

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JULY 1, 2022 THROUGH JUNE 30, 2023
Updated April 13, 2023**

POSITION TITLE	STEP A	STEP B	STEP C	STEP D	STEP E	10 YEARS	15 YEARS	20 YEARS
						SERVICE STEP E+5%	SERVICE STEP E+7.5%	SERVICE STEP E+10%
SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 16, 2023								
Administration (Includes 1.5% Wage Increase)								
Clerical Assistant	37,158	39,016	40,967	43,015	45,166	47,424	48,553	49,683
Administrative Technician I	44,322	46,538	48,865	51,308	53,874	56,567	57,914	59,261
Administrative Technician II	52,775	55,414	58,184	61,094	64,148	67,356	68,959	70,563
Board Secretary	52,775	55,414	58,184	61,094	64,148	67,356	68,959	70,563
Administrative Technician III	64,107	67,313	70,678	74,212	77,923	81,819	83,767	85,715
Finance Specialist-Payroll/Benefits	64,107	67,313	70,678	74,212	77,923	81,819	83,767	85,715
Facilities & Resources (Includes 1.5% Wage Increase & 1.0% Equity Adjustment)								
Maintenance Technician	48,941	51,388	53,957	56,655	59,488	62,462	63,949	65,436
Water, WRF & Wastewater Operations (Includes 1.5% Wage Increase & 1.0% Equity Adjustment)								
Water Treatment OIT	48,697	51,132	53,688	56,373	59,191	62,151	63,631	65,110
Water Treatment Operator I	50,932	53,479	56,153	58,960	61,908	65,004	66,552	68,099
Water Treatment Operator II	57,696	60,581	63,610	66,791	70,130	73,637	75,390	77,143
Water Systems Operator T3/D2	65,358	68,626	72,057	75,660	79,443	83,415	85,401	87,387
WasteWater Collection System Worker	51,114	53,669	56,353	59,170	62,129	65,235	66,789	68,342
WasteWater Systems OIT	53,804	56,495	59,319	62,285	65,399	68,669	70,304	71,939
WasteWater Systems Operator I	56,556	59,384	62,353	65,471	68,745	72,182	73,901	75,619
Laboratory Technician	62,489	65,614	68,894	72,339	75,956	79,754	81,653	83,552
WasteWater Systems Operator II	63,748	66,935	70,282	73,796	77,486	81,360	83,297	85,234
WasteWater Systems Operator III	70,435	73,957	77,655	81,537	85,614	89,895	92,035	94,176
CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) 4% Wage Increases Effective 1st Full Payroll Following December 31, 2022								
Fire Captain	83,349	87,516	91,892	96,487	101,311	106,376	108,909	111,442
Fire Engineer	69,125	72,581	76,210	80,020	84,021	88,223	90,323	92,424
CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOURLY AMOUNTS) 4% Wage Increases Effective 1st Full Payroll Following December 31, 2022								
Firefighter (SAFER Grant)	19.69	20.67	21.71	22.79	23.93	N/A	N/A	N/A
Firefighter	19.69	20.67	21.71	22.79	23.93	25.13	25.72	26.32
CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: NO STEPS) \$.50 salary increase, effective January 1, 2023								
Reserve Recruit Firefighter **	15.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter **	15.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Fire Engineer **	16.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Lieutenant **	17.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNTS) 2% Wage Increases Effective November 19, 2022								
Administrative Analyst - HR & IT	86,662	90,995	95,545	100,322	105,339	N/A	N/A	N/A
Facilities & Resources Manager	93,174	97,833	102,724	107,860	113,254	N/A	N/A	N/A
Program Manager	93,174	97,833	102,724	107,860	113,254	N/A	N/A	N/A
Water Systems Superintendent	104,766	110,005	115,505	121,280	127,344	N/A	N/A	N/A
Wastewater Systems Superintendent	104,766	110,005	115,505	121,280	127,344	N/A	N/A	N/A
Finance Manager	114,504	120,229	126,241	132,553	139,181	N/A	N/A	N/A
District Engineer/Utilities Department Manager	127,101	133,456	140,129	147,136	154,492	N/A	N/A	N/A
Fire Chief	127,101	133,456	140,129	147,136	154,492	N/A	N/A	N/A
Administrative Department Manager	134,265	140,978	148,027	155,428	163,200	N/A	N/A	N/A
General Manager	175,000	175,000	175,000	175,000	175,000	N/A	N/A	N/A

Red denotes a change