

**CAMBRIA COMMUNITY SERVICES DISTRICT  
SALARY SCHEDULE  
FOR THE PERIOD JULY 1, 2020 THROUGH JUNE 30, 2021  
Updated FEBRUARY 18, 2021**

| POSITION TITLE  | STEP A        | STEP B        | STEP C        | STEP D        | STEP E         | 10 YEARS SERVICE<br>STEP E+5% | 15 YEARS SERVICE<br>STEP E+7.5% | 20 YEARS SERVICE<br>STEP E+10% |
|---|---------------|---------------|---------------|---------------|----------------|-------------------------------|---------------------------------|--------------------------------|
| <b>SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 16, 2021</b>            |               |               |               |               |                |                               |                                 |                                |
| <b>Administration (Includes 1.25% Wage Increase)</b>  |               |               |               |               |                |                               |                                 |                                |
| Clerical Assistant  | 36,068        | 37,872        | 39,765        | 41,754        | 43,841         | 46,033                        | 47,129                          | 48,225                         |
| Administrative Technician I   | 43,022        | 45,173        | 47,432        | 49,804        | 52,294         | 54,908                        | 56,216                          | 57,523                         |
| Administrative Technician II  | 51,227        | 53,789        | 56,478        | 59,302        | 62,267         | 65,381                        | 66,937                          | 68,494                         |
| Board Secretary   | 51,227        | 53,789        | 56,478        | 59,302        | 62,267         | 65,381                        | 66,937                          | 68,494                         |
| Administrative Technician III   | 62,227        | 65,339        | 68,606        | 72,036        | 75,638         | 79,419                        | 81,310                          | 83,201                         |
| Finance Specialist-Payroll/Benefits   | 62,227        | 65,339        | 68,606        | 72,036        | 75,638         | 79,419                        | 81,310                          | 83,201                         |
| <b>Facilities &amp; Resources (Includes 1.25% Wage Increase &amp; 1.0% Equity Adjustment)</b>   |               |               |               |               |                |                               |                                 |                                |
| Maintenance Technician  | 46,582        | 48,911        | 51,357        | 53,925        | 56,621         | 59,452                        | 60,867                          | 62,283                         |
| <b>Water, SWF &amp; Wastewater Operations (Includes 1.25% Wage Increase &amp; 1.0% Equity Adjustment)</b>                                       |               |               |               |               |                |                               |                                 |                                |
| Water Treatment OIT   | 46,350        | 48,667        | 51,101        | 53,656        | 56,339         | 59,156                        | 60,564                          | 61,972                         |
| Water Treatment Operator I  | 48,478        | 50,902        | 53,447        | 56,119        | 58,925         | 61,871                        | 63,344                          | 64,818                         |
| Water Treatment Operator II   | 54,916        | 57,662        | 60,545        | 63,573        | 66,751         | 70,089                        | 71,758                          | 73,426                         |
| Water Systems Operator T3/D2  | 62,209        | 65,319        | 68,585        | 72,015        | 75,615         | 79,396                        | 81,286                          | 83,177                         |
| WasteWater Collection System Worker   | 48,651        | 51,083        | 53,637        | 56,319        | 59,135         | 62,092                        | 63,570                          | 65,049                         |
| WasteWater Systems OIT  | 51,212        | 53,773        | 56,461        | 59,284        | 62,248         | 65,361                        | 66,917                          | 68,473                         |
| WasteWater Systems Operator I   | 53,831        | 56,522        | 59,348        | 62,316        | 65,431         | 68,703                        | 70,339                          | 71,974                         |
| Laboratory Technician   | 59,478        | 62,452        | 65,574        | 68,853        | 72,296         | 75,910                        | 77,718                          | 79,525                         |
| WasteWater Systems Operator II  | 60,676        | 63,710        | 66,895        | 70,240        | 73,752         | 77,440                        | 79,284                          | 81,127                         |
| WasteWater Systems Operator III   | 67,041        | 70,393        | 73,913        | 77,609        | 81,489         | 85,563                        | 87,601                          | 89,638                         |
| <b>CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) - Wage Increase of 3.25% Effective 1st Full Payroll Following December 31, 2020</b> |               |               |               |               |                |                               |                                 |                                |
| Fire Captain  | 77,246        | 81,109        | 85,164        | 89,422        | 93,894         | 98,588                        | 100,936                         | 103,283                        |
