

Exhibit A

**Marin Municipal Water District
All Pay Scales (Monthly)
Effective 7-1-24**

POSITION TITLE	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	\$7,340	\$7,709	\$8,093	\$8,497	\$8,924
Accountant II	\$8,307	\$8,773	\$9,224	\$9,702	\$10,172
Accounting Assistant I	\$5,498	\$5,771	\$6,043	\$6,378	\$6,698
Accounting Assistant II	\$6,065	\$6,403	\$6,724	\$7,071	\$7,367
Accounting Assistant III	\$6,459	\$6,735	\$7,126	\$7,442	\$7,773
Accounting Supervisor	\$9,886	\$10,380	\$10,897	\$11,444	\$12,017
Administrative Analyst	\$8,057	\$8,431	\$8,857	\$9,351	\$9,833
Administrative Assistant	\$7,035	\$7,395	\$7,707	\$8,161	\$8,521
Administrative Assistant - Confidential	\$7,214	\$7,586	\$7,902	\$8,366	\$8,737
Administrative/Legal Support Specialist	\$8,057	\$8,431	\$8,857	\$9,351	\$9,833
Aquatic Ecologist	\$9,293	\$9,816	\$10,323	\$10,859	\$11,389
Assistant Engineer	\$9,638	\$10,132	\$10,629	\$11,142	\$11,673
Assistant Engineer - Civil	\$9,638	\$10,132	\$10,629	\$11,142	\$11,673
Assistant Superintendent of Operations	\$13,188	\$13,832	\$14,489	\$15,187	\$15,940
Assistant Superintendent Water Treatment	\$12,821	\$13,458	\$14,134	\$14,839	\$15,581
Assistant Water Resources Specialist	\$9,638	\$10,132	\$10,629	\$11,142	\$11,673
Assistant Utility-Maintenance Worker	\$6,059	\$6,358	\$6,688	\$6,971	\$7,378
Associate Engineer	\$11,141	\$11,670	\$12,234	\$12,836	\$13,457
Associate Engineer - Civil	\$11,141	\$11,670	\$12,234	\$12,836	\$13,457
Associate Water Resources Specialist	\$11,141	\$11,670	\$12,234	\$12,836	\$13,457
Automotive Mechanic I	\$6,428	\$6,700	\$7,089	\$7,405	\$7,734
Automotive Mechanic II	\$7,458	\$7,803	\$8,194	\$8,657	\$9,101
Backflow & Reclamation Specialist	\$7,879	\$8,291	\$8,727	\$9,187	\$9,671
Backflow & Reclamation Supervisor	\$8,903	\$9,399	\$9,891	\$10,395	\$10,900
Board Secretary	\$9,478	\$9,905	\$10,366	\$10,887	\$11,499
Business Systems Analyst Confidential I	\$8,545	\$8,920	\$9,322	\$9,757	\$10,248
Business Systems Analyst Confidential II	\$9,735	\$10,226	\$10,796	\$11,352	\$11,945
Business Systems Analyst Confidential III	\$10,705	\$11,244	\$11,877	\$12,488	\$13,137
Business Systems Analyst I	\$8,545	\$8,920	\$9,322	\$9,757	\$10,248
Business Systems Analyst II	\$9,735	\$10,226	\$10,796	\$11,352	\$11,945
Business Systems Analyst III	\$10,705	\$11,244	\$11,877	\$12,488	\$13,137
Business Systems Support Technician	\$8,057	\$8,431	\$8,857	\$9,351	\$9,833
Chemist I	\$8,152	\$8,537	\$8,968	\$9,470	\$9,959
Chemist II	\$9,305	\$9,828	\$10,335	\$10,867	\$11,396
Chief Mechanic	\$8,621	\$9,103	\$9,578	\$10,071	\$10,557
Communications & Public Affairs Manager	\$14,846	\$15,843	\$16,836	\$17,834	\$18,829
Communications Specialist	\$8,853	\$9,235	\$9,655	\$10,103	\$10,615
Construction Inspection Supervisor	\$11,156	\$11,781	\$12,385	\$13,032	\$13,663
Construction Inspector I	\$8,232	\$8,607	\$9,008	\$9,463	\$9,990
Construction Inspector II	\$9,377	\$9,900	\$10,407	\$10,951	\$11,482
Control Systems Administrator	\$11,330	\$11,899	\$12,492	\$13,117	\$13,774
Control Systems Specialist	\$10,387	\$10,921	\$11,449	\$12,004	\$12,575
Control Systems/Corrosion Control Supervisor	\$11,657	\$12,309	\$12,946	\$13,613	\$14,273
Controls Technician I	\$8,029	\$8,394	\$8,787	\$9,230	\$9,745
Controls Technician II	\$9,064	\$9,574	\$10,067	\$10,590	\$11,106
Corrosion Control Supervisor	\$10,130	\$10,637	\$11,169	\$11,727	\$12,313
Corrosion Control Technician I	\$8,097	\$8,450	\$8,831	\$9,244	\$9,710
Corrosion Control Technician II	\$9,221	\$9,684	\$10,228	\$10,754	\$11,312
Customer Service Field Inspector	\$6,456	\$6,834	\$7,129	\$7,451	\$7,796
Customer Service Manager	\$12,220	\$12,847	\$13,464	\$14,121	\$14,794

