

NOVATO SANITARY DISTRICT

POSITION SALARY RANGES

SALARY SCHEDULES

SPECIAL DUTY RATES

FY 2023-2024

(3.0% COLA increase)

Approved by District Board of Directors: 06/21/2023

Effective: 07/01/2023

TABLE I

NOVATO SANITARY DISTRICT

POSITION SALARY RANGES

FY 2023-2024

Approved by District Board of Directors: 06/21/2023

Effective 07/01/2023

Job Title	Class	Salary Range	Monthly Step A	Monthly Step B	Monthly Step C	Monthly Step D	Monthly Step E
Admin/Risk Services and Safety Officer p/t	MC	MC117.5	13,175	13,834	14,525	15,251	16,014
Administrative Assistant	MC	MC103	6,492	6,816	7,157	7,515	7,891
Administrative Secretary	MC	MC106	7,515	7,891	8,285	8,700	9,135
Collection System Lead Worker	R	47	9,591	10,071	10,575	11,103	11,658
Collection System Worker I	R	38.5	6,337	6,654	6,987	7,336	7,703
Collection System Worker II	R	40.5	6,987	7,336	7,703	8,088	8,493
Collection System Worker III	R	43.5	8,088	8,493	8,917	9,363	9,831
Collections System Superintendent	MC	MC115	11,658	12,241	12,853	13,496	14,171
Construction Inspector I	R	41.5	7,336	7,703	8,088	8,493	8,917
Construction Inspector II p/t	R	44.5	3,907	4,102	4,307	4,522	4,748
Deputy General Manager	MC	MC122.5	16,815	17,655	18,538	19,465	20,438
Electrical/Instrumentation Tech	R	46.5	9,363	9,831	10,323	10,839	11,381
Electrician p/t	R		hourly rate		\$ 66.37		
Field Services Manager	MC	MC119	14,171	14,879	15,623	16,405	17,225
Finance Officer	MC	MC115	11,658	12,241	12,853	13,496	14,171
General Counsel/Admin Services Manager	MC	MC121	15,623	16,405	17,225	18,086	18,990
General Manager-Chief Engineer	MC		by contract				25,984
Information Systems Specialist II	R	43.5	8,088	8,493	8,917	9,363	9,831
Project Manager p/t	MC	MC119	6,519	6,845	7,187	7,546	7,923
Senior Engineer	MC	MC116.5	12,547	13,175	13,834	14,525	15,251
Senior Secretary	MC	MC108	8,285	8,700	9,135	9,591	10,071
Staff Engineer	R	47	9,591	10,071	10,575	11,103	11,658

MC = Management/Confidential Employees(Unrepresented)

R = Represented, 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: 06/21/2023

Effective: 07/01/2023

Salary Range No.	Step A	Step B	Step C	Step D	Step E	Hourly Equiv. Of Step A*	Hourly Equiv. Of Step E*
MC100	5,607.92	5,888	6,183	6,492	6,816	32.35	39.33
MC100.5	5,748	6,036	6,337	6,654	6,987	33.16	40.31
MC101	5,888	6,183	6,492	6,816	7,157	33.97	41.29
MC101.5	6,036	6,337	6,654	6,987	7,336	34.82	42.33
MC102	6,183	6,492	6,816	7,157	7,515	35.67	43.36
MC102.5	6,337	6,654	6,987	7,336	7,703	36.56	44.44
MC103	6,492	6,816	7,157	7,515	7,891	37.45	45.53
MC103.5	6,654	6,987	7,336	7,703	8,088	38.39	46.66
MC104	6,816	7,157	7,515	7,891	8,285	39.33	47.80
MC104.5	6,987	7,336	7,703	8,088	8,493	40.31	49.00
MC105	7,157	7,515	7,891	8,285	8,700	41.29	50.19
MC105.5	7,336	7,703	8,088	8,493	8,917	42.33	51.45
MC106	7,515	7,891	8,285	8,700	9,135	43.36	52.70
MC106.5	7,703	8,088	8,493	8,917	9,363	44.44	54.02
MC107	7,891	8,285	8,700	9,135	9,591	45.53	55.34
MC107.5	8,088	8,493	8,917	9,363	9,831	46.66	56.72
MC108	8,285	8,700	9,135	9,591	10,071	47.80	58.10
MC108.5	8,493	8,917	9,363	9,831	10,323	49.00	59.56
MC109	8,700	9,135	9,591	10,071	10,575	50.19	61.01
MC109.5	8,917	9,363	9,831	10,323	10,839	51.45	62.53
MC110	9,135	9,591	10,071	10,575	11,103	52.70	64.06
MC110.5	9,363	9,831	10,323	10,839	11,381	54.02	65.66
MC111	9,591	10,071	10,575	11,103	11,658	55.34	67.26
MC111.5	9,831	10,323	10,839	11,381	11,950	56.72	68.94
MC112	10,071	10,575	11,103	11,658	12,241	58.10	70.62
MC112.5	10,323	10,839	11,381	11,950	12,547	59.56	72.39
MC113	10,575	11,103	11,658	12,241	12,853	61.01	74.16
MC113.5	10,839	11,381	11,950	12,547	13,175	62.53	76.01
MC114	11,103	11,658	12,241	12,853	13,496	64.06	77.86
MC114.5	11,381	11,950	12,547	13,175	13,834	65.66	79.81
MC115	11,658	12,241	12,853	13,496	14,171	67.26	81.76
MC115.5	11,950	12,547	13,175	13,834	14,525	68.94	83.80
MC116	12,241	12,853	13,496	14,171	14,879	70.62	85.84
MC116.5	12,547	13,175	13,834	14,525	15,251	72.39	87.99
MC117	12,853	13,496	14,171	14,879	15,623	74.16	90.14
MC117.5	13,175	13,834	14,525	15,251	16,014	76.01	92.39
MC118	13,496	14,171	14,879	15,623	16,405	77.86	94.64
MC118.5	13,834	14,525	15,251	16,014	16,815	79.81	97.01
MC119	14,171	14,879	15,623	16,405	17,225	81.76	99.38
MC119.5	14,525	15,251	16,014	16,815	17,655	83.80	101.86
MC120	14,879	15,623	16,405	17,225	18,086	85.84	104.34
MC120.5	15,251	16,014	16,815	17,655	18,538	87.99	106.95
MC121	15,623	16,405	17,225	18,086	18,990	90.14	109.56
MC121.5	16,014	16,815	17,655	18,538	19,465	92.39	112.30
MC122	16,405	17,225	18,086	18,990	19,940	94.64	115.04
MC122.5	16,815	17,655	18,538	19,465	20,438	97.01	117.92
MC123	17,225	18,086	18,990	19,940	20,937	99.38	120.79
MC123.5	17,655	18,538	19,465	20,438	21,460	101.86	123.81

