

CENTRAL MARIN SANITATION AGENCY
SALARY SCHEDULE BIWEEKLY RATE (80 HOURS)
Effective June 22, 2025

Position	(U)rep (R)ep	Biweekly A1	Biweekly B2	Biweekly C3	Biweekly D4	Biweekly E5
General Manager	U	13,466.08	-	-	-	-
Administrative Services Manager	U	8,524.00	8,950.08	9,397.60	9,867.52	10,360.88
Administrative Specialist III	U	5,261.84	5,524.96	-	-	-
Administrative Specialist II	U	4,772.72	5,011.28	-	-	-
Administrative Specialist I	U	4,328.96	4,545.44	-	-	-
Senior Accountant / Analyst	U	5,237.28	5,499.20	5,774.16	6,062.88	6,366.08
Accounting Technician	U	3,799.52	3,989.60	4,188.96	4,398.40	4,618.40
Information System Administrator	U	6,787.12	7,126.56	7,482.96	7,857.12	8,249.92
Information System Analyst	R	5,415.12	5,685.84	5,970.32	6,268.64	6,582.16
Safety Manager	U	5,803.84	6,093.92	6,398.56	6,718.64	7,054.40
Senior Safety Specialist	U	5,013.84	5,264.56	5,527.76	5,804.24	6,094.32
Safety Specialist	U	4,330.64	4,547.28	4,774.56	5,013.36	5,264.00
Technical Services Manager/Assistant General Manager	U	9,534.48	10,011.28	10,511.84	11,037.44	11,589.28
Senior Engineer	U	7,165.44	7,523.76	7,899.92	8,294.88	8,709.68
Associate Engineer	U	5,895.12	6,189.76	6,499.20	6,824.24	7,165.44
Assistant Engineer	R	5,050.88	5,303.36	5,568.64	5,846.96	6,139.36
Regulatory Compliance Manager	U	7,575.52	7,954.08	8,351.92	8,769.44	9,208.00
Environmental Services Analyst II	R	5,364.48	5,632.72	5,914.32	6,210.00	6,520.48
Environmental Services Analyst I	R	4,633.92	4,865.76	5,108.96	-	-
Laboratory Analyst II	R	5,415.76	5,686.64	5,971.04	6,269.60	6,583.04
Laboratory Analyst I	R	4,426.96	4,648.32	4,880.64	5,124.72	5,380.96
Treatment Plant Manager	U	8,514.24	8,940.00	9,386.96	9,856.32	10,349.12
Operations Supervisor	U	6,103.76	6,409.04	6,729.44	7,065.92	7,419.28
Assistant Operations Supervisor	U	6,220.80	6,531.68	6,858.32	-	-
Lead Operator	R	5,801.20	6,091.28	-	-	-
Operator III	R	5,261.92	5,525.04	-	-	-
Operator II	R	4,772.80	5,011.28	-	-	-
Operator I	R	4,328.96	4,545.52	-	-	-
Operator in Training	R	3,290.08	3,454.56	3,627.28	-	-
Maintenance Supervisor	U	5,936.08	6,342.80	6,659.92	6,992.88	7,215.44
Assistant Maintenance Supervisor	U	5,653.52	5,936.08	6,232.88	6,544.64	6,871.84
Lead Mechanical Technician	R	5,753.12	6,040.72	-	-	-
Mechanical Technician III	R	5,218.24	5,479.12	-	-	-
Mechanical Technician II	R	4,733.20	4,969.68	-	-	-
Mechanical Technician I	R	4,293.04	4,507.76	-	-	-
Mechanical Technician Trainee	R	3,201.36	3,361.36	3,529.44	-	-
Utility Worker	R	3,532.88	3,709.60	3,895.04	4,089.84	4,294.32
Institutional Utility Laborer	R	2,428.32	2,549.68	2,677.20	2,810.96	2,951.52
Electrical Instrumentation Tech III	R	5,332.80	5,599.36	-	-	-
Electrical Instrumentation Tech II	R	4,836.96	5,078.72	-	-	-
Electrical Instrumentation Tech I	R	4,387.28	4,606.64	-	-	-
Electrical Instrumentation Tech Trainee	R	3,175.52	3,334.40	3,501.04	-	-
Internship salary range DOQ (min - max)	R	18.12	26.55	-	-	-

U = Unrepresented Positions

R = Represented Positions, SEIU Local 1021

Note: Bi-weekly means 26 pay periods.