

**DRAFT Marina Coast Water District Employees Association -
Classification and Salary Schedule for FY2012/2013**

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

7/1/12

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	1	35,653.488	37,436.162	39,307.971	41,273.369	43,337.037	45,503.889
		2,971.124	3,119.680	3,275.664	3,439.447	3,611.420	3,791.991
		1,371.288	1,439.852	1,511.845	1,587.437	1,666.809	1,750.150
		\$17.141	\$17.998	\$18.898	\$19.843	\$20.835	\$21.877
	2	36,544.825	38,372.066	40,290.670	42,305.203	44,420.463	46,641.487
		3,045.402	3,197.672	3,357.556	3,525.434	3,701.705	3,886.791
		1,405.570	1,475.849	1,549.641	1,627.123	1,708.479	1,793.903
		\$17.570	\$18.448	\$19.371	\$20.339	\$21.356	\$22.424
Utility Laborer	3	37,458.446	\$39,331.368	\$41,297.937	\$43,362.833	\$45,530.975	\$47,807.524
		3,121.537	\$3,277.614	\$3,441.495	\$3,613.569	\$3,794.248	\$3,983.960
		1,440.709	\$1,512.745	\$1,588.382	\$1,667.801	\$1,751.191	\$1,838.751
		\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984
	4	38,394.907	\$40,314.652	\$42,330.385	\$44,446.904	\$46,669.249	\$49,002.712
		3,199.576	\$3,359.554	\$3,527.532	\$3,703.909	\$3,889.104	\$4,083.559
		1,476.727	\$1,550.564	\$1,628.092	\$1,709.496	\$1,794.971	\$1,884.720
		\$18.459	\$19.382	\$20.351	\$21.369	\$22.437	\$23.559
	5	39,354.780	\$41,322.519	\$43,388.645	\$45,558.077	\$47,835.981	\$50,227.780
		3,279.565	\$3,443.543	\$3,615.720	\$3,796.506	\$3,986.332	\$4,185.648
		1,513.645	\$1,589.328	\$1,668.794	\$1,752.234	\$1,839.845	\$1,931.838
		\$18.921	\$19.867	\$20.860	\$21.903	\$22.998	\$24.148
Customer Service Rep I	6	40,338.649	\$42,355.582	\$44,473.361	\$46,697.029	\$49,031.880	\$51,483.474
		3,361.554	\$3,529.632	\$3,706.113	\$3,891.419	\$4,085.990	\$4,290.290
		1,551.487	\$1,629.061	\$1,710.514	\$1,796.040	\$1,885.842	\$1,980.134
		\$19.394	\$20.363	\$21.381	\$22.450	\$23.573	\$24.752
	7	\$41,347.115	\$43,414.471	\$45,585.195	\$47,864.454	\$50,257.677	\$52,770.561
		\$3,445.593	\$3,617.873	\$3,798.766	\$3,988.705	\$4,188.140	\$4,397.547
		\$1,590.274	\$1,669.787	\$1,753.277	\$1,840.941	\$1,932.988	\$2,029.637
		\$19.878	\$20.872	\$21.916	\$23.012	\$24.162	\$25.370
Meter Reader	8	\$42,380.793	\$44,499.833	\$46,724.825	\$49,061.066	\$51,514.119	\$54,089.825
		\$3,531.733	\$3,708.319	\$3,893.735	\$4,088.422	\$4,292.843	\$4,507.485
		\$1,630.031	\$1,711.532	\$1,797.109	\$1,886.964	\$1,981.312	\$2,080.378
		\$20.375	\$21.394	\$22.464	\$23.587	\$24.766	\$26.005
	9	\$43,440.313	\$45,612.329	\$47,892.945	\$50,287.592	\$52,801.972	\$55,442.071
		\$3,620.026	\$3,801.027	\$3,991.079	\$4,190.633	\$4,400.164	\$4,620.173
		\$1,670.781	\$1,754.320	\$1,842.036	\$1,934.138	\$2,030.845	\$2,132.387
		\$20.885	\$21.929	\$23.025	\$24.177	\$25.386	\$26.655
Customer Service Rep II	10	\$44,526.321	\$46,752.637	\$49,090.269	\$51,544.782	\$54,122.021	\$56,828.122
Collection Operator I		\$3,710.527	\$3,896.053	\$4,090.856	\$4,295.399	\$4,510.168	\$4,735.677
System Operator I		\$1,712.551	\$1,798.178	\$1,888.087	\$1,982.492	\$2,081.616	\$2,185.697
		\$21.407	\$22.477	\$23.601	\$24.781	\$26.020	\$27.321
	11	\$45,639.479	\$47,921.453	\$50,317.526	\$52,833.402	\$55,475.072	\$58,248.825
		\$3,803.290	\$3,993.454	\$4,193.127	\$4,402.783	\$4,622.923	\$4,854.069
		\$1,755.365	\$1,843.133	\$1,935.289	\$2,032.054	\$2,133.657	\$2,240.339
		\$21.942	\$23.039	\$24.191	\$25.401	\$26.671	\$28.004

