

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD OF JULY 1, 2016-JUNE 30, 2017
REVISED JANUARY 19, 2017**

| SERVICE EMPLOYEES INTERNATIONAL UNION | EFFECTIVE DATE | ANNUAL AMOUNT | | | | | 10 YEARS SERVICE* | 15 YEARS SERVICE* | 20 YEARS SERVICE* |
|--|----------------|---------------|--------|--------|--------|--------|-------------------|-------------------|-------------------|
| | | STEP A | STEP B | STEP C | STEP D | STEP E | (STEP E+5%) | (STEP E+7.5%) | (STEP E+10%) |
| Administrative Technician I | 7/1/16-6/30/17 | 40,547 | 42,575 | 44,703 | 46,938 | 49,285 | 51,750 | 52,982 | 54,214 |
| Administrative Technician II | 7/1/16-6/30/17 | 48,281 | 50,695 | 53,229 | 55,891 | 58,685 | 61,620 | 63,087 | 64,554 |
| Administrative Technician III | 7/1/16-6/30/17 | 58,648 | 61,581 | 64,660 | 67,893 | 71,287 | 74,852 | 76,634 | 78,416 |
| Administrative Technician IV | 7/1/16-6/30/17 | 61,648 | 64,730 | 67,967 | 71,365 | 74,933 | 78,680 | 80,553 | 82,426 |
| Laboratory Technician | 7/1/16-6/30/17 | 54,966 | 57,714 | 60,600 | 63,630 | 66,811 | 70,152 | 71,822 | 73,492 |
| Maintenance Technician | 7/1/16-6/30/17 | 43,049 | 45,201 | 47,461 | 49,834 | 52,326 | 54,942 | 56,250 | 57,559 |
| Wastewater System Operator In Training | 7/1/16-6/30/17 | 47,327 | 49,694 | 52,179 | 54,787 | 57,527 | 60,403 | 61,841 | 63,279 |
| Wastewater System Operator I | 7/1/16-6/30/17 | 49,748 | 52,236 | 54,848 | 57,590 | 60,469 | 63,493 | 65,005 | 66,516 |
| Wastewater System Operator II | 7/1/16-6/30/17 | 56,074 | 58,878 | 61,822 | 64,913 | 68,159 | 71,567 | 73,270 | 74,974 |
| Wastewater System Operator III | 7/1/16-6/30/17 | 61,956 | 65,054 | 68,306 | 71,722 | 75,308 | 79,073 | 80,956 | 82,839 |
| Water Treatment Operator In Training | 7/1/16-6/30/17 | 42,835 | 44,976 | 47,225 | 49,586 | 52,066 | 54,669 | 55,971 | 57,272 |
| Water Treatment Operator I | 7/1/16-6/30/17 | 44,801 | 47,041 | 49,393 | 51,863 | 54,456 | 57,179 | 58,540 | 59,901 |
| Water Treatment Operator II | 7/1/16-6/30/17 | 50,750 | 53,288 | 55,952 | 58,750 | 61,687 | 64,772 | 66,314 | 67,856 |
| Water System Operator T3/D2 | 7/1/16-6/30/17 | 57,490 | 60,365 | 63,383 | 66,552 | 69,880 | 73,374 | 75,121 | 76,868 |
| Water & Wastewater Supervisor | 7/1/16-6/30/17 | 72,677 | 76,310 | 80,126 | 84,132 | 88,339 | 92,756 | 94,964 | 97,173 |

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

| CAMBRIA FIREFIGHTERS (IAFF LOCAL 4635) | EFFECTIVE DATE | ANNUAL AMOUNT | | | | | 10 YEARS SERVICE** | 15 YEARS SERVICE** | 20 YEARS SERVICE** |
|--|------------------|---------------|-----------|-----------|-----------|-----------|--------------------|--------------------|--------------------|
| | | STEP A | STEP B | STEP C | STEP D | STEP E | (STEP E+5%) | (STEP E+7.5%) | (STEP E+10%) |
| Fire Captain | 7/1-12/19/2016 | 70,176 | 73,680 | 77,376 | 81,240 | 85,296 | 89,568 | 91,704 | 93,828 |
| Fire Captain | 12/20/16-6/30/17 | \$ 72,636 | \$ 76,260 | \$ 80,076 | \$ 84,084 | \$ 88,284 | \$ 92,700 | \$ 94,908 | \$ 97,116 |
| Fire Engineer | 7/1-12/19/2016 | 58,200 | 61,110 | 64,166 | 67,374 | 70,742 | 74,280 | 76,048 | 77,817 |
| Fire Engineer | 12/20/16-6/30/17 | \$ 60,240 | \$ 63,252 | \$ 66,420 | \$ 69,732 | \$ 73,224 | \$ 76,884 | \$ 78,720 | \$ 80,544 |
| | | HOURLY RATE | | | | | | | |
| Firefighter (SAFER Grant) | 7/1-8/26/2016 | 10.00 | 10.50 | 11.03 | 11.58 | 12.16 | N/A | N/A | N/A |
| Firefighter (SAFER Grant) | 8/27/16-3/10/17 | 13.00 | 13.65 | 14.33 | 15.05 | 15.80 | N/A | N/A | N/A |
| Firefighter (SAFER Grant) | 3/11/17-6/30/17 | 13.65 | 14.33 | 15.05 | 15.80 | 16.59 | N/A | N/A | N/A |

