

RESOLUTION 06-2026
FEBRUARY 12, 2026

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

WHEREAS, the District engaged in labor negotiations with the International Association of Firefighters (IAFF) Local 4635, reaching an agreement with a wage increase, for the represented unit; and


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 Schedule, attached hereto as Exhibit A and incorporated herein by reference, is hereby approved.
2. In accordance with CalPERS regulation CCR §570.5, the pay rate and pay schedule are amended and represent the negotiated increases.
3. This Resolution and the salaries contained in Exhibit A shall constitute a publicly available pay schedule as required by Government Code Section 20480. Pursuant to CCR §570.5, it shall be immediately accessible and available for public review at the District's office during the District's normal business hours and posted on the District's website.
4. The District shall permanently retain this resolution and the pay schedule contained herein in its official records.


PASSED AND ADOPTED THIS 12th day of February 2026.

Signed by:


 Harry Farmer, President
 Board of Directors

APPROVED AS TO FORM:
Board Signed by:


 Timothy J. Carmel
 District Counsel

ATTEST:
DocuSigned by:


 Haley Dodson
 Confidential Administrative Assistant

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JANUARY 1, 2026 THROUGH JUNE 30, 2026
Updated January 8, 2026**

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%
SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS) - 3% Wage Increases Effective 1st Full Payroll Following January 1, 2026									
Administration (Includes 3% Wage Increase)									
Administrative Technician I	48,682	51,116	53,672	56,355	59,173	N/A	62,132	63,611	65,090
Administrative Technician II	57,765	60,654	63,686	66,871	70,214	N/A	73,725	75,480	77,236
Administrative Technician III	70,412	73,932	77,629	81,510	85,586	N/A	89,865	92,005	94,145
Administrative Technician IV	85,543	89,820	94,311	99,026	103,977	N/A	109,176	111,776	114,375
Facilities & Resources (Includes 3% Wage Increase)									
Maintenance Technician	54,284	56,998	59,848	62,841	65,983	N/A	69,282	70,931	72,581
Water & Wastewater Operations (Includes 3% Wage Increase)									
Water Treatment Plant OIT	54,012	56,713	59,548	62,526	65,652	N/A	68,935	70,576	72,217
Water Treatment Operator I	56,491	59,316	62,282	65,396	68,666	N/A	72,099	73,816	75,532
Water Treatment Operator II	63,994	67,194	70,553	74,081	77,785	N/A	81,674	83,619	85,563
Water Systems Operator T3/D2	72,493	76,118	79,924	83,920	88,116	N/A	92,522	94,725	96,928
Wastewater Collection System Worker	56,694	59,529	62,505	65,631	68,912	N/A	72,358	74,081	75,803
Wastewater Treatment Plant OIT	59,677	62,661	65,794	69,084	72,538	N/A	76,165	77,978	79,792
Wastewater Operator I	62,730	65,867	69,160	72,618	76,249	N/A	80,061	81,967	83,874
Laboratory Technician	69,311	72,776	76,415	80,236	84,248	N/A	88,460	90,566	92,672
Wastewater Operator II	70,707	74,243	77,955	81,853	85,945	N/A	90,243	92,391	94,540
Wastewater Operator III	78,124	82,031	86,132	90,439	94,961	N/A	99,709	102,083	104,457
CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 9, 2026 at 12:00pm									
Fire Captain	93,747	98,435	103,356	108,524	113,950	N/A	N/A	N/A	N/A
Fire Captain - Paramedic	101,307	106,373	111,691	117,276	123,139	N/A	N/A	N/A	N/A
Fire Engineer	77,749	81,637	85,719	90,005	94,505	N/A	N/A	N/A	N/A
Fire Engineer - Paramedic	85,309	89,575	94,054	98,756	103,694	N/A	N/A	N/A	N/A
Firefighter	68,874	72,317	75,933	79,730	83,716	N/A	N/A	N/A	N/A
Firefighter - Paramedic	76,434	80,255	84,268	88,482	92,906	N/A	N/A	N/A	N/A
CAMBRIA FIREFIGHTERS IAFF LOCAL 4635 (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full P .									
Firefighter (SAFER Grant)	68,874	72,317	75,933	79,730	83,716	N/A	N/A	N/A	N/A
Firefighter (SAFER Grant) - Paramedic	76,434	80,255	84,268	88,482	92,906	N/A	N/A	N/A	N/A
RESERVE FIREFIGHTERS (HOURLY RATE) Effective January 1, 2026									
Reserve Recruit Firefighter	16.90	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter	16.90	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MANAGEMENT & CONFIDENTIAL EMPLOYEES (ANNUAL AMOUNTS) 3% Wage Increases Effective January 18, 2026									
Facilities & Resources Manager	101,813	106,904	112,249	117,862	123,755	124,993 - 129,943	N/A	N/A	N/A
Program Manager	101,813	106,904	112,249	117,862	123,755	124,993 - 129,943	N/A	N/A	N/A
Confidential Administrative Assistant	114,480	120,204	126,215	132,525	139,152	140,-544 - 146,110	N/A	N/A	N/A
Water Systems Superintendent	114,480	120,204	126,215	132,525	139,152	140,-544 - 146,110	N/A	N/A	N/A
Wastewater Systems Superintendent	114,480	120,204	126,215	132,525	139,152	140,-544 - 146,110	N/A	N/A	N/A
Fire Chief	146,715	154,051	161,754	169,841	178,333	180,116 - 187,250	N/A	N/A	N/A
Utilities Department Manager	146,715	154,051	161,754	169,841	178,333	180,116 - 187,250	N/A	N/A	N/A
Administrative Department Manager	146,715	154,051	161,754	169,841	178,333	180,116 - 187,250	N/A	N/A	N/A
General Manager	196,691	196,691	196,691	196,691	196,691	N/A	N/A	N/A	N/A

Red denotes a change