



RUBIDOUX COMMUNITY SERVICES DISTRICT

FY 2025-2026 Salary Plan - 2.61% COLA

Approved and Adopted by the Board of Directors 6/19/2025 **1st Amended 8/7/2025** **2nd Amended 11/6/2025**
 Payrates Effective 6/23/2025 **1st Amended Effective 8/7/2025** **2nd Amended Effective 11/6/2025**

<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	\$ 24.54	\$ 25.77	\$ 27.06	\$ 28.40	\$ 29.83	\$ 31.32
		Monthly	\$ 4,253.60	\$ 4,466.80	\$ 4,690.40	\$ 4,922.67	\$ 5,170.53	\$ 5,428.80
		Annual	\$ 51,043.20	\$ 53,601.60	\$ 56,284.80	\$ 59,072.00	\$ 62,046.40	\$ 65,145.60
<u>Accounting / Customer Service Clerk I</u>	Non-Exempt	Hourly	\$ 30.53	\$ 32.05	\$ 33.66	\$ 35.33	\$ 37.09	\$ 38.96
		Monthly	\$ 5,291.87	\$ 5,555.33	\$ 5,834.40	\$ 6,123.87	\$ 6,428.93	\$ 6,753.07
		Annual	\$ 63,502.40	\$ 66,664.00	\$ 70,012.80	\$ 73,486.40	\$ 77,147.20	\$ 81,036.80
<u>Accounting / Customer Service Clerk II</u>	Non-Exempt	Hourly	\$ 35.53	\$ 37.31	\$ 39.18	\$ 41.14	\$ 43.20	\$ 45.35
		Monthly	\$ 6,158.53	\$ 6,467.07	\$ 6,791.20	\$ 7,130.93	\$ 7,488.00	\$ 7,860.67
		Annual	\$ 73,902.40	\$ 77,604.80	\$ 81,494.40	\$ 85,571.20	\$ 89,856.00	\$ 94,328.00
<u>Meter Reader</u>	Non-Exempt	Hourly	\$ 30.53	\$ 32.05	\$ 33.66	\$ 35.33	\$ 37.09	\$ 38.96
		Monthly	\$ 5,291.87	\$ 5,555.33	\$ 5,834.40	\$ 6,123.87	\$ 6,428.93	\$ 6,753.07
		Annual	\$ 63,502.40	\$ 66,664.00	\$ 70,012.80	\$ 73,486.40	\$ 77,147.20	\$ 81,036.80
<u>Utility Maintenance Worker I - Water</u>	Non-Exempt	Hourly	\$ 31.45	\$ 33.03	\$ 34.67	\$ 36.40	\$ 38.23	\$ 40.14
		Monthly	\$ 5,451.33	\$ 5,725.20	\$ 6,009.47	\$ 6,309.33	\$ 6,626.53	\$ 6,957.60
		Annual	\$ 65,416.00	\$ 68,702.40	\$ 72,113.60	\$ 75,712.00	\$ 79,518.40	\$ 83,491.20
<u>Utility Maintenance Worker II - Water</u>	Non-Exempt	Hourly	\$ 35.53	\$ 37.31	\$ 39.18	\$ 41.14	\$ 43.20	\$ 45.35
		Monthly	\$ 6,158.53	\$ 6,467.07	\$ 6,791.20	\$ 7,130.93	\$ 7,488.00	\$ 7,860.67
		Annual	\$ 73,902.40	\$ 77,604.80	\$ 81,494.40	\$ 85,571.20	\$ 89,856.00	\$ 94,328.00
<u>Utility Maintenance Worker I - Collections</u>	Non-Exempt	Hourly	\$ 31.45	\$ 33.03	\$ 34.67	\$ 36.40	\$ 38.23	\$ 40.14
		Monthly	\$ 5,451.33	\$ 5,725.20	\$ 6,009.47	\$ 6,309.33	\$ 6,626.53	\$ 6,957.60
		Annual	\$ 65,416.00	\$ 68,702.40	\$ 72,113.60	\$ 75,712.00	\$ 79,518.40	\$ 83,491.20
<u>Utility Maintenance Worker II - Collections</u>	Non-Exempt	Hourly	\$ 35.53	\$ 37.31	\$ 39.18	\$ 41.14	\$ 43.20	\$ 45.35
		Monthly	\$ 6,158.53	\$ 6,467.07	\$ 6,791.20	\$ 7,130.93	\$ 7,488.00	\$ 7,860.67
		Annual	\$ 73,902.40	\$ 77,604.80	\$ 81,494.40	\$ 85,571.20	\$ 89,856.00	\$ 94,328.00
<u>Utility Crew Leader - Water</u>	Non-Exempt	Hourly	\$ 42.25	\$ 44.36	\$ 46.57	\$ 48.91	\$ 51.34	\$ 53.91
		Monthly	\$ 7,323.33	\$ 7,689.07	\$ 8,072.13	\$ 8,477.73	\$ 8,898.93	\$ 9,344.40
		Annual	\$ 87,880.00	\$ 92,268.80	\$ 96,865.60	\$ 101,732.80	\$ 106,787.20	\$ 112,132.80
<u>Utility Crew Leader - Collections</u>	Non-Exempt	Hourly	\$ 42.25	\$ 44.36	\$ 46.57	\$ 48.91	\$ 51.34	\$ 53.91
		Monthly	\$ 7,323.33	\$ 7,689.07	\$ 8,072.13	\$ 8,477.73	\$ 8,898.93	\$ 9,344.40
		Annual	\$ 87,880.00	\$ 92,268.80	\$ 96,865.60	\$ 101,732.80	\$ 106,787.20	\$ 112,132.80
<u>Utility Field Supervisor</u>	Non-Exempt	Hourly	\$ 50.70	\$ 53.23	\$ 55.89	\$ 58.68	\$ 61.61	\$ 64.69
		Monthly	\$ 8,788.00	\$ 9,226.53	\$ 9,687.60	\$ 10,171.20	\$ 10,679.07	\$ 11,212.93
		Annual	\$ 105,456.00	\$ 110,718.40	\$ 116,251.20	\$ 122,054.40	\$ 128,148.80	\$ 134,555.20
<u>Systems Operator I</u>	Non-Exempt	Hourly	\$ 36.50	\$ 38.32	\$ 40.23	\$ 42.24	\$ 44.36	\$ 46.57
		Monthly	\$ 6,326.67	\$ 6,642.13	\$ 6,973.20	\$ 7,321.60	\$ 7,689.07	\$ 8,072.13
		Annual	\$ 75,920.00	\$ 79,705.60	\$ 83,678.40	\$ 87,859.20	\$ 92,268.80	\$ 96,865.60

