

**Marina Coast Water District Employees Association -  
Classification and Salary Schedule for FY2023/2024**

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

**7/1/23**

<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>
	1	52,325.04531	54,941.29757	57,688.36245	60,572.78057	63,601.41960	66,781.49058
		4,360.42044	4,578.44146	4,807.36354	5,047.73171	5,300.11830	5,565.12422
		2,012.50174	2,113.12683	2,218.78317	2,329.72233	2,446.20845	2,568.51887
		25.15627	26.41409	27.73479	29.12153	30.57761	32.10649
	2	53,633.17144	56,314.83001	59,130.57151	62,087.10009	65,191.45509	68,451.02785
		4,469.43095	4,692.90250	4,927.54763	5,173.92501	5,432.62126	5,704.25232
		2,062.81429	2,165.95500	2,274.25275	2,387.96539	2,507.36366	2,632.73184
		25.78518	27.07444	28.42816	29.84957	31.34205	32.90915
	3	54,974.00073	57,722.70076	60,608.83580	63,639.27759	66,821.24147	70,162.30354
		4,581.16673	4,810.22506	5,050.73632	5,303.27313	5,568.43679	5,846.85863
		2,114.38464	2,220.10388	2,331.10907	2,447.66452	2,570.04775	2,698.55014
		26.42981	27.75130	29.13886	30.59581	32.12560	33.73188
	4	56,348.35074	59,165.76828	62,124.05670	65,230.25953	68,491.77251	71,916.36113
		4,695.69590	4,930.48069	5,177.00472	5,435.85496	5,707.64771	5,993.03009
		2,167.24426	2,275.60647	2,389.38680	2,508.85614	2,634.29894	2,766.01389
		27.09055	28.44508	29.86733	31.36070	32.92874	34.57517
	5	57,757.05951	60,644.91249	63,677.15811	66,861.01602	70,204.06682	73,714.27016
		4,813.08829	5,053.74271	5,306.42984	5,571.75133	5,850.33890	6,142.85585
		2,221.42537	2,332.49663	2,449.12147	2,571.57754	2,700.15642	2,835.16424
		27.76782	29.15621	30.61402	32.14472	33.75196	35.43955
Customer Service/ Billing Technician I	6	59,200.98600	62,161.03530	65,269.08707	68,532.54142	71,959.16849	75,557.12691
		4,933.41550	5,180.08628	5,439.09059	5,711.04512	5,996.59737	6,296.42724
		2,276.96100	2,390.80905	2,510.34950	2,635.86698	2,767.66033	2,906.04334
		28.46201	29.88511	31.37937	32.94834	34.59575	36.32554
	7	60,681.01065	63,715.06118	66,900.81424	70,245.85495	73,758.14770	77,446.05509
		5,056.75089	5,309.58843	5,575.06785	5,853.82125	6,146.51231	6,453.83792
		2,333.88503	2,450.57928	2,573.10824	2,701.76365	2,836.85183	2,978.69443
		29.17356	30.63224	32.16385	33.77205	35.46065	37.23368
Maintenance Worker Meter Reader	8	62,198.03592	65,307.93771	68,573.33460	72,002.00133	75,602.10140	79,382.20647
		5,183.16966	5,442.32814	5,714.44455	6,000.16678	6,300.17512	6,615.18387
		2,392.23215	2,511.84376	2,637.43595	2,769.30774	2,907.77313	3,053.16179
		29.90290	31.39805	32.96795	34.61635	36.34716	38.16452
	9	63,752.98682	66,940.63616	70,287.66796	73,802.05136	77,492.15393	81,366.76163
		5,312.74890	5,578.38635	5,857.30566	6,150.17095	6,457.67949	6,780.56347
		2,452.03795	2,574.63985	2,703.37184	2,838.54044	2,980.46746	3,129.49083
		30.65047	32.18300	33.79215	35.48176	37.25584	39.11864