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

| CAMBRIA EXEMPT EMPLOYEES | EFFECTIVE DATE | ANNUAL AMOUNT | | | | | 10 YEARS SERVICE | 15 YEARS SERVICE | 20 YEARS SERVICE |
|--|------------------|---------------|---------|---------|---------|---------|------------------|------------------|------------------|
| | | STEP A | STEP B | STEP C | STEP D | STEP E | | | |
| Administrative Technician II (Confidential) | 7/1/16-12/31/16 | 44,854 | 47,097 | 49,452 | 51,924 | 54,520 | N/A | N/A | N/A |
| Administrative Technician II (Confidential) | 1/1/17-6/30/17 | 47,321 | 49,687 | 52,171 | 54,780 | 57,519 | N/A | N/A | N/A |
| District Clerk/Administrative Services Officer | 7/1/16-12/31/16 | 95,727 | 100,513 | 105,539 | 110,816 | 116,357 | N/A | N/A | N/A |
| District Clerk/Administrative Services Officer | 1/1/17-6/30/17 | 100,994 | 106,044 | 111,346 | 116,913 | 122,759 | N/A | N/A | N/A |
| District Engineer | 7/1/16-12/31/16 | 107,900 | 113,295 | 118,960 | 124,908 | 131,153 | N/A | N/A | N/A |
| District Engineer | 1/1/17-6/30/17 | 113,837 | 119,528 | 125,505 | 131,780 | 138,369 | N/A | N/A | N/A |
| Facilities & Resources Supervisor | 7/1/16-12/31/16 | 67,517 | 70,893 | 74,437 | 78,159 | 82,067 | N/A | N/A | N/A |
| Facilities & Resources Supervisor | 1/1/17-6/30/17 | 71,231 | 74,793 | 78,533 | 82,459 | 86,582 | N/A | N/A | N/A |
| Finance Manager | 7/1/16-11/24/16 | 95,727 | 100,513 | 105,539 | 110,816 | 116,357 | N/A | N/A | N/A |
| Finance Manager | 11/26/16-6/30/17 | 107,900 | 113,295 | 118,960 | 124,908 | 131,153 | N/A | N/A | N/A |
| Fire Chief | 7/1/16-12/31/16 | 107,900 | 113,295 | 118,960 | 124,908 | 131,153 | N/A | N/A | N/A |
| Fire Chief | 1/1/17-6/30/17 | 113,837 | 119,528 | 125,505 | 131,780 | 138,369 | N/A | N/A | N/A |
| General Manager | 7/1/16-6/30/17 | 170,457 | 170,457 | 170,457 | 170,457 | 170,457 | N/A | N/A | N/A |

| CAMBRIA RESERVE FIREFIGHTERS | EFFECTIVE DATE | HOURLY RATE (NO STEPS) |
|--|-----------------|------------------------|
| Reserve Recruit Firefighter | 7/1/16-12/31/16 | 10.00 |
| Reserve Recruit Firefighter | 1/1/17-6/30/17 | 11.00 |
| Reserve Firefighter | 7/1/16-12/31/16 | 10.00 |
| Reserve Firefighter | 1/1/17-6/30/17 | 11.00 |
| Reserve Fire Engineer (Apparatus Operator) | 7/1/16-12/31/16 | 11.00 |
| Reserve Fire Engineer (Apparatus Operator) | 1/1/17-6/30/17 | 12.00 |
| Reserve Lieutenant | 7/1/16-12/31/16 | 13.00 |
| Reserve Lieutenant | 1/1/17-6/30/17 | 13.00 |