



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

Effective January 18, 2024

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		Maintenance Manager - GWRS						
EX		Operations Manager - GWRS						
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
<b>R-20</b>	10%		\$65.06	\$73.18	\$81.31	\$135,330	\$152,224	\$169,119
EX		Chief Operator - GWRS						
EX		LIMS/QA/QC Administrator						
EX		Principal Hydrogeologist						
EX		Principal Network Administrator						
EX		Principal Planner						
EX		Principal Programmer / Analyst						
EX		Senior Engineer						
EX		Supervising Chemist						
EX		Supervising Environmental Specialist						
<b>N-20</b>								
EX		Accounting Manager						
EX		Finance Manager						
EX		Purchasing Manager						
EX		Risk & Safety Manager						
<b>R-19</b>	10%		\$59.13	\$66.53	\$73.92	\$123,000	\$138,380	\$153,760
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						
<b>N-19</b>								
EX		District Secretary						
EX		Legislative Affairs Liaison						
EX		Principal Human Resources Specialist						
<b>R-18</b>	10%		\$53.77	\$60.49	\$67.22	\$111,837	\$125,812	\$139,808
EX		Engineer						
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 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%		\$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						
		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%		\$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						
		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						