

Effective: January 1, 2026

Approved: December 17, 2025

**Cosumnes Community Services District
Full-Time Salary Schedule**

NON-REPRESENTED GROUP

Grade	Classification Title	Status	Group	FREQ.									
General Operations					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
4	Accounting Assistant	Non Exempt	GO	HRLY	\$ 28.01	\$ 29.41	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	
6	Accounting Specialist	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
2	Administrative Assistant	Non Exempt	GO	HRLY	\$ 25.95	\$ 27.24	\$ 28.61	\$ 30.04	\$ 31.54	\$ 33.11	\$ 34.77	\$ 36.51	
4	Administrative Specialist	Non Exempt	GO	HRLY	\$ 28.01	\$ 29.41	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	
4	Building Maintenance Worker	Non Exempt	GO	HRLY	\$ 28.01	\$ 29.41	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	
5	Building Maintenance Worker, Sr.	Non Exempt	GO	HRLY	\$ 29.75	\$ 31.23	\$ 32.80	\$ 34.44	\$ 36.16	\$ 37.96	\$ 39.86	\$ 41.86	
6	Claims Specialist	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
7	Communications Specialist	Non Exempt	GO	HRLY	\$ 32.81	\$ 34.45	\$ 36.17	\$ 37.98	\$ 39.88	\$ 41.87	\$ 43.96	\$ 46.16	
1	Facilities Operations Technician	Non Exempt	GO	HRLY	\$ 24.72	\$ 25.96	\$ 27.25	\$ 28.62	\$ 30.05	\$ 31.55	\$ 33.13	\$ 34.78	
3	Facilities Operations Technician, Sr.	Non Exempt	GO	HRLY	\$ 26.84	\$ 28.18	\$ 29.59	\$ 31.07	\$ 32.63	\$ 34.26	\$ 35.97	\$ 37.77	
6	Fitness Professional (CORE)	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
5	GIS Technician	Non Exempt	GO	HRLY	\$ 29.75	\$ 31.23	\$ 32.80	\$ 34.44	\$ 36.16	\$ 37.96	\$ 39.86	\$ 41.86	
6	Golf Professional	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
5	Graphic Specialist	Non Exempt	GO	HRLY	\$ 29.75	\$ 31.23	\$ 32.80	\$ 34.44	\$ 36.16	\$ 37.96	\$ 39.86	\$ 41.86	
6	Human Resources Specialist	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
5	Human Resources Technician	Non Exempt	GO	HRLY	\$ 29.75	\$ 31.23	\$ 32.80	\$ 34.44	\$ 36.16	\$ 37.96	\$ 39.86	\$ 41.86	
7	IT Specialist	Non Exempt	GO	HRLY	\$ 32.81	\$ 34.45	\$ 36.17	\$ 37.98	\$ 39.88	\$ 41.87	\$ 43.96	\$ 46.16	
4	Logistics Coordinator	Non Exempt	GO	HRLY	\$ 28.01	\$ 29.41	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	
2	Maintenance Worker	Non Exempt	GO	HRLY	\$ 25.95	\$ 27.24	\$ 28.61	\$ 30.04	\$ 31.54	\$ 33.11	\$ 34.77	\$ 36.51	
6	Membership Specialist	Non Exempt	Go	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
