



RUBIDOUX COMMUNITY SERVICES DISTRICT

FY 2026-2027 Salary Plan - 3.28% COLA

Approved and Adopted by the Board of Directors 5/21/26 - Payrates Effective 06/22/2026

Amended 08/20/2026

<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	\$ 25.34	\$ 26.62	\$ 27.95	\$ 29.33	\$ 30.81	\$ 32.35
		Monthly	\$ 4,392.27	\$ 4,614.13	\$ 4,844.67	\$ 5,083.87	\$ 5,340.40	\$ 5,607.33
		Annual	\$ 52,707.20	\$ 55,369.60	\$ 58,136.00	\$ 61,006.40	\$ 64,084.80	\$ 67,288.00
<u>Accounting / Customer Service Clerk I</u>	Non-Exempt	Hourly	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.31	\$ 40.24
		Monthly	\$ 5,465.20	\$ 5,737.33	\$ 6,025.07	\$ 6,324.93	\$ 6,640.40	\$ 6,974.93
		Annual	\$ 65,582.40	\$ 68,848.00	\$ 72,300.80	\$ 75,899.20	\$ 79,684.80	\$ 83,699.20
<u>Accounting / Customer Service Clerk II</u>	Non-Exempt	Hourly	\$ 36.70	\$ 38.53	\$ 40.47	\$ 42.49	\$ 44.62	\$ 46.84
		Monthly	\$ 6,361.33	\$ 6,678.53	\$ 7,014.80	\$ 7,364.93	\$ 7,734.13	\$ 8,118.93
		Annual	\$ 76,336.00	\$ 80,142.40	\$ 84,177.60	\$ 88,379.20	\$ 92,809.60	\$ 97,427.20
<u>Meter Reader</u>	Non-Exempt	Hourly	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.31	\$ 40.24
		Monthly	\$ 5,465.20	\$ 5,737.33	\$ 6,025.07	\$ 6,324.93	\$ 6,640.40	\$ 6,974.93
		Annual	\$ 65,582.40	\$ 68,848.00	\$ 72,300.80	\$ 75,899.20	\$ 79,684.80	\$ 83,699.20
<u>Utility Maintenance Worker I - Water</u>	Non-Exempt	Hourly	\$ 32.48	\$ 34.11	\$ 35.81	\$ 37.59	\$ 39.48	\$ 41.46
		Monthly	\$ 5,629.87	\$ 5,912.40	\$ 6,207.07	\$ 6,515.60	\$ 6,843.20	\$ 7,186.40
		Annual	\$ 67,558.40	\$ 70,948.80	\$ 74,484.80	\$ 78,187.20	\$ 82,118.40	\$ 86,236.80
<u>Utility Maintenance Worker II - Water</u>	Non-Exempt	Hourly	\$ 36.70	\$ 38.53	\$ 40.47	\$ 42.49	\$ 44.62	\$ 46.84
		Monthly	\$ 6,361.33	\$ 6,678.53	\$ 7,014.80	\$ 7,364.93	\$ 7,734.13	\$ 8,118.93
		Annual	\$ 76,336.00	\$ 80,142.40	\$ 84,177.60	\$ 88,379.20	\$ 92,809.60	\$ 97,427.20
<u>Utility Maintenance Worker I - Collections</u>	Non-Exempt	Hourly	\$ 32.48	\$ 34.11	\$ 35.81	\$ 37.59	\$ 39.48	\$ 41.46
		Monthly	\$ 5,629.87	\$ 5,912.40	\$ 6,207.07	\$ 6,515.60	\$ 6,843.20	\$ 7,186.40
		Annual	\$ 67,558.40	\$ 70,948.80	\$ 74,484.80	\$ 78,187.20	\$ 82,118.40	\$ 86,236.80
<u>Utility Maintenance Worker II - Collections</u>	Non-Exempt	Hourly	\$ 36.70	\$ 38.53	\$ 40.47	\$ 42.49	\$ 44.62	\$ 46.84
		Monthly	\$ 6,361.33	\$ 6,678.53	\$ 7,014.80	\$ 7,364.93	\$ 7,734.13	\$ 8,118.93
		Annual	\$ 76,336.00	\$ 80,142.40	\$ 84,177.60	\$ 88,379.20	\$ 92,809.60	\$ 97,427.20
<u>Utility Crew Leader - Water</u>	Non-Exempt	Hourly	\$ 43.64	\$ 45.82	\$ 48.10	\$ 50.51	\$ 53.02	\$ 55.68
		Monthly	\$ 7,564.27	\$ 7,942.13	\$ 8,337.33	\$ 8,755.07	\$ 9,190.13	\$ 9,651.20
		Annual	\$ 90,771.20	\$ 95,305.60	\$ 100,048.00	\$ 105,060.80	\$ 110,281.60	\$ 115,814.40
<u>Utility Crew Leader - Collections</u>	Non-Exempt	Hourly	\$ 43.64	\$ 45.82	\$ 48.10	\$ 50.51	\$ 53.02	\$ 55.68
		Monthly	\$ 7,564.27	\$ 7,942.13	\$ 8,337.33	\$ 8,755.07	\$ 9,190.13	\$ 9,651.20
		Annual	\$ 90,771.20	\$ 95,305.60	\$ 100,048.00	\$ 105,060.80	\$ 110,281.60	\$ 115,814.40
<u>Utility Field Supervisor</u>	Non-Exempt	Hourly	\$ 52.36	\$ 54.98	\$ 57.72	\$ 60.60	\$ 63.63	\$ 66.81
		Monthly	\$ 9,075.73	\$ 9,529.87	\$ 10,004.80	\$ 10,504.00	\$ 11,029.20	\$ 11,580.40
		Annual	\$ 108,908.80	\$ 114,358.40	\$ 120,057.60	\$ 126,048.00	\$ 132,350.40	\$ 138,964.80
<u>Systems Operator I</u>	Non-Exempt	Hourly	\$ 37.70	\$ 39.58	\$ 41.55	\$ 43.63	\$ 45.82	\$ 48.10
		Monthly	\$ 6,534.67	\$ 6,860.53	\$ 7,202.00	\$ 7,562.53	\$ 7,942.13	\$ 8,337.33
		Annual	\$ 78,416.00	\$ 82,326.40	\$ 86,424.00	\$ 90,750.40	\$ 95,305.60	\$ 100,048.00

