

**Marin Municipal Water District SEIU Monthly Pay Scales**  
**Effective 7-1-20 COLA**

<b>POSITION TITLE</b>	<b>2020 Step 1</b>	<b>2020 Step 2</b>	<b>2020 Step 3</b>	<b>2020 Step 4</b>	<b>2020 Step 5</b>
Account Clerk I	\$ 4,804.00	\$ 5,043.00	\$ 5,279.00	\$ 5,573.00	\$ 5,853.00
Account Clerk II	\$ 5,299.00	\$ 5,595.00	\$ 5,875.00	\$ 6,178.00	\$ 6,437.00
Account Clerk III	\$ 5,644.00	\$ 5,885.00	\$ 6,226.00	\$ 6,503.00	\$ 6,792.00
Accountant I	\$ 6,414.00	\$ 6,736.00	\$ 7,073.00	\$ 7,425.00	\$ 7,798.00
Accountant II	\$ 7,259.00	\$ 7,666.00	\$ 8,060.00	\$ 8,478.00	\$ 8,888.00
Accounting Supervisor	\$ 8,639.00	\$ 9,070.00	\$ 9,523.00	\$ 10,000.00	\$ 10,500.00
Administrative Analyst	\$ 7,041.00	\$ 7,368.00	\$ 7,739.00	\$ 8,171.00	\$ 8,592.00
Administrative Assistant	\$ 6,147.00	\$ 6,461.00	\$ 6,734.00	\$ 7,130.00	\$ 7,446.00
Aquatic Ecologist	\$ 8,121.00	\$ 8,577.00	\$ 9,020.00	\$ 9,489.00	\$ 9,951.00
Assistant Engineer	\$ 8,422.00	\$ 8,854.00	\$ 9,287.00	\$ 9,736.00	\$ 10,200.00
Assistant Engineer - Civil	\$ 8,422.00	\$ 8,854.00	\$ 9,287.00	\$ 9,736.00	\$ 10,200.00
Assistant Utility-Maintenance Worker	\$ 5,295.00	\$ 5,556.00	\$ 5,843.00	\$ 6,091.00	\$ 6,447.00
Associate Engineer	\$ 9,735.00	\$ 10,197.00	\$ 10,690.00	\$ 11,217.00	\$ 11,759.00
Associate Engineer - Civil	\$ 9,735.00	\$ 10,197.00	\$ 10,690.00	\$ 11,217.00	\$ 11,759.00
Automotive Mechanic I	\$ 5,617.00	\$ 5,855.00	\$ 6,194.00	\$ 6,471.00	\$ 6,758.00
Automotive Mechanic II	\$ 6,517.00	\$ 6,818.00	\$ 7,160.00	\$ 7,565.00	\$ 7,953.00
Backflow & Reclamation Specialist	\$ 6,884.00	\$ 7,244.00	\$ 7,625.00	\$ 8,027.00	\$ 8,451.00
Backflow & Reclamation Supervisor	\$ 7,779.00	\$ 8,213.00	\$ 8,643.00	\$ 9,083.00	\$ 9,525.00
Business Systems Analyst I	\$ 7,467.00	\$ 7,794.00	\$ 8,146.00	\$ 8,525.00	\$ 8,955.00
Business Systems Analyst II	\$ 8,506.00	\$ 8,936.00	\$ 9,433.00	\$ 9,919.00	\$ 10,438.00
Business Systems Analyst III	\$ 9,354.00	\$ 9,825.00	\$ 10,377.00	\$ 10,912.00	\$ 11,479.00
Business Systems Support Technician	\$ 7,041.00	\$ 7,368.00	\$ 7,739.00	\$ 8,171.00	\$ 8,592.00
Chemist I	\$ 7,124.00	\$ 7,460.00	\$ 7,835.00	\$ 8,275.00	\$ 8,702.00
Chemist II	\$ 8,130.00	\$ 8,587.00	\$ 9,031.00	\$ 9,495.00	\$ 9,958.00
Chief Mechanic	\$ 7,533.00	\$ 7,955.00	\$ 8,370.00	\$ 8,801.00	\$ 9,225.00
Communications Specialist	\$ 7,735.00	\$ 8,070.00	\$ 8,436.00	\$ 8,828.00	\$ 9,275.00
Construction Inspection Supervisor	\$ 9,748.00	\$ 10,294.00	\$ 10,823.00	\$ 11,388.00	\$ 11,939.00
Construction Inspector I	\$ 7,193.00	\$ 7,521.00	\$ 7,871.00	\$ 8,269.00	\$ 8,729.00
