

**Marina Coast Water District Employees Association -
Classification and Salary Schedule for FY2025/2026**

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

7/1/25

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	1	59,111.60368	62,067.18387	65,170.54306	68,429.07021	71,850.52373	75,443.04991
		4,925.96697	5,172.26532	5,430.87859	5,702.42252	5,987.54364	6,286.92083
		2,273.52322	2,387.19938	2,506.55935	2,631.88732	2,763.48168	2,901.65577
		28.41904	29.83999	31.33199	32.89859	34.54352	36.27070
	2	60,589.39378	63,618.86347	66,799.80664	70,139.79697	73,646.78682	77,329.12616
		5,049.11615	5,301.57196	5,566.65055	5,844.98308	6,137.23223	6,444.09385
		2,330.36130	2,446.87936	2,569.22333	2,697.68450	2,832.56872	2,974.19716
		29.12952	30.58599	32.11529	33.72106	35.40711	37.17746
	3	62,104.12862	65,209.33505	68,469.80180	71,893.29189	75,487.95649	79,262.35431
		5,175.34405	5,434.11125	5,705.81682	5,991.10766	6,290.66304	6,605.19619
		2,388.62033	2,508.05135	2,633.45392	2,765.12661	2,903.38294	3,048.55209
		29.85775	31.35064	32.91817	34.56408	36.29229	38.10690
	4	63,656.73184	66,839.56843	70,181.54685	73,690.62419	77,375.15540	81,243.91317
		5,304.72765	5,569.96404	5,848.46224	6,140.88535	6,447.92962	6,770.32610
		2,448.33584	2,570.75263	2,699.29026	2,834.25478	2,975.96752	3,124.76589
		30.60420	32.13441	33.74113	35.42818	37.19959	39.05957
	5	65,248.15013	68,510.55764	71,936.08552	75,532.88980	79,309.53429	83,275.01100
		5,437.34584	5,709.21314	5,994.67379	6,294.40748	6,609.12786	6,939.58425
		2,509.54424	2,635.02145	2,766.77252	2,905.11115	3,050.36670	3,202.88504
		31.36930	32.93777	34.58466	36.31389	38.12958	40.03606
Customer Service/ Billing Technician I	6	66,879.35389	70,223.32158	73,734.48766	77,421.21204	81,292.27264	85,356.88628
		5,573.27949	5,851.94346	6,144.54064	6,451.76767	6,774.35605	7,113.07386
		2,572.28284	2,700.89698	2,835.94183	2,977.73892	3,126.62587	3,282.95716
		32.15354	33.76121	35.44927	37.22174	39.08282	41.03696
	7	68,551.33773	71,978.90462	75,577.84985	79,356.74234	83,324.57946	87,490.80843
		5,712.61148	5,998.24205	6,298.15415	6,613.06186	6,943.71495	7,290.90070
		2,636.58991	2,768.41941	2,906.84038	3,052.18240	3,204.79152	3,365.03109
		32.95737	34.60524	36.33550	38.15228	40.05989	42.06289
Maintenance Worker Meter Reader	8	70,265.12118	73,778.37723	77,467.29610	81,340.66090	85,407.69395	89,678.07864
		5,855.42676	6,148.19810	6,455.60801	6,778.38841	7,117.30783	7,473.17322
		2,702.50466	2,837.62989	2,979.51139	3,128.48696	3,284.91131	3,449.15687
		33.78131	35.47037	37.24389	39.10609	41.06139	43.11446
	9	72,021.74921	75,622.83667	79,403.97850	83,374.17742	87,542.88629	91,920.03061
		6,001.81243	6,301.90306	6,616.99821	6,947.84812	7,295.24052	7,660.00255
		2,770.06728	2,908.57064	3,053.99917	3,206.69913	3,367.03409	3,535.38579
		34.62584	36.35713	38.17499	40.08374	42.08793	44.19232

