

Marina Coast Water District Teamsters Unit (Management & Confidential) - Classification and Salary Schedule for FY2026/2027

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

7/1/2026

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	T20	107,462.68000	112,835.77760	118,477.56960	124,401.45120	130,621.52480	137,152.60000
		8,955.22333	9,402.98147	9,873.13080	10,366.78760	10,885.12707	11,429.38333
		4,133.18000	4,339.83760	4,556.82960	4,784.67120	5,023.90480	5,275.10000
		51.66475	54.24797	56.96037	59.80839	62.79881	65.93875
	T21	110,149.20800	115,656.69440	121,439.53120	127,511.48800	133,887.06240	140,581.41760
		9,179.10067	9,638.05787	10,119.96093	10,625.95733	11,157.25520	11,715.11813
		4,236.50800	4,448.33440	4,670.75120	4,904.28800	5,149.50240	5,406.97760
		52.95635	55.60418	58.38439	61.30360	64.36878	67.58722
	T22	112,902.96160	118,548.08160	124,475.52000	130,699.27520	137,234.26080	144,095.95200
		9,408.58013	9,879.00680	10,372.96000	10,891.60627	11,436.18840	12,007.99600
		4,342.42160	4,559.54160	4,787.52000	5,026.89520	5,278.24080	5,542.15200
		54.28027	56.99427	59.84400	62.83619	65.97801	69.27690
Executive Assistant/Clerk of The Board	T23	115,725.54240	121,511.81120	127,587.40800	133,966.74720	140,665.09600	147,698.34560
		9,643.79520	10,125.98427	10,632.28400	11,163.89560	11,722.09133	12,308.19547
		4,450.98240	4,673.53120	4,907.20800	5,152.56720	5,410.19600	5,680.70560
		55.63728	58.41914	61.34010	64.40709	67.62745	71.00882
	T24	118,618.65600	124,549.60960	130,777.06720	137,315.94240	144,181.75200	151,390.80320
		9,884.88800	10,379.13413	10,898.08893	11,442.99520	12,015.14600	12,615.90027
		4,562.25600	4,790.36960	5,029.88720	5,281.38240	5,545.45200	5,822.72320
		57.02820	59.87962	62.87359	66.01728	69.31815	72.78404
	T25	121,584.13280	127,663.32800	134,046.51520	140,748.83680	147,786.26720	155,175.57120
		10,132.01107	10,638.61067	11,170.54293	11,729.06973	12,315.52227	12,931.29760
		4,676.31280	4,910.12800	5,155.63520	5,413.41680	5,684.08720	5,968.29120
		58.45391	61.37660	64.44544	67.66771	71.05109	74.60364
	T26	124,623.74080	130,854.92160	137,397.66560	144,267.55200	151,480.95040	159,054.97920
		10,385.31173	10,904.57680	11,449.80547	12,022.29600	12,623.41253	13,254.58160
		4,793.22080	5,032.88160	5,284.52560	5,548.75200	5,826.19040	6,117.49920
		59.91526	62.91102	66.05657	69.35940	72.82738	76.46874
Customer Service Administrator	T27	127,739.33120	134,126.30400	140,832.59840	147,874.25120	155,267.94400	163,031.35680
		10,644.94427	11,177.19200	11,736.04987	12,322.85427	12,938.99533	13,585.94640
		4,913.05120	5,158.70400	5,416.63840	5,687.47120	5,971.84400	6,270.43680
		61.41314	64.48380	67.70798	71.09339	74.64805	78.38046
	T28	130,932.81760	137,479.47200	144,353.41440	151,571.09760	159,149.64000	167,107.13760
		10,911.06813	11,456.62267	12,029.45120	12,630.92480	13,262.47000	13,925.59480
		5,035.87760	5,287.67200	5,552.05440	5,829.65760	6,121.14000	6,427.19760
		62.94847	66.09590	69.40068	72.87072	76.51425	80.33997
Associate Engineer	T29	134,206.13440	140,916.44320	147,962.27680	155,360.37920	163,128.38880	171,284.81760
IT Administrator		11,183.84453	11,743.03693	12,330.18973	12,946.69827	13,594.03240	14,273.73480
		5,161.77440	5,419.86320	5,690.85680	5,975.39920	6,274.16880	6,587.87760
		64.52218	67.74829	71.13571	74.69249	78.42711	82.34847
	T30	137,561.27840	144,439.33920	151,661.30720	159,244.38400	167,206.60320	175,566.91360
		11,463.43987	12,036.61160	12,638.44227	13,270.36533	13,933.88360	14,630.57613
		5,290.81840	5,555.35920	5,833.12720	6,124.78400	6,431.02320	6,752.57360
		66.13523	69.44199	72.91409	76.55980	80.38779	84.40717

