

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars) - General Unit (OE3)

Effective July 1, 2024 with 3.3% Wage Increase Per Resolution No. 1103 dated 12/3/24

STEPS	A	B	C	D	E	F *	G *	H *	I *
Associate Engineer	12355	12972	13621	14302	15017	N/A	N/A	N/A	N/A
Assistant Engineer	10389	10908	11454	12026	12628	N/A	N/A	N/A	N/A
Engineer in Training	6687	7021	7372	7741	8128	N/A	N/A	N/A	N/A
Project Coordinator	12773	13412	14082	14786	15526	N/A	N/A	N/A	N/A
Electrical/Mechanical Maintenance Technician III	10251	10764	11302	11867	12461	12772	13084	N/A	N/A
Lead Operator	10267	10780	11319	11885	12480	12792	13104	13416	13728
O & M Tech III	9546	10023	10524	11051	11603	11893	12183	12473	12763
O & M Tech II	8303	8718	9154	9612	10093	10345	10597	10850	11102
O & M Tech I	7545	7922	8318	8734	9171	9400	9630	9859	10088
Operator in Training	6687	7021	7372	7741	8128	8331	8534	8737	8940
Lab Technician II	9506	9981	10480	11004	11554	11843	12132	N/A	N/A
Lab Technician I	7820	8211	8621	9052	9505	9743	9980	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 SMCSO 8% of their total gross payroll for their portion of the required Employer Paid Member Contribution (EPMC)