

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JULY 1, 2023 THROUGH JUNE 30, 2024
Updated July 20, 2023**

| 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, 2024 | | | | | | | | |
| Administration (Includes 1.5% Wage Increase) | | | | | | | | |
| Administrative Technician I | 44,987 | 47,236 | 49,598 | 52,078 | 54,682 | 57,416 | 58,783 | 60,150 |
| Administrative Technician II | 53,382 | 56,051 | 58,854 | 61,796 | 64,886 | 68,130 | 69,753 | 71,375 |
| Administrative Technician III | 65,069 | 68,322 | 71,738 | 75,325 | 79,091 | 83,046 | 85,023 | 87,000 |
| Administrative Technician IV | 79,051 | 83,004 | 87,154 | 91,512 | 96,087 | 100,892 | 103,294 | 105,696 |
| Facilities & Resources (Includes 1.5% Wage Increase & 1.0% Equity Adjustment) | | | | | | | | |
| Maintenance Technician | 50,165 | 52,673 | 55,306 | 58,072 | 60,975 | 64,024 | 65,548 | 67,073 |
| Water, SWF & Wastewater Operations (Includes 1.5% Wage Increase & 1.0% Equity Adjustment) | | | | | | | | |
| Water Treatment OIT | 49,914 | 52,410 | 55,031 | 57,782 | 60,671 | 63,705 | 65,222 | 66,738 |
| Water Treatment Operator I | 52,205 | 54,816 | 57,556 | 60,434 | 63,456 | 66,629 | 68,215 | 69,801 |
| Water Treatment Operator II | 59,138 | 62,095 | 65,200 | 68,460 | 71,883 | 75,477 | 77,274 | 79,071 |
| Water Systems Operator T3/D2 | 66,992 | 70,342 | 73,859 | 77,552 | 81,429 | 85,501 | 87,536 | 89,572 |
| WasteWater Collection System Worker | 52,392 | 55,011 | 57,762 | 60,650 | 63,683 | 66,867 | 68,459 | 70,051 |
| WasteWater Systems OIT | 55,149 | 57,907 | 60,802 | 63,842 | 67,034 | 70,386 | 72,062 | 73,737 |
| WasteWater Systems Operator I | 57,970 | 60,868 | 63,912 | 67,107 | 70,463 | 73,986 | 75,747 | 77,509 |
| Laboratory Technician | 64,051 | 67,254 | 70,616 | 74,147 | 77,855 | 81,747 | 83,694 | 85,640 |
| WasteWater Systems Operator II | 65,342 | 68,609 | 72,039 | 75,641 | 79,423 | 83,394 | 85,380 | 87,366 |
| WasteWater Systems Operator III | 72,196 | 75,806 | 79,596 | 83,576 | 87,755 | 92,142 | 94,336 | 96,530 |
| CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) 4% Wage Increases Effective 1st Full Payroll Following December 31, 2023 | | | | | | | | |
| Fire Captain | 86,683 | 91,017 | 95,568 | 100,346 | 105,364 | 110,632 | 113,266 | 115,900 |
| Fire Engineer | 71,890 | 75,485 | 79,259 | 83,222 | 87,383 | 91,752 | 93,936 | 96,121 |
| CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) 4% Wage Increases Effective 1st Full Payroll Following December 31, 2023 | | | | | | | | |
| Firefighter (SAFER Grant) | 59,631 | 62,612 | 65,743 | 69,030 | 72,482 | N/A | N/A | N/A |
| Firefighter | 59,631 | 62,612 | 65,743 | 69,030 | 72,482 | N/A | N/A | N/A |
| CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: NO STEPS) | | | | | | | | |
| Reserve Recruit Firefighter ** | 15.50 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Reserve Firefighter ** | 15.50 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNTS) | | | | | | | | |
| Facilities & Resources Manager | 93,174 | 97,833 | 102,724 | 107,861 | 113,254 | N/A | N/A | N/A |
| Program Manager | 93,174 | 97,833 | 102,724 | 107,861 | 113,254 | N/A | N/A | N/A |
| Confidential Administrative Assistant | 104,766 | 110,004 | 115,505 | 121,280 | 127,344 | N/A | N/A | N/A |
| Water Systems Superintendent | 104,766 | 110,004 | 115,505 | 121,280 | 127,344 | N/A | N/A | N/A |
| Wastewater Systems Superintendent | 104,766 | 110,004 | 115,505 | 121,280 | 127,344 | N/A | N/A | N/A |
| Fire Chief | 127,101 | 133,456 | 140,129 | 147,135 | 154,492 | N/A | N/A | N/A |
| District Engineer/Utilities Department Manager | 134,265 | 140,978 | 148,027 | 155,429 | 163,200 | N/A | N/A | N/A |
| Administrative Department Manager | 134,265 | 140,978 | 148,027 | 155,429 | 163,200 | N/A | N/A | N/A |
| General Manager | 175,000 | 175,000 | 175,000 | 175,000 | 175,000 | N/A | N/A | N/A |

Red denotes a change