

Marina Coast Water District Employees Association - Classification and Salary Schedule for FY2026/2027

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

7/1/26

| CLASSIFICATION | RANGE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
|--|-------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1 | 60,589.40160 | 63,618.85920 | 66,799.80320 | 70,139.78400 | 73,646.78880 | 77,329.11680 |
| | | 5,049.11680 | 5,301.57160 | 5,566.65027 | 5,844.98200 | 6,137.23240 | 6,444.09307 |
| | | 2,330.36160 | 2,446.87920 | 2,569.22320 | 2,697.68400 | 2,832.56880 | 2,974.19680 |
| | | 29.12952 | 30.58599 | 32.11529 | 33.72105 | 35.40711 | 37.17746 |
| | 2 | 62,104.14080 | 65,209.33120 | 68,469.81440 | 71,893.28640 | 75,487.96320 | 79,262.35200 |
| | | 5,175.34507 | 5,434.11093 | 5,705.81787 | 5,991.10720 | 6,290.66360 | 6,605.19600 |
| | | 2,388.62080 | 2,508.05120 | 2,633.45440 | 2,765.12640 | 2,903.38320 | 3,048.55200 |
| | | 29.85776 | 31.35064 | 32.91818 | 34.56408 | 36.29229 | 38.10690 |
| | 3 | 63,656.73600 | 66,839.57280 | 70,181.52960 | 73,690.63520 | 77,375.16800 | 81,243.90560 |
| | | 5,304.72800 | 5,569.96440 | 5,848.46080 | 6,140.88627 | 6,447.93067 | 6,770.32547 |
| | | 2,448.33600 | 2,570.75280 | 2,699.28960 | 2,834.25520 | 2,975.96800 | 3,124.76560 |
| | | 30.60420 | 32.13441 | 33.74112 | 35.42819 | 37.19960 | 39.05957 |
| | 4 | 65,248.16480 | 68,510.56160 | 71,936.09280 | 75,532.87040 | 79,309.52640 | 83,275.00480 |
| | | 5,437.34707 | 5,709.21347 | 5,994.67440 | 6,294.40587 | 6,609.12720 | 6,939.58373 |
| | | 2,509.54480 | 2,635.02160 | 2,766.77280 | 2,905.11040 | 3,050.36640 | 3,202.88480 |
| | | 31.36931 | 32.93777 | 34.58466 | 36.31388 | 38.12958 | 40.03606 |
| | 5 | 66,879.34240 | 70,223.31680 | 73,734.50240 | 77,421.21920 | 81,292.26560 | 85,356.87680 |
| | | 5,573.27853 | 5,851.94307 | 6,144.54187 | 6,451.76827 | 6,774.35547 | 7,113.07307 |
| | | 2,572.28240 | 2,700.89680 | 2,835.94240 | 2,977.73920 | 3,126.62560 | 3,282.95680 |
| | | 32.15353 | 33.76121 | 35.44928 | 37.22174 | 39.08282 | 41.03696 |
| Customer Service/ Billing Technician I | 6 | 68,551.32960 | 71,978.89920 | 75,577.86080 | 79,356.74240 | 83,324.57120 | 87,490.81120 |
| | | 5,712.61080 | 5,998.24160 | 6,298.15507 | 6,613.06187 | 6,943.71427 | 7,290.90093 |
| | | 2,636.58960 | 2,768.41920 | 2,906.84080 | 3,052.18240 | 3,204.79120 | 3,365.03120 |
| | | 32.95737 | 34.60524 | 36.33551 | 38.15228 | 40.05989 | 42.06289 |
| | 7 | 70,265.10400 | 73,778.39040 | 77,467.31200 | 81,340.66720 | 85,407.69120 | 89,678.07680 |
| | | 5,855.42533 | 6,148.19920 | 6,455.60933 | 6,778.38893 | 7,117.30760 | 7,473.17307 |
| | | 2,702.50400 | 2,837.63040 | 2,979.51200 | 3,128.48720 | 3,284.91120 | 3,449.15680 |
