

**Marin Municipal Water District  
SEIU Monthly Pay Scales**

**Effective 7-3-23 (COLA)**

<b>POSITION TITLE - SEIU</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Account Clerk I	\$5,320	\$5,584	\$5,847	\$6,171	\$6,481
Account Clerk II	\$5,868	\$6,195	\$6,506	\$6,842	\$7,128
Account Clerk III	\$6,250	\$6,517	\$6,895	\$7,201	\$7,521
Accountant I	\$7,102	\$7,459	\$7,831	\$8,222	\$8,635
Accountant II	\$8,038	\$8,489	\$8,925	\$9,388	\$9,842
Accounting Supervisor	\$9,566	\$10,044	\$10,544	\$11,073	\$11,627
Administrative Analyst	\$7,796	\$8,158	\$8,570	\$9,048	\$9,514
Administrative Assistant	\$6,807	\$7,155	\$7,457	\$7,896	\$8,245
Assistant Engineer	\$9,326	\$9,804	\$10,284	\$10,781	\$11,295
Assistant Engineer - Civil	\$9,326	\$9,804	\$10,284	\$10,781	\$11,295
Assistant Water Resources Specialist	\$9,326	\$9,804	\$10,284	\$10,781	\$11,295
Assitant Utility-Maintenance Worker	\$5,863	\$6,152	\$6,471	\$6,745	\$7,139
Associate Engineer	\$10,780	\$11,292	\$11,837	\$12,420	\$13,021
Associate Engineer - Civil	\$10,780	\$11,292	\$11,837	\$12,420	\$13,021
Associate Water Resources Specialist	\$10,780	\$11,292	\$11,837	\$12,420	\$13,021
Automotive Mechanic I	\$6,220	\$6,483	\$6,859	\$7,165	\$7,483
Automotive Mechanic II	\$7,216	\$7,550	\$7,928	\$8,376	\$8,806
Backflow & Reclamation Specialist	\$7,624	\$8,022	\$8,444	\$8,889	\$9,358
Backflow & Reclamation Supervisor	\$8,614	\$9,094	\$9,570	\$10,058	\$10,547
Business Systems Analyst I	\$8,268	\$8,631	\$9,020	\$9,441	\$9,916
Business Systems Analyst II	\$9,419	\$9,895	\$10,446	\$10,984	\$11,558
Business Systems Analyst III	\$10,358	\$10,880	\$11,492	\$12,083	\$12,711
Business Systems Support Technician	\$7,796	\$8,158	\$8,570	\$9,048	\$9,514
Chemist I	\$7,888	\$8,260	\$8,677	\$9,163	\$9,636
Chemist II	\$9,003	\$9,509	\$10,000	\$10,515	\$11,027
Chief Mechanic	\$8,342	\$8,808	\$9,268	\$9,745	\$10,215
Communications Specialist	\$8,566	\$8,936	\$9,342	\$9,776	\$10,271
Construction Inspection Supervisor	\$10,794	\$11,399	\$11,984	\$12,610	\$13,220
Construction Inspector I	\$7,965	\$8,328	\$8,716	\$9,156	\$9,666
Construction Inspector II	\$9,073	\$9,579	\$10,070	\$10,596	\$11,110
Control Systems Administrator	\$10,963	\$11,513	\$12,087	\$12,692	\$13,328
Control Systems Specialist	\$10,050	\$10,567	\$11,078	\$11,615	\$12,167
Control Systems/Corrosion Control Supv	\$11,279	\$11,910	\$12,526	\$13,172	\$13,810
Controls Technician I	\$7,769	\$8,122	\$8,502	\$8,931	\$9,429
Controls Technician II	\$8,770	\$9,264	\$9,741	\$10,247	\$10,746
Corrosion Control Supervisor	\$9,802	\$10,292	\$10,807	\$11,347	\$11,914
Corrosion Control Technician I	\$7,835	\$8,176	\$8,545	\$8,944	\$9,395
Corrosion Control Technician II	\$8,922	\$9,370	\$9,896	\$10,405	\$10,945
Customer Service Field Inspector	\$6,247	\$6,612	\$6,898	\$7,209	\$7,543
Customer Service Representative I	\$5,030	\$5,282	\$5,529	\$5,835	\$6,127
Customer Service Representative II	\$5,847	\$6,167	\$6,478	\$6,811	\$7,098
Customer Service Representative III	\$6,247	\$6,612	\$6,898	\$7,209	\$7,543
Customer Service Supervisor	\$9,566	\$10,044	\$10,544	\$11,073	\$11,627
Distribution System Operator	\$8,023	\$8,371	\$8,750	\$9,157	\$9,619
Distribution System Operator Supervisor	\$9,566	\$10,044	\$10,544	\$11,073	\$11,627
Distribution System Operator Trainee	\$7,294	\$7,608	\$7,955	\$8,324	\$8,746

