



CAYUCOS SANITARY DISTRICT

Salary Schedule for FY 26/27

Approved June 18, 2026

POSITION		MIN	STEP B	STEP C	STEP D	STEP E	MAX
		STEP A	5%	5%	5%	5%	STEP F
DISTRICT MANAGER <i>Full-time Exempt; Contract</i>	Bi-Wkly	N/A	N/A	N/A	N/A	N/A	\$ 92.31
	Annual						\$ 7,384.62 \$ 192,000.00
ADMINISTRATIVE ACCOUNTING MANAGER	Hourly	\$ 39.03	\$ 40.98	\$ 43.03	\$ 45.18	\$ 47.44	\$ 49.81
	Bi-Wkly	\$ 3,122.40	\$ 3,278.40	\$ 3,442.40	\$ 3,614.40	\$ 3,795.20	\$ 3,984.80
	Annual	\$ 81,182.40	\$ 85,238.40	\$ 89,502.40	\$ 93,974.40	\$ 98,675.20	\$ 103,604.80
ADMINISTRATIVE SERVICES MANAGER/ BOARD SECRETARY	Hourly	\$ 52.08	\$ 54.68	\$ 57.41	\$ 60.28	\$ 63.29	\$ 66.45
	Bi-Wkly	\$ 4,166.40	\$ 4,374.40	\$ 4,592.80	\$ 4,822.40	\$ 5,063.20	\$ 5,316.00
	Annual	\$ 108,326.40	\$ 113,734.40	\$ 119,412.80	\$ 125,382.40	\$ 131,643.20	\$ 138,216.00
COLLECTION WORKER TRAINEE	Hourly	\$ 22.61	\$ 23.74	\$ 24.93	\$ 26.18	\$ 27.49	\$ 28.86
	Bi-Wkly	\$ 1,808.80	\$ 1,899.20	\$ 1,994.40	\$ 2,094.40	\$ 2,199.20	\$ 2,308.80
	Annual	\$ 47,028.80	\$ 49,379.20	\$ 51,854.40	\$ 54,454.40	\$ 57,179.20	\$ 60,028.80
COLLECTION WORKER I	Hourly	\$ 27.69	\$ 29.07	\$ 30.52	\$ 32.05	\$ 33.65	\$ 35.33
	Bi-Wkly	\$ 2,215.20	\$ 2,325.60	\$ 2,441.60	\$ 2,564.00	\$ 2,692.00	\$ 2,826.40
	Annual	\$ 57,595.20	\$ 60,465.60	\$ 63,481.60	\$ 66,664.00	\$ 69,992.00	\$ 73,486.40
COLLECTION WORKER II <i>Vacant</i>	Hourly	\$ 29.06	\$ 30.51	\$ 32.04	\$ 33.64	\$ 35.32	\$ 37.09
	Bi-Wkly	\$ 2,324.80	\$ 2,440.80	\$ 2,563.20	\$ 2,691.20	\$ 2,825.60	\$ 2,967.20
	Annual	\$ 60,444.80	\$ 63,460.80	\$ 66,643.20	\$ 69,971.20	\$ 73,465.60	\$ 77,147.20
COLLECTION WORKER III <i>Vacant</i>	Hourly	\$ 33.54	\$ 35.22	\$ 36.98	\$ 38.83	\$ 40.77	\$ 42.81
	Bi-Wkly	\$ 2,683.20	\$ 2,817.60	\$ 2,958.40	\$ 3,106.40	\$ 3,261.60	\$ 3,424.80
	Annual	\$ 69,763.20	\$ 73,257.60	\$ 76,918.40	\$ 80,766.40	\$ 84,801.60	\$ 89,044.80
LEAD COLLECTION WORKER	Hourly	\$ 43.23	\$ 45.39	\$ 47.66	\$ 50.04	\$ 52.54	\$ 55.17
	Bi-Wkly	\$ 3,458.40	\$ 3,631.20	\$ 3,812.80	\$ 4,003.20	\$ 4,203.20	\$ 4,413.60
	Annual	\$ 89,918.40	\$ 94,411.20	\$ 99,132.80	\$ 104,083.20	\$ 109,283.20	\$ 114,753.60
OPERATOR-IN-TRAINING <i>Vacant</i>	Hourly	\$ 27.69	\$ 29.07	\$ 30.52	\$ 32.05	\$ 33.65	\$ 35.33
	Bi-Wkly	\$ 2,215.20	\$ 2,325.60	\$ 2,441.60	\$ 2,564.00	\$ 2,692.00	\$ 2,826.40
	Annual	\$ 57,595.20	\$ 60,465.60	\$ 63,481.60	\$ 66,664.00	\$ 69,992.00	\$ 73,486.40
TREATMENT PLANT OPERATOR GR I <i>Vacant</i>	Hourly	\$ 36.25	\$ 38.06	\$ 39.96	\$ 41.96	\$ 44.06	\$ 46.26
	Bi-Wkly	\$ 2,900.00	\$ 3,044.80	\$ 3,196.80	\$ 3,356.80	\$ 3,524.80	\$ 3,700.80
	Annual	\$ 75,400.00	\$ 79,164.80	\$ 83,116.80	\$ 87,276.80	\$ 91,644.80	\$ 96,220.80
TREATMENT PLANT OPERATOR GR II	Hourly	\$38.97	\$40.92	\$42.97	\$45.12	\$47.38	\$49.75
	Bi-Wkly	\$3,117.60	\$3,273.60	\$3,437.60	\$3,609.60	\$3,790.40	\$3,980.00
	Annual	\$81,057.60	\$85,113.60	\$89,377.60	\$93,849.60	\$98,550.40	\$103,480.00
TREATMENT PLANT OPERATOR GR III	Hourly	\$44.29	\$46.50	\$48.83	\$51.27	\$53.83	\$56.52
	Bi-Wkly	\$3,543.20	\$3,720.00	\$3,906.40	\$4,101.60	\$4,306.40	\$4,521.60
	Annual	\$92,123.20	\$96,720.00	\$101,566.40	\$106,641.60	\$111,966.40	\$117,561.60
CHIEF PLANT OPERATOR	Hourly	\$55.90	\$58.70	\$61.64	\$64.72	\$67.96	\$71.36
	Bi-Wkly	\$4,472.00	\$4,696.00	\$4,931.20	\$5,177.60	\$5,436.80	\$5,708.80
	Annual	\$116,272.00	\$122,096.00	\$128,211.20	\$134,617.60	\$141,356.80	\$148,428.80

All positions are full-time hourly, unless otherwise noted.

New employees will generally be hired at Step A unless it can be demonstrated that, based on the inordinate qualifications of the prospective employee, advanced salary placement is warranted. In no event can the District Manager hire in beyond the mid-point of the range without the express approval of the District Board.

Upon successful completion of the introductory period, an employee will be moved to subsequent steps within their salary range based upon "merit" tied to performance evaluation.

Annually the Board will consider a Cost of Living Adjustment (COLA). If the COLA is approved, the step and range plan will be automatically adjusted accordingly. Therefore, an employee may receive both a step adjustment based upon "merit" and a COLA in any given year until the employee reaches Step F. Upon reaching Step F, the only salary adjustment will be the Board-approved COLA until the employee is eligible for longevity pay increases.

Longevity Pay will be awarded in 2.5% increments when the employee has completed 10 years in the same position or 15 years of overall employment; increasing 2.5% every 5 years thereafter. See Employee Handbook for additional details.

Standby Pay as of 7/1/2026: \$60 each weekday; \$80 each weekend and holiday.