

**DRAFT Marina Coast Water District Employees Association -
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
	1	34,953.360	36,701.028	38,536.079	40,462.883	42,486.028	44,610.329
		2,912.780	3,058.419	3,211.340	3,371.907	3,540.502	3,717.527
		1,344.360	1,411.578	1,482.157	1,556.265	1,634.078	1,715.782
		\$16.805	\$17.645	\$18.527	\$19.453	\$20.426	\$21.447
	2	35,827.194	37,618.554	39,499.481	41,474.455	43,548.178	45,725.587
		2,985.600	3,134.879	3,291.623	3,456.205	3,629.015	3,810.466
		1,377.969	1,446.867	1,519.211	1,595.171	1,674.930	1,758.676
		\$17.225	\$18.086	\$18.990	\$19.940	\$20.937	\$21.983
Utility Laborer	3	36,722.874	\$38,559.018	\$40,486.968	\$42,511.317	\$44,636.883	\$46,868.727
		3,060.239	\$3,213.251	\$3,373.914	\$3,542.610	\$3,719.740	\$3,905.727
		1,412.418	\$1,483.039	\$1,557.191	\$1,635.051	\$1,716.803	\$1,802.643
		\$17.655	\$18.538	\$19.465	\$20.438	\$21.460	\$22.533
	4	37,640.946	\$39,522.993	\$41,499.143	\$43,574.100	\$45,752.805	\$48,040.445
		3,136.745	\$3,293.583	\$3,458.262	\$3,631.175	\$3,812.734	\$4,003.370
		1,447.729	\$1,520.115	\$1,596.121	\$1,675.927	\$1,759.723	\$1,847.709
		\$18.097	\$19.001	\$19.952	\$20.949	\$21.997	\$23.096
	5	38,581.969	\$40,511.068	\$42,536.621	\$44,663.452	\$46,896.625	\$49,241.456
		3,215.164	\$3,375.922	\$3,544.718	\$3,721.954	\$3,908.052	\$4,103.455
		1,483.922	\$1,558.118	\$1,636.024	\$1,717.825	\$1,803.716	\$1,893.902
		\$18.549	\$19.476	\$20.450	\$21.473	\$22.546	\$23.674
Customer Service Rep I	6	39,546.519	\$41,523.845	\$43,600.037	\$45,780.039	\$48,069.040	\$50,472.493
		3,295.543	\$3,460.320	\$3,633.336	\$3,815.003	\$4,005.753	\$4,206.041
		1,521.020	\$1,597.071	\$1,676.924	\$1,760.771	\$1,848.809	\$1,941.250
		\$19.013	\$19.963	\$20.962	\$22.010	\$23.110	\$24.266
	7	\$40,535.182	\$42,561.941	\$44,690.038	\$46,924.540	\$49,270.767	\$51,734.305
		\$3,377.932	\$3,546.828	\$3,724.170	\$3,910.378	\$4,105.897	\$4,311.192
		\$1,559.045	\$1,636.998	\$1,718.848	\$1,804.790	\$1,895.029	\$1,989.781
		\$19.488	\$20.462	\$21.486	\$22.560	\$23.688	\$24.872
CS Specialist Meter Reader	8	\$41,548.561	\$43,625.989	\$45,807.289	\$48,097.653	\$50,502.536	\$53,027.662
		\$3,462.380	\$3,635.499	\$3,817.274	\$4,008.138	\$4,208.545	\$4,418.972
		\$1,598.022	\$1,677.923	\$1,761.819	\$1,849.910	\$1,942.405	\$2,039.525
		\$19.975	\$20.974	\$22.023	\$23.124	\$24.280	\$25.494
	9	\$42,587.275	\$44,716.639	\$46,952.471	\$49,300.094	\$51,765.099	\$54,353.354
		\$3,548.940	\$3,726.387	\$3,912.706	\$4,108.341	\$4,313.758	\$4,529.446
		\$1,637.972	\$1,719.871	\$1,805.864	\$1,896.157	\$1,990.965	\$2,090.514
		\$20.475	\$21.498	\$22.573	\$23.702	\$24.887	\$26.131
Admin Assistant Customer Service Rep II Collection Operator I System Operator I	10	\$43,651.957	\$45,834.555	\$48,126.283	\$50,532.597	\$53,059.227	\$55,712.188
		\$3,637.663	\$3,819.546	\$4,010.524	\$4,211.050	\$4,421.602	\$4,642.682
		\$1,678.921	\$1,762.867	\$1,851.011	\$1,943.561	\$2,040.739	\$2,142.776
		\$20.987	\$22.036	\$23.138	\$24.295	\$25.509	\$26.785
	11	\$44,743.256	\$46,980.419	\$49,329.440	\$51,795.912	\$54,385.707	\$57,104.993