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	12	\$46,780.466	\$49,119.489	\$51,575.464	\$54,154.237	\$56,861.949	\$59,705.046
		\$3,898.372	\$4,093.291	\$4,297.955	\$4,512.853	\$4,738.496	\$4,975.421
		\$1,799.249	\$1,889.211	\$1,983.672	\$2,082.855	\$2,186.998	\$2,296.348
		\$22.491	\$23.615	\$24.796	\$26.036	\$27.337	\$28.704
	13	\$47,949.978	\$50,347.476	\$52,864.850	\$55,508.093	\$58,283.497	\$61,197.672
		\$3,995.831	\$4,195.623	\$4,405.404	\$4,625.674	\$4,856.958	\$5,099.806
		\$1,844.230	\$1,936.441	\$2,033.263	\$2,134.927	\$2,241.673	\$2,353.757
		\$23.053	\$24.206	\$25.416	\$26.687	\$28.021	\$29.422
Accountant I	14	\$49,148.727	\$51,606.163	\$54,186.472	\$56,895.795	\$59,740.585	\$62,727.614
Administrative Assistant		\$4,095.727	\$4,300.514	\$4,515.539	\$4,741.316	\$4,978.382	\$5,227.301
System Operator II		\$1,890.336	\$1,984.852	\$2,084.095	\$2,188.300	\$2,297.715	\$2,412.601
		\$23.629	\$24.811	\$26.051	\$27.354	\$28.721	\$30.158
Water Conservation Specialist	15	\$50,377.445	\$52,896.317	\$55,541.133	\$58,318.190	\$61,234.099	\$64,295.804
		\$4,198.120	\$4,408.026	\$4,628.428	\$4,859.849	\$5,102.842	\$5,357.984
		\$1,937.594	\$2,034.474	\$2,136.197	\$2,243.007	\$2,355.158	\$2,472.916
		\$24.220	\$25.431	\$26.702	\$28.038	\$29.439	\$30.911
	16	\$51,636.881	\$54,218.725	\$56,929.662	\$59,776.145	\$62,764.952	\$65,903.200
		\$4,303.073	\$4,518.227	\$4,744.138	\$4,981.345	\$5,230.413	\$5,491.933
		\$1,986.034	\$2,085.336	\$2,189.602	\$2,299.082	\$2,414.037	\$2,534.738
		\$24.825	\$26.067	\$27.370	\$28.739	\$30.175	\$31.684
	17	\$52,927.803	\$55,574.193	\$58,352.903	\$61,270.548	\$64,334.076	\$67,550.780
		\$4,410.650	\$4,631.183	\$4,862.742	\$5,105.879	\$5,361.173	\$5,629.232
		\$2,035.685	\$2,137.469	\$2,244.342	\$2,356.560	\$2,474.388	\$2,598.107
		\$25.446	\$26.718	\$28.054	\$29.457	\$30.930	\$32.476
System Operator III	18	\$54,250.998	\$56,963.548	\$59,811.726	\$62,802.312	\$65,942.428	\$69,239.549
		\$4,520.917	\$4,746.962	\$4,984.310	\$5,233.526	\$5,495.202	\$5,769.962
		\$2,086.577	\$2,190.906	\$2,300.451	\$2,415.474	\$2,536.247	\$2,663.060
		\$26.082	\$27.386	\$28.756	\$30.193	\$31.703	\$33.288
	19	\$55,607.273	\$58,387.637	\$61,307.019	\$64,372.370	\$67,590.988	\$70,970.538
		\$4,633.939	\$4,865.636	\$5,108.918	\$5,364.364	\$5,632.582	\$5,914.211
		\$2,138.741	\$2,245.678	\$2,357.962	\$2,475.860	\$2,599.653	\$2,729.636
		\$26.734	\$28.071	\$29.475	\$30.948	\$32.496	\$34.120
Assistant Engineer	20	\$56,997.455	\$59,847.328	\$62,839.694	\$65,981.679	\$69,280.763	\$72,744.801
		\$4,749.788	\$4,987.277	\$5,236.641	\$5,498.473	\$5,773.397	\$6,062.067
		\$2,192.210	\$2,301.820	\$2,416.911	\$2,537.757	\$2,664.645	\$2,797.877
		\$27.403	\$28.773	\$30.211	\$31.722	\$33.308	\$34.973
	21	\$58,422.392	\$61,343.511	\$64,410.687	\$67,631.221	\$71,012.782	\$74,563.421
		\$4,868.533	\$5,111.959	\$5,367.557	\$5,635.935	\$5,917.732	\$6,213.618
		\$2,247.015	\$2,359.366	\$2,477.334	\$2,601.201	\$2,731.261	\$2,867.824
		\$28.088	\$29.492	\$30.967	\$32.515	\$34.141	\$35.848
	22	\$59,882.951	\$62,877.099	\$66,020.954	\$69,322.002	\$72,788.102	\$76,427.507
		\$4,990.246	\$5,239.758	\$5,501.746	\$5,776.833	\$6,065.675	\$6,368.959
		\$2,303.190	\$2,418.350	\$2,539.267	\$2,666.231	\$2,799.542	\$2,939.519
		\$28.790	\$30.229	\$31.741	\$33.328	\$34.994	\$36.744

