

## Sausalito-Marin City Sanitary District

### MONTHLY BASE SALARY SCHEDULE (in dollars)

**Effective July 1, 2020 with COLA 4.1 %  
Board Approved July 13, 2020 - Resolution No 1056**

STEPS	A	B	C	D	E	F *	G *	H *	I *
General Manager	23859	Salaried							
District Engineer	14430	Salaried							
Operations Superintendent	14451	Salaried							
Office Manager	8395	8815	9255	9718	10204	10459	10714	N/A	N/A
Administrative Assistant II	7251	7613	7994	8394	8814	9034	9254	N/A	N/A
Administrative Assistant I	6262	6575	6904	7249	7612	7802	7992	N/A	N/A
Associate Engineer	10347	10864	11407	11977	12576	N/A	N/A	N/A	N/A
Assistant Engineer	8701	9136	9593	10072	10576	N/A	N/A	N/A	N/A
Engineer in Training	5600	5880	6174	6483	6807	N/A	N/A	N/A	N/A
Electrical/Mechanical Maintenance Technician III	8586	9015	9466	9939	10436	10697	10958	N/A	N/A
Lead Operator	8598	9028	9479	9953	10451	10712	10974	11235	11496
O & M Tech III	7995	8395	8814	9255	9718	9961	10204	10447	10690
O & M Tech II	6954	7301	7666	8050	8452	8663	8875	9086	9297
O & M Tech I	6319	6634	6966	7314	7680	7872	8064	8256	8448
Operator in Training	5600	5880	6174	6483	6807	6977	7148	7318	7488
Lab Director	9676	10160	10668	11201	11761	12055	12349	N/A	N/A
Lab Technician II	7960	8358	8776	9215	9676	9918	10160	N/A	N/A
Lab Technician I	6549	6877	7220	7581	7960	8159	8358	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.