

Marina Coast Water District Employees Association - Classification and Salary Schedule for FY2025/2026

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

7/1/25

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	1	59,111.60320	62,067.17920	65,170.53920	68,429.06720	71,850.52160	75,443.03520
		4,925.96693	5,172.26493	5,430.87827	5,702.42227	5,987.54347	6,286.91960
		2,273.52320	2,387.19920	2,506.55920	2,631.88720	2,763.48160	2,901.65520
		28.41904	29.83999	31.33199	32.89859	34.54352	36.27069
	2	60,589.40160	63,618.85920	66,799.82400	70,139.78400	73,646.78880	77,329.11680
		5,049.11680	5,301.57160	5,566.65200	5,844.98200	6,137.23240	6,444.09307
		2,330.36160	2,446.87920	2,569.22400	2,697.68400	2,832.56880	2,974.19680
		29.12952	30.58599	32.11530	33.72105	35.40711	37.17746
	3	62,104.14080	65,209.33120	68,469.79360	71,893.30720	75,487.96320	79,262.35200
		5,175.34507	5,434.11093	5,705.81613	5,991.10893	6,290.66360	6,605.19600
		2,388.62080	2,508.05120	2,633.45360	2,765.12720	2,903.38320	3,048.55200
		29.85776	31.35064	32.91817	34.56409	36.29229	38.10690
	4	63,656.73600	66,839.57280	70,181.55040	73,690.61440	77,375.14720	81,243.90560
		5,304.72800	5,569.96440	5,848.46253	6,140.88453	6,447.92893	6,770.32547
		2,448.33600	2,570.75280	2,699.29040	2,834.25440	2,975.96720	3,124.76560
		30.60420	32.13441	33.74113	35.42818	37.19959	39.05957
	5	65,248.14400	68,510.56160	71,936.09280	75,532.89120	79,309.52640	83,275.00480
		5,437.34533	5,709.21347	5,994.67440	6,294.40760	6,609.12720	6,939.58373
		2,509.54400	2,635.02160	2,766.77280	2,905.11120	3,050.36640	3,202.88480
		31.36930	32.93777	34.58466	36.31389	38.12958	40.03606
Customer Service/ Billing Technician I	6	66,879.34240	70,223.31680	73,734.50240	77,421.21920	81,292.26560	85,356.89760
		5,573.27853	5,851.94307	6,144.54187	6,451.76827	6,774.35547	7,113.07480
		2,572.28240	2,700.89680	2,835.94240	2,977.73920	3,126.62560	3,282.95760
		32.15353	33.76121	35.44928	37.22174	39.08282	41.03697
	7	68,551.32960	71,978.92000	75,577.86080	79,356.74240	83,324.57120	87,490.81120
		5,712.61080	5,998.24333	6,298.15507	6,613.06187	6,943.71427	7,290.90093
		2,636.58960	2,768.42000	2,906.84080	3,052.18240	3,204.79120	3,365.03120
		32.95737	34.60525	36.33551	38.15228	40.05989	42.06289
Maintenance Worker Meter Reader	8	70,265.12480	73,778.36960	77,467.29120	81,340.66720	85,407.69120	89,678.07680
		5,855.42707	6,148.19747	6,455.60760	6,778.38893	7,117.30760	7,473.17307
		2,702.50480	2,837.62960	2,979.51120	3,128.48720	3,284.91120	3,449.15680
		33.78131	35.47037	37.24389	39.10609	41.06139	43.11446
	9	72,021.74720	75,622.85120	79,403.97920	83,374.17920	87,542.89440	91,920.02560
		6,001.81227	6,301.90427	6,616.99827	6,947.84827	7,295.24120	7,660.00213
		2,770.06720	2,908.57120	3,053.99920	3,206.69920	3,367.03440	3,535.38560
		34.62584	36.35714	38.17499	40.08374	42.08793	44.19232
Customer Service/Billing Technician II	10	73,822.29920	77,513.40480	81,389.08960	85,458.52640	89,731.44960	94,218.03040
		6,151.85827	6,459.45040	6,782.42413	7,121.54387	7,477.62080	7,851.50253
		2,839.31920	2,981.28480	3,130.34960	3,286.86640	3,451.20960	3,623.77040
		35.49149	37.26606	39.12937	41.08583	43.14012	45.29713

