

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars)

Effective July 1, 2018 with COLA 4.1% Revised July 13, 2020

Per CalPERS Board Approved Resolution No 1055

STEPS	A	B	C	D	E	F *	G *	H *	I *
General Manager	20400	Salaried							
District Engineer	12829	Salaried							
Operations Superintendent	12848	Salaried							
Office Manager	7688	8072	8476	8899	9344	9578	9812	N/A	N/A
Administrative Assistant II	6640	6972	7321	7687	8071	8273	8474	N/A	N/A
Administrative Assistant I	5735	6021	6322	6639	6970	7145	7319	N/A	N/A
Associate Engineer	9475	9949	10446	10968	11517	N/A	N/A	N/A	N/A
Assistant Engineer	7968	8366	8784	9224	9685	N/A	N/A	N/A	N/A
Engineer in Training	5128	5385	5654	5936	6233	N/A	N/A	N/A	N/A
Electrical/Mechanical Maintenance Technician III	7862	8256	8668	9102	9557	9796	10035	N/A	N/A
Lead Operator	7874	8267	8681	9115	9570	9810	10049	10288	10527
O & M Tech III	7321	7687	8072	8475	8899	9121	9344	9566	9789
O & M Tech II	6368	6686	7020	7371	7740	7933	8127	8320	8514
O & M Tech I	5786	6075	6379	6698	7033	7209	7385	7561	7736
Operator in Training	5128	5385	5654	5937	6234	6389	6545	6701	6857
Lab Director	8860	9304	9769	10257	10770	11039	11308	N/A	N/A
Lab Technician II	7290	7654	8037	8439	8861	9082	9304	N/A	N/A
Lab Technician I	5997	6297	6612	6943	7290	7472	7654	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.