

Attachment 2

**Marin Municipal Water District
SEIU Monthly Pay Scales
Effective 7-14-25 (COLA)**

POSITION TITLE - SEIU	Step 1	Step 2	Step 3	Step 4	Step 5
Accounting Assistant I	\$5,671	\$5,953	\$6,233	\$6,579	\$6,909
Accounting Assistant II	\$6,256	\$6,605	\$6,936	\$7,294	\$7,599
Accounting Assistant III	\$6,662	\$6,947	\$7,350	\$7,676	\$8,018
Accountant I	\$7,571	\$7,952	\$8,348	\$8,765	\$9,205
Accountant II	\$8,569	\$9,049	\$9,515	\$10,008	\$10,492
Accounting Supervisor	\$10,197	\$10,707	\$11,240	\$11,804	\$12,396
Administrative Analyst	\$8,311	\$8,697	\$9,136	\$9,646	\$10,143
Administrative Assistant	\$7,257	\$7,628	\$7,950	\$8,418	\$8,789
Aquatic Ecologist	\$9,586	\$10,125	\$10,648	\$11,201	\$11,748
Assistant Engineer	\$9,942	\$10,451	\$10,964	\$11,493	\$12,041
Assistant Engineer - Civil	\$9,942	\$10,451	\$10,964	\$11,493	\$12,041
Assistant Utility-Maintenance Worker	\$6,250	\$6,558	\$6,899	\$7,191	\$7,610
Assistant Water Resources Specialist	\$9,942	\$10,451	\$10,964	\$11,493	\$12,041
Associate Engineer	\$11,492	\$12,038	\$12,619	\$13,240	\$13,881
Associate Engineer - Civil	\$11,492	\$12,038	\$12,619	\$13,240	\$13,881
Associate Water Resources Specialist	\$11,492	\$12,038	\$12,619	\$13,240	\$13,881
Automotive Mechanic I	\$6,630	\$6,911	\$7,312	\$7,638	\$7,978
Automotive Mechanic II	\$7,693	\$8,049	\$8,452	\$8,930	\$9,388
Backflow & Reclamation Specialist	\$8,571	\$8,955	\$9,351	\$9,793	\$10,285
Backflow & Reclamation Supervisor	\$9,997	\$10,563	\$11,110	\$11,679	\$12,244
Business Systems Analyst I	\$8,814	\$9,201	\$9,616	\$10,064	\$10,571
Business Systems Analyst II	\$10,042	\$10,548	\$11,136	\$11,710	\$12,321
Business Systems Analyst III	\$11,042	\$11,598	\$12,251	\$12,881	\$13,551
Business Systems Support Technician	\$8,311	\$8,697	\$9,136	\$9,646	\$10,143
Chemist I	\$8,409	\$8,806	\$9,250	\$9,768	\$10,273
Chemist II	\$9,598	\$10,138	\$10,661	\$11,209	\$11,755
Communications Specialist	\$9,132	\$9,526	\$9,959	\$10,421	\$10,949
Construction Inspection Supervisor	\$11,507	\$12,152	\$12,775	\$13,443	\$14,093
Construction Inspector I	\$8,491	\$8,878	\$9,292	\$9,761	\$10,305
Construction Inspector II	\$9,672	\$10,212	\$10,735	\$11,296	\$11,844
Control Systems Administrator	\$11,687	\$12,274	\$12,885	\$13,530	\$14,208
Control Systems Specialist	\$10,714	\$11,265	\$11,810	\$12,382	\$12,971
Controls Technician I	\$8,282	\$8,658	\$9,064	\$9,521	\$10,052
Controls Technician II	\$9,350	\$9,876	\$10,384	\$10,924	\$11,456
Corrosion Control Supervisor	\$10,449	\$10,972	\$11,521	\$12,096	\$12,701
Corrosion Control Technician I	\$8,352	\$8,716	\$9,109	\$9,535	\$10,016
Corrosion Control Technician II	\$9,511	\$9,989	\$10,550	\$11,093	\$11,668
Customer Service Field Inspector	\$6,659	\$7,049	\$7,354	\$7,686	\$8,042
Customer Service Representative I	\$5,363	\$5,631	\$5,894	\$6,220	\$6,531
Customer Service Representative II	\$6,233	\$6,575	\$6,906	\$7,261	\$7,567
Customer Service Representative III	\$6,659	\$7,049	\$7,354	\$7,686	\$8,042
Customer Service Supervisor	\$10,197	\$10,707	\$11,240	\$11,804	\$12,396

