



RUBIDOUX COMMUNITY SERVICES DISTRICT

FY 2023-2024 Salary Plan - 3.0% COLA

Approved and Adopted by the Board of Directors 6/15/2023 **Amended 11/16/23**

Payrates Effective 7/1/2023 **Effective 12/30/23**

| <u>Job Classification</u> | | <u>Step</u> | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> |
|---|------------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <u>Administrative Assistant (Part-Time)</u> | Non-Exempt | Hourly | \$ 23.22 | \$ 24.38 | \$ 25.60 | \$ 26.87 | \$ 28.22 | \$ 29.63 |
| | | Monthly | \$ 2,012.40 | \$ 2,112.93 | \$ 2,218.67 | \$ 2,328.73 | \$ 2,445.73 | \$ 2,567.93 |
| | | Annual | \$ 24,148.80 | \$ 25,355.20 | \$ 26,624.00 | \$ 27,944.80 | \$ 29,348.80 | \$ 30,815.20 |
| <u>Accounting / Customer Service Clerk I</u> | Non-Exempt | Hourly | \$ 28.88 | \$ 30.32 | \$ 31.84 | \$ 33.43 | \$ 35.10 | \$ 36.86 |
| | | Monthly | \$ 5,005.87 | \$ 5,255.47 | \$ 5,518.93 | \$ 5,794.53 | \$ 6,084.00 | \$ 6,389.07 |
| | | Annual | \$ 60,070.40 | \$ 63,065.60 | \$ 66,227.20 | \$ 69,534.40 | \$ 73,008.00 | \$ 76,668.80 |
| <u>Accounting / Customer Service Clerk II</u> | Non-Exempt | Hourly | \$ 33.62 | \$ 35.30 | \$ 37.07 | \$ 38.92 | \$ 40.87 | \$ 42.91 |
| | | Monthly | \$ 5,827.47 | \$ 6,118.67 | \$ 6,425.47 | \$ 6,746.13 | \$ 7,084.13 | \$ 7,437.73 |
| | | Annual | \$ 69,929.60 | \$ 73,424.00 | \$ 77,105.60 | \$ 80,953.60 | \$ 85,009.60 | \$ 89,252.80 |
| <u>Meter Reader</u> | Non-Exempt | Hourly | \$ 28.88 | \$ 30.32 | \$ 31.84 | \$ 33.43 | \$ 35.10 | \$ 36.86 |
| | | Monthly | \$ 5,005.87 | \$ 5,255.47 | \$ 5,518.93 | \$ 5,794.53 | \$ 6,084.00 | \$ 6,389.07 |
| | | Annual | \$ 60,070.40 | \$ 63,065.60 | \$ 66,227.20 | \$ 69,534.40 | \$ 73,008.00 | \$ 76,668.80 |
| <u>Utility Maintenance Worker I</u> | Non-Exempt | Hourly | \$ 29.76 | \$ 31.25 | \$ 32.81 | \$ 34.44 | \$ 36.17 | \$ 37.98 |
| | | Monthly | \$ 5,158.40 | \$ 5,416.67 | \$ 5,687.07 | \$ 5,969.60 | \$ 6,269.47 | \$ 6,583.20 |
| | | Annual | \$ 61,900.80 | \$ 65,000.00 | \$ 68,244.80 | \$ 71,635.20 | \$ 75,233.60 | \$ 78,998.40 |
| <u>Utility Maintenance Worker II</u> | Non-Exempt | Hourly | \$ 31.69 | \$ 33.27 | \$ 34.95 | \$ 36.68 | \$ 38.52 | \$ 40.45 |
| | | Monthly | \$ 5,492.93 | \$ 5,766.80 | \$ 6,058.00 | \$ 6,357.87 | \$ 6,676.80 | \$ 7,011.33 |
| | | Annual | \$ 65,915.20 | \$ 69,201.60 | \$ 72,696.00 | \$ 76,294.40 | \$ 80,121.60 | \$ 84,136.00 |
