

**NORTH MARIN WATER DISTRICT**  
**Employee Salary Ranges and Job Classifications - Effective 10/01/2023**

Approved by the Board of Directors on March 5, 2024

<b>JOB CLASSIFICATION</b>					
	Step 1	Step 2	Step 3	Step 4	Step 5
	Monthly /	Monthly /	Monthly /	Monthly /	Monthly /
<b><u>ADMINISTRATION DEPARTMENT</u></b>	Annual	Annual	Annual	Annual	Annual
Receptionist/Customer Service	5,506	5,781	6,070	6,374	6,693
	66,072	69,372	72,840	76,488	80,316
Account/Credit Clerk II	6,080	6,384	6,703	7,038	7,390
	72,960	76,608	80,436	84,456	88,680
Field Service Representative I	6,125	6,431	6,753	7,091	7,446
	73,500	77,172	81,036	85,092	89,352
Field Service Representative II	6,554	6,882	7,226	7,587	7,966
	78,648	82,584	86,712	91,044	95,592
Field Service Representative Lead	7,220	7,581	7,960	8,358	8,776
	86,640	90,972	95,520	100,296	105,312
Consumer Services Supervisor	8,593	9,023	9,474	9,948	10,445
	103,116	108,276	113,688	119,376	125,340
Storekeeper/Safety Coordinator	6,777	7,116	7,472	7,846	8,238
	81,324	85,392	89,664	94,152	98,856
District Secretary	9,345	9,812	10,303	10,818	11,359
	112,140	117,744	123,636	129,816	136,308
Human Resources/Safety Manager	9,504	9,979	10,478	11,002	11,552
	114,048	119,748	125,736	132,024	138,624
Accounting Clerk II	6,080	6,384	6,703	7,038	7,390
	72,960	76,608	80,436	84,456	88,680
Staff Accountant	7,833	8,225	8,636	9,068	9,521
	93,996	98,700	103,632	108,816	114,252
Senior Accountant	8,971	9,420	9,891	10,386	10,905
	107,652	113,040	118,692	124,632	130,860
Accounting Supervisor	9,661	10,144	10,651	11,184	11,743
	115,932	121,728	127,812	134,208	140,916
Auditor-Controller	14,858	15,601	16,381	17,200	18,060
	178,296	187,212	196,572	206,400	216,720
Water Conservation & Communications Manager	10,723	11,259	11,822	12,413	13,034
	128,676	135,108	141,864	148,956	156,408
General Manager <sup>1</sup>	22,955	22,955	22,955	22,955	22,955
	275,456	275,456	275,456	275,456	275,456
<b><u>Engineering Department</u></b>					
Engineering Secretary	6,329	6,645	6,977	7,326	7,692
	75,948	79,740	83,724	87,912	92,304
Engineering Services Rep	6,926	7,272	7,636	8,018	8,419
	83,112	87,264	91,632	96,216	101,028
Engineering Technician IV	8,244	8,656	9,089	9,543	10,020
	98,928	103,872	109,068	114,516	120,240
Engineering Assistant	9,106	9,561	10,039	10,541	11,068
	109,272	114,732	120,468	126,492	132,816
Junior Engineer	8,607	9,037	9,489	9,963	10,461
	103,284	108,444	113,868	119,556	125,532
Assistant Engineer	9,409	9,879	10,373	10,892	11,437
	112,908	118,548	124,476	130,704	137,244
Associate Engineer	11,062	11,615	12,196	12,806	13,446
	132,744	139,380	146,352	153,672	161,352
Senior Engineer	12,167	12,775	13,414	14,085	14,789
	146,004	153,300	160,968	169,020	177,468
Assistant GM / Chief Engineer	15,678	16,462	17,285	18,149	19,056
	188,136	197,544	207,420	217,788	228,672

1. GM Salary effective 10-31-23

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<b>Construction Department</b>	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
Utility Worker I (Laborer)	5,454 65,448	5,727 68,724	6,013 72,156	6,314 75,768	6,630 79,560
Utility Worker II (Pipe Asst.)	5,851 70,212	6,144 73,728	6,451 77,412	6,774 81,288	7,113 85,356
Utility Worker III (Pipe Worker)	6,777 81,324	7,116 85,392	7,472 89,664	7,846 94,152	8,238 98,856
Heavy Equip. Operator	7,035 84,420	7,387 88,644	7,756 93,072	8,144 97,728	8,551 102,612
Dist. Maintenance Foreman	8,227 98,724	8,638 103,656	9,070 108,840	9,524 114,288	10,000 120,000
Pipeline Foreman	8,227 98,724	8,638 103,656	9,070 108,840	9,524 114,288	10,000 120,000
Const/Maint Superintendent	11,364 136,368	11,932 143,184	12,529 150,348	13,155 157,860	13,813 165,756

<b>Operations Department</b>	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
Program Assistant I	5,557 66,684	5,835 70,020	6,127 73,524	6,433 77,196	6,755 81,060
Program Assistant II	6,754 81,048	7,092 85,104	7,447 89,364	7,819 93,828	8,210 98,520
Program Assistant III	7,429 89,148	7,800 93,600	8,190 98,280	8,600 103,200	9,030 108,360
Cross Connection Tech I	5,960 71,520	6,258 75,096	6,571 78,852	6,900 82,800	7,245 86,940
Cross Connection Tech II	7,244 86,928	7,606 91,272	7,986 95,832	8,385 100,620	8,804 105,648
Auto/Equipment Mechanic	6,777 81,324	7,116 85,392	7,472 89,664	7,846 94,152	8,238 98,856
Apprentice Elec/Mech Tech	6,502 78,024	6,827 81,924	7,168 86,016	7,526 90,312	7,902 94,824
Elec/Mech Tech	7,631 91,572	8,013 96,156	8,414 100,968	8,835 106,020	9,277 111,324
Senior Elec/Mech Tech	8,268 99,216	8,681 104,172	9,115 109,380	9,571 114,852	10,050 120,600
Maintenance Supervisor	9,597 115,164	10,077 120,924	10,581 126,972	11,110 133,320	11,666 139,992
Lab Tech	5,397 64,764	5,667 68,004	5,950 71,400	6,248 74,976	6,560 78,720
Chemist I	7,406 88,872	7,776 93,312	8,165 97,980	8,573 102,876	9,002 108,024
Chemist II	8,821 105,852	9,262 111,144	9,725 116,700	10,211 122,532	10,722 128,664
Senior Chemist	9,654 115,848	10,137 121,644	10,644 127,728	11,176 134,112	11,735 140,820
Water Quality Supervisor	11,301 135,612	11,866 142,392	12,459 149,508	13,082 156,984	13,736 164,832
Asst Water Distrib & TP Op	6,829 81,948	7,170 86,040	7,529 90,348	7,905 94,860	8,300 99,600
Water Distrib & TP Op	8,503 102,036	8,928 107,136	9,374 112,488	9,843 118,116	10,335 124,020
Sr. Water Distrib & TP Op	9,463 113,556	9,936 119,232	10,433 125,196	10,955 131,460	11,503 138,036
Distrib & TP Supervisor <sup>2</sup>	12,569 150,826	13,197 158,364	13,857 166,284	14,550 174,600	15,278 183,336
Op/Maint Superintendent <sup>2</sup>	13,726 164,709	14,412 172,944	15,133 181,596	15,890 190,680	16,685 200,220

2. O/M Supt & Dis. & Tr. Sup. Salaries effective 02.01.24