

**Marina Coast Water District Employees Association - Classification and Salary
Schedule for Fiscal Year 2026/2027**

Adopted by the Board as of 05/18/2026

Percentage between Ranges = 2.5%

Percentage between Steps = 5.0%

Effective as of 07/01/2026

CLASSIFICATION		RANGE RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	1	Yearly	60,589.40160	63,618.85920	66,799.80320	70,139.78400	73,646.78880	77,329.11680
		Monthly	5,049.11680	5,301.57160	5,566.65027	5,844.98200	6,137.23240	6,444.09307
		Bi-weekly	2,330.36160	2,446.87920	2,569.22320	2,697.68400	2,832.56880	2,974.19680
		Hourly	29.12952	30.58599	32.11529	33.72105	35.40711	37.17746
	2	Yearly	62,104.14080	65,209.33120	68,469.81440	71,893.28640	75,487.96320	79,262.35200
		Monthly	5,175.34507	5,434.11093	5,705.81787	5,991.10720	6,290.66360	6,605.19600
		Bi-weekly	2,388.62080	2,508.05120	2,633.45440	2,765.12640	2,903.38320	3,048.55200
		Hourly	29.85776	31.35064	32.91818	34.56408	36.29229	38.10690
	3	Yearly	63,656.73600	66,839.57280	70,181.52960	73,690.63520	77,375.16800	81,243.90560
		Monthly	5,304.72800	5,569.96440	5,848.46080	6,140.88627	6,447.93067	6,770.32547
		Bi-weekly	2,448.33600	2,570.75280	2,699.28960	2,834.25520	2,975.96800	3,124.76560
		Hourly	30.60420	32.13441	33.74112	35.42819	37.19960	39.05957
	4	Yearly	65,248.16480	68,510.56160	71,936.09280	75,532.87040	79,309.52640	83,275.00480
		Monthly	5,437.34707	5,709.21347	5,994.67440	6,294.40587	6,609.12720	6,939.58373
		Bi-weekly	2,509.54480	2,635.02160	2,766.77280	2,905.11040	3,050.36640	3,202.88480
		Hourly	31.36931	32.93777	34.58466	36.31388	38.12958	40.03606
	5	Yearly	66,879.34240	70,223.31680	73,734.50240	77,421.21920	81,292.26560	85,356.87680
		Monthly	5,573.27853	5,851.94307	6,144.54187	6,451.76827	6,774.35547	7,113.07307
		Bi-weekly	2,572.28240	2,700.89680	2,835.94240	2,977.73920	3,126.62560	3,282.95680
		Hourly	32.15353	33.76121	35.44928	37.22174	39.08282	41.03696
Customer Service/ Billing Technician I	6	Yearly	68,551.32960	71,978.89920	75,577.86080	79,356.74240	83,324.57120	87,490.81120
		Monthly	5,712.61080	5,998.24160	6,298.15507	6,613.06187	6,943.71427	7,290.90093
		Bi-weekly	2,636.58960	2,768.41920	2,906.84080	3,052.18240	3,204.79120	3,365.03120
		Hourly	32.95737	34.60524	36.33551	38.15228	40.05989	42.06289
	7	Yearly	70,265.10400	73,778.39040	77,467.31200	81,340.66720	85,407.69120	89,678.07680
		Monthly	5,855.42533	6,148.19920	6,455.60933	6,778.38893	7,117.30760	7,473.17307
		Bi-weekly	2,702.50400	2,837.63040	2,979.51200	3,128.48720	3,284.91120	3,449.15680
		Hourly	33.78130	35.47038	37.24390	39.10609	41.06139	43.11446
Maintenance Worker Meter Reader	8	Yearly	72,021.74720	75,622.83040	79,403.97920	83,374.17920	87,542.87360	91,920.02560
		Monthly	6,001.81227	6,301.90253	6,616.99827	6,947.84827	7,295.23947	7,660.00213
		Bi-weekly	2,770.06720	2,908.57040	3,053.99920	3,206.69920	3,367.03360	3,535.38560
		Hourly	34.62584	36.35713	38.17499	40.08374	42.08792	44.19232
	9	Yearly	73,822.29920	77,513.42560	81,389.06880	85,458.52640	89,731.47040	94,218.03040
		Monthly	6,151.85827	6,459.45213	6,782.42240	7,121.54387	7,477.62253	7,851.50253
		Bi-weekly	2,839.31920	2,981.28560	3,130.34880	3,286.86640	3,451.21040	3,623.77040
		Hourly	35.49149	37.26607	39.12936	41.08583	43.14013	45.29713
Customer Service/Billing Technician II	10	Yearly	75,667.86240	79,451.23680	83,423.80800	87,594.99840	91,974.72960	96,573.48480
		Monthly	6,305.65520	6,620.93640	6,951.98400	7,299.58320	7,664.56080	8,047.79040
		Bi-weekly	2,910.30240	3,055.81680	3,208.60800	3,369.03840	3,537.48960	3,714.36480
		Hourly	36.37878	38.19771	40.10760	42.11298	44.21862	46.42956
	11	Yearly	77,559.53920	81,437.51200	85,509.40320	89,784.86400	94,274.10720	98,987.82400
		Monthly	6,463.29493	6,786.45933	7,125.78360	7,482.07200	7,856.17560	8,248.98533
		Bi-weekly	2,983.05920	3,132.21200	3,288.82320	3,453.26400	3,625.92720	3,807.22400
		Hourly	37.28824	39.15265	41.11029	43.16580	45.32409	47.59030

