

Appendix IIa
 Nipomo Community Services District
 Top Monthly Salary Data
 November 2006

WATER CONSERVATION / COMPLIANCE SPECIALIST					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Goleta Water District	Engineering Associate ²	\$6,556	07/01/06	01/01/07
2	Templeton Community Services District	Water Conservation Specialist ¹	\$5,131	07/01/06	07/01/07
3	Cambria Community Services District	Permits & Conservation Specialist	\$4,277	07/01/06	01/01/07
4	Nipomo Community Services District	Water Conservation/Compliance Specialist	\$3,424	07/01/06	07/01/07
	City of Morro Bay	N/C			
	City of Pismo Beach	N/C			
	Goleta Sanitary District	N/C			
	Heritage Ranch Community Services District	N/C			
	Mission Hills Community Services District	N/C			
	Oceano Community Services District	N/C			
	Ojai Valley Sanitary District	N/C			
	San Miguel Community Services District	N/C			
	Vandenberg Village Community Services District	N/C			
Average of Comparators			Insufficient Data for Analysis		
% Nipomo Community Services District Above/Below			Insufficient Data for Analysis		
Median of Comparators			Insufficient Data for Analysis		
% Nipomo Community Services District Above/Below			Insufficient Data for Analysis		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

¹ This is a part-time classification (\$29.60/hour); the salary shown was converted to reflect a full-time equivalent.

² One of the incumbents in this classification is responsible for supervising the water conservation program; this class doesn't not require a P.E.

**Appendix I
Nipomo Community Services District
Benefits Detail
November 2006**

ASSISTANT ADMINISTRATOR													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Assistant Administrator	Finance Manager	N/C	N/C	Office Manager	N/C	N/C	Accountant	N/C	N/C	N/C	Rec. & Admin. Supervisor	Finance Administrator
Top Monthly Salary	\$5,112	\$7,090			\$6,918			\$4,679				\$5,285	\$5,148
Employee Retirement PERS													
ER-Paid EE Contribution	\$409	\$567			\$484							\$423	\$412
Employer Contribution	\$1,063	\$1,588			\$806							\$1,235	\$737
Social Security		\$440			\$429			\$308				\$655	
Other													
Insurance													
Cafeteria													
Health	\$930	\$950			\$1,791			\$382				\$804	\$444
Dental ⁴	\$134	\$116			\$119			\$27				\$167	\$67
Vision ^{3,7,8}	\$18												\$17
Life					\$46			\$30					\$17
LTD					\$8			\$17					\$72
STD and/or SDI					\$1			\$6					
EAP													
Other ²	\$3												
Leave													
Vacation	\$295	\$409			\$399			\$229				\$305	\$297
Holidays	\$236	\$300			\$293			\$248				\$244	\$238
Administrative	\$98												
Auto Allowance													
Deferred Compensation		\$217											
Other ⁵		\$29											
Longevity	Yes ¹	Yes ⁵											
Benefit Cost	\$3,185	\$4,615	N/C	N/C	\$4,376	N/C	N/C	\$1,248	N/C	N/C	N/C	\$3,832	\$2,300
Total Monthly Compensation	\$8,297	\$11,705	N/C	N/C	\$11,294	N/C	N/C	\$5,927	N/C	N/C	N/C	\$9,117	\$7,449

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1 Nipomo's Longevity plan offers 2.5% after 15 years of service; 2.5% after 20 years of service.

2 Nipomo District's contribution of the Survivor Benefit.

3 Goleta Sanitary District's Vision is included in Health.

4 Cambria Community Services District's Life is included in their Dental Plan.

5 Cambria's Longevity plan offers 5% at 15 years of service.

6 Cambria provides \$350 per year for Business, Professional, Conference or Educational allowance.

7 Mission Hills Community Services District does not have a Vision Plan, but will reimburse all employees \$200 per year for vision care expenses.

