

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2014/2015**

**Percentage between Ranges = 2.5%  
Percentage between Steps = 5.0%**

**7/1/14**

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	1	\$37,093.673	\$38,948.356	\$40,895.774	\$42,940.563	\$45,087.591	\$47,341.970
		\$3,091.139	\$3,245.696	\$3,407.981	\$3,578.380	\$3,757.299	\$3,945.164
		\$1,426.680	\$1,498.014	\$1,572.914	\$1,651.560	\$1,734.138	\$1,820.845
		\$17.833	\$18.725	\$19.661	\$20.645	\$21.677	\$22.761
	2	\$38,021.014	\$39,922.065	\$41,918.168	\$44,014.077	\$46,214.781	\$48,525.520
		\$3,168.418	\$3,326.839	\$3,493.181	\$3,667.840	\$3,851.232	\$4,043.793
		\$1,462.347	\$1,535.464	\$1,612.237	\$1,692.849	\$1,777.492	\$1,866.366
		\$18.279	\$19.193	\$20.153	\$21.161	\$22.219	\$23.330
Utility Laborer	3	\$38,971.540	\$40,920.117	\$42,966.123	\$45,114.429	\$47,370.150	\$49,738.658
		\$3,247.628	\$3,410.010	\$3,580.510	\$3,759.536	\$3,947.513	\$4,144.888
		\$1,498.905	\$1,573.851	\$1,652.543	\$1,735.170	\$1,821.929	\$1,913.025
		\$18.736	\$19.673	\$20.657	\$21.690	\$22.774	\$23.913
	4	\$39,945.828	\$41,943.120	\$44,040.276	\$46,242.289	\$48,554.404	\$50,982.124
		\$3,328.819	\$3,495.260	\$3,670.023	\$3,853.524	\$4,046.200	\$4,248.510
		\$1,536.378	\$1,613.197	\$1,693.857	\$1,778.550	\$1,867.477	\$1,960.851
		\$19.205	\$20.165	\$21.173	\$22.232	\$23.343	\$24.511
	5	\$40,944.474	\$42,991.698	\$45,141.282	\$47,398.347	\$49,768.264	\$52,256.677
		\$3,412.039	\$3,582.641	\$3,761.774	\$3,949.862	\$4,147.355	\$4,354.723
		\$1,574.787	\$1,653.527	\$1,736.203	\$1,823.013	\$1,914.164	\$2,009.872
		\$19.685	\$20.669	\$21.703	\$22.788	\$23.927	\$25.123
Customer Service Rep I	6	\$41,968.086	\$44,066.490	\$46,269.815	\$48,583.305	\$51,012.471	\$53,563.094
		\$3,497.340	\$3,672.208	\$3,855.818	\$4,048.609	\$4,251.039	\$4,463.591
		\$1,614.157	\$1,694.865	\$1,779.608	\$1,868.589	\$1,962.018	\$2,060.119
		\$20.177	\$21.186	\$22.245	\$23.357	\$24.525	\$25.751
	7	\$43,017.288	\$45,168.152	\$47,426.560	\$49,797.888	\$52,287.782	\$54,902.171
		\$3,584.774	\$3,764.013	\$3,952.213	\$4,149.824	\$4,357.315	\$4,575.181
		\$1,654.511	\$1,737.237	\$1,824.098	\$1,915.303	\$2,011.069	\$2,111.622
		\$20.681	\$21.715	\$22.801	\$23.941	\$25.138	\$26.395
Meter Reader	8	\$44,092.720	\$46,297.356	\$48,612.224	\$51,042.835	\$53,594.977	\$56,274.726
		\$3,674.393	\$3,858.113	\$4,051.019	\$4,253.570	\$4,466.248	\$4,689.560
		\$1,695.874	\$1,780.668	\$1,869.701	\$1,963.186	\$2,061.345	\$2,164.413
		\$21.198	\$22.258	\$23.371	\$24.540	\$25.767	\$27.055
	9	\$45,195.038	\$47,454.790	\$49,827.529	\$52,318.906	\$54,934.851	\$57,681.594
		\$3,766.253	\$3,954.566	\$4,152.294	\$4,359.909	\$4,577.904	\$4,806.799
		\$1,738.271	\$1,825.184	\$1,916.443	\$2,012.266	\$2,112.879	\$2,218.523
		\$21.728	\$22.815	\$23.956	\$25.153	\$26.411	\$27.732