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CLASSIFICATION	RANGE	RATE TYPE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	12	Yearly	79,498.53600	83,473.47840	87,647.14400	92,029.51680	96,630.97600	101,462.52480
		Monthly	6,624.87800	6,956.12320	7,303.92867	7,669.12640	8,052.58133	8,455.21040
		Bi-weekly	3,057.63600	3,210.51840	3,371.04400	3,539.59680	3,716.57600	3,902.40480
		Hourly	38.22045	40.13148	42.13805	44.24496	46.45720	48.78006
	13	Yearly	81,485.99680	85,560.30080	89,838.32000	94,330.22560	99,046.75040	103,999.08480
		Monthly	6,790.49973	7,130.02507	7,486.52667	7,860.85213	8,253.89587	8,666.59040
		Bi-weekly	3,134.07680	3,290.78080	3,455.32000	3,628.08560	3,809.49040	3,999.96480
		Hourly	39.17596	41.13476	43.19150	45.35107	47.61863	49.99956
Administrative Assistant	14	Yearly	83,523.14880	87,699.31040	92,084.28320	96,688.48800	101,522.90720	106,599.06400
		Monthly	6,960.26240	7,308.27587	7,673.69027	8,057.37400	8,460.24227	8,883.25533
		Bi-weekly	3,212.42880	3,373.05040	3,541.70320	3,718.78800	3,904.72720	4,099.96400
		Hourly	40.15536	42.16313	44.27129	46.48485	48.80909	51.24955
Accounting Technician Engineering Technician Lead Customer Service/Billing Tech System Operator I Water Resources Technician I	15	Yearly	85,611.21920	89,891.79680	94,386.36480	99,105.67680	104,060.98560	109,264.04320
		Monthly	7,134.26827	7,490.98307	7,865.53040	8,258.80640	8,671.74880	9,105.33693
		Bi-weekly	3,292.73920	3,457.37680	3,630.24480	3,811.75680	4,002.34560	4,202.46320
		Hourly	41.15924	43.21721	45.37806	47.64696	50.02932	52.53079
	16	Yearly	87,751.49760	92,139.09120	96,746.04160	101,583.33120	106,662.50400	111,995.62400
		Monthly	7,312.62480	7,678.25760	8,062.17013	8,465.27760	8,888.54200	9,332.96867
		Bi-weekly	3,375.05760	3,543.81120	3,721.00160	3,907.05120	4,102.40400	4,307.52400
		Hourly	42.18822	44.29764	46.51252	48.83814	51.28005	53.84405
District Analyst I	17	Yearly	89,945.31520	94,442.54560	99,164.68640	104,122.90720	109,329.06400	114,795.51200
		Monthly	7,495.44293	7,870.21213	8,263.72387	8,676.90893	9,110.75533	9,566.29267
		Bi-weekly	3,459.43520	3,632.40560	3,814.02640	4,004.72720	4,204.96400	4,415.21200
		Hourly	43.24294	45.40507	47.67533	50.05909	52.56205	55.19015
O&M Coordinator Cross-Connection Control Specialist	18	Yearly	92,193.92000	96,803.63680	101,643.79680	106,726.00640	112,062.30880	117,665.41280
		Monthly	7,682.82667	8,066.96973	8,470.31640	8,893.83387	9,338.52573	9,805.45107
		Bi-weekly	3,545.92000	3,723.21680	3,909.37680	4,104.84640	4,310.08880	4,525.59280
		Hourly	44.32400	46.54021	48.86721	51.31058	53.87611	56.56991
Water Resources Technician II	19	Yearly	94,498.78880	99,223.71680	104,184.91200	109,394.12640	114,863.84000	120,607.05280
		Monthly	7,874.89907	8,268.64307	8,682.07600	9,116.17720	9,571.98667	10,050.58773
		Bi-weekly	3,634.56880	3,816.29680	4,007.11200	4,207.46640	4,417.84000	4,638.73280
		Hourly	45.43211	47.70371	50.08890	52.59333	55.22300	57.98416
Project Manager I System Operator II	20	Yearly	96,861.25280	101,704.30400	106,789.52960	112,128.99360	117,735.44640	123,622.20000
		Monthly	8,071.77107	8,475.35867	8,899.12747	9,344.08280	9,811.28720	10,301.85000
		Bi-weekly	3,725.43280	3,911.70400	4,107.28960	4,312.65360	4,528.28640	4,754.70000
		Hourly	46.56791	48.89630	51.34112	53.90817	56.60358	59.43375
Accountant Assistant Engineer District Analyst II Electrical/Mechanical Technician	21	Yearly	99,282.78880	104,246.91680	109,459.27200	114,932.20960	120,678.83360	126,712.76800
		Monthly	8,273.56573	8,687.24307	9,121.60600	9,577.68413	10,056.56947	10,559.39733
		Bi-weekly	3,818.56880	4,009.49680	4,209.97200	4,420.46960	4,641.49360	4,873.56800
		Hourly	47.73211	50.11871	52.62465	55.25587	58.01867	60.91960
	22	Yearly	101,764.83200	106,853.09440	112,195.74080	117,805.54240	123,695.81120	129,880.60800
		Monthly	8,480.40267	8,904.42453	9,349.64507	9,817.12853	10,307.98427	10,823.38400
		Bi-weekly	3,914.03200	4,109.73440	4,315.22080	4,530.98240	4,757.53120	4,995.40800
		Hourly	48.92540	51.37168	53.94026	56.63728	59.46914	62.44260

