NOVATO SANITARY DISTRICT

POSITION SALARY RANGES

SALARY SCHEDULES

SPECIAL DUTY RATES

FY 2025-2026

Approved by District Board of Directors: 06/25/25, 7/14/25 Effective: 06/01/2025, 07/01/2025

TABLE I

NOVATO SANITARY DISTRICT POSITION SALARY RANGES

FY 2025-2026

Approved by District Board of Directors: 06/25/25, 7/14/25

Effective: 06/01/2025, 07/01/2025

		Salary	Monthly	Monthly	Monthly	Monthly	Monthly
Job Title	Class	Range	Step A	Step B	Step C	Step D	Step E
Admin. Services Analyst II	MC	MC109.5	9,534	10,010	10,511	11,037	11,588
Admin. Services Tech	MC	MC104	7,288	7,652	8,035	8,436	8,858
Administrative Secretary	MC	MC106	8,035	8,436	8,858	9,301	9,766
Capital Projects Manager	MC	MC115	12,465	13,088	13,742	14,429	15,151
Collection System Lead Worker	R	47	10,255	10,767	11,306	11,871	12,465
Collection System Worker I	R	38.5	6,775	7,114	7,470	7,843	8,236
Collection System Worker II	R	40.5	7,470	7,843	8,236	8,647	9,080
Collections System Superintendent	MC	MC115	12,465	13,088	13,742	14,429	15,151
Construction Inspector I	R	41.5	7,843	8,236	8,647	9,080	9,534
Deputy General Manager	MC	MC122.5	17,977	18,876	19,820	20,811	21,852
Electrical/Instrumentation Tech	R	46.5	10,010	10,511	11,037	11,588	12,168
Electrician - p/t	R		hourly rate \$70).96	
Environmental Programs Manager	MC	MC115	12,465 13,088 13,742 14		14,429	15,151	
Field Services Manager	MC	MC119	15,151	15,908	16,704	17,539	18,416
Finance Manager	MC	MC117	13,742	14,429	15,151	15,908	16,704
Interim Finance Manager	MC	MC117	hourly rate \$91			.78	
General Counsel/Admin Services Manager	MC	MC121	16,704	17,539	18,416	19,337	20,303
General Manager-Chief Engineer	MC		by contract			\$27,780	
Information Systems Specialist II	R	43.5	8,647	9,080	9,534	10,010	10,511
Information Tech & Security Officer		MC116.5	13,415	14,086	14,790	15,529	16,306
Project Manager - p/t	MC	MC119	hourly rate \$10			3.25	
Staff Engineer	R	47	10,255 10,767 11,306 11,871		11,871	12,465	

MC = Management/Confidential Employees (Unrepresented)

R = Represented Employees, Teamsters Local 315

p/t = Part Time, max 0.46 FTE

Board member compensation:

Remains at \$225/meeting. If more than one meeting/day, then \$225 for entire day.

TABLE II

SCHEDULE OF SALARY RANGES MANAGEMENT AND CONFIDENTIAL EMPLOYEES

Approved by District Board of Directors: 06/25/25, 7/14/25 Effective: 06/01/2025, 07/01/2025

