

**Marin Municipal Water District
Managerial Monthly Pay Scales
Effective 7-13-2026 (COLA)**

POSITION TITLE - MANAGERIAL	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Superintendent of Operations	\$14,147	\$14,839	\$15,543	\$16,292	\$17,100
Assistant Superintendent Water Treatment	\$13,754	\$14,437	\$15,162	\$15,918	\$16,715
Communications & Public Affairs Manager	\$16,723	\$17,845	\$18,963	\$20,089	\$21,209
Customer Service Manager	\$13,109	\$13,782	\$14,444	\$15,149	\$15,870
Director of Engineering	\$20,632	\$21,665	\$22,746	\$23,885	\$25,081
Director of Water Resources	\$20,632	\$21,665	\$22,746	\$23,885	\$25,081
Director of Watershed Resources	\$20,632	\$21,665	\$22,746	\$23,885	\$25,081
Engineering Manager I	\$14,405	\$15,102	\$15,839	\$16,606	\$17,440
Engineering Manager II	\$15,658	\$16,708	\$17,759	\$18,808	\$19,864
Engineering Records Manager	\$14,132	\$14,846	\$15,677	\$16,483	\$17,342
Engineering Support Services Manager	\$14,597	\$15,367	\$16,177	\$17,024	\$17,923
Finance Director/Treasurer	\$20,632	\$21,665	\$22,746	\$23,885	\$25,081
Finance Manager	\$15,927	\$16,996	\$18,061	\$19,132	\$20,199
Financial Management Analyst	\$11,866	\$12,461	\$13,082	\$13,737	\$14,427
General Counsel	\$26,832	\$26,832	\$26,832	\$26,832	\$26,832
General Manager	\$27,136	\$27,136	\$27,136	\$27,136	\$27,136
Human Resources Manager	\$15,927	\$16,996	\$18,061	\$19,132	\$20,199
Information Technology Manager	\$15,927	\$16,996	\$18,061	\$19,132	\$20,199
Natural Resources Program Manager	\$12,224	\$12,912	\$13,574	\$14,285	\$14,978
Operations Director	\$20,632	\$21,665	\$22,746	\$23,885	\$25,081
Principal Grant and Legislative Analyst	\$10,888	\$11,463	\$12,064	\$12,697	\$13,366
Principal Human Resources Analyst	\$12,028	\$12,704	\$13,364	\$14,046	\$14,912
Program Manager (AMI)	\$12,722	\$13,396	\$14,074	\$14,794	\$15,524
Safety & Emergency Response Manager	\$13,219	\$13,881	\$14,576	\$15,303	\$16,070
Senior Human Resources Analyst	\$11,079	\$11,702	\$12,309	\$12,940	\$13,734
Staff Attorney I	\$12,456	\$13,079	\$13,734	\$14,421	\$15,142
Staff Attorney II	\$15,185	\$15,945	\$16,744	\$17,577	\$18,458
Staff Attorney III	\$17,605	\$18,486	\$19,410	\$20,380	\$21,398
Superintendent of Operations	\$14,861	\$15,568	\$16,319	\$17,124	\$17,952
Superintendent of Sys Mnt & Sup Svcs	\$15,233	\$15,973	\$16,734	\$17,545	\$18,406
Water Efficiency Manager	\$14,432	\$15,242	\$16,033	\$16,852	\$17,668
Water Quality Manager	\$14,533	\$15,222	\$15,959	\$16,749	\$17,559
Water Resources Manager	\$15,658	\$16,708	\$17,759	\$18,808	\$19,864
Watershed Protection Mgr - Chief Ranger	\$13,243	\$13,939	\$14,674	\$15,445	\$16,255
Watershed Resources Manager	\$15,794	\$16,545	\$17,342	\$18,200	\$19,078