

RESOLUTION 41-2023
JULY 20, 2023

A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE CAMBRIA COMMUNITY SERVICES DISTRICT
AMENDING THE DISTRICT'S SALARY SCHEDULE

WHEREAS, the Board of Directors adopted a revised CCSD Salary Schedule on April 20, 2023; and

WHEREAS, the CCSD's Salary Schedule is required to be amended to implement the fourth year term of the Service Employees International Union, Local 620 Memorandum of Understanding to increase wages by 1.5% and a 1% equity adjustment for Water, Wastewater and Maintenance classifications, effective January 28, 2024; and

WHEREAS, the CCSD's Salary Schedule is required to be amended to implement the fourth year term of the International Association of Firefighters, Local 4635 Memorandum of Understanding to increase wages by 4%, effective January 14, 2024.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Cambria Community Services District that the Cambria Community Services District Salary Schedule, attached hereto as Exhibit A and incorporated herein by this reference, is hereby approved.

Resolution 41-2023 was adopted at a Regular Meeting of the Cambria Community Services District on July 20, 2023.

DocuSigned by:
Karen Dean
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Karen Dean
President, Board of Directors

ATTEST:

APPROVED AS TO FORM:

DocuSigned by:
Haley Dodson
27CDBDBEE42E4C4...

Haley Dodson
Administrative Analyst

DocuSigned by:
Timothy Carmel
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Timothy J. Carmel
District Counsel

Exhibit A

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	15 YEARS	20 YEARS
						SERVICE	SERVICE	SERVICE
						STEP E+5%	STEP E+7.5%	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)								
Clerical Assistant	36,609	38,439	40,361	42,380	44,498	46,723	47,836	48,948
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
Finance Specialist Payroll/Benefits	64,107	67,312	70,678	74,212	77,922	81,819	83,767	85,715
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	7	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)								
Administrative Analyst - HR, IT & Board Secretary	86,662	90,995	95,545	100,322	105,338	N/A	N/A	N/A
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
District Engineer/Utilities Department Manager	127,101	133,456	140,129	147,135	154,492	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