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Customer Service/Billing Technician II	10	65,346.81149	68,614.15206	72,044.85966	75,647.10265	79,429.45778	83,400.93067
		5,445.56762	5,717.84600	6,003.73831	6,303.92522	6,619.12148	6,950.07756
		2,513.33890	2,639.00585	2,770.95614	2,909.50395	3,054.97915	3,207.72810
		31.41674	32.98757	34.63695	36.36880	38.18724	40.09660
	11	66,980.48177	70,329.50586	73,845.98115	77,538.28021	81,415.19422	85,485.95393
		5,581.70681	5,860.79216	6,153.83176	6,461.52335	6,784.59952	7,123.82949
		2,576.17238	2,704.98099	2,840.23004	2,982.24155	3,131.35362	3,287.92131
		32.20215	33.81226	35.50288	37.27802	39.14192	41.09902
	12	68,654.99382	72,087.74351	75,692.13068	79,476.73722	83,450.57408	87,623.10278
		5,721.24948	6,007.31196	6,307.67756	6,623.06143	6,954.21451	7,301.92523
		2,640.57669	2,772.60552	2,911.23580	3,056.79759	3,209.63746	3,370.11934
		33.00721	34.65757	36.39045	38.20997	40.12047	42.12649
13	70,371.36866	73,889.93710	77,584.43395	81,463.65565	85,536.83843	89,813.68035	
	5,864.28072	6,157.49476	6,465.36950	6,788.63797	7,128.06987	7,484.47336	
	2,706.59110	2,841.92066	2,984.01669	3,133.21752	3,289.87840	3,454.37232	
	33.83239	35.52401	37.30021	39.16522	41.12348	43.17965	
Administrative Assistant	14	72,130.65288	75,737.18552	79,524.04480	83,500.24704	87,675.25939	92,059.02236
		6,010.88774	6,311.43213	6,627.00373	6,958.35392	7,306.27162	7,671.58520
		2,774.25588	2,912.96867	3,058.61711	3,211.54796	3,372.12536	3,540.73163
		34.67820	36.41211	38.23271	40.14435	42.15157	44.25915
Accounting Technician Engineering Technician Lead Customer Service/Billing Tech System Operator I	15	73,933.91920	77,630.61516	81,512.14592	85,587.75322	89,867.14088	94,360.49792
		6,161.15993	6,469.21793	6,792.67883	7,132.31277	7,488.92841	7,863.37483
		2,843.61228	2,985.79289	3,135.08254	3,291.83666	3,456.42850	3,629.24992
		35.54515	37.32241	39.18853	41.14796	43.20536	45.36562
16	75,782.26718	79,571.38054	83,549.94957	87,727.44705	92,113.81940	96,719.51037	
	6,315.18893	6,630.94838	6,962.49580	7,310.62059	7,676.15162	8,059.95920	
	2,914.70258	3,060.43771	3,213.45960	3,374.13258	3,542.83921	3,719.98117	
	36.43378	38.25547	40.16824	42.17666	44.28549	46.49976	
District Analyst I	17	77,676.82386	81,560.66505	85,638.69831	89,920.63322	94,416.66488	99,137.49813
		6,473.06866	6,796.72209	7,136.55819	7,493.38610	7,868.05541	8,261.45818
		2,987.57015	3,136.94866	3,293.79609	3,458.48589	3,631.41019	3,812.98070
		37.34463	39.21186	41.17245	43.23107	45.39263	47.66226
O&M Coordinator	18	79,618.74446	83,599.68168	87,779.66576	92,168.64905	96,777.08150	101,615.93558
		6,634.89537	6,966.64014	7,314.97215	7,680.72075	8,064.75679	8,467.99463
		3,062.25940	3,215.37237	3,376.14099	3,544.94804	3,722.19544	3,908.30521
		38.27824	40.19215	42.20176	44.31185	46.52744	48.85382

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	19	81,609.21307	85,689.67372	89,974.15741	94,472.86528	99,196.50854	104,156.33397
		6,800.76776	7,140.80614	7,497.84645	7,872.73877	8,266.37571	8,679.69450
		3,138.81589	3,295.75668	3,460.54452	3,633.57174	3,815.25033	4,006.01284
		39.23520	41.19696	43.25681	45.41965	47.69063	50.07516
Project Manager I	20	83,649.44340	87,831.91557	92,223.51134	96,834.68691	101,676.42126	106,760.24232
System Operator II		6,970.78695	7,319.32630	7,685.29261	8,069.55724	8,473.03510	8,896.68686
		3,217.28628	3,378.15060	3,547.05813	3,724.41104	3,910.63159	4,106.16317
		40.21608	42.22688	44.33823	46.55514	48.88289	51.32704
Accountant	21	85,740.67948	90,027.71345	94,529.09913	99,255.55408	104,218.33179	109,429.24838
Assistant Engineer		7,145.05662	7,502.30945	7,877.42493	8,271.29617	8,684.86098	9,119.10403
Connection Control Specialist		3,297.71844	3,462.60436	3,635.73458	3,817.52131	4,008.39738	4,208.81725
District Analyst II		41.22148	43.28255	45.44668	47.71902	50.10497	52.61022
Electrical/Mechanical Technician							
System Operator II-Cross	22	87,884.19647	92,278.40629	96,892.32661	101,736.94294	106,823.79008	112,164.97959
		7,323.68304	7,689.86719	8,074.36055	8,478.07858	8,901.98251	9,347.08163
		3,380.16140	3,549.16947	3,726.62795	3,912.95934	4,108.60731	4,314.03768
		42.25202	44.36462	46.58285	48.91199	51.35759	53.92547
Lead Operator	23	90,081.30138	94,585.36645	99,314.63477	104,280.36651	109,494.38483	114,969.10408
Water Conservation Specialist III		7,506.77511	7,882.11387	8,276.21956	8,690.03054	9,124.53207	9,580.75867
		3,464.66544	3,637.89871	3,819.79365	4,010.78333	4,211.32249	4,421.88862
		43.30832	45.47373	47.74742	50.13479	52.64153	55.27361
	24	92,333.33391	96,950.00061	101,797.50064	106,887.37567	112,231.74446	117,843.33168
		7,694.44449	8,079.16672	8,483.12505	8,907.28131	9,352.64537	9,820.27764
		3,551.28207	3,728.84618	3,915.28849	4,111.05291	4,316.60556	4,532.43583
		44.39103	46.61058	48.94111	51.38816	53.95757	56.65545
District Analyst III	25	94,641.66726	99,373.75062	104,342.43816	109,559.56006	115,037.53807	120,789.41497
		7,886.80561	8,281.14589	8,695.20318	9,129.96334	9,586.46151	10,065.78458
		3,640.06413	3,822.06733	4,013.17070	4,213.82923	4,424.52069	4,645.74673
		45.50080	47.77584	50.16463	52.67287	55.30651	58.07183
Project Manager II	26	97,007.70894	101,858.09439	106,950.99911	112,298.54906	117,913.47652	123,809.15034
		8,083.97575	8,488.17453	8,912.58326	9,358.21242	9,826.12304	10,317.42920
		3,731.06573	3,917.61901	4,113.49997	4,319.17496	4,535.13371	4,761.89040
		46.63832	48.97024	51.41875	53.98969	56.68917	59.52363
	27	99,432.90167	104,404.54675	109,624.77409	115,106.01279	120,861.31343	126,904.37910
		8,286.07514	8,700.37890	9,135.39784	9,592.16773	10,071.77612	10,575.36493
		3,824.34237	4,015.55949	4,216.33746	4,427.15434	4,648.51206	4,880.93766
		47.80428	50.19449	52.70422	55.33943	58.10640	61.01172