<u>Systems Operator II</u>	Non-Exempt	Hourly	\$ 38.32	\$ 40.23	\$ 42.24	\$ 44.36	\$ 46.57	\$ 48.91
		Monthly	\$ 6,642.13	\$ 6,973.20	\$ 7,321.60	\$ 7,689.07	\$ 8,072.13	\$ 8,477.73
		Annual	\$ 79,705.60	\$ 83,678.40	\$ 87,859.20	\$ 92,268.80	\$ 96,865.60	\$ 101,732.80
<u>Senior Systems Operator I</u>	Non-Exempt	Hourly	\$ 46.36	\$ 48.67	\$ 51.10	\$ 53.65	\$ 56.33	\$ 59.15
		Monthly	\$ 8,035.73	\$ 8,436.13	\$ 8,857.33	\$ 9,299.33	\$ 9,763.87	\$ 10,252.67
		Annual	\$ 96,428.80	\$ 101,233.60	\$ 106,288.00	\$ 111,592.00	\$ 117,166.40	\$ 123,032.00
<u>Senior Systems Operator II</u>	Non-Exempt	Hourly	\$ 50.95	\$ 53.49	\$ 56.17	\$ 58.98	\$ 61.94	\$ 65.02
		Monthly	\$ 8,831.33	\$ 9,271.60	\$ 9,736.13	\$ 10,223.20	\$ 10,736.27	\$ 11,270.13
		Annual	\$ 105,976.00	\$ 111,259.20	\$ 116,833.60	\$ 122,678.40	\$ 128,835.20	\$ 135,241.60
<u>Cross Connection & Source Control Field Program Coordinator</u>	Non-Exempt	Hourly	\$ 43.54	\$ 45.71	\$ 47.99	\$ 50.40	\$ 52.93	\$ 55.57
		Monthly	\$ 7,546.93	\$ 7,923.07	\$ 8,318.27	\$ 8,736.00	\$ 9,174.53	\$ 9,632.13
		Annual	\$ 90,563.20	\$ 95,076.80	\$ 99,819.20	\$ 104,832.00	\$ 110,094.40	\$ 115,585.60
<u>Engineering Technician/IT Business Systems / GIS Analyst</u>	Exempt	Hourly	\$ 42.55	\$ 44.68	\$ 46.91	\$ 49.26	\$ 51.73	\$ 54.31
		Monthly	\$ 7,375.33	\$ 7,744.53	\$ 8,131.07	\$ 8,538.40	\$ 8,966.53	\$ 9,413.73
		Annual	\$ 88,504.00	\$ 92,934.40	\$ 97,572.80	\$ 102,460.80	\$ 107,598.40	\$ 112,964.80
<u>Assistant Engineer</u>	Exempt	Hourly	\$ 46.81	\$ 49.15	\$ 51.60	\$ 54.19	\$ 56.90	\$ 59.74
		Monthly	\$ 8,113.73	\$ 8,519.33	\$ 8,944.00	\$ 9,392.93	\$ 9,862.67	\$ 10,354.93
		Annual	\$ 97,364.80	\$ 102,232.00	\$ 107,328.00	\$ 112,715.20	\$ 118,352.00	\$ 124,259.20
<u>Associate Engineer</u>	Exempt	Hourly	\$ 61.24	\$ 64.29	\$ 67.51	\$ 70.87	\$ 74.42	\$ 78.15
		Monthly	\$ 10,614.93	\$ 11,143.60	\$ 11,701.73	\$ 12,284.13	\$ 12,899.47	\$ 13,546.00
