

## Sausalito-Marin City Sanitary District

### MONTHLY BASE SALARY SCHEDULE (in dollars)

**Effective July 1, 2023 with COLA 6.3 % + 1% per MOU  
Board Approved June 6, 2023 - Resolution No 1089 Exhibit A**

STEPS	A	B	C	D	E	F *	G *	H *	I *
General Manager	27579	Salaried							
Office Manager/Board Sec	9704	10189	10698	11233	11795	12090	12385	N/A	N/A
Administrative Assistant II	8381	8801	9241	9703	10188	10442	10697	N/A	N/A
Administrative Assistant I	7239	7601	7981	8380	8799	9019	9239	N/A	N/A
District Engineer	17525	Salaried							
Associate Engineer	11960	12558	13186	13845	14537	N/A	N/A	N/A	N/A
Assistant Engineer	10057	10560	11088	11643	12225	N/A	N/A	N/A	N/A
Engineer in Training	6473	6797	7137	7493	7868	N/A	N/A	N/A	N/A
Project Coordinator	12365	12984	13633	14314	15030	N/A	N/A	N/A	N/A
Operations Supervisor	13621	14302	15017	15768	16556	16970	17384	17798	18212
Electrical/Mechanical Maint Tech III	9924	10421	10942	11489	12063	12365	12666	N/A	N/A
Lead Operator	9939	10436	10957	11505	12080	12382	12684	12987	13289
O & M Tech III	9241	9703	10189	10698	11233	11514	11795	12075	12356
O & M Tech II	8038	8440	8862	9305	9770	10014	10258	10503	10747
O & M Tech I	7304	7669	8052	8455	8878	9100	9322	9544	9765
Operator in Training	6473	6797	7137	7494	7869	8065	8262	8459	8655
Lab Director	11184	11744	12331	12947	13595	13935	14274	N/A	N/A
Lab Technician II	9202	9662	10145	10652	11184	11464	11744	N/A	N/A
Lab Technician I	7570	7949	8346	8763	9202	9432	9662	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.