CAMBRIA COMMUNITY SERVICES DISTRICT

SALARY SCHEDULE

FOR THE PERIOD JULY 1, 2021 THROUGH JUNE 30, 2022 Updated October 21, 2021

	Updated October 21, 2021					10 YEARS	15 YEARS	20 YEARS
						SERVICE	SERVICE	SERVICE
POSITION TITLE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP E+5%	STEP E+7.5%	STEP E+10%
SERVICE EMPLOYEES INTERNATIONAL UNION (ANN	NUAL AMOUN	TS) - Wage In	creases Effe	ctive 1st Full	Payroll Follo	owing January 1	6, 2022	
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	43,667	45,851	48,143	50,550	53,078	55,732	57,059	58,386
Administrative Technician II	51,995	54,595	57,325	60,191	63,201	66,361	67,941	69,521
Board Secretary	51,995	54,595	57,325	60,191	63,201	66,361	67,941	69,521
Administrative Technician III	63,160	66,318	69,634	73,116	76,772	80,610	82,530	84,449
Finance Specialist-Payroll/Benefits	63,160	66,318	69,634	73,116	76,772	80,610	82,530	84,449
Facilites & Resources (Includes 1.5% Wage Increase	e & 1.0% Equit	y Adjustmen	t)					
Maintenance Technician	47,747	50,134	52,641	55,273	58,036	60,938	62,389	63,840
Water, SWF & Wastewater Operations (Includes 1.	.5% Wage Incre	ease & 1.0%	Equity Adjus	tment)				
Water Treatment OIT	47,509	49,884	52,378	54,997	57,747	60,635	62,078	63,522
Water Treatment Operator I	49,690	52,174	54,783	57,522	60,398	63,418	64,928	66,438
Water Treatment Operator II	56,289	59,103	62,059	65,161	68,420	71,840	73,551	75,261
Water Systems Operator T3/D2	63,764	66,952	70,300	73,815	77,506	81,381	83,319	85,256
WasteWater Collection System Worker	49,867	52,361	54,979	57,728	60,614	63,645	65,160	66,675
WasteWater Systems OIT	52,492	55,117	57,873	60,766	63,805	66,995	68,590	70,185
WasteWater Systems Operator I	55,177	57,936	60,832	63,874	67,068	70,421	72,098	73,774
	60,965	64,013	67,214	70,575	74,103	77,808	79,661	81,514
Laboratory Technician				74.000	75 500	79,376	81,266	83,155
Laboratory Technician WasteWater Systems Operator II	62,193	65,303	68,568	71,996	75,596	13,310	01,200	
•	68,717	72,153	75,761	79,549	83,526	87,702	89,790	•
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFICE Captain	68,717 JAL AMOUNTS 80,143	72,153) 3.75% Wag 84,150	75,761 se Increases B 88,357	79,549 Effective 1st 92,775	83,526 Full Payroll F 97,414	87,702 Following Decen 102,285	89,790 nber 31, 2021 104,720	91,879
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU	68,717 JAL AMOUNTS	72,153) 3.75% Wag	75,761	79,549	83,526 Full Payroll F	87,702	89,790 nber 31, 2021	91,879
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFIRE Captain Fire Engineer	68,717 JAL AMOUNTS 80,143 66,466	72,153) 3.75% Wag 84,150 69,790	75,761 se Increases I 88,357 73,279	79,549 Effective 1st 92,775 76,943	83,526 Full Payroll F 97,414 80,790	87,702 following Decer 102,285 84,830	89,790 nber 31, 2021 104,720 86,850	91,879
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFICE Captain	68,717 JAL AMOUNTS 80,143 66,466	72,153) 3.75% Wag 84,150 69,790	75,761 se Increases I 88,357 73,279	79,549 Effective 1st 92,775 76,943	83,526 Full Payroll F 97,414 80,790	87,702 following Decer 102,285 84,830	89,790 nber 31, 2021 104,720 86,850	91,879
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant)	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88	75,761 te Increases E	79,549 Effective 1st 92,775 76,943 Effective 1st F	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01	87,702 following Decer 102,285 84,830 following Decer	89,790 nber 31, 2021 104,720 86,850 nber 31, 2021	91,879 107,155 88,869
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: 1	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS)	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary	75,761 se Increases E 88,357 73,279 e Increases E	79,549 Effective 1st 92,775 76,943 Effective 1st F	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01	87,702 Following Decer 102,285 84,830 Following Decer N/A	89,790 nber 31, 2021 104,720 86,850 nber 31, 2021 N/A	91,879 107,155 88,869 N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: I Reserve Recruit Firefighter **	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary	75,761 se Increases E	79,549 Effective 1st I 92,775 76,943 ffective 1st F 21.91 fective Janua	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 ary 1, 2022 N/A	87,702 Following Decer 102,285 84,830 Following Decer N/A N/A	89,790 nber 31, 2021 104,720 86,850 nber 31, 2021 N/A	91,879 107,155 88,869 N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: I Reserve Recruit Firefighter ** Reserve Firefighter **	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 15.00	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary	75,761 se Increases E 88,357 73,279 e Increases E 20.87	79,549 Effective 1st I 92,775 76,943 ffective 1st F 21.91	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01	87,702 Following Decer 102,285 84,830 Following