

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JULY 1, 2024 THROUGH JUNE 30, 2025
Updated December 12, 2024**

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) - Wage Increases Effective 1st Full Payroll Following January 16, 2024									
Administration (Includes 1.5% Wage Increase)									
Administrative Technician I	44,987	47,236	49,598	52,078	54,682	N/A	57,416	58,783	60,150
Administrative Technician II	53,382	56,051	58,854	61,796	64,886	N/A	68,130	69,753	71,375
Administrative Technician III	65,069	68,322	71,738	75,325	79,091	N/A	83,046	85,023	87,000
Administrative Technician IV	79,051	83,004	87,154	91,512	96,087	N/A	100,892	103,294	105,696
Facilities & Resources (Includes 1.5% Wage Increase & 1.0% Equity Adjustment)									
Maintenance Technician	50,165	52,673	55,306	58,072	60,975	N/A	64,024	65,548	67,073
Water & Wastewater Operations (Includes 1.5% Wage Increase & 1.0% Equity Adjustment)									
Water Treatment Plant OIT	49,914	52,410	55,031	57,782	60,671	N/A	63,705	65,222	66,738
Water Treatment Operator I	52,205	54,816	57,556	60,434	63,456	N/A	66,629	68,215	69,801
Water Treatment Operator II	59,138	62,095	65,200	68,460	71,883	N/A	75,477	77,274	79,071
Water Systems Operator T3/D2	66,992	70,342	73,859	77,552	81,429	N/A	85,501	87,536	89,572
Wastewater Collection System Worker	52,392	55,011	57,762	60,650	63,683	N/A	66,867	68,459	70,051
Wastewater Treatment Plant OIT	55,149	57,907	60,802	63,842	67,034	N/A	70,386	72,062	73,737
Wastewater Operator I	57,970	60,868	63,912	67,107	70,463	N/A	73,986	75,747	77,509
Laboratory Technician	64,051	67,254	70,616	74,147	77,855	N/A	81,747	83,694	85,640
Wastewater Operator II	65,342	68,609	72,039	75,641	79,423	N/A	83,394	85,380	87,366
Wastewater Operator III	72,196	75,806	79,596	83,576	87,755	N/A	92,142	94,336	96,530
CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) 4% Wage Increases Effective 1st Full Payroll Following December 31, 2024									
Fire Captain	86,683	91,017	95,568	100,346	105,364	N/A	110,632	113,266	115,900
Fire Engineer	71,890	75,485	79,259	83,222	87,383	N/A	91,752	93,936	96,121
CAMBRIA FIREFIGHTERS IAFF LOCAL 4635 (ANNUAL AMOUNTS) 4% Wage Increases Effective 1st Full Payroll Following December 31, 2024									
Firefighter (SAFER Grant)	59,631	62,612	65,743	69,030	72,482	N/A	N/A	N/A	N/A
Firefighter	59,631	62,612	65,743	69,030	72,482	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