

## Sausalito-Marin City Sanitary District

### MONTHLY BASE SALARY SCHEDULE (in dollars) - General Unit (OE3) Effective July 1, 2018 for COLA Increase per Resolution No. 1035

STEPS	A	B	C	D	E	F *	G *	H *	I *
Associate Engineer	9475	9949	10446	10968	11517	N/A	N/A	N/A	N/A
Assistant Engineer	7968	8366	8784	9224	9685	N/A	N/A	N/A	N/A
Engineer in Training	5128	5385	5654	5936	6233	N/A	N/A	N/A	N/A
Electrical/Mechanical Maintenance Technician III	7862	8256	8668	9102	9557	9796	10035	N/A	N/A
Lead Operator	7874	8267	8681	9115	9570	9810	10049	10288	10527
O & M Tech III	7321	7687	8072	8475	8899	9121	9344	9566	9789
O & M Tech II	6368	6686	7020	7371	7740	7933	8127	8320	8514
O & M Tech I	5786	6075	6379	6698	7033	7209	7385	7561	7736
Operator in Training	5128	5385	5654	5937	6234	6389	6545	6701	6857
Lab Technician II	7290	7654	8037	8439	8861	9082	9304	N/A	N/A
Lab Technician I	5997	6297	6612	6943	7290	7472	7654	N/A	N/A

1. Per Board approval of the Certification Incentive Program on April 4, 2011. 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 certificate:
  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.