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2014/2015**

**Percentage between Ranges = 2.5%  
Percentage between Steps = 5.0%**

**7/1/14**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
Accounting Technician	10	\$46,324.914	\$48,641.160	\$51,073.218	\$53,626.879	\$56,308.223	\$59,123.634
Customer Service Rep II		\$3,860.410	\$4,053.430	\$4,256.101	\$4,468.907	\$4,692.352	\$4,926.969
System Operator I		\$1,781.727	\$1,870.814	\$1,964.355	\$2,062.572	\$2,165.701	\$2,273.986
<b>Water Con Spec I</b>		\$22.272	\$23.385	\$24.554	\$25.782	\$27.071	\$28.425
	11	\$47,483.037	\$49,857.189	\$52,350.048	\$54,967.551	\$57,715.928	\$60,601.724
		\$3,956.920	\$4,154.766	\$4,362.504	\$4,580.629	\$4,809.661	\$5,050.144
		\$1,826.271	\$1,917.584	\$2,013.463	\$2,114.137	\$2,219.843	\$2,330.836
		\$22.828	\$23.970	\$25.168	\$26.427	\$27.748	\$29.135
	12	\$48,670.113	\$51,103.618	\$53,658.799	\$56,341.739	\$59,158.826	\$62,116.768
		\$4,055.843	\$4,258.635	\$4,471.567	\$4,695.145	\$4,929.902	\$5,176.397
		\$1,871.927	\$1,965.524	\$2,063.800	\$2,166.990	\$2,275.339	\$2,389.106
		\$23.399	\$24.569	\$25.797	\$27.087	\$28.442	\$29.864
	13	\$49,886.866	\$52,381.209	\$55,000.269	\$57,750.283	\$60,637.797	\$63,669.687
		\$4,157.239	\$4,365.101	\$4,583.356	\$4,812.524	\$5,053.150	\$5,305.807
		\$1,918.726	\$2,014.662	\$2,115.395	\$2,221.165	\$2,332.223	\$2,448.834
		\$23.984	\$25.183	\$26.442	\$27.765	\$29.153	\$30.610
Accountant I	14	\$51,134.037	\$53,690.739	\$56,375.276	\$59,194.040	\$62,153.742	\$65,261.429
Administrative Assistant		\$4,261.170	\$4,474.228	\$4,697.940	\$4,932.837	\$5,179.478	\$5,438.452
Engineering Tech		\$1,966.694	\$2,065.028	\$2,168.280	\$2,276.694	\$2,390.529	\$2,510.055
System Operator II		\$24.584	\$25.813	\$27.103	\$28.459	\$29.882	\$31.376
<b>Water Con Spec II</b>							
	15	\$52,412.388	\$55,033.008	\$57,784.658	\$60,673.891	\$63,707.585	\$66,892.965
		\$4,367.699	\$4,586.084	\$4,815.388	\$5,056.158	\$5,308.965	\$5,574.414
		\$2,015.861	\$2,116.654	\$2,222.487	\$2,333.611	\$2,450.292	\$2,572.806
		\$25.198	\$26.458	\$27.781	\$29.170	\$30.629	\$32.160
System Operator II - Cros Connection Control Spec	16	\$53,722.698	\$56,408.833	\$59,229.274	\$62,190.738	\$65,300.275	\$68,565.289
		\$4,476.891	\$4,700.736	\$4,935.773	\$5,182.562	\$5,441.690	\$5,713.774
		\$2,066.258	\$2,169.570	\$2,278.049	\$2,391.951	\$2,511.549	\$2,637.126
		\$25.828	\$27.120	\$28.476	\$29.899	\$31.394	\$32.964
	17	\$55,065.765	\$57,819.054	\$60,710.006	\$63,745.507	\$66,932.782	\$70,279.421
		\$4,588.814	\$4,818.254	\$5,059.167	\$5,312.126	\$5,577.732	\$5,856.618
		\$2,117.914	\$2,223.810	\$2,335.000	\$2,451.750	\$2,574.338	\$2,703.055
		\$26.474	\$27.798	\$29.188	\$30.647	\$32.179	\$33.788
System Operator III	18	\$56,442.409	\$59,264.530	\$62,227.756	\$65,339.144	\$68,606.101	\$72,036.407
<b>Water Con Spec III</b>		\$4,703.534	\$4,938.711	\$5,185.646	\$5,444.929	\$5,717.175	\$6,003.034
		\$2,170.862	\$2,279.405	\$2,393.375	\$2,513.044	\$2,638.696	\$2,770.631
		\$27.136	\$28.493	\$29.917	\$31.413	\$32.984	\$34.633

