

**CAMBRIA COMMUNITY SERVICES DISTRICT  
SALARY SCHEDULE  
FOR THE PERIOD OF JULY 1, 2016  
Replacement Schedule Authorized July 27, 2017**

POSITION	A N N U A L			A M O U N T		10 YEARS	15 YEARS	20 YEARS
	STEP A	STEP B	STEP C	STEP D	STEP E	SERVICE* (STEP E+5%)	SERVICE* (STEP E+7.5%)	SERVICE* (STEP E+10%)
<b>SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS)</b>								
Administrative Technician I	40,547	42,574	44,703	46,938	49,285	51,749	52,982	54,214
Water Treatment Operator in Training	42,835	44,977	47,226	49,587	52,066	54,670	55,971	57,273
Maintenance Technician	43,049	45,201	47,462	49,835	52,326	54,943	56,251	57,559
Water Treatment Operator I	44,801	47,041	49,393	51,863	54,456	57,179	58,540	59,901
Wastewater System Operator In Trainin	47,327	49,693	52,178	54,787	57,526	60,403	61,841	63,279
Administrative Technician II	48,281	50,695	53,230	55,891	58,686	61,620	63,087	64,554
Wastewater System Operator I	49,748	52,235	54,847	57,590	60,469	63,492	65,004	66,516
Water Treatment Operator II	50,750	53,288	55,952	58,749	61,687	64,771	66,313	67,856
Laboratory Technician	54,966	57,714	60,600	63,630	66,812	70,152	71,822	73,493
Wastewater System Operator II	56,074	58,878	61,822	64,913	68,158	71,566	73,270	74,974
Water System Operator T3/D2	57,490	60,365	63,383	66,552	69,879	73,373	75,120	76,867
Administrative Technician III	58,648	61,580	64,659	67,892	71,287	74,851	76,634	78,416
Administrative Technician IV	61,648	64,730	67,967	71,365	74,934	78,680	80,554	82,427
Wastewater System Operator III	61,956	65,054	68,306	71,722	75,308	79,073	80,956	82,839
Water & Wastewater Supervisor	72,677	76,311	80,126	84,133	88,339	92,756	94,965	97,173
<b>CAMBRIA FIREFIGHTERS (IAFF LOCAL 4635)(ANNUAL AMOUNTS)</b>								
Fire Captain	72,636	76,260	80,076	84,084	88,284	92,700	94,908	97,116
Fire Engineer	60,240	63,252	66,420	69,732	73,224	76,884	78,720	80,544
<b>CAMBRIA FIREFIGHTERS (IAFF LOCAL 4635)(HOURLY AMOUNTS)</b>								
Firefighter (SAFER Grant)	13.65	14.33	15.05	15.80	16.59	N/A	N/A	N/A
<b>CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: NO STEPS)</b>								
Reserve Recruit Firefighter	11.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter	11.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Fire Engineer	12.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Lieutenant	13.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNTS)</b>								
Confidential - Administrative Assistant	47,321	49,687	52,171	54,780	57,519	N/A	N/A	N/A
Facilities & Resources Supervisor	71,231	74,793	78,532	82,459	86,582	N/A	N/A	N/A
District Clerk/Admin Services Officer	100,994	106,044	111,346	116,913	122,759	N/A	N/A	N/A
Finance Manager	107,900	113,295	118,960	124,908	131,153	N/A	N/A	N/A
District Engineer/Fire Chief	113,837	119,529	125,505	131,781	138,370	N/A	N/A	N/A
General Manager	170,457	170,457	170,457	170,457	170,457	N/A	N/A	N/A