

Marina Coast Water District Teamsters Unit (Management & Confidential) - Classification and Salary Schedule for FY2025/2026

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

							7/1/2025
CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	T20	104,841.61692	110,083.69777	115,587.88266	121,367.27679	127,435.64063	133,807.42266
		8,736.80141	9,173.64148	9,632.32355	10,113.93973	10,619.63672	11,150.61855
		4,032.36988	4,233.98838	4,445.68779	4,667.97218	4,901.37079	5,146.43933
		50.40462	52.92485	55.57110	58.34965	61.26713	64.33049
	T21	107,462.65734	112,835.79021	118,477.57972	124,401.45871	130,621.53164	137,152.60823
		8,955.22145	9,402.98252	9,873.13164	10,366.78823	10,885.12764	11,429.38402
		4,133.17913	4,339.83809	4,556.82999	4,784.67149	5,023.90506	5,275.10032
		51.66474	54.24798	56.96037	59.80839	62.79881	65.93875
	T22	110,149.22378	115,656.68497	121,439.51921	127,511.49518	133,887.06993	140,581.42343
		9,179.10198	9,638.05708	10,119.95993	10,625.95793	11,157.25583	11,715.11862
		4,236.50861	4,448.33404	4,670.75074	4,904.28828	5,149.50269	5,406.97782
		52.95636	55.60418	58.38438	61.30360	64.36878	67.58722
Executive Assistant to GM/Board	T23	112,902.95437	118,548.10209	124,475.50720	130,699.28255	137,234.24668	144,095.95902
		9,408.57953	9,879.00851	10,372.95893	10,891.60688	11,436.18722	12,007.99658
		4,342.42132	4,559.54239	4,787.51951	5,026.89548	5,278.24026	5,542.15227
		54.28027	56.99428	59.84399	62.83619	65.97800	69.27690
	T24	115,725.52823	121,511.80464	127,587.39488	133,966.76462	140,665.10285	147,698.35799
		9,643.79402	10,125.98372	10,632.28291	11,163.89705	11,722.09190	12,308.19650
		4,450.98186	4,673.53095	4,907.20750	5,152.56787	5,410.19626	5,680.70608
		55.63727	58.41914	61.34009	64.40710	67.62745	71.00883
	T25	118,618.66644	124,549.59976	130,777.07975	137,315.93373	144,181.73042	151,390.81694
		9,884.88887	10,379.13331	10,898.08998	11,442.99448	12,015.14420	12,615.90141
		4,562.25640	4,790.36922	5,029.88768	5,281.38207	5,545.45117	5,822.72373
		57.02821	59.87962	62.87360	66.01728	69.31814	72.78405
	T26	121,584.13310	127,663.33975	134,046.50674	140,748.83208	147,786.27368	155,175.58737
		10,132.01109	10,638.61165	11,170.54223	11,729.06934	12,315.52281	12,931.29895
		4,676.31281	4,910.12845	5,155.63487	5,413.41662	5,684.08745	5,968.29182
		58.45391	61.37661	64.44544	67.66771	71.05109	74.60365
Customer Service Administrator	T27	124,623.73643	130,854.92325	137,397.66941	144,267.55288	151,480.93052	159,054.97705
		10,385.31137	10,904.57694	11,449.80578	12,022.29607	12,623.41088	13,254.58142
		4,793.22063	5,032.88166	5,284.52575	5,548.75203	5,826.18964	6,117.49912
		59.91526	62.91102	66.05657	69.35940	72.82737	76.46874
Senior Project Manager	T28	127,739.32984	134,126.29633	140,832.61114	147,874.24170	155,267.95379	163,031.35148
		10,644.94415	11,177.19136	11,736.05093	12,322.85348	12,938.99615	13,585.94596
		4,913.05115	5,158.70370	5,416.63889	5,687.47083	5,971.84438	6,270.43660
		61.41314	64.48380	67.70799	71.09339	74.64805	78.38046

