NOVATO SANITARY DISTRICT

POSITION SALARY RANGES

SALARY SCHEDULES

SPECIAL DUTY RATES

FY 2026-2027

Approved by District Board of Directors: 06/08/26
Effective: 07/01/2026

TABLE I

NOVATO SANITARY DISTRICT

POSITION SALARY RANGES

FY 2026-2027

Approved by District Board of Directors: 06/08/26

Effective: 07/01/2026

Job Title	Class	Salary Range	Monthly Step A	Monthly Step B	Monthly Step C	Monthly Step D	Monthly Step E
Admin. Services Analyst II	MC	MC109.5	9,896	10,391	10,910	11,456	12,029
Admin. Services Tech	MC	MC104	7,565	7,943	8,340	8,757	9,195
Capital Projects Manager	MC	MC115	12,938	13,585	14,264	14,978	15,726
Collection System Lead Worker	R	47	10,644	11,176	11,735	12,322	12,938
Collection System Worker I	R	38.5	7,033	7,385	7,754	8,141	8,549
Collection System Worker II	R	40.5	7,754	8,141	8,549	8,976	9,425
Collections System Superintendent	MC	MC115	12,938	13,585	14,264	14,978	15,726
Construction Inspector I	R	41.5	8,141	8,549	8,976	9,425	9,896
Construction Inspector II **	R	44.5	9,425	9,896	10,391	10,910	11,456
Deputy General Manager	MC	MC122.5	18,660	19,593	20,573	21,602	22,682
Electrical/Instrumentation Tech	R	46.5	10,391	10,910	11,456	12,029	12,630
Electrician - p/t	R		hourly rate				$73.66
Environmental Programs Manager	MC	MC115	12,938	13,585	14,264	14,978	15,726
Field Services Manager	MC	MC119	15,726	16,513	17,338	18,205	19,116
Finance Manager	MC	MC117	14,264	14,978	15,726	16,513	17,338
Financial Services Analyst**	MC	MC117	hourly rate				$95.27
General Counsel/Admin Services Manager	MC	MC121	17,338	18,205	19,116	20,071	21,075
General Manager-Chief Engineer	MC		by contract				$28,836
Information Systems Specialist II	R	43.5	8,976	9,425	9,896	10,391	10,910
Information Tech & Security Officer	MC	MC116.5	13,925	14,621	15,352	16,120	16,926
Project Manager - p/t	MC	MC119	hourly rate				$100.03
Staff Engineer	R	47	10,644	11,176	11,735	12,322	12,938

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: 06/08/26
Effective: 07/01/2026

Salary Range No.	Step A	Step B	Step C	Step D	Step E	Hourly Equiv. Of Step A*	Hourly Equiv. Of Step E*
MC100	6,223.48	6,535	6,861	7,204	7,565	35.91	43.64
MC100.5	6,379	6,698	7,033	7,385	7,754	36.80	44.73
MC101	6,535	6,861	7,204	7,565	7,943	37.70	45.83
MC101.5	6,698	7,033	7,385	7,754	8,141	38.64	46.97
MC102	6,861	7,204	7,565	7,943	8,340	39.59	48.12
MC102.5	7,033	7,385	7,754	8,141	8,549	40.58	49.32
MC103	7,204	7,565	7,943	8,340	8,757	41.57	50.52
MC103.5	7,385	7,754	8,141	8,549	8,976	42.60	51.79
MC104	7,565	7,943	8,340	8,757	9,195	43.64	53.05
MC104.5	7,754	8,141	8,549	8,976	9,425	44.73	54.37
MC105	7,943	8,340	8,757	9,195	9,655	45.83	55.70
MC105.5	8,141	8,549	8,976	9,425	9,896	46.97	57.09
MC106	8,340	8,757	9,195	9,655	10,137	48.12	58.49
MC106.5	8,549	8,976	9,425	9,896	10,391	49.32	59.95
MC107	8,757	9,195	9,655	10,137	10,644	50.52	61.41
MC107.5	8,976	9,425	9,896	10,391	10,910	51.79	62.95
MC108	9,195	9,655	10,137	10,644	11,176	53.05	64.48
MC108.5	9,425	9,896	10,391	10,910	11,456	54.37	66.09
MC109	9,655	10,137	10,644	11,176	11,735	55.70	67.71
MC109.5	9,896	10,391	10,910	11,456	12,029	57.09	69.40
MC110	10,137	10,644	11,176	11,735	12,322	58.49	71.09
MC110.5	10,391	10,910	11,456	12,029	12,630	59.95	72.87
MC111	10,644	11,176	11,735	12,322	12,938	61.41	74.64
MC111.5	10,910	11,456	12,029	12,630	13,262	62.95	76.51
MC112	11,176	11,735	12,322	12,938	13,585	64.48	78.38
MC112.5	11,456	12,029	12,630	13,262	13,925	66.09	80.34
MC113	11,735	12,322	12,938	13,585	14,264	67.71	82.30
MC113.5	12,029	12,630	13,262	13,925	14,621	69.40	84.35
MC114	12,322	12,938	13,585	14,264	14,978	71.09	86.41
MC114.5	12,630	13,262	13,925	14,621	15,352	72.87	88.57
MC115	12,938	13,585	14,264	14,978	15,726	74.64	90.73
MC115.5	13,262	13,925	14,621	15,352	16,120	76.51	93.00
MC116	13,585	14,264	14,978	15,726	16,513	78.38	95.27
MC116.5	13,925	14,621	15,352	16,120	16,926	80.34	97.65
MC117	14,264	14,978	15,726	16,513	17,338	82.30	100.03
MC117.5	14,621	15,352	16,120	16,926	17,772	84.35	102.53
MC118	14,978	15,726	16,513	17,338	18,205	86.41	105.03
MC118.5	15,352	16,120	16,926	17,772	18,660	88.57	107.66
MC119	15,726	16,513	17,338	18,205	19,116	90.73	110.28
MC119.5	16,120	16,926	17,772	18,660	19,593	93.00	113.04
MC120	16,513	17,338	18,205	19,116	20,071	95.27	115.80
MC120.5	16,926	17,772	18,660	19,593	20,573	97.65	118.69
MC121	17,338	18,205	19,116	20,071	21,075	100.03	121.59
MC121.5	17,772	18,660	19,593	20,573	21,602	102.53	124.63
MC122	18,205	19,116	20,071	21,075	22,129	105.03	127.67
MC122.5	18,660	19,593	20,573	21,602	22,682	107.66	130.86
MC123	19,116	20,071	21,075	22,129	23,235	110.28	134.05
MC123.5	19,593	20,573	21,602	22,682	23,816	113.04	137.40