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Customer Service/Billing Technician II	10	73,822.29294	77,513.40758	81,389.07796	85,458.53186	89,731.45845	94,218.03137
		6,151.85774	6,459.45063	6,782.42316	7,121.54432	7,477.62154	7,851.50261
		2,839.31896	2,981.28491	3,130.34915	3,286.86661	3,451.20994	3,623.77044
		35.49149	37.26606	39.12936	41.08583	43.14012	45.29713
	11	75,667.85026	79,451.24277	83,423.80491	87,594.99516	91,974.74491	96,573.48216
		6,305.65419	6,620.93690	6,951.98374	7,299.58293	7,664.56208	8,047.79018
		2,910.30193	3,055.81703	3,208.60788	3,369.03828	3,537.49019	3,714.36470
		36.37877	38.19771	40.10760	42.11298	44.21863	46.42956
	12	77,559.54652	81,437.52384	85,509.40003	89,784.87003	94,274.11354	98,987.81921
		6,463.29554	6,786.46032	7,125.78334	7,482.07250	7,856.17613	8,248.98493
		2,983.05948	3,132.21246	3,288.82308	3,453.26423	3,625.92744	3,807.22382
		37.28824	39.15266	41.11029	43.16580	45.32409	47.59030
	13	79,498.53518	83,473.46194	87,647.13503	92,029.49179	96,630.96637	101,462.51469
		6,624.87793	6,956.12183	7,303.92792	7,669.12432	8,052.58053	8,455.20956
		3,057.63597	3,210.51777	3,371.04366	3,539.59584	3,716.57563	3,902.40441
		38.22045	40.13147	42.13805	44.24495	46.45720	48.78006
Administrative Assistant	14	81,485.99856	85,560.29849	89,838.31341	94,330.22908	99,046.74053	103,999.07756
		6,790.49988	7,130.02487	7,486.52612	7,860.85242	8,253.89504	8,666.58980
		3,134.07687	3,290.78071	3,455.31975	3,628.08573	3,809.49002	3,999.96452
		39.17596	41.13476	43.19150	45.35107	47.61863	49.99956
Accounting Technician	15	83,523.14852	87,699.30595	92,084.27124	96,688.48481	101,522.90905	106,599.05450
Engineering Technician		6,960.26238	7,308.27550	7,673.68927	8,057.37373	8,460.24242	8,883.25454
Lead Customer Service/Billing Tech		3,212.42879	3,373.05023	3,541.70274	3,718.78788	3,904.72727	4,099.96363
System Operator I		40.15536	42.16313	44.27128	46.48485	48.80909	51.24955
Water Resources Technician I	16	85,611.22723	89,891.78860	94,386.37803	99,105.69693	104,060.98177	109,264.03086
		7,134.26894	7,490.98238	7,865.53150	8,258.80808	8,671.74848	9,105.33591
		3,292.73951	3,457.37648	3,630.24531	3,811.75757	4,002.34545	4,202.46273
		41.15924	43.21721	45.37807	47.64697	50.02932	52.53078
District Analyst I	17	87,751.50792	92,139.08331	96,746.03748	101,583.33935	106,662.50632	111,995.63163
		7,312.62566	7,678.25694	8,062.16979	8,465.27828	8,888.54219	9,332.96930
		3,375.05800	3,543.81090	3,721.00144	3,907.05151	4,102.40409	4,307.52429
		42.18822	44.29764	46.51252	48.83814	51.28005	53.84405
O&M Coordinator	18	89,945.29561	94,442.56039	99,164.68841	104,122.92283	109,329.06898	114,795.52242
Cross-Connection Control Specialist		7,495.44130	7,870.21337	8,263.72403	8,676.91024	9,110.75575	9,566.29354
		3,459.43445	3,632.40617	3,814.02648	4,004.72780	4,204.96419	4,415.21240
		43.24293	45.40508	47.67533	50.05910	52.56205	55.19016

