

HUMBOLDT COMMUNITY SERVICES DISTRICT											
FY 25/26 WAGE & SALARY SCHEDULE EFFECTIVE 7/1/2025											
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	18.84	19.78	20.77	21.81	22.90	24.05				
Finance/Customer Service											
Cust. Serv. Rep I	Hourly	20.54	21.57	22.65	23.78	24.97	26.22	27.53	28.91	30.36	31.88
Cust. Serv. Rep II	Hourly	26.68	28.01	29.41	30.88	32.42	34.04	35.74	37.53	39.41	41.38
Finance Manager	Mo Salary	8,442.00	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
Utilities Cons/Maint											
***Utility I	Hourly	22.03	23.13	24.29	25.50	26.78	28.12	29.53	31.01	32.56	34.19
***Utility II	Hourly	25.79	27.08	28.43	29.85	31.34	32.91	34.56	36.29	38.10	40.01
***Utility III	Hourly	31.32	32.89	34.53	36.26	38.07	39.97	41.97	44.07	46.27	48.58
***Foreman	Hourly	39.44	41.41	43.48	45.65	47.93	50.33	52.85	55.49	58.26	61.17
Engineering											
Engineering Tech. Exp (12/31/2025)	Hourly	30.87	32.41	34.03	35.73	37.52	39.40	41.37	43.44	45.61	47.89
Utility Svcs. Planner Exp (12/31/2025)	Hourly	45.31	47.58	49.96	52.46	55.08	57.83	60.72	63.76	66.95	70.30
Utility Svcs. Assist. /Engineering Tech I	Hourly	30.87	32.41	34.03	35.73	37.52	39.40	41.37	43.44	45.61	47.89
Utility Svcs. Planner /Engineering Tech II	Hourly	39.44	41.41	43.48	45.65	47.93	50.33	52.85	55.49	58.26	61.17
Sp. Projects Tech	Hourly	44.18	46.39	48.71	51.15	53.71	56.40	59.22	62.18	65.29	68.55
Assistant Engineer	Mo Salary	7,176.00	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
Associate Engineer	Mo Salary	8,112.00	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
District Engineer	Mo Salary	9,095.00	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
Administration											
Admin Assist/Bd Secty	Hourly	29.09	30.54	32.07	33.67	35.35	37.12	38.98	40.93	42.98	45.13
Admin Serv. Mgr I	Hourly	35.35	37.12	38.98	40.93	42.98	45.13	47.39	49.76	52.25	54.86
Admin. Serv. Mgr. II	Mo Salary	7,238.00	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
General Manager	Mo Salary	12,387.00	13,006.00	13,656.00	14,339.00	15,056.00	15,809.00	16,599.00	17,429.00	18,300.00	19,215.00

***Standby Duty Pay \$49.50/DAY, WEEKDAY \$82.50/DAY, WEEKEND/HOLIDAY
2025/26= 3% COLA

* Represents potential maximum of 5% each five year period after reaching Step 5

** Represents seasonal positions without benefits.