

**Marina Coast Water District Teamsters Unit (Management & Confidential) - Classification and Salary Schedule for FY2025/2026**

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

**7/1/2025**

<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>
	T20	104,841.63040	110,083.68800	115,587.86720	121,367.27200	127,435.63040	133,807.41920
		8,736.80253	9,173.64067	9,632.32227	10,113.93933	10,619.63587	11,150.61827
		4,032.37040	4,233.98800	4,445.68720	4,667.97200	4,901.37040	5,146.43920
		50.40463	52.92485	55.57109	58.34965	61.26713	64.33049
	T21	107,462.63840	112,835.79840	118,477.59040	124,401.45120	130,621.52480	137,152.60000
		8,955.21987	9,402.98320	9,873.13253	10,366.78760	10,885.12707	11,429.38333
		4,133.17840	4,339.83840	4,556.83040	4,784.67120	5,023.90480	5,275.10000
		51.66473	54.24798	56.96038	59.80839	62.79881	65.93875
	T22	110,149.22880	115,656.67360	121,439.53120	127,511.48800	133,887.08320	140,581.41760
		9,179.10240	9,638.05613	10,119.96093	10,625.95733	11,157.25693	11,715.11813
		4,236.50880	4,448.33360	4,670.75120	4,904.28800	5,149.50320	5,406.97760
		52.95636	55.60417	58.38439	61.30360	64.36879	67.58722
Executive Assistant to GM/Board	T23	112,902.96160	118,548.10240	124,475.52000	130,699.27520	137,234.24000	144,095.95200
		9,408.58013	9,879.00853	10,372.96000	10,891.60627	11,436.18667	12,007.99600
		4,342.42160	4,559.54240	4,787.52000	5,026.89520	5,278.24000	5,542.15200
		54.28027	56.99428	59.84400	62.83619	65.97800	69.27690
	T24	115,725.52160	121,511.81120	127,587.38720	133,966.76800	140,665.11680	147,698.34560
		9,643.79347	10,125.98427	10,632.28227	11,163.89733	11,722.09307	12,308.19547
		4,450.98160	4,673.53120	4,907.20720	5,152.56800	5,410.19680	5,680.70560
		55.63727	58.41914	61.34009	64.40710	67.62746	71.00882
	T25	118,618.65600	124,549.58880	130,777.08800	137,315.94240	144,181.73120	151,390.80320
		9,884.88800	10,379.13240	10,898.09067	11,442.99520	12,015.14427	12,615.90027
		4,562.25600	4,790.36880	5,029.88800	5,281.38240	5,545.45120	5,822.72320
		57.02820	59.87961	62.87360	66.01728	69.31814	72.78404
	T26	121,584.13280	127,663.32800	134,046.49440	140,748.83680	147,786.28800	155,175.59200
		10,132.01107	10,638.61067	11,170.54120	11,729.06973	12,315.52400	12,931.29933
		4,676.31280	4,910.12800	5,155.63440	5,413.41680	5,684.08800	5,968.29200
		58.45391	61.37660	64.44543	67.66771	71.05110	74.60365
Customer Service Administrator	T27	124,623.74080	130,854.92160	137,397.66560	144,267.55200	151,480.92960	159,054.97920
		10,385.31173	10,904.57680	11,449.80547	12,022.29600	12,623.41080	13,254.58160
		4,793.22080	5,032.88160	5,284.52560	5,548.75200	5,826.18960	6,117.49920
		59.91526	62.91102	66.05657	69.35940	72.82737	76.46874
	T28	127,739.33120	134,126.30400	140,832.59840	147,874.25120	155,267.94400	163,031.35680
		10,644.94427	11,177.19200	11,736.04987	12,322.85427	12,938.99533	13,585.94640
		4,913.05120	5,158.70400	5,416.63840	5,687.47120	5,971.84400	6,270.43680
		61.41314	64.48380	67.70798	71.09339	74.64805	78.38046
Associate Engineer IT Administrator	T29	130,932.81760	137,479.45120	144,353.43520	151,571.09760	159,149.64000	167,107.13760
		10,911.06813	11,456.62093	12,029.45293	12,630.92480	13,262.47000	13,925.59480
		5,035.87760	5,287.67120	5,552.05520	5,829.65760	6,121.14000	6,427.19760
		62.94847	66.09589	69.40069	72.87072	76.51425	80.33997
	T30	134,206.13440	140,916.42240	147,962.25600	155,360.37920	163,128.38880	171,284.79680
		11,183.84453	11,743.03520	12,330.18800	12,946.69827	13,594.03240	14,273.73307
		5,161.77440	5,419.86240	5,690.85600	5,975.39920	6,274.16880	6,587.87680
		64.52218	67.74828	71.13570	74.69249	78.42711	82.34846