<b>POSITION TITLE - SEIU</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Ecologist I	\$7,791	\$8,158	\$8,570	\$9,048	\$9,514
Ecologist II	\$8,992	\$9,498	\$9,988	\$10,507	\$11,020
Engineering Aide	\$6,420	\$6,693	\$7,081	\$7,397	\$7,727
Engineering Technician	\$7,356	\$7,684	\$8,025	\$8,401	\$8,824
Engineering Technician Supv - Records	\$8,614	\$9,094	\$9,570	\$10,058	\$10,547
Engineering Technician- DevSvc Supervisor	\$8,614	\$9,094	\$9,570	\$10,058	\$10,547
Environmental Compliance Specialist	\$9,367	\$9,835	\$10,327	\$10,844	\$11,385
Field Supervisor	\$9,910	\$10,369	\$10,895	\$11,501	\$12,095
Heavy Equipment Operator	\$7,479	\$7,816	\$8,181	\$8,593	\$9,076
Information Systems Analyst I	\$8,268	\$8,631	\$9,020	\$9,441	\$9,916
Information Systems Analyst II	\$9,419	\$9,895	\$10,446	\$10,984	\$11,558
Information Systems Analyst III	\$10,358	\$10,880	\$11,492	\$12,083	\$12,711
Information Systems Analyst Supervisor	\$11,912	\$12,515	\$13,215	\$13,895	\$14,618
Junior Engineer	\$7,999	\$8,396	\$8,870	\$9,331	\$9,810
Laboratory Technician	\$7,413	\$7,761	\$8,153	\$8,610	\$9,058
Landscape and Facilities Maintenance Coordinator	\$7,943	\$8,340	\$8,757	\$9,195	\$9,656
Land Surveyor	\$9,324	\$9,804	\$10,318	\$10,817	\$11,318
Maintenance Crew Leader	\$8,328	\$8,713	\$9,154	\$9,665	\$10,164
Maintenance Worker I	\$6,466	\$6,739	\$7,136	\$7,443	\$7,782
Maintenance Worker II	\$7,137	\$7,444	\$7,784	\$8,150	\$8,560
Mechanical & Electrical Maint Worker I	\$7,045	\$7,344	\$7,771	\$8,113	\$8,478
Mechanical & Electrical Maint Worker II	\$7,893	\$8,232	\$8,604	\$9,006	\$9,458
Mechanical & Electrical Maint Worker III	\$8,261	\$8,638	\$9,039	\$9,495	\$10,027
Mechanical & Electrical Maint Worker IV	\$9,214	\$9,640	\$10,129	\$10,696	\$11,246
Mechanical & Electrical Maintenance Plan	\$9,672	\$10,124	\$10,633	\$11,229	\$11,806
Mechanical & Electrical Operations Supv	\$10,963	\$11,513	\$12,087	\$12,692	\$13,328
Meter Operations Supervisor	\$9,566	\$10,044	\$10,544	\$11,073	\$11,627
Meter Reader and Repair Worker I	\$5,944	\$6,296	\$6,565	\$6,862	\$7,182
Meter Reader and Repair Worker II	\$6,680	\$7,069	\$7,376	\$7,711	\$8,070
Meter Service Technician	\$7,624	\$8,022	\$8,444	\$8,889	\$9,358
Natural Resources Technician	\$4,140	\$4,454	\$4,778		
Office Assistant II	\$5,355	\$5,615	\$5,889	\$6,167	\$6,513
Park Ranger I	\$6,338	\$6,621	\$6,914	\$7,238	\$7,603
Park Ranger II	\$7,356	\$7,683	\$8,025	\$8,404	\$8,824
Project Coordinator	\$7,530	\$7,918	\$8,306	\$8,803	\$9,247
Real Property Agent	\$8,628	\$9,116	\$9,585	\$10,079	\$10,568
Safety & Technical Training Specialist	\$8,418	\$8,808	\$9,254	\$9,771	\$10,277
Senior Administrative Assistant	\$7,796	\$8,158	\$8,570	\$9,048	\$9,514
Senior Buyer	\$7,855	\$8,195	\$8,568	\$8,965	\$9,415
Senior Chemist	\$9,727	\$10,273	\$10,804	\$11,357	\$11,909
Senior Communications Specialist	\$9,422	\$9,830	\$10,277	\$10,754	\$11,298
Senior Construction Inspector	\$9,589	\$10,093	\$10,627	\$11,185	\$11,775
Senior Customer Service Representative	\$7,546	\$7,925	\$8,368	\$8,798	\$9,259
Senior Drafting Tech-CAD System Spec	\$8,712	\$9,153	\$9,664	\$10,163	\$10,690
Senior Engineer I	\$11,572	\$12,128	\$12,722	\$13,338	\$14,008
Senior Engineering Technician	\$7,988	\$8,386	\$8,804	\$9,245	\$9,707
Senior Engineering Technician - Fac Des	\$7,988	\$8,386	\$8,804	\$9,245	\$9,707
Senior Heavy Equipment Operator	\$7,516	\$7,864	\$8,261	\$8,725	\$9,174
Senior Meter Reader and Repair Worker	\$7,105	\$7,522	\$7,851	\$8,207	\$8,586
Senior Park Ranger	\$7,957	\$8,310	\$8,680	\$9,088	\$9,545