| <u>Senior Utility Maintenance Worker I</u> | Non-Exempt | Hourly | \$ 36.26 | \$ 38.07 | \$ 39.97 | \$ 41.97 | \$ 44.07 | \$ 46.28 |
| | | Monthly | \$ 6,285.07 | \$ 6,598.80 | \$ 6,928.13 | \$ 7,274.80 | \$ 7,638.80 | \$ 8,021.87 |
| | | Annual | \$ 75,420.80 | \$ 79,185.60 | \$ 83,137.60 | \$ 87,297.60 | \$ 91,665.60 | \$ 96,262.40 |
| <u>Senior Utility Maintenance Worker II</u> | Non-Exempt | Hourly | \$ 39.98 | \$ 41.97 | \$ 44.07 | \$ 46.28 | \$ 48.57 | \$ 51.01 |
| | | Monthly | \$ 6,929.87 | \$ 7,274.80 | \$ 7,638.80 | \$ 8,021.87 | \$ 8,418.80 | \$ 8,841.73 |
| | | Annual | \$ 83,158.40 | \$ 87,297.60 | \$ 91,665.60 | \$ 96,262.40 | \$ 101,025.60 | \$ 106,100.80 |
| <u>Systems Operator I</u> | Non-Exempt | Hourly | \$ 32.56 | \$ 34.20 | \$ 35.91 | \$ 37.70 | \$ 39.58 | \$ 41.56 |
| | | Monthly | \$ 5,643.73 | \$ 5,928.00 | \$ 6,224.40 | \$ 6,534.67 | \$ 6,860.53 | \$ 7,203.73 |
| | | Annual | \$ 67,724.80 | \$ 71,136.00 | \$ 74,692.80 | \$ 78,416.00 | \$ 82,326.40 | \$ 86,444.80 |
| <u>Systems Operator II</u> | Non-Exempt | Hourly | \$ 36.26 | \$ 38.07 | \$ 39.97 | \$ 41.97 | \$ 44.07 | \$ 46.28 |
| | | Monthly | \$ 6,285.07 | \$ 6,598.80 | \$ 6,928.13 | \$ 7,274.80 | \$ 7,638.80 | \$ 8,021.87 |
| | | Annual | \$ 75,420.80 | \$ 79,185.60 | \$ 83,137.60 | \$ 87,297.60 | \$ 91,665.60 | \$ 96,262.40 |
| <u>Senior Systems Operator I</u> | Non-Exempt | Hourly | \$ 43.86 | \$ 46.05 | \$ 48.35 | \$ 50.77 | \$ 53.30 | \$ 55.97 |
| | | Monthly | \$ 7,602.40 | \$ 7,982.00 | \$ 8,380.67 | \$ 8,800.13 | \$ 9,238.67 | \$ 9,701.47 |
| | | Annual | \$ 91,228.80 | \$ 95,784.00 | \$ 100,568.00 | \$ 105,601.60 | \$ 110,864.00 | \$ 116,417.60 |
| <u>Senior Systems Operator II</u> | Non-Exempt | Hourly | \$ 48.20 | \$ 50.61 | \$ 53.15 | \$ 55.81 | \$ 58.60 | \$ 61.52 |
| | | Monthly | \$ 8,354.67 | \$ 8,772.40 | \$ 9,212.67 | \$ 9,673.73 | \$ 10,157.33 | \$ 10,663.47 |
| | | Annual | \$ 100,256.00 | \$ 105,268.80 | \$ 110,552.00 | \$ 116,084.80 | \$ 121,888.00 | \$ 127,961.60 |
| <u>Backflow / Cross Connect Inspector</u> | Non-Exempt | Hourly | \$ 37.37 | \$ 39.23 | \$ 41.19 | \$ 43.25 | \$ 45.41 | \$ 47.69 |
| | | Monthly | \$ 6,477.47 | \$ 6,799.87 | \$ 7,139.60 | \$ 7,496.67 | \$ 7,871.07 | \$ 8,266.27 |
| | | Annual | \$ 77,729.60 | \$ 81,598.40 | \$ 85,675.20 | \$ 89,960.00 | \$ 94,452.80 | \$ 99,195.20 |