<u>Systems Operator II</u>	Non-Exempt	Hourly	\$ 39.58	\$ 41.55	\$ 43.63	\$ 45.82	\$ 48.10	\$ 50.51
		Monthly	\$ 6,860.53	\$ 7,202.00	\$ 7,562.53	\$ 7,942.13	\$ 8,337.33	\$ 8,755.07
		Annual	\$ 82,326.40	\$ 86,424.00	\$ 90,750.40	\$ 95,305.60	\$ 100,048.00	\$ 105,060.80
<u>Senior Systems Operator</u>	Non-Exempt	Hourly	\$ 47.88	\$ 50.27	\$ 52.78	\$ 55.41	\$ 58.18	\$ 61.09
		Monthly	\$ 8,299.20	\$ 8,713.47	\$ 9,148.53	\$ 9,604.40	\$ 10,084.53	\$ 10,588.93
		Annual	\$ 99,590.40	\$ 104,561.60	\$ 109,782.40	\$ 115,252.80	\$ 121,014.40	\$ 127,067.20
<u>Water Operations Supervisor</u>	Non-Exempt	Hourly	\$ 57.58	\$ 60.46	\$ 63.48	\$ 66.66	\$ 69.99	\$ 73.49
		Monthly	\$ 9,980.53	\$ 10,479.56	\$ 11,003.54	\$ 11,553.72	\$ 12,131.40	\$ 12,737.97
		Annual	\$ 119,766.40	\$ 125,754.72	\$ 132,042.46	\$ 138,644.58	\$ 145,576.81	\$ 152,855.65
<u>Cross Connection & Source Control Field Program Coordinator</u>	Non-Exempt	Hourly	\$ 44.97	\$ 47.21	\$ 49.56	\$ 52.05	\$ 54.67	\$ 57.39
		Monthly	\$ 7,794.80	\$ 8,183.07	\$ 8,590.40	\$ 9,022.00	\$ 9,476.13	\$ 9,947.60
		Annual	\$ 93,537.60	\$ 98,196.80	\$ 103,084.80	\$ 108,264.00	\$ 113,713.60	\$ 119,371.20
<u>Engineering Technician/IT Business Systems / GIS Analyst</u>	Exempt	Hourly	\$ 43.95	\$ 46.15	\$ 48.45	\$ 50.88	\$ 53.43	\$ 56.09
		Monthly	\$ 7,618.00	\$ 7,999.33	\$ 8,398.00	\$ 8,819.20	\$ 9,261.20	\$ 9,722.27
		Annual	\$ 91,416.00	\$ 95,992.00	\$ 100,776.00	\$ 105,830.40	\$ 111,134.40	\$ 116,667.20
<u>Assistant Engineer</u>	Exempt	Hourly	\$ 48.35	\$ 50.76	\$ 53.29	\$ 55.97	\$ 58.77	\$ 61.70
		Monthly	\$ 8,380.67	\$ 8,798.40	\$ 9,236.93	\$ 9,701.47	\$ 10,186.80	\$ 10,694.67
		Annual	\$ 100,568.00	\$ 105,580.80	\$ 110,843.20	\$ 116,417.60	\$ 122,241.60	\$ 128,336.00
<u>Associate Engineer</u>	Exempt	Hourly	\$ 63.25	\$ 66.40	\$ 69.72	\$ 73.19	\$ 76.86	\$ 80.71
		Monthly	\$ 10,963.33	\$ 11,509.33	\$ 12,084.80	\$ 12,686.27	\$ 13,322.40	\$ 13,989.73