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2014/2015**

**Percentage between Ranges = 2.5%  
Percentage between Steps = 5.0%**

**7/1/14**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
	19	\$57,853.470	\$60,746.143	\$63,783.450	\$66,972.623	\$70,321.254	\$73,837.317
		\$4,821.122	\$5,062.179	\$5,315.288	\$5,581.052	\$5,860.105	\$6,153.110
		\$2,225.133	\$2,336.390	\$2,453.210	\$2,575.870	\$2,704.664	\$2,839.897
		\$27.814	\$29.205	\$30.665	\$32.198	\$33.808	\$35.499
Assistant Engineer	20	\$59,299.806	\$62,264.797	\$65,378.037	\$68,646.938	\$72,079.285	\$75,683.250
		\$4,941.651	\$5,188.733	\$5,448.170	\$5,720.578	\$6,006.607	\$6,306.937
		\$2,280.762	\$2,394.800	\$2,514.540	\$2,640.267	\$2,772.280	\$2,910.894
		\$28.510	\$29.935	\$31.432	\$33.003	\$34.654	\$36.386
	21	\$60,782.302	\$63,821.417	\$67,012.488	\$70,363.112	\$73,881.267	\$77,575.331
		\$5,065.192	\$5,318.451	\$5,584.374	\$5,863.593	\$6,156.772	\$6,464.611
		\$2,337.781	\$2,454.670	\$2,577.403	\$2,706.274	\$2,841.587	\$2,983.667
		\$29.222	\$30.683	\$32.218	\$33.828	\$35.520	\$37.296
	22	\$62,301.859	\$65,416.952	\$68,687.800	\$72,122.190	\$75,728.299	\$79,514.714
		\$5,191.822	\$5,451.413	\$5,723.983	\$6,010.182	\$6,310.692	\$6,626.226
		\$2,396.225	\$2,516.037	\$2,641.838	\$2,773.930	\$2,912.627	\$3,058.258
		\$29.953	\$31.450	\$33.023	\$34.674	\$36.408	\$38.228
Accountant II Customer Svc Suprv	23	\$63,859.406	\$67,052.376	\$70,404.995	\$73,925.244	\$77,621.507	\$81,502.582
		\$5,321.617	\$5,587.698	\$5,867.083	\$6,160.437	\$6,468.459	\$6,791.882
		\$2,456.131	\$2,578.938	\$2,707.884	\$2,843.279	\$2,985.443	\$3,134.715
		\$30.702	\$32.237	\$33.849	\$35.541	\$37.318	\$39.184
	24	\$65,455.891	\$68,728.685	\$72,165.120	\$75,773.376	\$79,562.044	\$83,540.147
		\$5,454.658	\$5,727.390	\$6,013.760	\$6,314.448	\$6,630.170	\$6,961.679
		\$2,517.534	\$2,643.411	\$2,775.582	\$2,914.361	\$3,060.079	\$3,213.083
		\$31.469	\$33.043	\$34.695	\$36.430	\$38.251	\$40.164
	25	\$67,092.288	\$70,446.902	\$73,969.248	\$77,667.710	\$81,551.095	\$85,628.650
		\$5,591.024	\$5,870.575	\$6,164.104	\$6,472.309	\$6,795.925	\$7,135.721
		\$2,580.473	\$2,709.496	\$2,844.971	\$2,987.220	\$3,136.581	\$3,293.410
		\$32.256	\$33.869	\$35.562	\$37.340	\$39.207	\$41.168
O & M Supervisor	26	\$68,769.595	\$72,208.075	\$75,818.479	\$79,609.403	\$83,589.873	\$87,769.366
		\$5,730.800	\$6,017.340	\$6,318.207	\$6,634.117	\$6,965.823	\$7,314.114
		\$2,644.984	\$2,777.234	\$2,916.095	\$3,061.900	\$3,214.995	\$3,375.745
		\$33.062	\$34.715	\$36.451	\$38.274	\$40.187	\$42.197
Laboratory Supervisor	27	\$70,488.835	\$74,013.277	\$77,713.941	\$81,599.638	\$85,679.620	\$89,963.601
		\$5,874.070	\$6,167.773	\$6,476.162	\$6,799.970	\$7,139.968	\$7,496.967
		\$2,711.109	\$2,846.664	\$2,988.998	\$3,138.448	\$3,295.370	\$3,460.138
		\$33.889	\$35.583	\$37.362	\$39.231	\$41.192	\$43.252

