

**North Marin Water District
Employee Salary Ranges and Job Classifications - Effective 02/16/2025**

Approved by the Board of Directors on February 4, 2025

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
Administration Department					
Receptionist/Customer Service Asst.	5,715 68,580	6,001 72,012	6,301 75,612	6,616 79,392	6,947 83,364
Account/Credit Clerk II	6,311 75,732	6,627 79,524	6,958 83,496	7,306 87,672	7,671 92,052
Field Service Rep I	6,358 76,296	6,676 80,112	7,010 84,120	7,361 88,332	7,729 92,748
Field Service Rep II	6,803 81,636	7,143 85,716	7,500 90,000	7,875 94,500	8,269 99,228
Field Service Representative Lead	7,675 92,100	8,059 96,708	8,462 101,544	8,885 106,620	9,329 111,948
Consumer Services Supervisor	9,478 113,736	9,952 119,424	10,450 125,400	10,973 131,676	11,522 138,264
Storekeeper/Safety Coord.	7,224 86,688	7,585 91,020	7,964 95,568	8,362 100,344	8,780 105,360
Executive Assistant/District Secretary	9,887 118,644	10,381 124,572	10,900 130,800	11,445 137,340	12,017 144,204
HR/Safety Manager	11,006 132,072	11,556 138,672	12,134 145,608	12,741 152,892	13,378 160,536
Accounting Clerk II	6,311 75,732	6,627 79,524	6,958 83,496	7,306 87,672	7,671 92,052
Staff Accountant	8,131 97,572	8,538 102,456	8,965 107,580	9,413 112,956	9,884 118,608
Senior Accountant	9,312 111,744	9,778 117,336	10,267 123,204	10,780 129,360	11,319 135,828
Accounting Supervisor	10,444 125,328	10,966 131,592	11,514 138,168	12,090 145,080	12,695 152,340
Auditor-Controller	15,868 190,416	16,661 199,932	17,494 209,928	18,369 220,428	19,287 231,444
Water Conservation Tech	4,678 56,136	4,912 58,944	5,158 61,896	5,416 64,992	5,687 68,244
Water Conservation & Communications Mgr	11,774 141,288	12,363 148,356	12,981 155,772	13,630 163,560	14,312 171,744
General Manager			24,583.34 295,000		
Engineering Department					
Engineering Administrative Assistant	7,032 84,384	7,384 88,608	7,753 93,036	8,141 97,692	8,548 102,576
Engineering Services Rep	7,695 92,340	8,080 96,960	8,484 101,808	8,908 106,896	9,353 112,236
Engineering Technician IV	8,557 102,684	8,985 107,820	9,434 113,208	9,906 118,872	10,401 124,812
Senior Engineering Technician	9,433 113,196	9,905 118,860	10,400 124,800	10,920 131,040	11,466 137,592
Junior Engineer	9,433 113,196	9,905 118,860	10,400 124,800	10,920 131,040	11,466 137,592
Assistant Engineer	10,312 123,744	10,828 129,936	11,369 136,428	11,937 143,244	12,534 150,408
Associate Engineer	12,124 145,488	12,730 152,760	13,367 160,404	14,035 168,420	14,737 176,844
Senior Engineer	13,457 161,484	14,130 169,560	14,837 178,044	15,579 186,948	16,358 196,296
Assistant General Manager/Chief Engineer	17,183 206,196	18,042 216,504	18,944 227,328	19,891 238,692	20,886 250,632

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
<u>Construction Department</u>					
Utility Worker I	5,896 70,752	6,191 74,292	6,501 78,012	6,826 81,912	7,167 86,004
Utility Worker II	6,325 75,900	6,641 79,692	6,973 83,676	7,322 87,864	7,688 92,256
Utility Worker III	7,326 87,912	7,692 92,304	8,077 96,924	8,481 101,772	8,905 106,860
Heavy Equipment Operator	7,584 91,008	7,963 95,556	8,361 100,332	8,779 105,348	9,218 110,616
Distribution/Maintenance Foreman	9,099 109,188	9,554 114,648	10,032 120,384	10,534 126,408	11,061 132,732
Pipeline Foreman	9,099 109,188	9,554 114,648	10,032 120,384	10,534 126,408	11,061 132,732
Construction/Maintenance Superintendent	12,580 150,960	13,209 158,508	13,869 166,428	14,562 174,744	15,290 183,480