8 Templeton CSD's dental coverage includes vision, EAP, and any other medical expenses.

Appendix Ilb
Nipomo Community Services District
Benefits Detail
November 2006

BILLING CLERK													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Billing Clerk	Administrative Technician II	Account Clerk I	Accounting Clerk	Accounting Secretary	Acct. Clk. II / Cust. Svc. Rep. II	Office Assistant	Customer Service Representative II	Secretary/Bookkeeper	Customer Service Representative	Billing Admin. Assistant	Office Assistant II	Customer Service Representative
Top Monthly Salary	\$3,164	\$3,518	\$2,921	\$3,443	\$4,235	\$4,000	\$3,487	\$3,485	\$3,885	\$4,216	\$2,773	\$2,834	\$3,484
Employee Retirement PERS													
ER-Paid EE Contribution	\$253	\$281	\$204	\$198	\$296	\$320	\$279		\$272	\$295	\$222	\$227	\$279
Employer Contribution	\$658	\$786	\$511	\$402	\$493	\$722	\$590		\$284	\$434	\$471	\$662	\$499
Social Security		\$218		\$213	\$263	\$248		\$229				\$351	
Other													
Insurance													
Cafeteria ⁷			\$821	\$750					\$665	\$1,102	\$500		
Health	\$930	\$950			\$1,791	\$717	\$930	\$382				\$804	\$444
Dental ⁸	\$134	\$116			\$119	\$109	\$83	\$27				\$167	\$67
Vision ^{3,4,11,12}	\$18					\$21				\$28			\$17
Life				\$11	\$29	\$12		\$22		\$19			\$17
LTD					\$5	\$15		\$13		\$29			\$72
STD and/or SDI					\$1			\$4		\$22			
EAP										\$5			
Other ²	\$3												
Leave													
Vacation ⁶	\$183	\$203	\$135	\$199	\$244	\$292	\$201	\$171	\$149	\$259	\$256	\$164	\$201
Holidays	\$146	\$149	\$146	\$172	\$179	\$138	\$141	\$185	\$179	\$162	\$128	\$131	\$161
Administrative		\$30											
Auto Allowance													
Deferred Compensation													
Other ¹⁰		\$29											
Longevity	Yes ¹	Yes ⁹				Yes ⁵							
Benefit Cost	\$2,324	\$2,765	\$1,818	\$1,950	\$3,420	\$2,596	\$2,224	\$1,034	\$1,550	\$2,355	\$1,577	\$2,505	\$1,756
Total Monthly Compensation	\$5,488	\$6,283	\$4,739	\$5,393	\$7,655	\$6,596	\$5,711	\$4,519	\$5,435	\$6,572	\$4,351	\$5,339	\$5,241

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1 Nipomo's Longevity plan offers 2.5% after 15 years of service; 2.5% after 20 years of service.
- 2 Nipomo District's contribution of the Survivor Benefit.
- 3 Goleta Sanitary District's Vision is included in Health.
- 4 Heritage Ranch's Vision is included in Dental; they are on a reimbursement (up to \$1000/year).
- 5 Goleta Water District's Longevity plan offers; @10 years - Step "H" - 5% increase, @15 years - Step "I" - 5% increase.
- 6 San Miguel District's Vacation pay includes vacation, sick time, & personal leave.
- 7 Oceano Community Services District's Cafeteria plan includes; health, dental, vision, and life premiums.
- 8 Cambria Community Services District's Life is included in their Dental Plan.
- 9 Cambria's Longevity plan offers 5% at 15 years of service.
- 10 Cambria provides \$350 per year for Business, Professional, Conference or Educational allowance.
- 11 Mission Hills Community Services District does not have a Vision Plan, but will reimburse all employees \$200 per year for vision care expenses.
- 12 Templeton CSD's dental coverage includes vision, EAP, and any other medical expenses.

Appendix IIb
Nipomo Community Services District
Benefits Detail
November 2006

DISTRICT ENGINEER / PROJECT MANAGER													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	District Engineer / Project Manager	District Engineer	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$7,000	\$8,610											
Employee Retirement PERS													
ER-Paid EE Contribution	\$560	\$689											
Employer Contribution	\$1,455	\$1,929											
Social Security		\$487											
Other													
Insurance													
Cafeteria													
Health	\$930	\$950											
Dental ³	\$134	\$116											
Vision	\$18												
Life													
LTD													
STD and/or SDI													
EAP													
Other ²	\$3												
Leave													
Vacation	\$404	\$497											
Holidays	\$323	\$364											
Administrative	\$135												
Auto Allowance		\$350											
Deferred Compensation		\$217											
Other ⁵		\$64											
Longevity	Yes ¹	Yes ⁴											
Benefit Cost	\$3,961	\$5,662	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Compensation	\$10,961	\$14,272	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1 Nipomo's Longevity plan offers 2.5% after 15 years of service; 2.5% after 20 years of service.

