

Sausalito-Marin City Sanitary District

MONTHLY BASE SALARY SCHEDULE (in dollars)

Board Approved June 2, 2026 - Exhibit A of Resolution No 1113

STEPS	A	B	C	D	E	F *	G *	H *	I *
General Manager <small>(7/1/26 to 7/10/26)</small>	30814	Salary							
Acting General Manager/ District Engineer <small>(7/1/26 to 7/10/26)</small>	21391	Salary							
General Manager <small>(New 7/11/26)**</small>	24500	Salary							
Office Manager/Board Sec	10842	11384	11953	12551	13179	13508	13837	N/A	N/A
Administrative Assistant II	9364	9832	10324	10840	11382	11667	11951	N/A	N/A
Administrative Assistant I	8088	8492	8917	9363	9831	10077	10323	N/A	N/A
District Engineer	20372	Salary							
Associate Engineer	13363	14031	14733	15469	16243	N/A	N/A	N/A	N/A
Assistant Engineer	11237	11799	12389	13008	13659	N/A	N/A	N/A	N/A
Engineer in Training	7232	7594	7973	8372	8791	N/A	N/A	N/A	N/A
Operations Superintendent	18125	Salary							
Operations Supervisor	15218	15979	16778	17617	18498	N/A	N/A	N/A	N/A
Electrical/Mechanical Maintenance Technician III	11087	11642	12224	12835	13477	13814	14151	N/A	N/A
Lead Operator	11105	11660	12243	12856	13498	13836	14173	14511	14848
O & M Tech III	10325	10841	11383	11953	12550	12864	13178	13492	13805
O & M Tech II	8980	9429	9901	10396	10916	11189	11462	11734	12007
O & M Tech I	8161	8569	8997	9447	9920	10168	10416	10664	10912
Operator in Training	7232	7594	7973	8372	8791	9011	9230	9450	9670
Lab Director	12496	13120	13776	14465	15188	15568	15948	N/A	N/A
Lab Technician II	10281	10796	11335	11902	12497	12810	13122	N/A	N/A
Lab Technician I	8458	8881	9325	9792	10281	10538	10795	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 contribution equal to 50% of the total normal cost of the PERS Benefit. New Members are not eligible to receive EPMC from the District.
- New General Manager as of 7/11/26** does not receive automatic COLAs. Must be reviewed and approved by the Board.