

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

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

**7/1/20**

<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	44,504.86419	46,730.10740	49,066.61277	51,519.94341	54,095.94058	56,800.73761
		3,708.73868	3,894.17562	4,088.88440	4,293.32862	4,507.99505	4,733.39480
		1,711.72555	1,797.31182	1,887.17741	1,981.53629	2,080.61310	2,184.64375
		21.39657	22.46640	23.58972	24.76920	26.00766	27.30805
	2	45,617.48580	47,898.36009	50,293.27809	52,807.94200	55,448.33910	58,220.75605
		3,801.45715	3,991.53001	4,191.10651	4,400.66183	4,620.69492	4,851.72967
		1,754.51868	1,842.24462	1,934.35685	2,031.07469	2,132.62843	2,239.25985
		21.93148	23.02806	24.17946	25.38843	26.65786	27.99075
	3	46,757.92294	49,095.81909	51,550.61005	54,128.14055	56,834.54758	59,676.27496
		3,896.49358	4,091.31826	4,295.88417	4,510.67838	4,736.21230	4,973.02291
		1,798.38165	1,888.30073	1,982.71577	2,081.85156	2,185.94414	2,295.24134
		22.47977	23.60376	24.78395	26.02314	27.32430	28.69052
	4	47,926.87102	50,323.21457	52,839.37530	55,481.34406	58,255.41127	61,168.18183
		3,993.90592	4,193.60121	4,403.28127	4,623.44534	4,854.61761	5,097.34849
		1,843.34119	1,935.50825	2,032.28367	2,133.89785	2,240.59274	2,352.62238
		23.04176	24.19385	25.40355	26.67372	28.00741	29.40778
	5	49,125.04279	51,581.29493	54,160.35968	56,868.37766	59,711.79655	62,697.38637
		4,093.75357	4,298.44124	4,513.36331	4,739.03147	4,975.98305	5,224.78220
		1,889.42472	1,983.89596	2,083.09076	2,187.24529	2,296.60756	2,411.43794
		23.61781	24.79870	26.03863	27.34057	28.70759	30.14297
Customer Service/ Billing Technician I/II	6	50,353.16886	52,870.82731	55,514.36867	58,290.08711	61,204.59146	64,264.82103
		4,196.09741	4,405.90228	4,626.19739	4,857.50726	5,100.38262	5,355.40175
		1,936.66034	2,033.49336	2,135.16803	2,241.92643	2,354.02275	2,471.72389
		24.20825	25.41867	26.68960	28.02408	29.42528	30.89655
	7	51,611.99809	54,192.59799	56,902.22789	59,747.33928	62,734.70625	65,871.44156
		4,300.99984	4,516.04983	4,741.85232	4,978.94494	5,227.89219	5,489.28680
		1,985.07685	2,084.33069	2,188.54723	2,297.97459	2,412.87332	2,533.51698
		24.81346	26.05413	27.35684	28.72468	30.16092	31.66896
Maintenance Worker Meter Reader	8	52,902.29804	55,547.41294	58,324.78359	61,241.02277	64,303.07390	67,518.22760
		4,408.52484	4,628.95108	4,860.39863	5,103.41856	5,358.58949	5,626.51897
		2,034.70377	2,136.43896	2,243.26091	2,355.42395	2,473.19515	2,596.85491
		25.43380	26.70549	28.04076	29.44280	30.91494	32.46069
	9	54,224.85549	56,936.09826	59,782.90318	62,772.04833	65,910.65075	69,206.18329
		4,518.73796	4,744.67486	4,981.90860	5,231.00403	5,492.55423	5,767.18194
		2,085.57136	2,189.84993	2,299.34243	2,414.30955	2,535.02503	2,661.77628
		26.06964	27.37312	28.74178	30.17887	31.68781	33.27220