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
<u>Operations Department</u>					
Utility Worker I	5,896 70,752	6,191 74,292	6,501 78,012	6,826 81,912	7,167 86,004
Utility Worker II	6,325 75,900	6,641 79,692	6,973 83,676	7,322 87,864	7,688 92,256
Program Assistant I	5,768 69,216	6,056 72,672	6,359 76,308	6,677 80,124	7,011 84,132
Program Assistant II	7,011 84,132	7,362 88,344	7,730 92,760	8,117 97,404	8,523 102,276
Program Assistant III	7,711 92,532	8,097 97,164	8,502 102,024	8,927 107,124	9,373 112,476
Cross Connection Tech I	6,681 80,172	7,015 84,180	7,366 88,392	7,734 92,808	8,121 97,452
Cross Connection Tech II	8,121 97,452	8,527 102,324	8,953 107,436	9,401 112,812	9,871 118,452
Auto/Equipment Mechanic	7,570 90,840	7,949 95,388	8,346 100,152	8,763 105,156	9,201 110,412
Apprentice Elec/Mech Tech	7,380 88,560	7,749 92,988	8,136 97,632	8,543 102,516	8,970 107,640
Electrical/Mechanical Tech	8,661 103,932	9,094 109,128	9,549 114,588	10,026 120,312	10,527 126,324
Senior Elec/Mech Tech	9,384 112,608	9,853 118,236	10,346 124,152	10,863 130,356	11,406 136,872
Maintenance Supervisor	11,324 135,888	11,890 142,680	12,485 149,820	13,109 157,308	13,764 165,168
Laboratory Technician	6,746 80,952	7,083 84,996	7,437 89,244	7,809 93,708	8,199 98,388
Lab Analyst I	8,043 96,516	8,445 101,340	8,867 106,404	9,310 111,720	9,776 117,312
Lab Analyst II	9,536 114,432	10,013 120,156	10,514 126,168	11,040 132,480	11,592 139,104
Senior Chemist	10,436 125,232	10,958 131,496	11,506 138,072	12,081 144,972	12,685 152,220
Water Quality Supervisor	12,736 152,832	13,373 160,476	14,042 168,504	14,744 176,928	15,481 185,772

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
Operations Department (cont.)					
Asst Water Distrib & TP Op - Tier 1 *	7,298 87,576	7,658 91,896	8,036 96,432	8,433 101,196	8,850 106,200
Asst Water Distrib & TP Op - Tier 2 *	7,398 88,776	7,758 93,096	8,136 97,632	8,533 102,396	8,950 107,400
Asst Water Distrib & TP Op - Tier 3 *	7,498 89,976	7,858 94,296	8,236 98,832	8,633 103,596	9,050 108,600
Water Distrib & TP Op - Tier 2 *	9,162 109,944	9,610 115,320	10,081 120,972	10,575 126,900	11,094 133,128
Water Distrib & TP Op - Tier 3 *	9,262 111,144	9,710 116,520	10,181 122,172	10,675 128,100	11,194 134,328
Water Distrib & TP Op - Tier 4 *	9,362 112,344	9,810 117,720	10,281 123,372	10,775 129,300	11,294 135,528
Sr. Water Distrib & TP Op - Tier 3 *	10,274 123,288	10,773 129,276	11,297 135,564	11,847 142,164	12,424 149,088
Sr. Water Distrib & TP Op - Tier 4 *	10,374 124,488	10,873 130,476	11,397 136,764	11,947 143,364	12,524 150,288
Sr. Water Distrib & TP Op - Tier 5 *	10,474 125,688	10,973 131,676	11,497 137,964	12,047 144,564	12,624 151,488
Treatment & Distribution Supervisor - Tier 3 *	13,346 160,152	13,998 167,976	14,683 176,196	15,402 184,824	16,157 193,884
Treatment & Distribution Supervisor - Tier 4 *	13,446 161,352	14,098 169,176	14,783 177,396	15,502 186,024	16,257 195,084
Treatment & Distribution Supervisor - Tier 5 *	13,546 162,552	14,198 170,376	14,883 178,596	15,602 187,224	16,357 196,284
Operations/Maintenance Manager **	14,659 175,908	15,392 184,704	16,162 193,944	16,970 203,640	17,819 213,828

* Treatment Operators Tiers 1-5 schedules are based on certifications held by Stafford Treatment Plant Operators issued by the State Water Resources Control Board. The certification tiers are outlined below:

Tier 1 = Distribution (D)1/ Transmission (T)1 -\$100 per month, Tier 2 = D2/T2 -\$200 per month,

Tier 3 = D3 /T3-\$300per month, Tier 4 = D4/T4-\$400per month & Tier 5 = D5/T5 -\$500 per month

The employee will be paid at the lower of the two certifications held.

** Operations/Maintenance Superintendent job title changed to Operations/Maintenance Manager in March 2025.

North Marin Water District

Temporary/Seasonal Employee Hourly Ranges and Job Classifications - Effective 07/1/2024

Approved by the Board of Directors on July 16, 2024 Board

	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
Temporary/Seasonal Worker	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.00	\$ 32.00