

RESOLUTION 35-2025

JUNE 12, 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 CCSD's Salary Schedule must be amended to reflect increases for all SEIU Employees effective the first full payroll periods commencing on July 1, 2025, and January 1, 2026.

WHEREAS, the CCSD's Salary Schedule must also be amended to reflect incremental increases for all Management & Confidential Employees (MCE) effective January 18, 2026.

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 Schedules, attached hereto as Exhibit A and Exhibit B and incorporated herein by reference, are hereby approved.
2. In accordance with CalPERS regulation CCR §570.5, the pay rates and pay schedules are amended and represent the negotiated increases.
3. This Resolution and the salaries contained in Exhibit A and Exhibit B shall constitute a publicly available pay schedule as required by Government Code Section 20636. Pursuant to CCR §570.5, it shall be immediately accessible and available for public review during the District's normal business hours.
4. The District shall permanently retain this Resolution and the pay schedules contained herein in its official records.

PASSED AND ADOPTED THIS 12th day of June 2025.

DocuSigned by:

A564061E061448F...
 Debra Scott, President
 Board of Directors

ATTEST:
 DocuSigned by:

27CDB8BEE42E4C4...
 Haley Dodson
 Confidential Administrative Assistant

APPROVED AS TO FORM:
 DocuSigned by:

B64D40A5UAA141E...
 Timothy J. Carmel
 District Counsel

Exhibit A

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JULY 1, 2025 THROUGH DECEMBER 30, 2025
Updated May 28, 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) - 2% Wage Increases Effective 1st Full Payroll Following July 1, 2025									
Administration (Includes 2% Wage Increase)									
Administrative Technician I	47,264	49,627	52,108	54,714	57,449	N/A	60,322	61,758	63,194
Administrative Technician II	56,083	58,887	61,831	64,923	68,169	N/A	71,577	73,281	74,986
Administrative Technician III	68,361	71,779	75,368	79,137	83,094	N/A	87,248	89,326	91,403
Administrative Technician IV	83,051	87,204	91,564	96,142	100,950	N/A	105,997	108,521	111,045
Facilities & Resources (Includes 2% Wage Increase)									
Maintenance Technician	52,703	55,339	58,105	61,011	64,061	N/A	67,264	68,866	70,467
Water & Wastewater Operations (Includes 2% Wage Increase)									
Water Treatment Plant OIT	52,439	55,061	57,814	60,705	63,740	N/A	66,927	68,521	70,114
Water Treatment Operator I	54,846	57,589	60,468	63,492	66,666	N/A	69,999	71,666	73,333
Water Treatment Operator II	62,130	65,237	68,499	71,924	75,520	N/A	79,296	81,184	83,072
Water Systems Operator T3/D2	70,382	73,901	77,596	81,476	85,550	N/A	89,827	91,966	94,105
Wastewater Collection System Worker	55,043	57,795	60,685	63,719	66,905	N/A	70,251	71,923	73,596
Wastewater Treatment Plant OIT	57,939	60,836	63,878	67,072	70,425	N/A	73,947	75,707	77,468
Wastewater Operator I	60,903	63,948	67,146	70,503	74,028	N/A	77,730	79,580	81,431
Laboratory Technician	67,292	70,657	74,190	77,899	81,794	N/A	85,884	87,929	89,974
Wastewater Operator II	68,648	72,080	75,684	79,469	83,442	N/A	87,614	89,700	91,786
Wastewater Operator III	75,849	79,642	83,624	87,805	92,195	N/A	96,805	99,110	101,415
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

Exhibit B

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JANUARY 1, 2026 THROUGH JUNE 30, 2026
Updated May 28, 2025**

POSITION TITLE	STEP A	STEP B	STEP C	STEP D	STEP E	GM Approval STEP E + 1%- 5%	10 YEARS	15 YEARS	20 YEARS
							SERVICE STEP E+5%	SERVICE STEP E+7.5%	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, 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, 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	191,228	191,228	191,228	191,228	191,228	N/A	N/A	N/A	N/A

Red denotes a change