

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JULY 1, 2020 THROUGH JUNE 30, 2021
Updated DECEMBER 17, 2020**

POSITION TITLE	STEP A	STEP B	STEP C	STEP D	STEP E	10 YEARS SERVICE STEP E+5%	15 YEARS SERVICE STEP E+7.5%	20 YEARS SERVICE STEP E+10%
SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 16, 2021								
Administration (Includes 1.25% Wage Increase)								
Clerical Assistant	36,068	37,872	39,765	41,754	43,841	46,033	47,129	48,225
Administrative Technician I	43,022	45,173	47,432	49,804	52,294	54,908	56,216	57,523
Administrative Technician II	51,227	53,789	56,478	59,302	62,267	65,381	66,937	68,494
Board Secretary	51,227	53,789	56,478	59,302	62,267	65,381	66,937	68,494
Administrative Technician III	62,227	65,339	68,606	72,036	75,638	79,419	81,310	83,201
Finance Specialist-Payroll/Benefits	62,227	65,339	68,606	72,036	75,638	79,419	81,310	83,201
Facilities & Resources (Includes 1.25% Wage Increase & 1.0% Equity Adjustment)								
Maintenance Technician	46,582	48,911	51,357	53,925	56,621	59,452	60,867	62,283
Water, SWF & Wastewater Operations (Includes 1.25% Wage Increase & 1.0% Equity Adjustment)								
Water Treatment OIT	46,350	48,667	51,101	53,656	56,339	59,156	60,564	61,972
Water Treatment Operator I	48,478	50,902	53,447	56,119	58,925	61,871	63,344	64,818
Water Treatment Operator II	54,916	57,662	60,545	63,573	66,751	70,089	71,758	73,426
Water Systems Operator T3/D2	62,209	65,319	68,585	72,015	75,615	79,396	81,286	83,177
WasteWater Collection System Worker	48,651	51,083	53,637	56,319	59,135	62,092	63,570	65,049
WasteWater Systems OIT	51,212	53,773	56,461	59,284	62,248	65,361	66,917	68,473
WasteWater Systems Operator I	53,831	56,522	59,348	62,316	65,431	68,703	70,339	71,974
Laboratory Technician	59,478	62,452	65,574	68,853	72,296	75,910	77,718	79,525
WasteWater Systems Operator II	60,676	63,710	66,895	70,240	73,752	77,440	79,284	81,127
WasteWater Systems Operator III	67,041	70,393	73,913	77,609	81,489	85,563	87,601	89,638
CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) - Wage Increase of 3.25% Effective 1st Full Payroll Following December 31, 2020								
Fire Captain	77,246	81,109	85,164	89,422	93,894	98,588	100,936	103,283
Fire Engineer	64,064	67,267	70,630	74,162	77,870	81,763	83,710	85,657
CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOURLY AMOUNTS)								
Firefighter (SAFER Grant)	13.65	14.33	15.05	15.80	16.59	N/A	N/A	N/A
CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: NO STEPS) \$1.00 Wage Increase, effective January 1, 2021								
Reserve Recruit Firefighter **	14.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter **	14.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Fire Engineer **	15.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Lieutenant **	16.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNTS)								
Deputy District Clerk	65,080	68,334	71,751	75,338	79,105	N/A	N/A	N/A
Deputy District Clerk (Confidential)	68,334	71,751	75,338	79,105	83,061	N/A	N/A	N/A
Management Analyst	65,080	68,334	71,751	75,338	79,105	N/A	N/A	N/A
Facilities & Resources Supervisor	76,444	80,266	84,279	88,493	92,918	N/A	N/A	N/A
Program Manager	89,556	94,034	98,735	103,672	108,856	N/A	N/A	N/A
Water Systems Superintendent	100,698	105,733	111,020	116,571	122,400	N/A	N/A	N/A
Wastewater Systems Superintendent	100,698	105,733	111,020	116,571	122,400	N/A	N/A	N/A
Administrative Services Officer/District Clerk	113,803	119,494	125,468	131,742	138,329	N/A	N/A	N/A
Finance Manager	110,058	115,561	121,339	127,406	133,776	N/A	N/A	N/A
District Engineer/Utilities Department Manager	122,166	128,275	134,688	141,423	148,494	N/A	N/A	N/A
Fire Chief	122,166	128,275	134,688	141,423	148,494	N/A	N/A	N/A
Administrative Department Manager	122,166	128,275	134,688	141,423	148,494	N/A	N/A	N/A
Administrative Department Manager (Confidential)	128,275	134,688	141,423	148,494	155,919	N/A	N/A	N/A
General Manager	170,000	170,000	170,000	170,000	170,000	N/A	N/A	N/A
CAMBRIA LIMITED TERM EMPLOYEE (HOURLY RATE: NO STEPS)								
Retired Annuitant - District Engineer	70.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A

** Increase rate \$1.00 per year January 1, 2019-January 1, 2022
Position with Confidential designation receives 5% pay differential

Red denotes a change