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Effective 7-1-24**

POSITION TITLE	Step 1	Step 2	Step 3	Step 4	Step 5
Customer Service Representative I	\$5,199	\$5,459	\$5,714	\$6,030	\$6,332
Customer Service Representative II	\$6,043	\$6,374	\$6,695	\$7,039	\$7,336
Customer Service Representative III	\$6,456	\$6,834	\$7,129	\$7,451	\$7,796
Customer Service Supervisor	\$9,886	\$10,380	\$10,897	\$11,444	\$12,017
Director of Engineering	\$18,777	\$19,716	\$20,700	\$21,738	\$22,826
Director of Water Resources	\$18,777	\$19,716	\$20,700	\$21,738	\$22,826
Director of Watershed Resources	\$18,777	\$19,716	\$20,700	\$21,738	\$22,826
Distribution System Operator	\$8,706	\$9,084	\$9,496	\$9,937	\$10,438
Distribution System Operator Supervisor	\$10,284	\$10,798	\$11,335	\$11,904	\$12,499
Distribution System Operator Trainee	\$7,916	\$8,256	\$8,633	\$9,033	\$9,491
Ecologist I	\$8,052	\$8,431	\$8,857	\$9,351	\$9,833
Ecologist II	\$9,293	\$9,816	\$10,323	\$10,859	\$11,389
Engineering Aide	\$6,635	\$6,917	\$7,318	\$7,645	\$7,986
Engineering Manager I	\$13,428	\$14,078	\$14,765	\$15,479	\$16,257
Engineering Manager II	\$14,596	\$15,574	\$16,555	\$17,533	\$18,517
Engineering Support Services Manager	\$13,607	\$14,325	\$15,080	\$15,869	\$16,708
Engineering Technician	\$7,602	\$7,941	\$8,294	\$8,682	\$9,120
Engineering Technician - Facilities Designer I	\$7,602	\$7,941	\$8,294	\$8,682	\$9,120
Engineering Technician - Facilities Designer II	\$8,256	\$8,667	\$9,099	\$9,555	\$10,032
Engineering Technician- DevSvc Supervisor	\$8,903	\$9,399	\$9,891	\$10,395	\$10,900
Engineering Technician Supv - Records	\$8,903	\$9,399	\$9,891	\$10,395	\$10,900
Environmental Compliance Specialist	\$9,681	\$10,164	\$10,673	\$11,207	\$11,766
Executive Assistant to the GM	\$9,478	\$9,905	\$10,366	\$10,887	\$11,499
Field Supervisor	\$10,242	\$10,716	\$11,260	\$11,886	\$12,500
Finance Director/Treasurer	\$18,777	\$19,716	\$20,700	\$21,738	\$22,826
Finance Manager	\$14,846	\$15,843	\$16,836	\$17,834	\$18,829
Finance Analyst	\$8,307	\$8,773	\$9,224	\$9,702	\$10,172
Financial Management Analyst	\$11,062	\$11,616	\$12,195	\$12,806	\$13,448
General Counsel	\$23,689	\$23,689	\$23,689	\$23,689	\$23,689
General Manager	\$25,729	\$25,729	\$25,729	\$25,729	\$25,729
Grant Program Coordinator	\$10,149	\$10,685	\$11,246	\$11,836	\$12,460
Heavy Equipment Operator	\$7,730	\$8,078	\$8,455	\$8,881	\$9,380
Human Resources Analyst	\$9,076	\$9,587	\$10,085	\$10,600	\$11,256
Human Resources Manager	\$14,846	\$15,843	\$16,836	\$17,834	\$18,829
Human Resources Technician	\$7,737	\$8,099	\$8,507	\$8,980	\$9,446
Information Systems Analyst I	\$8,545	\$8,920	\$9,322	\$9,757	\$10,248
Information Systems Analyst II	\$9,735	\$10,226	\$10,796	\$11,352	\$11,945
Information Systems Analyst III	\$10,705	\$11,244	\$11,877	\$12,488	\$13,137
Information Systems Analyst Supervisor	\$12,311	\$12,934	\$13,658	\$14,360	\$15,108
Information Technology Manager	\$14,846	\$15,843	\$16,836	\$17,834	\$18,829
Junior Engineer	\$8,267	\$8,677	\$9,167	\$9,644	\$10,139
Laboratory Technician	\$7,661	\$8,021	\$8,426	\$8,898	\$9,361
Land Surveyor	\$9,636	\$10,132	\$10,664	\$11,179	\$11,697
Landscape and Facilities Maint. Coord	\$8,209	\$8,619	\$9,050	\$9,503	\$9,979
Maintenance Crew Leader	\$8,607	\$9,005	\$9,461	\$9,989	\$10,504
Maintenance Worker I	\$6,683	\$6,965	\$7,375	\$7,692	\$8,043
Maintenance Worker II	\$7,376	\$7,693	\$8,045	\$8,423	\$8,847
Mechanical & Electrical Maint Worker I	\$7,281	\$7,590	\$8,031	\$8,385	\$8,762
Mechanical & Electrical Maint Worker II	\$8,157	\$8,508	\$8,892	\$9,308	\$9,775
Mechanical & Electrical Maint Worker III	\$8,538	\$8,927	\$9,342	\$9,813	\$10,363

