

**Monterey Regional Waste Management District**  
**Pay Schedule | Unrepresented, Confidential, At-Will Classifications**  
**Effective July 1, 2022**

Board Approved: 6/17/22

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>EXEMPT</b>						
Director of Operations (At-Will)						
Bi-weekly	6,457.66	6,780.54	7,119.57	7,475.55	7,849.33	8,241.80
Hourly	80.72	84.76	88.99	93.44	98.12	103.02
Director of Engineering & Compliance (At-Will)						
Bi-weekly	6,007.12	6,307.48	6,622.86	6,954.00	7,301.70	7,666.78
Hourly	75.09	78.84	82.79	86.93	91.27	95.83
Director of Finance & Administration (At-Will)						
Bi-weekly	6,006.95	6,307.30	6,622.66	6,953.79	7,301.49	7,666.56
Hourly	75.09	78.84	82.78	86.92	91.27	95.83
Director of Communications (At-Will)						
Bi-weekly	5,235.32	5,497.08	5,771.94	6,060.54	6,363.56	6,681.74
Hourly	65.44	68.71	72.15	75.76	79.54	83.52
Human Resources Manager (At Will)						
Bi-weekly	5,444.73	5,716.97	6,002.83	6,302.97	6,618.12	6,949.02
Hourly	68.06	71.46	75.04	78.79	82.73	86.86
Accounting Manager (Conf.)						
Bi-weekly	4,480.14	4,704.15	4,939.36	5,186.32	5,445.64	5,717.93
Hourly	56.00	58.80	61.74	64.83	68.07	71.47
Assistant Accounting Manager (Conf.)						
Bi-weekly	3,863.12	4,056.27	4,259.09	4,472.04	4,695.64	4,930.43
Hourly	48.29	50.70	53.24	55.90	58.70	61.63
<b>NON-EXEMPT</b>						
Assistant Engineer (non-affiliated)						
Bi-weekly	3,570.00	3,748.50	3,935.92	4,132.72	4,339.36	4,556.32
Hourly	44.63	46.86	49.20	51.66	54.24	56.95
Executive Assistant/Board Clerk (Conf)						
Bi-weekly	3,219.63	3,381.00	3,550.01	3,727.38	3,914.46	4,109.91
Hourly	40.25	42.26	44.38	46.59	48.93	51.37
*HHW Supervisor (non-affiliated)						
Bi-weekly	2,740.02	2,877.11	3,021.57	3,171.37	3,329.87	3,497.07
Hourly	34.25	35.96	37.77	39.64	41.62	43.71
Human Resources Technician (Conf.)						
Bi-weekly	2,490.65	2,614.64	2,745.84	2,882.81	3,026.99	3,179.10
Hourly	31.13	32.68	34.32	36.04	37.84	39.74

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Human Resources Coordinator (Conf.)						
Bi-weekly	2,403.08	2,522.71	2,649.29	2,781.45	2,920.55	3,067.31
Hourly	30.04	31.53	33.12	34.77	36.51	38.34
Deputy Weighmaster (PT, non-affiliated)						
Bi-weekly	2,166.79	2,274.71	2,388.18	2,507.18	2,632.62	2,765.45
Hourly	27.08	28.43	29.85	31.34	32.91	34.57
LFG Maintenance Assistant (non-affiliated)						
Bi-weekly	1,479.11	1,552.70	1,630.29	1,712.08	1,797.86	1,887.63
Hourly	18.49	19.41	20.38	21.40	22.47	23.60

\*Employees hired prior to June 30, 2019, are eligible for longevity pay at 2.5% over base after 10 years of service and 5% over base rate after 15 years of service.