

**DRAFT Marina Coast Water District Teamsters Unit
(Management & Confidential) - Classification and Salary
Schedule for FY2011/2012**

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

8/4/11

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Non-Exempt	T1	\$41,548.000	\$43,625.400	\$45,806.670	\$48,097.004	\$50,501.854	\$53,026.946
		\$3,462.333	\$3,635.450	\$3,817.223	\$4,008.084	\$4,208.488	\$4,418.912
		\$1,598.000	\$1,677.900	\$1,761.795	\$1,849.885	\$1,942.379	\$2,039.498
		\$19.975	\$20.974	\$22.022	\$23.124	\$24.280	\$25.494
	T2	\$42,586.700	\$44,716.035	\$46,951.837	\$49,299.429	\$51,764.400	\$54,352.620
		\$3,548.892	\$3,726.336	\$3,912.653	\$4,108.286	\$4,313.700	\$4,529.385
		\$1,637.950	\$1,719.848	\$1,805.840	\$1,896.132	\$1,990.938	\$2,090.485
		\$20.474	\$21.498	\$22.573	\$23.702	\$24.887	\$26.131
Accounting Technician (Non-exempt)	T3	\$43,651.368	\$45,833.936	\$48,125.633	\$50,531.914	\$53,058.510	\$55,711.436
		\$3,637.614	\$3,819.495	\$4,010.469	\$4,210.993	\$4,421.543	\$4,642.620
		\$1,678.899	\$1,762.844	\$1,850.986	\$1,943.535	\$2,040.712	\$2,142.748
		\$20.986	\$22.036	\$23.137	\$24.294	\$25.509	\$26.784
	T4	\$44,742.652	\$46,979.784	\$49,328.773	\$51,795.212	\$54,384.973	\$57,104.221
		\$3,728.554	\$3,914.982	\$4,110.731	\$4,316.268	\$4,532.081	\$4,758.685
		\$1,720.871	\$1,806.915	\$1,897.261	\$1,992.124	\$2,091.730	\$2,196.316
		\$21.511	\$22.586	\$23.716	\$24.902	\$26.147	\$27.454
Executive Assistant GM/Board (Non-exempt)	T5	\$45,861.218	\$48,154.279	\$50,561.993	\$53,090.092	\$55,744.597	\$58,531.827
		\$3,821.768	\$4,012.857	\$4,213.499	\$4,424.174	\$4,645.383	\$4,877.652
		\$1,763.893	\$1,852.088	\$1,944.692	\$2,041.927	\$2,144.023	\$2,251.224
		\$22.049	\$23.151	\$24.309	\$25.524	\$26.800	\$28.140
	T6	\$47,007.748	\$49,358.136	\$51,826.043	\$54,417.345	\$57,138.212	\$59,995.123
		\$3,917.312	\$4,113.178	\$4,318.837	\$4,534.779	\$4,761.518	\$4,999.594
		\$1,807.990	\$1,898.390	\$1,993.309	\$2,092.975	\$2,197.624	\$2,307.505
		\$22.600	\$23.730	\$24.916	\$26.162	\$27.470	\$28.844
	T7	\$48,182.942	\$50,592.089	\$53,121.694	\$55,777.778	\$58,566.667	\$61,495.001
		\$4,015.245	\$4,216.007	\$4,426.808	\$4,648.148	\$4,880.556	\$5,124.583
		\$1,853.190	\$1,945.850	\$2,043.142	\$2,145.299	\$2,252.564	\$2,365.192
		\$23.165	\$24.323	\$25.539	\$26.816	\$28.157	\$29.565
Exempt							
Conservation Coordinator	T20	\$61,995.274	\$65,095.037	\$68,349.789	\$71,767.279	\$75,355.643	\$79,123.425
		\$5,166.273	\$5,424.586	\$5,695.816	\$5,980.607	\$6,279.637	\$6,593.619
		\$2,384.434	\$2,503.655	\$2,628.838	\$2,760.280	\$2,898.294	\$3,043.209
		\$29.805	\$31.296	\$32.860	\$34.503	\$36.229	\$38.040
	T21	\$63,545.155	\$66,722.413	\$70,058.534	\$73,561.461	\$77,239.534	\$81,101.510
		\$5,295.430	\$5,560.201	\$5,838.211	\$6,130.122	\$6,436.628	\$6,758.459
		\$2,444.044	\$2,566.247	\$2,694.559	\$2,829.287	\$2,970.751	\$3,119.289
		\$30.551	\$32.078	\$33.682	\$35.366	\$37.134	\$38.991
	T22	\$65,133.784	\$68,390.474	\$71,809.997	\$75,400.497	\$79,170.522	\$83,129.048
		\$5,427.815	\$5,699.206	\$5,984.166	\$6,283.375	\$6,597.543	\$6,927.421
		\$2,505.146	\$2,630.403	\$2,761.923	\$2,900.019	\$3,045.020	\$3,197.271
		\$31.314	\$32.880	\$34.524	\$36.250	\$38.063	\$39.966

