

**CAMBRIA COMMUNITY SERVICES DISTRICT  
SALARY SCHEDULE  
FOR THE PERIOD OF JULY 1, 2012-JUNE 30, 2013  
REVISED AUGUST 8, 2016**

	EFFECTIVE DATE	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</b>										
Administrative Technician I	7/1/12-6/30/13	36,144	37,956	39,852	41,844	43,932	46,129	47,227	48,325	
Administrative Technician II	7/1/12-6/30/13	43,092	45,252	47,508	49,884	52,380	54,999	56,309	57,618	
Administrative Technician III	7/1/12-6/30/13	52,392	55,020	57,768	60,660	63,684	66,868	68,460	70,052	
Administrative Technician IV	7/1/12-6/30/13	55,020	57,780	60,660	63,696	66,876	70,220	71,892	73,564	
Laboratory Technician	7/1/12-6/30/13	49,068	51,516	54,096	56,796	59,640	62,622	64,113	65,604	
Maintenance Technician	7/1/12-6/30/13	38,520	40,440	42,468	44,592	46,812	49,153	50,323	51,493	
Senior Clerical Assistant	7/1/12-6/30/13	38,172	40,080	42,084	44,196	46,404	48,724	49,884	51,044	
Wastewater System Operator In Training	7/1/12-6/30/13	42,204	44,311	46,531	48,855	51,303	53,868	55,151	56,433	
Wastewater System Operator I	7/1/12-6/30/13	44,472	46,692	49,032	51,480	54,060	56,763	58,115	59,466	
Wastewater System Operator II	7/1/12-6/30/13	50,004	52,500	55,128	57,912	60,780	63,819	65,339	66,858	
Water Treatment Operator in Training	7/1/12-6/30/13	38,148	40,056	42,060	44,172	46,380	48,699	49,859	51,018	
Water Treatment Operator I	7/1/12-6/30/13	40,056	42,060	44,160	46,368	48,684	51,118	52,335	53,552	
Water Treatment Operator II	7/1/12-6/30/13	45,360	47,628	50,004	52,512	55,140	57,897	59,276	60,654	

\*Applies only to employees hired prior to October 1, 2012

	EFFECTIVE DATE	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%)	
<b>CAMBRIA FIREFIGHTERS (IAFF LOCAL 4635)</b>										
Fire Captain	7/1/12-12/31/12	63,637	66,819	70,160	73,668	77,351	81,219	83,153	85,086	
Fire Captain	1/1/13-6/30/13	65,228	68,489	71,914	75,510	79,285	83,249	85,231	87,214	
Fire Engineer	7/1/12-12/31/12	52,769	55,407	58,178	61,087	64,141	67,348	68,952	70,555	
Fire Engineer	1/1/13-6/30/13	54,089	56,793	59,633	62,615	65,746	69,033	70,676	72,320	

\*\*Applies only to employees hired prior to June 25, 2015

**CAMBRIA EXEMPT EMPLOYEES**

Administrative Services Officer	7/1/12-6/30/13	72,996	76,646	80,478	84,502	88,727	N/A	N/A	N/A
Confidential Administrative Assistant	7/1/12-6/30/13	43,092	45,247	47,509	49,884	52,379	N/A	N/A	N/A
Confidential Administrative Technician III	7/1/12-6/30/13	52,440	55,062	57,815	60,706	63,741	N/A	N/A	N/A
District Clerk	7/1/12-6/30/13	72,996	76,646	80,478	84,502	88,727	N/A	N/A	N/A
District Engineer	7/1/12-6/30/13	103,416	108,587	114,016	119,717	125,703	N/A	N/A	N/A
Facilities & Resources Supervisor	7/1/12-6/30/13	56,796	59,636	62,618	65,748	69,036	N/A	N/A	N/A
Finance Manager	7/1/12-6/30/13	91,248	95,810	100,601	105,631	110,913	N/A	N/A	N/A
Fire Chief	7/1/12-6/30/13	103,416	108,587	114,016	119,717	125,703	N/A	N/A	N/A
General Manager	7/1/12-6/30/13	150,000	150,000	150,000	150,000	150,000	N/A	N/A	N/A
Utilities Manager	7/1/12-6/30/13	74,868	78,611	82,542	86,669	91,003	N/A	N/A	N/A
Water System Supervisor	7/1/12-6/30/13	82,728	86,864	91,208	95,768	100,556	N/A	N/A	N/A

**HOURLY RATE (NO STEPS)**

**CAMBRIA RESERVE FIREFIGHTERS**

Reserve Recruit Firefighter	7/1/12-6/30/13	8.00
Reserve Firefighter	7/1/12-6/30/13	9.00
Reserve Apparatus Operator	7/1/12-6/30/13	10.00
Reserve Lieutenant	7/1/12-6/30/13	12.00