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Accountant II	23	\$61,380.025	\$64,449.026	\$67,671.478	\$71,055.052	\$74,607.804	\$78,338.194
Customer Service Supervisor		\$5,115.002	\$5,370.752	\$5,639.290	\$5,921.254	\$6,217.317	\$6,528.183
		\$2,360.770	\$2,478.809	\$2,602.749	\$2,732.887	\$2,869.531	\$3,013.007
		\$29.510	\$30.985	\$32.534	\$34.161	\$35.869	\$37.663
	24	\$62,914.526	\$66,060.252	\$69,363.265	\$72,831.428	\$76,472.999	\$80,296.649
		\$5,242.877	\$5,505.021	\$5,780.272	\$6,069.286	\$6,372.750	\$6,691.387
		\$2,419.789	\$2,540.779	\$2,667.818	\$2,801.209	\$2,941.269	\$3,088.333
		\$30.247	\$31.760	\$33.348	\$35.015	\$36.766	\$38.604
	25	\$64,487.389	\$67,711.758	\$71,097.346	\$74,652.214	\$78,384.824	\$82,304.066
		\$5,373.949	\$5,642.647	\$5,924.779	\$6,221.018	\$6,532.069	\$6,858.672
		\$2,480.284	\$2,604.298	\$2,734.513	\$2,871.239	\$3,014.801	\$3,165.541
		\$31.004	\$32.554	\$34.181	\$35.890	\$37.685	\$39.569
O&M Supervisor	26	\$66,099.574	\$69,404.552	\$72,874.780	\$76,518.519	\$80,344.445	\$84,361.667
		\$5,508.298	\$5,783.713	\$6,072.898	\$6,376.543	\$6,695.370	\$7,030.139
		\$2,542.291	\$2,669.406	\$2,802.876	\$2,943.020	\$3,090.171	\$3,244.680
		\$31.779	\$33.368	\$35.036	\$36.788	\$38.627	\$40.558
Laboratory Supervisor	27	\$67,752.063	\$71,139.666	\$74,696.649	\$78,431.482	\$82,353.056	\$86,470.709
		\$5,646.005	\$5,928.306	\$6,224.721	\$6,535.957	\$6,862.755	\$7,205.892
		\$2,605.849	\$2,736.141	\$2,872.948	\$3,016.595	\$3,167.425	\$3,325.796
		\$32.573	\$34.202	\$35.912	\$37.707	\$39.593	\$41.572
	28	\$69,445.865	\$72,918.158	\$76,564.066	\$80,392.269	\$84,411.882	\$88,632.477
		\$5,787.155	\$6,076.513	\$6,380.339	\$6,699.356	\$7,034.324	\$7,386.040
		\$2,670.995	\$2,804.545	\$2,944.772	\$3,092.010	\$3,246.611	\$3,408.941
		\$33.387	\$35.057	\$36.810	\$38.650	\$40.583	\$42.612
	29	\$71,182.011	\$74,741.112	\$78,478.167	\$82,402.076	\$86,522.179	\$90,848.288