<b>POSITION TITLE - SEIU</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Supv Facilities Maint & Special Projects	\$9,989	\$10,500	\$11,011	\$11,544	\$12,095
Treatment Plant Trainee I	\$7,089	\$7,406	\$7,733	\$8,098	\$8,503
Treatment Plant Trainee II	\$7,734	\$8,097	\$8,505	\$8,984	\$9,451
Treatment Plant/System Operator III	\$8,505	\$8,984	\$9,449	\$9,931	\$10,415
Treatment Plant/System Operator IV	\$8,931	\$9,433	\$9,920	\$10,430	\$10,939
Utility Crew Leader	\$8,328	\$8,713	\$9,154	\$9,665	\$10,164
Utility System Specialist	\$8,328	\$8,713	\$9,154	\$9,665	\$10,164
Utility Worker I	\$6,466	\$6,739	\$7,136	\$7,443	\$7,782
Utility Worker II	\$7,137	\$7,444	\$7,784	\$8,150	\$8,560
Warehouse Worker I	\$6,152	\$6,413	\$6,789	\$7,081	\$7,401
Warehouse Worker II	\$6,914	\$7,217	\$7,542	\$7,896	\$8,294
Water Conservation Specialist I	\$7,526	\$7,849	\$8,303	\$8,668	\$9,058
Water Conservation Specialist II	\$8,566	\$8,936	\$9,342	\$9,776	\$10,271
Water Conservation Specialist III	\$8,972	\$9,377	\$9,815	\$10,310	\$10,886
Water Conservation Specialist Supervisor	\$10,178	\$10,640	\$11,134	\$11,696	\$12,350
Water Quality Field Supervisor	\$9,378	\$9,908	\$10,422	\$10,955	\$11,485
Water Quality Technician	\$8,040	\$8,401	\$8,771	\$9,186	\$9,648
Water System Technician	\$7,998	\$8,345	\$8,719	\$9,126	\$9,585
Water Treatment Plant Supervisor	\$10,702	\$11,238	\$11,800	\$12,389	\$13,007
Watershed Maintenance Supervisor	\$9,856	\$10,352	\$10,932	\$11,496	\$12,094
Watershed Volunteer Coordinator	\$7,791	\$8,158	\$8,570	\$9,048	\$9,514
Welder/Fabricator	\$8,223	\$8,605	\$9,042	\$9,545	\$10,038

**Effective 11-7-23**

<b>POSITION TITLE - SEIU</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Senior Chemist	\$10,702	\$11,238	\$11,800	\$12,389	\$13,007

**Effective 12-4-23**

<b>POSITION TITLE - SEIU</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Distribution System Operator	\$8,424	\$8,790	\$9,188	\$9,615	\$10,100

**Marin Municipal Water District  
Hourly Pay Scales**

**Effective 7-3-23**

<b>POSITION TITLE - HOURLY</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
Control Systems Administrator - Ret. Ann.	\$ 76.89		
Director of Engineering - Ret. Ann.	\$ 124.34		
Engineering Intern and Water Quality Intern	\$ 30.00		
Information Systems Analyst - Ret. Ann.	\$ 73.35		
Intern (all other interns including Water Sampling)	\$ 25.00		
Law Clerk -Temporary	\$ 54.00		
Public Information Rep - Ret. Ann.	\$ 52.50		
Special Assignment-Blog Writer	\$ 73.35		
Summer Helper	\$ 22.00		
Water Efficiency Technician Intern	\$ 23.88	\$ 25.70	\$ 27.56
Watershed Aide	\$ 23.88	\$ 25.70	\$ 27.56

**Effective 11-20-23**

<b>POSITION TITLE - HOURLY</b>	<b>Step 1</b>
Director of Engineering - Ret. Ann.	\$ 125.89