2 Nipomo District's contribution of the Survivor Benefit.

3 Cambria Community Services District's Life is included in their Dental Plan.

4 Cambria's Longevity plan offers 5% at 15 years of service.

5 Cambria provides \$350 per year for Business, Professional, Conference or Educational allowance and \$35 per month cell phone allowance.

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 Nipomo Community Services District
 Benefits Detail
 November 2006

GENERAL MANAGER													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	General Manager	General Manager	N/C	PW Director / City Engineer	General Manager	Gen. Manger & Chief Engineer	General Manager	General Manager	General Manager	General Manager	General Manager	General Manager	District General Manager
Top Monthly Salary	\$8,333	\$10,129		\$10,205	\$14,423	\$12,810	\$7,667	\$8,920	\$7,410	\$10,628	\$5,000	\$9,333	\$8,167
Employee Retirement PERS													
ER-Paid EE Contribution	\$667	\$810		\$587	\$1,010	\$1,025	\$613		\$519	\$744	\$400	\$747	\$653
Employer Contribution	\$1,733	\$2,269		\$1,192	\$1,680	\$2,312	\$1,297		\$542	\$1,094	\$850	\$2,181	\$1,170
Social Security		\$487		\$487	\$487	\$487						\$1,157	
Other								\$487					
Insurance													
Cafeteria ⁸				\$750					\$665	\$1,102	\$500		
Health	\$930	\$950			\$1,791	\$717	\$930	\$382				\$804	\$444
Dental ⁹	\$134	\$116			\$119	\$109	\$83	\$27				\$167	\$67
Vision ^{3,6,12,13}	\$18					\$21				\$28			\$17
Life				\$27	\$97	\$65		\$57		\$46			\$17
LTD					\$16	\$49		\$33		\$72			\$72
STD and/or SDI					\$2			\$11		\$55			
EAP										\$5			
Other ²	\$3					\$1							
Leave													
Vacation ⁴	\$481	\$584		\$589	\$832	\$936	\$442	\$729	\$285	\$654	\$462	\$538	\$471
Holidays	\$385	\$429		\$510	\$610	\$443	\$310	\$474	\$342	\$409	\$231	\$431	\$377
Administrative	\$160			\$392	\$493	\$147			\$143			\$144	
Auto Allowance	\$300	\$350		\$250	\$450	\$450	\$250		\$300	\$450	\$450	\$450	
Deferred Compensation		\$217		\$375	\$100	\$500							
Other ^{5,11}		\$64					\$25						
Longevity	Yes ¹	Yes ¹⁰				Yes ⁷							
Benefit Cost	\$4,809	\$6,275	N/C	\$5,164	\$7,194	\$7,608	\$4,098	\$2,200	\$2,795	\$4,660	\$2,892	\$6,618	\$3,288
Total Monthly Compensation	\$13,143	\$16,404	N/C	\$15,368	\$21,617	\$20,418	\$11,765	\$11,119	\$10,205	\$15,288	\$7,892	\$15,951	\$11,454

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

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- 2 Nipomo District's contribution of the Survivor Benefit.
- 3 Goleta Sanitary District's Vision is included in Health.
- 4 San Miguel District's Vacation pay includes vacation, sick time, & personal leave.
- 5 Heritage Ranch provides \$25 a month cell phone allowance.
- 6 Heritage Ranch's Vision is included in Dental; they are on a reimbursement (up to \$1000/year).
- 7 Goleta Water District's Longevity plan offers: @10 years - Step "H" - 5% increase, @15 years - Step "I" - 5% increase.
- 8 Oceano Community Services District's Cafeteria plan includes: health, dental, vision, and life premiums.
- 9 Cambria Community Services District's Life is included in their Dental Plan.
- 10 Cambria's Longevity plan offers 5% at 15 years of service.
- 11 Cambria provides \$350 per year for Business, Professional, Conference or Educational allowance and \$35 per month cell phone allowance.
- 12 Mission Hills Community Services District does not have a Vision Plan, but will reimburse all employees \$200 per year for vision care expenses.
- 13 Templeton CSD's dental coverage includes vision, EAP, and any other medical expenses.

