

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

POSITION TITLE - SEIU	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant I	\$7,874	\$8,270	\$8,682	\$9,116	\$9,573
Accountant II	\$8,912	\$9,411	\$9,896	\$10,408	\$10,912
Accounting Assistant I	\$5,898	\$6,191	\$6,482	\$6,842	\$7,185
Accounting Assistant II	\$6,506	\$6,869	\$7,213	\$7,586	\$7,903
Accounting Assistant III	\$6,928	\$7,225	\$7,644	\$7,983	\$8,339
Accounting Supervisor	\$10,605	\$11,135	\$11,690	\$12,276	\$12,892
Administrative Analyst	\$8,643	\$9,045	\$9,501	\$10,032	\$10,549
Administrative Assistant	\$7,547	\$7,933	\$8,268	\$8,755	\$9,141
Aquatic Ecologist	\$9,969	\$10,530	\$11,074	\$11,649	\$12,218
Assistant Engineer	\$10,961	\$11,521	\$12,087	\$12,670	\$13,274
Assistant Engineer - Civil	\$10,961	\$11,521	\$12,087	\$12,670	\$13,274
Assistant Utility-Maintenance Worker	\$6,500	\$6,820	\$7,175	\$7,479	\$7,914
Assistant Water Resources Specialist	\$10,961	\$11,521	\$12,087	\$12,670	\$13,274
Associate Engineer	\$12,669	\$13,270	\$13,911	\$14,595	\$15,303
Associate Engineer - Civil	\$12,669	\$13,270	\$13,911	\$14,595	\$15,303
Associate Water Resources Specialist	\$12,669	\$13,270	\$13,911	\$14,595	\$15,303
Automotive Mechanic I	\$6,895	\$7,187	\$7,604	\$7,944	\$8,297
Automotive Mechanic II	\$8,001	\$8,371	\$8,790	\$9,287	\$9,764
Backflow & Reclamation Specialist	\$8,914	\$9,313	\$9,725	\$10,185	\$10,696
Backflow & Reclamation Supervisor	\$10,397	\$10,986	\$11,554	\$12,146	\$12,734
Business Systems Analyst I	\$9,167	\$9,569	\$10,001	\$10,467	\$10,994
Business Systems Analyst II	\$10,444	\$10,970	\$11,581	\$12,178	\$12,814
Business Systems Analyst III	\$11,484	\$12,062	\$12,741	\$13,396	\$14,093
Business Systems Support Technician	\$8,643	\$9,045	\$9,501	\$10,032	\$10,549
Chemist I	\$8,745	\$9,158	\$9,620	\$10,159	\$10,684
Chemist II	\$9,982	\$10,544	\$11,087	\$11,657	\$12,225
Communications Specialist	\$9,497	\$9,907	\$10,357	\$10,838	\$11,387
Construction Inspection Supervisor	\$11,967	\$12,638	\$13,286	\$13,981	\$14,657
Construction Inspector I	\$8,831	\$9,233	\$9,664	\$10,151	\$10,717
Construction Inspector II	\$10,059	\$10,620	\$11,164	\$11,748	\$12,318
Control Systems Administrator	\$12,154	\$12,765	\$13,400	\$14,071	\$14,776
Control Systems Specialist	\$11,143	\$11,716	\$12,282	\$12,877	\$13,490
Controls Technician I	\$8,613	\$9,004	\$9,427	\$9,902	\$10,454
Controls Technician II	\$9,724	\$10,271	\$10,799	\$11,361	\$11,914
Corrosion Control Supervisor	\$10,867	\$11,411	\$11,982	\$12,580	\$13,209
Corrosion Control Technician I	\$8,686	\$9,065	\$9,473	\$9,916	\$10,417
Corrosion Control Technician II	\$9,891	\$10,389	\$10,972	\$11,537	\$12,135
Customer Service Field Inspector	\$6,925	\$7,331	\$7,648	\$7,993	\$8,364
Customer Service Representative I	\$5,578	\$5,856	\$6,130	\$6,469	\$6,792
Customer Service Representative II	\$6,482	\$6,838	\$7,182	\$7,551	\$7,870
