

Monterey Regional Waste Management District
Pay Schedule | Unrepresented, Confidential, At-Will Classifications
Effective July 1, 2025

Board Approved: June 20, 2025

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EXEMPT						
Director of Operations (At-Will)						
Bi-weekly	7,089.35	7,443.81	7,816.01	8,206.80	8,617.15	9,048.00
Hourly	88.62	93.05	97.70	102.59	107.71	113.10
Director of Engineering & Compliance (At-Will)						
Bi-weekly	6,858.53	7,201.45	7,561.53	7,939.60	8,336.58	8,753.40
Hourly	85.73	90.02	94.52	99.25	104.21	109.42
Director of Finance & Administration (At-Will)						
Bi-weekly	6,594.55	6,924.27	7,270.49	7,634.01	8,015.71	8,416.49
Hourly	82.43	86.55	90.88	95.43	100.20	105.21
Director of Human Resources (At Will)						
Bi-weekly	6,590.01	6,919.51	7,265.48	7,628.76	8,010.20	8,410.70
Hourly	82.38	86.49	90.82	95.36	100.13	105.13
Director of Communications (At-Will)						
Bi-weekly	5,747.44	6,034.80	6,336.55	6,653.38	6,986.04	7,335.34
Hourly	71.84	75.44	79.21	83.17	87.33	91.69
Accounting Manager (Conf.)						
Bi-weekly	4,918.40	5,164.32	5,422.54	5,693.66	5,978.35	6,277.27
Hourly	61.48	64.55	67.78	71.17	74.73	78.47
Assistant Accounting Manager (Conf.)						
Bi-weekly	4,241.00	4,453.06	4,675.71	4,909.50	5,154.97	5,412.72
Hourly	53.01	55.66	58.45	61.37	64.44	67.66

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NON-EXEMPT						
Executive Assistant/Board Clerk (Conf)						
Bi-weekly	3,562.55	3,740.68	3,927.71	4,124.10	4,330.30	4,546.81
Hourly	44.53	46.76	49.10	51.55	54.13	56.84
Human Resources Technician (Conf.)						
Bi-weekly	2,755.93	2,893.72	3,038.41	3,190.33	3,349.84	3,517.35
Hourly	34.45	36.17	37.98	39.88	41.87	43.97
Human Resources Coordinator (Conf.)						
Bi-weekly	2,659.02	2,791.98	2,931.57	3,078.16	3,232.07	3,393.67
Hourly	33.24	34.90	36.64	38.48	40.40	42.42
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.						