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Senior Project Manager	T31	137,561.29920	144,439.33920	151,661.30720	159,244.38400	167,206.60320	175,566.93440
		11,463.44160	12,036.61160	12,638.44227	13,270.36533	13,933.88360	14,630.57787
		5,290.81920	5,555.35920	5,833.12720	6,124.78400	6,431.02320	6,752.57440
		66.13524	69.44199	72.91409	76.55980	80.38779	84.40718
	T32	141,000.30880	148,050.32320	155,452.85600	163,225.50400	171,386.75840	179,956.10880
		11,750.02573	12,337.52693	12,954.40467	13,602.12533	14,282.22987	14,996.34240
		5,423.08880	5,694.24320	5,978.95600	6,277.90400	6,591.79840	6,921.38880
		67.78861	71.17804	74.73695	78.47380	82.39748	86.51736
Controllor Senior Civil Engineer	T33	144,525.32640	151,751.57920	159,339.16960	167,306.13120	175,671.43360	184,455.00320
		12,043.77720	12,645.96493	13,278.26413	13,942.17760	14,639.28613	15,371.25027
		5,558.66640	5,836.59920	6,128.42960	6,434.85120	6,756.59360	7,094.42320
		69.48333	72.95749	76.60537	80.43564	84.45742	88.68029
	T34	148,138.47360	155,545.39520	163,322.66080	171,488.78240	180,063.22880	189,066.40480
		12,344.87280	12,962.11627	13,610.22173	14,290.73187	15,005.26907	15,755.53373
		5,697.63360	5,982.51520	6,281.64080	6,595.72240	6,925.50880	7,271.78480
		71.22042	74.78144	78.52051	82.44653	86.56886	90.89731
T35	151,841.93440	159,434.01760	167,405.70080	175,775.99520	184,564.80640	193,793.05920	
	12,653.49453	13,286.16813	13,950.47507	14,647.99960	15,380.40053	16,149.42160	
	5,840.07440	6,132.07760	6,438.68080	6,760.61520	7,098.64640	7,453.57920	
	73.00093	76.65097	80.48351	84.50769	88.73308	93.16974	
T36	155,637.97600	163,419.88000	171,590.84800	180,170.39040	189,178.93280	198,637.85760	
	12,969.83133	13,618.32333	14,299.23733	15,014.19920	15,764.91107	16,553.15480	
	5,986.07600	6,285.38000	6,599.64800	6,929.63040	7,276.11280	7,639.91760	
	74.82595	78.56725	82.49560	86.62038	90.95141	95.49897	
T37	159,528.92800	167,505.35360	175,880.61920	184,674.67200	193,908.41600	203,603.81600	
	13,294.07733	13,958.77947	14,656.71827	15,389.55600	16,159.03467	16,966.98467	
	6,135.72800	6,442.51360	6,764.63920	7,102.87200	7,458.01600	7,830.91600	
	76.69660	80.53142	84.55799	88.78590	93.22520	97.88645	
O&M Manager Water Resources Manager	T38	163,517.16160	171,692.99680	180,277.65600	189,291.52320	198,756.10560	208,693.90880
		13,626.43013	14,307.74973	15,023.13800	15,774.29360	16,563.00880	17,391.15907
		6,289.12160	6,603.57680	6,933.75600	7,280.44320	7,644.46560	8,026.68880
		78.61402	82.54471	86.67195	91.00554	95.55582	100.33361
	T39	167,605.06880	175,985.32640	184,784.60000	194,023.81440	203,724.99680	213,911.25600
		13,967.08907	14,665.44387	15,398.71667	16,168.65120	16,977.08307	17,825.93800
		6,446.34880	6,768.66640	7,107.10000	7,462.45440	7,835.57680	8,227.35600
		80.57936	84.60833	88.83875	93.28068	97.94471	102.84195
T40	171,795.20800	180,384.96320	189,404.19680	198,874.41600	208,818.14720	219,259.06080	
	14,316.26733	15,032.08027	15,783.68307	16,572.86800	17,401.51227	18,271.58840	
	6,607.50800	6,937.88320	7,284.77680	7,649.01600	8,031.46720	8,433.04080	
	82.59385	86.72354	91.05971	95.61270	100.39334	105.41301	
T41	176,090.07520	184,894.59040	194,139.29600	203,846.28160	214,038.59360	224,740.52640	
	14,674.17293	15,407.88253	16,178.27467	16,987.19013	17,836.54947	18,728.37720	
	6,772.69520	7,111.33040	7,466.89600	7,840.24160	8,232.25360	8,643.86640	
	84.65869	88.89163	93.33620	98.00302	102.90317	108.04833	

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7/1/2025

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	T42	180,492.31200	189,516.95360	198,992.78880	208,942.42720	219,389.53920	230,359.02240
		15,041.02600	15,793.07947	16,582.73240	17,411.86893	18,282.46160	19,196.58520
		6,942.01200	7,289.11360	7,653.56880	8,036.24720	8,438.05920	8,859.96240
		86.77515	91.11392	95.66961	100.45309	105.47574	110.74953
	T43	185,004.64320	194,254.86080	203,967.60800	214,165.99360	224,874.29120	236,118.00160
		15,417.05360	16,187.90507	16,997.30067	17,847.16613	18,739.52427	19,676.50013
		7,115.56320	7,471.34080	7,844.90800	8,237.15360	8,649.01120	9,081.46160
		88.94454	93.39176	98.06135	102.96442	108.11264	113.51827
Director of Admin Svcs	T44	189,629.75200	199,111.24480	209,066.81120	219,520.14240	230,496.15680	242,020.95840
District Engineer		15,802.47933	16,592.60373	17,422.23427	18,293.34520	19,208.01307	20,168.41320
		7,293.45200	7,658.12480	8,041.03120	8,443.08240	8,865.23680	9,308.49840
		91.16815	95.72656	100.51289	105.53853	110.81546	116.35623