

NIPOMO COMMUNITY SERVICES DISTRICT
WAGE PAY SCHEDULE
FULL-TIME EMPLOYEES

	Monthly Salary Range						Longevity Pay		
	Range	Step 1	Step 2	Step 3	Step 4	Step 5	15 Yrs - 2.5%	20 Yrs - 2.5%	25 Yrs - 5%
Secretary/Clerk	5	\$3,296	\$3,461	\$3,633	\$3,816	\$4,006	\$4,107	\$4,206	\$4,417
Water Operator I	9	\$3,633	\$3,816	\$4,006	\$4,206	\$4,417	\$4,527	\$4,638	\$4,870
Customer Service Clerk	13	\$4,006	\$4,206	\$4,417	\$4,638	\$4,870	\$4,991	\$5,113	\$5,369
Water Operator II	13	\$4,006	\$4,206	\$4,417	\$4,638	\$4,870	\$4,991	\$5,113	\$5,369
Customer Service Specialist	17	\$4,417	\$4,638	\$4,870	\$5,113	\$5,368	\$5,503	\$5,637	\$5,919
Wastewater Operator I	16	\$4,312	\$4,527	\$4,754	\$4,991	\$5,241	\$5,372	\$5,503	\$5,778
Water Operator III	17	\$4,417	\$4,638	\$4,870	\$5,113	\$5,368	\$5,503	\$5,637	\$5,919
Wastewater Operator II	20	\$4,754	\$4,991	\$5,241	\$5,503	\$5,778	\$5,923	\$6,067	\$6,371
Wastewater Operator III	24	\$5,241	\$5,503	\$5,778	\$6,067	\$6,371	\$6,529	\$6,689	\$7,023
Assistant Engineer	29	\$5,919	\$6,215	\$6,525	\$6,852	\$7,195	\$7,375	\$7,554	\$7,932
Administrative Supervisor	31	\$6,215	\$6,525	\$6,852	\$7,195	\$7,554	\$7,743	\$7,932	\$8,329
Water Supervisor	32	\$6,371	\$6,689	\$7,023	\$7,375	\$7,743	\$7,937	\$8,130	\$8,536
Wastewater Supervisor	38	\$7,375	\$7,743	\$8,130	\$8,537	\$8,964	\$9,188	\$9,412	\$9,882
Finance Director	44	\$8,537	\$8,964	\$9,412	\$9,882	\$10,376	\$10,636	\$10,895	\$11,440
Director of Engineering and Operations	60	\$12,628	\$13,259	\$13,922	\$14,618	\$15,349	\$15,733	\$16,126	\$16,933
General Manager	By Contract-\$176,821								

Effective July 1, 2021 and adopted by the Board of Directors 6/9/21