

**Marina Coast Water District - Unrepresented (Exempt)
Management 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
	U30	137,560.92480	144,438.96480	151,660.91200	159,243.96800	167,206.16640	175,566.47680
		11,463.41040	12,036.58040	12,638.40933	13,270.33067	13,933.84720	14,630.53973
		5,290.80480	5,555.34480	5,833.11200	6,124.76800	6,431.00640	6,752.55680
		66.13506	69.44181	72.91390	76.55960	80.38758	84.40696
	U31	140,999.93440	148,049.92800	155,452.41920	163,225.04640	171,386.30080	179,955.60960
		11,749.99453	12,337.49400	12,954.36827	13,602.08720	14,282.19173	14,996.30080
		5,423.07440	5,694.22800	5,978.93920	6,277.88640	6,591.78080	6,921.36960
		67.78843	71.17785	74.73674	78.47358	82.39726	86.51712
HR/Risk Administrator	U32	144,524.95200	151,751.20480	159,338.77440	167,305.71520	175,670.99680	184,454.54560
		12,043.74600	12,645.93373	13,278.23120	13,942.14293	14,639.24973	15,371.21213
		5,558.65200	5,836.58480	6,128.41440	6,434.83520	6,756.57680	7,094.40560
		69.48315	72.95731	76.60518	80.43544	84.45721	88.68007
	U33	148,138.05760	155,544.95840	163,322.20320	171,488.30400	180,062.72960	189,065.86400
		12,344.83813	12,962.07987	13,610.18360	14,290.69200	15,005.22747	15,755.48867
		5,697.61760	5,982.49840	6,281.62320	6,595.70400	6,925.48960	7,271.76400
		71.22022	74.78123	78.52029	82.44630	86.56862	90.89705
	U34	151,841.53920	159,433.62240	167,405.30560	175,775.57920	184,564.34880	193,792.56000
		12,653.46160	13,286.13520	13,950.44213	14,647.96493	15,380.36240	16,149.38000
		5,840.05920	6,132.06240	6,438.66560	6,760.59920	7,098.62880	7,453.56000
		73.00074	76.65078	80.48332	84.50749	88.73286	93.16950
	U35	155,637.58080	163,419.46400	171,590.43200	180,169.95360	189,178.45440	198,637.37920
		12,969.79840	13,618.28867	14,299.20267	15,014.16280	15,764.87120	16,553.11493
		5,986.06080	6,285.36400	6,599.63200	6,929.61360	7,276.09440	7,639.89920
		74.82576	78.56705	82.49540	86.62017	90.95118	95.49874
	U36	159,528.51200	167,504.93760	175,880.18240	184,674.19360	193,907.89600	203,603.29600
		13,294.04267	13,958.74480	14,656.68187	15,389.51613	16,158.99133	16,966.94133
		6,135.71200	6,442.49760	6,764.62240	7,102.85360	7,457.99600	7,830.89600
		76.69640	80.53122	84.55778	88.78567	93.22495	97.88620
	U37	163,516.70400	171,692.53920	180,277.15680	189,291.02400	198,755.58560	208,693.36800
		13,626.39200	14,307.71160	15,023.09640	15,774.25200	16,562.96547	17,391.11400
		6,289.10400	6,603.55920	6,933.73680	7,280.42400	7,644.44560	8,026.66800
		78.61380	82.54449	86.67171	91.00530	95.55557	100.33335
	U38	167,604.65280	175,984.88960	184,784.14240	194,023.35680	203,724.51840	213,910.73600
		13,967.05440	14,665.40747	15,398.67853	16,168.61307	16,977.04320	17,825.89467
		6,446.33280	6,768.64960	7,107.08240	7,462.43680	7,835.55840	8,227.33600
		80.57916	84.60812	88.83853	93.28046	97.94448	102.84170
	U39	171,794.77120	180,384.50560	189,403.73920	198,873.91680	208,817.60640	219,258.47840
		14,316.23093	15,032.04213	15,783.64493	16,572.82640	17,401.46720	18,271.53987
		6,607.49120	6,937.86560	7,284.75920	7,648.99680	8,031.44640	8,433.01840

