

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2018/2019**

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

**7/1/18**

<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>
	1	41,788.01631	43,877.41713	46,071.28799	48,374.85239	50,793.59500	53,333.27476
		3,482.33469	3,656.45143	3,839.27400	4,031.23770	4,232.79958	4,444.43956
		1,607.23140	1,687.59297	1,771.97261	1,860.57125	1,953.59981	2,051.27980
		20.09039	21.09491	22.14966	23.25714	24.42000	25.64100
	2	42,832.71672	44,974.35256	47,223.07019	49,584.22370	52,063.43488	54,666.60662
		3,569.39306	3,747.86271	3,935.25585	4,132.01864	4,338.61957	4,555.55055
		1,647.41218	1,729.78279	1,816.27193	1,907.08553	2,002.43980	2,102.56179
		20.59265	21.62228	22.70340	23.83857	25.03050	26.28202
	3	43,903.53464	46,098.71137	48,403.64694	50,823.82929	53,365.02075	56,033.27179
		3,658.62789	3,841.55928	4,033.63725	4,235.31911	4,447.08506	4,669.43932
		1,688.59749	1,773.02736	1,861.67873	1,954.76266	2,052.50080	2,155.12584
		21.10747	22.16284	23.27098	24.43453	25.65626	26.93907
	4	45,001.12301	47,251.17916	49,613.73811	52,094.42502	54,699.14627	57,434.10358
		3,750.09358	3,937.59826	4,134.47818	4,341.20208	4,558.26219	4,786.17530
		1,730.81242	1,817.35304	1,908.22070	2,003.63173	2,103.81332	2,209.00398
		21.63516	22.71691	23.85276	25.04540	26.29767	27.61255
	5	46,126.15108	48,432.45864	50,854.08157	53,396.78565	56,066.62493	58,869.95617
		3,843.84592	4,036.03822	4,237.84013	4,449.73214	4,672.21874	4,905.82968
		1,774.08273	1,862.78687	1,955.92621	2,053.72252	2,156.40865	2,264.22908
		22.17603	23.28484	24.44908	25.67153	26.95511	28.30286
Customer Service Rep I	6	47,279.30486	49,643.27010	52,125.43361	54,731.70529	57,468.29055	60,341.70508
		3,939.94207	4,136.93918	4,343.78613	4,560.97544	4,789.02421	5,028.47542
		1,818.43480	1,909.35654	2,004.82437	2,105.06559	2,210.31887	2,320.83481
		22.73044	23.86696	25.06030	26.31332	27.62899	29.01044
	7	48,461.28748	50,884.35185	53,428.56945	56,099.99792	58,904.99781	61,850.24771
		4,038.44062	4,240.36265	4,452.38079	4,674.99983	4,908.74982	5,154.18731
		1,863.89567	1,957.09046	2,054.94498	2,157.69223	2,265.57684	2,378.85568
		23.29870	24.46363	25.68681	26.97115	28.31971	29.73570
Maintenance Worker Meter Reader	8	49,672.81967	52,156.46065	54,764.28368	57,502.49787	60,377.62276	63,396.50390
		4,139.40164	4,346.37172	4,563.69031	4,791.87482	5,031.46856	5,283.04199
		1,910.49306	2,006.01772	2,106.31860	2,211.63453	2,322.21626	2,438.32707
		23.88116	25.07522	26.32898	27.64543	29.02770	30.47909
	9	50,914.64016	53,460.37217	56,133.39077	58,940.06031	61,887.06333	64,981.41650
		4,242.88668	4,455.03101	4,677.78256	4,911.67169	5,157.25528	5,415.11804
		1,958.25539	2,056.16816	2,158.97657	2,266.92540	2,380.27167	2,499.28525
		24.47819	25.70210	26.98721	28.33657	29.75340	31.24107

