

**Marin Municipal Water District Manager's Monthly Pay Scales**  
**Effective 7-1-20 COLA**

| <b>POSITION TITLE</b>                              | <b>2020<br/>Step 1</b> | <b>2020<br/>Step 2</b> | <b>2020<br/>Step 3</b> | <b>2020<br/>Step 4</b> | <b>2020<br/>Step 5</b> |
|--|------------------------|------------------------|------------------------|------------------------|------------------------|
| Assistant Superintendent of Operations             | \$ 11,524.00           | \$ 12,086.00           | \$ 12,661.00           | \$ 13,271.00           | \$ 13,928.00           |
| Assistant Superintendent Water Treatment           | \$ 11,202.00           | \$ 11,760.00           | \$ 12,350.00           | \$ 12,966.00           | \$ 13,615.00           |
| Communications & Public Affairs Manager            | \$ 12,973.00           | \$ 13,843.00           | \$ 14,711.00           | \$ 15,583.00           | \$ 16,454.00           |
| Customer Service Manager                           | \$ 10,677.00           | \$ 11,225.00           | \$ 11,766.00           | \$ 12,338.00           | \$ 12,926.00           |
| Director of System Maintenance & Natural Resources | \$ 16,011.00           | \$ 16,812.00           | \$ 17,652.00           | \$ 18,535.00           | \$ 19,464.00           |
| District General Counsel                           | \$ 22,130.00           | \$ 22,130.00           | \$ 22,130.00           | \$ 22,130.00           | \$ 22,130.00           |
| Engineering Support Services Manager               | \$ 11,889.00           | \$ 12,518.00           | \$ 13,176.00           | \$ 13,867.00           | \$ 14,599.00           |
| Environmental & Engineering Svcs Div Mgr           | \$ 16,011.00           | \$ 16,812.00           | \$ 17,652.00           | \$ 18,535.00           | \$ 19,464.00           |
| Finance Director/Treasurer                         | \$ 16,011.00           | \$ 16,812.00           | \$ 17,652.00           | \$ 18,535.00           | \$ 19,464.00           |
| Finance Manager                                    | \$ 12,973.00           | \$ 13,843.00           | \$ 14,711.00           | \$ 15,583.00           | \$ 16,454.00           |
| Financial Management Analyst                       | \$ 9,666.00            | \$ 10,149.00           | \$ 10,656.00           | \$ 11,190.00           | \$ 11,750.00           |
| Fisheries Program Manager                          | \$ 9,957.00            | \$ 10,517.00           | \$ 11,057.00           | \$ 11,636.00           | \$ 12,200.00           |
| General Manager                                    | \$ 21,250.00           | \$ 21,250.00           | \$ 21,250.00           | \$ 21,250.00           | \$ 21,250.00           |
| Grant Program Coordinator                          | \$ 8,869.00            | \$ 9,336.00            | \$ 9,826.00            | \$ 10,342.00           | \$ 10,887.00           |
| Human Resources Manager                            | \$ 12,973.00           | \$ 13,843.00           | \$ 14,711.00           | \$ 15,583.00           | \$ 16,454.00           |
| Information Technology Manager                     | \$ 12,973.00           | \$ 13,843.00           | \$ 14,711.00           | \$ 15,583.00           | \$ 16,454.00           |
| Natural Resources Program Manager                  | \$ 9,957.00            | \$ 10,517.00           | \$ 11,057.00           | \$ 11,636.00           | \$ 12,200.00           |
| Operations Director                                | \$ 16,011.00           | \$ 16,812.00           | \$ 17,652.00           | \$ 18,535.00           | \$ 19,464.00           |
| Principal Engineer - Design & Construct            | \$ 12,754.00           | \$ 13,609.00           | \$ 14,465.00           | \$ 15,321.00           | \$ 16,180.00           |
| Safety & Emergency Response Manager                | \$ 9,957.00            | \$ 10,517.00           | \$ 11,057.00           | \$ 11,636.00           | \$ 12,200.00           |
| Senior Engineer I - Manager                        | \$ 11,733.00           | \$ 12,302.00           | \$ 12,901.00           | \$ 13,525.00           | \$ 14,205.00           |
| Senior Engineer II                                 | \$ 12,302.00           | \$ 12,901.00           | \$ 13,525.00           | \$ 14,204.00           | \$ 14,892.00           |
| Senior Human Resources Analyst                     | \$ 9,330.00            | \$ 9,854.00            | \$ 10,367.00           | \$ 10,897.00           | \$ 11,567.00           |
| Staff Attorney I                                   | \$ 10,146.00           | \$ 10,654.00           | \$ 11,187.00           | \$ 11,747.00           | \$ 12,333.00           |
| Staff Attorney II                                  | \$ 12,369.00           | \$ 12,988.00           | \$ 13,638.00           | \$ 14,318.00           | \$ 15,034.00           |
| Staff Attorney III                                 | \$ 14,339.00           | \$ 15,057.00           | \$ 15,810.00           | \$ 16,600.00           | \$ 17,429.00           |
| Superintendent of Operations                       | \$ 12,105.00           | \$ 12,681.00           | \$ 13,292.00           | \$ 13,948.00           | \$ 14,624.00           |
| Superintendent of Sys Mnt & Sup Svcs               | \$ 12,408.00           | \$ 13,011.00           | \$ 13,630.00           | \$ 14,291.00           | \$ 14,992.00           |
| Water Conservation Manager                         | \$ 11,755.00           | \$ 12,415.00           | \$ 13,059.00           | \$ 13,726.00           | \$ 14,391.00           |
| Water Quality Laboratory Manager                   | \$ 11,837.00           | \$ 12,400.00           | \$ 12,999.00           | \$ 13,643.00           | \$ 14,302.00           |
| Water Quality Manager                              | \$ 12,302.00           | \$ 12,901.00           | \$ 13,525.00           | \$ 14,204.00           | \$ 14,892.00           |
| Watershed Protection Mgr - Chief Ranger            | \$ 10,787.00           | \$ 11,355.00           | \$ 11,953.00           | \$ 12,579.00           | \$ 13,241.00           |
| Watershed Resources Manager                        | \$ 11,706.00           | \$ 12,263.00           | \$ 12,854.00           | \$ 13,489.00           | \$ 14,140.00           |