		\$3,728.605	\$3,915.035	\$4,110.787	\$4,316.326	\$4,532.142	\$4,758.749
		\$1,720.894	\$1,806.939	\$1,897.286	\$1,992.150	\$2,091.758	\$2,196.346
		\$21.511	\$22.587	\$23.716	\$24.902	\$26.147	\$27.454

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	12	\$45,861.837	\$48,154.929	\$50,562.676	\$53,090.809	\$55,745.350	\$58,532.617
		\$3,821.820	\$4,012.911	\$4,213.556	\$4,424.234	\$4,645.446	\$4,877.718
		\$1,763.917	\$1,852.113	\$1,944.718	\$2,041.954	\$2,144.052	\$2,251.255
		\$22.049	\$23.151	\$24.309	\$25.524	\$26.801	\$28.141
	13	\$47,008.383	\$49,358.802	\$51,826.743	\$54,418.080	\$57,138.984	\$59,995.933
		\$3,917.365	\$4,113.234	\$4,318.895	\$4,534.840	\$4,761.582	\$4,999.661
		\$1,808.015	\$1,898.415	\$1,993.336	\$2,093.003	\$2,197.653	\$2,307.536
		\$22.600	\$23.730	\$24.917	\$26.163	\$27.471	\$28.844
Collection Operator II	14	\$48,183.593	\$50,592.772	\$53,122.411	\$55,778.532	\$58,567.458	\$61,495.831
System Operator II		\$4,015.299	\$4,216.064	\$4,426.868	\$4,648.211	\$4,880.622	\$5,124.653
NEW - Accountant I		\$1,853.215	\$1,945.876	\$2,043.170	\$2,145.328	\$2,252.595	\$2,365.224
		\$23.165	\$24.323	\$25.540	\$26.817	\$28.157	\$29.565
Water Conservation Spec	15	\$49,388.183	\$51,857.592	\$54,450.471	\$57,172.995	\$60,031.645	\$63,033.227
		\$4,115.682	\$4,321.466	\$4,537.539	\$4,764.416	\$5,002.637	\$5,252.769
		\$1,899.545	\$1,994.523	\$2,094.249	\$2,198.961	\$2,308.909	\$2,424.355
		\$23.744	\$24.932	\$26.178	\$27.487	\$28.861	\$30.304
	16	\$50,622.887	\$53,154.032	\$55,811.733	\$58,602.320	\$61,532.436	\$64,609.058
		\$4,218.574	\$4,429.503	\$4,650.978	\$4,883.527	\$5,127.703	\$5,384.088
		\$1,947.034	\$2,044.386	\$2,146.605	\$2,253.935	\$2,366.632	\$2,484.964
		\$24.338	\$25.555	\$26.833	\$28.174	\$29.583	\$31.062
System Operator III	17	\$51,888.459	\$54,482.882	\$57,207.026	\$60,067.378	\$63,070.747	\$66,224.284
		\$4,324.038	\$4,540.240	\$4,767.252	\$5,005.615	\$5,255.896	\$5,518.690
		\$1,995.710	\$2,095.495	\$2,200.270	\$2,310.284	\$2,425.798	\$2,547.088
		\$24.946	\$26.194	\$27.503	\$28.879	\$30.322	\$31.839
CS Supervisor	18	\$53,185.671	\$55,844.954	\$58,637.202	\$61,569.062	\$64,647.515	\$67,879.891
Water Quality Chemist		\$4,432.139	\$4,653.746	\$4,886.434	\$5,130.755	\$5,387.293	\$5,656.658
NEW - Accountant II		\$2,045.603	\$2,147.883	\$2,255.277	\$2,368.041	\$2,486.443	\$2,610.765
		\$25.570	\$26.849	\$28.191	\$29.601	\$31.081	\$32.635
	19	\$54,515.313	\$57,241.078	\$60,103.132	\$63,108.289	\$66,263.703	\$69,576.888
		\$4,542.943	\$4,770.090	\$5,008.594	\$5,259.024	\$5,521.975	\$5,798.074
		\$2,096.743	\$2,201.580	\$2,311.659	\$2,427.242	\$2,548.604	\$2,676.034
		\$26.209	\$27.520	\$28.896	\$30.341	\$31.858	\$33.450
	20	\$55,878.195	\$58,672.105	\$61,605.710	\$64,685.996	\$67,920.296	\$71,316.311
		\$4,656.516	\$4,889.342	\$5,133.809	\$5,390.500	\$5,660.025	\$5,943.026
		\$2,149.161	\$2,256.619	\$2,369.450	\$2,487.923	\$2,612.319	\$2,742.935
		\$26.865	\$28.208	\$29.618	\$31.099	\$32.654	\$34.287
NEW - Accountant III	21	\$57,275.150	\$60,138.908	\$63,145.853	\$66,303.146	\$69,618.303	\$73,099.218
		\$4,772.929	\$5,011.576	\$5,262.154	\$5,525.262	\$5,801.525	\$6,091.602
