

Monterey Regional Waste Management District
Pay Schedule | Operations Unit
Effective July 1, 2025

Board Approved: June 20, 2025

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
*Power Systems Supervisor						
Bi-weekly	4,637.22	4,869.08	5,112.53	5,368.16	5,636.58	5,918.41
Hourly	57.97	60.86	63.91	67.10	70.46	73.98
Power Systems Senior Technician						
Bi-weekly	3,954.59	4,152.33	4,359.95	4,577.95	4,806.84	5,047.19
Hourly	49.43	51.90	54.50	57.22	60.09	63.09
*Maintenance Shop Supervisor						
Bi-weekly	3,946.50	4,143.82	4,351.01	4,568.56	4,796.99	5,036.84
Hourly	49.33	51.80	54.39	57.11	59.96	62.96
Senior Heavy Equipment Technician						
Bi-weekly	3,767.10	3,955.44	4,153.23	4,360.88	4,578.93	4,807.89
Hourly	47.09	49.44	51.92	54.51	57.24	60.10
*Heavy Equipment Technician III						
Bi-weekly	3,587.73	3,767.11	3,955.45	4,153.24	4,360.89	4,578.94
Hourly	44.85	47.09	49.44	51.92	54.51	57.24
MRF Maintenance Supervisor						
Bi-weekly	3,586.58	3,765.90	3,954.20	4,151.92	4,359.51	4,577.49
Hourly	44.83	47.07	49.43	51.90	54.49	57.22
Electro-Mechanical Technician						
Bi-weekly	3,586.58	3,765.90	3,954.20	4,151.92	4,359.51	4,577.49
Hourly	44.83	47.07	49.43	51.90	54.49	57.22
*Landfill Operations Supervisor						
Bi-weekly	3,500.57	3,675.60	3,859.37	4,052.34	4,254.96	4,467.71
Hourly	43.76	45.95	48.24	50.65	53.19	55.85
*MRF Supervisor						
Bi-weekly	3,499.76	3,674.75	3,858.48	4,051.40	4,253.97	4,466.66
Hourly	43.75	45.93	48.23	50.64	53.17	55.83
*HHW Supervisor						
Bi-weekly	3,456.42	3,629.25	3,810.71	4,001.24	4,201.31	4,411.37
Hourly	43.21	45.37	47.63	50.02	52.52	55.14

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Facilities Maintenance Technician						
Bi-weekly	3,242.52	3,404.64	3,574.87	3,753.61	3,941.30	4,138.37
Hourly	40.53	42.56	44.69	46.92	49.27	51.73
Senior Heavy Equipment Operator						
Bi-weekly	3,132.76	3,289.40	3,453.87	3,626.56	3,807.89	3,998.28
Hourly	39.16	41.12	43.17	45.33	47.60	49.98
Scale Supervisor						
Bi-weekly	3,098.43	3,253.36	3,416.03	3,586.83	3,766.17	3,954.48
Hourly	38.73	40.67	42.70	44.84	47.08	49.43
Senior MRF Maintenance Technician						
Bi-weekly	3,077.60	3,231.48	3,393.06	3,562.71	3,740.85	3,927.89
Hourly	38.47	40.39	42.41	44.53	46.76	49.10
*Senior Maintenance Worker Site						
Bi-weekly	3,077.60	3,231.48	3,393.06	3,562.71	3,740.85	3,927.89
Hourly	38.47	40.39	42.41	44.53	46.76	49.10
*Heavy Equipment Operator						
Bi-weekly	2,983.58	3,132.76	3,289.40	3,453.87	3,626.56	3,807.89
Hourly	37.29	39.16	41.12	43.17	45.33	47.60
Power Systems Maintenance Technician II						
Bi-weekly	2,951.21	3,098.77	3,253.71	3,416.40	3,587.21	3,766.58
Hourly	36.89	38.73	40.67	42.71	44.84	47.08
*Heavy Equipment Technician II						
Bi-weekly	2,950.72	3,098.26	3,253.17	3,415.82	3,586.62	3,765.94
Hourly	36.88	38.73	40.66	42.70	44.83	47.07
Senior HHW Technician						
Bi-weekly	2,878.37	3,022.29	3,173.41	3,332.08	3,498.68	3,673.62
Hourly	35.98	37.78	39.67	41.65	43.73	45.92
*Senior MRF Operator						
Bi-weekly	2,878.37	3,022.29	3,173.41	3,332.08	3,498.68	3,673.62
Hourly	35.98	37.78	39.67	41.65	43.73	45.92

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Heavy Equipment Technician I						
Bi-weekly	2,810.80	2,951.33	3,098.90	3,253.84	3,416.53	3,587.37
Hourly	35.14	36.89	38.74	40.67	42.71	44.84
MRF Maintenance Technician II						
Bi-weekly	2,798.38	2,938.30	3,085.21	3,239.47	3,401.44	3,571.52
Hourly	34.98	36.73	38.57	40.49	42.52	44.64
*Hazardous Material Technician						
Bi-weekly	2,741.25	2,878.30	3,022.22	3,173.34	3,332.01	3,498.61
Hourly	34.27	35.98	37.78	39.67	41.65	43.73
Senior Weighmaster						
Bi-weekly	2,641.84	2,773.93	2,912.63	3,058.26	3,211.17	3,371.73
Hourly	33.02	34.67	36.41	38.23	40.14	42.15
*MRF Operator II						
Bi-weekly	2,610.31	2,740.82	2,877.86	3,021.74	3,172.84	3,331.49
Hourly	32.63	34.26	35.97	37.77	39.66	41.64
Weighmaster						
Bi-weekly	2,516.04	2,641.84	2,773.93	2,912.63	3,058.26	3,211.17
Hourly	31.45	33.02	34.67	36.41	38.23	40.14
MRF Maintenance Technician I						
Bi-weekly	2,487.89	2,612.28	2,742.90	2,880.03	3,024.05	3,175.25
Hourly	31.10	32.65	34.29	36.00	37.80	39.69
Power Systems Maintenance Technician I						
Bi-weekly	2,487.89	2,612.28	2,742.90	2,880.03	3,024.05	3,175.25
Hourly	31.10	32.65	34.29	36.00	37.80	39.69
Sort Systems Operator						
Bi-weekly	2,483.33	2,607.51	2,737.88	2,874.77	3,018.51	3,169.43
Hourly	31.04	32.59	34.22	35.93	37.73	39.62
*MRF Operator I						
Bi-weekly	2,483.33	2,607.51	2,737.88	2,874.77	3,018.51	3,169.43
Hourly	31.04	32.59	34.22	35.93	37.73	39.62
Maintenance Worker II						
Bi-weekly	2,453.41	2,576.08	2,704.88	2,840.12	2,982.13	3,131.24
Hourly	30.67	32.20	33.81	35.50	37.28	39.14

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Maintenance Worker I						
Bi-weekly	2,338.35	2,455.27	2,578.03	2,706.93	2,842.28	2,984.39
Hourly	29.23	30.69	32.23	33.84	35.53	37.30
Associate Operator						
Bi-weekly	1,844.26	1,936.47	2,033.29	2,134.95	2,241.70	2,353.79
Hourly	23.05	24.21	25.42	26.69	28.02	29.42
*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.						