

HUMBOLDT COMMUNITY SERVICES DISTRICT

FY 26/27 WAGE & SALARY SCHEDULE EFFECTIVE 7/1/2026

Classification	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	*Step 6	*Step 7	*Step 8	*Step 9	*Step 10
Seasonal/Temporary											
**Laborer/Clerk	Hourly	\$ 19.78	\$ 20.77	\$ 21.81	\$ 22.90	\$ 24.05	\$ 25.25				
Finance/Customer Service											
Cust. Serv. Rep I	Hourly	\$ 21.57	\$ 22.65	\$ 23.78	\$ 24.97	\$ 26.22	\$ 27.53	\$ 28.91	\$ 30.36	\$ 31.88	\$ 33.47
Cust. Serv. Rep II	Hourly	\$ 28.01	\$ 29.41	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	\$ 41.38	\$ 43.45
Finance Manager	Mo Salary	\$ 8,864.00	\$ 9,307.00	\$ 9,772.00	\$ 10,261.00	\$ 10,774.00	\$ 11,313.00	\$ 11,879.00	\$ 12,473.00	\$ 13,097.00	\$ 13,752.00
Utilities Cons/Maint											
***Utility I	Hourly	\$ 24.45	\$ 25.67	\$ 26.95	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.94
***Utility II	Hourly	\$ 28.63	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.29	\$ 42.30	\$ 44.42
***Utility III	Hourly	\$ 34.77	\$ 36.51	\$ 38.34	\$ 40.26	\$ 42.27	\$ 44.38	\$ 46.60	\$ 48.93	\$ 51.38	\$ 53.95
***Foreman	Hourly	\$ 43.78	\$ 45.97	\$ 48.27	\$ 50.68	\$ 53.21	\$ 55.87	\$ 58.66	\$ 61.59	\$ 64.67	\$ 67.90
Engineering											
Utility Svcs. Assist.	Hourly	\$ 32.41	\$ 34.03	\$ 35.73	\$ 37.52	\$ 39.40	\$ 41.37	\$ 43.44	\$ 45.61	\$ 47.89	\$ 50.28
Utility Svcs. Planner	Hourly	\$ 41.41	\$ 43.48	\$ 45.65	\$ 47.93	\$ 50.33	\$ 52.85	\$ 55.49	\$ 58.26	\$ 61.17	\$ 64.23
Sp. Projects Tech	Hourly	\$ 46.39	\$ 48.71	\$ 51.15	\$ 53.71	\$ 56.40	\$ 59.22	\$ 62.18	\$ 65.29	\$ 68.55	\$ 71.98
Assistant Engineer	Mo Salary	\$ 7,535.00	\$ 7,912.00	\$ 8,308.00	\$ 8,723.00	\$ 9,159.00	\$ 9,617.00	\$ 10,098.00	\$ 10,603.00	\$ 11,133.00	\$ 11,690.00
Associate Engineer	Mo Salary	\$ 8,518.00	\$ 8,944.00	\$ 9,391.00	\$ 9,861.00	\$ 10,354.00	\$ 10,872.00	\$ 11,416.00	\$ 11,987.00	\$ 12,586.00	\$ 13,215.00
District Engineer	Mo Salary	\$ 9,550.00	\$ 10,028.00	\$ 10,529.00	\$ 11,055.00	\$ 11,608.00	\$ 12,188.00	\$ 12,797.00	\$ 13,437.00	\$ 14,109.00	\$ 14,814.00
Administration											
Admin Assist/Bd Secty	Hourly	\$ 30.54	\$ 32.07	\$ 33.67	\$ 35.35	\$ 37.12	\$ 38.98	\$ 40.93	\$ 42.98	\$ 45.13	\$ 47.39
Admin Serv. Mgr I	Hourly	\$ 37.12	\$ 38.98	\$ 40.93	\$ 42.98	\$ 45.13	\$ 47.39	\$ 49.76	\$ 52.25	\$ 54.86	\$ 57.60
Admin. Serv. Mgr. II	Mo Salary	\$ 7,600.00	\$ 7,980.00	\$ 8,379.00	\$ 8,798.00	\$ 9,238.00	\$ 9,700.00	\$ 10,185.00	\$ 10,694.00	\$ 11,229.00	\$ 11,790.00
General Manager											
Classification	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	*Step 7	*Step 8	*Step 9	*Step 10
General Manager	Mo Salary	\$ 13,006.00	\$ 13,656.00	\$ 14,339.00	\$ 15,056.00	\$ 15,809.00	\$ 16,995.00	\$ 17,845.00	\$ 18,737.00	\$ 19,674.00	\$ 20,658.00

***Standby Duty Pay \$49.50/DAY, WEEKDAY \$82.50/DAY, WEEKEND/HOLIDAY
2026/27= 5% COLA

* Represents potential maximum of 5% each five year period after reaching Step 5 (Step 6 for General Manager)

** Represents seasonal positions without benefits.