



CENTRAL MARIN SANITATION AGENCY
MECHANICAL TECHNICIAN
(TRAINEE, I/II/III)

THE OPPORTUNITY

Under supervision by the Maintenance Supervisor, Assistant Maintenance Supervisor, or a Lead Mechanical Technician, learns and performs preventive, corrective, and unscheduled maintenance; repairs and replaces a variety of equipment or components in various facilities on stationary and mobile equipment, found in water, wastewater, or similar industrial businesses; and performs related work as required.



KEY RESPONSIBILITIES

- Inspects a variety of stationary and mobile mechanical equipment, buildings and grounds, and appurtenances
- Utilizes electronic devices such as computers, laptops, data tablets, and cellular phones in the performance of daily work activities
- Installs, repairs, replaces, and performs preventive maintenance on equipment.
- Troubleshoots equipment problems, and recommends time, equipment, and materials required to make repairs; performs emergency repairs as required.
- Repairs, overhauls, or replaces malfunctioning, damaged or worn parts, materials, and equipment.
- Cleans, services, and paints equipment, machinery, vehicles, structures, buildings, pipelines, storage tanks, and any additional items.
- Services, adjusts, and tunes a variety of equipment such as engines, motors, pumps, valves, control systems, boilers, heat exchangers, and chemical feed systems.
- Uses plasma, gas, and/or arc welding equipment to cut, heat, weld, or braze.
- Uses and performs maintenance on a variety of hand and power tools, and safety equipment, if certified to do so.

EDUCATION & EXPERIENCE

- High school diploma or general education degree (GED). The Agency recognizes that there are various avenues for obtaining qualifying experience to meet Mechanical Technician eligibility requirements. An equivalent combination of experience may be substituted for California Water Environment Association (CWEA) Mechanical Technologist certification above the Grade I Mechanical Technologist certification level.
 - **Mechanical Technician Trainee** - Some related work experience desirable
 - **Mechanical Technician I** - Possession of a Grade I Mechanical Technologist (MT) certificate issued by CWEA at date of hire, OR ability to obtain a Grade I MT certificate within 18 months of hire, and a minimum of one year of facilities maintenance experience making repairs on a variety of mechanical equipment, structures, and appurtenances.
 - **Mechanical Technician II** - EITHER possession of a Grade II Mechanical Technologist certificate issued by CWEA, OR a minimum of three years of facilities maintenance experience making repairs on a variety of mechanical equipment, structures, and appurtenances.
 - **Mechanical Technician III** - EITHER possession of a Grade III Mechanical Technologist certificate issued by CWEA, OR a minimum of six years of facilities maintenance experience making repairs on a variety of mechanical equipment, structures, and appurtenances.

COMPENSATION

The annual salary range is \$85,059.12 to \$145,560.48 depending on qualifications and experience.

The job description for this position is available at www.cmsa.us/employment/descriptions.

Employee benefits can be found at www.cmsa.us/employment/benefits.

HOW TO APPLY

To apply, please visit Koff & Associates website at <https://koffassociates.com/mechanical-technician-2/> and submit a resume and signed CMSA application. The deadline to apply is **Friday October 9, 2026**.

CENTRAL MARIN SANITATION AGENCY

CMSA operates a wastewater facility in Marin County which treats and disposes wastewater as clean effluent into the San Francisco Bay, consistently meeting and exceeding federal and state regulatory requirements. We also beneficially use recycled water, reuse biosolids and biogas, and produce renewable power.



BENEFITS

MEDICAL

Agency fully pays CalPERS medical for employee and dependents (up to the Kaiser Bay Area Rate).

DENTAL

Agency pays up to \$2,500 per year for employee and dependents.

VISION

Agency fully paid vision plan (VSP) for employee and dependents.

CALPERS RETIREMENT PLAN

Classic: 2.7% @ 55 or PEPR: 2.0% @ 62

LONG TERM DISABILITY

Agency fully paid for employee.

LIFE INSURANCE

Agency provides \$100,000 policy for each employee.

RETIREMENT SAVINGS PLANS

Agency offers voluntary pre-tax 457K and 401(a) plans for retirement savings.

VACATION

0 through completion of 3 years: 80 hours 3.077 hours

Start of 4th year through completion of 7 years: 120 hours 4.615 hours

Start of 8th year of service and thereafter: 160 hours 6.154 hours

Start of 12th year of service and thereafter: 180 hours 6.923 hours

Start of 16th year of service and thereafter: 200 hours 7.692 hours

ADMINISTRATIVE LEAVE

Non-exempt unrepresented employees receive one week per year of administrative leave, while exempt employees receive two weeks per year.

SICK LEAVE

Accrued at one day (8 hours) per month (12 days per year).

HOLIDAYS

13 holidays per year (includes three floating holidays)

OPERATIONS SHIFT DIFFERENTIAL

Swing Shift = 7%, Grave Shift = 10%