

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD OF JULY 1, 2015-JUNE 30, 2016
REVISED OCTOBER 3, 2016**

SERVICE EMPLOYEES INTERNATIONAL UNION	EFFECTIVE DATE	ANNUAL AMOUNT					10 YEARS SERVICE*	15 YEARS SERVICE*	20 YEARS SERVICE*
		STEP A	STEP B	STEP C	STEP D	STEP E	(STEP E+5%)	(STEP E+7.5%)	(STEP E+10%)
Administrative Technician I	7/1/15-6/30/16	39,176	41,135	43,192	45,352	47,619	50,000	51,190	52,381
Administrative Technician II	7/1/15-6/30/16	46,648	48,981	51,430	54,001	56,702	59,537	60,955	62,372
Administrative Technician III	7/1/15-6/30/16	56,665	59,498	62,473	65,597	68,876	72,320	74,042	75,764
Administrative Technician IV	7/1/15-6/30/16	59,563	62,541	65,668	68,951	72,399	76,019	77,829	79,639
Laboratory Technician	7/1/15-6/30/16	53,107	55,763	58,551	61,478	64,552	67,780	69,393	71,007
Maintenance Technician	7/1/15-6/30/16	41,593	43,672	45,856	48,149	50,556	53,084	54,348	55,612
Senior Clerical Assistant	7/1/15-6/30/16	41,386	43,455	45,628	47,909	50,305	52,820	54,078	55,336
Wastewater System Operator In Training	7/1/15-6/30/16	45,727	48,013	50,414	52,935	55,582	58,361	59,751	61,140
Wastewater System Operator I	7/1/15-6/30/16	48,066	50,469	52,992	55,642	58,424	61,345	62,806	64,266
Wastewater System Operator II	7/1/15-6/30/16	54,178	56,886	59,731	62,717	65,853	69,146	70,792	72,438
Water Treatment Operator in Training	7/1/15-6/30/16	41,386	43,455	45,628	47,909	50,305	52,820	54,078	55,336
Water Treatment Operator I	7/1/15-6/30/16	43,286	45,450	47,723	50,109	52,614	55,245	56,560	57,875
Water Treatment Operator II	7/1/15-6/30/16	49,034	51,486	54,060	56,763	59,601	62,581	64,071	65,561
Water System Operator T3/D2	7/1/15-6/30/16	55,546	58,323	61,239	64,301	67,516	70,892	72,580	74,268
Water & Wastewater Supervisor	7/1/15-6/30/16	70,219	73,730	77,416	81,287	85,352	89,620	91,753	93,887

*Applies only to employees hired prior to October 1, 2012

CAMBRIA FIREFIGHTERS (IAFF LOCAL 4635)	EFFECTIVE DATE	ANNUAL AMOUNT					10 YEARS SERVICE**	15 YEARS SERVICE**	20 YEARS SERVICE**
		STEP A	STEP B	STEP C	STEP D	STEP E	(STEP E+5%)	(STEP E+7.5%)	(STEP E+10%)
Fire Captain	7/1-12/19/2015	67,800	71,190	74,750	78,487	82,411	86,532	88,592	90,652
Fire Captain	12/20/15-6/30/16	70,173	73,682	77,366	81,234	85,296	89,561	91,693	93,825
Fire Engineer	7/1-12/19/2015	56,232	59,044	61,996	65,096	68,350	71,768	73,477	75,185
Fire Engineer	12/20/15-6/30/16	58,200	61,110	64,166	67,374	70,742	74,280	76,048	77,817

		HOURLY RATE							
Firefighter (SAFER Grant)	9/10/15-6/30/16	10.00	10.50	11.03	11.58	12.16	N/A	N/A	N/A

**Applies only to employees hired prior to June 25, 2015

CAMBRIA EXEMPT EMPLOYEES	EFFECTIVE DATE	ANNUAL AMOUNT							
		STEP A	STEP B	STEP C	STEP D	STEP E			
Administrative Services Officer	7/1/15-6/30/16	76,102	79,907	83,902	88,098	92,502	N/A	N/A	N/A
Administrative Technician II (Confidential)	7/1/15-6/30/16	44,853	47,096	49,450	51,923	54,519	N/A	N/A	N/A
District Clerk/Administrative Services Officer	7/1/15-6/30/16	95,727	100,513	105,539	110,816	116,357	N/A	N/A	N/A
District Engineer	7/1/15-6/30/16	107,900	113,295	118,960	124,908	131,153	N/A	N/A	N/A
Facilities & Resources Supervisor	7/1/15-6/30/16	67,517	70,893	74,437	78,159	82,067	N/A	N/A	N/A
Finance Manager	7/1/15-6/30/16	95,727	100,513	105,539	110,816	116,357	N/A	N/A	N/A
Fire Chief	7/1/15-6/30/16	107,900	113,295	118,960	124,908	131,153	N/A	N/A	N/A
General Manager	7/1/15-6/30/16	160,808	160,808	160,808	160,808	160,808	N/A	N/A	N/A

CAMBRIA RESERVE FIREFIGHTERS	EFFECTIVE DATE	HOURLY RATE (NO STEPS)
Reserve Recruit Firefighter	7/1-12/31/2015	8.00
Reserve Recruit Firefighter	1/1/16-6/30/16	10.00
Reserve Firefighter	7/1-12/31/2015	9.00
Reserve Firefighter	1/1/16-6/30/16	10.00
Reserve Apparatus Operator	7/1-12/31/2015	10.00
Reserve Apparatus Operator	1/1/16-6/30/16	11.00
Reserve Lieutenant	7/1-12/31/2015	12.00
Reserve Lieutenant	1/1/16-6/30/16	13.00