

**State Controller's Office - Local Government Programs and Services Division**  
**Special Districts - Government Compensation Report - Calendar Year 2025**

[Click Here for GCC Reporting Instructions](#)

**Preparer Contact Information**

Entity Name	San Luis Obispo - Cambria Community Services District		
Human Resources Web Page	cambriacsd.org-human-resources-department		
Employees Hold more than One Position?	No	(Enter 'Yes' or 'No')	'Save As' Filename 2025-12054004700
Do the amounts in the Defined Benefit Plan column include payment toward the pension unfunded liability?	No	(Enter 'Yes' or 'No')	

Preparer Name	Denise Fritz
Phone Number	805-927-6118
E-mail Address	dfritz@cambriacsd.org

"----- Employer Contribution: -----"

Line #	Elected Position Enter 'Y'	Department	Classification	Multiple Positions Footnote	Annual Salary Minimum	Annual Salary Maximum	Annual Salary				Applicable Defined Benefit Pension Formula	Retirement			Health, Dental, Vision
							Regular Pay	Overtime Pay	Lump Sum Pay	Other Pay		Employees' Share Paid by Employer	Defined Benefit Plan: Employer's Share	Deferred Compensation /Defined Contribution Plan	
1.		WW	WW Superintendent,		111,146	141,854	117,633	0	6,054	614	2% @ 62		8,973	2,600	19,424
2.		WW	Operator II, D		67,302	89,987	74,055	7,899	660	6,006	2% @ 62		5,812	300	9,619
3.		WW	Operator II Step E		67,302	89,987	83,028	3,913	79	10,039	3% @ 60		15,372	300	19,900
4.		WW	Operator III, C		74,362	99,426	68,173	669	1,309	5,300	2% @ 62		5,572	275	24,599
5.		WW	Operator II, A		67,302	89,987	61,102	4,791	0	5,730	2% @ 62		4,818	300	10,163
6.		WW	WW Collections System, B		53,964	72,153	53,242	5,156	0	3,140	2% @ 62		4,370	300	18,594
7.		WW	Operator II, A		67,302	89,987	55,074	390	0	620	2% @ 62		4,354	300	9,613
8.		W	Operator II,		60,912	81,443	64,111	4,016	6,216	6,332	2% @ 62		5,055	300	9,705
9.		W	Operator T3/D2 Step E		69,002	92,259	83,118	1,016	8,000	10,226	3% @ 60		15,364	300	9,670
10.		W	Operator II, Step E		60,912	81,443	30,580	7,154	902	2,320	2% @ 62		2,398	125	3,595
11.		W	Water Superintendent Step B		111,146	141,854	120,961	0	5,763	400	2% @ 62		9,433	2,600	9,613
12.		W	Operator II, Step C		60,912	81,443	68,152	3,252	2,131	5,660	2% @ 62		5,273	300	2,542
13.		W	Operator I, Step E		53,771	71,895	10,634	0	0	0	2% @ 62		864	50	2,112
14.		Finance	Admin Tech III, E		67,021	89,611	76,739	6,133	0	0	2% @ 62		6,164	0	20,808
15.		Finance	Admin Dept/Finance Manager E		142,442	181,796	170,423	0	10,366	29	2% @ 60		17,612	2,600	23,299
16.		Finance	Admin Tech II, Step E		54,983	73,516	64,817	0	5,462	0	2% @ 62		5,559	300	1,249
17.		Finance	Admin Tech IV, E		81,423	108,867	95,330	3,528	2,046	1,250	2% @ 62		7,744	300	25,228
18.		ENGR	Utility Manager, E		142,442	181,796	170,562	0	6,325	4	2% @ 62		11,631	2,600	17,722
19.		ENGR	Admin Tech IV, Step A		81,423	108,867	59,950	539	0	600	2% @ 62		4,977	275	25,828
20.		ENGR	Program Manager, D		98,848	126,158	104,161	0	2,229	25	2% @ 62		8,314	2,600	25,253
21.		Admin	Confidential Admin Assistant, E		111,146	141,854	137,448	0	16,583	313	2% @ 60		14,287	2,600	19,613
22.		Admin	General Manager		185,658	185,658	196,810	0	19,753	402	2% @ 60		19,920	2,600	402
23.		Admin	Director				4,100	0		0	N/A		-	0	0
24.		Admin	Director				4,600	0		0	N/A		-	0	0
25.		Admin	Director				3,100	0		0	N/A		-	0	0
26.		Admin	Director				3,800	0		0	N/A		-	0	0
27.		Admin	Director				2,900	0		0	N/A		-	0	0
28.		F & R	Facilities & Resources Mgr, E		98,848	126,158	123,028	0	5,794	400	2% @ 62		9,391	2,600	1,339
29.		F & R	Maintenance Tech, D		51,670	69,086	47,035	10,027	0	3,760	2% @ 62		3,887	300	19,310
30.		F & R	Maintenance Tech, C		51,670	69,086	48,095	8,827	0	3,770	2% @ 62		4,038	300	24,712
31.		F & R	Maintenance Tech, B		51,670	69,086	13,259	878		240	2% @ 62		1,062	75	3,272
32.		F & R	Maintenance Tech,		51,670	69,086	56,932	8,874	0	4,200	2% @ 62		4,497	250	9,613
33.		Fire	Fire Eng Paramedic, E		74047	99005	67894.53	18476.65	9434.22	4217.28	2.7% @ 57		10047.14	0	4410.24
34.		Fire	Fire Captain, E		89283	119377	93459.06	36788.47	4437.35	430	2.7% @ 57		22946.91	0	25227.78
35.		Fire	Fire Chief, E		142442	181796	172386.71	0	8323.99	417.4	3% @ 50		46806.59	2600	3471.9
36.		Fire	Fire Captain, E		89283	119377	101927.32	47172.53	6007.26	811	2.7% @ 57		15004.47	0	25308.78
37.		Fire	Fire Eng Paramedic, C		74047	99005	77584.38	32281.39	5246.99	6784.42	2.7% @ 57		11896.2	0	9667.5
38.		Fire	Fire Eng Paramedic, E		74,047	99,005	59,410	1,415	5,233	4,532	2.7% @ 57		8,815	0	884
39.		Fire	Firefighter Paramedic, D		65,594	79,730	67,704	12,904	6,600	9,215	2.7% @ 57		10,879	0	10,913
40.		Fire	Firefighter, C		65,594	79,730	70,121	11,656	4,110	554	2.7% @ 57		9,819	0	4,206
41.		Fire	Fire Captain, A		89,283	119,377	85,584	6,104	3,860	250	3% @ 55		20,822	0	19,267
42.		Fire	SAFER Firefighter, B		65,594	79,730	36,895	6,584	6,686	243	2.7% @ 57		5,267	0	5,405
43.		Fire	Fire Engineer, E		71,890	87,383	67,894	4,525	30,251	7,610	3% @ 50		22,263	0	18,737
44.		Fire	Firefighter Paramedic, D		65,594	79,730	60,527	15,266	1,640	7,759	2.7% @ 57		10,122	0	9,613
45.		Fire	Firefighter		65,594	79,730	36,032	1,049	5,027	0	2.7% @ 57		4,548	0	345