

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars)

Effective August 5 , 2025									
Board Adopted 8/5/2025 with addition of Plant Maint Position- Exhibit A of Resolution No 1109									
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
Plant Maintenance Technician	8635	9067	9520	9996	10496	10758	11021	11283	11546
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

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 SMCS D 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.