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2014/2015**

**Percentage between Ranges = 2.5%  
Percentage between Steps = 5.0%**

**7/1/14**

<b>CLASSIFICATION</b>	<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
	28	\$72,251.056	\$75,863.609	\$79,656.789	\$83,639.629	\$87,821.610	\$92,212.691
		\$6,020.921	\$6,321.967	\$6,638.066	\$6,969.969	\$7,318.468	\$7,684.391
		\$2,778.887	\$2,917.831	\$3,063.723	\$3,216.909	\$3,377.754	\$3,546.642
		\$34.736	\$36.473	\$38.297	\$40.211	\$42.222	\$44.333
	29	\$74,057.332	\$77,760.199	\$81,648.209	\$85,730.619	\$90,017.150	\$94,518.008
		\$6,171.444	\$6,480.017	\$6,804.017	\$7,144.218	\$7,501.429	\$7,876.501
		\$2,848.359	\$2,990.777	\$3,140.316	\$3,297.332	\$3,462.198	\$3,635.308
		\$35.604	\$37.385	\$39.254	\$41.217	\$43.277	\$45.441
	30	\$75,908.766	\$79,704.204	\$83,689.414	\$87,873.885	\$92,267.579	\$96,880.958
		\$6,325.730	\$6,642.017	\$6,974.118	\$7,322.824	\$7,688.965	\$8,073.413
		\$2,919.568	\$3,065.546	\$3,218.824	\$3,379.765	\$3,548.753	\$3,726.191
		\$36.495	\$38.319	\$40.235	\$42.247	\$44.359	\$46.577
	31	\$77,806.485	\$81,696.809	\$85,781.650	\$90,070.732	\$94,574.269	\$99,302.982
		\$6,483.874	\$6,808.067	\$7,148.471	\$7,505.894	\$7,881.189	\$8,275.249
		\$2,992.557	\$3,142.185	\$3,299.294	\$3,464.259	\$3,637.472	\$3,819.345
		\$37.407	\$39.277	\$41.241	\$43.303	\$45.468	\$47.742
Associate Engineer	32	\$79,751.647	\$83,739.229	\$87,926.191	\$92,322.500	\$96,938.625	\$101,785.557
		\$6,645.971	\$6,978.269	\$7,327.183	\$7,693.542	\$8,078.219	\$8,482.130
		\$3,067.371	\$3,220.740	\$3,381.777	\$3,550.865	\$3,728.409	\$3,914.829
		\$38.342	\$40.259	\$42.272	\$44.386	\$46.605	\$48.935
	33	\$81,745.438	\$85,832.710	\$90,124.346	\$94,630.563	\$99,362.091	\$104,330.196
		\$6,812.120	\$7,152.726	\$7,510.362	\$7,885.880	\$8,280.174	\$8,694.183
		\$3,144.055	\$3,301.258	\$3,466.321	\$3,639.637	\$3,821.619	\$4,012.700
		\$39.301	\$41.266	\$43.329	\$45.495	\$47.770	\$50.159
	34	\$83,789.074	\$87,978.528	\$92,377.454	\$96,996.327	\$101,846.143	\$106,938.450
		\$6,982.423	\$7,331.544	\$7,698.121	\$8,083.027	\$8,487.179	\$8,911.538
		\$3,222.657	\$3,383.790	\$3,552.979	\$3,730.628	\$3,917.159	\$4,113.017
		\$40.283	\$42.297	\$44.412	\$46.633	\$48.964	\$51.413