

North Marin Water District

Employee Salary Ranges and Job Classifications - Effective 10/06/2026

Approved by the Board of Directors on October 6, 2026.

	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
<u>Administration Department</u>					
Receptionist/Customer Service Asst.	6,066 72,792	6,369 76,428	6,687 80,244	7,021 84,252	7,372 88,464
Field Service Rep I	6,748 80,976	7,085 85,020	7,439 89,268	7,811 93,732	8,202 98,424
Field Service Rep II	7,220 86,640	7,581 90,972	7,960 95,521	8,358 100,297	8,776 105,311
Field Service Representative Lead	8,146 97,752	8,553 102,636	8,981 107,772	9,430 113,160	9,902 118,824
Customer Service Supervisor	10,059 120,708	10,562 126,744	11,090 133,080	11,645 139,740	12,227 146,724
Executive Assistant/District Secretary	10,493 125,916	11,018 132,216	11,569 138,828	12,147 145,764	12,754 153,048
HR/Risk Manager	11,682 140,184	12,266 147,192	12,879 154,548	13,523 162,276	14,199 170,388
Accounting Clerk II	6,698 80,376	7,033 84,396	7,385 88,620	7,754 93,048	8,142 97,704
Staff Accountant	8,630 103,560	9,062 108,744	9,515 114,180	9,991 119,892	10,491 125,892
Senior Accountant	9,884 118,608	10,378 124,536	10,897 130,764	11,442 137,304	12,014 144,168
Accounting Supervisor	11,085 133,020	11,639 139,668	12,221 146,652	12,832 153,984	13,474 161,688
Technology Services Manager	11,655 139,860	12,243 146,916	12,860 154,320	13,508 162,096	14,189 170,268
Director of Administrative Services	16,842 202,104	17,684 212,208	18,568 222,816	19,496 233,952	20,471 245,652
Water Conservation Tech	4,965 59,580	5,213 62,556	5,474 65,688	5,748 68,976	6,035 72,420
Water Conservation & Communications Mgr	12,496 149,952	13,121 157,452	13,777 165,324	14,466 173,592	15,189 182,268
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
<u>Engineering Department</u>					
Engineering Administrative Assistant	7,463 89,556	7,836 94,032	8,228 98,736	8,639 103,668	9,071 108,852
Engineering Services Rep	8,167 98,004	8,575 102,900	9,004 108,048	9,454 113,448	9,927 119,124
Engineering Technician IV	9,083 108,996	9,537 114,444	10,014 120,168	10,515 126,180	11,041 132,492
Senior Engineering Technician	10,012 120,144	10,513 126,156	11,039 132,468	11,591 139,092	12,171 146,052
Junior Engineer	10,012 120,144	10,513 126,156	11,039 132,468	11,591 139,092	12,171 146,052
Assistant Engineer	10,945 131,340	11,492 137,904	12,067 144,804	12,670 152,040	13,304 159,648
Associate Engineer	12,868 154,416	13,511 162,132	14,187 170,244	14,896 178,752	15,641 187,692
Senior Engineer	14,283 171,396	14,997 179,964	15,747 188,964	16,534 198,408	17,361 208,332
Assistant General Manager/Director of Engineering	18,238 218,856	19,150 229,799	20,107 241,289	21,113 253,353	22,168 266,021