*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: 06/21/2023

Effective: 07/01/2023

Salary Range No.	Step A	Step B	Step C	Step D	Step E	Hourly Equiv. Of Step A*	Hourly Equiv. Of Step E*
36	5,607.92	5,888	6,183	6,492	6,816	32.35	39.33
36.5	5,748	6,036	6,337	6,654	6,987	33.16	40.31
37	5,888	6,183	6,492	6,816	7,157	33.97	41.29
37.5	6,036	6,337	6,654	6,987	7,336	34.82	42.33
38	6,183	6,492	6,816	7,157	7,515	35.67	43.36
38.5	6,337	6,654	6,987	7,336	7,703	36.56	44.44
39	6,492	6,816	7,157	7,515	7,891	37.45	45.53
39.5	6,654	6,987	7,336	7,703	8,088	38.39	46.66
40	6,816	7,157	7,515	7,891	8,285	39.33	47.80
40.5	6,987	7,336	7,703	8,088	8,493	40.31	49.00
41	7,157	7,515	7,891	8,285	8,700	41.29	50.19
41.5	7,336	7,703	8,088	8,493	8,917	42.33	51.45
42	7,515	7,891	8,285	8,700	9,135	43.36	52.70
42.5	7,703	8,088	8,493	8,917	9,363	44.44	54.02
43	7,891	8,285	8,700	9,135	9,591	45.53	55.34
43.5	8,088	8,493	8,917	9,363	9,831	46.66	56.72
44	8,285	8,700	9,135	9,591	10,071	47.80	58.10
44.5	8,493	8,917	9,363	9,831	10,323	49.00	59.56
45	8,700	9,135	9,591	10,071	10,575	50.19	61.01
45.5	8,917	9,363	9,831	10,323	10,839	51.45	62.53
46	9,135	9,591	10,071	10,575	11,103	52.70	64.06
46.5	9,363	9,831	10,323	10,839	11,381	54.02	65.66
47	9,591	10,071	10,575	11,103	11,658	55.34	67.26
47.5	9,831	10,323	10,839	11,381	11,950	56.72	68.94
48	10,071	10,575	11,103	11,658	12,241	58.10	70.62
48.5	10,323	10,839	11,381	11,950	12,547	59.56	72.39
49	10,575	11,103	11,658	12,241	12,853	61.01	74.16
49.5	10,839	11,381	11,950	12,547	13,175	62.53	76.01
50	11,103	11,658	12,241	12,853	13,496	64.06	77.86
50.5	11,381	11,950	12,547	13,175	13,834	65.66	79.81
51	11,658	12,241	12,853	13,496	14,171	67.26	81.76
51.5	11,950	12,547	13,175	13,834	14,525	68.94	83.80
52	12,241	12,853	13,496	14,171	14,879	70.62	85.84
52.5	12,547	13,175	13,834	14,525	15,251	72.39	87.99
53	12,853	13,496	14,171	14,879	15,623	74.16	90.14
53.5	13,175	13,834	14,525	15,251	16,014	76.01	92.39
54	13,496	14,171	14,879	15,623	16,405	77.86	94.64
54.5	13,834	14,525	15,251	16,014	16,815	79.81	97.01
55	14,171	14,879	15,623	16,405	17,225	81.76	99.38
55.5	14,525	15,251	16,014	16,815	17,655	83.80	101.86
56	14,879	15,623	16,405	17,225	18,086	85.84	104.34
56.5	15,251	16,014	16,815	17,655	18,538	87.99	106.95
57	15,623	16,405	17,225	18,086	18,990	90.14	109.56
57.5	16,014	16,815	17,655	18,538	19,465	92.39	112.30
58	16,405	17,225	18,086	18,990	19,940	94.64	115.04

*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: 06/21/2023

Effective: 07/01/2023

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 weekdays, Monday through Friday, the rate shall be \$67.76 per day (16 hours).

For stand-by duty on Saturdays, Sundays and holidays, the rate shall be \$121.94 per day (24 hours).

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.