



RUBIDOUX COMMUNITY SERVICES DISTRICT

FY 2024-2025 Salary Plan - 3.0% COLA

Approved and Adopted by the Board of Directors 6/20/2024 **1st Amended 12/5/2024** **2nd Amended 12/19/2024**

Payrates Effective 6/24/2024 **1st Amended Effective 12/5/2024** **2nd Amended Effective 12/30/2024**

Job Classification		Step	1	2	3	4	5	6
<u>Administrative Assistant (Part-Time)</u>	Non-Exempt	Hourly	\$ 23.92	\$ 25.11	\$ 26.37	\$ 27.68	\$ 29.07	\$ 30.52
		Monthly	\$ 2,073.07	\$ 2,176.20	\$ 2,285.40	\$ 2,398.93	\$ 2,519.40	\$ 2,645.07
		Annual	\$ 24,876.80	\$ 26,114.40	\$ 27,424.80	\$ 28,787.20	\$ 30,232.80	\$ 31,740.80
<u>Accounting / Customer Service Clerk I</u>	Non-Exempt	Hourly	\$ 29.75	\$ 31.23	\$ 32.80	\$ 34.43	\$ 36.15	\$ 37.97
		Monthly	\$ 5,156.67	\$ 5,413.20	\$ 5,685.33	\$ 5,967.87	\$ 6,266.00	\$ 6,581.47
		Annual	\$ 61,880.00	\$ 64,958.40	\$ 68,224.00	\$ 71,614.40	\$ 75,192.00	\$ 78,977.60
<u>Accounting / Customer Service Clerk II</u>	Non-Exempt	Hourly	\$ 34.63	\$ 36.36	\$ 38.18	\$ 40.09	\$ 42.10	\$ 44.20
		Monthly	\$ 6,002.53	\$ 6,302.40	\$ 6,617.87	\$ 6,948.93	\$ 7,297.33	\$ 7,661.33
		Annual	\$ 72,030.40	\$ 75,628.80	\$ 79,414.40	\$ 83,387.20	\$ 87,568.00	\$ 91,936.00
<u>Meter Reader</u>	Non-Exempt	Hourly	\$ 29.75	\$ 31.23	\$ 32.80	\$ 34.43	\$ 36.15	\$ 37.97
		Monthly	\$ 5,156.67	\$ 5,413.20	\$ 5,685.33	\$ 5,967.87	\$ 6,266.00	\$ 6,581.47
		Annual	\$ 61,880.00	\$ 64,958.40	\$ 68,224.00	\$ 71,614.40	\$ 75,192.00	\$ 78,977.60
<u>Utility Maintenance Worker I</u>	Non-Exempt	Hourly	\$ 30.65	\$ 32.19	\$ 33.79	\$ 35.47	\$ 37.26	\$ 39.12
		Monthly	\$ 5,312.67	\$ 5,579.60	\$ 5,856.93	\$ 6,148.13	\$ 6,458.40	\$ 6,780.80
		Annual	\$ 63,752.00	\$ 66,955.20	\$ 70,283.20	\$ 73,777.60	\$ 77,500.80	\$ 81,369.60
<u>Utility Maintenance Worker II</u>	Non-Exempt	Hourly	\$ 34.63	\$ 36.36	\$ 38.18	\$ 40.09	\$ 42.10	\$ 44.20
		Monthly	\$ 6,002.53	\$ 6,302.40	\$ 6,617.87	\$ 6,948.93	\$ 7,297.33	\$ 7,661.33
		Annual	\$ 72,030.40	\$ 75,628.80	\$ 79,414.40	\$ 83,387.20	\$ 87,568.00	\$ 91,936.00
<u>Senior Utility Maintenance Worker I</u>	Non-Exempt	Hourly	\$ 37.35	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.67
		Monthly	\$ 6,474.00	\$ 6,796.40	\$ 7,136.13	\$ 7,493.20	\$ 7,867.60	\$ 8,262.80
		Annual	\$ 77,688.00	\$ 81,556.80	\$ 85,633.60	\$ 89,918.40	\$ 94,411.20	\$ 99,153.60
<u>Senior Utility Maintenance Worker II</u>	Non-Exempt	Hourly	\$ 41.18	\$ 43.23	\$ 45.39	\$ 47.67	\$ 50.03	\$ 52.54
		Monthly	\$ 7,137.87	\$ 7,493.20	\$ 7,867.60	\$ 8,262.80	\$ 8,671.87	\$ 9,106.93
		Annual	\$ 85,654.40	\$ 89,918.40	\$ 94,411.20	\$ 99,153.60	\$ 104,062.40	\$ 109,283.20
<u>Systems Operator I</u>	Non-Exempt	Hourly	\$ 35.57	\$ 37.35	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39
		Monthly	\$ 6,165.47	\$ 6,474.00	\$ 6,796.40	\$ 7,136.13	\$ 7,493.20	\$ 7,867.60
		Annual	\$ 73,985.60	\$ 77,688.00	\$ 81,556.80	\$ 85,633.60	\$ 89,918.40	\$ 94,411.20
<u>Systems Operator II</u>	Non-Exempt	Hourly	\$ 37.35	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.67
		Monthly	\$ 6,474.00	\$ 6,796.40	\$ 7,136.13	\$ 7,493.20	\$ 7,867.60	\$ 8,262.80
		Annual	\$ 77,688.00	\$ 81,556.80	\$ 85,633.60	\$ 89,918.40	\$ 94,411.20	\$ 99,153.60
<u>Senior Systems Operator I</u>	Non-Exempt	Hourly	\$ 45.18	\$ 47.43	\$ 49.80	\$ 52.29	\$ 54.90	\$ 57.65
		Monthly	\$ 7,831.20	\$ 8,221.20	\$ 8,632.00	\$ 9,063.60	\$ 9,516.00	\$ 9,992.67
		Annual	\$ 93,974.40	\$ 98,654.40	\$ 103,584.00	\$ 108,763.20	\$ 114,192.00	\$ 119,912.00

