

**North Marin Water District  
Employee Salary Ranges and Job Classifications - Effective 02/01/2026**

Draft for Board of Directors Approval at the February 3, 2026 Board Meeting

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
<b>Administration Department</b>					
Receptionist/Customer Service Asst.	5,844 70,128	6,136 73,632	6,443 77,316	6,765 81,180	7,103 85,236
Account/Credit Clerk II	6,453 77,436	6,776 81,312	7,115 85,380	7,471 89,652	7,845 94,140
Field Service Rep I	6,501 78,012	6,826 81,912	7,167 86,004	7,525 90,300	7,901 94,812
Field Service Rep II	6,956 83,472	7,304 87,648	7,669 92,028	8,052 96,624	8,455 101,460
Field Service Representative Lead	7,848 94,176	8,240 98,880	8,652 103,824	9,085 109,020	9,539 114,468
Consumer Services Supervisor	9,691 116,292	10,176 122,112	10,685 128,220	11,219 134,628	11,780 141,360
Storekeeper/Safety Coord.	7,387 88,644	7,756 93,072	8,144 97,728	8,551 102,612	8,979 107,748
Executive Assistant/District Secretary	10,109 121,308	10,614 127,368	11,145 133,740	11,702 140,424	12,287 147,444
HR/Safety Manager	11,254 135,048	11,817 141,804	12,408 148,896	13,028 156,336	13,679 164,148
Accounting Clerk II	6,453 77,436	6,776 81,312	7,115 85,380	7,471 89,652	7,845 94,140
Staff Accountant	8,314 99,768	8,730 104,760	9,167 110,004	9,625 115,500	10,106 121,272
Senior Accountant	9,522 114,264	9,998 119,976	10,498 125,976	11,023 132,276	11,574 138,888
Accounting Supervisor	10,679 128,148	11,213 134,556	11,774 141,288	12,363 148,356	12,981 155,772
Auditor-Controller	16,225 194,700	17,036 204,432	17,888 214,656	18,782 225,384	19,721 236,652
Water Conservation Tech	4,783 57,396	5,022 60,264	5,273 63,276	5,537 66,444	5,814 69,768
Water Conservation & Communications Mgr	12,039 144,468	12,641 151,692	13,273 159,276	13,937 167,244	14,634 175,608
General Manager			25,136.50 301,638		

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
<b>Engineering Department</b>					
Engineering Administrative Assistant	7,190 86,280	7,550 90,600	7,928 95,136	8,324 99,888	8,740 104,880
Engineering Services Rep	7,868 94,416	8,261 99,132	8,674 104,088	9,108 109,296	9,563 114,756
Engineering Technician IV	8,750 105,000	9,188 110,256	9,647 115,764	10,129 121,548	10,635 127,620
Senior Engineering Technician	9,645 115,740	10,127 121,524	10,633 127,596	11,165 133,980	11,723 140,676
Junior Engineer	9,645 115,740	10,127 121,524	10,633 127,596	11,165 133,980	11,723 140,676
Assistant Engineer	10,544 126,528	11,071 132,852	11,625 139,500	12,206 146,472	12,816 153,792
Associate Engineer	12,397 148,764	13,017 156,204	13,668 164,016	14,351 172,212	15,069 180,828
Senior Engineer	13,760 165,120	14,448 173,376	15,170 182,040	15,929 191,148	16,725 200,700
Assistant General Manager/Chief Engineer	17,570 210,840	18,449 221,388	19,371 232,452	20,340 244,080	21,357 256,284

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
<b>Construction Department</b>					
Utility Worker I	6,029 72,348	6,330 75,960	6,647 79,764	6,979 83,748	7,328 87,936
Utility Worker II	6,467 77,604	6,790 81,480	7,130 85,560	7,487 89,844	7,861 94,332
Utility Worker III	7,491 89,892	7,866 94,392	8,259 99,108	8,672 104,064	9,106 109,272
Heavy Equipment Operator	7,755 93,060	8,143 97,716	8,550 102,600	8,978 107,736	9,427 113,124
Distribution/Maintenance Foreman	9,304 111,648	9,769 117,228	10,257 123,084	10,770 129,240	11,309 135,708
Pipeline Foreman	9,304 111,648	9,769 117,228	10,257 123,084	10,770 129,240	11,309 135,708
Construction/Maintenance Superintendent	12,863 154,356	13,506 162,072	14,181 170,172	14,890 178,680	15,635 187,620