Construction Inspector II	\$ 8,193.00	\$ 8,650.00	\$ 9,094.00	\$ 9,569.00	\$ 10,033.00
Control Systems Administrator	\$ 9,900.00	\$ 10,397.00	\$ 10,916.00	\$ 11,462.00	\$ 12,036.00
Control Systems Specialist	\$ 9,075.00	\$ 9,543.00	\$ 10,004.00	\$ 10,489.00	\$ 10,988.00
Control Systems/Corrosion Control Supv	\$ 10,185.00	\$ 10,756.00	\$ 11,312.00	\$ 11,895.00	\$ 12,471.00
Controls Technician I	\$ 7,016.00	\$ 7,335.00	\$ 7,677.00	\$ 8,065.00	\$ 8,515.00
Controls Technician II	\$ 7,921.00	\$ 8,366.00	\$ 8,797.00	\$ 9,254.00	\$ 9,704.00
Corrosion Control Technician I	\$ 7,075.00	\$ 7,383.00	\$ 7,717.00	\$ 8,077.00	\$ 8,484.00
Corrosion Control Technician II	\$ 8,057.00	\$ 8,462.00	\$ 8,937.00	\$ 9,396.00	\$ 9,884.00
Customer Service Field Inspector	\$ 5,641.00	\$ 5,971.00	\$ 6,229.00	\$ 6,511.00	\$ 6,813.00
Customer Service Representative I	\$ 4,542.00	\$ 4,770.00	\$ 4,993.00	\$ 5,270.00	\$ 5,533.00
Customer Service Representative II	\$ 5,279.00	\$ 5,570.00	\$ 5,850.00	\$ 6,151.00	\$ 6,410.00
Customer Service Representative III	\$ 5,641.00	\$ 5,971.00	\$ 6,229.00	\$ 6,511.00	\$ 6,813.00
Distribution System Operator	\$ 7,245.00	\$ 7,560.00	\$ 7,902.00	\$ 8,270.00	\$ 8,686.00
Distribution System Operator Trainee	\$ 6,586.00	\$ 6,871.00	\$ 7,183.00	\$ 7,518.00	\$ 7,898.00
Ecologist	\$ 7,036.00	\$ 7,368.00	\$ 7,739.00	\$ 8,171.00	\$ 8,592.00
Engineering Aide	\$ 5,798.00	\$ 6,044.00	\$ 6,394.00	\$ 6,680.00	\$ 6,977.00

**Marin Municipal Water District SEIU Monthly Pay Scales**  
**Effective 7-1-20 COLA**

<b>POSITION TITLE</b>	<b>2020 Step 1</b>	<b>2020 Step 2</b>	<b>2020 Step 3</b>	<b>2020 Step 4</b>	<b>2020 Step 5</b>
Engineering Technician	\$ 6,643.00	\$ 6,939.00	\$ 7,247.00	\$ 7,587.00	\$ 7,969.00
Engineering Technician Supv - Records	\$ 7,779.00	\$ 8,213.00	\$ 8,643.00	\$ 9,083.00	\$ 9,525.00
Field Supervisor	\$ 8,949.00	\$ 9,364.00	\$ 9,839.00	\$ 10,386.00	\$ 10,923.00
Heavy Equipment Operator	\$ 6,754.00	\$ 7,059.00	\$ 7,388.00	\$ 7,761.00	\$ 8,196.00
Information Systems Analyst I	\$ 7,467.00	\$ 7,794.00	\$ 8,146.00	\$ 8,525.00	\$ 8,955.00
Information Systems Analyst II	\$ 8,506.00	\$ 8,936.00	\$ 9,433.00	\$ 9,919.00	\$ 10,438.00
Information Systems Analyst III	\$ 9,354.00	\$ 9,825.00	\$ 10,377.00	\$ 10,912.00	\$ 11,479.00
Information Systems Analyst Supervisor	\$ 10,758.00	\$ 11,302.00	\$ 11,934.00	\$ 12,548.00	\$ 13,201.00
Junior Engineer	\$ 7,224.00	\$ 7,582.00	\$ 8,011.00	\$ 8,426.00	\$ 8,859.00