**Marin Municipal Water District  
Confidential Monthly Pay Scales**

**Effective 7-3-23 (COLA)**

<b>POSITION TITLE - CONFIDENTIAL</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Administrative Assistant - Confidential	\$6,980	\$7,340	\$7,646	\$8,095	\$8,454
Administrative/Legal Support Specialist	\$7,796	\$8,158	\$8,570	\$9,048	\$9,514
Board Secretary	\$9,171	\$9,584	\$10,030	\$10,534	\$11,126
Business Systems Analyst Confidential I	\$8,268	\$8,631	\$9,020	\$9,441	\$9,916
Business Systems Analyst Confidential II	\$9,419	\$9,895	\$10,446	\$10,984	\$11,558
Business Systems Analyst Conf III	\$10,358	\$10,880	\$11,492	\$12,083	\$12,711
Executive Assistant to the GM	\$9,171	\$9,584	\$10,030	\$10,534	\$11,126
Finance Analyst	\$8,038	\$8,489	\$8,925	\$9,388	\$9,842
Human Resources Analyst	\$8,782	\$9,276	\$9,758	\$10,256	\$10,891
Human Resources Technician	\$7,486	\$7,836	\$8,231	\$8,689	\$9,140
Payroll Technician	\$7,340	\$7,680	\$8,069	\$8,517	\$8,960

**Marin Municipal Water District  
Managerial Monthly Pay Scales**

**Effective 7-3-23 (COLA)**

<b>POSITION TITLE - MANAGERIAL</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Assistant Superintendent of Operations	\$12,761	\$13,384	\$14,019	\$14,695	\$15,423
Assistant Superintendent Water Treatment	\$12,405	\$13,022	\$13,676	\$14,358	\$15,076
Communications & Public Affairs Manager	\$14,365	\$15,329	\$16,290	\$17,256	\$18,219
Customer Service Manager	\$11,824	\$12,431	\$13,028	\$13,663	\$14,314
Director of Engineering	\$17,729	\$18,616	\$19,546	\$20,525	\$21,553
Director of Water Resources	\$17,729	\$18,616	\$19,546	\$20,525	\$21,553
Engineering Manager I	\$12,993	\$13,622	\$14,286	\$14,977	\$15,730
Engineering Manager II	\$14,123	\$15,069	\$16,018	\$16,965	\$17,917
Engineering Support Services Manager	\$13,166	\$13,861	\$14,591	\$15,355	\$16,166
Finance Director/Treasurer	\$17,729	\$18,616	\$19,546	\$20,525	\$21,553
Finance Manager	\$14,365	\$15,329	\$16,290	\$17,256	\$18,219
Financial Management Analyst	\$10,703	\$11,239	\$11,800	\$12,391	\$13,012
Grant Program Coordinator	\$9,820	\$10,339	\$10,881	\$11,452	\$12,056
Human Resources Manager	\$14,365	\$15,329	\$16,290	\$17,256	\$18,219
Information Technology Manager	\$14,365	\$15,329	\$16,290	\$17,256	\$18,219
Natural Resources Program Manager	\$11,026	\$11,646	\$12,243	\$12,885	\$13,509
Operations Director	\$17,729	\$18,616	\$19,546	\$20,525	\$21,553
Principal Human Resources Analyst	\$10,849	\$11,458	\$12,054	\$12,670	\$13,449
Safety & Emergency Response Manager	\$11,924	\$12,520	\$13,147	\$13,803	\$14,494
Staff Attorney I	\$11,235	\$11,797	\$12,388	\$13,007	\$13,657
Staff Attorney II	\$13,696	\$14,382	\$15,102	\$15,854	\$16,648
Staff Attorney III	\$15,879	\$16,673	\$17,507	\$18,382	\$19,300
Superintendent of Operations	\$13,404	\$14,042	\$14,719	\$15,445	\$16,193
Superintendent of Sys Mnt & Sup Svcs	\$13,740	\$14,407	\$15,093	\$15,825	\$16,602
Water Efficiency Manager	\$13,017	\$13,747	\$14,461	\$15,200	\$15,935
Water Quality Laboratory Manager	\$13,108	\$13,730	\$14,394	\$15,107	\$15,837
Water Quality Manager	\$14,123	\$15,069	\$16,018	\$16,965	\$17,917
Watershed Protection Mgr - Chief Ranger	\$11,945	\$12,573	\$13,236	\$13,930	\$14,662
Watershed Resources Manager	\$14,246	\$14,923	\$15,642	\$16,416	\$17,208

**Effective 11-20-23 (EPMC offset)**

<b>POSITION TITLE - MANAGERIAL</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Director of Engineering	\$17,951	\$18,849	\$19,790	\$20,782	\$21,822
Director of Water Resources	\$17,951	\$18,849	\$19,790	\$20,782	\$21,822
Finance Director/Treasurer	\$17,951	\$18,849	\$19,790	\$20,782	\$21,822
Operations Director	\$17,951	\$18,849	\$19,790	\$20,782	\$21,822

**Marin Municipal Water District  
Contract Monthly Pay Scales**

<b>Effective date</b>	<b>General Counsel</b>	<b>General Manager</b>
7/1/2021	\$ 20,000	\$22,261
7/1/2022	\$ 20,946	\$23,314
7/1/2023	\$ 22,530	\$25,077
11/20/2023	\$ 22,811	\$25,077