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
<b>Operations Department</b>					
Utility Worker I	6,029 72,348	6,330 75,960	6,647 79,764	6,979 83,748	7,328 87,936
Utility Worker II	6,467 77,604	6,790 81,480	7,130 85,560	7,487 89,844	7,861 94,332
Program Assistant I	5,898 70,776	6,193 74,316	6,503 78,036	6,828 81,936	7,169 86,028
Program Assistant II	7,169 86,028	7,527 90,324	7,903 94,836	8,298 99,576	8,713 104,556
Program Assistant III	7,884 94,608	8,278 99,336	8,692 104,304	9,127 109,524	9,583 114,996
Cross Connection Tech I	6,831 81,972	7,173 86,076	7,532 90,384	7,909 94,908	8,304 99,648
Cross Connection Tech II	8,304 99,648	8,719 104,628	9,155 109,860	9,613 115,356	10,094 121,128
Auto/Equipment Mechanic	7,740 92,880	8,127 97,524	8,533 102,396	8,960 107,520	9,408 112,896
Apprentice Elec/Mech Tech	7,546 90,552	7,923 95,076	8,319 99,828	8,735 104,820	9,172 110,064
Electrical/Mechanical Tech	8,856 106,272	9,299 111,588	9,764 117,168	10,252 123,024	10,765 129,180
Senior Elec/Mech Tech	9,595 115,140	10,075 120,900	10,579 126,948	11,108 133,296	11,663 139,956
Maintenance Supervisor	11,579 138,948	12,158 145,896	12,766 153,192	13,404 160,848	14,074 168,888
Laboratory Technician	6,898 82,776	7,243 86,916	7,605 91,260	7,985 95,820	8,384 100,608
Lab Analyst I	8,224 98,688	8,635 103,620	9,067 108,804	9,520 114,240	9,996 119,952
Lab Analyst II	9,751 117,012	10,239 122,868	10,751 129,012	11,289 135,468	11,853 142,236
Senior Chemist	10,671 128,052	11,205 134,460	11,765 141,180	12,353 148,236	12,971 155,652
Water Quality Supervisor	13,023 156,276	13,674 164,088	14,358 172,296	15,076 180,912	15,830 189,960

<b>Operations Department (cont.)</b>	<b>Step 1 Monthly / Annual</b>	<b>Step 2 Monthly / Annual</b>	<b>Step 3 Monthly / Annual</b>	<b>Step 4 Monthly / Annual</b>	<b>Step 5 Monthly / Annual</b>
Asst Water Distrib & TP Op - Tier 1 *	7,460 89,520	7,828 93,936	8,214 98,568	8,620 103,440	9,046 108,552
Asst Water Distrib & TP Op - Tier 2 *	7,560 90,720	7,928 95,136	8,314 99,768	8,720 104,640	9,146 109,752
Asst Water Distrib & TP Op - Tier 3 *	7,660 91,920	8,028 96,336	8,414 100,968	8,820 105,840	9,246 110,952
Water Distrib & TP Op - Tier 2 *	9,364 112,368	9,822 117,864	10,303 123,636	10,808 129,696	11,338 136,056
Water Distrib & TP Op - Tier 3 *	9,464 113,568	9,922 119,064	10,403 124,836	10,908 130,896	11,438 137,256
Water Distrib & TP Op - Tier 4 *	9,564 114,768	10,022 120,264	10,503 126,036	11,008 132,096	11,538 138,456
Sr. Water Distrib & TP Op - Tier 3 *	10,498 125,976	11,008 132,096	11,543 138,516	12,105 145,260	12,695 152,340
Sr. Water Distrib & TP Op - Tier 4 *	10,598 127,176	11,108 133,296	11,643 139,716	12,205 146,460	12,795 153,540
Sr. Water Distrib & TP Op - Tier 5 *	10,698 128,376	11,208 134,496	11,743 140,916	12,305 147,660	12,895 154,740
Treatment & Distribution Supervisor - Tier 3 *	13,640 163,680	14,307 171,684	15,007 180,084	15,742 188,904	16,514 198,168
Treatment & Distribution Supervisor - Tier 4 *	13,740 164,880	14,407 172,884	15,107 181,284	15,842 190,104	16,614 199,368
Treatment & Distribution Supervisor - Tier 5 *	13,840 166,080	14,507 174,084	15,207 182,484	15,942 191,304	16,714 200,568
Operations/Maintenance Manager **	14,989 179,868	15,738 188,856	16,525 198,300	17,351 208,212	18,219 218,628

\* 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 & Job Classifications - 07/01/25

Approved by the Board of Directors on July 15, 2025

	<b>Step 1 Hourly</b>	<b>Step 2 Hourly</b>	<b>Step 3 Hourly</b>	<b>Step 4 Hourly</b>	<b>Step 5 Hourly</b>
Temporary/Seasonal Worker	\$ 27.60	\$ 29.00	\$ 30.50	\$ 32.00	\$ 33.60