

**Marina Coast Water District Employees Association -
Classification and Salary Schedule for FY2024/2025**

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

7/1/24

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	1	57,557.54984	60,435.42733	63,457.19870	66,630.05863	69,961.56156	73,459.63964
		4,796.46249	5,036.28561	5,288.09989	5,552.50489	5,830.13013	6,121.63664
		2,213.75192	2,324.43951	2,440.66149	2,562.69456	2,690.82929	2,825.37076
		27.67190	29.05549	30.50827	32.03368	33.63537	35.31713
	2	58,996.48858	61,946.31301	65,043.62866	68,295.81010	71,710.60060	75,296.13063
		4,916.37405	5,162.19275	5,420.30239	5,691.31751	5,975.88338	6,274.67755
		2,269.09571	2,382.55050	2,501.67803	2,626.76193	2,758.10002	2,896.00502
		28.36370	29.78188	31.27098	32.83452	34.47625	36.20006
	3	60,471.40080	63,494.97084	66,669.71938	70,003.20535	73,503.36562	77,178.53390
		5,039.28340	5,291.24757	5,555.80995	5,833.60045	6,125.28047	6,431.54449
		2,325.82311	2,442.11426	2,564.21998	2,692.43098	2,827.05252	2,968.40515
		29.07279	30.52643	32.05275	33.65539	35.33816	37.10506
	4	61,983.18582	65,082.34511	68,336.46237	71,753.28548	75,340.94976	79,107.99725
		5,165.26548	5,423.52876	5,694.70520	5,979.44046	6,278.41248	6,592.33310
		2,383.96869	2,503.16712	2,628.32548	2,759.74175	2,897.72884	3,042.61528
		29.79961	31.28959	32.85407	34.49677	36.22161	38.03269
	5	63,532.76546	66,709.40374	70,044.87392	73,547.11762	77,224.47350	81,085.69718
		5,294.39712	5,559.11698	5,837.07283	6,128.92647	6,435.37279	6,757.14143
		2,443.56790	2,565.74630	2,694.03361	2,828.73529	2,970.17206	3,118.68066
		30.54460	32.07183	33.67542	35.35919	37.12715	38.98351
Customer Service/ Billing Technician I	6	65,121.08460	68,377.13883	71,795.99577	75,385.79556	79,155.08534	83,112.83961
		5,426.75705	5,698.09490	5,982.99965	6,282.14963	6,596.25711	6,926.06997
		2,504.65710	2,629.88996	2,761.38445	2,899.45368	3,044.42636	3,196.64768
		31.30821	32.87362	34.51731	36.24317	38.05533	39.95810
	7	66,749.11172	70,086.56730	73,590.89567	77,270.44045	81,133.96247	85,190.66060
		5,562.42598	5,840.54728	6,132.57464	6,439.20337	6,761.16354	7,099.22172
		2,567.27353	2,695.63720	2,830.41906	2,971.94002	3,120.53702	3,276.56387
		32.09092	33.69547	35.38024	37.14925	39.00671	40.95705
Maintenance Worker Meter Reader	8	68,417.83951	71,838.73148	75,430.66806	79,202.20146	83,162.31153	87,320.42711
		5,701.48663	5,986.56096	6,285.88900	6,600.18346	6,930.19263	7,276.70226
		2,631.45537	2,763.02813	2,901.17954	3,046.23852	3,198.55044	3,358.47797
		32.89319	34.53785	36.26474	38.07798	39.98188	41.98097
	9	70,128.28550	73,634.69977	77,316.43476	81,182.25650	85,241.36932	89,503.43779
		5,844.02379	6,136.22498	6,443.03623	6,765.18804	7,103.44744	7,458.61982
		2,697.24175	2,832.10384	2,973.70903	3,122.39448	3,278.51420	3,442.43991
		33.71552	35.40130	37.17136	39.02993	40.98143	43.03050

