

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	\$3,713	\$3,899	\$4,094	\$4,299	\$4,513	\$4,627	\$4,739	\$4,976
Water Operator I	9	\$4,094	\$4,299	\$4,513	\$4,739	\$4,976	\$5,100	\$5,225	\$5,486
Customer Service Clerk II	13	\$4,513	\$4,739	\$4,976	\$5,225	\$5,486	\$5,623	\$5,760	\$6,048
Water Operator II	13	\$4,513	\$4,739	\$4,976	\$5,225	\$5,486	\$5,623	\$5,760	\$6,048
Customer Service Specialist	17	\$4,976	\$5,225	\$5,486	\$5,760	\$6,048	\$6,199	\$6,351	\$6,668
Wastewater Operator I	16	\$4,858	\$5,100	\$5,356	\$5,623	\$5,905	\$6,053	\$6,199	\$6,509
Water Operator III	17	\$4,976	\$5,225	\$5,486	\$5,760	\$6,048	\$6,199	\$6,351	\$6,668
Wastewater Operator II	20	\$5,356	\$5,623	\$5,905	\$6,199	\$6,510	\$6,673	\$6,835	\$7,177
Customer Service Clerk III	21	\$5,486	\$5,760	\$6,049	\$6,351	\$6,668	\$6,835	\$7,002	\$7,351
Wastewater Operator III	24	\$5,905	\$6,199	\$6,510	\$6,835	\$7,177	\$7,356	\$7,536	\$7,913
Assistant Engineer	29	\$6,668	\$7,002	\$7,351	\$7,719	\$8,106	\$8,309	\$8,510	\$8,936
Water Supervisor	32	\$7,177	\$7,536	\$7,912	\$8,309	\$8,723	\$8,941	\$9,159	\$9,617
Wastewater Supervisor	38	\$8,309	\$8,723	\$9,159	\$9,618	\$10,099	\$10,351	\$10,603	\$11,134
Operations Manager	48	\$10,603	\$11,134	\$11,690	\$12,275	\$12,889	\$13,211	\$13,533	\$14,210
Finance Director	50	\$11,134	\$11,690	\$12,275	\$12,889	\$13,533	\$13,871	\$14,210	\$14,920
Assistant General Manager	50	\$11,134	\$11,690	\$12,275	\$12,889	\$13,533	\$13,871	\$14,210	\$14,920
Director of Engineering and Operations	60	\$14,227	\$14,938	\$15,685	\$16,469	\$17,292	\$17,724	\$18,168	\$19,076
General Manager	By Contract-\$198,658								

Effective July 1, 2023 and adopted by the Board of Directors 6/14/23