| | | 33.78130 | 35.47038 | 37.24390 | 39.10609 | 41.06139 | 43.11446 |
| Maintenance Worker Meter Reader | 8 | 72,021.74720 | 75,622.83040 | 79,403.97920 | 83,374.17920 | 87,542.87360 | 91,920.02560 |
| | | 6,001.81227 | 6,301.90253 | 6,616.99827 | 6,947.84827 | 7,295.23947 | 7,660.00213 |
| | | 2,770.06720 | 2,908.57040 | 3,053.99920 | 3,206.69920 | 3,367.03360 | 3,535.38560 |
| | | 34.62584 | 36.35713 | 38.17499 | 40.08374 | 42.08792 | 44.19232 |
| | 9 | 73,822.29920 | 77,513.42560 | 81,389.06880 | 85,458.52640 | 89,731.47040 | 94,218.03040 |
| | | 6,151.85827 | 6,459.45213 | 6,782.42240 | 7,121.54387 | 7,477.62253 | 7,851.50253 |
| | | 2,839.31920 | 2,981.28560 | 3,130.34880 | 3,286.86640 | 3,451.21040 | 3,623.77040 |
| | | 35.49149 | 37.26607 | 39.12936 | 41.08583 | 43.14013 | 45.29713 |
| Customer Service/Billing Technician II | 10 | 75,667.86240 | 79,451.23680 | 83,423.80800 | 87,594.99840 | 91,974.72960 | 96,573.48480 |
| | | 6,305.65520 | 6,620.93640 | 6,951.98400 | 7,299.58320 | 7,664.56080 | 8,047.79040 |
| | | 2,910.30240 | 3,055.81680 | 3,208.60800 | 3,369.03840 | 3,537.48960 | 3,714.36480 |
| | | 36.37878 | 38.19771 | 40.10760 | 42.11298 | 44.21862 | 46.42956 |

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|-------------------------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | 11 | 77,559.53920 | 81,437.51200 | 85,509.40320 | 89,784.86400 | 94,274.10720 | 98,987.82400 |
| | | 6,463.29493 | 6,786.45933 | 7,125.78360 | 7,482.07200 | 7,856.17560 | 8,248.98533 |
| | | 2,983.05920 | 3,132.21200 | 3,288.82320 | 3,453.26400 | 3,625.92720 | 3,807.22400 |
| | | 37.28824 | 39.15265 | 41.11029 | 43.16580 | 45.32409 | 47.59030 |
| | 12 | 79,498.53600 | 83,473.47840 | 87,647.14400 | 92,029.51680 | 96,630.97600 | 101,462.52480 |
| | | 6,624.87800 | 6,956.12320 | 7,303.92867 | 7,669.12640 | 8,052.58133 | 8,455.21040 |
| | | 3,057.63600 | 3,210.51840 | 3,371.04400 | 3,539.59680 | 3,716.57600 | 3,902.40480 |
| | | 38.22045 | 40.13148 | 42.13805 | 44.24496 | 46.45720 | 48.78006 |
| | 13 | 81,485.99680 | 85,560.30080 | 89,838.32000 | 94,330.22560 | 99,046.75040 | 103,999.08480 |
| | | 6,790.49973 | 7,130.02507 | 7,486.52667 | 7,860.85213 | 8,253.89587 | 8,666.59040 |
| | | 3,134.07680 | 3,290.78080 | 3,455.32000 | 3,628.08560 | 3,809.49040 | 3,999.96480 |
| | | 39.17596 | 41.13476 | 43.19150 | 45.35107 | 47.61863 | 49.99956 |
| Administrative Assistant | 14 | 83,523.14880 | 87,699.31040 | 92,084.28320 | 96,688.48800 | 101,522.90720 | 106,599.06400 |
| | | 6,960.26240 | 7,308.27587 | 7,673.69027 | 8,057.37400 | 8,460.24227 | 8,883.25533 |
| | | 3,212.42880 | 3,373.05040 | 3,541.70320 | 3,718.78800 | 3,904.72720 | 4,099.96400 |