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Customer Service/Billing Technician II	10	71,881.49263	75,475.56727	79,249.34563	83,211.81291	87,372.40356	91,741.02373
		5,990.12439	6,289.63061	6,604.11214	6,934.31774	7,281.03363	7,645.08531
		2,764.67279	2,902.90643	3,048.05175	3,200.45434	3,360.47706	3,528.50091
		34.55841	36.28633	38.10065	40.00568	42.00596	44.10626
	11	73,678.52995	77,362.45645	81,230.57927	85,292.10823	89,556.71365	94,034.54933
		6,139.87750	6,446.87137	6,769.21494	7,107.67569	7,463.05947	7,836.21244
		2,833.78961	2,975.47909	3,124.25305	3,280.46570	3,444.48899	3,616.71344
		35.42237	37.19349	39.05316	41.00582	43.05611	45.20892
	12	75,520.49320	79,296.51786	83,261.34375	87,424.41094	91,795.63149	96,385.41306
		6,293.37443	6,608.04315	6,938.44531	7,285.36758	7,649.63596	8,032.11776
		2,904.63435	3,049.86607	3,202.35938	3,362.47734	3,530.60121	3,707.13127
		36.30793	38.12333	40.02949	42.03097	44.13252	46.33914
Administrative Assistant	13	77,408.50553	81,278.93081	85,342.87735	89,610.02121	94,090.52227	98,795.04839
		6,450.70879	6,773.24423	7,111.90645	7,467.50177	7,840.87686	8,232.92070
		2,977.25021	3,126.11272	3,282.41836	3,446.53928	3,618.86624	3,799.80955
		37.21563	39.07641	41.03023	43.08174	45.23583	47.49762
Accounting Technician Engineering Technician Lead Customer Service/Billing Tech System Operator I	14	79,343.71817	83,310.90408	87,476.44928	91,850.27174	96,442.78533	101,264.92460
		6,611.97651	6,942.57534	7,289.70411	7,654.18931	8,036.89878	8,438.74372
		3,051.68147	3,204.26554	3,364.47882	3,532.70276	3,709.33790	3,894.80479
		38.14602	40.05332	42.05599	44.15878	46.36672	48.68506
District Analyst I	15	81,327.31112	85,393.67668	89,663.36051	94,146.52854	98,853.85496	103,796.54771
		6,777.27593	7,116.13972	7,471.94671	7,845.54404	8,237.82125	8,649.71231
		3,127.97350	3,284.37218	3,448.59079	3,621.02033	3,802.07134	3,992.17491
		39.09967	41.05465	43.10738	45.26275	47.52589	49.90219
O&M Coordinator	16	83,360.49390	87,528.51859	91,904.94452	96,500.19175	101,325.20134	106,391.46140
		6,946.70782	7,294.04322	7,658.74538	8,041.68265	8,443.76678	8,865.95512
		3,206.17284	3,366.48148	3,534.80556	3,711.54584	3,897.12313	4,091.97928
		40.07716	42.08102	44.18507	46.39432	48.71404	51.14974
District Analyst I	17	85,444.50625	89,716.73156	94,202.56814	98,912.69654	103,858.33137	109,051.24794
		7,120.37552	7,476.39430	7,850.21401	8,242.72471	8,654.86095	9,087.60399
		3,286.32716	3,450.64352	3,623.17570	3,804.33448	3,994.55121	4,194.27877
		41.07909	43.13304	45.28970	47.55418	49.93189	52.42848
O&M Coordinator	18	87,580.61890	91,959.64985	96,557.63234	101,385.51396	106,454.78966	111,777.52914
		7,298.38491	7,663.30415	8,046.46936	8,448.79283	8,871.23247	9,314.79409
		3,368.48534	3,536.90961	3,713.75509	3,899.44284	4,094.41499	4,299.13574
		42.10607	44.21137	46.42194	48.74304	51.18019	53.73920

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	19	89,770.13438	94,258.64109	98,971.57315	103,920.15181	109,116.15940	114,571.96737
		7,480.84453	7,854.88676	8,247.63110	8,660.01265	9,093.01328	9,547.66395
		3,452.69748	3,625.33235	3,806.59897	3,996.92892	4,196.77536	4,406.61413
		43.15872	45.31665	47.58249	49.96161	52.45969	55.08268
Project Manager I	20	92,014.38773	96,615.10712	101,445.86248	106,518.15560	111,844.06338	117,436.26655
System Operator II		7,667.86564	8,051.25893	8,453.82187	8,876.51297	9,320.33862	9,786.35555
		3,539.01491	3,715.96566	3,901.76394	4,096.85214	4,301.69475	4,516.77948
		44.23769	46.44957	48.77205	51.21065	53.77118	56.45974
Accountant	21	94,314.74743	99,030.48480	103,982.00904	109,181.10949	114,640.16497	120,372.17321
Assistant Engineer		7,859.56229	8,252.54040	8,665.16742	9,098.42579	9,553.34708	10,031.01443
District Analyst II		3,627.49029	3,808.86480	3,999.30804	4,199.27344	4,409.23711	4,629.69897
Electrical/Mechanical Technician		45.34363	47.61081	49.99135	52.49092	55.11546	57.87124
System Operator II-Cross Connection							
	22	96,672.61611	101,506.24692	106,581.55927	111,910.63723	117,506.16909	123,381.47754
		8,056.05134	8,458.85391	8,881.79661	9,325.88644	9,792.18076	10,281.78980
		3,718.17754	3,904.08642	4,099.29074	4,304.25528	4,519.46804	4,745.44144
		46.47722	48.80108	51.24113	53.80319	56.49335	59.31802
Lead Operator	23	99,089.43152	104,043.90309	109,246.09825	114,708.40316	120,443.82332	126,466.01448
Water Conservation Specialist III		8,257.45263	8,670.32526	9,103.84152	9,559.03360	10,036.98528	10,538.83454
		3,811.13198	4,001.68858	4,201.77301	4,411.86166	4,632.45474	4,864.07748
		47.63915	50.02111	52.52216	55.14827	57.90568	60.80097
	24	101,566.66730	106,645.00067	111,977.25070	117,576.11324	123,454.91890	129,627.66485
		8,463.88894	8,887.08339	9,331.43756	9,798.00944	10,287.90991	10,802.30540
		3,906.41028	4,101.73079	4,306.81733	4,522.15820	4,748.26611	4,985.67942
		48.83013	51.27163	53.83522	56.52698	59.35333	62.32099
District Analyst III	25	104,105.83399	109,311.12569	114,776.68197	120,515.51607	126,541.29187	132,868.35647
		8,675.48617	9,109.26047	9,564.72350	10,042.95967	10,545.10766	11,072.36304
		4,004.07054	4,204.27406	4,414.48777	4,635.21216	4,866.97276	5,110.32140
		50.05088	52.55343	55.18110	57.94015	60.83716	63.87902
Project Manager II	26	106,708.47984	112,043.90383	117,646.09902	123,528.40397	129,704.82417	136,190.06538
		8,892.37332	9,336.99199	9,803.84159	10,294.03366	10,808.73535	11,349.17211
		4,104.17230	4,309.38092	4,524.84996	4,751.09246	4,988.64708	5,238.07944
		51.30215	53.86726	56.56062	59.38866	62.35809	65.47599
	27	109,376.19183	114,845.00142	120,587.25150	126,616.61407	132,947.44477	139,594.81701
		9,114.68265	9,570.41679	10,048.93762	10,551.38451	11,078.95373	11,632.90142
		4,206.77661	4,417.11544	4,637.97121	4,869.86977	5,113.36326	5,369.03142
		52.58471	55.21394	57.97464	60.87337	63.91704	67.11289

