

**CAMBRIA COMMUNITY SERVICES DISTRICT
SALARY SCHEDULE
FOR THE PERIOD JULY 1, 2024 THROUGH JUNE 30, 2025
Updated January 9, 2025**

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%
SERVICE EMPLOYEES INTERNATIONAL UNION (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 9, 2025									
Administration (Includes 3% Wage Increase)									
Administrative Technician I	46,337	48,653	51,086	53,640	56,322	N/A	59,139	60,547	61,955
Administrative Technician II	54,983	57,733	60,619	63,650	66,833	N/A	70,174	71,845	73,516
Administrative Technician III	67,021	70,372	73,891	77,585	81,465	N/A	85,538	87,574	89,611
Administrative Technician IV	81,423	85,494	89,768	94,257	98,970	N/A	103,918	106,392	108,867
Facilities & Resources (Includes 3% Wage Increase)									
Maintenance Technician	51,670	54,253	56,966	59,814	62,805	N/A	65,945	67,516	69,086
Water & Wastewater Operations (Includes 3% Wage Increase)									
Water Treatment Plant OIT	51,411	53,982	56,681	59,515	62,491	N/A	65,615	67,178	68,740
Water Treatment Operator I	53,771	56,460	59,283	62,247	65,359	N/A	68,627	70,261	71,895
Water Treatment Operator II	60,912	63,958	67,156	70,513	74,039	N/A	77,741	79,592	81,443
Water Systems Operator T3/D2	69,002	72,452	76,074	79,878	83,872	N/A	88,066	90,162	92,259
Wastewater Collection System Worker	53,964	56,662	59,495	62,470	65,593	N/A	68,873	70,513	72,153
Wastewater Treatment Plant OIT	56,803	59,644	62,626	65,757	69,045	N/A	72,497	74,223	75,949
Wastewater Operator I	59,709	62,695	65,829	69,121	72,577	N/A	76,206	78,020	79,834
Laboratory Technician	65,973	69,271	72,735	76,371	80,190	N/A	84,200	86,204	88,209
Wastewater Operator II	67,302	70,667	74,201	77,911	81,806	N/A	85,897	87,942	89,987
Wastewater Operator III	74,362	78,080	81,984	86,083	90,387	N/A	94,907	97,166	99,426
CAMBRIA FIREFIGHTERS (IAFF LOCAL: 4635) (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 9, 2025									
Fire Captain	89,283	93,748	98,435	103,357	108,525	N/A	113,951	116,664	119,377
Fire Engineer	74,047	77,749	81,636	85,718	90,004	N/A	94,504	96,755	99,005
Firefighter	65,594	68,874	72,317	75,933	79,730	N/A	N/A	N/A	N/A
CAMBRIA FIREFIGHTERS IAFF LOCAL 4635 (ANNUAL AMOUNTS) - Wage Increases Effective 1st Full Payroll Following January 9, 2025									
Firefighter (SAFER Grant)	65,594	68,874	72,317	75,933	79,730	N/A	N/A	N/A	N/A
RESERVE FIREFIGHTERS (HOURLY RATE) Effective January 1, 2025									
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
MANAGEMENT & CONFIDENTIAL EMPLOYEES (ANNUAL AMOUNTS) 3% Wage Increases Effective January 18, 2025									
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