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

TABLE III

SCHEDULE OF SALARY RANGES
REPRESENTED EMPLOYEES
Approved by District Board of Directors: 06/08/26
Effective: 07/01/2026

Salary Range No.	Step A	Step B	Step C	Step D	Step E	Hourly Equiv. Of Step A*	Hourly Equiv. Of Step E*
36	6,223.48	6,535	6,861	7,204	7,565	35.91	43.64
36.5	6,379	6,698	7,033	7,385	7,754	36.80	44.73
37	6,535	6,861	7,204	7,565	7,943	37.70	45.83
37.5	6,698	7,033	7,385	7,754	8,141	38.64	46.97
38	6,861	7,204	7,565	7,943	8,340	39.59	48.12
38.5	7,033	7,385	7,754	8,141	8,549	40.58	49.32
39	7,204	7,565	7,943	8,340	8,757	41.57	50.52
39.5	7,385	7,754	8,141	8,549	8,976	42.60	51.79
40	7,565	7,943	8,340	8,757	9,195	43.64	53.05
40.5	7,754	8,141	8,549	8,976	9,425	44.73	54.37
41	7,943	8,340	8,757	9,195	9,655	45.83	55.70
41.5	8,141	8,549	8,976	9,425	9,896	46.97	57.09
42	8,340	8,757	9,195	9,655	10,137	48.12	58.49
42.5	8,549	8,976	9,425	9,896	10,391	49.32	59.95
43	8,757	9,195	9,655	10,137	10,644	50.52	61.41
43.5	8,976	9,425	9,896	10,391	10,910	51.79	62.95
44	9,195	9,655	10,137	10,644	11,176	53.05	64.48
44.5	9,425	9,896	10,391	10,910	11,456	54.37	66.09
45	9,655	10,137	10,644	11,176	11,735	55.70	67.71
45.5	9,896	10,391	10,910	11,456	12,029	57.09	69.40
46	10,137	10,644	11,176	11,735	12,322	58.49	71.09
46.5	10,391	10,910	11,456	12,029	12,630	59.95	72.87
47	10,644	11,176	11,735	12,322	12,938	61.41	74.64
47.5	10,910	11,456	12,029	12,630	13,262	62.95	76.51
48	11,176	11,735	12,322	12,938	13,585	64.48	78.38
48.5	11,456	12,029	12,630	13,262	13,925	66.09	80.34
49	11,735	12,322	12,938	13,585	14,264	67.71	82.30
49.5	12,029	12,630	13,262	13,925	14,621	69.40	84.35
50	12,322	12,938	13,585	14,264	14,978	71.09	86.41
50.5	12,630	13,262	13,925	14,621	15,352	72.87	88.57
51	12,938	13,585	14,264	14,978	15,726	74.64	90.73
51.5	13,262	13,925	14,621	15,352	16,120	76.51	93.00
52	13,585	14,264	14,978	15,726	16,513	78.38	95.27
52.5	13,925	14,621	15,352	16,120	16,926	80.34	97.65
53	14,264	14,978	15,726	16,513	17,338	82.30	100.03
53.5	14,621	15,352	16,120	16,926	17,772	84.35	102.53
54	14,978	15,726	16,513	17,338	18,205	86.41	105.03
54.5	15,352	16,120	16,926	17,772	18,660	88.57	107.66
55	15,726	16,513	17,338	18,205	19,116	90.73	110.28
55.5	16,120	16,926	17,772	18,660	19,593	93.00	113.04
56	16,513	17,338	18,205	19,116	20,071	95.27	115.80
56.5	16,926	17,772	18,660	19,593	20,573	97.65	118.69
57	17,338	18,205	19,116	20,071	21,075	100.03	121.59
57.5	17,772	18,660	19,593	20,573	21,602	102.53	124.63
58	18,205	19,116	20,071	21,075	22,129	105.03	127.67

*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: 06/08/26

Effective: 07/01/2026

I. GENERAL

As provided in the District Personnel Rules and Regulations, payment may be allowed when specifically authorized by the General Manager-Chief Engineer, for performance of certain special duties. The special pay shall be in addition to the rates of pay for regular duties as provided in the salary plan.

II. STAND-BY DUTY PAY

For stand-by duty during non-working hours on weekday, weekends and holidays, the rate shall be $97.57 per day.

III. OVERTIME PAY

All authorized overtime work is compensated by payment of one and one-half times the employee's regular hourly salary.

IV. PREMIUM PAY

Emergency Call Out Pay (for approved work required outside of the employee's regular work hours that is assigned with less than 12 hours advance notice) and Recording Secretary Pay (for a non-exempt District employee acting as Recording Secretary and taking minutes at District Board meetings) shall be paid at one and one-half times the regular hourly salary, with a minimum of two hours allowed per occurrence.

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.