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CS/Billing Supervisor	28	112,110.59663	117,716.12646	123,601.93278	129,782.02942	136,271.13089	143,084.68744
		9,342.54972	9,809.67721	10,300.16107	10,815.16912	11,355.92757	11,923.72395
		4,311.94602	4,527.54333	4,753.92049	4,991.61652	5,241.19734	5,503.25721
		53.89933	56.59429	59.42401	62.39521	65.51497	68.79072
Laboratory Supervisor	29	114,913.36154	120,659.02962	126,691.98110	133,026.58016	139,677.90917	146,661.80462
		9,576.11346	10,054.91914	10,557.66509	11,085.54835	11,639.82576	12,221.81705
		4,419.74467	4,640.73191	4,872.76850	5,116.40693	5,372.22728	5,640.83864
		55.24681	58.00915	60.90961	63.95509	67.15284	70.51048
O&M Supervisor	30	117,786.19558	123,675.50536	129,859.28063	136,352.24466	143,169.85689	150,328.34974
		9,815.51630	10,306.29211	10,821.60672	11,362.68706	11,930.82141	12,527.36248
		4,530.23829	4,756.75021	4,994.58772	5,244.31710	5,506.53296	5,781.85961
		56.62798	59.45938	62.43235	65.55396	68.83166	72.27325
Accounting Supervisor	31	120,730.85047	126,767.39300	133,105.76265	139,761.05078	146,749.10332	154,086.55848
		10,060.90421	10,563.94942	11,092.14689	11,646.75423	12,229.09194	12,840.54654
		4,643.49425	4,875.66896	5,119.45241	5,375.42503	5,644.19628	5,926.40610
		58.04368	60.94586	63.99316	67.19281	70.55245	74.08008
	32	123,749.12173	129,936.57782	136,433.40671	143,255.07705	150,417.83090	157,938.72245
		10,312.42681	10,828.04815	11,369.45056	11,937.92309	12,534.81924	13,161.56020
		4,759.58161	4,997.56069	5,247.43872	5,509.81066	5,785.30119	6,074.56625
		59.49477	62.46951	65.59298	68.87263	72.31626	75.93208
	33	126,842.84978	133,184.99227	139,844.24188	146,836.45397	154,178.27667	161,887.19051
		10,570.23748	11,098.74936	11,653.68682	12,236.37116	12,848.18972	13,490.59921
		4,878.57115	5,122.49970	5,378.62469	5,647.55592	5,929.93372	6,226.43040
		60.98214	64.03125	67.23281	70.59445	74.12417	77.83038
34	130,013.92102	136,514.61707	143,340.34793	150,507.36532	158,032.73359	165,934.37027	
	10,834.49342	11,376.21809	11,945.02899	12,542.28044	13,169.39447	13,827.86419	
	5,000.53542	5,250.56220	5,513.09030	5,788.74482	6,078.18206	6,382.09116	
	62.50669	65.63203	68.91363	72.35931	75.97728	79.77614	