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		82.59364	86.72332	91.05949	95.61246	100.39308	105.41273
U40	176,089.63840	184,894.11200	194,138.81760	203,845.76160	214,038.05280	224,739.96480	
	14,674.13653	15,407.84267	16,178.23480	16,987.14680	17,836.50440	18,728.33040	
	6,772.67840	7,111.31200	7,466.87760	7,840.22160	8,232.23280	8,643.84480	
	84.65848	88.89140	93.33597	98.00277	102.90291	108.04806	
U41	180,491.87520	189,516.47520	198,992.28960	208,941.90720	219,388.99840	230,358.44000	
	15,040.98960	15,793.03960	16,582.69080	17,411.82560	18,282.41653	19,196.53667	
	6,941.99520	7,289.09520	7,653.54960	8,036.22720	8,438.03840	8,859.94000	
	86.77494	91.11369	95.66937	100.45284	105.47548	110.74925	
U42	185,004.16480	194,254.38240	203,967.10880	214,165.47360	224,873.75040	236,117.44000	
	15,417.01373	16,187.86520	16,997.25907	17,847.12280	18,739.47920	19,676.45333	
	7,115.54480	7,471.32240	7,844.88880	8,237.13360	8,648.99040	9,081.44000	
	88.94431	93.39153	98.06111	102.96417	108.11238	113.51800	
U43	189,629.27360	199,110.74560	209,066.29120	219,519.60160	230,495.57440	242,020.35520	
	15,802.43947	16,592.56213	17,422.19093	18,293.30013	19,207.96453	20,168.36293	
	7,293.43360	7,658.10560	8,041.01120	8,443.06160	8,865.21440	9,308.47520	
	91.16792	95.72632	100.51264	105.53827	110.81518	116.35594	
U44	194,369.98880	204,088.49760	214,292.91520	225,007.55680	236,257.94400	248,070.84640	
	16,197.49907	17,007.37480	17,857.74293	18,750.62973	19,688.16200	20,672.57053	
	7,475.76880	7,849.55760	8,242.03520	8,654.13680	9,086.84400	9,541.18640	
	93.44711	98.11947	103.02544	108.17671	113.58555	119.26483	
U45	199,229.26400	209,190.73760	219,650.26720	230,632.77120	242,164.41600	254,272.63680	
	16,602.43867	17,432.56147	18,304.18893	19,219.39760	20,180.36800	21,189.38640	
	7,662.66400	8,045.79760	8,448.08720	8,870.49120	9,314.01600	9,779.71680	
	95.78330	100.57247	105.60109	110.88114	116.42520	122.24646	
U46	204,209.96960	214,420.46080	225,141.48800	236,398.57280	248,218.50560	260,629.42880	
	17,017.49747	17,868.37173	18,761.79067	19,699.88107	20,684.87547	21,719.11907	
	7,854.22960	8,246.94080	8,659.28800	9,092.25280	9,546.86560	10,024.20880	
	98.17787	103.08676	108.24110	113.65316	119.33582	125.30261	
U47	209,315.24640	219,781.01600	230,770.07200	242,308.58080	254,424.01920	267,145.21600	
	17,442.93720	18,315.08467	19,230.83933	20,192.38173	21,202.00160	22,262.10133	
	8,050.58640	8,453.11600	8,875.77200	9,319.56080	9,785.53920	10,274.81600	
	100.63233	105.66395	110.94715	116.49451	122.31924	128.43520	
U48	214,548.11040	225,275.52320	236,539.30560	248,366.26880	260,784.57600	273,823.80480	
	17,879.00920	18,772.96027	19,711.60880	20,697.18907	21,732.04800	22,818.65040	
	8,251.85040	8,664.44320	9,097.66560	9,552.54880	10,030.17600	10,531.68480	
	103.14813	108.30554	113.72082	119.40686	125.37720	131.64606	
Deputy GM/DE	U49	219,911.82720	230,907.41440	242,452.78720	254,575.42240	267,304.19040	280,669.39680

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CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
(Unfilled)		18,325.98560	19,242.28453	20,204.39893	21,214.61853	22,275.34920	23,389.11640
District Legal Counsel		8,458.14720	8,881.05440	9,325.10720	9,791.36240	10,280.93040	10,794.97680
(Unfilled)		105.72684	111.01318	116.56384	122.39203	128.51163	134.93721
	U50	225,409.62080	236,680.10080	248,514.11520	260,939.82720	273,986.81440	287,686.15200
		18,784.13507	19,723.34173	20,709.50960	21,744.98560	22,832.23453	23,973.84600
		8,669.60080	9,103.08080	9,558.23520	10,036.14720	10,537.95440	11,064.85200
		108.37001	113.78851	119.47794	125.45184	131.72443	138.31065
	U51	231,044.86080	242,597.09760	254,726.95040	267,463.28960	280,836.46240	294,878.29280
		19,253.73840	20,216.42480	21,227.24587	22,288.60747	23,403.03853	24,573.19107
		8,886.34080	9,330.65760	9,797.19040	10,287.04960	10,801.40240	11,341.47280
		111.07926	116.63322	122.46488	128.58812	135.01753	141.76841