

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2019/2020**

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

**7/1/19**

| <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            | 43,250.59689  | 45,413.12673  | 47,683.78307  | 50,067.97222  | 52,571.37083  | 55,199.93937  |
|                                    |              | 3,604.21641   | 3,784.42723   | 3,973.64859   | 4,172.33102   | 4,380.94757   | 4,599.99495   |
|                                    |              | 1,663.48450   | 1,746.65872   | 1,833.99166   | 1,925.69124   | 2,021.97580   | 2,123.07459   |
|                                    |              | 20.79356      | 21.83323      | 22.92490      | 24.07114      | 25.27470      | 26.53843      |
|                                    | 2            | 44,331.86181  | 46,548.45490  | 48,875.87764  | 51,319.67152  | 53,885.65510  | 56,579.93786  |
|                                    |              | 3,694.32182   | 3,879.03791   | 4,072.98980   | 4,276.63929   | 4,490.47126   | 4,714.99482   |
|                                    |              | 1,705.07161   | 1,790.32519   | 1,879.84145   | 1,973.83352   | 2,072.52520   | 2,176.15146   |
|                                    |              | 21.31340      | 22.37906      | 23.49802      | 24.67292      | 25.90656      | 27.20189      |
|                                    | 3            | 45,440.15835  | 47,712.16627  | 50,097.77458  | 52,602.66331  | 55,232.79648  | 57,994.43630  |
|                                    |              | 3,786.67986   | 3,976.01386   | 4,174.81455   | 4,383.55528   | 4,602.73304   | 4,832.86969   |
|                                    |              | 1,747.69840   | 1,835.08332   | 1,926.83748   | 2,023.17936   | 2,124.33833   | 2,230.55524   |
|                                    |              | 21.84623      | 22.93854      | 24.08547      | 25.28974      | 26.55423      | 27.88194      |
|                                    | 4            | 46,576.16231  | 48,904.97043  | 51,350.21895  | 53,917.72990  | 56,613.61639  | 59,444.29721  |
|                                    |              | 3,881.34686   | 4,075.41420   | 4,279.18491   | 4,493.14416   | 4,717.80137   | 4,953.69143   |
|                                    |              | 1,791.39086   | 1,880.96040   | 1,975.00842   | 2,073.75884   | 2,177.44678   | 2,286.31912   |
|                                    |              | 22.39239      | 23.51201      | 24.68761      | 25.92199      | 27.21808      | 28.57899      |
|                                    | 5            | 47,740.56637  | 50,127.59469  | 52,633.97442  | 55,265.67314  | 58,028.95680  | 60,930.40464  |
|                                    |              | 3,978.38053   | 4,177.29956   | 4,386.16454   | 4,605.47276   | 4,835.74640   | 5,077.53372   |
|                                    |              | 1,836.17563   | 1,927.98441   | 2,024.38363   | 2,125.60281   | 2,231.88295   | 2,343.47710   |
|                                    |              | 22.95220      | 24.09981      | 25.30480      | 26.57004      | 27.89854      | 29.29346      |
| CS/ Billing Technician I/II        | 6            | 48,934.08053  | 51,380.78455  | 53,949.82378  | 56,647.31497  | 59,479.68072  | 62,453.66476  |
|                                    |              | 4,077.84004   | 4,281.73205   | 4,495.81865   | 4,720.60958   | 4,956.64006   | 5,204.47206   |
|                                    |              | 1,882.08002   | 1,976.18402   | 2,074.99322   | 2,178.74288   | 2,287.68003   | 2,402.06403   |
|                                    |              | 23.52600      | 24.70230      | 25.93742      | 27.23429      | 28.59600      | 30.02580      |
|                                    | 7            | 50,157.43254  | 52,665.30417  | 55,298.56938  | 58,063.49785  | 60,966.67274  | 64,015.00637  |
|                                    |              | 4,179.78605   | 4,388.77535   | 4,608.21411   | 4,838.62482   | 5,080.55606   | 5,334.58386   |
|                                    |              | 1,929.13202   | 2,025.58862   | 2,126.86805   | 2,233.21146   | 2,344.87203   | 2,462.11563   |
|                                    |              | 24.11415      | 25.31986      | 26.58585      | 27.91514      | 29.31090      | 30.77645      |
| Maintenance Worker<br>Meter Reader | 8            | 51,411.36835  | 53,981.93677  | 56,681.03361  | 59,515.08529  | 62,490.83956  | 65,615.38153  |
|                                    |              | 4,284.28070   | 4,498.49473   | 4,723.41947   | 4,959.59044   | 5,207.56996   | 5,467.94846   |
|                                    |              | 1,977.36032   | 2,076.22834   | 2,180.03975   | 2,289.04174   | 2,403.49383   | 2,523.66852   |
|                                    |              | 24.71700      | 25.95285      | 27.25050      | 28.61302      | 30.04367      | 31.54586      |
|                                    | 9            | 52,696.65256  | 55,331.48519  | 58,098.05945  | 61,002.96242  | 64,053.11055  | 67,255.76607  |
|                                    |              | 4,391.38771   | 4,610.95710   | 4,841.50495   | 5,083.58020   | 5,337.75921   | 5,604.64717   |
|                                    |              | 2,026.79433   | 2,128.13405   | 2,234.54075   | 2,346.26779   | 2,463.58117   | 2,586.76023   |
|                                    |              | 25.33493      | 26.60168      | 27.93176      | 29.32835      | 30.79476      | 32.33450      |