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Customer Service Rep II	10	52,187.50616	54,796.88147	57,536.72554	60,413.56182	63,434.23991	66,605.95191
Water Resources Analyst I		4,348.95885	4,566.40679	4,794.72713	5,034.46349	5,286.18666	5,550.49599
		2,007.21178	2,107.57236	2,212.95098	2,323.59853	2,439.77846	2,561.76738
		25.09015	26.34465	27.66189	29.04498	30.49723	32.02209
	11	53,492.19382	56,166.80351	58,975.14368	61,923.90087	65,020.09591	68,271.10071
		4,457.68282	4,680.56696	4,914.59531	5,160.32507	5,418.34133	5,689.25839
		2,057.39207	2,160.26167	2,268.27476	2,381.68849	2,500.77292	2,625.81157
		25.71740	27.00327	28.35343	29.77111	31.25966	32.82264
	12	54,829.49866	57,570.97359	60,449.52227	63,471.99839	66,645.59831	69,977.87822
		4,569.12489	4,797.58113	5,037.46019	5,289.33320	5,553.79986	5,831.48985
		2,108.82687	2,214.26822	2,324.98163	2,441.23071	2,563.29224	2,691.45685
		26.36034	27.67835	29.06227	30.51538	32.04115	33.64321
Accounting Technician	13	56,200.23613	59,010.24793	61,960.76033	65,058.79835	68,311.73827	71,727.32518
		4,683.35301	4,917.52066	5,163.39669	5,421.56653	5,692.64486	5,977.27710
		2,161.54754	2,269.62492	2,383.10617	2,502.26147	2,627.37455	2,758.74328
		27.01934	28.37031	29.78883	31.27827	32.84218	34.48429
Administrative Assistant	14	57,605.24203	60,485.50413	63,509.77934	66,685.26831	70,019.53172	73,520.50831
Water Resources Analyst II		4,800.43684	5,040.45868	5,292.48161	5,557.10569	5,834.96098	6,126.70903
		2,215.58623	2,326.36554	2,442.68382	2,564.81801	2,693.05891	2,827.71186
		27.69483	29.07957	30.53355	32.06023	33.66324	35.34640
Engineering Technician	15	59,045.37308	61,997.64174	65,097.52382	68,352.40001	71,770.02002	75,358.52102
System Operator I		4,920.44776	5,166.47014	5,424.79365	5,696.03333	5,980.83500	6,279.87675
		2,270.97589	2,384.52468	2,503.75092	2,628.93846	2,760.38539	2,898.40465
		28.38720	29.80656	31.29689	32.86173	34.50482	36.23006
	16	60,521.50741	63,547.58278	66,724.96192	70,061.21001	73,564.27052	77,242.48404
		5,043.45895	5,295.63190	5,560.41349	5,838.43417	6,130.35588	6,436.87367
		2,327.75028	2,444.13780	2,566.34469	2,694.66192	2,829.39502	2,970.86477
		29.09688	30.55172	32.07931	33.68327	35.36744	37.13581
Accountant I	17	62,034.54509	65,136.27235	68,393.08597	71,812.74027	75,403.37728	79,173.54614
		5,169.54542	5,428.02270	5,699.42383	5,984.39502	6,283.61477	6,597.79551
		2,385.94404	2,505.24124	2,630.50331	2,762.02847	2,900.12990	3,045.13639
		29.82430	31.31552	32.88129	34.52536	36.25162	38.06420
	18	63,585.40872	66,764.67916	70,102.91312	73,608.05877	77,288.46171	81,152.88480
		5,298.78406	5,563.72326	5,841.90943	6,134.00490	6,440.70514	6,762.74040
		2,445.59264	2,567.87228	2,696.26589	2,831.07918	2,972.63314	3,121.26480
		30.56991	32.09840	33.70332	35.38849	37.15791	39.01581

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System Operator II	19	65,175.04394	68,433.79614	71,855.48594	75,448.26024	79,220.67325	83,181.70692
		5,431.25366	5,702.81634	5,987.95716	6,287.35502	6,601.72277	6,931.80891
		2,506.73246	2,632.06908	2,763.67254	2,901.85616	3,046.94897	3,199.29642
		31.33416	32.90086	34.54591	36.27320	38.08686	39.99121
	20	66,804.42004	70,144.64104	73,651.87309	77,334.46675	81,201.19008	85,261.24959
		5,567.03500	5,845.38675	6,137.65609	6,444.53890	6,766.76584	7,105.10413
		2,569.40077	2,697.87081	2,832.76435	2,974.40257	3,123.12270	3,279.27883
		32.11751	33.72339	35.40955	37.18003	39.03903	40.99099
Assistant Engineer System Operator II-Cross Connection Control Specialist	21	68,474.53054	71,898.25707	75,493.16992	79,267.82842	83,231.21984	87,392.78083
		5,706.21088	5,991.52142	6,291.09749	6,605.65237	6,935.93499	7,282.73174
		2,633.63579	2,765.31758	2,903.58346	3,048.76263	3,201.20076	3,361.26080
		32.92045	34.56647	36.29479	38.10953	40.01501	42.01576
	22	70,186.39380	73,695.71349	77,380.49917	81,249.52413	85,312.00033	89,577.60035
		5,848.86615	6,141.30946	6,448.37493	6,770.79368	7,109.33336	7,464.80003
		2,699.47668	2,834.45052	2,976.17304	3,124.98170	3,281.23078	3,445.29232
		33.74346	35.43063	37.20216	39.06227	41.01538	43.06615
System Operator III Water Conservation Specialist III	23	71,941.05365	75,538.10633	79,315.01165	83,280.76223	87,444.80034	91,817.04036
		5,995.08780	6,294.84219	6,609.58430	6,940.06352	7,287.06670	7,651.42003
		2,766.96360	2,905.31178	3,050.57737	3,203.10624	3,363.26155	3,531.42463
		34.58705	36.31640	38.13222	40.03883	42.04077	44.14281
	24	73,739.57999	77,426.55899	81,297.88694	85,362.78129	89,630.92035	94,112.46637
		6,144.96500	6,452.21325	6,774.82391	7,113.56511	7,469.24336	7,842.70553
		2,836.13769	2,977.94458	3,126.84181	3,283.18390	3,447.34309	3,619.71024
		35.45172	37.22431	39.08552	41.03980	43.09179	45.24638
25	75,583.06949	79,362.22296	83,330.33411	87,496.85082	91,871.69336	96,465.27803	
	6,298.58912	6,613.51858	6,944.19451	7,291.40423	7,655.97445	8,038.77317	
	2,907.04113	3,052.39319	3,205.01285	3,365.26349	3,533.52667	3,710.20300	
	36.33801	38.15491	40.06266	42.06579	44.16908	46.37754	
26	77,472.64623	81,346.27854	85,413.59246	89,684.27209	94,168.48569	98,876.90998	
	6,456.05385	6,778.85654	7,117.79937	7,473.68934	7,847.37381	8,239.74250	
	2,979.71716	3,128.70302	3,285.13817	3,449.39508	3,621.86483	3,802.95808	
	37.24646	39.10879	41.06423	43.11744	45.27331	47.53698	
27	79,409.46238	83,379.93550	87,548.93228	91,926.37889	96,522.69783	101,348.83273	
	6,617.45520	6,948.32796	7,295.74436	7,660.53157	8,043.55815	8,445.73606	
	3,054.21009	3,206.92060	3,367.26663	3,535.62996	3,712.41146	3,898.03203	
	38.17763	40.08651	42.09083	44.19537	46.40514	48.72540	