		Annual	\$ 127,379.20	\$ 133,723.20	\$ 140,420.80	\$ 147,409.60	\$ 154,793.60	\$ 162,552.00
<u>HR Generalist / Safety and Facilities Coordinator</u>	Exempt	Hourly	\$ 48.82	\$ 51.24	\$ 53.81	\$ 56.50	\$ 59.33	\$ 62.30
		Monthly	\$ 8,462.13	\$ 8,881.60	\$ 9,327.07	\$ 9,793.33	\$ 10,283.87	\$ 10,798.67
		Annual	\$ 101,545.60	\$ 106,579.20	\$ 111,924.80	\$ 117,520.00	\$ 123,406.40	\$ 129,584.00
<u>Customer Service / Accounts Payable Manager</u>	Exempt	Hourly	\$ 55.55	\$ 58.33	\$ 61.25	\$ 64.31	\$ 67.52	\$ 70.88
		Monthly	\$ 9,628.67	\$ 10,110.53	\$ 10,616.67	\$ 11,147.07	\$ 11,703.47	\$ 12,285.87
		Annual	\$ 115,544.00	\$ 121,326.40	\$ 127,400.00	\$ 133,764.80	\$ 140,441.60	\$ 147,430.40
<u>Director of Operations</u>	Exempt	Hourly	\$ 75.33	\$ 79.08	\$ 83.05	\$ 87.20	\$ 91.56	\$ 96.14
		Monthly	\$ 13,057.20	\$ 13,707.20	\$ 14,395.33	\$ 15,114.67	\$ 15,870.40	\$ 16,664.27
		Annual	\$ 156,686.40	\$ 164,486.40	\$ 172,744.00	\$ 181,376.00	\$ 190,444.80	\$ 199,971.20
<u>Director of Finance and Administration</u>	Exempt	Hourly	\$ 88.50	\$ 92.93	\$ 97.58	\$ 102.46	\$ 107.57	\$ 112.96
		Monthly	\$ 15,340.00	\$ 16,107.87	\$ 16,913.87	\$ 17,759.73	\$ 18,645.47	\$ 19,579.73
		Annual	\$ 184,080.00	\$ 193,294.40	\$ 202,966.40	\$ 213,116.80	\$ 223,745.60	\$ 234,956.80
<u>Director of Engineering</u>	Exempt	Hourly	\$ 88.50	\$ 92.93	\$ 97.58	\$ 102.46	\$ 107.57	\$ 112.96
		Monthly	\$ 15,340.00	\$ 16,107.87	\$ 16,913.87	\$ 17,759.73	\$ 18,645.47	\$ 19,579.73
		Annual	\$ 184,080.00	\$ 193,294.40	\$ 202,966.40	\$ 213,116.80	\$ 223,745.60	\$ 234,956.80
<u>Assistant General Manager</u>	Exempt	Hourly	\$ 106.20	\$ 111.52	\$ 117.09	\$ 122.95	\$ 129.09	\$ 135.56
		Monthly	\$ 18,408.00	\$ 19,330.13	\$ 20,295.60	\$ 21,311.33	\$ 22,375.60	\$ 23,497.07
		Annual	\$ 220,896.00	\$ 231,961.60	\$ 243,547.20	\$ 255,736.00	\$ 268,507.20	\$ 281,964.80
<u>General Manager</u>	Exempt	Hourly	\$ 132.13					
		Monthly	\$ 22,902.53					
		Annual	\$ 274,830.40	Flat Rate				