

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars)

**Effective July 1, 2021 with COLA 2.5 %
Board Approved June 7, 2021 - Resolution No 1060**

STEPS	A	B	C	D	E	F *	G *	H *	I *
General Manager	24455	Salaried							
District Engineer	14938	Salaried							
Operations Superintendent	14961	Salaried							
Office Manager	8605	9035	9487	9961	10459	10721	10982	N/A	N/A
Administrative Assistant II	7432	7804	8194	8604	9034	9260	9486	N/A	N/A
Administrative Assistant I	6419	6740	7077	7431	7802	7997	8192	N/A	N/A
Associate Engineer	10605	11135	11692	12277	12891	N/A	N/A	N/A	N/A
Assistant Engineer	8918	9364	9832	10324	10840	N/A	N/A	N/A	N/A
Engineer in Training	5740	6027	6328	6645	6977	N/A	N/A	N/A	N/A
Electrical/Mechanical Maintenance Technician III	8800	9240	9703	10188	10697	10964	11232	N/A	N/A
Lead Operator	8813	9254	9716	10202	10712	10980	11248	11516	11783
O & M Tech III	8195	8604	9035	9486	9961	10210	10459	10708	10957
O & M Tech II	7127	7484	7858	8251	8663	8880	9097	9313	9530
O & M Tech I	6477	6800	7140	7497	7872	8069	8266	8463	8659
Operator in Training	5740	6027	6329	6645	6977	7152	7326	7501	7675
Lab Director	9918	10414	10934	11481	12055	12356	12658	N/A	N/A
Lab Technician II	8159	8567	8996	9445	9918	10166	10414	N/A	N/A
Lab Technician I	6713	7048	7401	7771	8159	8363	8567	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 SMCS D 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.