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<u>Utilities Department</u>					
Utility Worker I	6,258 75,096	6,571 78,852	6,900 82,800	7,245 86,940	7,607 91,284
Utility Worker II	6,713 80,556	7,049 84,588	7,401 88,812	7,771 93,252	8,160 97,920
Utility Worker III	7,776 93,312	8,165 97,980	8,573 102,876	9,002 108,024	9,452 113,424
Storekeeper	7,668 92,016	8,051 96,612	8,454 101,448	8,877 106,524	9,321 111,852
Auto/Equipment Mechanic	8,034 96,408	8,436 101,232	8,858 106,296	9,301 111,612	9,766 117,192
Heavy Equipment Operator	8,050 96,600	8,453 101,436	8,876 106,512	9,320 111,840	9,787 117,444
Distribution/Maintenance Foreman	9,658 115,896	10,141 121,692	10,648 127,776	11,180 134,160	11,739 140,868
Pipeline Foreman	9,658 115,896	10,141 121,692	10,648 127,776	11,180 134,160	11,739 140,868
Director of Utilities	13,352 160,224	14,020 168,240	14,721 176,652	15,457 185,484	16,230 194,760
	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
<u>Water Resources Department</u>					
Laboratory Technician	7,160 85,920	7,518 90,216	7,894 94,728	8,289 99,468	8,703 104,436
Lab Analyst I	8,537 102,444	8,964 107,568	9,412 112,944	9,883 118,596	10,377 124,524
Lab Analyst II	10,122 121,464	10,628 127,536	11,159 133,908	11,717 140,604	12,303 147,636
Senior Lab Analyst	11,076 132,912	11,630 139,560	12,212 146,544	12,823 153,876	13,464 161,568
Lab Supervisor	12,019 144,228	12,620 151,440	13,251 159,012	13,914 166,968	14,610 175,320
Director of Water Resources	14,171 170,052	14,886 178,632	15,637 187,644	16,425 197,100	17,253 207,037
	Step 1 Monthly / Annual	Step 2 Monthly / Annual	Step 3 Monthly / Annual	Step 4 Monthly / Annual	Step 5 Monthly / Annual
<u>Operations Department</u>					
Program Assistant I	6,122 73,464	6,428 77,136	6,749 80,988	7,086 85,032	7,440 89,280
Program Assistant II	7,441 89,292	7,813 93,756	8,204 98,448	8,614 103,368	9,045 108,540
Program Assistant III	8,184 98,208	8,593 103,116	9,023 108,276	9,474 113,688	9,948 119,376
Cross Connection Tech I	7,091 85,092	7,446 89,352	7,818 93,816	8,209 98,508	8,619 103,428
Cross Connection Tech II	8,620 103,440	9,051 108,612	9,504 114,048	9,979 119,748	10,478 125,736
Apprentice Elec/Mech Tech	7,833 93,996	8,225 98,700	8,636 103,632	9,068 108,816	9,521 114,252
Electrical/Mechanical Tech	9,193 110,316	9,653 115,836	10,136 121,632	10,643 127,716	11,175 134,100
Senior Elec/Mech Tech	9,960 119,520	10,458 125,496	10,981 131,772	11,530 138,360	12,107 145,284
Safety & Emergency Manager	10,751 129,012	11,293 135,516	11,862 142,344	12,460 149,520	13,088 157,056
Maintenance Supervisor	12,019 144,228	12,620 151,440	13,251 159,012	13,914 166,968	14,610 175,320

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<u>Operations Department (cont.)</u>					
Asst Water Distrib & TP Op - Tier 1 *	7,740 92,880	8,122 97,464	8,523 102,276	8,944 107,328	9,386 112,632
Asst Water Distrib & TP Op - Tier 2 *	7,840 94,080	8,222 98,664	8,623 103,476	9,044 108,528	9,486 113,832
Asst Water Distrib & TP Op - Tier 3 *	7,940 95,280	8,322 99,864	8,723 104,676	9,144 109,728	9,586 115,032
Water Distrib & TP Op - Tier 2 *	9,712 116,544	10,188 122,256	10,687 128,244	11,211 134,532	11,762 141,144
Water Distrib & TP Op - Tier 3 *	9,812 117,744	10,288 123,456	10,787 129,444	11,311 135,732	11,862 142,344
Water Distrib & TP Op - Tier 4 *	9,912 118,944	10,388 124,656	10,887 130,644	11,411 136,932	11,962 143,544
Sr. Water Distrib & TP Op - Tier 3 *	10,886 130,632	11,415 136,980	11,971 143,652	12,555 150,660	13,168 158,016
Sr. Water Distrib & TP Op - Tier 4 *	10,986 131,832	11,515 138,180	12,071 144,852	12,655 151,860	13,268 159,216
Sr. Water Distrib & TP Op - Tier 5 *	11,086 133,032	11,615 139,380	12,171 146,052	12,755 153,060	13,368 160,416
Treatment & Distribution Supervisor - Tier 3 *	14,147 169,764	14,839 178,068	15,566 186,792	16,329 195,948	17,130 205,560
Treatment & Distribution Supervisor - Tier 4 *	14,247 170,964	14,939 179,268	15,666 187,992	16,429 197,148	17,230 206,760
Treatment & Distribution Supervisor - Tier 5 *	14,347 172,164	15,039 180,468	15,766 189,192	16,529 198,348	17,330 207,960
Director of Operations	15,559 186,708	16,337 196,044	17,154 205,848	18,012 216,144	18,913 226,956

* 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.

North Marin Water District
Temporary/Seasonal Employee Hourly Ranges & Job Classifications - 07/01/26

Approved by the Board of Directors on July 16, 2026

	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
Temporary/Seasonal Worker	\$ 28.60	\$ 30.00	\$ 31.50	\$ 33.10	\$ 34.80