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	11	75,667.84160	79,451.23680	83,423.80800	87,594.99840	91,974.72960	96,573.48480
		6,305.65347	6,620.93640	6,951.98400	7,299.58320	7,664.56080	8,047.79040
		2,910.30160	3,055.81680	3,208.60800	3,369.03840	3,537.48960	3,714.36480
		36.37877	38.19771	40.10760	42.11298	44.21862	46.42956
	12	77,559.53920	81,437.53280	85,509.40320	89,784.88480	94,274.12800	98,987.82400
		6,463.29493	6,786.46107	7,125.78360	7,482.07373	7,856.17733	8,248.98533
		2,983.05920	3,132.21280	3,288.82320	3,453.26480	3,625.92800	3,807.22400
		37.28824	39.15266	41.11029	43.16581	45.32410	47.59030
	13	79,498.53600	83,473.45760	87,647.14400	92,029.49600	96,630.97600	101,462.52480
		6,624.87800	6,956.12147	7,303.92867	7,669.12467	8,052.58133	8,455.21040
		3,057.63600	3,210.51760	3,371.04400	3,539.59600	3,716.57600	3,902.40480
		38.22045	40.13147	42.13805	44.24495	46.45720	48.78006
Administrative Assistant	14	81,485.99680	85,560.30080	89,838.32000	94,330.22560	99,046.72960	103,999.08480
		6,790.49973	7,130.02507	7,486.52667	7,860.85213	8,253.89413	8,666.59040
		3,134.07680	3,290.78080	3,455.32000	3,628.08560	3,809.48960	3,999.96480
		39.17596	41.13476	43.19150	45.35107	47.61862	49.99956
Accounting Technician	15	83,523.14880	87,699.31040	92,084.26240	96,688.46720	101,522.90720	106,599.06400
Engineering Technician		6,960.26240	7,308.27587	7,673.68853	8,057.37227	8,460.24227	8,883.25533
Lead Customer Service/Billing Tech		3,212.42880	3,373.05040	3,541.70240	3,718.78720	3,904.72720	4,099.96400
System Operator I		40.15536	42.16313	44.27128	46.48484	48.80909	51.24955
Water Resources Technician I	16	85,611.21920	89,891.79680	94,386.38560	99,105.69760	104,060.98560	109,264.02240
		7,134.26827	7,490.98307	7,865.53213	8,258.80813	8,671.74880	9,105.33520
		3,292.73920	3,457.37680	3,630.24560	3,811.75760	4,002.34560	4,202.46240
		41.15924	43.21721	45.37807	47.64697	50.02932	52.53078
District Analyst I	17	87,751.51840	92,139.07040	96,746.04160	101,583.33120	106,662.50400	111,995.62400
		7,312.62653	7,678.25587	8,062.17013	8,465.27760	8,888.54200	9,332.96867
		3,375.05840	3,543.81040	3,721.00160	3,907.05120	4,102.40400	4,307.52400
		42.18823	44.29763	46.51252	48.83814	51.28005	53.84405
O&M Coordinator	18	89,945.29440	94,442.56640	99,164.68640	104,122.92800	109,329.08480	114,795.53280
Cross-Connection Control Specialist		7,495.44120	7,870.21387	8,263.72387	8,676.91067	9,110.75707	9,566.29440
		3,459.43440	3,632.40640	3,814.02640	4,004.72800	4,204.96480	4,415.21280
		43.24293	45.40508	47.67533	50.05910	52.56206	55.19016
Water Resources Technician II	19	92,193.94080	96,803.61600	101,643.81760	106,725.98560	112,062.28800	117,665.41280
		7,682.82840	8,066.96800	8,470.31813	8,893.83213	9,338.52400	9,805.45107
		3,545.92080	3,723.21600	3,909.37760	4,104.84560	4,310.08800	4,525.59280
		44.32401	46.54020	48.86722	51.31057	53.87610	56.56991

