

**Marin Municipal Water District Unrepresented & Mid-Manager's Monthly Pay Scales
Effective 7-1-22 COLA**

POSITION TITLE	FY2023 Step 1	FY2023 Step 2	FY2023 Step 3	FY2023 Step 4	FY2023 Step 5
Assistant Superintendent of Operations	\$12,107	\$12,698	\$13,301	\$13,942	\$14,633
Assistant Superintendent Water Treatment	\$11,769	\$12,355	\$12,975	\$13,622	\$14,304
Communications & Public Affairs Manager	\$13,629	\$14,544	\$15,455	\$16,372	\$17,286
Customer Service Manager	\$11,218	\$11,794	\$12,361	\$12,963	\$13,581
Director of Engineering	\$16,821	\$17,662	\$18,545	\$19,473	\$20,449
Director of Water Resources	\$16,821	\$17,662	\$18,545	\$19,473	\$20,449
District General Counsel	\$21,100	\$21,100	\$21,100	\$21,100	\$21,100
Engineering Manager I	\$12,327	\$12,924	\$13,554	\$14,210	\$14,924
Engineering Manager II	\$13,399	\$14,297	\$15,197	\$16,096	\$16,999
Engineering Support Services Manager	\$12,491	\$13,151	\$13,843	\$14,568	\$15,338
Finance Director/Treasurer	\$16,821	\$17,662	\$18,545	\$19,473	\$20,449
Finance Manager	\$13,629	\$14,544	\$15,455	\$16,372	\$17,286
Financial Management Analyst	\$10,155	\$10,663	\$11,195	\$11,756	\$12,345
General Manager	\$23,439	\$23,439	\$23,439	\$23,439	\$23,439
Grant Program Coordinator	\$9,317	\$9,809	\$10,324	\$10,865	\$11,438
Human Resources Manager	\$13,629	\$14,544	\$15,455	\$16,372	\$17,286
Information Technology Manager	\$13,629	\$14,544	\$15,455	\$16,372	\$17,286
Natural Resources Program Manager	\$10,461	\$11,049	\$11,616	\$12,225	\$12,817
Operations Director	\$16,821	\$17,662	\$18,545	\$19,473	\$20,449
Principal Human Resources Analyst	\$10,293	\$10,871	\$11,436	\$12,021	\$12,760
Safety & Emergency Response Manager	\$10,461	\$11,049	\$11,616	\$12,225	\$12,817
Staff Attorney I	\$10,659	\$11,193	\$11,753	\$12,341	\$12,957
Staff Attorney II	\$12,994	\$13,645	\$14,328	\$15,042	\$15,795
Staff Attorney III	\$15,065	\$15,819	\$16,610	\$17,440	\$18,311
Superintendent of Operations	\$12,717	\$13,323	\$13,965	\$14,654	\$15,363
Superintendent of Sys Mnt & Sup Svcs	\$13,036	\$13,669	\$14,320	\$15,014	\$15,751
Water Efficiency Manager	\$12,350	\$13,043	\$13,720	\$14,421	\$15,119
Water Quality Laboratory Manager	\$12,436	\$13,027	\$13,657	\$14,333	\$15,026
Water Quality Manager	\$13,399	\$14,297	\$15,197	\$16,096	\$16,999