

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% |
| Secretary/Clerk                        | 5                     | \$3,239  | \$3,401  | \$3,571  | \$3,750  | \$3,937  | \$4,036       | \$4,134       |
| Water Operator I                       | 9                     | \$3,571  | \$3,750  | \$3,937  | \$4,134  | \$4,341  | \$4,449       | \$4,558       |
| Billing Clerk                          | 13                    | \$3,937  | \$4,134  | \$4,341  | \$4,558  | \$4,786  | \$4,905       | \$5,025       |
| Water Operator II                      | 13                    | \$3,937  | \$4,134  | \$4,341  | \$4,558  | \$4,786  | \$4,905       | \$5,025       |
| Wastewater Operator I                  | 16                    | \$4,238  | \$4,449  | \$4,672  | \$4,905  | \$5,151  | \$5,280       | \$5,408       |
| Water Operator III                     | 17                    | \$4,341  | \$4,558  | \$4,786  | \$5,025  | \$5,276  | \$5,408       | \$5,540       |
| Wastewater Operator II                 | 20                    | \$4,672  | \$4,905  | \$5,151  | \$5,408  | \$5,679  | \$5,821       | \$5,963       |
| Wastewater Operator III                | 24                    | \$5,151  | \$5,408  | \$5,679  | \$5,963  | \$6,261  | \$6,417       | \$6,574       |
| Assistant Engineer                     | 29                    | \$5,817  | \$6,108  | \$6,413  | \$6,734  | \$7,071  | \$7,248       | \$7,424       |
| Administrative Supervisor              | 31                    | \$6,108  | \$6,413  | \$6,734  | \$7,071  | \$7,424  | \$7,610       | \$7,796       |
| Water Supervisor                       | 32                    | \$6,261  | \$6,574  | \$6,902  | \$7,248  | \$7,610  | \$7,800       | \$7,990       |
| Wastewater Supervisor                  | 38                    | \$7,248  | \$7,610  | \$7,990  | \$8,390  | \$8,810  | \$9,030       | \$9,250       |
| Finance Director                       | 44                    | \$8,390  | \$8,810  | \$9,250  | \$9,712  | \$10,198 | \$10,453      | \$10,708      |
| Director of Engineering and Operations | 60                    | \$12,411 | \$13,031 | \$13,683 | \$14,367 | \$15,085 | \$15,462      | \$15,849      |
| General Manager                        | By Contract-\$176,821 |          |          |          |          |          |               |               |

Effective July 1, 2020 and adopted by the Board of Directors 6/10/20