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Effective 7-1-24**

POSITION TITLE	Step 1	Step 2	Step 3	Step 4	Step 5
Mechanical & Electrical Maint Worker IV	\$9,523	\$9,963	\$10,468	\$11,054	\$11,623
Mechanical & Electrical Maintenance Plan	\$9,996	\$10,463	\$10,989	\$11,605	\$12,202
Mechanical & Electrical Operations Supv	\$11,330	\$11,899	\$12,492	\$13,117	\$13,774
Meter Operations Supervisor	\$9,886	\$10,380	\$10,897	\$11,444	\$12,017
Meter Reader and Repair Worker I	\$6,143	\$6,507	\$6,785	\$7,092	\$7,423
Meter Reader and Repair Worker II	\$6,904	\$7,306	\$7,623	\$7,969	\$8,340
Meter Service Technician	\$7,879	\$8,291	\$8,727	\$9,187	\$9,671
Natural Resources Program Manager	\$11,395	\$12,036	\$12,653	\$13,317	\$13,962
Natural Resources Technician	\$4,279	\$4,603	\$4,938	\$4,938	\$4,938
Office Assistant II	\$5,534	\$5,803	\$6,086	\$6,374	\$6,731
Operations Director	\$18,777	\$19,716	\$20,700	\$21,738	\$22,826
Park Ranger I	\$6,550	\$6,843	\$7,146	\$7,480	\$7,858
Park Ranger II	\$7,602	\$7,940	\$8,294	\$8,686	\$9,120
Park Ranger Trainee	\$5,955	\$6,224	\$6,503	\$6,827	\$7,096
Payroll Technician	\$7,586	\$7,937	\$8,339	\$8,802	\$9,260
Principal Human Resources Analyst	\$11,212	\$11,842	\$12,458	\$13,094	\$13,900
Program Manager (AMI)	\$11,859	\$12,488	\$13,120	\$13,791	\$14,471
Project Coordinator	\$7,782	\$8,183	\$8,584	\$9,098	\$9,557
Real Property Agent	\$8,917	\$9,421	\$9,906	\$10,417	\$10,922
Safety & Emergency Response Manager	\$12,323	\$12,939	\$13,587	\$14,265	\$14,980
Safety & Technical Training Specialist	\$8,700	\$9,103	\$9,564	\$10,098	\$10,621
Senior Administrative Assistant	\$8,057	\$8,431	\$8,857	\$9,351	\$9,833
Senior Buyer	\$8,118	\$8,470	\$8,855	\$9,265	\$9,730
Senior Chemist	\$11,061	\$11,614	\$12,195	\$12,804	\$13,443
Senior Communications Specialist	\$9,738	\$10,159	\$10,621	\$11,114	\$11,676
Senior Construction Inspector	\$9,910	\$10,431	\$10,983	\$11,560	\$12,169
Senior Customer Service Field Inspector	\$7,343	\$7,774	\$8,114	\$8,482	\$8,874
Senior Customer Service Representative	\$7,799	\$8,190	\$8,648	\$9,093	\$9,569
Senior Drafting Tech-CAD System Spec	\$9,004	\$9,460	\$9,988	\$10,503	\$11,048
Senior Engineer I	\$11,960	\$12,534	\$13,148	\$13,785	\$14,477
Senior Engineering Technician	\$8,256	\$8,667	\$9,099	\$9,555	\$10,032
Senior Heavy Equipment Operator	\$7,768	\$8,127	\$8,538	\$9,017	\$9,481
Senior Human Resources Analyst	\$10,328	\$10,908	\$11,475	\$12,062	\$12,803
Senior Meter Reader and Repair Worker	\$7,343	\$7,774	\$8,114	\$8,482	\$8,874
Senior Park Ranger	\$8,224	\$8,588	\$8,971	\$9,392	\$9,865
Staff Attorney I	\$11,611	\$12,192	\$12,803	\$13,443	\$14,115
Staff Attorney II	\$14,155	\$14,864	\$15,608	\$16,385	\$17,206
Staff Attorney III	\$16,411	\$17,232	\$18,093	\$18,998	\$19,947
Superintendent of Operations	\$13,853	\$14,512	\$15,212	\$15,962	\$16,735
Superintendent of Sys Mnt & Sup Svcs	\$14,200	\$14,890	\$15,599	\$16,355	\$17,158
Supervising Land Surveyor	\$10,883	\$11,426	\$11,998	\$12,598	\$13,230
Supv Facilities Maint & Special Projects	\$10,324	\$10,852	\$11,380	\$11,931	\$12,500
Treatment Plant Trainee I	\$7,326	\$7,654	\$7,992	\$8,369	\$8,788
Treatment Plant Trainee II	\$7,993	\$8,368	\$8,790	\$9,285	\$9,768
Treatment Plant/System Operator III	\$8,790	\$9,285	\$9,766	\$10,264	\$10,764
Treatment Plant/System Operator IV	\$9,230	\$9,749	\$10,252	\$10,779	\$11,305
Utility Crew Leader	\$8,607	\$9,005	\$9,461	\$9,989	\$10,504
Utility System Specialist	\$8,607	\$9,005	\$9,461	\$9,989	\$10,504
Utility Worker I	\$6,683	\$6,965	\$7,375	\$7,692	\$8,043
Utility Worker II	\$7,376	\$7,693	\$8,045	\$8,423	\$8,847