Salary				,			
Range No.	Step A	Step B	Step C	Step D	Step E	Hourly Equiv. Of Step A*	Step E*
MC100	5,995.65	6,295	6,610	6,941	7,288	34.59	42.05
MC100.5	6,146	6,453	6,775	7,114	7,470	35.46	43.10
MC101	6,295	6,610	6,941	7,288	7,652	36.32	44.15
MC101.5	6,453	6,775	7,114	7,470	7,843	37.23	45.25
MC102	6,610	6,941	7,288	7,652	8,035	38.14	46.36
MC102.5	6,775	7,114	7,470	7,843	8,236	39.09	47.51
MC103	6,941	7,288	7,652	8,035	8,436	40.04	48.67
MC103.5	7,114	7,470	7,843	8,236	8,647	41.04	49.89
MC104	7,288	7,652	8,035	8,436	8,858	42.05	51.11
MC104.5	7,470	7,843	8,236	8,647	9,080	43.10	52.38
MC105	7,652	8,035	8,436	8,858	9,301	44.15	53.66
MC105.5	7,843	8,236	8,647	9,080	9,534	45.25	55.00
MC106	8,035	8,436	8,858	9,301	9,766	46.36	56.35
MC106.5	8,236	8,647	9,080	9,534	10,010	47.51	57.75
MC107	8,436	8,858	9,301	9,766	10,255	48.67	59.16
MC107.5	8,647	9,080	9,534	10,010	10,511	49.89	60.64
MC108	8,858	9,301	9,766	10,255	10,767	51.11	62.12
MC108.5	9,080	9,534	10,010	10,511	11,037	52.38	63.67
MC109	9,301	9,766	10,255	10,767	11,306	53.66	65.23
MC109.5	9,534	10,010	10,511	11,037	11,588	55.00	66.86
MC110	9,766	10,255	10,767	11,306	11,871	56.35	68.49
MC110.5	10,010	10,511	11,037	11,588	12,168	57.75	70.20
MC111	10,255	10,767	11,306	11,871	12,465	59.16	71.91
MC111.5	10,511	11,037	11,588	12,168	12,776	60.64	73.71
MC112	10,767	11,306	11,871	12,465	13,088	62.12	75.51
MC112.5	11,037	11,588	12,168	12,776	13,415	63.67	77.40
MC113	11,306	11,871	12,465	13,088	13,742	65.23	79.28
MC113.5	11,588	12,168	12,776	13,415	14,086	66.86	81.27
MC114	11,871	12,465	13,088	13,742	14,429	68.49	83.25
MC114.5	12,168	12,776	13,415	14,086	14,790	70.20	85.33
MC115	12,465	13,088	13,742	14,429	15,151	71.91	87.41
MC115.5	12,776	13,415	14,086	14,790	15,529	73.71	89.59
MC116	13,088	13,742	14,429	15,151	15,908	75.51	91.78
MC116.5	13,415	14,086	14,790	15,529	16,306	77.40	94.07
MC117	13,742	14,429	15,151	15,908	16,704	79.28	96.37
MC117.5	14,086	14,790	15,529	16,306	17,121	81.27	98.78
MC118	14,429	15,151	15,908	16,704	17,539	83.25	101.19
MC118.5	14,790	15,529	16,306	17,121	17,977	85.33	103.72
MC119	15,151 15,520	15,908	16,704	17,539	18,416	87.41	106.25
MC119.5	15,529	16,306	17,121	17,977	18,876	89.59	108.90
MC120 MC120 5	15,908	16,704	17,539	18,416	19,337	91.78	111.56
MC120.5 MC121	16,306	17,121	17,977	18,876	19,820	94.07	114.35
	16,704	17,539	18,416	19,337	20,303	96.37	117.14
MC121.5 MC122	17,121 17,539	17,977	18,876	19,820	20,811	98.78	120.07
MC122 MC122.5	17,539 17,977	18,416 18,876	19,337	20,303	21,319	101.19	122.99
MC122.5 MC123		18,876 10,337	19,820	20,811	21,852	103.72	126.07
MC123 MC123.5	18,416 18,876	19,337	20,303	21,319	22,384	106.25	129.14
1010123.0	18,876	19,820	20,811	21,852	22,944	108.90	132.37

^{*}Computed on the basis of 173.33 hours average per month.