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2019/2020**

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

**7/1/19**

| <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> |
|----------------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Customer Service Rep II    | 10           | 54,014.06888  | 56,714.77232  | 59,550.51094  | 62,528.03648  | 65,654.43831  | 68,937.16022  |
| Water Resources Analyst I  |              | 4,501.17241   | 4,726.23103   | 4,962.54258   | 5,210.66971   | 5,471.20319   | 5,744.76335   |
|                            |              | 2,077.46419   | 2,181.33740   | 2,290.40427   | 2,404.92448   | 2,525.17070   | 2,651.42924   |
|                            |              | 25.96830      | 27.26672      | 28.63005      | 30.06156      | 31.56463      | 33.14287      |
|                            | 11           | 55,364.42060  | 58,132.64163  | 61,039.27371  | 64,091.23740  | 67,295.79927  | 70,660.58923  |
|                            |              | 4,613.70172   | 4,844.38680   | 5,086.60614   | 5,340.93645   | 5,607.98327   | 5,888.38244   |
|                            |              | 2,129.40079   | 2,235.87083   | 2,347.66437   | 2,465.04759   | 2,588.29997   | 2,717.71497   |
|                            |              | 26.61751      | 27.94839      | 29.34580      | 30.81309      | 32.35375      | 33.97144      |
|                            | 12           | 56,748.53111  | 59,585.95767  | 62,565.25555  | 65,693.51833  | 68,978.19425  | 72,427.10396  |
|                            |              | 4,729.04426   | 4,965.49647   | 5,213.77130   | 5,474.45986   | 5,748.18285   | 6,035.59200   |
|                            |              | 2,182.63581   | 2,291.76760   | 2,406.35598   | 2,526.67378   | 2,653.00747   | 2,785.65784   |
|                            |              | 27.28295      | 28.64710      | 30.07945      | 31.58342      | 33.16259      | 34.82072      |
| Accounting Technician      | 13           | 58,167.24439  | 61,075.60661  | 64,129.38694  | 67,335.85629  | 70,702.64910  | 74,237.78156  |
|                            |              | 4,847.27037   | 5,089.63388   | 5,344.11558   | 5,611.32136   | 5,891.88743   | 6,186.48180   |
|                            |              | 2,237.20171   | 2,349.06179   | 2,466.51488   | 2,589.84063   | 2,719.33266   | 2,855.29929   |
|                            |              | 27.96502      | 29.36327      | 30.83144      | 32.37301      | 33.99166      | 35.69124      |
| Administrative Assistant   | 14           | 59,621.42550  | 62,602.49678  | 65,732.62162  | 69,019.25270  | 72,470.21533  | 76,093.72610  |
| Water Resources Analyst II |              | 4,968.45213   | 5,216.87473   | 5,477.71847   | 5,751.60439   | 6,039.18461   | 6,341.14384   |
|                            |              | 2,293.13175   | 2,407.78834   | 2,528.17775   | 2,654.58664   | 2,787.31597   | 2,926.68177   |
|                            |              | 28.66415      | 30.09735      | 31.60222      | 33.18233      | 34.84145      | 36.58352      |
| Engineering Technician     | 15           | 61,111.96114  | 64,167.55920  | 67,375.93716  | 70,744.73401  | 74,281.97072  | 77,996.06925  |
| System Operator I          |              | 5,092.66343   | 5,347.29660   | 5,614.66143   | 5,895.39450   | 6,190.16423   | 6,499.67244   |
|                            |              | 2,350.46004   | 2,467.98305   | 2,591.38220   | 2,720.95131   | 2,856.99887   | 2,999.84882   |
|                            |              | 29.38075      | 30.84979      | 32.39228      | 34.01189      | 35.71249      | 37.49811      |
|                            | 16           | 62,639.76017  | 65,771.74818  | 69,060.33559  | 72,513.35237  | 76,139.01998  | 79,945.97098  |
|                            |              | 5,219.98001   | 5,480.97901   | 5,755.02797   | 6,042.77936   | 6,344.91833   | 6,662.16425   |
|                            |              | 2,409.22154   | 2,529.68262   | 2,656.16675   | 2,788.97509   | 2,928.42385   | 3,074.84504   |
|                            |              | 30.11527      | 31.62103      | 33.20208      | 34.86219      | 36.60530      | 38.43556      |
| Accountant I               | 17           | 64,205.75417  | 67,416.04188  | 70,786.84398  | 74,326.18617  | 78,042.49548  | 81,944.62026  |
|                            |              | 5,350.47951   | 5,618.00349   | 5,898.90366   | 6,193.84885   | 6,503.54129   | 6,828.71835   |
|                            |              | 2,469.45208   | 2,592.92469   | 2,722.57092   | 2,858.69947   | 3,001.63444   | 3,151.71616   |
|                            |              | 30.86815      | 32.41156      | 34.03214      | 35.73374      | 37.52043      | 39.39645      |
|                            | 18           | 65,810.89803  | 69,101.44293  | 72,556.51507  | 76,184.34083  | 79,993.55787  | 83,993.23576  |
|                            |              | 5,484.24150   | 5,758.45358   | 6,046.37626   | 6,348.69507   | 6,666.12982   | 6,999.43631   |
|                            |              | 2,531.18839   | 2,657.74780   | 2,790.63520   | 2,930.16695   | 3,076.67530   | 3,230.50907   |
|                            |              | 31.63985      | 33.22185      | 34.88294      | 36.62709      | 38.45844      | 40.38136      |

