



CASTROVILLE COMMUNITY SERVICES DISTRICT

Wage Step Program-Approved June 16, 2026



OFFICE MANAGER/BOOKKEEPER/SECRETARY

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly	\$ 56.89	\$ 58.60	\$ 60.35	\$ 62.17	\$ 64.03	\$ 65.95	\$ 67.93
Bi-Weekly	\$ 4,551.20	\$ 4,688.00	\$ 4,828.00	\$ 4,973.60	\$ 5,122.40	\$ 5,276.00	\$ 5,434.40
Monthly	\$ 9,860.93	\$ 10,157.33	\$ 10,460.67	\$ 10,776.13	\$ 11,098.53	\$ 11,431.33	\$ 11,774.53
Yearly	\$ 118,331.20	\$ 121,888.00	\$ 125,528.00	\$ 129,313.60	\$ 133,182.40	\$ 137,176.00	\$ 141,294.40

CUSTOMER SERVICE - ACCOUNTS RECEIVABLE

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly	\$ 30.68	\$ 31.60	\$ 32.55	\$ 33.52	\$ 34.53	\$ 35.57	\$ 36.63
Bi-Weekly	\$ 2,454.40	\$ 2,528.00	\$ 2,604.00	\$ 2,681.60	\$ 2,762.40	\$ 2,845.60	\$ 2,930.40
Monthly	\$ 5,317.87	\$ 5,477.33	\$ 5,642.00	\$ 5,810.13	\$ 5,985.20	\$ 6,165.47	\$ 6,349.20
Yearly	\$ 63,814.40	\$ 65,728.00	\$ 67,704.00	\$ 69,721.60	\$ 71,822.40	\$ 73,985.60	\$ 76,190.40

LEAD OPERATOR-Treatment 2 & Distribution 2 + Backflow Certificaton + Class B

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly	\$ 47.77	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38	\$ 57.04
Bi-Weekly	\$ 3,821.60	\$ 3,936.00	\$ 4,054.40	\$ 4,176.00	\$ 4,301.60	\$ 4,430.40	\$ 4,563.20
Monthly	\$ 8,280.13	\$ 8,528.00	\$ 8,784.53	\$ 9,048.00	\$ 9,320.13	\$ 9,599.20	\$ 9,886.93
Yearly	\$ 99,361.60	\$ 102,336.00	\$ 105,414.40	\$ 108,576.00	\$ 111,841.60	\$ 115,190.40	\$ 118,643.20

OPERATOR 2 - Treatment 2 & Distribution 2 = Backflow Certification + Class B

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly	\$ 38.55	\$ 39.71	\$ 40.90	\$ 42.12	\$ 43.39	\$ 44.69	\$ 46.03
Bi-Weekly	\$ 3,084.00	\$ 3,176.80	\$ 3,272.00	\$ 3,369.60	\$ 3,471.20	\$ 3,575.20	\$ 3,682.40
Monthly	\$ 6,682.00	\$ 6,883.07	\$ 7,089.33	\$ 7,300.80	\$ 7,520.93	\$ 7,746.27	\$ 7,978.53
Yearly	\$ 80,184.00	\$ 82,596.80	\$ 85,072.00	\$ 87,609.60	\$ 90,251.20	\$ 92,955.23	\$ 95,742.40

OPERATOR 1 - Treatment 1 & Distribution 1 = Backflow Certification + Class B

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly	\$ 31.59	\$ 32.54	\$ 33.51	\$ 34.52	\$ 35.55	\$ 36.62	\$ 37.72
Bi-Weekly	\$ 2,527.20	\$ 2,603.20	\$ 2,680.80	\$ 2,761.60	\$ 2,844.00	\$ 2,929.60	\$ 3,017.60
Monthly	\$ 5,475.60	\$ 5,640.27	\$ 5,808.40	\$ 5,983.47	\$ 6,162.00	\$ 6,347.47	\$ 6,538.13
Yearly	\$ 65,707.20	\$ 67,683.20	\$ 69,700.80	\$ 71,801.60	\$ 73,944.00	\$ 76,169.60	\$ 78,457.60

Maintenance- No Certification

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly	\$ 25.64	\$ 26.41	\$ 27.20	\$ 28.02	\$ 28.86	\$ 29.72	\$ 30.62
Bi-Weekly	\$ 2,051.20	\$ 2,112.80	\$ 2,176.00	\$ 2,241.60	\$ 2,308.80	\$ 2,377.60	\$ 2,449.60
Monthly	\$ 4,444.27	\$ 4,577.73	\$ 4,714.67	\$ 4,856.80	\$ 5,002.40	\$ 5,151.47	\$ 5,307.47
Yearly	\$ 53,331.20	\$ 54,932.80	\$ 56,576.00	\$ 58,281.60	\$ 60,028.80	\$ 61,817.60	\$ 63,689.60