Customer Service Representative III	\$6,925	\$7,331	\$7,648	\$7,993	\$8,364
Customer Service Supervisor	\$10,605	\$11,135	\$11,690	\$12,276	\$12,892

Distribution System Operator	\$9,339	\$9,745	\$10,187	\$10,660	\$11,198
Distribution System Operator Supervisor	\$11,032	\$11,584	\$12,160	\$12,770	\$13,409
Distribution System Operator Trainee	\$8,492	\$8,857	\$9,261	\$9,691	\$10,182
Ecologist I	\$8,638	\$9,045	\$9,501	\$10,032	\$10,549
Ecologist II	\$9,969	\$10,530	\$11,074	\$11,649	\$12,218
Engineering Aide	\$7,118	\$7,420	\$7,851	\$8,201	\$8,568
Engineering Technician	\$8,155	\$8,519	\$8,897	\$9,313	\$9,783
Engineering Technician - DevSvc Supervisor	\$9,550	\$10,083	\$10,611	\$11,151	\$11,693
Engineering Technician - Facilities Designer I	\$8,155	\$8,519	\$8,897	\$9,313	\$9,783
Engineering Technician - Facilities Designer II	\$8,857	\$9,298	\$9,761	\$10,250	\$10,762
Environmental Compliance Specialist	\$10,385	\$10,903	\$11,449	\$12,022	\$12,622
Environmental Planner	\$11,952	\$12,520	\$13,124	\$13,770	\$14,436
Field Supervisor	\$10,988	\$11,496	\$12,080	\$12,750	\$13,410
Heavy Equipment Operator	\$8,292	\$8,665	\$9,070	\$9,527	\$10,062
Information Systems Analyst I	\$9,167	\$9,569	\$10,001	\$10,467	\$10,994
Information Systems Analyst II	\$10,444	\$10,970	\$11,581	\$12,178	\$12,814
Information Systems Analyst III	\$11,484	\$12,062	\$12,741	\$13,396	\$14,093
Information Systems Analyst III - GIS	\$11,484	\$12,062	\$12,741	\$13,396	\$14,093
Information Systems Analyst Supervisor	\$13,207	\$13,875	\$14,652	\$15,404	\$16,207
Junior Engineer	\$9,401	\$9,866	\$10,424	\$10,967	\$11,528
Landscape and Facilities Maint. Coord	\$8,807	\$9,246	\$9,708	\$10,194	\$10,705
Maintenance Crew Leader	\$9,233	\$9,661	\$10,149	\$10,716	\$11,268
Maintenance Worker I	\$7,170	\$7,471	\$7,911	\$8,251	\$8,628
Maintenance Worker II	\$7,912	\$8,252	\$8,630	\$9,036	\$9,491
Mechanical & Electrical Maint Worker I	\$7,810	\$8,142	\$8,615	\$8,995	\$9,400
Mechanical & Electrical Maint Worker II	\$8,751	\$9,127	\$9,539	\$9,985	\$10,486
Mechanical & Electrical Maint Worker III	\$9,159	\$9,576	\$10,021	\$10,527	\$11,117
Mechanical & Electrical Maint Worker IV	\$10,216	\$10,688	\$11,230	\$11,858	\$12,469
Mechanical & Electrical Maintenance Plan	\$10,723	\$11,225	\$11,788	\$12,450	\$13,089
Mechanical & Electrical Operations Supv	\$12,154	\$12,765	\$13,400	\$14,071	\$14,776
Meter Operations Supervisor	\$10,605	\$11,135	\$11,690	\$12,276	\$12,892
Meter Reader and Repair Worker I	\$6,590	\$6,980	\$7,279	\$7,608	\$7,963
Meter Reader and Repair Worker II	\$7,406	\$7,837	\$8,178	\$8,549	\$8,947
Meter Service Technician	\$8,452	\$8,894	\$9,362	\$9,855	\$10,375
Natural Resources Technician I	\$4,591	\$4,938	\$5,298	\$5,694	\$6,121
Natural Resources Technician II	\$5,279	\$5,678	\$6,092	\$6,549	\$7,040
Office Assistant II	\$5,936	\$6,225	\$6,529	\$6,838	\$7,221