Laboratory Technician	\$ 6,694.00	\$ 7,009.00	\$ 7,363.00	\$ 7,775.00	\$ 8,180.00
Land Surveyor	\$ 8,420.00	\$ 8,854.00	\$ 9,318.00	\$ 9,769.00	\$ 10,221.00
Maintenance Crew Leader	\$ 7,521.00	\$ 7,869.00	\$ 8,267.00	\$ 8,728.00	\$ 9,178.00
Maintenance Worker I	\$ 5,839.00	\$ 6,086.00	\$ 6,444.00	\$ 6,722.00	\$ 7,027.00
Maintenance Worker II	\$ 6,445.00	\$ 6,723.00	\$ 7,029.00	\$ 7,360.00	\$ 7,729.00
Mechanical & Electrical Maint Worker I	\$ 6,362.00	\$ 6,632.00	\$ 7,018.00	\$ 7,326.00	\$ 7,657.00
Mechanical & Electrical Maint Worker II	\$ 7,128.00	\$ 7,434.00	\$ 7,770.00	\$ 8,133.00	\$ 8,541.00
Mechanical & Electrical Maint Worker III	\$ 7,461.00	\$ 7,800.00	\$ 8,163.00	\$ 8,575.00	\$ 9,055.00
Mechanical & Electrical Maint Worker IV	\$ 8,321.00	\$ 8,706.00	\$ 9,147.00	\$ 9,659.00	\$ 10,156.00
Mechanical & Electrical Maintenance Plan	\$ 8,734.00	\$ 9,142.00	\$ 9,602.00	\$ 10,141.00	\$ 10,662.00
Mechanical & Electrical Operations Supv	\$ 9,900.00	\$ 10,397.00	\$ 10,916.00	\$ 11,462.00	\$ 12,036.00
Meter Operations Supervisor	\$ 8,639.00	\$ 9,070.00	\$ 9,523.00	\$ 10,000.00	\$ 10,500.00
Meter Reader and Repair Worker I	\$ 5,368.00	\$ 5,685.00	\$ 5,929.00	\$ 6,196.00	\$ 6,486.00
Meter Reader and Repair Worker II	\$ 6,032.00	\$ 6,384.00	\$ 6,661.00	\$ 6,964.00	\$ 7,288.00
Meter Service Technician	\$ 6,884.00	\$ 7,244.00	\$ 7,625.00	\$ 8,027.00	\$ 8,451.00
Office Assistant II	\$ 4,836.00	\$ 5,071.00	\$ 5,318.00	\$ 5,570.00	\$ 5,881.00
Park Ranger I	\$ 5,724.00	\$ 5,979.00	\$ 6,244.00	\$ 6,536.00	\$ 6,866.00
Park Ranger II	\$ 6,643.00	\$ 6,938.00	\$ 7,247.00	\$ 7,589.00	\$ 7,969.00
Real Property Agent	\$ 7,792.00	\$ 8,232.00	\$ 8,656.00	\$ 9,102.00	\$ 9,544.00
Safety & Technical Training Specialist	\$ 7,602.00	\$ 7,955.00	\$ 8,357.00	\$ 8,824.00	\$ 9,280.00
Senior Administrative Assistant	\$ 7,041.00	\$ 7,368.00	\$ 7,739.00	\$ 8,171.00	\$ 8,592.00
Senior Buyer	\$ 7,094.00	\$ 7,401.00	\$ 7,737.00	\$ 8,096.00	\$ 8,503.00
Senior Chemist	\$ 8,784.00	\$ 9,277.00	\$ 9,756.00	\$ 10,256.00	\$ 10,755.00
Senior Construction Inspector	\$ 8,660.00	\$ 9,115.00	\$ 9,597.00	\$ 10,101.00	\$ 10,634.00
Senior Customer Service Representative	\$ 6,814.00	\$ 7,157.00	\$ 7,557.00	\$ 7,945.00	\$ 8,362.00
Senior Distribution System Operator	\$ 7,975.00	\$ 8,345.00	\$ 8,767.00	\$ 9,255.00	\$ 9,732.00
Senior Drafting Tech-CAD System Spec	\$ 7,868.00	\$ 8,266.00	\$ 8,727.00	\$ 9,177.00	\$ 9,654.00
Senior Ecologist	\$ 8,121.00	\$ 8,577.00	\$ 9,020.00	\$ 9,489.00	\$ 9,951.00
Senior Engineer I	\$ 10,450.00	\$ 10,953.00	\$ 11,488.00	\$ 12,045.00	\$ 12,650.00