Distribution System Operator	\$8,980	\$9,370	\$9,795	\$10,250	\$10,767
Distribution System Operator Supervisor	\$10,608	\$11,138	\$11,692	\$12,279	\$12,893
Distribution System Operator Trainee	\$8,165	\$8,516	\$8,905	\$9,318	\$9,790
Ecologist I	\$8,306	\$8,697	\$9,136	\$9,646	\$10,143
Ecologist II	\$9,586	\$10,125	\$10,648	\$11,201	\$11,748
Engineering Aide	\$6,844	\$7,135	\$7,549	\$7,886	\$8,238
Engineering Technician	\$7,841	\$8,191	\$8,555	\$8,955	\$9,407
Engineering Technician - Facilities Designer I	\$7,841	\$8,191	\$8,555	\$8,955	\$9,407
Engineering Technician - Facilities Designer II	\$8,516	\$8,940	\$9,386	\$9,856	\$10,348
Engineering Technician- DevSvc Supervisor	\$9,183	\$9,695	\$10,203	\$10,722	\$11,243
Environmental Compliance Specialist	\$9,986	\$10,484	\$11,009	\$11,560	\$12,137
Environmental Planner	\$11,492	\$12,038	\$12,619	\$13,240	\$13,881
Field Supervisor	\$10,565	\$11,054	\$11,615	\$12,260	\$12,894
Heavy Equipment Operator	\$7,973	\$8,332	\$8,721	\$9,161	\$9,675
Information Systems Analyst I	\$8,814	\$9,201	\$9,616	\$10,064	\$10,571
Information Systems Analyst II	\$10,042	\$10,548	\$11,136	\$11,710	\$12,321
Information Systems Analyst III	\$11,042	\$11,598	\$12,251	\$12,881	\$13,551
Information Systems Analyst III - GIS	\$11,042	\$11,598	\$12,251	\$12,881	\$13,551
Information Systems Analyst Supervisor	\$12,699	\$13,341	\$14,088	\$14,812	\$15,584
Junior Engineer	\$8,527	\$8,950	\$9,456	\$9,948	\$10,458
Landscape and Facilities Maint. Coord	\$8,468	\$8,890	\$9,335	\$9,802	\$10,293
Maintenance Crew Leader	\$8,878	\$9,289	\$9,759	\$10,304	\$10,835
Maintenance Worker I	\$6,894	\$7,184	\$7,607	\$7,934	\$8,296
Maintenance Worker II	\$7,608	\$7,935	\$8,298	\$8,688	\$9,126
Mechanical & Electrical Maint Worker I	\$7,510	\$7,829	\$8,284	\$8,649	\$9,038
Mechanical & Electrical Maint Worker II	\$8,414	\$8,776	\$9,172	\$9,601	\$10,083
Mechanical & Electrical Maint Worker III	\$8,807	\$9,208	\$9,636	\$10,122	\$10,689
Mechanical & Electrical Maint Worker IV	\$9,823	\$10,277	\$10,798	\$11,402	\$11,989
Mechanical & Electrical Maintenance Plan	\$10,311	\$10,793	\$11,335	\$11,971	\$12,586
Mechanical & Electrical Operations Supv	\$11,687	\$12,274	\$12,885	\$13,530	\$14,208
Meter Operations Supervisor	\$10,197	\$10,707	\$11,240	\$11,804	\$12,396
Meter Reader and Repair Worker I	\$6,337	\$6,712	\$6,999	\$7,315	\$7,657
Meter Reader and Repair Worker II	\$7,121	\$7,536	\$7,863	\$8,220	\$8,603
Meter Service Technician	\$8,127	\$8,552	\$9,002	\$9,476	\$9,976
Natural Resources Technician I	\$4,414	\$4,748	\$5,094	\$5,475	\$5,886
Natural Resources Technician II	\$5,076	\$5,460	\$5,858	\$6,297	\$6,769
Office Assistant II	\$5,708	\$5,986	\$6,278	\$6,575	\$6,943
Park Ranger I	\$6,756	\$7,059	\$7,371	\$7,716	\$8,106
Park Ranger II	\$7,841	\$8,190	\$8,555	\$8,960	\$9,407
Park Ranger Trainee	\$6,143	\$6,420	\$6,708	\$7,042	\$7,320
Project Coordinator	\$8,027	\$8,441	\$8,854	\$9,385	\$9,858
Real Property Agent	\$9,198	\$9,718	\$10,218	\$10,745	\$11,266
Safety & Technical Training Specialist	\$8,974	\$9,390	\$9,865	\$10,416	\$10,956
Senior Administrative Assistant	\$8,311	\$8,697	\$9,136	\$9,646	\$10,143
Senior Buyer	\$8,374	\$8,737	\$9,134	\$9,557	\$10,036
Senior Chemist	\$11,409	\$11,980	\$12,579	\$13,207	\$13,866
Senior Communications Specialist	\$10,045	\$10,479	\$10,956	\$11,464	\$12,044