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CS/Billing Supervisor	28	101,918.72421	107,014.66042	112,365.39344	117,983.66311	123,882.84627	130,076.98858
		8,493.22702	8,917.88837	9,363.78279	9,831.97193	10,323.57052	10,839.74905
		3,919.95093	4,115.94848	4,321.74590	4,537.83320	4,764.72486	5,002.96110
		48.99939	51.44936	54.02182	56.72291	59.55906	62.53701
Laboratory Supervisor	29	104,466.69231	109,690.02693	115,174.52828	120,933.25469	126,979.91742	133,328.91329
		8,705.55769	9,140.83558	9,597.87736	10,077.77122	10,581.65979	11,110.74277
		4,017.94970	4,218.84719	4,429.78955	4,651.27903	4,883.84298	5,128.03513
		50.22437	52.73559	55.37237	58.14099	61.04804	64.10044
O&M Supervisor	30	107,078.35962	112,432.27760	118,053.89148	123,956.58606	130,154.41536	136,662.13613
		8,923.19664	9,369.35647	9,837.82429	10,329.71550	10,846.20128	11,388.51134
		4,118.39845	4,324.31837	4,540.53429	4,767.56100	5,005.93905	5,256.23600
		51.47998	54.05398	56.75668	59.59451	62.57424	65.70295
Accounting Supervisor	31	109,755.31861	115,243.08454	121,005.23877	127,055.50071	133,408.27574	140,078.68953
		9,146.27655	9,603.59038	10,083.76990	10,587.95839	11,117.35631	11,673.22413
		4,221.35841	4,432.42633	4,654.04764	4,886.75003	5,131.08753	5,387.64191
		52.76698	55.40533	58.17560	61.08438	64.13859	67.34552
	32	112,499.20158	118,124.16166	124,030.36974	130,231.88823	136,743.48264	143,580.65677
		9,374.93346	9,843.68014	10,335.86414	10,852.65735	11,395.29022	11,965.05473
		4,326.89237	4,543.23699	4,770.39884	5,008.91878	5,259.36472	5,522.33295
		54.08615	56.79046	59.62999	62.61148	65.74206	69.02916
	33	115,311.68162	121,077.26570	127,131.12898	133,487.68543	140,162.06970	147,170.17319
		9,609.30680	10,089.77214	10,594.26075	11,123.97379	11,680.17248	12,264.18110
		4,435.06468	4,656.81791	4,889.65881	5,134.14175	5,390.84883	5,660.39128
		55.43831	58.21022	61.12074	64.17677	67.38561	70.75489
34	118,194.47366	124,104.19734	130,309.40721	136,824.87757	143,666.12145	150,849.42752	
	9,849.53947	10,342.01644	10,859.11727	11,402.07313	11,972.17679	12,570.78563	
	4,545.94129	4,773.23836	5,011.90028	5,262.49529	5,525.62006	5,801.90106	
	56.82427	59.66548	62.64875	65.78119	69.07025	72.52376	