

**SAUSALITO-MARIN CITY SANITARY DISTRICT**

**RESOLUTION 1119**

**A RESOLUTION APPROVING THE BASE SALARY SCHEDULE EFFECTIVE  
SEPTEMBER 1, 2026 PURSUANT TO THE CALIFORNIA CODE OF REGULATIONS,  
SUBCHAPTER 1, EMPLOYEES' RETIREMENT SYSTEM REGULATIONS SECTION  
570.5 and 571.1.**

**WHEREAS**, the Sausalito-Marín City Sanitary District has contracted with CalPERS to provide certain retirement benefits to its employees; and

**WHEREAS**, the governance of retirement benefits provided to public employees in the state of California is governed by California Government Code Title 2, Division 5, Part 3 Public Employees' Retirement System; and

**WHEREAS**, the Board of Administration of the Public Employees' Retirement System has promulgated regulations to implement requirements of the governing law; and

**WHEREAS**, the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 and 571.1 (2 CCR§ 570.5 and § 571.1) states that

"(a) For purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1, payrate shall be limited to the amount listed on a pay schedule that meets all of the following requirements:

- (1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws;
- (2) Identifies the position title for every employee position;
- (3) Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- (6) Indicates an effective date and date of any revisions;
- (7) Is retained by the employer and available for public inspection for not less than five years; and
- (8) Does not reference another document in lieu of disclosing the payrate.

**WHEREAS**, the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 571.1 (2 CCR § 571.1) states that

- (a)(4) "Pensionable compensation" is paid pursuant to a publicly available pay schedule which meets all the following criteria;

- (A) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- (B) Identifies the position title for every employee position used by the agency;
- (C) Specifies the pensionable compensation amount of each identified position, which may be stated as a single amount or as multiple amounts within a range;
- (D) Indicates the conditions for payment of the item of pensionable compensation, including, but not limited to, eligibility for, and amount of each component of pay;
- (E) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- (F) Indicates an effective date and date of any revisions;
- (G) Is retained by the employer and available for public inspection for not less than five years; and
- (H) Does not reference another document in lieu of disclosing the item of pensionable compensation other than those outlined in Government Code section 20049.

**THEREFORE, BE IT RESOLVED** that the Board of Directors of the Sausalito-Marín City Sanitary District does hereby adopt Resolution 1119 Approving the Base Salary Schedule Effective September 1, 2026, which the addition of the Collections and Maintenance Technician Position and is attached as Exhibit A by reference, in accordance with the requirements of the California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 and 571.1 (2 CCR § 570.5 and §571.1).

I certify that the foregoing Resolution was duly and regularly adopted by the Board of Directors of the Sausalito-Marín City Sanitary District, Marin County, California, at a meeting held on September 1, 2026 by the following vote:

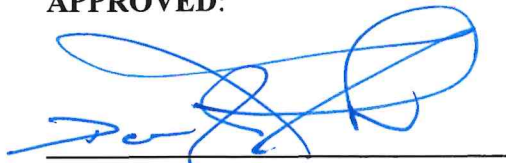
**AYES**, and in favor thereof, Directors: McKibben, Rheiner, Rycerksi & Thornton

**NOES**, Directors:

**ABSTAIN**, Directors:

**ABSENT**, Directors:

**APPROVED:**

  
\_\_\_\_\_  
Dan Rheiner, Board President



  
\_\_\_\_\_  
Catherine A. Bondanza, Board Secretary

**Sausalito-Marin City Sanitary District**

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

**9.1.2026 Revise New Position**

**Board Approved 9/1/2026 - Exhibit A Reso 1119**

| STEPS                                                            | A     | B      | C     | D     | E     | F *   | G *   | H *   | I *   |
|------------------------------------------------------------------|-------|--------|-------|-------|-------|-------|-------|-------|-------|
| General Manager (7/1/26 to 7/10/26)                              | 30814 | Salary |       |       |       |       |       |       |       |
| Acting General Manager/<br>District Engineer (7/1/26 to 7/10/26) | 21391 | Salary |       |       |       |       |       |       |       |
| General Manager (New 7/1/26)**                                   | 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<br>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  |
| Plant Maintenance Technician                                     | 8980  | 9429   | 9901  | 10396 | 10916 | 11462 | 12035 | 12636 | 13268 |
| Collections & Maintenance Technician                             | 9901  | 10396  | 10916 | 11462 | 12035 | 0     | 0     | 0     | 0     |
| 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 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.