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RESOLUTION 38-2026
NOVEMBER 12, 2026

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 Management & Confidential Employees (MCE) group, reaching an agreement on wages for the Fire Marshal position, 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. The revised Cambria Community Services District Salary Schedule, attached hereto as Exhibit B and incorporated herein by reference, is hereby approved.

3. In accordance with CalPERS regulation CCR §570.5, the pay rate and pay schedule are amended and represent the negotiated increases.

4. This Resolution and the salaries contained in Exhibits A and B 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.

5. The pay schedule attached as Exhibit A shall be effective the first full payroll period following ratification of the Management and Confidential Employees Group Payment & Compensation Plan upon adoption of this Resolution. The pay schedule attached as Exhibit B shall be effective as of January 18, 2027. The District shall permanently retain this Resolution and the pay schedules contained herein in its official records.

PASSED AND ADOPTED THIS 12th day of November 2026.

DocuSigned by:
Harry Farmer
501317857EA241B...
Harry Farmer, President
Board of Directors

ATTEST:
DocuSigned by:
Haley Dodson
27CDBD8EE42E4C4...
Haley Dodson
Confidential Administrative Assistant

APPROVED AS TO FORM:
DocuSigned by:
Timothy Carmel
B64D40A50AA141E...
Timothy J. Carmel, District Counsel

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Exhibit A

CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JANUARY 1, 2027 THROUGH JUNE 30, 2027
Updated November 12, 2026

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) - 3% Wage Increases Effective 1st Full Payroll Following January 9, 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
Facilites & 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 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) - 6% Wage Increases Effective 1st Full Payroll Following January 9, 2027 at 12:00pm									
Fire Captain	99,372	104,340	109,557	115,035	120,787	N/A	N/A	N/A	N/A
Fire Captain - Paramedic	107,385	112,755	118,392	124,312	130,528	N/A	N/A	N/A	N/A
Fire Engineer	82,414	86,535	90,861	95,404	100,175	N/A	N/A	N/A	N/A
Fire Engineer - Paramedic	90,428	94,949	99,696	104,681	109,915	N/A	N/A	N/A	N/A
Firefighter	73,006	76,657	80,490	84,514	88,740	N/A	N/A	N/A	N/A
Firefighter - Paramedic	81,020	85,071	89,325	93,791	98,480	N/A	N/A	N/A	N/A
CAMBRIA FIREFIGHTERS IAFF LOCAL 4635 (ANNUAL AMOUNTS) - 6% Wage Increases Effective 1st Full Payroll Following January 9, 2027 at 12:00 pm									
Firefighter (SAFER Grant)	73,006	76,657	80,490	84,514	88,740	N/A	N/A	N/A	N/A
Firefighter (SAFER Grant) - Paramedic	81,020	85,071	89,325	93,791	98,480	N/A	N/A	N/A	N/A
RESERVE FIREFIGHTERS (HOURLY RATE) Effective January 1, 2026									
Reserve Recruit Firefighter	16.90	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter	16.90	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MANAGEMENT & CONFIDENTIAL EMPLOYEES (ANNUAL AMOUNTS) 2% Wage Increases Effective January 18, 2027									
Facilities & Resources Manager	103,849	109,042	114,494	120,218	126,229	127,491-132,540	N/A	N/A	N/A
Program Manager	103,849	109,042	114,494	120,218	126,229	127,491-132,540	N/A	N/A	N/A
Permitting and Compliance Officer	103,849	109,042	114,494	120,218	126,229	127,491-132,540	N/A	N/A	N/A
Confidential Administrative Assistant	116,770	122,608	128,738	135,175	141,934	143,353-149,030	N/A	N/A	N/A
Water Systems Superintendent	116,770	122,608	128,738	135,175	141,934	143,353-149,030	N/A	N/A	N/A
Wastewater Systems Superintendent	116,770	122,608	128,738	135,175	141,934	143,353-149,030	N/A	N/A	N/A
Fire Marshal	142,071	149,175	156,633	164,465	172,688	174,415-181,322	N/A	N/A	N/A
Fire Chief	149,649	157,132	164,988	173,238	181,900	183,719-190,995	N/A	N/A	N/A
Utilities Department Manager	149,649	157,132	164,988	173,238	181,900	183,719-190,995	N/A	N/A	N/A
Administrative Department Manager	149,649	157,132	164,988	173,238	181,900	183,719-190,995	N/A	N/A	N/A
General Manager	200,625	200,625	200,625	200,625	200,625	N/A	N/A	N/A	N/A