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2019/2020**

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

**7/1/19**

| <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> |
|-----------------------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| System Operator II                | 19           | 67,456.17048  | 70,828.97900  | 74,370.42795  | 78,088.94935  | 81,993.39682  | 86,093.06666  |
|                                   |              | 5,621.34754   | 5,902.41492   | 6,197.53566   | 6,507.41245   | 6,832.78307   | 7,174.42222   |
|                                   |              | 2,594.46810   | 2,724.19150   | 2,860.40108   | 3,003.42113   | 3,153.59219   | 3,311.27179   |
|                                   |              | 32.43085      | 34.05239      | 35.75501      | 37.54276      | 39.41990      | 41.39090      |
|                                   | 20           | 69,142.57474  | 72,599.70348  | 76,229.68865  | 80,041.17308  | 84,043.23174  | 88,245.39332  |
|                                   |              | 5,761.88123   | 6,049.97529   | 6,352.47405   | 6,670.09776   | 7,003.60264   | 7,353.78278   |
|                                   |              | 2,659.32980   | 2,792.29629   | 2,931.91110   | 3,078.50666   | 3,232.43199   | 3,394.05359   |
|                                   |              | 33.24162      | 34.90370      | 36.64889      | 38.48133      | 40.40540      | 42.42567      |
| Assistant Engineer                | 21           | 70,871.13911  | 74,414.69606  | 78,135.43087  | 82,042.20241  | 86,144.31253  | 90,451.52816  |
| System Operator II-Cross          |              | 5,905.92826   | 6,201.22467   | 6,511.28591   | 6,836.85020   | 7,178.69271   | 7,537.62735   |
| Connection Control Specialist     |              | 2,725.81304   | 2,862.10369   | 3,005.20888   | 3,155.46932   | 3,313.24279   | 3,478.90493   |
|                                   |              | 34.07266      | 35.77630      | 37.56511      | 39.44337      | 41.41553      | 43.48631      |
|                                   | 22           | 72,642.91759  | 76,275.06347  | 80,088.81664  | 84,093.25747  | 88,297.92034  | 92,712.81636  |
|                                   |              | 6,053.57647   | 6,356.25529   | 6,674.06805   | 7,007.77146   | 7,358.16003   | 7,726.06803   |
|                                   |              | 2,793.95837   | 2,933.65629   | 3,080.33910   | 3,234.35606   | 3,396.07386   | 3,565.87755   |
|                                   |              | 34.92448      | 36.67070      | 38.50424      | 40.42945      | 42.45092      | 44.57347      |
| System Operator III               | 23           | 74,458.99053  | 78,181.94005  | 82,091.03705  | 86,195.58891  | 90,505.36835  | 95,030.63677  |
