CAMBRIA COMMUNITY SERVICES DISTRICT SALARY SCHEDULE FOR THE PERIOD JULY 1, 2022 THROUGH JUNE 30, 2023 Undated April 13, 2023

	FOR THE P		,		,			
		Update	d April 13,	2023		10 YEARS	15 YEARS	20 YEARS
				STEP D				SERVICE
POSITION TITLE SERVICE EMPLOYEES INTERNATIONAL UNION (ANN		STEP B	STEP C	-	STEP E	STEP E+5%	STEP E+7.5%	STEP E+10%
Administration (Includes 1.5% Wage Increase)	VOAL AMOONI	5) - wage mere	cases Litectiv	e 13t ruii ra	yron Fonowi	ng January 10,	2023	
Clerical Assistant	37,158	39,016	40,967	43,015	45,166	47,424	48,553	49,683
Administrative Technician I	44,322	46,538	48,865	51,308	53,874	56,567	57,914	59,261
Administrative Technician II	52,775	55,414	58,184	61,094	64,148	67,356	68,959	70,563
Board Secretary	52,775	55,414	58,184	61,094	64,148	67,356	68,959	70,563
Administrative Technician III	64,107	67,313	70,678	74,212	77,923	81,819	83,767	85,715
inance Specialist-Payroll/Benefits	64,107	67,313	70,678	74,212	77,923	81,819	83,767	85,715
acilites & Resources (Includes 1.5% Wage Increase	-	-		, .,	,	01,010		00)/ 20
Aaintenance Technician	48,941	51,388	53,957	56,655	59,488	62,462	63,949	65,436
Vater, WRF & Wastewater Operations (Includes 1	-	-	-	-	00,100	01,101	00,010	00,100
Vater Treatment OIT	48,697	51,132	53,688	56,373	59,191	62,151	63,631	65,110
Vater Treatment Operator I	50,932	53,479	56,153	58,960	61,908	65,004	66,552	68,099
Vater Treatment Operator II	57,696	60,581	63,610	66,791	70,130	73,637	75,390	77,143
Vater Systems Operator T3/D2	65,358	68,626	72,057	75,660	79,443	83,415	85,401	87,387
VasteWater Collection System Worker	51,114	53,669	56,353	59,170	62,129	65,235	66,789	68,342
VasteWater Systems OIT	53,804	56,495	59,319	62,285	65,399	68,669	70,304	71,939
VasteWater Systems Operator I	56,556	59,384	62,353	65,471	68,745	72,182	73,901	75,619
aboratory Technician	62,489	65,614	68,894	72,339	75,956	79,754	81,653	83,552
VasteWater Systems Operator II	63,748	66,935	70,282	73,796	77,486	81,360	83,297	85,234
		,		-	,		-	-
WasteWater Systems Operator III	70,435	73,957 4% Wage Incr	77,655 eases Effecti	81,537 ve 1st Full Pa	85,614 yroll Follow	89,895 ing December a	92,035 31, 2022	94,17
WasteWater Systems Operator III	70,435	·	-	-	-		·	
WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU irre Captain	70,435 JAL AMOUNTS	4% Wage Incr	eases Effecti	ve 1st Full Pa	yroll Follow	ing December	31, 2022	111,442
WasteWater Systems Operator III C AMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer	70,435 JAL AMOUNTS 83,349 69,125	4% Wage Incr 87,516 72,581	eases Effecti 91,892 76,210	ve 1st Full Pa 96,487 80,020	yroll Follow 101,311 84,021	ing December : 106,376 88,223	31, 2022 108,909 90,323	94,176 111,442 92,424
WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF	70,435 JAL AMOUNTS 83,349 69,125	4% Wage Incr 87,516 72,581	eases Effecti 91,892 76,210	ve 1st Full Pa 96,487 80,020	yroll Follow 101,311 84,021	ing December : 106,376 88,223	31, 2022 108,909 90,323	111,442
WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF Firefighter (SAFER Grant)	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS)	4% Wage Incr 87,516 72,581 4% Wage Incr	eases Effecti 91,892 76,210 eases Effecti	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa	yroll Follow 101,311 84,021 yroll Follow	ing December 3 106,376 88,223 ng December 3	31, 2022 108,909 90,323 31, 2022	111,442 92,424 N/A
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU ire Captain ire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69	4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93	ing December 3 106,376 88,223 ng December 3 N/A	31, 2022 108,909 90,323 31, 2022 N/A	111,442 92,424 N/A
VasteWater Systems Operator III AMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU ire Captain ire Engineer AMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS)	4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93	ing December 3 106,376 88,223 ng December 3 N/A 25.13	31, 2022 108,909 90,323 81, 2022 N/A 25.72	111,442 92,424 N/A 26.32
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU ire Captain ire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: teserve Recruit Firefighter **	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50	4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 L, 2023 N/A	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A	31, 2022 108,909 90,323 81, 2022 N/A 25.72	111,442 92,424 N/A 26.32
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU ire Captain ire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: leserve Recruit Firefighter ** leserve Firefighter **	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50	4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 L, 2023 N/A N/A	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A	31, 2022 108,909 90,323 81, 2022 N/A 25.72 N/A N/A	111,442 92,424 N/A 26.32 N/A
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU ire Captain ire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: teserve Recruit Firefighter ** teserve Firefighter ** teserve Fire Engineer **	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50	4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 L, 2023 N/A	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A	31, 2022 108,909 90,323 81, 2022 N/A 25.72	111,442 92,424 N/A 26.32