		\$2,202.890	\$2,313.035	\$2,428.687	\$2,550.121	\$2,677.627	\$2,811.508
		\$27.536	\$28.913	\$30.359	\$31.877	\$33.470	\$35.144
	22	\$58,707.029	\$61,642.381	\$64,724.500	\$67,960.725	\$71,358.761	\$74,926.699
		\$4,892.252	\$5,136.865	\$5,393.708	\$5,663.394	\$5,946.563	\$6,243.892
		\$2,257.963	\$2,370.861	\$2,489.404	\$2,613.874	\$2,744.568	\$2,881.796
		\$28.225	\$29.636	\$31.118	\$32.673	\$34.307	\$36.022

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	23	\$60,174.705	\$63,183.440	\$66,342.612	\$69,659.743	\$73,142.730	\$76,799.866
		\$5,014.559	\$5,265.287	\$5,528.551	\$5,804.979	\$6,095.227	\$6,399.989
		\$2,314.412	\$2,430.132	\$2,551.639	\$2,679.221	\$2,813.182	\$2,953.841
		\$28.930	\$30.377	\$31.895	\$33.490	\$35.165	\$36.923
Assistant O&M Superintendent	24	\$61,679.072	\$64,763.026	\$68,001.177	\$71,401.236	\$74,971.298	\$78,719.863
		\$5,139.923	\$5,396.919	\$5,666.765	\$5,950.103	\$6,247.608	\$6,559.989
		\$2,372.272	\$2,490.886	\$2,615.430	\$2,746.201	\$2,883.511	\$3,027.687
		\$29.653	\$31.136	\$32.693	\$34.328	\$36.044	\$37.846
	25	\$63,221.049	\$66,382.102	\$69,701.207	\$73,186.267	\$76,845.581	\$80,687.860
		\$5,268.421	\$5,531.842	\$5,808.434	\$6,098.856	\$6,403.798	\$6,723.988
		\$2,431.579	\$2,553.158	\$2,680.816	\$2,814.856	\$2,955.599	\$3,103.379
		\$30.395	\$31.914	\$33.510	\$35.186	\$36.945	\$38.792
	26	\$64,801.575	\$68,041.654	\$71,443.737	\$75,015.924	\$78,766.720	\$82,705.056
		\$5,400.131	\$5,670.138	\$5,953.645	\$6,251.327	\$6,563.893	\$6,892.088
		\$2,492.368	\$2,616.987	\$2,747.836	\$2,885.228	\$3,029.489	\$3,180.964
		\$31.155	\$32.712	\$34.348	\$36.065	\$37.869	\$39.762
Associate Engineer	27	\$66,421.615	\$69,742.696	\$73,229.830	\$76,891.322	\$80,735.888	\$84,772.682
		\$5,535.135	\$5,811.891	\$6,102.486	\$6,407.610	\$6,727.991	\$7,064.390
		\$2,554.677	\$2,682.411	\$2,816.532	\$2,957.359	\$3,105.226	\$3,260.488
		\$31.933	\$33.530	\$35.207	\$36.967	\$38.815	\$40.756
Project Engineer	28	\$68,082.155	\$71,486.263	\$75,060.576	\$78,813.605	\$82,754.285	\$86,891.999
		\$5,673.513	\$5,957.189	\$6,255.048	\$6,567.800	\$6,896.190	\$7,241.000
		\$2,618.544	\$2,749.472	\$2,886.945	\$3,031.292	\$3,182.857	\$3,342.000
		\$32.732	\$34.368	\$36.087	\$37.891	\$39.786	\$41.775
	29	\$69,784.209	\$73,273.420	\$76,937.091	\$80,783.945	\$84,823.142	\$89,064.299
		\$5,815.351	\$6,106.118	\$6,411.424	\$6,731.995	\$7,068.595	\$7,422.025
		\$2,684.008	\$2,818.208	\$2,959.119	\$3,107.075	\$3,262.429	\$3,425.550
		\$33.550	\$35.228	\$36.989	\$38.838	\$40.780	\$42.819
	30	\$71,528.814	\$75,105.255	\$78,860.518	\$82,803.544	\$86,943.721	\$91,290.907
		\$5,960.735	\$6,258.771	\$6,571.710	\$6,900.295	\$7,245.310	\$7,607.576
		\$2,751.108	\$2,888.664	\$3,033.097	\$3,184.752	\$3,343.989	\$3,511.189
		\$34.389	\$36.108	\$37.914	\$39.809	\$41.800	\$43.890
	31	\$73,317.035	\$76,982.886	\$80,832.031	\$84,873.632	\$89,117.314	\$93,573.180
		\$6,109.753	\$6,415.241	\$6,736.003	\$7,072.803	\$7,426.443	\$7,797.765
		\$2,819.886	\$2,960.880	\$3,108.924	\$3,264.370	\$3,427.589	\$3,598.968
		\$35.249	\$37.011	\$38.862	\$40.805	\$42.845	\$44.987