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7/1/25

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Project Manager I	20	94,498.78880	99,223.71680	104,184.91200	109,394.14720	114,863.84000	120,607.03200
System Operator II		7,874.89907	8,268.64307	8,682.07600	9,116.17893	9,571.98667	10,050.58600
		3,634.56880	3,816.29680	4,007.11200	4,207.46720	4,417.84000	4,638.73200
		45.43211	47.70371	50.08890	52.59334	55.22300	57.98415
Accountant	21	96,861.25280	101,704.30400	106,789.52960	112,128.99360	117,735.44640	123,622.22080
Assistant Engineer		8,071.77107	8,475.35867	8,899.12747	9,344.08280	9,811.28720	10,301.85173
District Analyst II		3,725.43280	3,911.70400	4,107.28960	4,312.65360	4,528.28640	4,754.70080
Electrical/Mechanical Technician		46.56791	48.89630	51.34112	53.90817	56.60358	59.43376
	22	99,282.76800	104,246.91680	109,459.25120	114,932.23040	120,678.83360	126,712.78880
		8,273.56400	8,687.24307	9,121.60427	9,577.68587	10,056.56947	10,559.39907
		3,818.56800	4,009.49680	4,209.97120	4,420.47040	4,641.49360	4,873.56880
		47.73210	50.11871	52.62464	55.25588	58.01867	60.91961
Lead Operator	23	101,764.85280	106,853.09440	112,195.74080	117,805.52160	123,695.79040	129,880.60800
Water Conservation Specialist III		8,480.40440	8,904.42453	9,349.64507	9,817.12680	10,307.98253	10,823.38400
		3,914.03280	4,109.73440	4,315.22080	4,530.98160	4,757.53040	4,995.40800
		48.92541	51.37168	53.94026	56.63727	59.46913	62.44260
	24	104,308.96320	109,524.39680	115,000.64160	120,750.67680	126,788.20960	133,127.61280
		8,692.41360	9,127.03307	9,583.38680	10,062.55640	10,565.68413	11,093.96773
		4,011.88320	4,212.47680	4,423.10160	4,644.25680	4,876.46960	5,120.29280
		50.14854	52.65596	55.28877	58.05321	60.95587	64.00366
District Analyst III	25	106,916.68000	112,262.52960	117,875.65920	123,769.42240	129,957.90080	136,455.80000
Senior Accountant		8,909.72333	9,355.21080	9,822.97160	10,314.11853	10,829.82507	11,371.31667
		4,112.18000	4,317.78960	4,533.67920	4,760.36240	4,998.38080	5,248.30000
		51.40225	53.97237	56.67099	59.50453	62.47976	65.60375
Project Manager II	26	109,589.60480	115,069.09440	120,822.54080	126,863.67200	133,206.86080	139,867.18720
		9,132.46707	9,589.09120	10,068.54507	10,571.97267	11,100.57173	11,655.59893
		4,214.98480	4,425.73440	4,647.02080	4,879.37200	5,123.34080	5,379.50720
		52.68731	55.32168	58.08776	60.99215	64.04176	67.24384
	27	112,329.36000	117,945.81760	123,843.11680	130,035.25600	136,537.02400	143,363.87520
		9,360.78000	9,828.81813	10,320.25973	10,836.27133	11,378.08533	11,946.98960
		4,320.36000	4,536.37760	4,763.19680	5,001.35600	5,251.42400	5,513.99520
		54.00450	56.70472	59.53996	62.51695	65.64280	68.92494
	28	115,137.58880	120,894.46720	126,939.19680	133,286.15040	139,950.44960	146,947.98560
		9,594.79907	10,074.53893	10,578.26640	11,107.17920	11,662.53747	12,245.66547
		4,428.36880	4,649.78720	4,882.27680	5,126.39040	5,382.70960	5,651.84560
		55.35461	58.12234	61.02846	64.07988	67.28387	70.64807

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Laboratory Supervisor	29	118,016.01760	123,916.83200	130,112.67360	136,618.31040	143,449.21760	150,621.66080
		9,834.66813	10,326.40267	10,842.72280	11,384.85920	11,954.10147	12,551.80507
		4,539.07760	4,766.03200	5,004.33360	5,254.55040	5,517.27760	5,793.14080
		56.73847	59.57540	62.55417	65.68188	68.96597	72.41426
O&M Supervisor	30	120,966.43520	127,014.74240	133,365.48160	140,033.75360	147,035.42880	154,387.23040
		10,080.53627	10,584.56187	11,113.79013	11,669.47947	12,252.95240	12,865.60253
		4,652.55520	4,885.18240	5,129.44160	5,385.91360	5,655.20880	5,937.97040
		58.15694	61.06478	64.11802	67.32392	70.69011	74.22463
	31	123,990.58880	130,190.11200	136,699.63840	143,534.60160	150,711.32960	158,246.89920
		10,332.54907	10,849.17600	11,391.63653	11,961.21680	12,559.27747	13,187.24160
		4,768.86880	5,007.31200	5,257.67840	5,520.56160	5,796.58960	6,086.41920
		59.61086	62.59140	65.72098	69.00702	72.45737	76.08024
	32	127,090.35040	133,444.87520	140,117.09920	147,122.95520	154,479.10400	162,203.08000
		10,590.86253	11,120.40627	11,676.42493	12,260.24627	12,873.25867	13,516.92333
		4,888.09040	5,132.49520	5,389.11920	5,658.57520	5,941.50400	6,238.58000
		61.10113	64.15619	67.36399	70.73219	74.26880	77.98225
	33	130,267.61280	136,780.98720	143,620.04800	150,801.04000	158,341.08160	166,258.14400
		10,855.63440	11,398.41560	11,968.33733	12,566.75333	13,195.09013	13,854.84533
		5,010.29280	5,260.80720	5,523.84800	5,800.04000	6,090.04160	6,394.54400
		62.62866	65.76009	69.04810	72.50050	76.12552	79.93180
	34	133,524.28960	140,200.50720	147,210.54400	154,571.06080	162,299.63360	170,414.60800
		11,127.02413	11,683.37560	12,267.54533	12,880.92173	13,524.96947	14,201.21733
		5,135.54960	5,392.32720	5,661.94400	5,945.04080	6,242.29360	6,554.40800
		64.19437	67.40409	70.77430	74.31301	78.02867	81.93010