| Water Conservation Specialist III |              | 6,204.91588   | 6,515.16167   | 6,840.91975   | 7,182.96574   | 7,542.11403   | 7,919.21973   |
|                                   |              | 2,863.80733   | 3,006.99769   | 3,157.34758   | 3,315.21496   | 3,480.97571   | 3,655.02449   |
|                                   |              | 35.79759      | 37.58747      | 39.46684      | 41.44019      | 43.51220      | 45.68781      |
|                                   | 24           | 76,320.46529  | 80,136.48855  | 84,143.31298  | 88,350.47863  | 92,768.00256  | 97,406.40269  |
|                                   |              | 6,360.03877   | 6,678.04071   | 7,011.94275   | 7,362.53989   | 7,730.66688   | 8,117.20022   |
|                                   |              | 2,935.40251   | 3,082.17264   | 3,236.28127   | 3,398.09533   | 3,568.00010   | 3,746.40010   |
|                                   |              | 36.69253      | 38.52716      | 40.45352      | 42.47619      | 44.60000      | 46.83000      |
|                                   | 25           | 78,228.47692  | 82,139.90077  | 86,246.89581  | 90,559.24060  | 95,087.20263  | 99,841.56276  |
|                                   |              | 6,519.03974   | 6,844.99173   | 7,187.24132   | 7,546.60338   | 7,923.93355   | 8,320.13023   |
|                                   |              | 3,008.78757   | 3,159.22695   | 3,317.18830   | 3,483.04772   | 3,657.20010   | 3,840.06011   |
|                                   |              | 37.60984      | 39.49034      | 41.46485      | 43.53810      | 45.71500      | 48.00075      |
|                                   | 26           | 80,184.18884  | 84,193.39829  | 88,403.06820  | 92,823.22161  | 97,464.38269  | 102,337.60183 |
|                                   |              | 6,682.01574   | 7,016.11652   | 7,366.92235   | 7,735.26847   | 8,122.03189   | 8,528.13349   |
|                                   |              | 3,084.00726   | 3,238.20763   | 3,400.11801   | 3,570.12391   | 3,748.63010   | 3,936.06161   |
|                                   |              | 38.55009      | 40.47760      | 42.50148      | 44.62655      | 46.85788      | 49.20077      |
|                                   | 27           | 82,188.79357  | 86,298.23324  | 90,613.14491  | 95,143.80215  | 99,900.99226  | 104,896.04187 |
|                                   |              | 6,849.06613   | 7,191.51944   | 7,551.09541   | 7,928.65018   | 8,325.08269   | 8,741.33682   |
|                                   |              | 3,161.10744   | 3,319.16282   | 3,485.12096   | 3,659.37701   | 3,842.34586   | 4,034.46315   |
|                                   |              | 39.51384      | 41.48954      | 43.56401      | 45.74221      | 48.02932      | 50.43079      |

