

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	\$3,526	\$3,703	\$3,888	\$4,083	\$4,286	\$4,394	\$4,501	\$4,726
Water Operator I	9	\$3,888	\$4,083	\$4,286	\$4,501	\$4,726	\$4,844	\$4,962	\$5,211
Customer Service Clerk II	13	\$4,286	\$4,501	\$4,726	\$4,962	\$5,211	\$5,340	\$5,471	\$5,744
Water Operator II	13	\$4,286	\$4,501	\$4,726	\$4,962	\$5,211	\$5,340	\$5,471	\$5,744
Customer Service Specialist	17	\$4,726	\$4,962	\$5,211	\$5,471	\$5,744	\$5,888	\$6,032	\$6,333
Wastewater Operator I	16	\$4,614	\$4,844	\$5,087	\$5,340	\$5,608	\$5,748	\$5,888	\$6,182
Water Operator III	17	\$4,726	\$4,962	\$5,211	\$5,471	\$5,744	\$5,888	\$6,032	\$6,333
Wastewater Operator II	20	\$5,087	\$5,340	\$5,608	\$5,888	\$6,183	\$6,337	\$6,492	\$6,817
Customer Service Clerk III	21	\$5,210	\$5,471	\$5,745	\$6,032	\$6,333	\$6,492	\$6,650	\$6,982
Wastewater Operator III	24	\$5,608	\$5,888	\$6,183	\$6,492	\$6,817	\$6,986	\$7,157	\$7,515
Assistant Engineer	29	\$6,333	\$6,650	\$6,982	\$7,331	\$7,698	\$7,891	\$8,083	\$8,487
Administrative Supervisor	31	\$6,650	\$6,982	\$7,331	\$7,698	\$8,083	\$8,285	\$8,488	\$8,912
Water Supervisor	32	\$6,817	\$7,157	\$7,514	\$7,891	\$8,285	\$8,492	\$8,699	\$9,134
Wastewater Supervisor	38	\$7,891	\$8,285	\$8,699	\$9,134	\$9,592	\$9,831	\$10,071	\$10,574
Finance Director	44	\$9,134	\$9,592	\$10,071	\$10,574	\$11,103	\$11,380	\$11,658	\$12,241
Director of Engineering and Operations	60	\$13,512	\$14,187	\$14,897	\$15,642	\$16,423	\$16,834	\$17,255	\$18,118
General Manager	By Contract-\$185,662								

Effective July 1, 2022 and adopted by the Board of Directors 6/8/22