| | | 40.15536 | 42.16313 | 44.27129 | 46.48485 | 48.80909 | 51.24955 |
| Accounting Technician | 15 | 85,611.21920 | 89,891.79680 | 94,386.36480 | 99,105.67680 | 104,060.98560 | 109,264.04320 |
| Engineering Technician | | 7,134.26827 | 7,490.98307 | 7,865.53040 | 8,258.80640 | 8,671.74880 | 9,105.33693 |
| Lead Customer Service/Billing Tech | | 3,292.73920 | 3,457.37680 | 3,630.24480 | 3,811.75680 | 4,002.34560 | 4,202.46320 |
| System Operator I | | 41.15924 | 43.21721 | 45.37806 | 47.64696 | 50.02932 | 52.53079 |
| Water Resources Technician I | 16 | 87,751.49760 | 92,139.09120 | 96,746.04160 | 101,583.33120 | 106,662.50400 | 111,995.62400 |
| | | 7,312.62480 | 7,678.25760 | 8,062.17013 | 8,465.27760 | 8,888.54200 | 9,332.96867 |
| | | 3,375.05760 | 3,543.81120 | 3,721.00160 | 3,907.05120 | 4,102.40400 | 4,307.52400 |
| | | 42.18822 | 44.29764 | 46.51252 | 48.83814 | 51.28005 | 53.84405 |
| District Analyst I | 17 | 89,945.31520 | 94,442.54560 | 99,164.68640 | 104,122.90720 | 109,329.06400 | 114,795.51200 |
| | | 7,495.44293 | 7,870.21213 | 8,263.72387 | 8,676.90893 | 9,110.75533 | 9,566.29267 |
| | | 3,459.43520 | 3,632.40560 | 3,814.02640 | 4,004.72720 | 4,204.96400 | 4,415.21200 |
| | | 43.24294 | 45.40507 | 47.67533 | 50.05909 | 52.56205 | 55.19015 |
| O&M Coordinator | 18 | 92,193.92000 | 96,803.63680 | 101,643.79680 | 106,726.00640 | 112,062.30880 | 117,665.41280 |
| Cross-Connection Control Specialist | | 7,682.82667 | 8,066.96973 | 8,470.31640 | 8,893.83387 | 9,338.52573 | 9,805.45107 |
| | | 3,545.92000 | 3,723.21680 | 3,909.37680 | 4,104.84640 | 4,310.08880 | 4,525.59280 |
| | | 44.32400 | 46.54021 | 48.86721 | 51.31058 | 53.87611 | 56.56991 |
| Water Resources Technician II | 19 | 94,498.78880 | 99,223.71680 | 104,184.91200 | 109,394.12640 | 114,863.84000 | 120,607.05280 |
| | | 7,874.89907 | 8,268.64307 | 8,682.07600 | 9,116.17720 | 9,571.98667 | 10,050.58773 |
| | | 3,634.56880 | 3,816.29680 | 4,007.11200 | 4,207.46640 | 4,417.84000 | 4,638.73280 |
| | | 45.43211 | 47.70371 | 50.08890 | 52.59333 | 55.22300 | 57.98416 |

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|-----------------------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Project Manager I | 20 | 96,861.25280 | 101,704.30400 | 106,789.52960 | 112,128.99360 | 117,735.44640 | 123,622.20000 |
| System Operator II | | 8,071.77107 | 8,475.35867 | 8,899.12747 | 9,344.08280 | 9,811.28720 | 10,301.85000 |
| | | 3,725.43280 | 3,911.70400 | 4,107.28960 | 4,312.65360 | 4,528.28640 | 4,754.70000 |
| | | 46.56791 | 48.89630 | 51.34112 | 53.90817 | 56.60358 | 59.43375 |
| | | | | | | | |
