

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars)

Effective July 1, 2019 with COLA 4.9% Revised July 13, 2020

Per CalPERS Board Approved Resolution No 1055

STEPS	A	B	C	D	E	F *	G *	H *	I *
General Manager	22470	Salaried							
District Engineer	13458	Salaried							
Operations Superintendent	13882	Salaried							
Office Manager	8064	8468	8891	9335	9802	10047	10292	N/A	N/A
Administrative Assistant II	6965	7314	7679	8063	8466	8678	8890	N/A	N/A
Administrative Assistant I	6016	6316	6632	6964	7312	7495	7678	N/A	N/A
Associate Engineer	9939	10436	10958	11506	12081	N/A	N/A	N/A	N/A
Assistant Engineer	8358	8776	9215	9676	10159	N/A	N/A	N/A	N/A
Engineer in Training	5379	5648	5931	6227	6539	N/A	N/A	N/A	N/A
Electrical/Mechanical Maintenance Technician III	8248	8660	9093	9548	10025	10276	10526	N/A	N/A
Lead Operator	8259	8672	9106	9561	10039	10290	10541	10792	11043
O & M Tech III	7680	8064	8467	8891	9335	9568	9802	10035	10269
O & M Tech II	6680	7014	7364	7733	8119	8322	8525	8728	8931
O & M Tech I	6070	6373	6692	7026	7378	7562	7747	7931	8116
Operator in Training	5380	5649	5931	6228	6539	6703	6866	7030	7193
Lab Director	9295	9759	10247	10760	11298	11580	11863	N/A	N/A
Lab Technician II	7647	8029	8431	8852	9295	9527	9760	N/A	N/A
Lab Technician I	6291	6606	6936	7283	7647	7838	8029	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 SMCS D 8% of their total gross payroll for their portion of the required Employer Paid Member Contribution (EPMC)
4. All "PEPRA" employees pay a member contribuon equal to 50% of the total normal cost of the PERS Benefit. New Members are not eligible to receive EPMC from the District.