**DRAFT Marina Coast Water District Teamsters Unit
(Management & Confidential) - Classification and Salary
Schedule for FY2011/2012**

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

8/4/11

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	T23	\$66,762.129	\$70,100.235	\$73,605.247	\$77,285.510	\$81,149.785	\$85,207.274
		\$5,563.511	\$5,841.686	\$6,133.771	\$6,440.459	\$6,762.482	\$7,100.606
		\$2,567.774	\$2,696.163	\$2,830.971	\$2,972.520	\$3,121.146	\$3,277.203
		\$32.097	\$33.702	\$35.387	\$37.156	\$39.014	\$40.965
	T24	\$68,431.182	\$71,852.741	\$75,445.378	\$79,217.647	\$83,178.530	\$87,337.456
		\$5,702.599	\$5,987.728	\$6,287.115	\$6,601.471	\$6,931.544	\$7,278.121
		\$2,631.969	\$2,763.567	\$2,901.745	\$3,046.833	\$3,199.174	\$3,359.133
		\$32.900	\$34.545	\$36.272	\$38.085	\$39.990	\$41.989
	T25	\$70,141.962	\$73,649.060	\$77,331.513	\$81,198.088	\$85,257.993	\$89,520.892
		\$5,845.163	\$6,137.422	\$6,444.293	\$6,766.507	\$7,104.833	\$7,460.074
		\$2,697.768	\$2,832.656	\$2,974.289	\$3,123.003	\$3,279.154	\$3,443.111
		\$33.722	\$35.408	\$37.179	\$39.038	\$40.989	\$43.039
	T26	\$71,895.511	\$75,490.286	\$79,264.801	\$83,228.041	\$87,389.443	\$91,758.915
		\$5,991.293	\$6,290.857	\$6,605.400	\$6,935.670	\$7,282.454	\$7,646.576
		\$2,765.212	\$2,903.473	\$3,048.646	\$3,201.078	\$3,361.132	\$3,529.189
		\$34.565	\$36.293	\$38.108	\$40.013	\$42.014	\$44.115
Director of Finance Water Quality Manager	T27	\$73,692.899	\$77,377.543	\$81,246.421	\$85,308.742	\$89,574.179	\$94,052.888
		\$6,141.075	\$6,448.129	\$6,770.535	\$7,109.062	\$7,464.515	\$7,837.741
		\$2,834.342	\$2,976.059	\$3,124.862	\$3,281.105	\$3,445.161	\$3,617.419
		\$35.429	\$37.201	\$39.061	\$41.014	\$43.065	\$45.218
	T28	\$75,535.221	\$79,311.982	\$83,277.581	\$87,441.460	\$91,813.533	\$96,404.210
		\$6,294.602	\$6,609.332	\$6,939.798	\$7,286.788	\$7,651.128	\$8,033.684
		\$2,905.201	\$3,050.461	\$3,202.984	\$3,363.133	\$3,531.290	\$3,707.854
		\$36.315	\$38.131	\$40.037	\$42.039	\$44.141	\$46.348
O&M Superintendent	T29	\$77,423.602	\$81,294.782	\$85,359.521	\$89,627.497	\$94,108.872	\$98,814.315
		\$6,451.967	\$6,774.565	\$7,113.293	\$7,468.958	\$7,842.406	\$8,234.526
		\$2,977.831	\$3,126.722	\$3,283.058	\$3,447.211	\$3,619.572	\$3,800.551
		\$37.223	\$39.084	\$41.038	\$43.090	\$45.245	\$47.507
	T30	\$79,359.192	\$83,327.151	\$87,493.509	\$91,868.184	\$96,461.593	\$101,284.673
		\$6,613.266	\$6,943.929	\$7,291.126	\$7,655.682	\$8,038.466	\$8,440.389
		\$3,052.277	\$3,204.890	\$3,365.135	\$3,533.392	\$3,710.061	\$3,895.564
		\$38.153	\$40.061	\$42.064	\$44.167	\$46.376	\$48.695
Capital Projects Manager	T31	\$81,343.171	\$85,410.330	\$89,680.846	\$94,164.889	\$98,873.133	\$103,816.790
		\$6,778.598	\$7,117.527	\$7,473.404	\$7,847.074	\$8,239.428	\$8,651.399
		\$3,128.584	\$3,285.013	\$3,449.263	\$3,621.726	\$3,802.813	\$3,992.953
		\$39.107	\$41.063	\$43.116	\$45.272	\$47.535	\$49.912
	T32	\$83,376.751	\$87,545.588	\$91,922.868	\$96,519.011	\$101,344.961	\$106,412.210
		\$6,948.063	\$7,295.466	\$7,660.239	\$8,043.251	\$8,445.413	\$8,867.684
		\$3,206.798	\$3,367.138	\$3,535.495	\$3,712.270	\$3,897.883	\$4,092.777
		\$40.085	\$42.089	\$44.194	\$46.403	\$48.724	\$51.160