Appendix 11b
Nipomo Community Services District
Benefits Detail
November 2006

MAINTENANCE WORKER													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Maintenance Worker	N/C	Maint. Worker II - Water	Maintenance Worker I	Maintenance Worker	Gen. Srv. Worker I / Meter Specialist I	Maintenance Worker II	N/C	N/C	N/C	N/C	Maintenance Worker	Service Person I
Top Monthly Salary	\$2,702		\$3,281	\$3,359	\$3,455	\$4,000	\$2,754					\$2,821	\$3,842
Employee Retirement PERS													
ER-Paid EE Contribution	\$216		\$230	\$193	\$242	\$320	\$220					\$210	\$307
Employer Contribution	\$562		\$574	\$392	\$402	\$722	\$466					\$612	\$550
Social Security				\$208	\$214	\$248						\$325	
Other													
Insurance													
Cafeteria			\$821	\$750									
Health	\$930				\$1,791	\$717	\$930					\$804	\$444
Dental	\$134				\$119	\$109	\$83					\$167	\$67
Vision ^{3,4,6}	\$18					\$21							\$17
Life				\$11	\$23	\$12							\$17
LTD					\$4	\$15							\$72
STD and/or SDI					\$0								
EAP				\$4		\$1							
Other ²	\$3												
Leave													
Vacation	\$156		\$151	\$194	\$199	\$292	\$159					\$151	\$222
Holidays	\$125		\$164	\$168	\$146	\$138	\$111					\$121	\$177
Administrative													
Auto Allowance													
Deferred Compensation													
Other													
Longevity	Yes ¹						Yes ⁵						
Benefit Cost	\$2,143	N/C	\$1,941	\$1,921	\$3,142	\$2,596	\$1,970	N/C	N/C	N/C	N/C	\$2,390	\$1,873
Total Monthly Compensation	\$4,845	N/C	\$5,222	\$5,280	\$6,597	\$6,596	\$4,724	N/C	N/C	N/C	N/C	\$5,011	\$5,715

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Appendix IIb
Nipomo Community Services District
Benefits Detail
November 2006

SECRETARY / CLERK													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Secretary / Clerk	Executive Asst./ District Clerk	N/C	Executive Asst. / Deputy City Clerk	Accounting Secretary	N/C	N/C	Administrative Assistant	Secretary/Clerk / Admin. Assistant	N/C	Accounting Admin. Assistant	Clerk - PT	Administrative & Accounting Asst.
Top Monthly Salary	\$3,425	\$3,911		\$4,987	\$4,235			\$4,585	\$3,803		\$2,773	\$2,558	\$3,842
Employee Retirement PERS													
ER-Paid EE Contribution	\$274	\$313		\$287	\$296				\$266		\$222	\$205	\$307
Employer Contribution	\$712	\$876		\$583	\$493				\$278		\$471	\$598	\$550
Social Security		\$242		\$309	\$263			\$302				\$317	
Other													
Insurance													
Cafeteria ⁵				\$750					\$665		\$500		
Health	\$930	\$950			\$1,791			\$382				\$804	\$444
Dental ⁶	\$134	\$116			\$119			\$27				\$167	\$67
Vision ^{3,9,10}	\$18												\$17
Life				\$11	\$29			\$29					\$17
LTD					\$5			\$17					\$72
STD and/or SDI					\$1			\$6					
EAP				\$4									
Other ²	\$3												
Leave													
Vacation ⁴	\$198	\$226		\$288	\$244			\$225	\$146		\$256	\$148	\$222
Holidays	\$158	\$165		\$249	\$179			\$243	\$176		\$128	\$118	\$177
Administrative		\$34							\$73				
Auto Allowance													
Deferred Compensation													
Other⁸		\$29											
Longevity	Yes ¹	Yes ⁷											
Benefit Cost	\$2,426	\$2,951	N/C	\$2,481	\$3,420	N/C	N/C	\$1,232	\$1,604	N/C	\$1,577	\$2,356	\$1,873
Total Monthly Compensation	\$5,851	\$6,862	N/C	\$7,467	\$7,655	N/C	N/C	\$5,817	\$5,407	N/C	\$4,351	\$4,914	\$5,715