		\$5,931.834	\$6,228.426	\$6,539.847	\$6,866.840	\$7,210.182	\$7,570.691
		\$2,737.770	\$2,874.658	\$3,018.391	\$3,169.311	\$3,327.776	\$3,494.165
		\$34.222	\$35.933	\$37.730	\$39.616	\$41.597	\$43.677
	30	\$72,961.561	\$76,609.640	\$80,440.122	\$84,462.128	\$88,685.234	\$93,119.496
		\$6,080.130	\$6,384.137	\$6,703.343	\$7,038.511	\$7,390.436	\$7,759.958
		\$2,806.214	\$2,946.525	\$3,093.851	\$3,248.543	\$3,410.971	\$3,581.519
		\$35.078	\$36.832	\$38.673	\$40.607	\$42.637	\$44.769
	31	\$74,785.601	\$78,524.881	\$82,451.125	\$86,573.681	\$90,902.365	\$95,447.483
		\$6,232.133	\$6,543.740	\$6,870.927	\$7,214.473	\$7,575.197	\$7,953.957
		\$2,876.369	\$3,020.188	\$3,171.197	\$3,329.757	\$3,496.245	\$3,671.057
		\$35.955	\$37.752	\$39.640	\$41.622	\$43.703	\$45.888
Associate Engineer	32	\$76,655.241	\$80,488.003	\$84,512.403	\$88,738.023	\$93,174.924	\$97,833.670
		\$6,387.937	\$6,707.334	\$7,042.700	\$7,394.835	\$7,764.577	\$8,152.806
		\$2,948.278	\$3,095.692	\$3,250.477	\$3,413.001	\$3,583.651	\$3,762.833
		\$36.853	\$38.696	\$40.631	\$42.663	\$44.796	\$47.035
	33	\$78,571.622	\$82,500.203	\$86,625.213	\$90,956.473	\$95,504.297	\$100,279.512
		\$6,547.635	\$6,875.017	\$7,218.768	\$7,579.706	\$7,958.691	\$8,356.626
		\$3,021.985	\$3,173.085	\$3,331.739	\$3,498.326	\$3,673.242	\$3,856.904
		\$37.775	\$39.664	\$41.647	\$43.729	\$45.916	\$48.211

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	34	\$80,535.912	\$84,562.708	\$88,790.843	\$93,230.385	\$97,891.904	\$102,786.500
		\$6,711.326	\$7,046.892	\$7,399.237	\$7,769.199	\$8,157.659	\$8,565.542
		\$3,097.535	\$3,252.412	\$3,415.032	\$3,585.784	\$3,765.073	\$3,953.327
		\$38.719	\$40.655	\$42.688	\$44.822	\$47.063	\$49.417
	35	\$82,549.310	\$86,676.775	\$91,010.614	\$95,561.145	\$100,339.202	\$105,356.162
		\$6,879.109	\$7,223.065	\$7,584.218	\$7,963.429	\$8,361.600	\$8,779.680
		\$3,174.973	\$3,333.722	\$3,500.408	\$3,675.429	\$3,859.200	\$4,052.160
		\$39.687	\$41.672	\$43.755	\$45.943	\$48.240	\$50.652