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Associate Engineer	T29	130,932.81308	137,479.45374	144,353.42642	151,571.09774	159,149.65263	167,107.13526
IT Administrator		10,911.06776	11,456.62114	12,029.45220	12,630.92481	13,262.47105	13,925.59461
		5,035.87743	5,287.67130	5,552.05486	5,829.65761	6,121.14049	6,427.19751
		62.94847	66.09589	69.40069	72.87072	76.51426	80.33997
	T30	134,206.13341	140,916.44008	147,962.26208	155,360.37519	163,128.39395	171,284.81364
		11,183.84445	11,743.03667	12,330.18851	12,946.69793	13,594.03283	14,273.73447
		5,161.77436	5,419.86308	5,690.85623	5,975.39905	6,274.16900	6,587.87745
		64.52218	67.74829	71.13570	74.69249	78.42711	82.34847
	T31	137,561.28674	144,439.35108	151,661.31864	159,244.38457	167,206.60380	175,566.93399
		11,463.44056	12,036.61259	12,638.44322	13,270.36538	13,933.88365	14,630.57783
		5,290.81872	5,555.35966	5,833.12764	6,124.78402	6,431.02322	6,752.57438
		66.13523	69.44200	72.91410	76.55980	80.38779	84.40718
	T32	141,000.31891	148,050.33486	155,452.85160	163,225.49418	171,386.76889	179,956.10734
		11,750.02658	12,337.52790	12,954.40430	13,602.12452	14,282.23074	14,996.34228
		5,423.08919	5,694.24365	5,978.95583	6,277.90362	6,591.79880	6,921.38874
		67.78861	71.17805	74.73695	78.47380	82.39749	86.51736
Controller	T33	144,525.32689	151,751.59323	159,339.17289	167,306.13154	175,671.43811	184,455.01002
Senior Civil Engineer		12,043.77724	12,645.96610	13,278.26441	13,942.17763	14,639.28651	15,371.25083
		5,558.66642	5,836.59974	6,128.42973	6,434.85121	6,756.59377	7,094.42346
		69.48333	72.95750	76.60537	80.43564	84.45742	88.68029
Water Resources Manager	T34	148,138.46006	155,545.38306	163,322.65221	171,488.78482	180,063.22407	189,066.38527
		12,344.87167	12,962.11526	13,610.22102	14,290.73207	15,005.26867	15,755.53211
		5,697.63308	5,982.51473	6,281.64047	6,595.72249	6,925.50862	7,271.78405
		71.22041	74.78143	78.52051	82.44653	86.56886	90.89730
	T35	151,841.92156	159,434.01764	167,405.71852	175,776.00445	184,564.80467	193,793.04490
		12,653.49346	13,286.16814	13,950.47654	14,648.00037	15,380.40039	16,149.42041
		5,840.07391	6,132.07760	6,438.68148	6,760.61556	7,098.64633	7,453.57865
		73.00092	76.65097	80.48352	84.50769	88.73308	93.16973
	T36	155,637.96960	163,419.86808	171,590.86148	180,170.40456	189,178.92478	198,637.87102
		12,969.83080	13,618.32234	14,299.23846	15,014.20038	15,764.91040	16,553.15592
		5,986.07575	6,285.37954	6,599.64852	6,929.63094	7,276.11249	7,639.91812
		74.82595	78.56724	82.49561	86.62039	90.95141	95.49898
O&M Manager	T37	159,528.91884	167,505.36478	175,880.63302	184,674.66467	193,908.39790	203,603.81780
		13,294.07657	13,958.78040	14,656.71942	15,389.55539	16,159.03316	16,966.98482
		6,135.72765	6,442.51403	6,764.63973	7,102.87172	7,458.01530	7,830.91607
		76.69660	80.53143	84.55800	88.78590	93.22519	97.88645

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Director of Admin Svcs	T38	163,517.14181	171,692.99890	180,277.64884	189,291.53129	198,756.10785	208,693.91324
		13,626.42848	14,307.74991	15,023.13740	15,774.29427	16,563.00899	17,391.15944
		6,289.12084	6,603.57688	6,933.75572	7,280.44351	7,644.46569	8,026.68897
		78.61401	82.54471	86.67195	91.00554	95.55582	100.33361
	T39	167,605.07035	175,985.32387	184,784.59007	194,023.81957	203,725.01055	213,911.26107
		13,967.08920	14,665.44366	15,398.71584	16,168.65163	16,977.08421	17,825.93842
		6,446.34886	6,768.66630	7,107.09962	7,462.45460	7,835.57733	8,227.35620
		80.57936	84.60833	88.83875	93.28068	97.94472	102.84195
	T40	171,795.19711	180,384.95697	189,404.20482	198,874.41506	208,818.13581	219,259.04260
		14,316.26643	15,032.07975	15,783.68373	16,572.86792	17,401.51132	18,271.58688
		6,607.50758	6,937.88296	7,284.77711	7,649.01596	8,031.46676	8,433.04010
		82.59384	86.72354	91.05971	95.61270	100.39333	105.41300
	T41	176,090.07704	184,894.58089	194,139.30994	203,846.27543	214,038.58921	224,740.51867
		14,674.17309	15,407.88174	16,178.27583	16,987.18962	17,836.54910	18,728.37656
		6,772.69527	7,111.33003	7,466.89654	7,840.24136	8,232.25343	8,643.86610
		84.65869	88.89163	93.33621	98.00302	102.90317	108.04833
	T42	180,492.32897	189,516.94542	198,992.79269	208,942.43232	219,389.55394	230,359.03163
		15,041.02741	15,793.07878	16,582.73272	17,411.86936	18,282.46283	19,196.58597
		6,942.01265	7,289.11329	7,653.56895	8,036.24740	8,438.05977	8,859.96276
		86.77516	91.11392	95.66961	100.45309	105.47575	110.74953
	T43	185,004.63719	194,254.86905	203,967.61250	214,165.99313	224,874.29279	236,118.00742
		15,417.05310	16,187.90575	16,997.30104	17,847.16609	18,739.52440	19,676.50062
		7,115.56297	7,471.34112	7,844.90817	8,237.15358	8,649.01126	9,081.46182
		88.94454	93.39176	98.06135	102.96442	108.11264	113.51827
District Engineer	T44	189,629.75312	199,111.24078	209,066.80282	219,520.14296	230,496.15010	242,020.95761
		15,802.47943	16,592.60340	17,422.23357	18,293.34525	19,208.01251	20,168.41313
		7,293.45204	7,658.12465	8,041.03088	8,443.08242	8,865.23654	9,308.49837
		91.16815	95.72656	100.51289	105.53853	110.81546	116.35623