5	Park Ranger	Non Exempt	GO	HRLY	\$ 29.75	\$ 31.23	\$ 32.80	\$ 34.44	\$ 36.16	\$ 37.96	\$ 39.86	\$ 41.86	
4	Payroll Technician	Non Exempt	GO	HRLY	\$ 28.01	\$ 29.41	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	
6	Payroll Specialist	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
3	Permit Technician	Non Exempt	GO	HRLY	\$ 26.84	\$ 28.18	\$ 29.59	\$ 31.07	\$ 32.63	\$ 34.26	\$ 35.97	\$ 37.77	
1	Preschool Teacher	Non Exempt	GO	HRLY	\$ 24.72	\$ 25.96	\$ 27.25	\$ 28.62	\$ 30.05	\$ 31.55	\$ 33.13	\$ 34.78	
6	Public Education Specialist	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
6	Recreation Coordinator	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
4	Staffing Coordinator	Non Exempt	GO	HRLY	\$ 28.01	\$ 29.41	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	
6	Volunteer Coordinator	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
6	Youth Outreach Advocate	Non Exempt	GO	HRLY	\$ 30.74	\$ 32.27	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19	\$ 43.25	
Supervisory					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
12	Building Maintenance Supervisor	Non Exempt	SUP	HRLY	\$ 41.50	\$ 43.57	\$ 45.75	\$ 48.04	\$ 50.44	\$ 52.96	\$ 55.61	\$ 58.39	
12	Golf Maintenance Supervisor	Non Exempt	SUP	HRLY	\$ 41.50	\$ 43.57	\$ 45.75	\$ 48.04	\$ 50.44	\$ 52.96	\$ 55.61	\$ 58.39	
12	Golf Operations Supervisor	Non Exempt	SUP	HRLY	\$ 41.50	\$ 43.57	\$ 45.75	\$ 48.04	\$ 50.44	\$ 52.96	\$ 55.61	\$ 58.39	
11	Marketing & Communications Supervisor	Non Exempt	SUP	HRLY	\$ 38.78	\$ 40.72	\$ 42.75	\$ 44.89	\$ 47.14	\$ 49.49	\$ 51.97	\$ 54.57	
11	Operations Supervisor (CORE)	Non Exempt	SUP	HRLY	\$ 38.78	\$ 40.72	\$ 42.75	\$ 44.89	\$ 47.14	\$ 49.49	\$ 51.97	\$ 54.57	
11	Park Ranger Supervisor	Non Exempt	SUP	HRLY	\$ 38.78	\$ 40.72	\$ 42.75	\$ 44.89	\$ 47.14	\$ 49.49	\$ 51.97	\$ 54.57	
11	Recreation Supervisor	Non Exempt	SUP	HRLY	\$ 38.78	\$ 40.72	\$ 42.75	\$ 44.89	\$ 47.14	\$ 49.49	\$ 51.97	\$ 54.57	
Professional					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
11	Accountant	Exempt	PE	MTHLY	\$ 6,722	\$ 7,058	\$ 7,411	\$ 7,782	\$ 8,171	\$ 8,579	\$ 9,008	\$ 9,459	
7	Administrative Analyst	Exempt	PE	MTHLY	\$ 5,686	\$ 5,970	\$ 6,269	\$ 6,582	\$ 6,911	\$ 7,257	\$ 7,620	\$ 8,001	
11	Construction Inspector	Exempt	PE	MTHLY	\$ 6,722	\$ 7,058	\$ 7,411	\$ 7,782	\$ 8,171	\$ 8,579	\$ 9,008	\$ 9,459	
7	Executive Assistant	Exempt	PE	MTHLY	\$ 5,686	\$ 5,970	\$ 6,269	\$ 6,582	\$ 6,911	\$ 7,257	\$ 7,620	\$ 8,001	