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Water Resources Technician II	19	92,193.92800	96,803.62440	101,643.80562	106,725.99591	112,062.29570	117,665.41049
		7,682.82733	8,066.96870	8,470.31714	8,893.83299	9,338.52464	9,805.45087
		3,545.92031	3,723.21632	3,909.37714	4,104.84600	4,310.08830	4,525.59271
		44.32400	46.54020	48.86721	51.31057	53.87610	56.56991
Project Manager I	20	94,498.77620	99,223.71501	104,184.90076	109,394.14580	114,863.85309	120,607.04575
System Operator II		7,874.89802	8,268.64292	8,682.07506	9,116.17882	9,571.98776	10,050.58715
		3,634.56832	3,816.29673	4,007.11157	4,207.46715	4,417.84050	4,638.73253
		45.43210	47.70371	50.08889	52.59334	55.22301	57.98416
Accountant	21	96,861.24561	101,704.30789	106,789.52328	112,128.99945	117,735.44942	123,622.22189
Assistant Engineer		8,071.77047	8,475.35899	8,899.12694	9,344.08329	9,811.28745	10,301.85182
District Analyst II		3,725.43252	3,911.70415	4,107.28936	4,312.65382	4,528.28652	4,754.70084
Electrical/Mechanical Technician		46.56791	48.89630	51.34112	53.90817	56.60358	59.43376
	22	99,282.77675	104,246.91559	109,459.26137	114,932.22443	120,678.83566	126,712.77744
		8,273.56473	8,687.24297	9,121.60511	9,577.68537	10,056.56964	10,559.39812
		3,818.56834	4,009.49675	4,209.97159	4,420.47017	4,641.49368	4,873.56836
		47.73210	50.11871	52.62464	55.25588	58.01867	60.91960
Lead Operator	23	101,764.84617	106,853.08848	112,195.74290	117,805.53004	123,695.80655	129,880.59687
Water Conservation Specialist III		8,480.40385	8,904.42404	9,349.64524	9,817.12750	10,307.98388	10,823.38307
		3,914.03254	4,109.73417	4,315.22088	4,530.98192	4,757.53102	4,995.40757
		48.92541	51.37168	53.94026	56.63727	59.46914	62.44259
	24	104,308.96732	109,524.41569	115,000.63647	120,750.66830	126,788.20171	133,127.61180
		8,692.41394	9,127.03464	9,583.38637	10,062.55569	10,565.68348	11,093.96765
		4,011.88336	4,212.47753	4,423.10140	4,644.25647	4,876.46930	5,120.29276
		50.14854	52.65597	55.28877	58.05321	60.95587	64.00366
District Analyst III	25	106,916.69150	112,262.52608	117,875.65238	123,769.43500	129,957.90675	136,455.80209
Senior Accountant		8,909.72429	9,355.21051	9,822.97103	10,314.11958	10,829.82556	11,371.31684
		4,112.18044	4,317.78946	4,533.67894	4,760.36288	4,998.38103	5,248.30008
		51.40226	53.97237	56.67099	59.50454	62.47976	65.60375
Project Manager II	26	109,589.60879	115,069.08923	120,822.54369	126,863.67088	133,206.85442	139,867.19714
		9,132.46740	9,589.09077	10,068.54531	10,571.97257	11,100.57120	11,655.59976
		4,214.98495	4,425.73420	4,647.02091	4,879.37196	5,123.34055	5,379.50758
		52.68731	55.32168	58.08776	60.99215	64.04176	67.24384
	27	112,329.34901	117,945.81646	123,843.10729	130,035.26265	136,537.02578	143,363.87707
		9,360.77908	9,828.81804	10,320.25894	10,836.27189	11,378.08548	11,946.98976
		4,320.35958	4,536.37756	4,763.19643	5,001.35626	5,251.42407	5,513.99527
		54.00449	56.70472	59.53996	62.51695	65.64280	68.92494

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	28	115,137.58274	120,894.46187	126,939.18497	133,286.14422	139,950.45143	146,947.97400
		9,594.79856	10,074.53849	10,578.26541	11,107.17868	11,662.53762	12,245.66450
		4,428.36857	4,649.78700	4,882.27634	5,126.39016	5,382.70967	5,651.84515
		55.35461	58.12234	61.02845	64.07988	67.28387	70.64806
Laboratory Supervisor	29	118,016.02231	123,916.82342	130,112.66459	136,618.29782	143,449.21271	150,621.67335
		9,834.66853	10,326.40195	10,842.72205	11,384.85815	11,954.10106	12,551.80611
		4,539.07778	4,766.03167	5,004.33325	5,254.54992	5,517.27741	5,793.14128
		56.73847	59.57540	62.55417	65.68187	68.96597	72.41427
O&M Supervisor	30	120,966.42286	127,014.74401	133,365.48121	140,033.75527	147,035.44303	154,387.21518
		10,080.53524	10,584.56200	11,113.79010	11,669.47961	12,252.95359	12,865.60127
		4,652.55473	4,885.18246	5,129.44158	5,385.91366	5,655.20935	5,937.96981
		58.15693	61.06478	64.11802	67.32392	70.69012	74.22462
	31	123,990.58344	130,190.11261	136,699.61824	143,534.59915	150,711.32911	158,246.89556
		10,332.54862	10,849.17605	11,391.63485	11,961.21660	12,559.27743	13,187.24130
		4,768.86859	5,007.31202	5,257.67762	5,520.56151	5,796.58958	6,086.41906
		59.61086	62.59140	65.72097	69.00702	72.45737	76.08024
	32	127,090.34802	133,444.86542	140,117.10869	147,122.96413	154,479.11233	162,203.06795
		10,590.86234	11,120.40545	11,676.42572	12,260.24701	12,873.25936	13,516.92233
		4,888.09031	5,132.49482	5,389.11957	5,658.57554	5,941.50432	6,238.57954
		61.10113	64.15619	67.36399	70.73219	74.26880	77.98224
	33	130,267.60672	136,780.98706	143,620.03641	150,801.03823	158,341.09014	166,258.14465
		10,855.63389	11,398.41559	11,968.33637	12,566.75319	13,195.09085	13,854.84539
		5,010.29257	5,260.80719	5,523.84755	5,800.03993	6,090.04193	6,394.54403
		62.62866	65.76009	69.04809	72.50050	76.12552	79.93180
	34	133,524.29689	140,200.51173	147,210.53732	154,571.06419	162,299.61740	170,414.59827
		11,127.02474	11,683.37598	12,267.54478	12,880.92202	13,524.96812	14,201.21652
		5,135.54988	5,392.32737	5,661.94374	5,945.04093	6,242.29298	6,554.40763
		64.19437	67.40409	70.77430	74.31301	78.02866	81.93010