SCHEDULE OF SALARY RANGES REPRESENTED EMPLOYEES

Approved by District Board of Directors: 06/25/25, 7/14/25

Effective: 06/01/2025, 07/01/2025

Salary						Hourly Equity Of	Hourly Equity Of
Range No.	Step A	Step B	Step C	Step D	Step E	Step A*	Hourly Equiv. Of Step E*
36	5,995.65	6,295	6,610	6,941	7,288	34.59	42.05
36.5	6,146	6,453	6,775	7,114	7,470	35.46	43.10
37	6,295	6,610	6,941	7,288	7,652	36.32	44.15
37.5	6,453	6,775	7,114	7,470	7,843	37.23	45.25
38	6,610	6,941	7,288	7,652	8,035	38.14	46.36
38.5	6,775	7,114	7,470	7,843	8,236	39.09	47.51
39	6,941	7,288	7,652	8,035	8,436	40.04	48.67
39.5	7,114	7,470	7,843	8,236	8,647	41.04	49.89
40	7,288	7,652	8,035	8,436	8,858	42.05	51.11
40.5	7,470	7,843	8,236	8,647	9,080	43.10	52.38
41	7,652	8,035	8,436	8,858	9,301	44.15	53.66
41.5	7,843	8,236	8,647	9,080	9,534	45.25	55.00
42	8,035	8,436	8,858	9,301	9,766	46.36	56.35
42.5	8,236	8,647	9,080	9,534	10,010	47.51	57.75
43	8,436	8,858	9,301	9,766	10,255	48.67	59.16
43.5	8,647	9,080	9,534	10,010	10,511	49.89	60.64
44	8,858	9,301	9,766	10,255	10,767	51.11	62.12
44.5	9,080	9,534	10,010	10,511	11,037	52.38	63.67
45	9,301	9,766	10,255	10,767	11,306	53.66	65.23
45.5	9,534	10,010	10,511	11,037	11,588	55.00	66.86
46	9,766	10,255	10,767	11,306	11,871	56.35	68.49
46.5	10,010	10,511	11,037	11,588	12,168	57.75	70.20
47	10,255	10,767	11,306	11,871	12,465	59.16	71.91
47.5	10,511	11,037	11,588	12,168	12,776	60.64	73.71
48 49 5	10,767	11,306	11,871	12,465	13,088	62.12	75.51
48.5	11,037	11,588	12,168	12,776	13,415	63.67	77.40
49 49.5	11,306	11,871	12,465	13,088	13,742	65.23	79.28
50	11,588 11,871	12,168	12,776	13,415	14,086	66.86	81.27
50.5	12,168	12,465 12,776	13,088	13,742	14,429 14,790	68.49	83.25
51	12,166	13,088	13,415 13,742	14,086	•	70.20	85.33
51.5	12,403	13,415	14,086	14,429 14,790	15,151 15,529	71.91 73.71	87.41 89.59
52	13,088	13,742	14,429	15,151	15,908	75.71 75.51	91.78
52.5	13,415	14,086	14,790	15,131	16,306	77.40	94.07
53	13,742	14,429	15,151	15,908	16,704	79.28	96.37
53.5	14,086	14,790	15,529	16,306	17,121	81.27	98.78
54	14,429	15,151	15,908	16,704	17,539	83.25	101.19
54.5	14,790	15,529	16,306	17,121	17,977	85.33	103.72
55	15,151	15,908	16,704	17,539	18,416	87.41	106.25
55.5	15,529	16,306	17,121	17,933	18,876	89.59	108.90
56	15,908	16,704	17,539	18,416	19,337	91.78	111.56
56.5	16,306	17,121	17,977	18,876	19,820	94.07	114.35
57	16,704	17,539	18,416	19,337	20,303	96.37	117.14
57.5	17,121	17,977	18,876	19,820	20,811	98.78	120.07
58	17,539	18,416	19,337	20,303	21,319	101.19	122.99

^{*}Computed on the basis of 173.33 hours average per month.

TABLE IV

RATES OF PAY FOR SPECIAL DUTIES

Approved by District Board of Directors: 06/25/25, 7/14/25 Effective: 06/01/2025, 07/01/2025

<u>l.</u>	GENERAL	
authorized by	ne District Personnel Rules and Regulations, payment may be allowed when specifically be General Manager-Chief Engineer, for performance of certain special duties. The special dution to the rates of pay for regular duties as provided in the salary plan.	
11.	STAND-BY DUTY PAY	
For stand-by oper day.	y during non-working hours on weekday, weekends and holidays, the rate shall be \$94.	00
III.	OVERTIME PAY	
All authorized regular hourly	ertime work is compensated by payment of one and one-half times the employee's lary.	
IV.	PREMIUM PAY	
assigned with employee acti	Out Pay (for approved work required outside of the employee's regular work hours that as than 12 hours advance notice) and Recording Secretary Pay (for a non-exempt Distros Recording Secretary and taking minutes at District Board meetings) shall be paid at fitmes the regular hourly salary, with a minimum of two hours allowed per occurrence.	ict

Remote Response to Alarm or Event shall be paid at one and one-half times the regular salary with a minimum of 0.5 hours.