$ 66.72 | \$ 111,030          | \$ 124,904 | \$ 138,778 |
| 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                                |                     |          |          |                     |            |            |

| Differential<br>Between<br>Grades |       |                                                 | Hourly Salary Range |          |          | Annual Salary Range |            |            |
|-----------------------------------|-------|-------------------------------------------------|---------------------|----------|----------|---------------------|------------|------------|
| Grade                             |       | Classification                                  | Min                 | Mid      | Max      | Min                 | Mid        | Max        |
| N-16                              | 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        |                     |          |          |                     |            |            |
|                                   | 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                   |                     |          |          |                     |            |            |
|                                   | 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 |
| N-13                              | 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 |
| N-12                              | NE    | Assistant Recharge System Operator              |                     |          |          |                     |            |            |
|                                   | EX    | Buyer                                           |                     |          |          |                     |            |            |
|                                   | EX    | Communications Specialist                       |                     |          |          |                     |            |            |

| Grade | Differential<br>Between<br>Grades | Classification                                                                                                                                                                                                                                           | Hourly Salary Range |          |          | Annual Salary Range |           |            |
|-------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------|----------|---------------------|-----------|------------|
|       |                                   |                                                                                                                                                                                                                                                          | Min                 | Mid      | Max      | Min                 | Mid       | Max        |
|       |                                   | NE Injection Recharge System Operator<br>NE Environmental Specialist<br>NE' Environmental Specialist/Field Biologist<br>NE I&E Technician<br>NE Information Systems Specialist<br>NE Staff Accountant                                                    |                     |          |          |                     |           |            |
| R-11  | 5%                                |                                                                                                                                                                                                                                                          | \$ 41.82            | \$ 47.06 | \$ 52.28 | \$ 86,986           | \$ 97,885 | \$ 108,742 |
|       |                                   | NE Auto & Equipment Mechanic<br>NE Data Analyst<br>NE Heavy Equipment Operator<br>NE Senior Administrative Support Specialist<br>NE Senior Laboratory Technician<br>NE Senior Sample Receiving Technician                                                |                     |          |          |                     |           |            |
| R-10  | 5%                                |                                                                                                                                                                                                                                                          | \$ 39.83            | \$ 44.80 | \$ 49.79 | \$ 82,846           | \$ 93,184 | \$ 103,563 |
|       |                                   | NE Environmental Technician<br>NE Plant Operator I<br>N-10 Records Management Coordinator<br>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<br>NE Laboratory Technician<br>NE Maintenance Technician - Grade I<br>NE Material & Chemical Management Technician<br>NE R&D Laboratory Technician<br>NE Sample Receiving Technician<br>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<br>N-7 Human Resources Assistant                                                                                                                                                                                       |                     |          |          |                     |           |            |
| R-6   | 5%                                |                                                                                                                                                                                                                                                          | \$ 32.77            | \$ 36.86 | \$ 40.96 | \$ 68,162           | \$ 76,669 | \$ 85,197  |
|       |                                   | NE Accounting Clerk<br>NE Diesel Mechanic Apprentice                                                                                                                                                                                                     |                     |          |          |                     |           |            |
| R-5   | 5%                                |                                                                                                                                                                                                                                                          | \$ 31.21            | \$ 35.11 | \$ 39.01 | \$ 64,917           | \$ 73,029 | \$ 81,141  |
|       |                                   | NE Senior Office Assistant<br>NE Meter Reader<br>NE Warehouse Technician<br>N-5 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                                                                                                                                                                                                                                                   |                     |          |          |                     |           |            |

| Grade | Differential<br>Between<br>Grades | Classification      | Hourly Salary Range |          |          | Annual Salary Range |           |           |
|-------|-----------------------------------|---------------------|---------------------|----------|----------|---------------------|-----------|-----------|
|       |                                   |                     | Min                 | Mid      | Max      | Min                 | Mid       | Max       |
| R-2   | 5%                                | Vacant              | \$ 26.95            | \$ 30.33 | \$ 33.69 | \$ 56,056           | \$ 63,086 | \$ 70,075 |
| R-1   | 5%                                | NE Office Assistant | \$ 25.66            | \$ 28.88 | \$ 32.08 | \$ 53,373           | \$ 60,070 | \$ 66,726 |