Decer N/A	89,790 nber 31, 2021 104,720 86,850 nber 31, 2021 N/A	91,879 107,155 88,869 N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: I Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Firefighter **	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 15.00 16.00	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary	75,761 se Increases E	79,549 Effective 1st I 92,775 76,943 ffective 1st F 21.91 fective Janua	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 ary 1, 2022 N/A	87,702 Following Decer 102,285 84,830 Following Decer N/A N/A	89,790 nber 31, 2021 104,720 86,850 nber 31, 2021 N/A	91,879 107,155 88,869 N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: I Reserve Recruit Firefighter ** Reserve Firefighter **	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 15.00	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary N/A N/A	75,761 se Increases E	79,549 Effective 1st I 92,775 76,943 ffective 1st F 21.91 fective Janual N/A N/A	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 ary 1, 2022 N/A N/A	87,702 Following Decer 102,285 84,830 ollowing Decen N/A N/A N/A	89,790 nber 31, 2021 104,720 86,850 nber 31, 2021 N/A	91,879 107,155 88,869 N/A N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: I Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Firefighter **	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 15.00 16.00 17.00	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary N/A N/A N/A	75,761 se Increases E	79,549 Effective 1st I 92,775 76,943 Ffective 1st F 21.91 Fective Janual N/A N/A N/A N/A	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Fry 1, 2022 N/A N/A N/A	87,702 Following Decen 102,285 84,830 ollowing Decen N/A N/A N/A N/A	89,790 nber 31, 2021 104,720 86,850 nber 31, 2021 N/A N/A N/A	91,879 107,155 88,869 N/A N/A N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFITE Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOURFITEFIGHTERS (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: FRESERVE Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 15.00 16.00 17.00	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary N/A N/A N/A	75,761 se Increases E	79,549 Effective 1st I 92,775 76,943 Ffective 1st F 21.91 Fective Janual N/A N/A N/A N/A	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Fry 1, 2022 N/A N/A N/A	87,702 Following Decen 102,285 84,830 ollowing Decen N/A N/A N/A N/A	89,790 nber 31, 2021 104,720 86,850 nber 31, 2021 N/A N/A N/A	91,879 107,155 88,869 N/A N/A N/A N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFITE Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOURFITEFIGHTERS (IAFF LOCAL: 4635) (HOURFITEFIGHTERS (HOURLY RATE: ITERSETVE FIREFIGHTERS (68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 16.00 17.00 TS) 2% Wage In	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary N/A N/A N/A N/A	75,761 se Increases E 88,357 73,279 e Increases E 20.87 y increase, ef N/A N/A N/A N/A	79,549 Effective 1st I 92,775 76,943 ffective 1st F 21.91 fective Janua N/A N/A N/A N/A N/A	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Ary 1, 2022 N/A N/A N/A	87,702 Following Decen 102,285 84,830 ollowing Decen N/A N/A N/A N/A N/A N/A	89,790 nber 31, 2021	91,879 107,155 88,869 N/A N/A N/A N/A N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFICE Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: IR Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT Administrative Analyst - HR & IT	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 16.00 17.00 TS) 2% Wage In 84,963	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary N/A N/A N/A N/A N/A Rocreases Effe 89,211	75,761 se Increases E	79,549 Effective 1st I 92,775 76,943 ffective 1st F 21.91 fective Janua N/A N/A N/A N/A N/A N/A ber 19, 2021 98,355	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Ary 1, 2022 N/A N/A N/A N/A 103,273	87,702 Following Decer 102,285 84,830 ollowing Decen N/A N/A N/A N/A N/A N/A N/A N/A	89,790 nber 31, 2021	91,879 107,155 88,869 N/A N/A N/A N/A N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFICE Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: IR Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT Administrative Analyst - HR & IT Facilities & Resources Manager	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 16.00 17.00 TS) 2% Wage In 84,963 91,347	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary N/A N/A N/A N/A N/A Photoceases Effe 89,211 95,914	75,761 se Increases E 88,357 73,279 e Increases E 20.87 y increase, ef N/A N/A N/A N/A N/A sctive Novem 93,672 100,710	79,549 Effective 1st I 92,775 76,943 ffective 1st F 21.91 fective Janua N/A N/A N/A N/A N/A ber 19, 2021 98,355 105,746	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Ary 1, 2022 N/A N/A N/A 103,273 111,033	87,702 Following Decer 102,285 84,830 ollowing