<u>Senior Systems Operator II</u>	Non-Exempt	Hourly	\$ 49.65	\$ 52.13	\$ 54.74	\$ 57.48	\$ 60.36	\$ 63.37
		Monthly	\$ 8,606.00	\$ 9,035.87	\$ 9,488.27	\$ 9,963.20	\$ 10,462.40	\$ 10,984.13
		Annual	\$ 103,272.00	\$ 108,430.40	\$ 113,859.20	\$ 119,558.40	\$ 125,548.80	\$ 131,809.60
<u>Backflow / Cross Connect Inspector</u>	Non-Exempt	Hourly	\$ 38.49	\$ 40.41	\$ 42.43	\$ 44.55	\$ 46.77	\$ 49.12
		Monthly	\$ 6,671.60	\$ 7,004.40	\$ 7,354.53	\$ 7,722.00	\$ 8,106.80	\$ 8,514.13
		Annual	\$ 80,059.20	\$ 84,052.80	\$ 88,254.40	\$ 92,664.00	\$ 97,281.60	\$ 102,169.60
<u>Engineering Technician/IT Business Systems / GIS Analyst</u>	Exempt	Hourly	\$ 41.47	\$ 43.54	\$ 45.72	\$ 48.01	\$ 50.41	\$ 52.93
		Monthly	\$ 7,187.50	\$ 7,546.93	\$ 7,924.80	\$ 8,321.73	\$ 8,737.73	\$ 9,174.53
		Annual	\$ 86,250.00	\$ 90,563.20	\$ 95,097.60	\$ 99,860.80	\$ 104,852.80	\$ 110,094.40
<u>Assistant Engineer</u>	Exempt	Hourly	\$ 59.68	\$ 62.65	\$ 65.79	\$ 69.07	\$ 72.53	\$ 76.16
		Monthly	\$ 10,344.53	\$ 10,859.33	\$ 11,403.60	\$ 11,972.13	\$ 12,571.87	\$ 13,201.07
		Annual	\$ 124,134.40	\$ 130,312.00	\$ 136,843.20	\$ 143,665.60	\$ 150,862.40	\$ 158,412.80
<u>HR Generalist / Safety and Facilities Coordinator</u>	Exempt	Hourly	\$ 47.58	\$ 49.94	\$ 52.44	\$ 55.06	\$ 57.82	\$ 60.72
		Monthly	\$ 8,247.20	\$ 8,656.27	\$ 9,089.60	\$ 9,543.73	\$ 10,022.13	\$ 10,524.80
		Annual	\$ 98,966.40	\$ 103,875.20	\$ 109,075.20	\$ 114,524.80	\$ 120,265.60	\$ 126,297.60
<u>Customer Service / Accounts Payable Manager</u>	Exempt	Hourly	\$ 54.14	\$ 56.85	\$ 59.69	\$ 62.67	\$ 65.80	\$ 69.08
		Monthly	\$ 9,384.27	\$ 9,854.00	\$ 10,346.27	\$ 10,862.80	\$ 11,405.33	\$ 11,973.87
		Annual	\$ 112,611.20	\$ 118,248.00	\$ 124,155.20	\$ 130,353.60	\$ 136,864.00	\$ 143,686.40
<u>Director of Operations</u>	Exempt	Hourly	\$ 73.41	\$ 77.07	\$ 80.94	\$ 84.98	\$ 89.23	\$ 93.69
		Monthly	\$ 12,724.40	\$ 13,358.80	\$ 14,029.60	\$ 14,729.87	\$ 15,466.53	\$ 16,239.60
		Annual	\$ 152,692.80	\$ 160,305.60	\$ 168,355.20	\$ 176,758.40	\$ 185,598.40	\$ 194,875.20
<u>Director of Finance and Administration</u>	Exempt	Hourly	\$ 86.25	\$ 90.57	\$ 95.10	\$ 99.85	\$ 104.83	\$ 110.09
		Monthly	\$ 14,950.00	\$ 15,698.80	\$ 16,484.00	\$ 17,307.33	\$ 18,170.53	\$ 19,082.27
		Annual	\$ 179,400.00	\$ 188,385.60	\$ 197,808.00	\$ 207,688.00	\$ 218,046.40	\$ 228,987.20
<u>Director of Engineering</u>	Exempt	Hourly	\$ 86.25	\$ 90.57	\$ 95.10	\$ 99.85	\$ 104.83	\$ 110.09
		Monthly	\$ 14,950.00	\$ 15,698.80	\$ 16,484.00	\$ 17,307.33	\$ 18,170.53	\$ 19,082.27
		Annual	\$ 179,400.00	\$ 188,385.60	\$ 197,808.00	\$ 207,688.00	\$ 218,046.40	\$ 228,987.20
<u>Assistant General Manager</u>	Exempt	Hourly	\$ 103.50	\$ 108.68	\$ 114.11	\$ 119.82	\$ 125.81	\$ 132.11
		Monthly	\$ 17,940.00	\$ 18,837.87	\$ 19,779.07	\$ 20,768.80	\$ 21,807.07	\$ 22,899.07
		Annual	\$ 215,280.00	\$ 226,054.40	\$ 237,348.80	\$ 249,225.60	\$ 261,684.80	\$ 274,788.80
<u>General Manager</u>	Exempt	Hourly	\$ 125.02					
		Monthly	\$ 21,670.13					
		Annual	\$ 260,041.60	Flat Rate				