

**Marina Coast Water District - Unrepresented (Exempt) Management
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
	U30	Yearly	137,560.92480	144,438.96480	151,660.91200	159,243.96800	167,206.16640	175,566.47680
		Monthly	11,463.41040	12,036.58040	12,638.40933	13,270.33067	13,933.84720	14,630.53973
		Bi-weekly	5,290.80480	5,555.34480	5,833.11200	6,124.76800	6,431.00640	6,752.55680
		Hourly	66.13506	69.44181	72.91390	76.55960	80.38758	84.40696
	U31	Yearly	140,999.93440	148,049.92800	155,452.41920	163,225.04640	171,386.30080	179,955.60960
		Monthly	11,749.99453	12,337.49400	12,954.36827	13,602.08720	14,282.19173	14,996.30080
		Bi-weekly	5,423.07440	5,694.22800	5,978.93920	6,277.88640	6,591.78080	6,921.36960
		Hourly	67.78843	71.17785	74.73674	78.47358	82.39726	86.51712
HR/Risk Administrator	U32	Yearly	144,524.95200	151,751.20480	159,338.77440	167,305.71520	175,670.99680	184,454.54560
		Monthly	12,043.74600	12,645.93373	13,278.23120	13,942.14293	14,639.24973	15,371.21213
		Bi-weekly	5,558.65200	5,836.58480	6,128.41440	6,434.83520	6,756.57680	7,094.40560
		Hourly	69.48315	72.95731	76.60518	80.43544	84.45721	88.68007
	U33	Yearly	148,138.05760	155,544.95840	163,322.20320	171,488.30400	180,062.72960	189,065.86400
		Monthly	12,344.83813	12,962.07987	13,610.18360	14,290.69200	15,005.22747	15,755.48867
		Bi-weekly	5,697.61760	5,982.49840	6,281.62320	6,595.70400	6,925.48960	7,271.76400
		Hourly	71.22022	74.78123	78.52029	82.44630	86.56862	90.89705
	U34	Yearly	151,841.53920	159,433.62240	167,405.30560	175,775.57920	184,564.34880	193,792.56000
		Monthly	12,653.46160	13,286.13520	13,950.44213	14,647.96493	15,380.36240	16,149.38000
		Bi-weekly	5,840.05920	6,132.06240	6,438.66560	6,760.59920	7,098.62880	7,453.56000
		Hourly	73.00074	76.65078	80.48332	84.50749	88.73286	93.16950
	U35	Yearly	155,637.58080	163,419.46400	171,590.43200	180,169.95360	189,178.45440	198,637.37920
		Monthly	12,969.79840	13,618.28867	14,299.20267	15,014.16280	15,764.87120	16,553.11493
		Bi-weekly	5,986.06080	6,285.36400	6,599.63200	6,929.61360	7,276.09440	7,639.89920
		Hourly	74.82576	78.56705	82.49540	86.62017	90.95118	95.49874
	U36	Yearly	159,528.51200	167,504.93760	175,880.18240	184,674.19360	193,907.89600	203,603.29600
		Monthly	13,294.04267	13,958.74480	14,656.68187	15,389.51613	16,158.99133	16,966.94133
		Bi-weekly	6,135.71200	6,442.49760	6,764.62240	7,102.85360	7,457.99600	7,830.89600
		Hourly	76.69640	80.53122	84.55778	88.78567	93.22495	97.88620
	U37	Yearly	163,516.70400	171,692.53920	180,277.15680	189,291.02400	198,755.58560	208,693.36800
		Monthly	13,626.39200	14,307.71160	15,023.09640	15,774.25200	16,562.96547	17,391.11400
		Bi-weekly	6,289.10400	6,603.55920	6,933.73680	7,280.42400	7,644.44560	8,026.66800
		Hourly	78.61380	82.54449	86.67171	91.00530	95.55557	100.33335
	U38	Yearly	167,604.65280	175,984.88960	184,784.14240	194,023.35680	203,724.51840	213,910.73600
		Monthly	13,967.05440	14,665.40747	15,398.67853	16,168.61307	16,977.04320	17,825.89467
		Bi-weekly	6,446.33280	6,768.64960	7,107.08240	7,462.43680	7,835.55840	8,227.33600
		Hourly	80.57916	84.60812	88.83853	93.28046	97.94448	102.84170
	U39	Yearly	171,794.77120	180,384.50560	189,403.73920	198,873.91680	208,817.60640	219,258.47840
		Monthly	14,316.23093	15,032.04213	15,783.64493	16,572.82640	17,401.46720	18,271.53987
		Bi-weekly	6,607.49120	6,937.86560	7,284.75920	7,648.99680	8,031.44640	8,433.01840
		Hourly	82.59364	86.72332	91.05949	95.61246	100.39308	105.41273
	U40	Yearly	176,089.63840	184,894.11200	194,138.81760	203,845.76160	214,038.05280	224,739.96480
		Monthly	14,674.13653	15,407.84267	16,178.23480	16,987.14680	17,836.50440	18,728.33040
		Bi-weekly	6,772.67840	7,111.31200	7,466.87760	7,840.22160	8,232.23280	8,643.84480
		Hourly	84.65848	88.89140	93.33597	98.00277	102.90291	108.04806

