



CASTROVILLE COMMUNITY SERVICES DISTRICT

Wage Step Program-Board Approved May 20, 2025



OFFICE MANAGER/BOOKKEEPER/SECRETARY

Hourly	\$ 55.23	\$ 56.89	\$ 58.59	\$ 60.35	\$ 62.16	\$ 64.03	\$ 65.95
Bi-Weekly	\$ 4,418.40	\$ 4,551.20	\$ 4,687.20	\$ 4,828.00	\$ 4,972.80	\$ 5,122.40	\$ 5,276.00
Monthly	\$ 9,573.20	\$ 9,860.93	\$ 10,155.60	\$ 10,460.67	\$ 10,774.40	\$ 11,098.53	\$ 11,431.33
Yearly	\$ 114,878.40	\$ 118,331.20	\$ 121,867.20	\$ 125,528.00	\$ 129,292.80	\$ 133,182.40	\$ 137,176.00

CUSTOMER SERVICE - ACCOUNTS RECEIVABLE

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly	\$ 29.79	\$ 30.68	\$ 31.60	\$ 32.55	\$ 33.53	\$ 34.53	\$ 35.57
Bi-Weekly	\$ 2,383.20	\$ 2,454.40	\$ 2,528.00	\$ 2,604.00	\$ 2,682.40	\$ 2,762.40	\$ 2,845.60
Monthly	\$ 5,163.60	\$ 5,317.87	\$ 5,477.33	\$ 5,642.00	\$ 5,811.87	\$ 5,985.20	\$ 6,165.47
Yearly	\$ 61,963.20	\$ 63,814.40	\$ 65,728.00	\$ 67,704.00	\$ 69,742.40	\$ 71,822.40	\$ 73,985.60

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	\$ 46.38	\$ 47.77	\$ 49.20	\$ 50.68	\$ 52.20	\$ 53.77	\$ 55.38
Bi-Weekly	\$ 3,710.40	\$ 3,821.60	\$ 3,936.00	\$ 4,054.40	\$ 4,176.00	\$ 4,301.60	\$ 4,430.40
Monthly	\$ 8,039.20	\$ 8,280.13	\$ 8,528.00	\$ 8,784.53	\$ 9,048.00	\$ 9,320.13	\$ 9,599.20
Yearly	\$ 96,470.40	\$ 99,361.60	\$ 102,336.00	\$ 105,414.40	\$ 108,576.00	\$ 111,841.60	\$ 115,190.40

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	\$ 37.43	\$ 38.55	\$ 39.71	\$ 40.90	\$ 42.13	\$ 43.39	\$ 44.69
Bi-Weekly	\$ 2,994.40	\$ 3,084.00	\$ 3,176.80	\$ 3,272.00	\$ 3,370.40	\$ 3,471.20	\$ 3,575.20
Monthly	\$ 6,487.87	\$ 6,682.00	\$ 6,883.07	\$ 7,089.33	\$ 7,302.53	\$ 7,520.93	\$ 7,746.27
Yearly	\$ 77,854.40	\$ 80,184.00	\$ 82,596.80	\$ 85,072.00	\$ 87,630.40	\$ 90,251.20	\$ 92,955.20

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	\$ 30.67	\$ 31.59	\$ 32.54	\$ 33.51	\$ 34.52	\$ 35.55	\$ 36.62
Bi-Weekly	\$ 2,453.60	\$ 2,527.20	\$ 2,603.20	\$ 2,681.60	\$ 2,761.60	\$ 2,844.80	\$ 2,929.60
Monthly	\$ 5,316.13	\$ 5,475.60	\$ 5,640.27	\$ 5,810.13	\$ 5,983.47	\$ 6,163.73	\$ 6,347.47
Yearly	\$ 63,793.60	\$ 65,707.20	\$ 67,683.20	\$ 69,721.60	\$ 71,801.60	\$ 73,964.80	\$ 76,169.60

Maintenance- No Certification

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly	\$ 24.89	\$ 25.64	\$ 26.41	\$ 27.20	\$ 28.01	\$ 28.85	\$ 29.72
Bi-Weekly	\$ 1,991.20	\$ 2,051.20	\$ 2,112.80	\$ 2,176.00	\$ 2,240.80	\$ 2,308.00	\$ 2,377.60
Monthly	\$ 4,314.27	\$ 4,444.27	\$ 4,577.73	\$ 4,714.67	\$ 4,855.07	\$ 5,000.67	\$ 5,151.47
Yearly	\$ 51,771.20	\$ 53,331.20	\$ 54,932.80	\$ 56,576.00	\$ 58,260.80	\$ 60,008.00	\$ 61,817.60