Park Ranger I - Pending POST Certification	\$6,323	\$6,607	\$6,899	\$7,222	\$7,587
Park Ranger I - POST Certified	\$7,026	\$7,341	\$7,666	\$8,025	\$8,430
Park Ranger II	\$8,155	\$8,518	\$8,897	\$9,318	\$9,783
Park Ranger Trainee	\$6,389	\$6,677	\$6,976	\$7,324	\$7,613
Project Coordinator	\$8,348	\$8,779	\$9,208	\$9,760	\$10,252
Real Property Agent	\$9,566	\$10,107	\$10,627	\$11,175	\$11,717
Safety & Technical Training Specialist	\$9,333	\$9,766	\$10,260	\$10,833	\$11,394
Senior Administrative Assistant	\$8,643	\$9,045	\$9,501	\$10,032	\$10,549
Senior Buyer	\$8,709	\$9,086	\$9,499	\$9,939	\$10,437
Senior Chemist	\$11,865	\$12,459	\$13,082	\$13,735	\$14,421

Senior Communications Specialist	\$10,447	\$10,898	\$11,394	\$11,923	\$12,526
Senior Customer Service Field Inspector	\$7,877	\$8,340	\$8,705	\$9,099	\$9,520
Senior Customer Service Representative	\$8,367	\$8,786	\$9,277	\$9,754	\$10,265
Senior Engineer I	\$12,830	\$13,446	\$14,104	\$14,788	\$15,530
Senior Engineering Technician	\$8,857	\$9,298	\$9,761	\$10,250	\$10,762
Senior Heavy Equipment Operator	\$8,334	\$8,718	\$9,159	\$9,673	\$10,171
Senior Meter Reader and Repair Worker	\$7,877	\$8,340	\$8,705	\$9,099	\$9,520
Senior Park Ranger	\$8,822	\$9,213	\$9,624	\$10,076	\$10,583
Supervising Land Surveyor	\$11,675	\$12,257	\$12,871	\$13,515	\$14,193
Supv Facilities Maint & Special Projects	\$11,075	\$11,642	\$12,208	\$12,799	\$13,410
Treatment Plant Trainee I	\$8,330	\$8,704	\$9,089	\$9,517	\$9,993
Treatment Plant Trainee II	\$9,090	\$9,516	\$9,995	\$10,558	\$11,108
Treatment Plant/System Operator III	\$9,995	\$10,558	\$11,105	\$11,671	\$12,240
Treatment Plant/System Operator IV	\$10,496	\$11,085	\$11,658	\$12,257	\$12,855
Utility Crew Leader	\$9,233	\$9,661	\$10,149	\$10,716	\$11,268
Utility System Specialist	\$9,233	\$9,661	\$10,149	\$10,716	\$11,268
Utility Worker I	\$7,170	\$7,471	\$7,911	\$8,251	\$8,628
Utility Worker II	\$7,912	\$8,252	\$8,630	\$9,036	\$9,491
Warehouse Worker I	\$6,820	\$7,110	\$7,526	\$7,851	\$8,206
Warehouse Worker II	\$7,666	\$8,002	\$8,363	\$8,755	\$9,196
Water Conservation Specialist I	\$8,344	\$8,703	\$9,205	\$9,610	\$10,042
Water Conservation Specialist II	\$9,497	\$9,907	\$10,357	\$10,838	\$11,387
Water Conservation Specialist III	\$9,948	\$10,396	\$10,883	\$11,431	\$12,069
Water Conservation Specialist Supervisor	\$11,284	\$11,796	\$12,344	\$12,968	\$13,693
Water Quality Field Supervisor	\$10,397	\$10,986	\$11,554	\$12,146	\$12,734
Water Quality Technician I	\$8,914	\$9,313	\$9,725	\$10,185	\$10,696
Water Quality Technician II	\$9,565	\$10,106	\$10,630	\$11,174	\$11,715
Water System Technician	\$8,867	\$9,253	\$9,667	\$10,118	\$10,627
Water Treatment Plant Supervisor	\$12,578	\$13,207	\$13,867	\$14,559	\$15,286
Watershed Maintenance Supervisor	\$10,927	\$11,477	\$12,120	\$12,745	\$13,409
Welder/Fabricator	\$9,117	\$9,540	\$10,025	\$10,583	\$11,129