

**NORTH MARIN WATER DISTRICT**  
**Employee Salary Ranges and Job Classifications - Effective 10/01/2022**

Adopted by the Board on October 4, 2022

JOB CLASSIFICATION	Beg Monthly	6 Mo Monthly	18 Mo Monthly	24 Mo Monthly	Merit Monthly
<b><u>ADMINISTRATION DEPARTMENT</u></b>					
Receptionist/Customer Service Assistant	5,244	5,506	5,781	6,070	6,374
Account/Credit Clerk II	5,790	6,080	6,384	6,703	7,038
Accounting Clerk II	5,790	6,080	6,384	6,703	7,038
Field Service Representative I	5,833	6,125	6,431	6,753	7,091
Field Service Representative II	6,242	6,554	6,882	7,226	7,587
Field Service Representative Lead	6,876	7,220	7,581	7,960	8,358
Storekeeper/Safety Coordinator	6,454	6,777	7,116	7,472	7,846
Consumer Services Supervisor	8,184	8,593	9,023	9,474	9,948
Senior Accountant	8,544	8,971	9,420	9,891	10,386
District Secretary	8,900	9,345	9,812	10,303	10,818
Human Resource/Safety Manager	9,051	9,504	9,979	10,478	11,002
Accounting Supervisor	9,201	9,661	10,144	10,651	11,184
Auditor-Controller	14,150	14,858	15,601	16,381	17,200
General Manager	19,679	19,679	19,679	19,679	19,679
<b><u>CONSTRUCTION / MAINTENANCE DEPARTMENT</u></b>					
Utility Worker I (Laborer)	5,194	5,454	5,727	6,013	6,314
Utility Worker II (Pipe Worker Assistant)	5,572	5,851	6,144	6,451	6,774
Utility Worker III (Pipe Worker)	6,454	6,777	7,116	7,472	7,846
Heavy Equipment Operator	6,700	7,035	7,387	7,756	8,144
Distribution Maintenance Foreman	7,835	8,227	8,638	9,070	9,524
Pipeline Foreman	7,835	8,227	8,638	9,070	9,524
Construction/Maintenance Superintendent	10,823	11,364	11,932	12,529	13,155
<b><u>ENGINEERING DEPARTMENT</u></b>					
Engineering Secretary	6,028	6,329	6,645	6,977	7,326
Engineering Services Rep	6,596	6,926	7,272	7,636	8,018
Engineering Technician IV	7,851	8,244	8,656	9,089	9,543
Junior Engineer	8,197	8,607	9,037	9,489	9,963
Assistant Civil Engineer	8,961	9,409	9,879	10,373	10,892
Water Conservation Coordinator	10,212	10,723	11,259	11,822	12,413
Associate Civil Engineer	10,535	11,062	11,615	12,196	12,806
Senior Engineer	11,588	12,167	12,775	13,414	14,085
Chief Engineer	13,055	13,708	14,393	15,113	15,869
Assistant General Manager/Chief Engineer	14,931	15,678	16,462	17,285	18,149

<b>JOB CLASSIFICATION</b>	Beg Monthly	6 Mo Monthly	18 Mo Monthly	24 Mo Monthly	Merit Monthly
<b><u>OPERATIONS / MAINTENANCE DEPARTMENT</u></b>					
Building & Grounds Maint Assistant	4,902	5,147	5,404	5,674	5,958
Lab Tech	5,140	5,410	5,681	5,965	6,263
Program Assistant I	5,292	5,557	5,835	6,127	6,433
Cross Connection Control Tech I	5,676	5,960	6,258	6,571	6,900
Assistant Water Distrib & TP Operator	6,504	6,829	7,170	7,529	7,905
Apprentice Electrical/Mechanical Tech	6,192	6,502	6,827	7,168	7,526
Program Assistant II	6,432	6,754	7,092	7,447	7,819
Auto/Equipment Mechanic	6,454	6,777	7,116	7,472	7,846
Chemist I	7,053	7,406	7,776	8,165	8,573
Cross Connection Control Tech II	6,899	7,244	7,606	7,986	8,385
Electrical/Mechanical Technician	7,268	7,631	8,013	8,414	8,835
Water Distrib & TP Operator	8,098	8,503	8,928	9,374	9,843
Senior Electrical/Mechanical Tech	7,874	8,268	8,681	9,115	9,571
Senior Water Distrib & TP Operator	9,012	9,463	9,936	10,433	10,955
Chemist II	8,401	8,821	9,262	9,725	10,211
Senior Chemist	9,194	9,654	10,137	10,644	11,176
Maintenance Supervisor	9,140	9,597	10,077	10,581	11,110
Distrib & Treatment Plant Supervisor	10,902	11,447	12,019	12,620	13,251
Water Quality Supervisor	10,763	11,301	11,866	12,459	13,082
Operations/Maintenance Superintendent	12,104	12,709	13,344	14,011	14,712