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU- ire Captain ire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: teserve Recruit Firefighter ** teserve Firefighter ** teserve Fire Engineer ** teserve Lieutenant **	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50	4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A N/A N/A	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 L, 2023 N/A N/A N/A	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A	81, 2022 108,909 90,323 81, 2022 N/A 25.72 N/A N/A N/A N/A	111,442 92,424 N/A 26.32 N/A N/A
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU- ire Captain ire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: teserve Recruit Firefighter ** teserve Firefighter ** teserve Fire Engineer ** teserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50 TS) 2% Wage In	4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A N/A N/A	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A N/A	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A N/A N/A N/A	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 L, 2023 N/A N/A N/A N/A	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A N/A	81, 2022 108,909 90,323 81, 2022 N/A 25.72 N/A N/A N/A N/A N/A	111,44 92,424 N/A 26.32 N/A N/A N/A
VasteWater Systems Operator III AMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU ire Captain ire Engineer AMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter AMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: eserve Recruit Firefighter ** eserve Fire Engineer ** eserve Fire Engineer ** eserve Lieutenant ** AMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT dministrative Analyst - HR & IT	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50 TS) 2% Wage In 86,662	 4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A N/A N/A N/A N/A N/A Structure 	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A N/A N/A N/A N/A	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A N/A N/A N/A 19, 2022 100,322	yroll Follow 101,311 84,021 yroll Followi 23.93 23.93 L, 2023 N/A N/A N/A N/A N/A N/A	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A N/A N/A N/A	31, 2022 108,909 90,323 31, 2022 N/A 25.72 N/A N/A N/A N/A N/A	111,44 92,424 N/A 26.32 N/A N/A N/A N/A
VasteWater Systems Operator III AMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU ire Captain ire Engineer AMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter AMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: eserve Recruit Firefighter ** eserve Fire Engineer ** eserve Fire Engineer ** eserve Lieutenant ** AMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT idministrative Analyst - HR & IT acilities & Resources Manager	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50 TS) 2% Wage In 86,662 93,174	4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A N/A creases Effecti 90,995 97,833	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A N/A N/A n/A r 19, 2022 100,322 107,860	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 L, 2023 N/A N/A N/A N/A N/A 105,339 113,254	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A N/A N/A N/A	31, 2022 108,909 90,323 31, 2022 N/A 25.72 N/A N/A N/A N/A N/A N/A	111,44 92,424 N/A 26.32 N/A N/A N/A N/A
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU irre Captain irre Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irrefighter (SAFER Grant) irrefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Fire Engineer ** Reserve Fire Engineer ** Reserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT Idministrative Analyst - HR & IT iacilities & Resources Manager Program Manager	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50 TS) 2% Wage In 86,662 93,174 93,174	 4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A N/A N/A N/A Selection 90,995 97,833 97,833 	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A N/A N/A N/A N/A ve Novembe 95,545 102,724 102,724	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A N/A N/A 19, 2022 100,322 107,860 107,860	yroll Follow 101,311 84,021 yroll Followi 23.93 23.93 L, 2023 N/A N/A N/A N/A 105,339 113,254 113,254	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	31, 2022 108,909 90,323 31, 2022 N/A 25.72 N/A N/A N/A N/A N/A N/A N/A N/A	111,44 92,424 N/A 26.32 N/A N/A N/A N/A N/A
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU ire Captain ire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: teserve Recruit Firefighter ** teserve Fire Engineer ** teserve Fire Engineer ** teserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT tedministrative Analyst - HR & IT acilities & Resources Manager Vater Systems Superintendent	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50 TS) 2% Wage In 86,662 93,174 93,174 104,766	 4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A 10,005 	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A N/A N/A N/A ve Novembe 95,545 102,724 102,724 115,505	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A N/A N/A r 19, 2022 100,322 107,860 107,860 121,280	yroll Follow 101,311 84,021 yroll Followi 23.93 23.93 L, 2023 N/A N/A N/A N/A 105,339 113,254 113,254 127,344	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	31, 2022 108,909 90,323 31, 2022 N/A 25.72 N/A N/A N/A N/A N/A N/A N/A N/A	111,44 92,424 N/A 26.32 N/A N/A N/A N/A N/A N/A N/A