| Accountant | 21 | 99,282.78880 | 104,246.91680 | 109,459.27200 | 114,932.20960 | 120,678.83360 | 126,712.76800 |
| Assistant Engineer | | 8,273.56573 | 8,687.24307 | 9,121.60600 | 9,577.68413 | 10,056.56947 | 10,559.39733 |
| District Analyst II | | 3,818.56880 | 4,009.49680 | 4,209.97200 | 4,420.46960 | 4,641.49360 | 4,873.56800 |
| Electrical/Mechanical Technician | | 47.73211 | 50.11871 | 52.62465 | 55.25587 | 58.01867 | 60.91960 |
| | 22 | 101,764.83200 | 106,853.09440 | 112,195.74080 | 117,805.54240 | 123,695.81120 | 129,880.60800 |
| | | 8,480.40267 | 8,904.42453 | 9,349.64507 | 9,817.12853 | 10,307.98427 | 10,823.38400 |
| | | 3,914.03200 | 4,109.73440 | 4,315.22080 | 4,530.98240 | 4,757.53120 | 4,995.40800 |
| | 48.92540 | 51.37168 | 53.94026 | 56.63728 | 59.46914 | 62.44260 | |
| Lead Operator | 23 | 104,308.98400 | 109,524.41760 | 115,000.64160 | 120,750.65600 | 126,788.18880 | 133,127.63360 |
| Water Conservation Specialist III | | 8,692.41533 | 9,127.03480 | 9,583.38680 | 10,062.55467 | 10,565.68240 | 11,093.96947 |
| | | 4,011.88400 | 4,212.47760 | 4,423.10160 | 4,644.25600 | 4,876.46880 | 5,120.29360 |
| | | 50.14855 | 52.65597 | 55.28877 | 58.05320 | 60.95586 | 64.00367 |
| | | | | | | | |
| | 24 | 106,916.68000 | 112,262.50880 | 117,875.65920 | 123,769.44320 | 129,957.92160 | 136,455.80000 |
| | | 8,909.72333 | 9,355.20907 | 9,822.97160 | 10,314.12027 | 10,829.82680 | 11,371.31667 |
| | | 4,112.18000 | 4,317.78880 | 4,533.67920 | 4,760.36320 | 4,998.38160 | 5,248.30000 |
| | | 51.40225 | 53.97236 | 56.67099 | 59.50454 | 62.47977 | 65.60375 |
| District Analyst III | 25 | 109,589.60480 | 115,069.09440 | 120,822.54080 | 126,863.65120 | 133,206.84000 | 139,867.18720 |
| Senior Accountant | | 9,132.46707 | 9,589.09120 | 10,068.54507 | 10,571.97093 | 11,100.57000 | 11,655.59893 |
| | | 4,214.98480 | 4,425.73440 | 4,647.02080 | 4,879.37120 | 5,123.34000 | 5,379.50720 |
| | | 52.68731 | 55.32168 | 58.08776 | 60.99214 | 64.04175 | 67.24384 |
| | | | | | | | |
| Project Manager II | 26 | 112,329.33920 | 117,945.81760 | 123,843.09600 | 130,035.25600 | 136,537.02400 | 143,363.87520 |
| | | 9,360.77827 | 9,828.81813 | 10,320.25800 | 10,836.27133 | 11,378.08533 | 11,946.98960 |
| | | 4,320.35920 | 4,536.37760 | 4,763.19600 | 5,001.35600 | 5,251.42400 | 5,513.99520 |
| | | 54.00449 | 56.70472 | 59.53995 | 62.51695 | 65.64280 | 68.92494 |
| | 27 | 115,137.58880 | 120,894.46720 | 126,939.19680 | 133,286.12960 | 139,950.44960 | 146,947.96480 |
| | | 9,594.79907 | 10,074.53893 | 10,578.26640 | 11,107.17747 | 11,662.53747 | 12,245.66373 |
| | | 4,428.36880 | 4,649.78720 | 4,882.27680 | 5,126.38960 | 5,382.70960 | 5,651.84480 |
| | | 55.35461 | 58.12234 | 61.02846 | 64.07987 | 67.28387 | 70.64806 |
