

**Sausalito-Marin City Sanitary District**

**MONTHLY BASE SALARY SCHEDULE (in dollars)**

**Effective July 1, 2025 with COLA 4 %**

**Board Approved June 3, 2025 - Exhibit A of Resolution No 1106 - Revised**

STEPS	A	B	C	D	E	F*	G*	H*	I*
General Manager	29629	Salaried							
Office Manager/Board Sec	10425	10946	11494	12068	12672	12988	13305	N/A	N/A
Administrative Assistant II	9004	9455	9927	10424	10945	11218	11492	N/A	N/A
Administrative Assistant I	7777	8166	8574	9003	9453	9689	9926	N/A	N/A
District Engineer	19588	Salaried							
Associate Engineer	12849	13492	14166	14875	15618	N/A	N/A	N/A	N/A
Assistant Engineer	10805	11345	11912	12508	13133	N/A	N/A	N/A	N/A
Engineer in Training	6954	7302	7667	8051	8453	N/A	N/A	N/A	N/A
Project Coordinator	13284	13948	14646	15378	16147	N/A	N/A	N/A	N/A
Operations Supervisor	14633	15364	16133	16939	17786	18231	18676	19142	19609
Electrical/Mechanical Maintenance Technician III	10661	11194	11754	12341	12959	13283	13606	N/A	N/A
Lead Operator	10678	11212	11772	12361	12979	13303	13628	13952	14277
O & M Tech III	9928	10424	10945	11493	12067	12369	12671	12972	13274
O & M Tech II	8635	9067	9520	9996	10496	10758	11021	11283	11546
O & M Tech I	7847	8239	8651	9084	9538	9776	10015	10253	10492
Operator in Training	6954	7302	7667	8051	8453	8665	8876	9087	9299
Lab Director	12015	12616	13247	13909	14604	14970	15335	N/A	N/A
Lab Technician II	9886	10381	10900	11445	12017	12317	12618	N/A	N/A
Lab Technician I	8133	8539	8966	9415	9885	10133	10380	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 contribuion equal to 50% of the total normal cost of the PERS Benefit. New Members are not eligible to receive EPMC from the District.