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- 3 Goleta Sanitary District's Vision is included in Health.
- 4 San Miguel District's Vacation pay includes vacation, sick time, & personal leave.
- 5 Oceano Community Services District's Cafeteria plan includes; health, dental, vision, and life premiums.
- 6 Cambria Community Services District's Life is included in their Dental Plan.
- 7 Cambria's Longevity plan offers 5% at 15 years of service.
- 8 Cambria provides \$350 per year for Business, Professional, Conference or Educational allowance.
- 9 Mission Hills Community Services District does not have a Vision Plan, but will reimburse all employees \$200 per year for vision care expenses.
- 10 Templeton CSD's dental coverage includes vision, EAP, and any other medical expenses.

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 Nipomo Community Services District
 Benefits Detail
 November 2006

UTILITY FOREMAN													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojal Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Utility Foreman	Sr. Water Treat. Oper./ Sr. WW Operator	N/C	N/C	Sr. WW Treatment Plant Operator	Chief Water TX Oper./ Chief Dist. Sys. Oper.	Treatment Operator III	N/C	Utility Systems Lead Person	Treat. Plant Oper. III / Coll. System Oper. III	Utility Services Operator	Utility Worker - Lead	N/C
Top Monthly Salary	\$4,316	\$4,305			\$6,839	\$6,556	\$4,756		\$3,460	\$5,233	\$4,333	\$4,382	
Employee Retirement PERS													
ER-Paid EE Contribution	\$345	\$344			\$479	\$524	\$380		\$242	\$366	\$347	\$351	
Employer Contribution	\$897	\$964			\$797	\$1,183	\$805		\$253	\$539	\$737	\$1,024	
Social Security		\$267			\$424	\$406						\$543	
Other													
Insurance													
Cafeteria ⁷									\$665	\$1,102	\$500		
Health	\$930	\$950			\$1,791	\$717	\$930					\$804	
Dental ⁸	\$134	\$116			\$119	\$109	\$83					\$167	
Vision ^{3,4,11}	\$18					\$21				\$28			
Life					\$46	\$20				\$19			
LTD					\$8	\$25				\$36			
STD and/or SDI					\$1					\$27			
EAP						\$1				\$5			
Other ²	\$3												
Leave													
Vacation ⁶	\$249	\$248			\$395	\$479	\$274		\$133	\$322	\$400	\$253	
Holidays	\$199	\$182			\$289	\$227	\$192		\$160	\$201	\$200	\$202	
Administrative													
Auto Allowance													
Deferred Compensation													
Other ¹⁰		\$29											
Longevity	Yes ¹	Yes ⁹				Yes ⁵							
Benefit Cost	\$2,775	\$3,101	N/C	N/C	\$4,348	\$3,713	\$2,665	N/C	\$1,453	\$2,645	\$2,183	\$3,343	N/C
Total Monthly Compensation	\$7,091	\$7,406	N/C	N/C	\$11,187	\$10,269	\$7,421	N/C	\$4,913	\$7,878	\$6,517	\$7,725	N/C

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- 3 Goleta Sanitary District's Vision is included in Health.
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- 6 San Miguel District's Vacation pay includes vacation, sick time, & personal leave.
- 7 Oceano Community Services District's Cafeteria plan includes; health, dental, vision, and life premiums.
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Appendix IIb
 Nipomo Community Services District
 Benefits Detail
 November 2006

