

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%
Customer Service Clerk I	5	\$3,834	\$4,026	\$4,227	\$4,439	\$4,661	\$4,778	\$4,894	\$5,139
Water Operator I	9	\$4,227	\$4,439	\$4,661	\$4,894	\$5,139	\$5,267	\$5,396	\$5,666
Customer Service Clerk II	13	\$4,661	\$4,894	\$5,139	\$5,396	\$5,666	\$5,807	\$5,949	\$6,246
Water Operator II	13	\$4,661	\$4,894	\$5,139	\$5,396	\$5,666	\$5,807	\$5,949	\$6,246
Customer Service Specialist	17	\$5,139	\$5,396	\$5,666	\$5,949	\$6,246	\$6,402	\$6,558	\$6,886
Wastewater Operator I	16	\$5,017	\$5,267	\$5,531	\$5,807	\$6,098	\$6,250	\$6,402	\$6,722
Water Operator III	17	\$5,139	\$5,396	\$5,666	\$5,949	\$6,246	\$6,402	\$6,558	\$6,886
Wastewater Operator II	20	\$5,531	\$5,807	\$6,098	\$6,402	\$6,723	\$6,891	\$7,059	\$7,412
Customer Service Clerk III	21	\$5,665	\$5,949	\$6,247	\$6,559	\$6,886	\$7,059	\$7,231	\$7,592
Wastewater Operator III	24	\$6,098	\$6,402	\$6,723	\$7,059	\$7,412	\$7,596	\$7,782	\$8,171
Assistant Engineer	29	\$6,886	\$7,231	\$7,592	\$7,972	\$8,371	\$8,580	\$8,789	\$9,228
Water Supervisor	32	\$7,412	\$7,782	\$8,171	\$8,580	\$9,009	\$9,234	\$9,459	\$9,932
Wastewater Supervisor	38	\$8,580	\$9,009	\$9,459	\$9,932	\$10,429	\$10,690	\$10,950	\$11,498
Operations Manager	48	\$10,950	\$11,498	\$12,073	\$12,676	\$13,310	\$13,643	\$13,976	\$14,674
Finance Director/AGM	50	\$11,498	\$12,072	\$12,676	\$13,310	\$13,976	\$14,325	\$14,675	\$15,408
Director of Engineering and Operations	60	\$14,692	\$15,426	\$16,198	\$17,008	\$17,858	\$18,304	\$18,762	\$19,700
General Manager	By Contract-\$191,050								

Effective July 1, 2024 and adopted by the Board of Directors 6/12/24