

RESOLUTION 03-2025
JANUARY 9, 2025

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 Services Employees International Union (SEIU) Local 620, reaching an agreement with a wage increase, for the represented unit; and

WHEREAS, the District engaged in labor negotiations with the Internation 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 during the District's normal business hours.
4. This pay schedule shall be effective the first full payroll period following ratification of the SEIU MOU upon adoption of this Resolution. The district shall permanently retain this resolution and the pay schedule contained herein in its official records.

PASSED AND ADOPTED THIS 9th day of January 2025.

DocuSigned by:

A564061E061448F...
 Debra Scott, President
 Board of Directors

APPROVED AS TO FORM:
DocuSigned by:

B64D40A50AA141E...
 Timothy J. Carmel
 District Counsel


ATTEST:
DocuSigned by:

27CDBD8EE42E4C4...
 Haley Dodson
 Confidential Administrative Assistant

Exhibit A

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JULY 1, 2024 THROUGH JUNE 30, 2025
Updated January 9, 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%
SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 9, 2025									
Administration (Includes 3% Wage Increase)									
Administrative Technician I	46,337	48,653	51,086	53,640	56,322	N/A	59,139	60,547	61,955
Administrative Technician II	54,983	57,733	60,619	63,650	66,833	N/A	70,174	71,845	73,516
Administrative Technician III	67,021	70,372	73,891	77,585	81,465	N/A	85,538	87,574	89,611
Administrative Technician IV	81,423	85,494	89,768	94,257	98,970	N/A	103,918	106,392	108,867
Facilities & Resources (Includes 3% Wage Increase)									
Maintenance Technician	51,670	54,253	56,966	59,814	62,805	N/A	65,945	67,516	69,086
Water & Wastewater Operations (Includes 3% Wage Increase)									
Water Treatment Plant OIT	51,411	53,982	56,681	59,515	62,491	N/A	65,615	67,178	68,740
Water Treatment Operator I	53,771	56,460	59,283	62,247	65,359	N/A	68,627	70,261	71,895
Water Treatment Operator II	60,912	63,958	67,156	70,513	74,039	N/A	77,741	79,592	81,443
Water Systems Operator T3/D2	69,002	72,452	76,074	79,878	83,872	N/A	88,066	90,162	92,259
Wastewater Collection System Worker	53,964	56,662	59,495	62,470	65,593	N/A	68,873	70,513	72,153
Wastewater Treatment Plant OIT	56,803	59,644	62,626	65,757	69,045	N/A	72,497	74,223	75,949
Wastewater Operator I	59,709	62,695	65,829	69,121	72,577	N/A	76,206	78,020	79,834
Laboratory Technician	65,973	69,271	72,735	76,371	80,190	N/A	84,200	86,204	88,209
Wastewater Operator II	67,302	70,667	74,201	77,911	81,806	N/A	85,897	87,942	89,987
Wastewater Operator III	74,362	78,080	81,984	86,083	90,387	N/A	94,907	97,166	99,426
CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 9, 2025									
Fire Captain	89,283	93,748	98,435	103,357	108,525	N/A	113,951	116,664	119,377
Fire Engineer	74,047	77,749	81,636	85,718	90,004	N/A	94,504	96,755	99,005
Firefighter	65,594	68,874	72,317	75,933	79,730	N/A	N/A	N/A	N/A
CAMBRIA FIREFIGHTERS IAFF LOCAL 4635 (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 9, 2025									
Firefighter (SAFER Grant)	65,594	68,874	72,317	75,933	79,730	N/A	N/A	N/A	N/A
RESERVE FIREFIGHTERS (HOURLY RATE) Effective January 1, 2025									
Reserve Recruit Firefighter	16.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter	16.50	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, 2025									
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
Administrative Department Manager	142,442	149,564	157,042	164,894	173,139	174,870-181,796	N/A	N/A	N/A
General Manager	185,658	185,658	185,658	185,658	185,658	N/A	N/A	N/A	N/A

Red denotes a change