		Annual	\$ 131,560.00	\$ 138,112.00	\$ 145,017.60	\$ 152,235.20	\$ 159,868.80	\$ 167,876.80
<u>HR Generalist / Safety and Facilities Coordinator</u>	Exempt	Hourly	\$ 50.42	\$ 52.92	\$ 55.57	\$ 58.35	\$ 61.28	\$ 64.34
		Monthly	\$ 8,739.47	\$ 9,172.80	\$ 9,632.13	\$ 10,114.00	\$ 10,621.87	\$ 11,152.27
		Annual	\$ 104,873.60	\$ 110,073.60	\$ 115,585.60	\$ 121,368.00	\$ 127,462.40	\$ 133,827.20
<u>Customer Service / Accounts Payable Manager</u>	Exempt	Hourly	\$ 57.37	\$ 60.24	\$ 63.26	\$ 66.42	\$ 69.73	\$ 73.20
		Monthly	\$ 9,944.13	\$ 10,441.60	\$ 10,965.07	\$ 11,512.80	\$ 12,086.53	\$ 12,688.00
		Annual	\$ 119,329.60	\$ 125,299.20	\$ 131,580.80	\$ 138,153.60	\$ 145,038.40	\$ 152,256.00
<u>Director of Operations</u>	Exempt	Hourly	\$ 77.80	\$ 81.67	\$ 85.77	\$ 90.06	\$ 94.56	\$ 99.29
		Monthly	\$ 13,485.33	\$ 14,156.13	\$ 14,866.80	\$ 15,610.40	\$ 16,390.40	\$ 17,210.27
		Annual	\$ 161,824.00	\$ 169,873.60	\$ 178,401.60	\$ 187,324.80	\$ 196,684.80	\$ 206,523.20
<u>Director of Finance and Administration</u>	Exempt	Hourly	\$ 91.40	\$ 95.98	\$ 100.78	\$ 105.82	\$ 111.10	\$ 116.67
		Monthly	\$ 15,842.67	\$ 16,636.53	\$ 17,468.53	\$ 18,342.13	\$ 19,257.33	\$ 20,222.80
		Annual	\$ 190,112.00	\$ 199,638.40	\$ 209,622.40	\$ 220,105.60	\$ 231,088.00	\$ 242,673.60
<u>Director of Engineering</u>	Exempt	Hourly	\$ 91.40	\$ 95.98	\$ 100.78	\$ 105.82	\$ 111.10	\$ 116.67
		Monthly	\$ 15,842.67	\$ 16,636.53	\$ 17,468.53	\$ 18,342.13	\$ 19,257.33	\$ 20,222.80
		Annual	\$ 190,112.00	\$ 199,638.40	\$ 209,622.40	\$ 220,105.60	\$ 231,088.00	\$ 242,673.60
<u>Assistant General Manager</u>	Exempt	Hourly	\$ 109.68	\$ 115.18	\$ 120.93	\$ 126.98	\$ 133.32	\$ 140.01
		Monthly	\$ 19,011.20	\$ 19,964.53	\$ 20,961.20	\$ 22,009.87	\$ 23,108.80	\$ 24,268.40
		Annual	\$ 228,134.40	\$ 239,574.40	\$ 251,534.40	\$ 264,118.40	\$ 277,305.60	\$ 291,220.80
<u>General Manager</u>	Exempt	Hourly	\$ 136.46					
		Monthly	\$ 23,653.07					
		Annual	\$ 283,836.80	Flat Rate				