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**Cosumnes Community Services District
Full-Time Salary Schedule**

NON-REPRESENTED GROUP

Grade	Classification Title	Status	Group	FREQ.								
Professional					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
11	Landscape Architect/Designer I	Exempt	PE	MTHLY	\$ 6,722	\$ 7,058	\$ 7,411	\$ 7,782	\$ 8,171	\$ 8,579	\$ 9,008	\$ 9,459
13	Landscape Architect/Designer II	Exempt	PE	MTHLY	\$ 7,312	\$ 7,678	\$ 8,061	\$ 8,465	\$ 8,888	\$ 9,332	\$ 9,799	\$ 10,289
14	Performance & Development Coordinator, Asst.	Exempt	PE	MTHLY	\$ 7,843	\$ 8,235	\$ 8,647	\$ 9,079	\$ 9,533	\$ 10,010	\$ 10,510	\$ 11,036
Management / Advanced Professional					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
21	Accountant, Sr.	Exempt	MG/AP	MTHLY	\$ 6,930	\$ 7,277	\$ 7,640	\$ 8,022	\$ 8,423	\$ 8,845	\$ 9,287	\$ 9,751
28	Accounting Manager	Exempt	MG/AP	MTHLY	\$ 9,518	\$ 9,994	\$ 10,494	\$ 11,018	\$ 11,569	\$ 12,148	\$ 12,755	\$ 13,393
27	Administrative Manager	Exempt	MG/AP	MTHLY	\$ 9,268	\$ 9,731	\$ 10,218	\$ 10,729	\$ 11,265	\$ 11,829	\$ 12,420	\$ 13,041
21	Asset Manager	Exempt	MG/AP	MTHLY	\$ 6,930	\$ 7,277	\$ 7,640	\$ 8,022	\$ 8,423	\$ 8,845	\$ 9,287	\$ 9,751
29	Budget Manager	Exempt	MG/AP	MTHLY	\$ 9,785	\$ 10,274	\$ 10,788	\$ 11,327	\$ 11,894	\$ 12,488	\$ 13,113	\$ 13,768
28	Chief of Staff	Exempt	MG/AP	MTHLY	\$ 9,518	\$ 9,994	\$ 10,494	\$ 11,018	\$ 11,569	\$ 12,148	\$ 12,755	\$ 13,393
25	Community & Public Relations Manager	Exempt	MG/AP	MTHLY	\$ 8,399	\$ 8,819	\$ 9,260	\$ 9,723	\$ 10,209	\$ 10,719	\$ 11,255	\$ 11,818
23	Construction Manager	Exempt	MG/AP	MTHLY	\$ 7,552	\$ 7,930	\$ 8,326	\$ 8,742	\$ 9,180	\$ 9,638	\$ 10,120	\$ 10,626
25	District Clerk	Exempt	MG/AP	MTHLY	\$ 8,399	\$ 8,819	\$ 9,260	\$ 9,723	\$ 10,209	\$ 10,719	\$ 11,255	\$ 11,818
29	EMS Division Performance and Development Coordinator	Exempt	MG/AP	MTHLY	\$ 9,785	\$ 10,274	\$ 10,788	\$ 11,327	\$ 11,894	\$ 12,488	\$ 13,113	\$ 13,768
22	GIS Analyst	Exempt	MG/AP	MTHLY	\$ 7,231	\$ 7,593	\$ 7,972	\$ 8,371	\$ 8,789	\$ 9,229	\$ 9,690	\$ 10,175
26	GIS Manager	Exempt	MG/AP	MTHLY	\$ 8,767	\$ 9,205	\$ 9,666	\$ 10,149	\$ 10,656	\$ 11,189	\$ 11,749	\$ 12,336
22	Human Resources Analyst	Exempt	MG/AP	MTHLY	\$ 7,231	\$ 7,593	\$ 7,972	\$ 8,371	\$ 8,789	\$ 9,229	\$ 9,690	\$ 10,175
25	Human Resources Manager	Exempt	MG/AP	MTHLY	\$ 8,399	\$ 8,819	\$ 9,260	\$ 9,723	\$ 10,209	\$ 10,719	\$ 11,255	\$ 11,818
26	Irrigation Manager	Exempt	MG/AP	MTHLY	\$ 8,767	\$ 9,205	\$ 9,666	\$ 10,149	\$ 10,656	\$ 11,189	\$ 11,749	\$ 12,336
