

**CAMBRIA COMMUNITY SERVICES DISTRICT**  
**SALARY SCHEDULE**  
**FOR THE PERIOD JULY 1, 2021 THROUGH JUNE 30, 2022**  
**Updated April 21, 2022**

POSITION TITLE	STEP A	STEP B	STEP C	STEP D	STEP E	10 YEARS	15 YEARS	20 YEARS
						SERVICE	SERVICE	SERVICE
						STEP E+5%	STEP E+7.5%	STEP E+10%
<b>SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 16, 2022</b>								
<b>Administration (Includes 1.5% Wage Increase)</b>								
Clerical Assistant	36,609	38,439	40,361	42,380	44,498	46,723	47,836	48,948
Administrative Technician I	43,667	45,851	48,143	50,550	53,078	55,732	57,059	58,386
Administrative Technician II	51,995	54,595	57,325	60,191	63,201	66,361	67,941	69,521
Board Secretary	51,995	54,595	57,325	60,191	63,201	66,361	67,941	69,521
Administrative Technician III	63,160	66,318	69,634	73,116	76,772	80,610	82,530	84,449
Finance Specialist-Payroll/Benefits	63,160	66,318	69,634	73,116	76,772	80,610	82,530	84,449
<b>Facilities &amp; Resources (Includes 1.5% Wage Increase &amp; 1.0% Equity Adjustment)</b>								
Maintenance Technician	47,747	50,134	52,641	55,273	58,036	60,938	62,389	63,840
<b>Water, SWF &amp; Wastewater Operations (Includes 1.5% Wage Increase &amp; 1.0% Equity Adjustment)</b>								
Water Treatment OIT	47,509	49,884	52,378	54,997	57,747	60,635	62,078	63,522
Water Treatment Operator I	49,690	52,174	54,783	57,522	60,398	63,418	64,928	66,438
Water Treatment Operator II	56,289	59,103	62,059	65,161	68,420	71,840	73,551	75,261
Water Systems Operator T3/D2	63,764	66,952	70,300	73,815	77,506	81,381	83,319	85,256
WasteWater Collection System Worker	49,867	52,361	54,979	57,728	60,614	63,645	65,160	66,675
WasteWater Systems OIT	52,492	55,117	57,873	60,766	63,805	66,995	68,590	70,185
WasteWater Systems Operator I	55,177	57,936	60,832	63,874	67,068	70,421	72,098	73,774
Laboratory Technician	60,965	64,013	67,214	70,575	74,103	77,808	79,661	81,514
WasteWater Systems Operator II	62,193	65,303	68,568	71,996	75,596	79,376	81,266	83,155
WasteWater Systems Operator III	68,717	72,153	75,761	79,549	83,526	87,702	89,790	91,879
<b>CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) 3.75% Wage Increases Effective 1st Full Payroll Following December 31, 2021</b>								
Fire Captain	80,143	84,150	88,357	92,775	97,414	102,285	104,720	107,155
Fire Engineer	66,466	69,790	73,279	76,943	80,790	84,830	86,850	88,869
<b>CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (HOURLY AMOUNTS) 3.75% Wage Increases Effective 1st Full Payroll Following December 31, 2021</b>								
Firefighter (SAFER Grant)	18.93	19.88	20.87	21.91	23.01	N/A	N/A	N/A
<b>CAMBRIA RESERVE FIREFIGHTERS (HOURLY RATE: NO STEPS) \$1.00 salary increase, effective January 1, 2022</b>								
Reserve Recruit Firefighter **	15.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter **	15.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Fire Engineer **	16.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Lieutenant **	17.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>CAMBRIA EXEMPT EMPLOYEES (ANNUAL AMOUNTS) 2% Wage Increases Effective November 19, 2021</b>								
Administrative Analyst - HR & IT	84,963	89,211	93,672	98,355	103,273	N/A	N/A	N/A
Facilities & Resources Manager	91,347	95,914	100,710	105,746	111,033	N/A	N/A	N/A
Program Manager	91,347	95,914	100,710	105,746	111,033	N/A	N/A	N/A
Water Systems Superintendent	102,712	107,848	113,240	118,902	124,847	N/A	N/A	N/A
Wastewater Systems Superintendent	102,712	107,848	113,240	118,902	124,847	N/A	N/A	N/A
Finance Manager	112,259	117,872	123,766	129,954	136,452	N/A	N/A	N/A
District Engineer/Utilities Department Manager	124,609	130,840	137,382	144,251	151,463	N/A	N/A	N/A
Fire Chief	124,609	130,840	137,382	144,251	151,463	N/A	N/A	N/A
Administrative Department Manager	131,632	138,214	145,124	152,380	160,000	N/A	N/A	N/A
General Manager	170,000	170,000	170,000	170,000	170,000	N/A	N/A	N/A

\*\* Increase rate \$1.00 per year January 1, 2019-January 1, 2022

Red denotes a change