

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars)

Effective July 1, 2016 with COLA 3% Revised July 13, 2020

Per CalPERS Board Approved Resolution No. 1055

| STEPS | A | B | C | D | E | F * | G * | H * | I * |
|--|-------|----------|------|-------|-------|------|------|------|------|
| General Manager | 17860 | Salaried | | | | | | | |
| District Engineer | 10587 | Salaried | | | | | | | |
| Operations Superintendent | 10712 | Salaried | | | | | | | |
| Office Manager | 7067 | 7420 | 7791 | 8181 | 8590 | 8805 | 9019 | N/A | N/A |
| Administrative Assistant II | 6104 | 6409 | 6729 | 7066 | 7419 | 7605 | 7790 | N/A | N/A |
| Administrative Assistant | 5272 | 5535 | 5812 | 6102 | 6408 | 6568 | 6728 | N/A | N/A |
| Associate Engineer | 8710 | 9145 | 9602 | 10083 | 10587 | N/A | N/A | N/A | N/A |
| Assistant Engineer | 7324 | 7691 | 8075 | 8479 | 8903 | N/A | N/A | N/A | N/A |
| O&M Supervisor | 7740 | 8127 | 8534 | 8961 | 9409 | N/A | N/A | N/A | N/A |
| Lab Director | 7486 | 7860 | 8253 | 8666 | 9099 | 9327 | 9554 | N/A | N/A |
| Lead Operator | 7238 | 7600 | 7980 | 8379 | 8798 | 9018 | 9237 | 9457 | 9677 |
| O & M Tech III | 6730 | 7067 | 7420 | 7791 | 8180 | 8385 | 8589 | 8794 | 8998 |
| O & M Tech II | 5853 | 6146 | 6453 | 6776 | 7115 | 7293 | 7471 | 7649 | 7826 |
| O & M Tech I | 5319 | 5585 | 5864 | 6157 | 6465 | 6627 | 6788 | 6950 | 7112 |
| Operator in Training | 4714 | 4950 | 5198 | 5457 | 5730 | 5874 | 6017 | 6160 | 6303 |
| Engineer In Training / Lab Technician | 4714 | 4950 | 5198 | 5457 | 5730 | 5874 | 6017 | 6160 | 6303 |
| Electrical/Mechanical Maintenance Technician III | 7228 | 7589 | 7968 | 8367 | 8785 | 9005 | 9224 | N/A | N/A |

1. 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.
 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.