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Customer Service Rep II	10	55,580.47688	58,359.50072	61,277.47576	64,341.34954	67,558.41702	70,936.33787
Water Resources Analyst I		4,631.70641	4,863.29173	5,106.45631	5,361.77913	5,629.86809	5,911.36149
		2,137.71065	2,244.59618	2,356.82599	2,474.66729	2,598.40065	2,728.32069
		26.72138	28.05745	29.46032	30.93334	32.48001	34.10401
	11	56,969.98880	59,818.48824	62,809.41265	65,949.88328	69,247.37745	72,709.74632
		4,747.49907	4,984.87402	5,234.11772	5,495.82361	5,770.61479	6,059.14553
		2,191.15342	2,300.71109	2,415.74664	2,536.53397	2,663.36067	2,796.52870
		27.38942	28.75889	30.19683	31.70667	33.29201	34.95661
	12	58,394.23852	61,313.95044	64,379.64797	67,598.63036	70,978.56188	74,527.48998
		4,866.18654	5,109.49587	5,364.97066	5,633.21920	5,914.88016	6,210.62416
		2,245.93225	2,358.22886	2,476.14031	2,599.94732	2,729.94469	2,866.44192
		28.07415	29.47786	30.95175	32.49934	34.12431	35.83052
	13	59,854.09448	62,846.79920	65,989.13916	69,288.59612	72,753.02593	76,390.67723
		4,987.84121	5,237.23327	5,499.09493	5,774.04968	6,062.75216	6,365.88977
		2,302.08056	2,417.18458	2,538.04381	2,664.94600	2,798.19330	2,938.10297
		28.77601	30.21481	31.72555	33.31183	34.97742	36.72629
Administrative Assistant	14	61,350.44684	64,417.96918	67,638.86764	71,020.81103	74,571.85158	78,300.44416
Water Resources Analyst II		5,112.53724	5,368.16410	5,636.57230	5,918.40092	6,214.32096	6,525.03701
		2,359.63257	2,477.61420	2,601.49491	2,731.56965	2,868.14814	3,011.55554
		29.49541	30.97018	32.51869	34.14462	35.85185	37.64444
Engineering Technician	15	62,884.20801	66,028.41841	69,329.83933	72,796.33130	76,436.14787	80,257.95526
System Operator I		5,240.35067	5,502.36820	5,777.48661	6,066.36094	6,369.67899	6,688.16294
Accounting Technician		2,418.62339	2,539.55455	2,666.53228	2,799.85890	2,939.85184	3,086.84443
		30.23279	31.74443	33.33165	34.99824	36.74815	38.58556
	16	64,456.31321	67,679.12887	71,063.08532	74,616.23958	78,347.05156	82,264.40414
		5,371.35943	5,639.92741	5,921.92378	6,218.01997	6,528.92096	6,855.36701
		2,479.08897	2,603.04342	2,733.19559	2,869.85537	3,013.34814	3,164.01554
		30.98861	32.53804	34.16494	35.87319	37.66685	39.55019
Accountant I	17	66,067.72104	69,371.10710	72,839.66245	76,481.64557	80,305.72785	84,321.01424
		5,505.64342	5,780.92559	6,069.97187	6,373.47046	6,692.14399	7,026.75119
		2,541.06619	2,668.11950	2,801.52548	2,941.60175	3,088.68184	3,243.11593
		31.76333	33.35149	35.01907	36.77002	38.60852	40.53895
Administrative Analyst	18	67,719.41407	71,105.38477	74,660.65401	78,393.68671	82,313.37105	86,429.03960
		5,643.28451	5,925.44873	6,221.72117	6,532.80723	6,859.44759	7,202.41997
		2,604.59285	2,734.82249	2,871.56362	3,015.14180	3,165.89889	3,324.19383
		32.55741	34.18528	35.89455	37.68927	39.57374	41.55242

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System Operator II	19	69,412.39942	72,883.01939	76,527.17036	80,353.52888	84,371.20532	88,589.76559
		5,784.36662	6,073.58495	6,377.26420	6,696.12741	7,030.93378	7,382.48047
		2,669.70767	2,803.19305	2,943.35271	3,090.52034	3,245.04636	3,407.29868
		33.37135	35.03991	36.79191	38.63150	40.56308	42.59123
	20	71,147.70941	74,705.09488	78,440.34962	82,362.36710	86,480.48546	90,804.50973
		5,928.97578	6,225.42457	6,536.69580	6,863.53059	7,206.70712	7,567.04248
		2,736.45036	2,873.27288	3,016.93652	3,167.78335	3,326.17252	3,492.48114
		34.20563	35.91591	37.71171	39.59729	41.57716	43.65601
Assistant Engineer System Operator II-Cross Connection Control Specialist	21	72,926.40214	76,572.72225	80,401.35836	84,421.42628	88,642.49759	93,074.62247
		6,077.20018	6,381.06019	6,700.11320	7,035.11886	7,386.87480	7,756.21854
		2,804.86162	2,945.10470	3,092.35994	3,246.97793	3,409.32683	3,579.79317
		35.06077	36.81381	38.65450	40.58722	42.61659	44.74741
	22	74,749.56220	78,487.04031	82,411.39232	86,531.96194	90,858.56003	95,401.48804
		6,229.13018	6,540.58669	6,867.61603	7,210.99683	7,571.54667	7,950.12400
		2,874.98316	3,018.73232	3,169.66894	3,328.15238	3,494.56000	3,669.28800
		35.93729	37.73415	39.62086	41.60190	43.68200	45.86610
System Operator III Water Conservation Specialist III	23	76,618.30125	80,449.21631	84,471.67713	88,695.26099	93,130.02403	97,786.52524
		6,384.85844	6,704.10136	7,039.30643	7,391.27175	7,760.83534	8,148.87710
		2,946.85774	3,094.20063	3,248.91066	3,411.35619	3,581.92400	3,761.02020
		36.83572	38.67751	40.61138	42.64195	44.77405	47.01275
	24	78,533.75878	82,460.44672	86,583.46906	90,912.64251	95,458.27464	100,231.18837
		6,544.47990	6,871.70389	7,215.28909	7,576.05354	7,954.85622	8,352.59903
		3,020.52918	3,171.55564	3,330.13343	3,496.64010	3,671.47210	3,855.04571
		37.75661	39.64445	41.62667	43.70800	45.89340	48.18807
25	80,497.10275	84,521.95789	88,748.05578	93,185.45857	97,844.73150	102,736.96808	
	6,708.09190	7,043.49649	7,395.67132	7,765.45488	8,153.72763	8,561.41401	
	3,096.04241	3,250.84453	3,413.38676	3,584.05610	3,763.25890	3,951.42185	
	38.70053	40.63556	42.66733	44.80070	47.04074	49.39277	
26	82,509.53032	86,635.00684	90,966.75718	95,515.09504	100,290.84979	105,305.39228	
	6,875.79419	7,219.58390	7,580.56310	7,959.59125	8,357.57082	8,775.44936	
	3,173.44347	3,332.11565	3,498.72143	3,673.65750	3,857.34038	4,050.20740	
	39.66804	41.65145	43.73402	45.92072	48.21675	50.62759	
27	84,572.26858	88,800.88201	93,240.92611	97,902.97241	102,798.12103	107,938.02709	
	7,047.68905	7,400.07350	7,770.07718	8,158.58103	8,566.51009	8,994.83559	
	3,252.77956	3,415.41854	3,586.18947	3,765.49894	3,953.77389	4,151.46258	
	40.65974	42.69273	44.82737	47.06874	49.42217	51.89328	