Senior Customer Service Field Inspector	\$7,574	\$8,019	\$8,370	\$8,749	\$9,154
Senior Customer Service Representative	\$8,045	\$8,448	\$8,920	\$9,379	\$9,870
Senior Engineer I	\$12,337	\$12,929	\$13,562	\$14,219	\$14,933
Senior Engineering Technician	\$8,516	\$8,940	\$9,386	\$9,856	\$10,348
Senior Heavy Equipment Operator	\$8,013	\$8,383	\$8,807	\$9,301	\$9,780
Senior Meter Reader and Repair Worker	\$7,574	\$8,019	\$8,370	\$8,749	\$9,154
Senior Park Ranger	\$8,483	\$8,859	\$9,254	\$9,688	\$10,176
Supervising Land Surveyor	\$11,226	\$11,786	\$12,376	\$12,995	\$13,647
Supv Facilities Maint & Special Projects	\$10,649	\$11,194	\$11,738	\$12,307	\$12,894
Treatment Plant Trainee I	\$7,557	\$7,895	\$8,244	\$8,633	\$9,065
Treatment Plant Trainee II	\$8,245	\$8,632	\$9,067	\$9,577	\$10,076
Treatment Plant/System Operator III	\$9,067	\$9,577	\$10,074	\$10,587	\$11,103
Treatment Plant/System Operator IV	\$9,521	\$10,056	\$10,575	\$11,119	\$11,661
Utility Crew Leader	\$8,878	\$9,289	\$9,759	\$10,304	\$10,835
Utility System Specialist	\$8,878	\$9,289	\$9,759	\$10,304	\$10,835
Utility Worker I	\$6,894	\$7,184	\$7,607	\$7,934	\$8,296
Utility Worker II	\$7,608	\$7,935	\$8,298	\$8,688	\$9,126
Warehouse Worker I	\$6,558	\$6,837	\$7,237	\$7,549	\$7,890
Warehouse Worker II	\$7,371	\$7,694	\$8,041	\$8,418	\$8,842
Water Conservation Specialist I	\$8,023	\$8,368	\$8,851	\$9,240	\$9,656
Water Conservation Specialist II	\$9,132	\$9,526	\$9,959	\$10,421	\$10,949
Water Conservation Specialist III	\$9,565	\$9,996	\$10,464	\$10,991	\$11,605
Water Conservation Specialist Supervisor	\$10,850	\$11,342	\$11,869	\$12,469	\$13,166
Water Quality Field Supervisor	\$9,997	\$10,563	\$11,110	\$11,679	\$12,244
Water Quality Technician I	\$8,571	\$8,955	\$9,351	\$9,793	\$10,285
Water Quality Technician II	\$9,197	\$9,717	\$10,221	\$10,744	\$11,264
Water System Technician	\$8,526	\$8,897	\$9,295	\$9,729	\$10,218
Water Treatment Plant Supervisor	\$11,409	\$11,980	\$12,579	\$13,207	\$13,866
Watershed Maintenance Supervisor	\$10,507	\$11,036	\$11,654	\$12,255	\$12,893
Welder/Fabricator	\$8,766	\$9,173	\$9,639	\$10,176	\$10,701

Marin Municipal Water District
Confidential Monthly Pay Scales
Effective 7-14-25 (COLA)

POSITION TITLE - CONFIDENTIAL	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant - Confidential	\$7,441	\$7,825	\$8,151	\$8,630	\$9,012
Administrative/Legal Support Specialist	\$8,311	\$8,697	\$9,136	\$9,646	\$10,143
Board Secretary	\$9,777	\$10,217	\$10,693	\$11,230	\$11,861
Business Systems Analyst Confidential I	\$8,814	\$9,201	\$9,616	\$10,064	\$10,571
Business Systems Analyst Confidential II	\$10,042	\$10,548	\$11,136	\$11,710	\$12,321
Business Systems Analyst Confidential III	\$11,042	\$11,598	\$12,251	\$12,881	\$13,551
Executive Assistant to the GM	\$9,777	\$10,217	\$10,693	\$11,230	\$11,861
Finance Analyst	\$8,569	\$9,049	\$9,515	\$10,008	\$10,492
Human Resources Analyst	\$9,362	\$9,889	\$10,403	\$10,934	\$11,611
Human Resources Technician	\$7,981	\$8,354	\$8,775	\$9,263	\$9,744
Payroll Technician	\$7,825	\$8,187	\$8,602	\$9,079	\$9,552

