

**OCEANO COMMUNITY SERVICES DISTRICT
PLAN OF PAYMENT AND COMPENSATION
SALARY SCHEDULE**
For the Fiscal Year Ending June 30, 2026

Step Differential: Step:	A Step #1	2.50% B Step #2	2.50% C Step #3	5.00% D Step #4	5.00% E Step #5	5.00% F Step #6	5.00% G Step #7	5.00% H Step #8	5.00% Longevity Step #8
General Manager									
Hourly	\$ 80.15	\$ 82.15	\$ 84.21	\$ 88.42	\$ 92.84	\$ 97.48	\$ 102.35		N/A
Annual	\$166,712	\$170,872	\$175,157	\$183,914	\$193,107	\$202,758	\$212,888		
Business and Accounting Manager I									
Hourly	\$ 30.96	\$ 31.73	\$ 32.52	\$ 34.15	\$ 35.86	\$ 37.65	\$ 39.53	\$ 41.51	
Annual	\$64,397	\$65,998	\$67,642	\$71,032	\$74,589	\$78,312	\$82,222	\$86,341	
Business and Accounting Manager II									
Hourly	\$ 37.13	\$ 38.06	\$ 39.01	\$ 40.96	\$ 43.01	\$ 45.16	\$ 47.42	\$ 49.79	
Annual	\$77,230	\$79,165	\$81,141	\$85,197	\$89,461	\$93,933	\$98,634	\$103,563	
Business and Accounting Manager III									
Hourly	\$ 50.29	\$ 51.55	\$ 52.84	\$ 55.48	\$ 58.25	\$ 61.16	\$ 64.22	\$ 67.43	
Annual	\$104,603	\$107,224	\$109,907	\$115,398	\$121,160	\$127,213	\$133,578	\$140,254	
Account Administrator I									
Hourly	\$ 23.22	\$ 23.80	\$ 24.40	\$ 25.62	\$ 26.90	\$ 28.25	\$ 29.66	\$ 31.14	
Annual	\$48,298	\$49,504	\$50,752	\$53,290	\$55,952	\$58,760	\$61,693	\$64,771	
Account Administrator II									
Hourly	\$ 24.95	\$ 25.57	\$ 26.21	\$ 27.52	\$ 28.90	\$ 30.35	\$ 31.87	\$ 33.46	
Annual	\$51,896	\$53,186	\$54,517	\$57,242	\$60,112	\$63,128	\$66,290	\$69,597	
Account Administrator III									
Hourly	\$ 26.83	\$ 27.50	\$ 28.19	\$ 29.60	\$ 31.08	\$ 32.63	\$ 34.26	\$ 35.97	
Annual	\$55,806	\$57,200	\$58,635	\$61,568	\$64,646	\$67,870	\$71,261	\$74,818	
Utilities System Manager									
Hourly	\$ 50.29	\$ 51.55	\$ 52.84	\$ 55.48	\$ 58.25	\$ 61.16	\$ 64.22	\$ 67.43	
Annual	\$104,603	\$107,224	\$109,907	\$115,398	\$121,160	\$127,213	\$133,578	\$140,254	
Lead Operator									
Hourly	\$ 32.69	\$ 33.51	\$ 34.35	\$ 36.07	\$ 37.87	\$ 39.76	\$ 41.75	\$ 43.84	
Annual	\$67,995	\$69,701	\$71,448	\$75,026	\$78,770	\$82,701	\$86,840	\$91,187	
Utilities Operator I									
Hourly	\$ 24.52	\$ 25.13	\$ 25.76	\$ 27.05	\$ 28.40	\$ 29.82	\$ 31.31	\$ 32.88	
Annual	\$51,002	\$52,270	\$53,581	\$56,264	\$59,072	\$62,026	\$65,125	\$68,390	
Utilities Operator II									
Hourly	\$ 26.35	\$ 27.01	\$ 27.69	\$ 29.07	\$ 30.52	\$ 32.05	\$ 33.65	\$ 35.33	
Annual	\$54,808	\$56,181	\$57,595	\$60,466	\$63,482	\$66,664	\$69,992	\$73,486	
Utilities Operator III									
Hourly	\$ 28.33	\$ 29.04	\$ 29.77	\$ 31.26	\$ 32.82	\$ 34.46	\$ 36.18	\$ 37.99	
Annual	\$58,926	\$60,403	\$61,922	\$65,021	\$68,266	\$71,677	\$75,254	\$79,019	
Operator In Training									
Hourly	\$ 22.81	\$ 23.38	\$ 23.96	\$ 25.16	\$ 26.42	\$ 27.74	\$ 29.13	\$ 30.59	
Annual	\$ 47,445	\$ 48,630	\$ 49,837	\$ 52,333	\$ 54,954	\$ 57,699	\$ 60,590	\$ 63,627	
Position Allocation List Approved Positions:									
	Permanent	Temporary	Full Time	Part Time	Part Time Hours				
General Manager	1	0	1	0	n/a				
Business and Accounting Manager I/II/III	1	0	1	0	n/a				
Account Administrator I/II/III	3	0	2	1	=< 24/wk				
Utilities System Manager	1	0	1	0	n/a				
Lead Operator/ Utilities Operator I/II/III / OIT	5	0	3	0	n/a				
Total	10	0	8	1	n/a				
FY 2025-26 Proposed budget includes the funding for a new Utilities Operator.									