## CAMBRIA COMMUNITY SERVICES DISTRICT

## SALARY SCHEDULE

## FOR THE PERIOD JULY 1, 2021 THROUGH JUNE 30, 2022 Updated April 21. 2022

	Updated April 21, 2022					10 YEARS	15 YEARS	20 YEARS
						SERVICE	SERVICE	SERVICE
POSITION TITLE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP E+5%	STEP E+7.5%	STEP E+10%
SERVICE EMPLOYEES INTERNATIONAL UNION (AN	NUAL AMOUN	ΓS) - Wage In	creases Effe	tive 1st Full	Payroll Follo	wing January 1	6, 2022	
Administration (Includes 1.5% Wage Increase)								
Clerical Assistant	36,609	38,439	40,361	42,380	44,498	46,723	47,836	48,948
Administrative Technician I	43,667	45,851	48,143	50,550	53,078	55,732	57,059	58,386
Administrative Technician II	51,995	54,595	57,325	60,191	63,201	66,361	67,941	69,521
Board Secretary	51,995	54,595	57,325	60,191	63,201	66,361	67,941	69,521
Administrative Technician III	63,160	66,318	69,634	73,116	76,772	80,610	82,530	84,449
Finance Specialist-Payroll/Benefits	63,160	66,318	69,634	73,116	76,772	80,610	82,530	84,449
Facilites & Resources (Includes 1.5% Wage Increas	e & 1.0% Equit	y Adjustmen	t)					
Maintenance Technician	47,747	50,134	52,641	55,273	58,036	60,938	62,389	63,840
Water, SWF & Wastewater Operations (Includes 1	.5% Wage Incre	ease & 1.0%	Equity Adjust	tment)				
Water Treatment OIT	47,509	49,884	52,378	54,997	57,747	60,635	62,078	63,522
Water Treatment Operator I	49,690	52,174	54,783	57,522	60,398	63,418	64,928	66,438
Water Treatment Operator II	56,289	59,103	62,059	65,161	68,420	71,840	73,551	75,261
Water Systems Operator T3/D2	63,764	66,952	70,300	73,815	77,506	81,381	83,319	85,256
WasteWater Collection System Worker	49,867	52,361	54,979	57,728	60,614	63,645	65,160	66,675
WasteWater Systems OIT	52,492	55,117	57,873	60,766	63,805	66,995	68,590	70,185
WasteWater Systems Operator I	55,177	57,936	60,832	63,874	67,068	70,421	72,098	73,774
Laboratory Technician	60,965	64,013	67,214	70,575	74,103	77,808	79,661	81,514
WasteWater Systems Operator II	62,193	65,303	68,568	71,996	75,596	79,376	81,266	83,155
WasteWater Systems Operator III	68,717	72,153	75,761	79,549	83,526	87,702	89,790	91,879
Fire Captain Fire Engineer	80,143 66,466	84,150 69,790	88,357	92,775	97,414	102,285	104,720	107,155
CAMPRIA FIREFICUTERS (IAFE LOCAL, ACCE) (HOUR		05,750	73,279	76,943	80,790	84,830	86,850	88,869
CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOUI	DLV ABAGUINTS	•	•	•	-	•	•	•
		3.75% Wage	e Increases E	ffective 1st F	ull Payroll F	ollowing Decem	ber 31, 2021	88,869
Firefighter (SAFER Grant)	RLY AMOUNTS) 18.93	•	•	•	-	•	•	=
	18.93	3.75% Wage 19.88	e Increases E	ffective 1st F 21.91	ull Payroll Fo 23.01	ollowing Decem	ber 31, 2021	88,869
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE:	18.93	3.75% Wage 19.88 \$1.00 salary	e Increases E 20.87 r increase, ef	ffective 1st F 21.91 fective Janua	ull Payroll Fo 23.01 ary 1, 2022	ollowing Decem	nber 31, 2021 N/A	<b>88,869</b> N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter **	18.93 NO STEPS)	3.75% Wage 19.88	e Increases E 20.87	ffective 1st F 21.91	ull Payroll Fo 23.01	ollowing Decem	ber 31, 2021	88,869