| | | | | | | | | |
|--|--------|---------|---------------|---------------|---------------|---------------|---------------|---------------|
| <u>Assistant Engineer</u> | Exempt | Hourly | \$ 57.94 | \$ 60.83 | \$ 63.87 | \$ 67.06 | \$ 70.42 | \$ 73.94 |
| | | Monthly | \$ 10,042.93 | \$ 10,543.87 | \$ 11,070.80 | \$ 11,623.73 | \$ 12,206.13 | \$ 12,816.27 |
| | | Annual | \$ 120,515.20 | \$ 126,526.40 | \$ 132,849.60 | \$ 139,484.80 | \$ 146,473.60 | \$ 153,795.20 |
| <u>HR Generalist / Safety and Facilities Coordinator</u> | Exempt | Hourly | \$ 46.19 | \$ 48.49 | \$ 50.91 | \$ 53.46 | \$ 56.14 | \$ 58.95 |
| | | Monthly | \$ 8,006.27 | \$ 8,404.93 | \$ 8,824.40 | \$ 9,266.40 | \$ 9,730.93 | \$ 10,218.00 |
| | | Annual | \$ 96,075.20 | \$ 100,859.20 | \$ 105,892.80 | \$ 111,196.80 | \$ 116,771.20 | \$ 122,616.00 |
| <u>Customer Service / Accounts Payable Manager</u> | Exempt | Hourly | \$ 52.56 | \$ 55.19 | \$ 57.95 | \$ 60.84 | \$ 63.88 | \$ 67.07 |
| | | Monthly | \$ 9,110.40 | \$ 9,566.27 | \$ 10,044.67 | \$ 10,545.60 | \$ 11,072.53 | \$ 11,625.47 |
| | | Annual | \$ 109,324.80 | \$ 114,795.20 | \$ 120,536.00 | \$ 126,547.20 | \$ 132,870.40 | \$ 139,505.60 |
| <u>Director of Operations</u> | Exempt | Hourly | \$ 71.27 | \$ 74.83 | \$ 78.58 | \$ 82.50 | \$ 86.63 | \$ 90.96 |
| | | Monthly | \$ 12,353.47 | \$ 12,970.53 | \$ 13,620.53 | \$ 14,300.00 | \$ 15,015.87 | \$ 15,766.40 |
| | | Annual | \$ 148,241.60 | \$ 155,646.40 | \$ 163,446.40 | \$ 171,600.00 | \$ 180,190.40 | \$ 189,196.80 |
| <u>Director of Finance and Administration</u> | Exempt | Hourly | \$ 83.74 | \$ 87.93 | \$ 92.33 | \$ 96.94 | \$ 101.78 | \$ 106.88 |
| | | Monthly | \$ 14,514.93 | \$ 15,241.20 | \$ 16,003.87 | \$ 16,802.93 | \$ 17,641.87 | \$ 18,525.87 |
| | | Annual | \$ 174,179.20 | \$ 182,894.40 | \$ 192,046.40 | \$ 201,635.20 | \$ 211,702.40 | \$ 222,310.40 |
| <u>Director of Engineering</u> | Exempt | Hourly | \$ 83.74 | \$ 87.93 | \$ 92.33 | \$ 96.94 | \$ 101.78 | \$ 106.88 |
| | | Monthly | \$ 14,514.93 | \$ 15,241.20 | \$ 16,003.87 | \$ 16,802.93 | \$ 17,641.87 | \$ 18,525.87 |
| | | Annual | \$ 174,179.20 | \$ 182,894.40 | \$ 192,046.40 | \$ 201,635.20 | \$ 211,702.40 | \$ 222,310.40 |
| <u>Assistant General Manager</u> | Exempt | Hourly | \$ 100.49 | \$ 105.51 | \$ 110.79 | \$ 116.33 | \$ 122.15 | \$ 128.26 |
| | | Monthly | \$ 17,418.27 | \$ 18,288.40 | \$ 19,203.60 | \$ 20,163.87 | \$ 21,172.67 | \$ 22,231.73 |
| | | Annual | \$ 209,019.20 | \$ 219,460.80 | \$ 230,443.20 | \$ 241,966.40 | \$ 254,072.00 | \$ 266,780.80 |
| <u>General Manager</u> | Exempt | Hourly | \$ 117.84 | | | | | |
| | | Monthly | \$ 20,425.60 | | | | | |
| | | Annual | \$ 245,107.20 | Flat Rate | | | | |