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU ire Captain ire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: teserve Recruit Firefighter ** teserve Fire Engineer ** teserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT tedministrative Analyst - HR & IT acilities & Resources Manager Vater Systems Superintendent Vastewater Systems Superintendent	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50 TS) 2% Wage In 86,662 93,174 93,174 104,766 104,766	 4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A the second se	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A N/A N/A ve Novembe 95,545 102,724 102,724 115,505	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 vive January 1 N/A N/A N/A N/A 19, 2022 100,322 107,860 107,860 121,280	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 L, 2023 N/A N/A N/A N/A 105,339 113,254 113,254 113,254 127,344	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	31, 2022 108,909 90,323 31, 2022 N/A 25.72 N/A N/A N/A N/A N/A N/A N/A N/A	111,44 92,424 N/A 26.32 N/A N/A N/A N/A N/A N/A N/A N/A
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU- ire Captain ire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF irefighter (SAFER Grant) irefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: teserve Recruit Firefighter ** teserve Fire Engineer ** teserve Fire Engineer ** teserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT tedministrative Analyst - HR & IT acilities & Resources Manager trogram Manager Vater Systems Superintendent Vastewater Systems Superintendent inance Manager	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50 TS) 2% Wage In 86,662 93,174 93,174 104,766 104,766 114,504	 4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A the second se	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A N/A N/A ve Novembe 95,545 102,724 102,724 102,724 115,505 115,505 126,241	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A N/A N/A r 19, 2022 100,322 107,860 107,860 121,280 121,280 132,553	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 1,2023 N/A N/A N/A N/A 105,339 113,254 113,254 113,254 127,344 127,344 139,181	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	31, 2022 108,909 90,323 31, 2022 N/A 25.72 N/A N/A N/A N/A N/A N/A N/A N/A	111,442 92,424 N/A 26.32 N/A N/A N/A N/A N/A N/A N/A N/A N/A
VasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF Firefighter (SAFER Grant) Firefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Fire Engineer ** Reserve Fire Engineer ** Reserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT Administrative Analyst - HR & IT facilities & Resources Manager Program Manager Vater Systems Superintendent Vastewater Systems Superintendent inance Manager District Engineer/Utilities Department Manager	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50 17.50 TS) 2% Wage In 86,662 93,174 93,174 104,766 104,766 114,504 127,101	 4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A N/A N/A N/A N/A 10,005 110,005 120,229 133,456 	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A N/A N/A ve Novembe 95,545 102,724 102,724 102,724 115,505 115,505 126,241 140,129	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A N/A N/A 19, 2022 100,322 107,860 107,860 121,280 121,280 132,553 147,136	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 1,2023 N/A N/A N/A N/A 105,339 113,254 113,254 113,254 113,254 127,344 127,344 139,181 154,492	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	31, 2022 108,909 90,323 31, 2022 N/A 25.72 N/A N/A N/A N/A N/A N/A N/A N/A	111,442 92,424 N/A 26.32 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A
WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUF Firefighter (SAFER Grant) Firefighter (SAFER Grant) Firefighter CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Fire Engineer ** Reserve Fire Engineer ** Reserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT Administrative Analyst - HR & IT Facilities & Resources Manager Program Manager Water Systems Superintendent Wastewater Systems Superintendent Finance Manager District Engineer/Utilities Department Manager Fire Chief Administrative Department Manager	70,435 JAL AMOUNTS) 83,349 69,125 RLY AMOUNTS) 19.69 19.69 NO STEPS) 15.50 15.50 16.50 17.50 TS) 2% Wage In 86,662 93,174 93,174 104,766 104,766 114,504	 4% Wage Incr 87,516 72,581 4% Wage Incr 20.67 20.67 \$.50 salary inc N/A N/A N/A N/A the second se	eases Effecti 91,892 76,210 eases Effecti 21.71 21.71 crease, effect N/A N/A N/A N/A N/A N/A ve Novembe 95,545 102,724 102,724 102,724 115,505 115,505 126,241	ve 1st Full Pa 96,487 80,020 ve 1st Full Pa 22.79 22.79 ive January 1 N/A N/A N/A N/A r 19, 2022 100,322 107,860 107,860 121,280 121,280 132,553	yroll Follow 101,311 84,021 yroll Follow 23.93 23.93 1,2023 N/A N/A N/A N/A 105,339 113,254 113,254 113,254 127,344 127,344 139,181	ing December 3 106,376 88,223 ng December 3 N/A 25.13 N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	31, 2022 108,909 90,323 31, 2022 N/A 25.72 N/A N/A N/A N/A N/A N/A N/A N/A	111,442 92,424 N/A 26.32 N/A N/A N/A N/A N/A N/A N/A N/A N/A

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