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE:	18.93 NO STEPS) 15.00	3.75% Wage 19.88 \$1.00 salary	20.87 v increase, ef	ffective 1st F 21.91 fective Janua N/A	ull Payroll Fe 23.01 ary 1, 2022	N/A N/A	nber 31, 2021 N/A N/A	88,869 N/A N/A N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter **	18.93 NO STEPS) 15.00 15.00	3.75% Wage 19.88 \$1.00 salary N/A N/A	e Increases E 20.87 v increase, ef	ffective 1st F 21.91 fective Janua N/A N/A	ary 1, 2022  N/A  N/A	ollowing Decem N/A N/A	N/A N/A N/A	88,869 N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer **	18.93 NO STEPS) 15.00 15.00 16.00	3.75% Wage 19.88 \$1.00 salary N/A N/A	e Increases E 20.87 v increase, ef N/A N/A N/A	ffective 1st F 21.91 fective Janua N/A N/A N/A	ull Payroll Fo 23.01 ary 1, 2022 N/A N/A N/A	N/A N/A N/A N/A	N/A  N/A  N/A  N/A  N/A	88,869 N/A N/A N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer **	18.93 NO STEPS) 15.00 15.00 16.00 17.00	3.75% Wage 19.88 \$1.00 salary N/A N/A N/A	e Increases E 20.87 r increase, ef N/A N/A N/A N/A	ffective 1st F 21.91  fective Janua N/A N/A N/A N/A	ull Payroll Fo 23.01 ary 1, 2022 N/A N/A N/A N/A	N/A N/A N/A N/A	N/A  N/A  N/A  N/A  N/A	88,869 N/A N/A N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **	18.93 NO STEPS) 15.00 15.00 16.00 17.00	3.75% Wage 19.88 \$1.00 salary N/A N/A N/A	e Increases E 20.87 r increase, ef N/A N/A N/A N/A	ffective 1st F 21.91  fective Janua N/A N/A N/A N/A	ull Payroll Fo 23.01 ary 1, 2022 N/A N/A N/A N/A	N/A N/A N/A N/A	N/A  N/A  N/A  N/A  N/A	88,869 N/A N/A N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **  CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNT)	18.93  NO STEPS) 15.00 15.00 16.00 17.00  TS) 2% Wage In	3.75% Wage 19.88 \$1.00 salary N/A N/A N/A N/A	e Increases E 20.87 v increase, ef N/A N/A N/A N/A	ffective 1st F 21.91  fective Janua N/A N/A N/A N/A N/A	ull Payroll Fo 23.01 ary 1, 2022 N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	88,869 N/A N/A N/A N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **  CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUN) Administrative Analyst - HR & IT	18.93  NO STEPS) 15.00 15.00 16.00 17.00  TS) 2% Wage In 84,963	3.75% Wage 19.88 \$1.00 salary N/A N/A N/A N/A N/A Screases Effer 89,211	e Increases E 20.87 r increase, ef N/A N/A N/A N/A Sctive Novem 93,672	ffective 1st F 21.91 fective Janua N/A N/A N/A N/A N/A	ull Payroll Fo 23.01 ary 1, 2022 N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	88,869  N/A  N/A  N/A  N/A  N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **  CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUN' Administrative Analyst - HR & IT Facilities & Resources Manager	18.93  NO STEPS) 15.00 15.00 16.00 17.00  TS) 2% Wage In 84,963 91,347	3.75% Wage 19.88 \$1.00 salary N/A N/A N/A N/A screases Effer 89,211 95,914	20.87  r increase, ef	ffective 1st F 21.91 fective Janua N/A N/A N/A N/A ber 19, 2021 98,355 105,746	ull Payroll Fo 23.01 ary 1, 2022 N/A N/A N/A N/A 103,273 111,033	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	88,869  N/A  N/A  N/A  N/A  N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **  CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUN' Administrative Analyst - HR & IT Facilities & Resources Manager Program Manager	18.93  NO STEPS) 15.00 15.00 16.00 17.00  TS) 2% Wage In 84,963 91,347 91,347	3.75% Wago 19.88 \$1.00 salary N/A N/A N/A N/A screases Effer 89,211 95,914 95,914 107,848 107,848	20.87 r increase, ef N/A N/A N/A N/A 100,710 100,710	ffective 1st F 21.91  fective Janua N/A N/A N/A N/A N/A ber 19, 2021 98,355 105,746 105,746 118,902 118,902	ull Payroll Fo 23.01 ary 1, 2022 N/A N/A N/A N/A 103,273 111,033	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	88,869  N/A  N/A  N/A  N/A  N/A  N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **  CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUN' Administrative Analyst - HR & IT Facilities & Resources Manager Program Manager Water Systems Superintendent	