22	IT Business Systems Analyst	Exempt	MG/AP	MTHLY	\$ 7,231	\$ 7,593	\$ 7,972	\$ 8,371	\$ 8,789	\$ 9,229	\$ 9,690	\$ 10,175
25	IT Business Systems Analyst, Sr.	Exempt	MG/AP	MTHLY	\$ 8,399	\$ 8,819	\$ 9,260	\$ 9,723	\$ 10,209	\$ 10,719	\$ 11,255	\$ 11,818
25	IT Operations Analyst, Sr.	Exempt	MG/AP	MTHLY	\$ 8,399	\$ 8,819	\$ 9,260	\$ 9,723	\$ 10,209	\$ 10,719	\$ 11,255	\$ 11,818
27	Landscape Architect, Sr.	Exempt	MG/AP	MTHLY	\$ 9,268	\$ 9,731	\$ 10,218	\$ 10,729	\$ 11,265	\$ 11,829	\$ 12,420	\$ 13,041
21	Management Analyst	Exempt	MG/AP	MTHLY	\$ 6,930	\$ 7,277	\$ 7,640	\$ 8,022	\$ 8,423	\$ 8,845	\$ 9,287	\$ 9,751
23	Management Analyst, Sr.	Exempt	MG/AP	MTHLY	\$ 7,552	\$ 7,930	\$ 8,326	\$ 8,742	\$ 9,180	\$ 9,638	\$ 10,120	\$ 10,626
21	Manager of Park Ranger Operations	Exempt	MG/AP	MTHLY	\$ 6,930	\$ 7,277	\$ 7,640	\$ 8,022	\$ 8,423	\$ 8,845	\$ 9,287	\$ 9,751
26	Park & Golf Operations Manager	Exempt	MG/AP	MTHLY	\$ 8,767	\$ 9,205	\$ 9,666	\$ 10,149	\$ 10,656	\$ 11,189	\$ 11,749	\$ 12,336
26	Program Manager	Exempt	MG/AP	MTHLY	\$ 8,767	\$ 9,205	\$ 9,666	\$ 10,149	\$ 10,656	\$ 11,189	\$ 11,749	\$ 12,336
26	Recreation Manager	Exempt	MG/AP	MTHLY	\$ 8,767	\$ 9,205	\$ 9,666	\$ 10,149	\$ 10,656	\$ 11,189	\$ 11,749	\$ 12,336
29	Risk Manager	Exempt	MG/AP	MTHLY	\$ 9,785	\$ 10,274	\$ 10,788	\$ 11,327	\$ 11,894	\$ 12,488	\$ 13,113	\$ 13,768
26	Urban Forestry Manager	Exempt	MG/AP	MTHLY	\$ 8,767	\$ 9,205	\$ 9,666	\$ 10,149	\$ 10,656	\$ 11,189	\$ 11,749	\$ 12,336
Director					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Engineering Director	Exempt	D	MTHLY	\$ 11,961	\$ 12,559	\$ 13,187	\$ 13,846	\$ 14,539	\$ 15,266	\$ 16,029	\$ 16,830
	Director of Facilities Management	Exempt	D	MTHLY	\$ 11,961	\$ 12,559	\$ 13,187	\$ 13,846	\$ 14,539	\$ 15,266	\$ 16,029	\$ 16,830
	Director of Human Resources	Exempt	D	MTHLY	\$ 11,961	\$ 12,559	\$ 13,187	\$ 13,846	\$ 14,539	\$ 15,266	\$ 16,029	\$ 16,830
	IT Director	Exempt	D	MTHLY	\$ 11,961	\$ 12,559	\$ 13,187	\$ 13,846	\$ 14,539	\$ 15,266	\$ 16,029	\$ 16,830
	Park Development Director	Exempt	D	MTHLY	\$ 11,961	\$ 12,559	\$ 13,187	\$ 13,846	\$ 14,539	\$ 15,266	\$ 16,029	\$ 16,830
	Parks & Recreation Director	Exempt	D	MTHLY	\$ 11,961	\$ 12,559	\$ 13,187	\$ 13,846	\$ 14,539	\$ 15,266	\$ 16,029	\$ 16,830
Management Employee Organization (MEO)					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Fleet Manager	Exempt	MEO	MTHLY	\$ 8,939	\$ 9,386	\$ 9,855	\$ 10,348	\$ 10,865	\$ 11,408	\$ 11,978	\$ 12,577
	Battalion Chief	Exempt	MEO	MTHLY	\$ 14,015	\$ 14,716	\$ 15,452	\$ 16,225	\$ 17,036	\$ 17,888		
	Assistant Fire Chief	Exempt	MEO	MTHLY	\$ 16,118	\$ 16,924	\$ 17,770	\$ 18,658	\$ 19,591	\$ 20,571		