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Lead Operator	23	Yearly	104,308.98400	109,524.41760	115,000.64160	120,750.65600	126,788.18880	133,127.63360
Water Conservation Specialist III		Monthly	8,692.41533	9,127.03480	9,583.38680	10,062.55467	10,565.68240	11,093.96947
		Bi-weekly	4,011.88400	4,212.47760	4,423.10160	4,644.25600	4,876.46880	5,120.29360
		Hourly	50.14855	52.65597	55.28877	58.05320	60.95586	64.00367
	24	Yearly	106,916.68000	112,262.50880	117,875.65920	123,769.44320	129,957.92160	136,455.80000
		Monthly	8,909.72333	9,355.20907	9,822.97160	10,314.12027	10,829.82680	11,371.31667
		Bi-weekly	4,112.18000	4,317.78880	4,533.67920	4,760.36320	4,998.38160	5,248.30000
		Hourly	51.40225	53.97236	56.67099	59.50454	62.47977	65.60375
District Analyst III Senior Accountant	25	Yearly	109,589.60480	115,069.09440	120,822.54080	126,863.65120	133,206.84000	139,867.18720
		Monthly	9,132.46707	9,589.09120	10,068.54507	10,571.97093	11,100.57000	11,655.59893
		Bi-weekly	4,214.98480	4,425.73440	4,647.02080	4,879.37120	5,123.34000	5,379.50720
		Hourly	52.68731	55.32168	58.08776	60.99214	64.04175	67.24384
Project Manager II	26	Yearly	112,329.33920	117,945.81760	123,843.09600	130,035.25600	136,537.02400	143,363.87520
		Monthly	9,360.77827	9,828.81813	10,320.25800	10,836.27133	11,378.08533	11,946.98960
		Bi-weekly	4,320.35920	4,536.37760	4,763.19600	5,001.35600	5,251.42400	5,513.99520
		Hourly	54.00449	56.70472	59.53995	62.51695	65.64280	68.92494
	27	Yearly	115,137.58880	120,894.46720	126,939.19680	133,286.12960	139,950.44960	146,947.96480
		Monthly	9,594.79907	10,074.53893	10,578.26640	11,107.17747	11,662.53747	12,245.66373
		Bi-weekly	4,428.36880	4,649.78720	4,882.27680	5,126.38960	5,382.70960	5,651.84480
		Hourly	55.35461	58.12234	61.02846	64.07987	67.28387	70.64806
	28	Yearly	118,016.03840	123,916.83200	130,112.67360	136,618.31040	143,449.21760	150,621.68160
		Monthly	9,834.66987	10,326.40267	10,842.72280	11,384.85920	11,954.10147	12,551.80680
		Bi-weekly	4,539.07840	4,766.03200	5,004.33360	5,254.55040	5,517.27760	5,793.14160
		Hourly	56.73848	59.57540	62.55417	65.68188	68.96597	72.41427
