

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars)

**Effective July 1, 2022 with COLA 5.1 %
Board Approved June 7, 2022 - Exhibit A of Resolution No 1075**

STEPS	A	B	C	D	E	F *	G *	H *	I *
General Manager	25703	Salaried							
District Engineer	15700	Salaried							
Office Manager	9044	9496	9971	10469	10993	11267	11542	N/A	N/A
Administrative Assistant II	7811	8202	8612	9042	9495	9732	9969	N/A	N/A
Administrative Assistant I	6746	7083	7438	7810	8200	8405	8610	N/A	N/A
Associate Engineer	11146	11703	12289	12903	13548	N/A	N/A	N/A	N/A
Assistant Engineer	9373	9842	10334	10851	11393	N/A	N/A	N/A	N/A
Engineer in Training	6033	6334	6651	6984	7333	N/A	N/A	N/A	N/A
Electrical/Mechanical Maintenance Technician III	9249	9712	10197	10707	11243	11524	11805	N/A	N/A
Lead Operator	9262	9726	10212	10722	11259	11540	11822	12103	12384
O & M Tech III	8613	9043	9495	9970	10469	10730	10992	11254	11516
O & M Tech II	7491	7865	8259	8672	9105	9333	9561	9788	10016
O & M Tech I	6807	7147	7505	7880	8274	8481	8687	8894	9101
Operator in Training	6033	6335	6651	6984	7333	7517	7700	7883	8067
Lab Director	10423	10945	11492	12066	12670	12986	13303	N/A	N/A
Lab Technician II	8575	9004	9454	9927	10424	10684	10945	N/A	N/A
Lab Technician I	7055	7408	7778	8167	8576	8790	9004	N/A	N/A

1. Per Board approval of the Certification Incentive Program on July 1, 2017. 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.
2. 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.
3. All "Classic" employees reimburse SMCSO 8% of their total gross payroll for their portion of the required Employer Paid Member Contribution (EPMC)
4. All "PEPRA" employees pay a member contribution equal to 50% of the total normal cost of the PERS Benefit. New Members are not eligible to receive EPMC from the District.