

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars) - Confidential and Represented Employees (OE3) Effective July 1, 2016 Resolution No. 1009 - 1011

STEPS	A	B	C	D	E	F *	G *	H *	I *
Office Manager ^C	7067	7420	7791	8181	8590	8805	9019	N/A	N/A
Administrative Assistant II ^C	6104	6409	6729	7066	7419	7605	7790	N/A	N/A
Administrative Assistant ^C	5272	5535	5812	6102	6408	6568	6728	N/A	N/A
Associate Engineer ^{P/S}	8710	9145	9602	10083	10587	N/A	N/A	N/A	N/A
Assistant Engineer ^{P/S}	7324	7691	8075	8479	8903	N/A	N/A	N/A	N/A
O&M Supervisor ^{P/S}	7740	8127	8534	8961	9409	N/A	N/A	N/A	N/A
Lab Director ^{P/S}	7486	7860	8253	8666	9099	9327	9554	N/A	N/A
Lead Operator ^G	7238	7600	7980	8379	8798	9018	9237	9457	9677
O & M Tech III ^G	6730	7067	7420	7791	8180	8385	8589	8794	8998
O & M Tech II ^G	5853	6146	6453	6776	7115	7293	7471	7649	7826
O & M Tech I ^G	5319	5585	5864	6157	6465	6627	6788	6950	7112
Operator in Training ^G	4714	4950	5198	5457	5730	5874	6017	6160	6303
Engineer In Training / Lab Technician ^G	4714	4950	5198	5457	5730	5874	6017	6160	6303
Electrical/Mechanical Maintenance Technician III ^G	7228	7589	7968	8367	8785	9005	9224	N/A	N/A

- Per Board approval of the Certification Incentive Program on April 4, 2011. Incentive pay is approved at 2.5% increments for each technical certificate above what is required under the job classification up to a maximum of 10% for four technical certificates:
 - For Steps A through E of the salary schedule, certification incentive pay is available from 0% up to a max of 10% for certain classifications:
For example, an employee at Step A who has two certifications, or a 5% incentive pay, will be placed at Step B of the classification salary range
Also for example, an employee at Step A who has one certification, or a 2.5% incentive pay, will be placed at a salary between Step A and Step B
- * Steps F through I reflect possible technical certification incentive pay above the top step for each classification based on the approved certifications for each classification. For example, a classification that shows Step F and G above the top Step E means this classification has two possible incentive certifications up to 5%. Each Step F through I is set a 2.5% increments for a maximum of 10% for certain classifications as indicated.

C = Confidential

G = General OE3 Unit

P/S = Professional / Supervisor OE3 Unit