

CENTRAL MARIN SANITATION AGENCY  
SALARY SCHEDULE BIWEEKLY RATE (80 HOURS)  
Effective June 21, 2026

Position	(U)rep (R)ep	Biweekly A1	Biweekly B2	Biweekly C3	Biweekly D4	Biweekly E5	Biweekly F5
General Manager	U	13,759.36	-	-	-	-	-
Administrative Services Manager	U	8,709.68	9,145.04	9,602.24	10,082.40	10,586.56	-
Administrative Specialist	U	4,423.28	4,644.40	4,876.64	5,120.40	5,376.48	5,645.28
Senior Accountant / Analyst	U	5,351.36	5,618.96	5,899.92	6,194.96	6,504.72	-
Accountant	U	4,650.24	4,882.72	5,126.88	5,383.20	5,652.40	-
Accounting Technician	U	3,882.24	4,076.48	4,280.16	4,494.16	4,718.96	-
Information System Administrator	U	6,934.96	7,281.76	7,645.92	8,028.24	8,429.60	-
Safety Manager	U	5,930.24	6,226.64	6,537.92	6,864.96	7,208.08	-
Technical Services Manager/Assistant General Manager	U	9,742.16	10,229.36	10,740.80	11,277.84	11,841.68	-
Senior Engineer	U	7,321.52	7,687.60	8,072.00	8,475.52	8,899.36	-
Associate Engineer	U	6,023.52	6,324.56	6,640.72	6,972.88	7,321.52	-
Assistant Engineer	R	5,160.88	5,418.88	5,689.92	5,974.32	6,273.04	-
Regulatory Compliance Manager	U	7,740.48	8,127.28	8,533.84	8,960.40	9,408.56	-
Lead Environmental Services Analyst	R	6,995.60	7,345.36	-	-	-	-
Environmental Services Analyst II	R	5,481.28	5,755.44	6,043.12	6,345.28	6,662.48	-
Environmental Services Analyst I	R	4,734.88	4,971.76	5,220.24	-	-	-
Laboratory Analyst II	R	5,533.68	5,810.48	6,101.12	6,406.16	6,726.40	-
Laboratory Analyst I	R	4,523.36	4,749.60	4,986.96	5,236.32	5,498.16	-
Treatment Plant Manager	U	8,699.68	9,134.72	9,591.44	10,070.96	10,574.56	-
Operations Supervisor	U	6,236.72	6,548.64	6,876.00	7,219.84	7,580.88	-
Assistant Operations Supervisor	U	6,356.32	6,673.92	7,007.68	-	-	-
Lead Operator	R	5,927.52	6,223.92	-	-	-	-
Operator III	R	5,376.56	5,645.36	-	-	-	-
Operator II	R	4,876.72	5,120.40	-	-	-	-
Operator I	R	4,423.28	4,644.56	-	-	-	-
Operator in Training	R	3,361.76	3,529.84	3,706.32	-	-	-
Maintenance Supervisor	U	6,065.36	6,480.96	6,804.96	7,145.20	7,372.56	-
Assistant Maintenance Supervisor	U	5,776.64	6,065.36	6,368.64	6,687.20	7,021.52	-
Lead Mechanical Technician	R	5,878.40	6,172.32	-	-	-	-
Mechanical Technician III	R	5,331.92	5,598.48	-	-	-	-
Mechanical Technician II	R	4,836.32	5,077.92	-	-	-	-
Mechanical Technician I	R	4,386.56	4,605.92	-	-	-	-
Mechanical Technician Trainee	R	3,271.12	3,434.56	3,606.32	-	-	-
Utility Worker	R	3,609.84	3,790.40	3,979.84	4,178.88	4,387.84	-
Institutional Utility Laborer	R	2,481.20	2,605.20	2,735.52	2,872.16	3,015.84	-
Electrical Instrumentation Tech III	R	5,448.96	5,721.28	-	-	-	-
Electrical Instrumentation Tech II	R	4,942.32	5,189.36	-	-	-	-
Electrical Instrumentation Tech I	R	4,482.80	4,706.96	-	-	-	-
Electrical Instrumentation Tech Trainee	R	3,244.72	3,407.04	3,577.28	-	-	-
Internship salary range DOQ (min - max)	U	18.52	27.13	-	-	-	-

U = Unrepresented Positions  
R = Represented Positions, SEIU Local 1021