18.93  NO STEPS)  15.00  15.00  16.00  17.00  TS) 2% Wage In  84,963  91,347  91,347  102,712  102,712  112,259	3.75% Wago 19.88 \$1.00 salary N/A N/A N/A N/A screases Effer 89,211 95,914 95,914 107,848 107,848 117,872	20.87  r increase, ef  N/A  N/A  N/A  N/A  100,710  113,240  113,240  123,766	ffective 1st F 21.91  fective Janua  N/A  N/A  N/A  N/A  ber 19, 2021  98,355  105,746  105,746  118,902  118,902  129,954	ull Payroll Fd 23.01 ary 1, 2022 N/A N/A N/A 103,273 111,033 111,033 124,847	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	88,869  N/A  N/A  N/A  N/A  N/A  N/A  N/A
Firefighter (SAFER Grant)  CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **  CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUN' Administrative Analyst - HR & IT Facilities & Resources Manager Program Manager Water Systems Superintendent Wastewater Systems Superintendent	18.93  NO STEPS) 15.00 15.00 16.00 17.00  TS) 2% Wage In 84,963 91,347 91,347 102,712 102,712	3.75% Wago 19.88 \$1.00 salary N/A N/A N/A N/A screases Effer 89,211 95,914 95,914 107,848 107,848	20.87  r increase, ef	Fective 1st F 21.91  fective Janua  N/A  N/A  N/A  N/A  ber 19, 2021  98,355  105,746  105,746  118,902  118,902  129,954  144,251	ull Payroll Fd 23.01 ary 1, 2022 N/A N/A N/A 103,273 111,033 111,033 124,847 124,847	N/A	N/A	88,869  N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/
CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **  CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUN' Administrative Analyst - HR & IT Facilities & Resources Manager Program Manager Water Systems Superintendent Wastewater Systems Superintendent Finance Manager District Engineer/Utilities Department Manager Fire Chief	18.93  NO STEPS)  15.00  15.00  16.00  17.00  TS) 2% Wage In  84,963  91,347  91,347  102,712  102,712  112,259	3.75% Wago 19.88 \$1.00 salary N/A N/A N/A N/A screases Effer 89,211 95,914 107,848 107,848 117,872 130,840 130,840	e Increases E 20.87  r increase, ef N/A N/A N/A N/A N/A 100,710 100,710 113,240 123,766 137,382 137,382	Fective 1st F 21.91  fective Janua  N/A  N/A  N/A  N/A  ber 19, 2021  98,355  105,746  105,746  118,902  118,902  129,954  144,251  144,251	ull Payroll For 23.01  ary 1, 2022  N/A  N/A  N/A  N/A  103,273  111,033  111,033  124,847  124,847  136,452  151,463  151,463	N/A	N/A	88,869  N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/
CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: Reserve Recruit Firefighter ** Reserve Firefighter ** Reserve Fire Engineer ** Reserve Lieutenant **  CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUN' Administrative Analyst - HR & IT Facilities & Resources Manager Program Manager Water Systems Superintendent Wastewater Systems Superintendent Finance Manager District Engineer/Utilities Department Manager	18.93  NO STEPS)  15.00  15.00  16.00  17.00  TS) 2% Wage In  84,963  91,347  91,347  102,712  102,712  112,259  124,609	3.75% Wago 19.88 \$1.00 salary N/A N/A N/A N/A Screases Effer 89,211 95,914 95,914 107,848 107,848 117,872 130,840	e Increases E 20.87  r increase, ef N/A N/A N/A N/A N/A 100,710 100,710 113,240 123,766 137,382	Fective 1st F 21.91  fective Janua  N/A  N/A  N/A  N/A  ber 19, 2021  98,355  105,746  105,746  118,902  118,902  129,954  144,251	ull Payroll For 23.01  ary 1, 2022  N/A  N/A  N/A  103,273  111,033  111,033  124,847  124,847  136,452  151,463	N/A	N/A	88,869  N/A  N/A  N/A  N/A  N/A  N/A  N/A  N/

<sup>\*\*</sup> Increase rate \$1.00 per year January 1, 2019-January 1, 2022

Red denotes a change