

RESOLUTION NO. 34-2024  
DECEMBER 12, 2024

A RESOLUTION OF THE BOARD OF DIRECTORS  
OF THE CAMBRIA COMMUNITY SERVICES DISTRICT  
AMENDING THE SALARY SCHEDULE FOR FY 2024-2025

**WHEREAS**, the CCSD's Salary Schedule must be amended to reflect mandatory minimum wage rate increases for the Reserve Recruit Firefighter and Reserve Firefighter positions, as well as for the incremental increases for all Management & Confidential Employees (MCE) effective January 18, 2025.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Cambria Community Services District that the Cambria Community Services District Salary Schedule, attached hereto as Exhibit A and incorporated herein by reference, is hereby approved.

PASSED AND ADOPTED THIS 12<sup>th</sup> day of December, 2024.

DocuSigned by:

*Debra Scott*

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Debra Scott, 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

**CAMBRIA COMMUNITY SERVICES DISTRICT  
SALARY SCHEDULE  
FOR THE PERIOD JULY 1, 2024 THROUGH JUNE 30, 2025  
Updated December 12, 2024**

POSITION TITLE	STEP A	STEP B	STEP C	STEP D	STEP E	GM Approval STEP E + 1%- 5%	10 YEARS SERVICE STEP E+5%	15 YEARS SERVICE STEP E+7.5%	20 YEARS 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 &amp; Wastewater Operations (Includes 1.5% Wage Increase &amp; 1.0% Equity Adjustment)</b>									
Water Treatment Plant 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 Treatment Plant OIT	55,149	57,907	60,802	63,842	67,034	N/A	70,386	72,062	73,737
Wastewater 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 Operator II	65,342	68,609	72,039	75,641	79,423	N/A	83,394	85,380	87,366
Wastewater 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, 2024</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, 2024</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>RESERVE FIREFIGHTERS (HOURLY RATE) Effective January 1, 2025</b>									
Reserve Recruit Firefighter	16.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reserve Firefighter	16.50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>MANAGEMENT &amp; CONFIDENTIAL EMPLOYEES (ANNUAL AMOUNTS) 3% Wage Increases Effective January 18, 2025</b>									
Facilities & Resources Manager	98,848	103,790	108,980	114,429	120,150	121,352-126,158	N/A	N/A	N/A
Program Manager	98,848	103,790	108,980	114,429	120,150	121,352-126,158	N/A	N/A	N/A
Confidential Administrative Assistant	111,146	116,704	122,539	128,666	135,099	136,450-141,854	N/A	N/A	N/A
Water Systems Superintendent	111,146	116,704	122,539	128,666	135,099	136,450-141,854	N/A	N/A	N/A
Wastewater Systems Superintendent	111,146	116,704	122,539	128,666	135,099	136,450-141,854	N/A	N/A	N/A
Fire Chief	142,442	149,564	157,042	164,894	173,139	174,870-181,796	N/A	N/A	N/A
Utilities Department Manager	142,442	149,564	157,042	164,894	173,139	174,870-181,796	N/A	N/A	N/A
Administrative Department Manager	142,442	149,564	157,042	164,894	173,139	174,870-181,796	N/A	N/A	N/A
General Manager	185,658	185,658	185,658	185,658	185,658	N/A	N/A	N/A	N/A

Red denotes a change