

**Marin Municipal Water District**  
**Managerial Monthly Pay Scales**  
**Effective 11-19-24**

<b>POSITION TITLE - MANAGERIAL</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
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
Communications & Public Affairs Manager	\$14,846	\$15,843	\$16,836	\$17,834	\$18,829
Customer Service Manager	\$12,220	\$12,847	\$13,464	\$14,121	\$14,794
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
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 Records Manager	\$13,173	\$13,839	\$14,614	\$15,365	\$16,166
Engineering Support Services Manager	\$13,607	\$14,325	\$15,080	\$15,869	\$16,708
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
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
Human Resources Manager	\$14,846	\$15,843	\$16,836	\$17,834	\$18,829
Information Technology Manager	\$14,846	\$15,843	\$16,836	\$17,834	\$18,829
Natural Resources Program Manager	\$11,395	\$12,036	\$12,653	\$13,317	\$13,962
Operations Director	\$18,777	\$19,716	\$20,700	\$21,738	\$22,826
Principal Human Resources Analyst	\$11,212	\$11,842	\$12,458	\$13,094	\$13,900
Principal Grant and Legislative Analyst	\$10,149	\$10,685	\$11,246	\$11,836	\$12,460
Program Manager (AMI)	\$11,859	\$12,488	\$13,120	\$13,791	\$14,471
Safety & Emergency Response Manager	\$12,323	\$12,939	\$13,587	\$14,265	\$14,980
Senior Human Resources Analyst	\$10,328	\$10,908	\$11,475	\$12,062	\$12,803
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
Water Efficiency Manager	\$13,453	\$14,208	\$14,945	\$15,709	\$16,469
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
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