

RESOLUTION 43-2025  
NOVEMBER 13, 2025

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


**WHEREAS**, CalPERS requires that pay amounts be established pursuant to publicly available schedules; and


**WHEREAS**, publicly available salary schedules are required to comply with California Code of Regulations (CCR) Section 570.5.


**NOW, THEREFORE, BE RESOLVED** by the Board of Directors of the Cambria Community Services District as follows:

1. The revised Cambria Community Services District Salary Schedules, attached hereto as Exhibit A and Exhibit B and incorporated herein by reference, are hereby approved.
2. In accordance with CalPERS regulation CCR §570.5, the pay rates and pay schedules are amended and represent the negotiated increases.
3. This Resolution and the salaries contained in Exhibit A and Exhibit B shall constitute a publicly available pay schedule as required by Government Code Section 20636. Pursuant to CCR §570.5, it shall be immediately accessible and available for public review during the District's normal business hours.
4. The District shall permanently retain this Resolution and the pay schedules contained herein in its official records.

PASSED AND ADOPTED THIS 13th day of November 2025.

DocuSigned by:  
  
A564081E06148F...  
 Debra Scott, President  
 Board of Directors

ATTEST:  
 DocuSigned by:  
  
27CDB8EE42E4C4...  
 Haley Dodson  
 Confidential Administrative Assistant

APPROVED AS TO FORM:  
 DocuSigned by:  
  
B64D40A50AA141E...  
 Timothy J. Carmel  
 District Counsel





## Exhibit A

**CAMBRIA COMMUNITY SERVICES DISTRICT  
SALARY SCHEDULE  
FOR THE PERIOD JULY 1, 2025 THROUGH DECEMBER 30, 2025  
Updated November 13, 2025**

POSITION TITLE	STEP A	STEP B	STEP C	STEP D	STEP E	GM Approval STEP E + 1%- 5%	10 YEARS SERVICE STEP E+5%	15 YEARS SERVICE STEP E+7.5%	20 YEARS SERVICE STEP E+10%
<b>SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS) - 2% Wage Increases Effective 1st Full Payroll Following July 1, 2025</b>									
<b>Administration (Includes 2% Wage Increase)</b>									
Administrative Technician I	47,264	49,627	52,108	54,714	57,449	N/A	60,322	61,758	63,194
Administrative Technician II	56,083	58,887	61,831	64,923	68,169	N/A	71,577	73,281	74,986
Administrative Technician III	68,361	71,779	75,368	79,137	83,094	N/A	87,248	89,326	91,403
Administrative Technician IV	83,051	87,204	91,564	96,142	100,950	N/A	105,997	108,521	111,045
<b>Facilities &amp; Resources (Includes 2% Wage Increase)</b>									
Maintenance Technician	52,703	55,339	58,105	61,011	64,061	N/A	67,264	68,866	70,467
<b>Water &amp; Wastewater Operations (Includes 2% Wage Increase)</b>									
Water Treatment Plant OIT	52,439	55,061	57,814	60,705	63,740	N/A	66,927	68,521	70,114
Water Treatment Operator I	54,846	57,589	60,468	63,492	66,666	N/A	69,999	71,666	73,333
Water Treatment Operator II	62,130	65,237	68,499	71,924	75,520	N/A	79,296	81,184	83,072
Water Systems Operator T3/D2	70,382	73,901	77,596	81,476	85,550	N/A	89,827	91,966	94,105
Wastewater Collection System Worker	55,043	57,795	60,685	63,719	66,905	N/A	70,251	71,923	73,596
Wastewater Treatment Plant OIT	57,939	60,836	63,878	67,072	70,425	N/A	73,947	75,707	77,468
Wastewater Operator I	60,903	63,948	67,146	70,503	74,028	N/A	77,730	79,580	81,431
Laboratory Technician	67,292	70,657	74,190	77,899	81,794	N/A	85,884	87,929	89,974
Wastewater Operator II	68,648	72,080	75,684	79,469	83,442	N/A	87,614	89,700	91,786
Wastewater Operator III	75,849	79,642	83,624	87,805	92,195	N/A	96,805	99,110	101,415
<b>CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 9, 2025</b>									
Fire Captain	89,283	93,748	98,435	103,357	108,525	N/A	N/A	N/A	N/A
Fire Captain - Paramedic	96,483	100,948	105,635	110,557	115,725	N/A	N/A	N/A	N/A
Fire Engineer	74,047	77,749	81,636	85,718	90,004	N/A	N/A	N/A	N/A
Fire Engineer - Paramedic	81,247	84,949	88,836	92,918	97,204	N/A	N/A	N/A	N/A
Firefighter	65,594	68,874	72,317	75,933	79,730	N/A	N/A	N/A	N/A
Firefighter - Paramedic	72,794	76,074	79,517	83,133	86,930	N/A	N/A	N/A	N/A
<b>CAMBRIA FIREFIGHTERS IAFF LOCAL 4635 (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 9, 2025</b>									
Firefighter (SAFER Grant)	65,594	68,874	72,317	75,933	79,730	N/A	N/A	N/A	N/A
Firefighter (SAFER Grant) - Paramedic	72,794	76,074	79,517	83,133	86,930	N/A	N/A	N/A	N/A
<b>RESERVE FIREFIGHTERS (HOURLY RATE) Effective January 1, 2025</b>									
Reserve Recruit Firefighter	16.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>MANAGEMENT &amp; CONFIDENTIAL EMPLOYEES (ANNUAL AMOUNTS) 3% Wage Increases Effective January 18, 2025</b>									
Facilities & Resources Manager	98,848	103,790	108,980	114,429	120,150	121,352-126,158	N/A	N/A	N/A
Program Manager	98,848	103,790	108,980	114,429	120,150	121,352-126,158	N/A	N/A	N/A
Confidential Administrative Assistant	111,146	116,704	122,539	128,666	135,099	136,450-141,854	N/A	N/A	N/A
Water Systems Superintendent	111,146	116,704	122,539	128,666	135,099	136,450-141,854	N/A	N/A	N/A
Wastewater Systems Superintendent	111,146	116,704	122,539	128,666	135,099	136,450-141,854	N/A	N/A	N/A
Fire Chief	142,442	149,564	157,042	164,894	173,139	174,870-181,796	N/A	N/A	N/A
Utilities Department Manager	142,442	149,564	157,042	164,894	173,139	174,870-181,796	N/A	N/A	N/A
General Manager	190,962	190,962	190,962	190,962	190,962	N/A	N/A	N/A	N/A

Red denotes a change

