

**Marin Municipal Water District
Managerial Monthly Pay Scales**

Effective 01-29-24

POSITION TITLE - MANAGERIAL	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Superintendent of Operations	\$12,761	\$13,384	\$14,019	\$14,695	\$15,423
Assistant Superintendent Water Treatment	\$12,405	\$13,022	\$13,676	\$14,358	\$15,076
Communications & Public Affairs Manager	\$14,365	\$15,329	\$16,290	\$17,256	\$18,219
Customer Service Manager	\$11,824	\$12,431	\$13,028	\$13,663	\$14,314
Director of Engineering	\$17,951	\$18,849	\$19,790	\$20,782	\$21,822
Director of Water Resources	\$17,951	\$18,849	\$19,790	\$20,782	\$21,822
Director of Watershed Resources	\$17,951	\$18,849	\$19,790	\$20,782	\$21,822
Engineering Manager I	\$12,993	\$13,622	\$14,286	\$14,977	\$15,730
Engineering Manager II	\$14,123	\$15,069	\$16,018	\$16,965	\$17,917
Engineering Support Services Manager	\$13,166	\$13,861	\$14,591	\$15,355	\$16,166
Finance Director/Treasurer	\$17,951	\$18,849	\$19,790	\$20,782	\$21,822
Finance Manager	\$14,365	\$15,329	\$16,290	\$17,256	\$18,219
Financial Management Analyst	\$10,703	\$11,239	\$11,800	\$12,391	\$13,012
Grant Program Coordinator	\$9,820	\$10,339	\$10,881	\$11,452	\$12,056
Human Resources Manager	\$14,365	\$15,329	\$16,290	\$17,256	\$18,219
Information Technology Manager	\$14,365	\$15,329	\$16,290	\$17,256	\$18,219
Natural Resources Program Manager	\$11,026	\$11,646	\$12,243	\$12,885	\$13,509
Operations Director	\$17,951	\$18,849	\$19,790	\$20,782	\$21,822
Principal Human Resources Analyst	\$10,849	\$11,458	\$12,054	\$12,670	\$13,449
Safety & Emergency Response Manager	\$11,924	\$12,520	\$13,147	\$13,803	\$14,494
Senior Human Resources Analyst	\$9,993	\$10,554	\$11,103	\$11,671	\$12,388
Staff Attorney I	\$11,235	\$11,797	\$12,388	\$13,007	\$13,657
Staff Attorney II	\$13,696	\$14,382	\$15,102	\$15,854	\$16,648
Staff Attorney III	\$15,879	\$16,673	\$17,507	\$18,382	\$19,300
Superintendent of Operations	\$13,404	\$14,042	\$14,719	\$15,445	\$16,193
Superintendent of Sys Mnt & Sup Svcs	\$13,740	\$14,407	\$15,093	\$15,825	\$16,602
Water Efficiency Manager	\$13,017	\$13,747	\$14,461	\$15,200	\$15,935
Water Quality Laboratory Manager	\$13,108	\$13,730	\$14,394	\$15,107	\$15,837
Water Quality Manager	\$14,123	\$15,069	\$16,018	\$16,965	\$17,917
Watershed Protection Mgr - Chief Ranger	\$11,945	\$12,573	\$13,236	\$13,930	\$14,662
Watershed Resources Manager	\$14,246	\$14,923	\$15,642	\$16,416	\$17,208