

Appendix I
Marina Coast Water District
Results Summary
July 2012

Classification	Top Monthly Salary Data					Total Monthly Compensation Data				
	MCWD Current Monthly Salary	Average	% above or below	Median	% above or below	MCWD Total Monthly Comp	Average	% above or below	Median	% above or below
Accountant II	\$5,657	\$7,562	-33.68%	\$7,375	-30.38%	\$9,003	\$11,476	-27.47%	\$11,228	-24.72%
Administrative Assistant	\$4,643	\$5,604	-20.70%	\$5,709	-22.96%	\$7,894	\$8,825	-11.80%	\$9,183	-16.33%
Associate Engineer	\$7,142	\$9,245	-29.45%	\$9,480	-32.73%	\$11,031	\$13,672	-23.94%	\$13,970	-26.64%
Capital Projects Manager	\$8,651	\$10,671	-23.34%	\$10,988	-27.00%	\$13,138	\$15,276	-16.27%	\$15,415	-17.34%
Customer Service Representative II	\$4,643	\$4,906	-5.67%	\$4,768	-2.69%	\$7,715	\$7,897	-2.36%	\$7,810	-1.23%
Customer Service Supervisor	\$5,657	\$7,869	-39.11%	\$7,285	-28.79%	\$9,003	\$11,867	-31.82%	\$11,313	-25.66%
Deputy General Manager/District Engineer	\$13,493	\$14,403	-6.74%	\$14,932	-10.66%	\$19,203	\$20,672	-7.65%	\$21,300	-10.92%
Director of Administrative Services	\$10,284	\$11,786	-14.61%	\$10,879	-5.78%	\$15,204	\$17,147	-12.78%	\$15,972	-5.05%
Executive Assistant/Clerk of the Board	\$4,878	\$7,031	-44.15%	\$6,764	-38.68%	\$8,014	\$10,705	-33.58%	\$10,411	-29.91%
Laboratory Supervisor	\$7,064	\$8,503	-20.36%	\$8,088	-14.49%	\$10,790	\$12,692	-17.63%	\$12,436	-15.26%
Management Services Administrator	\$9,317	\$8,980	3.62%	\$8,784	5.72%	\$13,999	\$13,369	4.50%	\$13,285	5.10%
Meter Reader	\$4,419	\$4,855	-9.87%	\$4,541	-2.76%	\$7,431	\$7,853	-5.67%	\$7,677	-3.31%
Operations and Maintenance Superintendent	\$9,089	\$11,634	-28.00%	\$10,599	-16.61%	\$13,711	\$16,877	-23.10%	\$15,239	-11.15%
Operations and Maintenance Supervisor	\$6,892	\$8,557	-24.15%	\$8,222	-19.29%	\$10,571	\$12,678	-19.93%	\$12,113	-14.59%
System Operator II	\$5,125	\$5,995	-16.98%	\$5,756	-12.32%	\$8,344	\$9,320	-11.70%	\$8,932	-7.04%
Utility Laborer	\$3,906	\$5,074	-29.90%	\$5,018	-28.48%	\$6,780	\$8,180	-20.66%	\$8,162	-20.39%
Water Conservation Specialist	\$5,253	\$6,869	-30.77%	\$6,844	-30.29%	\$8,490	\$10,430	-22.85%	\$10,497	-23.65%
		AVE:	-22.0%	AVE:	-18.7%		AVE:	-16.7%	AVE:	-14.6%