

RESOLUTION NO. 02-2024  
JANUARY 18, 2024

A RESOLUTION OF THE BOARD OF DIRECTORS  
OF THE CAMBRIA COMMUNITY SERVICES DISTRICT  
AUTHORIZING A SALARY INCREASE FOR MANAGEMENT AND  
CONFIDENTIAL EMPLOYEES AND AMENDING THE SALARY SCHEDULE FOR  
FY 2023-2024

**WHEREAS**, the Board of Directors of the Cambria Community Services District entered into labor negotiations with the Management and Confidential Employees (MCE) Group; and

**WHEREAS**, an agreement has been reached between the CCSD and MCE with regard to salary.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Cambria Community Services District as follows:

1. The Board hereby approves a 3% salary increase each year over a three-year period. Year one is effective January 18, 2024; year two is effective January 18, 2025; and year three is effective January 18, 2026.
2. The Board hereby amends the FY 2023-2024 salary schedule for a salary increase of 3% for Management and Confidential Employees, as set forth in Exhibit A, attached hereto and incorporated herein by this reference.

PASSED AND ADOPTED THIS 18<sup>th</sup> day of January, 2024.

DocuSigned by:

*Tom Gray*

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Tom Gray, President  
Board of Directors

APPROVED AS TO FORM:

DocuSigned by:

*Timothy Carmel*

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Timothy J. Carmel  
District Counsel

ATTEST:

DocuSigned by:

*Haley Dodson*

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Haley Dodson  
Confidential Administrative Assistant

## Exhibit A

**CAMBRIA COMMUNITY SERVICES DISTRICT**  
**SALARY SCHEDULE**  
**FOR THE PERIOD JULY 1, 2023 THROUGH JUNE 30, 2024**  
**Updated January 11, 2024**

POSITION TITLE	STEP A	STEP B	STEP C	STEP D	STEP E	GM Approval STEP E + 1%- 5%	10 YEARS	15 YEARS	20 YEARS
							SERVICE STEP E+5%	SERVICE STEP E+7.5%	SERVICE STEP E+10%
<b>SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 16, 2024</b>									
<b>Administration (Includes 1.5% Wage Increase)</b>									
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
<b>Facilities &amp; Resources (Includes 1.5% Wage Increase &amp; 1.0% Equity Adjustment)</b>									
Maintenance Technician	50,165	52,673	55,306	58,072	60,975	N/A	64,024	65,548	67,073
<b>Water, SWF &amp; Wastewater Operations (Includes 1.5% Wage Increase &amp; 1.0% Equity Adjustment)</b>									
Water Treatment 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 Systems OIT	55,149	57,907	60,802	63,842	67,034	N/A	70,386	72,062	73,737
WasteWater Systems 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 Systems Operator II	65,342	68,609	72,039	75,641	79,423	N/A	83,394	85,380	87,366
WasteWater Systems Operator III	72,196	75,806	79,596	83,576	87,755	N/A	92,142	94,336	96,530
<b>CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) 4% Wage Increases Effective 1st Full Payroll Following December 31, 2023</b>									
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
<b>CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) 4% Wage Increases Effective 1st Full Payroll Following December 31, 2023</b>									
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
<b>CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: NO STEPS) 1/1/2024</b>									
Reserve Recruit Firefighter **	16.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter **	16.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNTS) 3% Wage Increases Effective January 18, 2024</b>									
Facilities & Resources Manager	95,969	100,768	105,806	111,096	116,651	117,817-122,484	N/A	N/A	N/A
Program Manager	95,969	100,768	105,806	111,096	116,651	117,817-122,484	N/A	N/A	N/A
Confidential Administrative Assistant	107,909	113,304	118,970	124,918	131,164	132,476-137,722	N/A	N/A	N/A
Water Systems Superintendent	107,909	113,304	118,970	124,918	131,164	132,476-137,722	N/A	N/A	N/A
Wastewater Systems Superintendent	107,909	113,304	118,970	124,918	131,164	132,476-137,722	N/A	N/A	N/A
Fire Chief	138,293	145,208	152,468	160,091	168,096	169,777-176,501	N/A	N/A	N/A
Utilities Department Manager	138,293	145,208	152,468	160,091	168,096	169,777-176,501	N/A	N/A	N/A
Administrative Department Manager	138,293	145,208	152,468	160,091	168,096	169,777-176,501	N/A	N/A	N/A
General Manager	180,250	180,250	180,250	180,250	180,250	N/A	N/A	N/A	N/A

Red denotes a change