

**CAMBRIA COMMUNITY SERVICES DISTRICT  
SALARY SCHEDULE  
FOR THE PERIOD OF JULY 1, 2013-JUNE 30, 2014  
REVISED OCTOBER 3, 2016**

	EFFECTIVE DATE	A N N U A L			A M O U N T		10 YEARS	15 YEARS	20 YEARS
		STEP A	STEP B	STEP C	STEP D	STEP E	SERVICE* (STEP E+5%)	SERVICE* (STEP E+7.5%)	SERVICE* (STEP E+10%)
<b>SERVICE EMPLOYEES INTERNATIONAL UNION</b>									
Administrative Technician I	7/1/13-6/30/14	36,740	38,577	40,506	42,532	44,658	46,891	48,008	49,124
Administrative Technician II	7/1/13-6/30/14	43,803	45,993	48,293	50,707	53,243	55,905	57,236	58,567
Administrative Technician III	7/1/13-6/30/14	53,256	55,919	58,715	61,651	64,734	67,970	69,589	71,207
Administrative Technician IV	7/1/13-6/30/14	55,928	58,724	61,660	64,743	67,981	71,380	73,079	74,779
Laboratory Technician	7/1/13-6/30/14	49,878	52,372	54,990	57,740	60,627	63,658	65,174	66,689
Maintenance Technician	7/1/13-6/30/14	39,156	41,113	43,169	45,327	47,594	49,974	51,163	52,353
Senior Clerical Assistant	7/1/13-6/30/14	38,802	40,742	42,779	44,918	47,164	49,522	50,701	51,880
Wastewater System Operator In Training	7/1/13-6/30/14	42,900	45,045	47,298	49,662	52,146	54,753	56,056	57,360
Wastewater System Operator I	7/1/13-6/30/14	45,206	47,466	49,839	52,331	54,948	57,695	59,069	60,443
Wastewater System Operator II	7/1/13-6/30/14	50,829	53,371	56,039	58,841	61,783	64,872	66,417	67,961
Water Treatment Operator in Training	7/1/13-6/30/14	38,777	40,716	42,752	44,890	47,134	49,491	50,669	51,848
Water Treatment Operator I	7/1/13-6/30/14	40,717	42,753	44,890	47,135	49,492	51,966	53,204	54,441
Water Treatment Operator II	7/1/13-6/30/14	46,108	48,414	50,835	53,376	56,045	58,847	60,248	61,650

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

							10 YEARS SERVICE** (STEP E+5%)	15 YEARS SERVICE** (STEP E+7.5%)	20 YEARS SERVICE** (STEP E+10%)
<b>CAMBRIA FIREFIGHTERS (IAFF LOCAL 4635)</b>									
Fire Captain	7/1/13-6/30/14	65,228	68,489	71,914	75,510	79,285	83,249	85,231	87,214
Fire Engineer	7/1/13-6/30/14	54,089	56,793	59,633	62,615	65,746	69,033	70,676	72,320

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

**CAMBRIA EXEMPT EMPLOYEES**

Administrative Services Officer	7/1/13-6/30/14	74,274	77,987	81,887	85,981	90,280	N/A	N/A	N/A
Confidential Administrative Assistant	7/1/13-6/30/14	43,803	45,993	48,293	50,707	53,243	N/A	N/A	N/A
Confidential Administrative Technician III	7/1/13-6/30/14	53,305	55,971	58,769	61,708	64,793	N/A	N/A	N/A
District Clerk	7/1/13-6/30/14	74,274	77,987	81,887	85,981	90,280	N/A	N/A	N/A
District Engineer	7/1/13-6/30/14	105,208	110,468	115,992	121,791	127,881	N/A	N/A	N/A
Facilities & Resources Supervisor	7/1/13-7/11/13	57,733	60,620	63,651	66,833	70,175	N/A	N/A	N/A
Facilities & Resources Supervisor	7/1/13-6/30/14	65,808	69,098	72,553	76,181	79,990	N/A	N/A	N/A
Finance Manager	7/1/13-6/30/14	92,839	97,481	102,355	107,473	112,846	N/A	N/A	N/A
Fire Chief	7/1/13-6/30/14	105,208	110,468	115,992	121,791	127,881	N/A	N/A	N/A
General Manager	7/1/13-6/30/14	157,500	157,500	157,500	157,500	157,500	N/A	N/A	N/A
Utilities Manager	7/1/13-6/30/14	76,103	79,908	83,904	88,099	92,504	N/A	N/A	N/A
Water System Supervisor	7/1/13-6/30/14	84,166	88,375	92,793	97,433	102,305	N/A	N/A	N/A

**HOURLY RATE (NO STEPS)**

<b>CAMBRIA RESERVE FIREFIGHTERS</b>			
Reserve Recruit Firefighter	7/1/13-6/30/14		8.00
Reserve Firefighter	7/1/13-6/30/14		9.00
Reserve Apparatus Operator	7/1/13-6/30/14		10.00
Reserve Lieutenant	7/1/13-6/30/14		12.00