



**Humboldt Community Services District
Invites Applications
as a Utility I-II-III DOQ**

FIRST REVIEW OF APPLICANTS: August 10, 2026
(Positions will remain open until filled)

The Utility Worker Classifications are full-time, at-will, non-exempt hourly positions with five-step salary ranges of:

- UTILITY I –** Entry level, 5-step Salary Range: Step 1 @ \$24.45/hour (\$4,238 average/month) to Step 5 @ \$29.72/hour (\$5,152 average/month).
- UTILITY II –** Experienced level, 5-step Salary Range: Step 1 @ \$28.63/hour (\$4,962 average/month) to Step 5 @ \$34.80/hour (\$6,031 average/month).
- UTILITY III –** Senior level, 5-step Salary Range: Step 1 @ \$34.77/hour (\$6,027 average/month) to Step 5 @ \$42.27/hour (\$7,327 average/month).

The Humboldt Community Services District is seeking a new full-time employee to engage in tasks related to the construction, operation, and maintenance of the District's water distribution system, wastewater collection system, pumping facilities, and water storage reservoirs. The successful candidate will handle a diverse range of construction and repair duties involving water and wastewater systems, pumping facilities, water storage reservoirs, operations, and SCADA systems. Responsibilities and expectations for each level of the Utility series increase accordingly. Please review the attached individual job descriptions to determine which classification best aligns with your knowledge and experience before submitting an application for consideration.

THE SELECTION PROCESS

Candidates must submit a completed and signed District application to be considered for this position. Only candidates with the most relevant qualifications will be invited to participate in the selection process.

After the final filing date of August 10, 2026, a screening committee will evaluate the qualifications of each candidate for this position. Applicants who meet the minimum qualifications are not necessarily guaranteed advancement to the examination process. The decision made by the screening committee is final. Applicants invited to participate will receive written notification of the screening process results, which may take up to one month or longer. An eligibility list will be created based on the results of the examination process. This process may include an oral interview, written test, skill testing, or any combination of these. The eligibility list generated from this recruitment may be used to fill full-time, part-time, and/or temporary positions. The District reserves the right to extend the final filing date as needed.

Application materials are available at our website:
<https://humboldtcsd.org/human-resources-career-opportunities> or from:

**Humboldt Community Services District
5055 Walnut Drive, Eureka, CA 95503
(707) 443-4558 Fax (707) 443-1490**

Please submit applications in person or by Email: asm@humboldtcsd.org

Initial Filing Date August 10, 2026

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COMPENSATION

The Utility Worker series consists of three individual classifications and is a non-exempt position that is paid an hourly wage subject to the District's [salary schedule](#). In addition to an hourly wage, the position is subject to regularly assigned on-call duty. On-call pay is \$49.25 per day on weekdays and \$82.50 per day on weekends and holidays. Utility Workers called in after hours are paid overtime or receive compensated time off. Utility Workers are members of the Humboldt Community Services District's Employee Association, which negotiates wages and benefits on behalf of its members. Employees may be eligible for a step increase of 5% upon the completion of a 6-month probationary period and upon their employment anniversary, subject to performance.

TRAINING

The District provides extensive training to all employees throughout their career with the District. In their first year of employment, a Utility Workers will train to receive the California Water Distribution Operator certification and a Class A Commercial Driver's License.

BENEFITS

Retirement – This position includes participation in the California Public Employees' Retirement System (CalPERS), providing employees with a secure and reliable pension plan. Employees hired from a reciprocal agency or with prior CalPERS service may be enrolled under the Classic formula, while new members will be enrolled under the PEPRA formula as required by state law.

Supplemental Retirement Savings – CalPERS Voya 457 Plan – In addition to CalPERS pension benefits, employees have the opportunity to participate in a CalPERS Voya 457 deferred compensation plan, allowing for tax-deferred savings to supplement retirement income. This voluntary benefit enables employees to contribute pre-tax or Roth (after-tax) dollars, with a variety of investment options to help grow their savings over time. The plan provides flexibility in contribution amounts and withdrawal options.

Health Insurance – The District's default health care plan is [Anthem Blue Cross' California Care HMO](#). The plan includes no deductible and an overall annual out-of-pocket limit of \$500 single/ \$1,500 family. The District pays 100% of the health insurance premium for employees; Employees pay a \$20 premium for dependents. The District offers additional health care plans including [Anthem Blue Cross' Classic PPO Plan](#). Employees enrolled in the PPO plan also receive additional benefits including [Progyny](#), which provides fertility, family building, and women's health benefits for employees and their families.

Life and Disability Insurance—The district covers the premium for a life insurance policy valued at one-time the employee's annual earnings. Additionally, short— and long-term disability programs are offered, providing 60% of the employee's monthly earnings after an initial 14-day waiting period.

Health Club Membership – The District reimburses employees for a portion of their monthly health club membership.

Vacation – Vacation accrual begins immediately upon hire at the rate of 11.5 days per year and increases with years of service. The maximum accrual limit is 42 days (336 hours).

Sick Leave – Sick leave accrual starts immediately upon hire at the rate of 8 hours per month, with no accrual limit.

Holidays – The district provides 14 paid holidays each year.

Retiree Health Benefits – Employees who retire from the District may be eligible for health care benefits depending on years of service.

***Note:** Although benefits have been reported as accurately as possible, there has been no warranty of a complete benefit summary intended. All information provided is subject to the actual terms of the legal documents that control benefit programs.

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EQUAL EMPLOYMENT OPPORTUNITY/REASONABLE ACCOMMODATION:

The District is an equal opportunity employer and does not discriminate based on race, religion, national origin, ancestry, gender, marital status, sexual orientation, age, disability, or any other non-merit factors in its process of recruitment, selection, promotion, or other conditions of employment. Following the Americans with Disabilities Act, reasonable efforts will be made during the examination process to accommodate people with special physical or mental requirements. If special accommodations are necessary, please contact the Human Resources Department (707-443-4558) before the testing/interview date. When indicating you have a special need, one of the following definitions will apply to you. A disabled person is anyone who: (1) has a physical or mental impairment that substantially limits one or more major life activities, i.e., walking, seeing, hearing, speaking, working or learning; or (2) has a record of such impairment; or (3) is regarded as having such an impairment.

- Under the Immigration Reform Act of 1986, the District must verify, once an employment offer has been made, that all persons have written proof of their right to work in the United States. The District participates in the E-Verify program.
- All potential District employees must complete a pre-employment physical examination and drug screening and have a satisfactory driving record.

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