

**Monterey Regional Waste Management District
Pay Schedule | Unrepresented, Confidential, At-Will Classifications
Effective July 1, 2024**

Board Approved: 07/19/24						
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EXEMPT						
Director of Operations (At-Will)						
Bi-weekly	6,984.58	7,333.80	7,700.50	8,085.52	8,489.80	8,914.29
Hourly	87.31	91.67	96.26	101.07	106.12	111.43
Director of Engineering & Compliance (At-Will)						
Bi-weekly	6,497.28	6,822.14	7,163.25	7,521.41	7,897.48	8,292.35
Hourly	81.22	85.28	89.54	94.02	98.72	103.65
Director of Finance & Administration (At-Will)						
Bi-weekly	6,497.09	6,821.94	7,163.04	7,521.19	7,897.25	8,292.11
Hourly	81.21	85.27	89.54	94.01	98.72	103.65
Director of Human Resources (At Will)						
Bi-weekly	6,183.45	6,492.62	6,817.25	7,158.11	7,516.02	7,891.81
Hourly	77.29	81.16	85.22	89.48	93.95	98.65
Director of Communications (At-Will)						
Bi-weekly	5,662.50	5,945.62	6,242.91	6,555.05	6,882.80	7,226.94
Hourly	70.78	74.32	78.04	81.94	86.04	90.34
Accounting Manager (Conf.)						
Bi-weekly	4,845.71	5,088.00	5,342.40	5,609.52	5,890.00	6,184.50
Hourly	60.57	63.60	66.78	70.12	73.63	77.31
Assistant Accounting Manager (Conf.)						
Bi-weekly	4,178.33	4,387.25	4,606.61	4,836.95	5,078.79	5,332.73
Hourly	52.23	54.84	57.58	60.46	63.48	66.66
NON-EXEMPT						
Executive Assistant/Board Clerk (Conf)						
Bi-weekly	3,475.66	3,649.44	3,831.91	4,023.51	4,224.68	4,435.91
Hourly	43.45	45.62	47.90	50.29	52.81	55.45
Human Resources Technician (Conf.)						
Bi-weekly	2,688.71	2,823.14	2,964.30	3,112.52	3,268.14	3,431.56
Hourly	33.61	35.29	37.05	38.91	40.85	42.89
Human Resources Coordinator (Conf.)						
Bi-weekly	2,594.17	2,723.88	2,860.07	3,003.08	3,153.24	3,310.90
Hourly	32.43	34.05	35.75	37.54	39.42	41.39
Deputy Weighmaster (PT, non-affiliated)						
Bi-weekly	2,253.46	2,366.13	2,484.44	2,608.66	2,739.09	2,876.04
Hourly	28.17	29.58	31.06	32.61	34.24	35.95
Intern						
Bi-weekly	1,600.00	1,760.00	2,000.00	-	-	-
Hourly	20.00	22.00	25.00			
*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.						