

CENTRAL MARIN SANITATION AGENCY  
SALARY SCHEDULE BIWEEKLY RATE (80 HOURS)  
Effective September 14, 2022

Position	(U)rep (R)ep	Biweekly A1	Biweekly B2	Biweekly C3	Biweekly D4	Biweekly E5
General Manager	U	11,812.58	-	-	-	-
Administrative Services Manager	U	7,656.75	8,039.60	8,441.58	8,863.71	9,306.85
Administrative Specialist III	U	4,726.60	4,962.89	-	-	-
Administrative Specialist II	U	4,287.11	4,501.48	-	-	-
Administrative Specialist I	U	3,888.61	4,082.99	-	-	-
Senior Accountant / Analyst	U	4,704.50	4,939.79	5,186.75	5,446.14	5,718.38
Personnel & Accounting Technician	U	3,412.99	3,583.68	3,762.79	3,951.00	4,148.48
Information System Administrator	U	6,096.77	6,401.59	6,721.65	7,057.76	7,410.62
Information System Analyst	R	4,864.27	5,107.45	5,362.90	5,631.02	5,912.59
Safety Manager	U	5,213.38	5,473.94	5,747.70	6,035.06	6,336.79
Senior Safety Specialist	U	4,503.83	4,729.03	4,965.49	5,213.80	5,474.36
Safety Specialist	U	3,890.12	4,084.67	4,288.87	4,503.32	4,728.53
Technical Services Manager	U	7,847.07	8,239.56	8,651.49	9,084.06	9,538.23
Senior Engineer	U	6,307.34	6,622.75	6,953.81	7,301.57	7,666.57
Associate Engineer	U	5,295.33	5,560.06	5,838.09	6,130.02	6,436.53
Assistant Engineer	R	4,537.03	4,763.83	5,002.05	5,252.20	5,514.79
Regulatory Compliance Manager	U	6,804.76	7,145.04	7,502.21	7,877.35	8,271.23
Environmental Laboratory Administrator	R	4,864.86	5,108.04	5,363.48	5,631.70	5,913.26
Environmental Services Analyst II	R	4,818.70	5,059.67	5,312.57	-	-
Environmental Services Analyst I	R	4,162.55	4,370.77	4,589.22	-	-
Laboratory Analyst II	R	4,864.86	5,108.12	5,363.57	5,631.02	5,912.59
Laboratory Analyst I	R	3,976.56	4,175.39	4,384.21	4,603.45	4,833.53
Treatment Plant Manager	U	7,648.03	8,030.48	8,432.00	8,853.60	9,296.28
Operations Supervisor	U	5,482.84	5,756.98	6,044.89	6,347.09	6,664.46
Assistant Operations Supervisor	U	5,587.99	5,867.39	6,160.64	-	-
Lead Operator	R	5,211.09	5,471.63	-	-	-
Operator III	R	4,726.60	4,962.92	-	-	-
Operator II	R	4,287.23	4,501.55	-	-	-
Operator I	R	3,888.59	4,082.97	-	-	-
Operator in Training	R	2,955.29	3,103.09	3,258.28	-	-
Maintenance Supervisor	U	5,332.32	5,697.51	5,982.39	6,281.51	6,481.36
Assistant Maintenance Supervisor	U	5,078.30	5,332.24	5,598.77	5,878.82	6,172.74
Maintenance Lead Worker	R	5,167.77	5,426.20	-	-	-
Lead Mechanical Technician	R	5,167.77	5,426.20	-	-	-
Mechanical Technician III	R	4,687.33	4,921.74	-	-	-
Mechanical Technician II	R	4,251.50	4,464.20	-	-	-
Mechanical Technician I	R	3,856.23	4,049.16	-	-	-
Mechanical Technician Trainee	R	2,875.65	3,019.37	3,170.47	-	-
Utility Worker	R	3,173.60	3,332.28	3,498.85	3,673.74	3,857.45
Institutional Utility Laborer	R	2,181.31	2,290.34	2,404.84	2,525.04	2,651.29
Electrical Instrumentation Tech III	R	4,790.28	5,029.80	-	-	-
Electrical Instrumentation Tech II	R	4,344.82	4,562.16	-	-	-
Electrical Instrumentation Tech I	R	3,940.94	4,138.03	-	-	-
Electrical Instrumentation Tech Trainee	R	2,852.50	2,995.11	3,144.81	-	-
Internship salary range DOQ (min - max)		16.28	23.86			

U = Unrepresented Positions

R = Represented Positions, SEIU Local 1021