

**HUMBOLDT COMMUNITY SERVICES DISTRICT
FY 25/26 WAGE & SALARY SCHEDULE EFFECTIVE 7/1/2025**

Classification	Type	STEP 1 (Hire)	STEP 2 (6 mos)	STEP 3 (1 yr)	STEP 4 (2 yr)	STEP 5 (3 yr)	*Step 6 (8 yr)	*Step 7 (13 Yr)	*Step 8 (18 Yr)	*Step 9 (23 Yr)	*Step 10 (28 Yr)
Traditional Time Line: Seasonal/Temporary											
**Laborer	Hourly	18.84	19.78	20.77	21.81	22.90	24.05				
**Clerk	Hourly	18.84	19.78	20.77							
Finance											
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.	Hourly	30.87	32.41	34.03	35.73	37.52	39.40	41.37	43.44	45.61	47.89
Utility Svcs. Planner	Hourly	45.31	47.58	49.96	52.46	55.08	57.83	60.72	63.76	66.95	70.30
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