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2019/2020**

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

**7/1/19**

| <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> |
|-----------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| CS/Billing Supervisor | 28           | 84,243.51340  | 88,455.68907  | 92,878.47353  | 97,522.39720  | 102,398.51706 | 107,518.44292 |
|                       |              | 7,020.29278   | 7,371.30742   | 7,739.87279   | 8,126.86643   | 8,533.20976   | 8,959.87024   |
|                       |              | 3,240.13513   | 3,402.14189   | 3,572.24898   | 3,750.86143   | 3,938.40450   | 4,135.32473   |
|                       |              | 40.50169      | 42.52677      | 44.65311      | 46.88577      | 49.23006      | 51.69156      |
| Laboratory Supervisor | 29           | 86,349.60124  | 90,667.08130  | 95,200.43537  | 99,960.45713  | 104,958.47999 | 110,206.40399 |
|                       |              | 7,195.80010   | 7,555.59011   | 7,933.36961   | 8,330.03809   | 8,746.54000   | 9,183.86700   |
|                       |              | 3,321.13851   | 3,487.19543   | 3,661.55521   | 3,844.63297   | 4,036.86462   | 4,238.70785   |
|                       |              | 41.51423      | 43.58994      | 45.76944      | 48.05791      | 50.46081      | 52.98385      |
| O&M Supervisor        | 30           | 88,508.34127  | 92,933.75833  | 97,580.44625  | 102,459.46856 | 107,582.44199 | 112,961.56409 |
|                       |              | 7,375.69511   | 7,744.47986   | 8,131.70385   | 8,538.28905   | 8,965.20350   | 9,413.46367   |
|                       |              | 3,404.16697   | 3,574.37532   | 3,753.09409   | 3,940.74879   | 4,137.78623   | 4,344.67554   |
|                       |              | 42.55209      | 44.67969      | 46.91368      | 49.25936      | 51.72233      | 54.30844      |
| Accounting Supervisor | 31           | 90,721.04980  | 95,257.10229  | 100,019.95741 | 105,020.95528 | 110,272.00304 | 115,785.60319 |
|                       |              | 7,560.08748   | 7,938.09186   | 8,334.99645   | 8,751.74627   | 9,189.33359   | 9,648.80027   |
|                       |              | 3,489.27115   | 3,663.73470   | 3,846.92144   | 4,039.26751   | 4,241.23089   | 4,453.29243   |
|                       |              | 43.61589      | 45.79668      | 48.08652      | 50.49084      | 53.01539      | 55.66616      |
|                       | 32           | 92,989.07605  | 97,638.52985  | 102,520.45634 | 107,646.47916 | 113,028.80312 | 118,680.24327 |
|                       |              | 7,749.08967   | 8,136.54415   | 8,543.37136   | 8,970.53993   | 9,419.06693   | 9,890.02027   |
|                       |              | 3,576.50292   | 3,755.32807   | 3,943.09447   | 4,140.24920   | 4,347.26166   | 4,564.62474   |
|                       |              | 44.70629      | 46.94160      | 49.28868      | 51.75311      | 54.34077      | 57.05781      |
|                       | 33           | 95,313.80295  | 100,079.49310 | 105,083.46775 | 110,337.64114 | 115,854.52320 | 121,647.24935 |
|                       |              | 7,942.81691   | 8,339.95776   | 8,756.95565   | 9,194.80343   | 9,654.54360   | 10,137.27078  |
|                       |              | 3,665.91550   | 3,849.21127   | 4,041.67184   | 4,243.75543   | 4,455.94320   | 4,678.74036   |
|                       |              | 45.82394      | 48.11514      | 50.52090      | 53.04694      | 55.69929      | 58.48425      |
| 34                    | 97,696.64802 | 102,581.48042 | 107,710.55444 | 113,096.08217 | 118,750.88627 | 124,688.43059 |               |
|                       | 8,141.38734  | 8,548.45670   | 8,975.87954   | 9,424.67351   | 9,895.90719   | 10,390.70255  |               |
|                       | 3,757.56339  | 3,945.44155   | 4,142.71363   | 4,349.84931   | 4,567.34178   | 4,795.70887   |               |
|                       | 46.96954     | 49.31802      | 51.78392      | 54.37312      | 57.09177      | 59.94636      |               |