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CS/Billing Supervisor	28	81,394.69894	85,464.43389	89,737.65558	94,224.53836	98,935.76528	103,882.55354
		6,782.89158	7,122.03616	7,478.13797	7,852.04486	8,244.64711	8,656.87946
		3,130.56534	3,287.09361	3,451.44829	3,624.02071	3,805.22174	3,995.48283
		39.13207	41.08867	43.14310	45.30026	47.56527	49.94354
Laboratory Supervisor	29	83,429.56641	87,601.04474	91,981.09697	96,580.15182	101,409.15941	106,479.61738
		6,952.46387	7,300.08706	7,665.09141	8,048.34599	8,450.76328	8,873.30145
		3,208.82948	3,369.27095	3,537.73450	3,714.62122	3,900.35229	4,095.36990
		40.11037	42.11589	44.22168	46.43277	48.75440	51.19212
O&M Supervisor	30	85,515.30558	89,791.07085	94,280.62440	98,994.65562	103,944.38840	109,141.60782
		7,126.27546	7,482.58924	7,856.71870	8,249.55463	8,662.03237	9,095.13398
		3,289.05021	3,453.50273	3,626.17786	3,807.48675	3,997.86109	4,197.75415
		41.11313	43.16878	45.32722	47.59358	49.97326	52.47193
Accounting Supervisor	31	87,653.18821	92,035.84763	96,637.64001	101,469.52201	106,542.99811	111,870.14801
		7,304.43235	7,669.65397	8,053.13667	8,455.79350	8,878.58318	9,322.51233
		3,371.27647	3,539.84029	3,716.83231	3,902.67392	4,097.80762	4,302.69800
		42.14096	44.24800	46.46040	48.78342	51.22260	53.78373
	32	89,844.51792	94,336.74382	99,053.58101	104,006.26006	109,206.57306	114,666.90171
		7,487.04316	7,861.39532	8,254.46508	8,667.18834	9,100.54776	9,555.57514
		3,455.55838	3,628.33630	3,809.75312	4,000.24077	4,200.25281	4,410.26545
		43.19448	45.35420	47.62191	50.00301	52.50316	55.12832
IT Administrator	33	92,090.63087	96,695.16241	101,529.92053	106,606.41656	111,936.73739	117,533.57426
		7,674.21924	8,057.93020	8,460.82671	8,883.86805	9,328.06145	9,794.46452
		3,541.94734	3,719.04471	3,904.99694	4,100.24679	4,305.25913	4,520.52209
		44.27434	46.48806	48.81246	51.25308	53.81574	56.50653
	34	94,392.89664	99,112.54147	104,068.16855	109,271.57697	114,735.15582	120,471.91361
		7,866.07472	8,259.37846	8,672.34738	9,105.96475	9,561.26299	10,039.32613
		3,630.49602	3,812.02083	4,002.62187	4,202.75296	4,412.89061	4,633.53514
		45.38120	47.65026	50.03277	52.53441	55.16113	57.91919