**Marin Municipal Water District
Managerial Monthly Pay Scales
Effective 7-14-25 (COLA)**

POSITION TITLE - MANAGERIAL	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Superintendent of Operations	\$13,603	\$14,268	\$14,945	\$15,665	\$16,442
Assistant Superintendent Water Treatment	\$13,225	\$13,882	\$14,579	\$15,306	\$16,072
Communications & Public Affairs Manager	\$15,314	\$16,342	\$17,366	\$18,396	\$19,422
Customer Service Manager	\$12,605	\$13,252	\$13,888	\$14,566	\$15,260
Director of Engineering	\$19,603	\$20,584	\$21,611	\$22,694	\$23,830
Director of Water Resources	\$19,603	\$20,584	\$21,611	\$22,694	\$23,830
Director of Watershed Resources	\$19,603	\$20,584	\$21,611	\$22,694	\$23,830
Engineering Manager I	\$13,851	\$14,521	\$15,230	\$15,967	\$16,769
Engineering Manager II	\$15,056	\$16,065	\$17,076	\$18,085	\$19,100
Engineering Records Manager	\$13,588	\$14,275	\$15,074	\$15,849	\$16,675
Engineering Support Services Manager	\$14,036	\$14,776	\$15,555	\$16,369	\$17,234
Finance Director/Treasurer	\$19,603	\$20,584	\$21,611	\$22,694	\$23,830
Finance Manager	\$15,314	\$16,342	\$17,366	\$18,396	\$19,422
Financial Management Analyst	\$11,410	\$11,982	\$12,579	\$13,209	\$13,872
General Counsel	\$25,738	\$25,738	\$25,738	\$25,738	\$25,738
General Manager	\$26,346	\$26,346	\$26,346	\$26,346	\$26,346
Human Resources Manager	\$15,314	\$16,342	\$17,366	\$18,396	\$19,422
Information Technology Manager	\$15,314	\$16,342	\$17,366	\$18,396	\$19,422
Natural Resources Program Manager	\$11,754	\$12,415	\$13,052	\$13,736	\$14,402
Operations Director	\$19,603	\$20,584	\$21,611	\$22,694	\$23,830
Principal Grant and Legislative Analyst	\$10,469	\$11,022	\$11,600	\$12,209	\$12,852
Principal Human Resources Analyst	\$11,565	\$12,215	\$12,850	\$13,506	\$14,338
Program Manager (AMI)	\$12,233	\$12,881	\$13,533	\$14,225	\$14,927
Safety & Emergency Response Manager	\$12,711	\$13,347	\$14,015	\$14,714	\$15,452
Senior Human Resources Analyst	\$10,653	\$11,252	\$11,836	\$12,442	\$13,206
Staff Attorney I	\$11,977	\$12,576	\$13,206	\$13,866	\$14,560
Staff Attorney II	\$14,601	\$15,332	\$16,100	\$16,901	\$17,748
Staff Attorney III	\$16,928	\$17,775	\$18,663	\$19,596	\$20,575
Superintendent of Operations	\$14,289	\$14,969	\$15,691	\$16,465	\$17,262
Superintendent of Sys Mnt & Sup Svcs	\$14,647	\$15,359	\$16,090	\$16,870	\$17,698
Water Efficiency Manager	\$13,877	\$14,656	\$15,416	\$16,204	\$16,988
Water Quality Manager	\$13,974	\$14,637	\$15,345	\$16,105	\$16,884
Water Resources Manager	\$15,056	\$16,065	\$17,076	\$18,085	\$19,100
Watershed Protection Mgr - Chief Ranger	\$12,734	\$13,403	\$14,110	\$14,851	\$15,630
Watershed Resources Manager	\$15,187	\$15,909	\$16,675	\$17,500	\$18,344

Marin Municipal Water District
Hourly Pay Scales
Effective 7-1-25 (COLA)

POSITION TITLE - HOURLY	Step 1	Step 2	Step 3
Control Systems Administrator - Ret. Ann	\$ 81.97		
Director of Engineering - Ret. Ann.	\$ 135.83		
Engineering Intern	\$ 31.99		
Information Systems Analyst - Ret Ann	\$ 78.20		
Intern	\$ 26.65		
Law Clerk-Temporary	\$ 57.57		
Public Information Rep - Ret Ann	\$ 55.97		
Special Assignment-Blog Writer	\$ 78.20		
Summer Helper	\$ 23.46	\$ -	\$ -
Water Efficiency Technician Intern	\$ 25.46	\$ 27.40	\$ 29.38
Water Quality Intern	\$ 31.99		
Watershed Aide	\$ 25.46	\$ 27.40	\$ 29.38