

**NORTH MARIN WATER DISTRICT - DRAFT**  
**Employee Salary Ranges and Job Classifications - Effective 12/15/2020**

Adopted by the Board as of 12/15/2020

JOB CLASSIFICATION	Beg Monthly	6 Mo Monthly	18 Mo Monthly	24 Mo Monthly	Merit Monthly
<b><u>ADMINISTRATION DEPARTMENT</u></b>					
Receptionist/Cashier	4,862	5,106	5,361	5,629	5,910
Account/Credit Clerk II	5,368	5,636	5,918	6,214	6,525
Accounting Clerk II	5,368	5,636	5,918	6,214	6,525
Field Service Representative I	5,409	5,679	5,963	6,261	6,574
Field Service Representative II	5,788	6,077	6,380	6,699	7,034
Field Service Representative Lead	6,376	6,695	7,029	7,381	7,750
Storekeeper/Safety Coordinator	5,985	6,284	6,598	6,928	7,274
Consumer Services Supervisor	7,588	7,967	8,365	8,783	9,222
Senior Accountant	7,922	8,318	8,734	9,171	9,630
District Secretary	8,253	8,666	9,099	9,554	10,032
Human Resource/Safety Manager	8,392	8,812	9,253	9,716	10,202
Accounting Supervisor	8,531	8,958	9,406	9,876	10,370
Auditor-Controller	13,121	13,777	14,466	15,189	15,948
General Manager	19,975	19,975	19,975	19,975	19,975
<b><u>CONSTRUCTION / MAINTENANCE DEPARTMENT</u></b>					
Laborer	4,816	5,057	5,310	5,576	5,855
Pipe Worker Assistant	5,167	5,425	5,696	5,981	6,280
Pipe Worker	5,985	6,284	6,598	6,928	7,274
Heavy Equipment Operator	6,212	6,523	6,849	7,191	7,551
Distribution Maintenance Foreman	7,265	7,628	8,009	8,409	8,829
Pipeline Foreman	7,265	7,628	8,009	8,409	8,829
Construction/Maintenance Superintendent	10,036	10,538	11,065	11,618	12,199
<b><u>ENGINEERING DEPARTMENT</u></b>					
Engineering Secretary	5,589	5,868	6,161	6,469	6,792
Engineering Services Rep	6,116	6,422	6,743	7,080	7,434
Engineering Technician IV	7,280	7,644	8,026	8,427	8,848
Junior Engineer	7,601	7,981	8,380	8,799	9,239
Assistant Civil Engineer	8,309	8,724	9,160	9,618	10,099
Water Conservation Coordinator	9,469	9,942	10,439	10,961	11,509
Associate Civil Engineer	9,769	10,257	10,770	11,309	11,874
Assistant General Manager/Chief Engineer	13,845	14,537	15,264	16,027	16,828

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<b><u>OPERATIONS / MAINTENANCE DEPARTMENT</u></b>					
Building & Grounds Maint Assistant	4,545	4,772	5,011	5,262	5,525
Program Assistant I	4,906	5,151	5,409	5,679	5,963
Cross Connection Control Tech I	5,263	5,526	5,802	6,092	6,397
Assistant Water Distrib & TP Operator	6,031	6,333	6,650	6,983	7,332
Apprentice Electrical/Mechanical Tech	5,742	6,029	6,330	6,647	6,979
Program Assistant II	5,964	6,262	6,575	6,904	7,249
Auto/Equipment Mechanic	5,985	6,284	6,598	6,928	7,274
Chemist I	6,540	6,867	7,210	7,571	7,950
Cross Connection Control Tech II	6,397	6,717	7,053	7,406	7,776
Electrical/Mechanical Technician	6,739	7,076	7,430	7,802	8,192
Water Distrib & TP Operator	7,509	7,884	8,278	8,692	9,127
Senior Electrical/Mechanical Tech	7,301	7,666	8,049	8,451	8,874
Senior Water Distrib & TP Operator	8,356	8,774	9,213	9,674	10,158
Chemist II	7,790	8,180	8,589	9,018	9,469
Senior Chemist	8,525	8,951	9,399	9,869	10,362
Maintenance Supervisor	8,474	8,898	9,343	9,810	10,301
Distrib & Treatment Plant Supervisor	10,109	10,614	11,145	11,702	12,287
Water Quality Supervisor	9,980	10,479	11,003	11,553	12,131
Operations/Maintenance Superintendent	11,223	11,784	12,373	12,992	13,642