

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	\$ 4,073	\$ 4,277	\$ 4,490	\$ 4,715	\$ 4,951	\$ 5,074	\$ 5,198	\$ 5,458
Water Operator I	13	\$ 4,951	\$ 5,198	\$ 5,458	\$ 5,731	\$ 6,017	\$ 6,168	\$ 6,318	\$ 6,634
Customer Service Clerk II	13	\$ 4,951	\$ 5,198	\$ 5,458	\$ 5,731	\$ 6,017	\$ 6,168	\$ 6,318	\$ 6,634
Wastewater Operator I	16	\$ 5,328	\$ 5,594	\$ 5,874	\$ 6,168	\$ 6,476	\$ 6,638	\$ 6,800	\$ 7,140
Water Operator II	17	\$ 5,458	\$ 5,731	\$ 6,017	\$ 6,318	\$ 6,634	\$ 6,800	\$ 6,966	\$ 7,314
Accountant	19	\$ 5,731	\$ 6,017	\$ 6,318	\$ 6,634	\$ 6,966	\$ 7,140	\$ 7,314	\$ 7,680
Wastewater Operator II	20	\$ 5,874	\$ 6,168	\$ 6,476	\$ 6,800	\$ 7,140	\$ 7,319	\$ 7,497	\$ 7,872
Customer Service Specialist	21	\$ 6,017	\$ 6,318	\$ 6,634	\$ 6,966	\$ 7,314	\$ 7,497	\$ 7,680	\$ 8,064
Water Operator III	21	\$ 6,017	\$ 6,318	\$ 6,634	\$ 6,966	\$ 7,314	\$ 7,497	\$ 7,680	\$ 8,064
Customer Service Clerk III	21	\$ 6,017	\$ 6,318	\$ 6,634	\$ 6,966	\$ 7,314	\$ 7,497	\$ 7,680	\$ 8,064
Wastewater Operator III	24	\$ 6,476	\$ 6,800	\$ 7,140	\$ 7,497	\$ 7,872	\$ 8,069	\$ 8,266	\$ 8,679
Assistant Engineer	29	\$ 7,314	\$ 7,680	\$ 8,064	\$ 8,467	\$ 8,891	\$ 9,113	\$ 9,335	\$ 9,802
Water Supervisor	34	\$ 8,266	\$ 8,679	\$ 9,113	\$ 9,568	\$ 10,047	\$ 10,298	\$ 10,549	\$ 11,077
Wastewater Supervisor	38	\$ 9,113	\$ 9,568	\$ 10,047	\$ 10,549	\$ 11,077	\$ 11,354	\$ 11,631	\$ 12,212
Operations Manager	48	\$ 11,631	\$ 12,212	\$ 12,823	\$ 13,464	\$ 14,137	\$ 14,490	\$ 14,844	\$ 15,586
District Engineer	48	\$ 11,631	\$ 12,212	\$ 12,823	\$ 13,464	\$ 14,137	\$ 14,490	\$ 14,844	\$ 15,586
Finance Director/AGM	50	\$ 12,212	\$ 12,823	\$ 13,464	\$ 14,137	\$ 14,844	\$ 15,215	\$ 15,586	\$ 16,365
General Manager	By Contract-\$209,007								

Effective July 1, 2026 and adopted by the Board of Directors 6/10/26