**DRAFT Marina Coast Water District Teamsters Unit
(Management & Confidential) - Classification and Salary
Schedule for FY2011/2012**

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

8/4/11

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	T33	\$85,461.169	\$89,734.228	\$94,220.939	\$98,931.986	\$103,878.586	\$109,072.515
		\$7,121.764	\$7,477.852	\$7,851.745	\$8,244.332	\$8,656.549	\$9,089.376
		\$3,286.968	\$3,451.316	\$3,623.882	\$3,805.076	\$3,995.330	\$4,195.097
		\$41.087	\$43.141	\$45.299	\$47.563	\$49.942	\$52.439
	T34	\$87,597.699	\$91,977.584	\$96,576.463	\$101,405.286	\$106,475.550	\$111,799.328
		\$7,299.808	\$7,664.799	\$8,048.039	\$8,450.440	\$8,872.963	\$9,316.611
		\$3,369.142	\$3,537.599	\$3,714.479	\$3,900.203	\$4,095.213	\$4,299.974
		\$42.114	\$44.220	\$46.431	\$48.753	\$51.190	\$53.750
	T35	\$89,787.641	\$94,277.023	\$98,990.874	\$103,940.418	\$109,137.439	\$114,594.311
		\$7,482.303	\$7,856.419	\$8,249.240	\$8,661.702	\$9,094.787	\$9,549.526
		\$3,453.371	\$3,626.039	\$3,807.341	\$3,997.708	\$4,197.594	\$4,407.473
		\$43.167	\$45.325	\$47.592	\$49.971	\$52.470	\$55.093
	T36	\$92,032.332	\$96,633.949	\$101,465.646	\$106,538.928	\$111,865.875	\$117,459.169
		\$7,669.361	\$8,052.829	\$8,455.471	\$8,878.244	\$9,322.156	\$9,788.264
		\$3,539.705	\$3,716.690	\$3,902.525	\$4,097.651	\$4,302.534	\$4,517.660
		\$44.246	\$46.459	\$48.782	\$51.221	\$53.782	\$56.471
	T37	\$94,333.140	\$99,049.797	\$104,002.287	\$109,202.402	\$114,662.522	\$120,395.648
		\$7,861.095	\$8,254.150	\$8,666.857	\$9,100.200	\$9,555.210	\$10,032.971
		\$3,628.198	\$3,809.608	\$4,000.088	\$4,200.092	\$4,410.097	\$4,630.602
		\$45.352	\$47.620	\$50.001	\$52.501	\$55.126	\$57.883
Dir of Administrative Services	T38	\$96,691.469	\$101,526.042	\$106,602.344	\$111,932.462	\$117,529.085	\$123,405.539
		\$8,057.622	\$8,460.504	\$8,883.529	\$9,327.705	\$9,794.090	\$10,283.795
		\$3,718.903	\$3,904.848	\$4,100.090	\$4,305.095	\$4,520.349	\$4,746.367
		\$46.486	\$48.811	\$51.251	\$53.814	\$56.504	\$59.330
	T39	\$99,108.756	\$104,064.193	\$109,267.403	\$114,730.773	\$120,467.312	\$126,490.678
		\$8,259.063	\$8,672.016	\$9,105.617	\$9,560.898	\$10,038.943	\$10,540.890
		\$3,811.875	\$4,002.469	\$4,202.592	\$4,412.722	\$4,633.358	\$4,865.026
		\$47.648	\$50.031	\$52.532	\$55.159	\$57.917	\$60.813
	T40	\$101,586.475	\$106,665.798	\$111,999.088	\$117,599.043	\$123,478.995	\$129,652.944
		\$8,465.540	\$8,888.817	\$9,333.257	\$9,799.920	\$10,289.916	\$10,804.412
		\$3,907.172	\$4,102.531	\$4,307.657	\$4,523.040	\$4,749.192	\$4,986.652
		\$48.840	\$51.282	\$53.846	\$56.538	\$59.365	\$62.333
	T41	\$104,126.136	\$109,332.443	\$114,799.065	\$120,539.019	\$126,565.970	\$132,894.268
		\$8,677.178	\$9,111.037	\$9,566.589	\$10,044.918	\$10,547.164	\$11,074.522
		\$4,004.851	\$4,205.094	\$4,415.349	\$4,636.116	\$4,867.922	\$5,111.318
		\$50.061	\$52.564	\$55.192	\$57.951	\$60.849	\$63.891
	T42	\$106,729.290	\$112,065.754	\$117,669.042	\$123,552.494	\$129,730.119	\$136,216.625
		\$8,894.107	\$9,338.813	\$9,805.754	\$10,296.041	\$10,810.843	\$11,351.385
		\$4,104.973	\$4,310.221	\$4,525.732	\$4,752.019	\$4,989.620	\$5,239.101
		\$51.312	\$53.878	\$56.572	\$59.400	\$62.370	\$65.489