Red denotes a change

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Exhibit B

CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JANUARY 1, 2027 THROUGH JUNE 30, 2027
Updated November 12, 2026

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) - 3% Wage Increases Effective 1st Full Payroll Following January 9, 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
Facilites & 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 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) - 6% Wage Increases Effective 1st Full Payroll Following January 9, 2027 at 12:00pm									
Fire Captain	99,372	104,340	109,557	115,035	120,787	N/A	N/A	N/A	N/A
Fire Captain - Paramedic	107,385	112,755	118,392	124,312	130,528	N/A	N/A	N/A	N/A
Fire Engineer	82,414	86,535	90,861	95,404	100,175	N/A	N/A	N/A	N/A
Fire Engineer - Paramedic	90,428	94,949	99,696	104,681	109,915	N/A	N/A	N/A	N/A
Firefighter	73,006	76,657	80,490	84,514	88,740	N/A	N/A	N/A	N/A
Firefighter - Paramedic	81,020	85,071	89,325	93,791	98,480	N/A	N/A	N/A	N/A
CAMBRIA FIREFIGHTERS IAFF LOCAL 4635 (ANNUAL AMOUNTS) - 6% Wage Increases Effective 1st Full Payroll Following January 9, 2027 at 12:00 pm									
Firefighter (SAFER Grant)	73,006	76,657	80,490	84,514	88,740	N/A	N/A	N/A	N/A
Firefighter (SAFER Grant) - Paramedic	81,020	85,071	89,325	93,791	98,480	N/A	N/A	N/A	N/A
RESERVE FIREFIGHTERS (HOURLY RATE) Effective January 1, 2026									
Reserve Recruit Firefighter	16.90	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter	16.90	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MANAGEMENT & CONFIDENTIAL EMPLOYEES (ANNUAL AMOUNTS) 2% Wage Increases Effective January 18, 2027									
Facilities & Resources Manager	103,849	109,042	114,494	120,218	126,229	127,491-132,540	N/A	N/A	N/A
Program Manager	103,849	109,042	114,494	120,218	126,229	127,491-132,540	N/A	N/A	N/A
Permitting and Compliance Officer	103,849	109,042	114,494	120,218	126,229	127,491-132,540	N/A	N/A	N/A
Confidential Administrative Assistant	116,770	122,608	128,738	135,175	141,934	143,353-149,030	N/A	N/A	N/A
Water Systems Superintendent	116,770	122,608	128,738	135,175	141,934	143,353-149,030	N/A	N/A	N/A
Wastewater Systems Superintendent	116,770	122,608	128,738	135,175	141,934	143,353-149,030	N/A	N/A	N/A
Fire Marshal	144,912	152,158	159,766	167,754	176,142	177,903-184,949	N/A	N/A	N/A
Fire Chief	149,649	157,132	164,988	173,238	181,900	183,719-190,995	N/A	N/A	N/A
Utilities Department Manager	149,649	157,132	164,988	173,238	181,900	183,719-190,995	N/A	N/A	N/A
Administrative Department Manager	149,649	157,132	164,988	173,238	181,900	183,719-190,995	N/A	N/A	N/A
General Manager	200,625	200,625	200,625	200,625	200,625	N/A	N/A	N/A	N/A

Red denotes a change