Laboratory Supervisor	29	Yearly	120,966.41440	127,014.76320	133,365.48160	140,033.77440	147,035.44960	154,387.20960
		Monthly	10,080.53453	10,584.56360	11,113.79013	11,669.48120	12,252.95413	12,865.60080
		Bi-weekly	4,652.55440	4,885.18320	5,129.44160	5,385.91440	5,655.20960	5,937.96960
		Hourly	58.15693	61.06479	64.11802	67.32393	70.69012	74.22462
O&M Supervisor	30	Yearly	123,990.58880	130,190.11200	136,699.61760	143,534.60160	150,711.30880	158,246.92000
		Monthly	10,332.54907	10,849.17600	11,391.63480	11,961.21680	12,559.27573	13,187.24333
		Bi-weekly	4,768.86880	5,007.31200	5,257.67760	5,520.56160	5,796.58880	6,086.42000
		Hourly	59.61086	62.59140	65.72097	69.00702	72.45736	76.08025
	31	Yearly	127,090.35040	133,444.87520	140,117.12000	147,122.97600	154,479.10400	162,203.08000
		Monthly	10,590.86253	11,120.40627	11,676.42667	12,260.24800	12,873.25867	13,516.92333
		Bi-weekly	4,888.09040	5,132.49520	5,389.12000	5,658.57600	5,941.50400	6,238.58000
		Hourly	61.10113	64.15619	67.36400	70.73220	74.26880	77.98225
	32	Yearly	130,267.61280	136,780.98720	143,620.02720	150,801.01920	158,341.08160	166,258.16480
		Monthly	10,855.63440	11,398.41560	11,968.33560	12,566.75160	13,195.09013	13,854.84707
		Bi-weekly	5,010.29280	5,260.80720	5,523.84720	5,800.03920	6,090.04160	6,394.54480
		Hourly	62.62866	65.76009	69.04809	72.50049	76.12552	79.93181
	33	Yearly	133,524.31040	140,200.50720	147,210.54400	154,571.06080	162,299.61280	170,414.60800
		Monthly	11,127.02587	11,683.37560	12,267.54533	12,880.92173	13,524.96773	14,201.21733
		Bi-weekly	5,135.55040	5,392.32720	5,661.94400	5,945.04080	6,242.29280	6,554.40800
		Hourly	64.19438	67.40409	70.77430	74.31301	78.02866	81.93010

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	34	Yearly	136,862.39840	143,705.51520	150,890.81280	158,435.34720	166,357.13120	174,674.96800
		Monthly	11,405.19987	11,975.45960	12,574.23440	13,202.94560	13,863.09427	14,556.24733
		Bi-weekly	5,263.93840	5,527.13520	5,803.49280	6,093.66720	6,398.35120	6,718.26800
		Hourly	65.79923	69.08919	72.54366	76.17084	79.97939	83.97835