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	U41	Yearly	180,491.87520	189,516.47520	198,992.28960	208,941.90720	219,388.99840	230,358.44000
		Monthly	15,040.98960	15,793.03960	16,582.69080	17,411.82560	18,282.41653	19,196.53667
		Bi-weekly	6,941.99520	7,289.09520	7,653.54960	8,036.22720	8,438.03840	8,859.94000
		Hourly	86.77494	91.11369	95.66937	100.45284	105.47548	110.74925
	U42	Yearly	185,004.16480	194,254.38240	203,967.10880	214,165.47360	224,873.75040	236,117.44000
		Monthly	15,417.01373	16,187.86520	16,997.25907	17,847.12280	18,739.47920	19,676.45333
		Bi-weekly	7,115.54480	7,471.32240	7,844.88880	8,237.13360	8,648.99040	9,081.44000
		Hourly	88.94431	93.39153	98.06111	102.96417	108.11238	113.51800
	U43	Yearly	189,629.27360	199,110.74560	209,066.29120	219,519.60160	230,495.57440	242,020.35520
		Monthly	15,802.43947	16,592.56213	17,422.19093	18,293.30013	19,207.96453	20,168.36293
		Bi-weekly	7,293.43360	7,658.10560	8,041.01120	8,443.06160	8,865.21440	9,308.47520
		Hourly	91.16792	95.72632	100.51264	105.53827	110.81518	116.35594
	U44	Yearly	194,369.98880	204,088.49760	214,292.91520	225,007.55680	236,257.94400	248,070.84640
		Monthly	16,197.49907	17,007.37480	17,857.74293	18,750.62973	19,688.16200	20,672.57053
		Bi-weekly	7,475.76880	7,849.55760	8,242.03520	8,654.13680	9,086.84400	9,541.18640
		Hourly	93.44711	98.11947	103.02544	108.17671	113.58555	119.26483
	U45	Yearly	199,229.26400	209,190.73760	219,650.26720	230,632.77120	242,164.41600	254,272.63680
		Monthly	16,602.43867	17,432.56147	18,304.18893	19,219.39760	20,180.36800	21,189.38640
		Bi-weekly	7,662.66400	8,045.79760	8,448.08720	8,870.49120	9,314.01600	9,779.71680
		Hourly	95.78330	100.57247	105.60109	110.88114	116.42520	122.24646
	U46	Yearly	204,209.96960	214,420.46080	225,141.48800	236,398.57280	248,218.50560	260,629.42880
		Monthly	17,017.49747	17,868.37173	18,761.79067	19,699.88107	20,684.87547	21,719.11907
		Bi-weekly	7,854.22960	8,246.94080	8,659.28800	9,092.25280	9,546.86560	10,024.20880
		Hourly	98.17787	103.08676	108.24110	113.65316	119.33582	125.30261
	U47	Yearly	209,315.24640	219,781.01600	230,770.07200	242,308.58080	254,424.01920	267,145.21600
		Monthly	17,442.93720	18,315.08467	19,230.83933	20,192.38173	21,202.00160	22,262.10133
		Bi-weekly	8,050.58640	8,453.11600	8,875.77200	9,319.56080	9,785.53920	10,274.81600
		Hourly	100.63233	105.66395	110.94715	116.49451	122.31924	128.43520
	U48	Yearly	214,548.11040	225,275.52320	236,539.30560	248,366.26880	260,784.57600	273,823.80480
		Monthly	17,879.00920	18,772.96027	19,711.60880	20,697.18907	21,732.04800	22,818.65040
		Bi-weekly	8,251.85040	8,664.44320	9,097.66560	9,552.54880	10,030.17600	10,531.68480
		Hourly	103.14813	108.30554	113.72082	119.40686	125.37720	131.64606
Deputy GM/DE (Unfilled)	U49	Yearly	219,911.82720	230,907.41440	242,452.78720	254,575.42240	267,304.19040	280,669.39680
		Monthly	18,325.98560	19,242.28453	20,204.39893	21,214.61853	22,275.34920	23,389.11640
	District Legal Counsel (Unfilled)	Bi-weekly	8,458.14720	8,881.05440	9,325.10720	9,791.36240	10,280.93040	10,794.97680
		Hourly	105.72684	111.01318	116.56384	122.39203	128.51163	134.93721
	U50	Yearly	225,409.62080	236,680.10080	248,514.11520	260,939.82720	273,986.81440	287,686.15200
		Monthly	18,784.13507	19,723.34173	20,709.50960	21,744.98560	22,832.23453	23,973.84600
		Bi-weekly	8,669.60080	9,103.08080	9,558.23520	10,036.14720	10,537.95440	11,064.85200
		Hourly	108.37001	113.78851	119.47794	125.45184	131.72443	138.31065
	U51	Yearly	231,044.86080	242,597.09760	254,726.95040	267,463.28960	280,836.46240	294,878.29280
		Monthly	19,253.73840	20,216.42480	21,227.24587	22,288.60747	23,403.03853	24,573.19107
		Bi-weekly	8,886.34080	9,330.65760	9,797.19040	10,287.04960	10,801.40240	11,341.47280
		Hourly	111.07926	116.63322	122.46488	128.58812	135.01753	141.76841