| Fire Engineer   | 64,064        | 67,267        | 70,630        | 74,162        | 77,870         | 81,763                        | 83,710                          | 85,657                         |
| <b>CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOURLY AMOUNTS)</b>   |               |               |               |               |                |                               |                                 |                                |
| Firefighter (SAFER Grant)   | 13.65         | 14.33         | 15.05         | 15.80         | 16.59          | N/A                           | N/A                             | N/A                            |
| <b>CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: NO STEPS) \$1.00 salary increase, effective January 1, 2021</b>                                   |               |               |               |               |                |                               |                                 |                                |
| Reserve Recruit Firefighter **  | 14.00         | N/A           | N/A           | N/A           | N/A            | N/A                           | N/A                             | N/A                            |
| Reserve Firefighter **  | 14.00         | N/A           | N/A           | N/A           | N/A            | N/A                           | N/A                             | N/A                            |
| Reserve Fire Engineer **  | 15.00         | N/A           | N/A           | N/A           | N/A            | N/A                           | N/A                             | N/A                            |
| Reserve Lieutenant **   | 16.00         | N/A           | N/A           | N/A           | N/A            | N/A                           | N/A                             | N/A                            |
| <b>CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNTS)</b>  |               |               |               |               |                |                               |                                 |                                |
| Deputy District Clerk   | 65,080        | 68,334        | 71,751        | 75,338        | 79,105         | N/A                           | N/A                             | N/A                            |
| Deputy District Clerk (Confidential)  | 68,334        | 71,751        | 75,338        | 79,105        | 83,061         | N/A                           | N/A                             | N/A                            |
| Management Analyst  | 65,080        | 68,334        | 71,751        | 75,338        | 79,105         | N/A                           | N/A                             | N/A                            |
| Facilities & Resources Supervisor   | 76,444        | 80,266        | 84,279        | 88,493        | 92,918         | N/A                           | N/A                             | N/A                            |
| <b>Administrative Analyst - HR &amp; IT</b>   | <b>83,297</b> | <b>87,462</b> | <b>91,835</b> | <b>96,427</b> | <b>101,248</b> | <b>N/A</b>                    | <b>N/A</b>                      | <b>N/A</b>                     |
| Program Manager   | 89,556        | 94,034        | 98,735        | 103,672       | 108,856        | N/A                           | N/A                             | N/A                            |
| Water Systems Superintendent  | 100,698       | 105,733       | 111,020       | 116,571       | 122,400        | N/A                           | N/A                             | N/A                            |
| Wastewater Systems Superintendent   | 100,698       | 105,733       | 111,020       | 116,571       | 122,400        | N/A                           | N/A                             | N/A                            |
| Administrative Services Officer/District Clerk  | 113,803       | 119,494       | 125,468       | 131,742       | 138,329        | N/A                           | N/A                             | N/A                            |
| Finance Manager   | 110,058       | 115,561       | 121,339       | 127,406       | 133,776        | N/A                           | N/A                             | N/A                            |
| District Engineer/Utilities Department Manager  | 122,166       | 128,275       | 134,688       | 141,423       | 148,494        | N/A                           | N/A                             | N/A                            |
| Fire Chief  | 122,166       | 128,275       | 134,688       | 141,423       | 148,494        | N/A                           | N/A                             | N/A                            |
| Administrative Department Manager   | 122,166       | 128,275       | 134,688       | 141,423       | 148,494        | N/A                           | N/A                             | N/A                            |
| Administrative Department Manager (Confidential)  | 128,275       | 134,688       | 141,423       | 148,494       | 155,919        | N/A                           | N/A                             | N/A                            |
| General Manager   | 170,000       | 170,000       | 170,000       | 170,000       | 170,000        | N/A                           | N/A                             | N/A                            |
| <b>CAMBRIA LIMITED TERM EMPLOYEE (HOURLY RATE: NO STEPS)</b>  |               |               |               |               |                |                               |                                 |                                |
| Retired Annuitant - District Engineer   | 70.00         | N/A           | N/A           | N/A           | N/A            | N/A                           | N/A                             | N/A                            |

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

Position with Confidential designation receives 5% pay differential

**Red denotes a change**