| | 28 | 118,016.03840 | 123,916.83200 | 130,112.67360 | 136,618.31040 | 143,449.21760 | 150,621.68160 |
| | | 9,834.66987 | 10,326.40267 | 10,842.72280 | 11,384.85920 | 11,954.10147 | 12,551.80680 |
| | | 4,539.07840 | 4,766.03200 | 5,004.33360 | 5,254.55040 | 5,517.27760 | 5,793.14160 |
| | | 56.73848 | 59.57540 | 62.55417 | 65.68188 | 68.96597 | 72.41427 |

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|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Laboratory Supervisor | 29 | 120,966.41440 | 127,014.76320 | 133,365.48160 | 140,033.77440 | 147,035.44960 | 154,387.20960 |
| | | 10,080.53453 | 10,584.56360 | 11,113.79013 | 11,669.48120 | 12,252.95413 | 12,865.60080 |
| | | 4,652.55440 | 4,885.18320 | 5,129.44160 | 5,385.91440 | 5,655.20960 | 5,937.96960 |
| | | 58.15693 | 61.06479 | 64.11802 | 67.32393 | 70.69012 | 74.22462 |
| O&M Supervisor | 30 | 123,990.58880 | 130,190.11200 | 136,699.61760 | 143,534.60160 | 150,711.30880 | 158,246.92000 |
| | | 10,332.54907 | 10,849.17600 | 11,391.63480 | 11,961.21680 | 12,559.27573 | 13,187.24333 |
| | | 4,768.86880 | 5,007.31200 | 5,257.67760 | 5,520.56160 | 5,796.58880 | 6,086.42000 |
| | | 59.61086 | 62.59140 | 65.72097 | 69.00702 | 72.45736 | 76.08025 |
| | 31 | 127,090.35040 | 133,444.87520 | 140,117.12000 | 147,122.97600 | 154,479.10400 | 162,203.08000 |
| | | 10,590.86253 | 11,120.40627 | 11,676.42667 | 12,260.24800 | 12,873.25867 | 13,516.92333 |
| | | 4,888.09040 | 5,132.49520 | 5,389.12000 | 5,658.57600 | 5,941.50400 | 6,238.58000 |
| | | 61.10113 | 64.15619 | 67.36400 | 70.73220 | 74.26880 | 77.98225 |
| | 32 | 130,267.61280 | 136,780.98720 | 143,620.02720 | 150,801.01920 | 158,341.08160 | 166,258.16480 |
| | | 10,855.63440 | 11,398.41560 | 11,968.33560 | 12,566.75160 | 13,195.09013 | 13,854.84707 |
| | | 5,010.29280 | 5,260.80720 | 5,523.84720 | 5,800.03920 | 6,090.04160 | 6,394.54480 |
| | | 62.62866 | 65.76009 | 69.04809 | 72.50049 | 76.12552 | 79.93181 |
| 33 | 133,524.31040 | 140,200.50720 | 147,210.54400 | 154,571.06080 | 162,299.61280 | 170,414.60800 | |
| | 11,127.02587 | 11,683.37560 | 12,267.54533 | 12,880.92173 | 13,524.96773 | 14,201.21733 | |
| | 5,135.55040 | 5,392.32720 | 5,661.94400 | 5,945.04080 | 6,242.29280 | 6,554.40800 | |
| | 64.19438 | 67.40409 | 70.77430 | 74.31301 | 78.02866 | 81.93010 | |
| 34 | 136,862.39840 | 143,705.51520 | 150,890.81280 | 158,435.34720 | 166,357.13120 | 174,674.96800 | |
| | 11,405.19987 | 11,975.45960 | 12,574.23440 | 13,202.94560 | 13,863.09427 | 14,556.24733 | |
| | 5,263.93840 | 5,527.13520 | 5,803.49280 | 6,093.66720 | 6,398.35120 | 6,718.26800 | |
| | 65.79923 | 69.08919 | 72.54366 | 76.17084 | 79.97939 | 83.97835 | |