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CS/Billing Supervisor	28	86,686.57529	91,020.90406	95,571.94926	100,350.54672	105,368.07406	110,636.47776
		7,223.88127	7,585.07534	7,964.32911	8,362.54556	8,780.67284	9,219.70648
		3,334.09905	3,500.80400	3,675.84420	3,859.63641	4,052.61823	4,255.24914
		41.67624	43.76005	45.94805	48.24546	50.65773	53.19061
Laboratory Supervisor	29	88,853.73968	93,296.42666	97,961.24799	102,859.31039	108,002.27591	113,402.38971
		7,404.47831	7,774.70222	8,163.43733	8,571.60920	9,000.18966	9,450.19914
		3,417.45153	3,588.32410	3,767.74031	3,956.12732	4,153.93369	4,361.63037
		42.71814	44.85405	47.09675	49.45159	51.92417	54.52038
O&M Supervisor	30	91,075.08317	95,628.83733	100,410.27919	105,430.79315	110,702.33281	116,237.44945
		7,589.59026	7,969.06978	8,367.52327	8,785.89943	9,225.19440	9,686.45412
		3,502.88781	3,678.03220	3,861.93382	4,055.03051	4,257.78203	4,470.67113
		43.78610	45.97540	48.27417	50.68788	53.22228	55.88339
Accounting Supervisor	31	93,351.96025	98,019.55826	102,920.53617	108,066.56298	113,469.89113	119,143.38569
		7,779.33002	8,168.29652	8,576.71135	9,005.54692	9,455.82426	9,928.61547
		3,590.46001	3,769.98301	3,958.48216	4,156.40627	4,364.22658	4,582.43791
		44.88075	47.12479	49.48103	51.95508	54.55283	57.28047
	32	95,685.75925	100,470.04722	105,493.54958	110,768.22705	116,306.63841	122,121.97033
		7,973.81327	8,372.50393	8,791.12913	9,230.68559	9,692.21987	10,176.83086
		3,680.22151	3,864.23259	4,057.44421	4,260.31643	4,473.33225	4,696.99886
		46.00277	48.30291	50.71805	53.25396	55.91665	58.71249
	33	98,077.90323	102,981.79840	108,130.88832	113,537.43273	119,214.30437	125,175.01959
		8,173.15860	8,581.81653	9,010.90736	9,461.45273	9,934.52536	10,431.25163
		3,772.22705	3,960.83840	4,158.88032	4,366.82434	4,585.16555	4,814.42383
		47.15284	49.51048	51.98600	54.58530	57.31457	60.18030
34	100,529.85081	105,556.34336	110,834.16052	116,375.86855	122,194.66198	128,304.39508	
	8,377.48757	8,796.36195	9,236.18004	9,697.98905	10,182.88850	10,692.03292	
	3,866.53272	4,059.85936	4,262.85233	4,475.99494	4,699.79469	4,934.78443	
	48.33166	50.74824	53.28565	55.94994	58.74743	61.68481	