**DRAFT Marina Coast Water District Teamsters Unit
(Management & Confidential) - Classification and Salary
Schedule for FY2011/2012**

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

8/4/11

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	T43	\$109,397.522	\$114,867.398	\$120,610.768	\$126,641.306	\$132,973.372	\$139,622.040
		\$9,116.460	\$9,572.283	\$10,050.897	\$10,553.442	\$11,081.114	\$11,635.170
		\$4,207.597	\$4,417.977	\$4,638.876	\$4,870.819	\$5,114.360	\$5,370.078
		\$52.595	\$55.225	\$57.986	\$60.885	\$63.930	\$67.126
District Engineer	T44	\$112,132.460	\$117,739.083	\$123,626.037	\$129,807.339	\$136,297.706	\$143,112.591
		\$9,344.372	\$9,811.590	\$10,302.170	\$10,817.278	\$11,358.142	\$11,926.049
		\$4,312.787	\$4,528.426	\$4,754.848	\$4,992.590	\$5,242.219	\$5,504.330
		\$53.910	\$56.605	\$59.436	\$62.407	\$65.528	\$68.804
	T45	\$114,935.772	\$120,682.560	\$126,716.688	\$133,052.523	\$139,705.149	\$146,690.406
		\$9,577.981	\$10,056.880	\$10,559.724	\$11,087.710	\$11,642.096	\$12,224.201
		\$4,420.607	\$4,641.637	\$4,873.719	\$5,117.405	\$5,373.275	\$5,641.939
		\$55.258	\$58.020	\$60.921	\$63.968	\$67.166	\$70.524
	T46	\$117,809.166	\$123,699.624	\$129,884.605	\$136,378.836	\$143,197.777	\$150,357.666
		\$9,817.430	\$10,308.302	\$10,823.717	\$11,364.903	\$11,933.148	\$12,529.806
		\$4,531.122	\$4,757.678	\$4,995.562	\$5,245.340	\$5,507.607	\$5,782.987
		\$56.639	\$59.471	\$62.445	\$65.567	\$68.845	\$72.287
	T47	\$120,754.395	\$126,792.115	\$133,131.721	\$139,788.307	\$146,777.722	\$154,116.608
		\$10,062.866	\$10,566.010	\$11,094.310	\$11,649.026	\$12,231.477	\$12,843.051
		\$4,644.400	\$4,876.620	\$5,120.451	\$5,376.473	\$5,645.297	\$5,927.562
		\$58.055	\$60.958	\$64.006	\$67.206	\$70.566	\$74.095
	T48	\$123,773.255	\$129,961.918	\$136,460.014	\$143,283.014	\$150,447.165	\$157,969.523
		\$10,314.438	\$10,830.160	\$11,371.668	\$11,940.251	\$12,537.264	\$13,164.127
		\$4,760.510	\$4,998.535	\$5,248.462	\$5,510.885	\$5,786.429	\$6,075.751
		\$59.506	\$62.482	\$65.606	\$68.886	\$72.330	\$75.947
	T49	\$126,867.586	\$133,210.966	\$139,871.514	\$146,865.090	\$154,208.344	\$161,918.761
		\$10,572.299	\$11,100.914	\$11,655.959	\$12,238.757	\$12,850.695	\$13,493.230
		\$4,879.523	\$5,123.499	\$5,379.674	\$5,648.657	\$5,931.090	\$6,227.645
		\$60.994	\$64.044	\$67.246	\$70.608	\$74.139	\$77.846