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**Cosumnes Community Services District
Full-Time Salary Schedule**

BARGAINING GROUPS

Grade	Classification Title	Status	Group	FREQ.									
Local 522					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
	Firefighter	Non Exempt	522	MTHLY	\$ 7,334	\$ 7,720	\$ 8,126	\$ 8,554	\$ 9,004	\$ 9,478	\$ 9,977		
	Fire Engineer	Non Exempt	522	MTHLY	\$ 8,085	\$ 8,511	\$ 8,958	\$ 9,430	\$ 9,926	\$ 10,449	\$ 10,999		
	Fire Captain	Non Exempt	522	MTHLY	\$ 8,913	\$ 9,383	\$ 9,876	\$ 10,396	\$ 10,943	\$ 11,519	\$ 12,126		
	Fire Inspector I	Non Exempt	522	MTHLY	\$ 6,423	\$ 6,761	\$ 7,116	\$ 7,491	\$ 7,885	\$ 8,300	\$ 8,737		
	Fire Inspector II	Non Exempt	522	MTHLY	\$ 7,554	\$ 7,952	\$ 8,370	\$ 8,811	\$ 9,275	\$ 9,763	\$ 10,276	\$ 10,817	
	Deputy Fire Marshal	Non Exempt	522	MTHLY	\$ 8,310	\$ 8,747	\$ 9,208	\$ 9,692	\$ 10,202	\$ 10,739	\$ 11,305	\$ 11,900	
	Fire Mechanic	Non Exempt	522	MTHLY	\$ 5,850	\$ 6,142	\$ 6,450	\$ 6,772	\$ 7,111	\$ 7,466	\$ 7,839	\$ 8,231	
	Lead Fire Mechanic	Non Exempt	522	MTHLY	\$ 6,449	\$ 6,772	\$ 7,110	\$ 7,466	\$ 7,839	\$ 8,231	\$ 8,643	\$ 9,075	
	*Fire Recruit (Unrepresented)	Non Exempt	FR	HRLY	\$ 38.47								
Teamsters 150					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
	Park Maintenance Apprentice	Non Exempt	150	HRLY	\$ 22.72	\$ 23.92	\$ 25.17	\$ 26.50					
	Park Maintenance Worker	Non Exempt	150	HRLY	\$ 23.86	\$ 25.11	\$ 26.43	\$ 27.82	\$ 29.28	\$ 30.82	\$ 32.44	\$ 34.14	
	Park Maintenance Worker, Sr.	Non Exempt	150	HRLY	\$ 27.67	\$ 29.12	\$ 30.65	\$ 32.26	\$ 33.95	\$ 35.73	\$ 37.61	\$ 39.58	
	Urban Forestry Technician	Non Exempt	150	HRLY	\$ 23.86	\$ 25.11	\$ 26.43	\$ 27.82	\$ 29.28	\$ 30.82	\$ 32.44	\$ 34.14	
	Urban Forestry Technician, Sr.	Non Exempt	150	HRLY	\$ 27.67	\$ 29.12	\$ 30.65	\$ 32.26	\$ 33.95	\$ 35.73	\$ 37.61	\$ 39.58	
Teamsters 853					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
	Landscape Maintenance Inspector	Non Exempt	853	HRLY	\$ 33.71	\$ 35.48	\$ 37.34	\$ 39.30	\$ 41.36	\$ 43.53	\$ 45.82	\$ 48.22	
	Park Maintenance Supervisor	Non Exempt	853	HRLY	\$ 33.71	\$ 35.48	\$ 37.34	\$ 39.30	\$ 41.36	\$ 43.53	\$ 45.82	\$ 48.22	
Contract-Director					Step 1	Step 2	Step 3	Step 4					
	Deputy Fire Chief	Exempt	DC	MTHLY	\$ 21,466	\$ 22,540	\$ 23,667	\$ 24,850					
Department Head					Step 1	Step 2	Step 3	Step 4					
	Chief Financial Officer	Exempt	EXE	MTHLY	\$ 19,162	\$ 20,171	\$ 21,233	\$ 22,349					
	Administrator of Parks and Recreation	Exempt	EXE	MTHLY	\$ 20,599	\$ 21,685	\$ 22,825	\$ 24,025					
	Fire Chief	Exempt	EXE	MTHLY	\$ 22,371	\$ 23,549	\$ 24,788	\$ 26,093					
Contract-Appointed					Per Contract								
	General Manager / Chief Executive Officer	Exempt	APPT	MTHLY	\$ 28,967								
	District Counsel	Exempt	APPT	MTHLY	\$ 27,588								

*Fire Recruit classification is placed at 10% below Step 1 Firefighter.