

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars) - UNREPRESENTED EMPLOYEES ONLY

Effective July 1, 2024 with COLA 3.3 %

Board Approved August 6, 2024 - Resolution No 1100

STEPS	A	B	C	D	E	F *	G *	H *	I *
General Manager*	28489	Salaried							
Office Manager/Board Sec*	10024	10525	11052	11604	12184	12489	12794	N/A	N/A
Administrative Assistant II*	8658	9091	9545	10023	10524	10787	11050	N/A	N/A
Administrative Assistant I*	7478	7851	8244	8656	9089	9316	9543	N/A	N/A
District Engineer*	18465	Salaried							
Operations Supervisor*	14070	14774	15513	16288	17103	17530	17958	18385	18813
Lab Director*	11553	12131	12738	13375	14043	14394	14745	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.
- * Unrepresent Employees