Decer N/A N/A N/A N/A N/A N/A N/A N/A N/A	89,790 nber 31, 2021	91,879 107,155 88,869 N/A N/A N/A N/A N/A N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFICE Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: IR Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant ** CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT Administrative Analyst - HR & IT Facilities & Resources Manager Program Manager	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 16.00 17.00 TS) 2% Wage Ir 84,963 91,347 91,347	72,153) 3.75% Wag 84,150 69,790) 3.75% Wag 19.88 \$1.00 salary N/A N/A N/A N/A Photoceases Effe 89,211 95,914	75,761 te Increases E	79,549 Effective 1st I 92,775 76,943 Ffective 1st F 21.91 Fective Janual N/A N/A N/A N/A N/A N/A 10ber 19, 2021 98,355 105,746 105,746	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Ary 1, 2022 N/A N/A N/A 103,273 111,033 111,033	87,702 Following Decen 102,285 84,830 ollowing Decen N/A	89,790 nber 31, 2021	91,879 107,155 88,869 N/A N/A N/A N/A N/A N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFICE Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: IR RESERVE Firefighter ** 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	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 16.00 17.00 TS) 2% Wage In 84,963 91,347 91,347 102,712	72,153 3.75% Wag 84,150 69,790 3.75% Wag 19.88 \$1.00 salary N/A N/A N/A N/A Photoceases Effe 89,211 95,914 95,914 107,848	75,761 8e Increases E 88,357 73,279 e Increases E 20.87 y increase, ef N/A N/A N/A N/A 100,710 113,240	79,549 Effective 1st I 92,775 76,943 Ffective 1st F 21.91 Ffective Janual N/A N/A N/A N/A N/A N/A 10ber 19, 2021 98,355 105,746 105,746 118,902	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Ary 1, 2022 N/A N/A N/A 103,273 111,033 111,033 124,847	87,702 Following Decer 102,285 84,830 ollowing Decen N/A	89,790 nber 31, 2021	91,879 107,155 88,869 N/A N/A N/A N/A N/A N/A N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFICE Captain Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: IRESERVE Firefighter ** 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	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 16.00 17.00 TS) 2% Wage In 84,963 91,347 91,347 102,712 102,712	72,153 3.75% Wag 84,150 69,790 3.75% Wag 19.88 \$1.00 salary N/A N/A N/A N/A 10creases Effe 89,211 95,914 95,914 107,848 107,848	75,761 te Increases E 88,357 73,279 te Increases E 20.87 y increase, ef N/A N/A N/A N/A N/A 100,710 113,240 113,240	79,549 Effective 1st I 92,775 76,943 Effective 1st F 21.91 fective January N/A	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Ary 1, 2022 N/A N/A N/A 103,273 111,033 111,033 124,847 124,847	87,702 Following Decer 102,285 84,830 ollowing Decen N/A	89,790 nber 31, 2021	91,879 107,155 88,869 N/A
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUFICE Captain Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: IRESERVE Firefighter ** 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	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 16.00 17.00 TS) 2% Wage In 84,963 91,347 91,347 102,712 102,712 112,259	72,153 3.75% Wag 84,150 69,790 3.75% Wag 19.88 \$1.00 salary N/A N/A N/A N/A N/A 10.000 195,914 95,914 107,848 107,848 117,872	75,761 te Increases E 88,357 73,279 te Increases E 20.87 v increase, ef N/A N/A N/A N/A 100,710 113,240 113,240 123,766	79,549 Effective 1st I 92,775 76,943 Effective 1st F 21.91 Fective January N/A	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Ary 1, 2022 N/A N/A N/A 103,273 111,033 111,033 124,847 124,847 136,452	87,702 Following Decer 102,285 84,830 ollowing Decen N/A	89,790 nber 31, 2021	91,879 107,155 88,869 N/A N/A N/A N/A N/A N/A N/A N/
WasteWater Systems Operator II WasteWater Systems Operator III CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNU- Fire Captain Fire Engineer CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUR- Firefighter (SAFER Grant) CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: IT 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	68,717 JAL AMOUNTS 80,143 66,466 RLY AMOUNTS) 18.93 NO STEPS) 15.00 16.00 17.00 TS) 2% Wage In 84,963 91,347 91,347 102,712 102,712 112,259 124,609	72,153 3.75% Wag 84,150 69,790 3.75% Wag 19.88 \$1.00 salary N/A	75,761 te Increases E 88,357 73,279 te Increases E 20.87 y increase, ef N/A N/A N/A N/A N/A 100,710 110,710 113,240 113,240 123,766 137,382	79,549 Effective 1st I 92,775 76,943 Effective 1st F 21.91 Fective January N/A	83,526 Full Payroll F 97,414 80,790 Full Payroll F 23.01 Ary 1, 2022 N/A N/A N/A N/A 103,273 111,033 111,033 124,847 124,847 136,452 151,463	87,702 Following Decer 102,285 84,830 ollowing Decen N/A	89,790 nber 31, 2021	91,879 107,155 88,869 N/A N/A N/A N/A N/A N/A N/A N/

^{**} Increase rate \$1.00 per year January 1, 2019-January 1, 2022

Red denotes a change