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Senior Project Manager	T31	141,000.32960	148,050.32320	155,452.83520	163,225.50400	171,386.75840	179,956.10880
		11,750.02747	12,337.52693	12,954.40293	13,602.12533	14,282.22987	14,996.34240
		5,423.08960	5,694.24320	5,978.95520	6,277.90400	6,591.79840	6,921.38880
		67.78862	71.17804	74.73694	78.47380	82.39748	86.51736
	T32	144,525.32640	151,751.57920	159,339.16960	167,306.15200	175,671.43360	184,455.00320
		12,043.77720	12,645.96493	13,278.26413	13,942.17933	14,639.28613	15,371.25027
		5,558.66640	5,836.59920	6,128.42960	6,434.85200	6,756.59360	7,094.42320
		69.48333	72.95749	76.60537	80.43565	84.45742	88.68029
Controllor Senior Civil Engineer	T33	148,138.45280	155,545.37440	163,322.64000	171,488.78240	180,063.22880	189,066.38400
		12,344.87107	12,962.11453	13,610.22000	14,290.73187	15,005.26907	15,755.53200
		5,697.63280	5,982.51440	6,281.64000	6,595.72240	6,925.50880	7,271.78400
		71.22041	74.78143	78.52050	82.44653	86.56886	90.89730
	T34	151,841.93440	159,434.03840	167,405.72160	175,775.99520	184,564.80640	193,793.05920
		12,653.49453	13,286.16987	13,950.47680	14,647.99960	15,380.40053	16,149.42160
		5,840.07440	6,132.07840	6,438.68160	6,760.61520	7,098.64640	7,453.57920
		73.00093	76.65098	80.48352	84.50769	88.73308	93.16974
T35	155,637.97600	163,419.85920	171,590.84800	180,170.39040	189,178.93280	198,637.87840	
	12,969.83133	13,618.32160	14,299.23733	15,014.19920	15,764.91107	16,553.15653	
	5,986.07600	6,285.37920	6,599.64800	6,929.63040	7,276.11280	7,639.91840	
	74.82595	78.56724	82.49560	86.62038	90.95141	95.49898	
T36	159,528.92800	167,505.37440	175,880.61920	184,674.65120	193,908.41600	203,603.79520	
	13,294.07733	13,958.78120	14,656.71827	15,389.55427	16,159.03467	16,966.98293	
	6,135.72800	6,442.51440	6,764.63920	7,102.87120	7,458.01600	7,830.91520	
	76.69660	80.53143	84.55799	88.78589	93.22520	97.88644	
T37	163,517.16160	171,692.99680	180,277.63520	189,291.54400	198,756.12640	208,693.90880	
	13,626.43013	14,307.74973	15,023.13627	15,774.29533	16,563.01053	17,391.15907	
	6,289.12160	6,603.57680	6,933.75520	7,280.44400	7,644.46640	8,026.68880	
	78.61402	82.54471	86.67194	91.00555	95.55583	100.33361	
O&M Manager Water Resources Manager	T38	167,605.08960	175,985.32640	184,784.60000	194,023.81440	203,725.01760	213,911.25600
		13,967.09080	14,665.44387	15,398.71667	16,168.65120	16,977.08480	17,825.93800
		6,446.34960	6,768.66640	7,107.10000	7,462.45440	7,835.57760	8,227.35600
		80.57937	84.60833	88.83875	93.28068	97.94472	102.84195
	T39	171,795.18720	180,384.96320	189,404.21760	198,874.41600	208,818.12640	219,259.04000
		14,316.26560	15,032.08027	15,783.68480	16,572.86800	17,401.51053	18,271.58667
		6,607.50720	6,937.88320	7,284.77760	7,649.01600	8,031.46640	8,433.04000
		82.59384	86.72354	91.05972	95.61270	100.39333	105.41300
T40	176,090.09600	184,894.59040	194,139.29600	203,846.28160	214,038.59360	224,740.54720	
	14,674.17467	15,407.88253	16,178.27467	16,987.19013	17,836.54947	18,728.37893	
	6,772.69600	7,111.33040	7,466.89600	7,840.24160	8,232.25360	8,643.86720	
	84.65870	88.89163	93.33620	98.00302	102.90317	108.04834	
T41	180,492.33280	189,516.95360	198,992.78880	208,942.44800	219,389.56000	230,359.04320	
	15,041.02773	15,793.07947	16,582.73240	17,411.87067	18,282.46333	19,196.58693	
	6,942.01280	7,289.11360	7,653.56880	8,036.24800	8,438.06000	8,859.96320	
	86.77516	91.11392	95.66961	100.45310	105.47575	110.74954	

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7/1/2026

CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	T42	185,004.62240	194,254.88160	203,967.60800	214,165.99360	224,874.27040	236,118.00160
		15,417.05187	16,187.90680	16,997.30067	17,847.16613	18,739.52253	19,676.50013
		7,115.56240	7,471.34160	7,844.90800	8,237.15360	8,649.01040	9,081.46160
		88.94453	93.39177	98.06135	102.96442	108.11263	113.51827
	T43	189,629.75200	199,111.22400	209,066.79040	219,520.14240	230,496.15680	242,020.95840
		15,802.47933	16,592.60200	17,422.23253	18,293.34520	19,208.01307	20,168.41320
		7,293.45200	7,658.12400	8,041.03040	8,443.08240	8,865.23680	9,308.49840
		91.16815	95.72655	100.51288	105.53853	110.81546	116.35623
Director of Admin Svcs District Engineer	T44	194,370.48800	204,089.01760	214,293.47680	225,008.13920	236,258.56800	248,071.49120
		16,197.54067	17,007.41813	17,857.78973	18,750.67827	19,688.21400	20,672.62427
		7,475.78800	7,849.57760	8,242.05680	8,654.15920	9,086.86800	9,541.21120
		93.44735	98.11972	103.02571	108.17699	113.58585	119.26514