

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars)

Effective July 1, 2017 wit COLA 4.5% Revised July 13, 2020

Per CalPERS Board Approved per Resolution No. 1055

STEPS	A	B	C	D	E	F *	G *	H *	I *
General Manager	19597	Salaried							
District Engineer	11737	Salaried							
Operations Superintendent	11754	Salaried							
Office Manager	7385	7754	8142	8549	8976	9201	9425	N/A	N/A
Administrative Assistant II	6378	6697	7032	7384	7753	7947	8141	N/A	N/A
Administrative Assistant	5509	5784	6073	6377	6696	6863	7031	N/A	N/A
Associate Engineer	9102	9557	10035	10536	11063	N/A	N/A	N/A	N/A
Assistant Engineer	7654	8037	8438	8860	9303	N/A	N/A	N/A	N/A
Engineer in Training	4926	5172	5431	5703	5988	N/A	N/A	N/A	N/A
Electrical/Mechanical Maintenance Technician III	7553	7930	8327	8743	9180	9410	9639	N/A	N/A
Lead Operator	7564	7942	8339	8756	9193	9423	9653	9883	10113
O & M Tech III	7033	7385	7754	8141	8548	8762	8976	9190	9403
O & M Tech II	6117	6423	6744	7081	7435	7621	7807	7993	8179
O & M Tech I	5558	5836	6128	6434	6756	6925	7094	7263	7432
Operator in Training	4926	5173	5431	5703	5988	6138	6288	6437	6587
Lab Director	8512	8937	9384	9853	10346	10604	10863	N/A	N/A
Lab Technician II	7003	7353	7720	8106	8512	8724	8937	N/A	N/A
Lab Technician I	5761	6049	6352	6669	7003	7178	7353	N/A	N/A

- 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.
- 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.
- All "Classic" employees reimburse SMCSO 6.8% of their total gross payroll for their portion of the required Employer Paid Member Contribution (EPMC)
- 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.