Senior Engineering Technician	\$ 7,214.00	\$ 7,573.00	\$ 7,951.00	\$ 8,349.00	\$ 8,767.00
Senior Engineering Technician - Fac Des	\$ 7,214.00	\$ 7,573.00	\$ 7,951.00	\$ 8,349.00	\$ 8,767.00
Senior Meter Reader and Repair Worker	\$ 6,417.00	\$ 6,793.00	\$ 7,090.00	\$ 7,412.00	\$ 7,754.00
Senior Park Ranger	\$ 7,185.00	\$ 7,504.00	\$ 7,838.00	\$ 8,207.00	\$ 8,620.00
Supv Facilities Maint & Special Projects	\$ 9,021.00	\$ 9,482.00	\$ 9,944.00	\$ 10,425.00	\$ 10,923.00
Treatment Plant Trainee I	\$ 6,402.00	\$ 6,688.00	\$ 6,983.00	\$ 7,313.00	\$ 7,678.00

**Marin Municipal Water District SEIU Monthly Pay Scales**  
**Effective 7-1-20 COLA**

<b>POSITION TITLE</b>	<b>2020 Step 1</b>	<b>2020 Step 2</b>	<b>2020 Step 3</b>	<b>2020 Step 4</b>	<b>2020 Step 5</b>
Treatment Plant Trainee II	\$ 6,984.00	\$ 7,312.00	\$ 7,680.00	\$ 8,114.00	\$ 8,535.00
Treatment Plant/System Operator III	\$ 7,680.00	\$ 8,114.00	\$ 8,533.00	\$ 8,969.00	\$ 9,405.00
Treatment Plant/System Operator IV	\$ 8,065.00	\$ 8,519.00	\$ 8,959.00	\$ 9,420.00	\$ 9,879.00
Utility Crew Leader	\$ 7,521.00	\$ 7,869.00	\$ 8,267.00	\$ 8,728.00	\$ 9,178.00
Utility System Specialist	\$ 7,521.00	\$ 7,869.00	\$ 8,267.00	\$ 8,728.00	\$ 9,178.00
Utility Worker I	\$ 5,839.00	\$ 6,086.00	\$ 6,444.00	\$ 6,722.00	\$ 7,027.00
Utility Worker II	\$ 6,445.00	\$ 6,723.00	\$ 7,029.00	\$ 7,360.00	\$ 7,729.00
Warehouse Worker I	\$ 4,994.00	\$ 5,237.00	\$ 5,511.00	\$ 5,745.00	\$ 6,080.00
Warehouse Worker II	\$ 5,556.00	\$ 5,791.00	\$ 6,130.00	\$ 6,394.00	\$ 6,683.00
Warehouse Worker III	\$ 6,244.00	\$ 6,518.00	\$ 6,812.00	\$ 7,130.00	\$ 7,490.00
Water Conservation Specialist I	\$ 6,796.00	\$ 7,088.00	\$ 7,499.00	\$ 7,827.00	\$ 8,180.00
Water Conservation Specialist II	\$ 7,735.00	\$ 8,070.00	\$ 8,436.00	\$ 8,828.00	\$ 9,275.00
Water Conservation Specialist III	\$ 8,102.00	\$ 8,469.00	\$ 8,864.00	\$ 9,311.00	\$ 9,830.00
Water Conservation Specialist Supervisor	\$ 9,192.00	\$ 9,609.00	\$ 10,055.00	\$ 10,563.00	\$ 11,153.00
Water Quality Field Supervisor	\$ 8,470.00	\$ 8,947.00	\$ 9,412.00	\$ 9,893.00	\$ 10,373.00
Water Quality Technician	\$ 7,261.00	\$ 7,587.00	\$ 7,922.00	\$ 8,295.00	\$ 8,713.00
Water System Technician	\$ 7,223.00	\$ 7,535.00	\$ 7,874.00	\$ 8,241.00	\$ 8,656.00
Watershed Maintenance Supervisor	\$ 8,901.00	\$ 9,349.00	\$ 9,873.00	\$ 10,381.00	\$ 10,922.00
Watershed Volunteer Coordinator	\$ 7,036.00	\$ 7,368.00	\$ 7,739.00	\$ 8,171.00	\$ 8,592.00
Welder/Fabricator	\$ 7,426.00	\$ 7,771.00	\$ 8,166.00	\$ 8,620.00	\$ 9,066.00