

**Marin Municipal Water District Manager's Monthly Pay Scales  
Effective 7-1-21 COLA**

<b>POSITION TITLE</b>	<b>2021 Step 1</b>	<b>2021 Step 2</b>	<b>2021 Step 3</b>	<b>2021 Step 4</b>	<b>2021 Step 5</b>
Assistant Superintendent of Operations	\$11,754	\$12,328	\$12,914	\$13,536	\$14,207
Assistant Superintendent Water Treatment	\$11,426	\$11,995	\$12,597	\$13,225	\$13,887
Communications & Public Affairs Manager	\$13,232	\$14,120	\$15,005	\$15,895	\$16,783
Customer Service Manager	\$10,891	\$11,450	\$12,001	\$12,585	\$13,185
Engineering Manager I	\$11,968	\$12,548	\$13,159	\$13,796	\$14,489
Engineering Manager II	\$13,009	\$13,881	\$14,754	\$15,627	\$16,504
Engineering Support Services Manager	\$12,127	\$12,768	\$13,440	\$14,144	\$14,891
Director of Engineering	\$16,331	\$17,148	\$18,005	\$18,906	\$19,853
Finance Director/Treasurer	\$16,331	\$17,148	\$18,005	\$18,906	\$19,853
Finance Manager	\$13,232	\$14,120	\$15,005	\$15,895	\$16,783
Financial Management Analyst	\$9,859	\$10,352	\$10,869	\$11,414	\$11,985
Fisheries Program Manager	\$10,156	\$10,727	\$11,278	\$11,869	\$12,444
General Counsel	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
General Manager	\$22,217	\$22,217	\$22,217	\$22,217	\$22,217
Grant Program Coordinator	\$9,046	\$9,523	\$10,023	\$10,549	\$11,105
Human Resources Manager	\$13,232	\$14,120	\$15,005	\$15,895	\$16,783
Information Technology Manager	\$13,232	\$14,120	\$15,005	\$15,895	\$16,783
Natural Resources Program Manager	\$10,156	\$10,727	\$11,278	\$11,869	\$12,444
Operations Director	\$16,331	\$17,148	\$18,005	\$18,906	\$19,853
Principal Engineer - Design & Construct	\$13,009	\$13,881	\$14,754	\$15,627	\$16,504
Safety & Emergency Response Manager	\$10,156	\$10,727	\$11,278	\$11,869	\$12,444
Senior Engineer I - Manager	\$11,968	\$12,548	\$13,159	\$13,796	\$14,489
Senior Engineer II	\$12,548	\$13,159	\$13,796	\$14,488	\$15,190
Senior Human Resources Analyst	\$9,517	\$10,051	\$10,574	\$11,115	\$11,798
Staff Attorney I	\$10,349	\$10,867	\$11,411	\$11,982	\$12,580
Staff Attorney II	\$12,616	\$13,248	\$13,911	\$14,604	\$15,335
Staff Attorney III	\$14,626	\$15,358	\$16,126	\$16,932	\$17,778
Superintendent of Operations	\$12,347	\$12,935	\$13,558	\$14,227	\$14,916
Superintendent of Sys Mnt & Sup Svcs	\$12,656	\$13,271	\$13,903	\$14,577	\$15,292
Water Efficiency Manager	\$11,990	\$12,663	\$13,320	\$14,001	\$14,679
Water Quality Laboratory Manager	\$12,074	\$12,648	\$13,259	\$13,916	\$14,588
Water Quality Manager	\$13,009	\$13,881	\$14,754	\$15,627	\$16,504
Watershed Protection Mgr - Chief Ranger	\$11,003	\$11,582	\$12,192	\$12,831	\$13,506
Watershed Resources Manager	\$11,940	\$12,508	\$13,111	\$13,759	\$14,423