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**Marin Municipal Water District
All Pay Scales (Monthly)
Effective 7-1-24**

POSITION TITLE	Step 1	Step 2	Step 3	Step 4	Step 5
Warehouse Worker I	\$6,358	\$6,628	\$7,016	\$7,318	\$7,649
Warehouse Worker II	\$7,146	\$7,459	\$7,795	\$8,161	\$8,572
Water Conservation Specialist I	\$7,778	\$8,112	\$8,581	\$8,958	\$9,361
Water Conservation Specialist II	\$8,853	\$9,235	\$9,655	\$10,103	\$10,615
Water Conservation Specialist III	\$9,273	\$9,691	\$10,144	\$10,655	\$11,251
Water Conservation Specialist Supervisor	\$10,519	\$10,996	\$11,507	\$12,088	\$12,764
Water Efficiency Manager	\$13,453	\$14,208	\$14,945	\$15,709	\$16,469
Water Quality Field Supervisor	\$9,692	\$10,240	\$10,771	\$11,322	\$11,870
Water Quality Laboratory Manager	\$13,547	\$14,190	\$14,876	\$15,613	\$16,368
Water Quality Manager	\$14,596	\$15,574	\$16,555	\$17,533	\$18,517
Water Quality Technician	\$8,309	\$8,682	\$9,065	\$9,494	\$9,971
Water System Technician	\$8,266	\$8,625	\$9,011	\$9,432	\$9,906
Water Treatment Plant Supervisor	\$11,061	\$11,614	\$12,195	\$12,804	\$13,443
Watershed Maintenance Supervisor	\$10,186	\$10,699	\$11,298	\$11,881	\$12,499
Watershed Protection Mgr - Chief Ranger	\$12,345	\$12,994	\$13,679	\$14,397	\$15,153
Watershed Resources Manager	\$14,723	\$15,423	\$16,166	\$16,966	\$17,784
Watershed Volunteer Coordinator	\$8,052	\$8,431	\$8,857	\$9,351	\$9,833
Welder/Fabricator	\$8,498	\$8,893	\$9,345	\$9,865	\$10,374

Hourly Rates	Step 1	Step 2	Step 3
Control Systems Administrator - Ret. Ann	\$ 79.47		
Director of Engineering - Ret. Ann.	\$ 131.68		
Engineering Intern	\$ 31.01		
Information Systems Analyst - Ret Ann	\$ 75.81		
Intern	\$ 25.84		
Law Clerk-Temporary	\$ 55.81		
Public Information Rep - Ret. Ann.	\$ 54.26		
Special Assignment-Blog Writer	\$ 75.81		
Summer Helper	\$ 22.74		
Water Efficiency Technician Intern	\$ 24.68	\$ 26.56	\$ 28.48
Water Quality Intern	\$ 31.01		
Watershed Aide	\$ 24.68	\$ 26.56	\$ 28.48