UTILITY OPERATOR													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Utility Operator	Water Treat. Oper. II / WW Operator II	WWTPO II / Maint. Worker II	WW Plant Oper. II / Maint. Worker II	WW Treatment Plant Operator I	Dist. Sys. Oper. I / Water Treat. Oper. I	Treatment Operator II	Operator II	Utility Systems Operator	Treat. Plant Oper. II / Coll. System Oper. II	Utility Services Worker	Utility Worker II	Service Person II
Top Monthly Salary	\$3,733	\$3,854	\$3,595	\$4,196	\$4,620	\$4,639	\$4,264	\$4,171	\$2,965	\$4,656	\$2,427	\$3,732	\$4,447
Employee Retirement PERS													
ER-Paid EE Contribution	\$299	\$308	\$252	\$241	\$323	\$371	\$341		\$208	\$326	\$194	\$299	\$356
Employer Contribution	\$776	\$863	\$629	\$490	\$538	\$837	\$721		\$217	\$479	\$413	\$872	\$637
Social Security		\$239		\$260	\$286	\$288						\$463	
Other								\$275					
Insurance													
Cafeteria ⁷			\$821	\$750					\$665	\$1,102	\$500		
Health	\$930	\$950		\$750	\$1,791	\$717	\$930	\$382				\$804	\$444
Dental ⁸	\$134	\$116			\$119	\$109	\$83	\$27				\$167	\$67
Vision ^{3,4,11,12}	\$18					\$21				\$28			\$17
Life				\$11	\$31	\$14		\$26		\$19			\$17
LTD					\$5	\$18		\$16		\$32			\$72
STD and/or SDI					\$1			\$5		\$24			
EAP				\$4			\$1			\$5			
Other ²	\$3												
Leave													
Vacation ⁶	\$215	\$222	\$166	\$242	\$267	\$339	\$246	\$204	\$114	\$287	\$224	\$215	\$257
Holidays	\$172	\$163	\$180	\$210	\$195	\$161	\$172	\$221	\$137	\$179	\$112	\$172	\$205
Administrative													
Auto Allowance													
Deferred Compensation													
Other ¹⁰		\$29											
Longevity	Yes ¹	Yes ⁹				Yes ⁵							
Benefit Cost	\$2,547	\$2,891	\$2,048	\$2,209	\$3,557	\$2,875	\$2,494	\$1,157	\$1,340	\$2,481	\$1,443	\$2,991	\$2,071
Total Monthly Compensation	\$6,280	\$6,745	\$5,643	\$6,405	\$8,177	\$7,514	\$6,758	\$5,328	\$4,305	\$7,137	\$3,869	\$6,723	\$6,518

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1 Nipomo's Longevity plan offers 2.5% after 15 years of service; 2.5% after 20 years of service.
 2 Nipomo District's contribution of the Survivor Benefit.
 3 Goleta Sanitary District's Vision is included in Health.
 4 Heritage Ranch's Vision is included in Dental; they are on a reimbursement (up to \$1000/year).
 5 Goleta Water District's Longevity plan offers; @10 years - Step "H" - 5% increase, @15 years - Step "I" - 5% increase.
 6 San Miguel District's Vacation pay includes vacation, sick time, & personal leave.
 7 Oceano Community Services District's Cafeteria plan includes; health, dental, vision, and life premiums.
 8 Cambria Community Services District's Life is included in their Dental Plan.
 9 Cambria's Longevity plan offers 5% at 15 years of service.
 10 Cambria provides \$350 per year for Business, Professional, Conference or Educational allowance.
 11 Mission Hills Community Services District does not have a Vision Plan, but will reimburse all employees \$200 per year for vision care expenses.
 12 Templeton CSD's dental coverage includes vision, EAP, and any other medical expenses.

Appendix Ib
 Nipomo Community Services District
 Benefits Detail
 November 2006

UTILITY SUPERVISOR													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Utility Supervisor	N/C	WWTP Supv. / Public Svcs, Maint. Supt.	Water Sys. Supv./ WW System Supv.	Coll. Maint. Supervisor	N/C	Operations Supervisor	Operations Supervisor	Utility Operations Supervisor	Treat. Plant Supv. Opr. Coll. Sys. Supv. Opr.	N/C	Utilities Supervisor	Operations & Maint. Manager
Top Monthly Salary	\$5,082		\$5,134	\$5,511	\$6,616		\$5,630	\$6,631	\$5,026	\$6,779		\$5,285	\$5,960
Employee Retirement PERS													
ER-Paid EE Contribution	\$407		\$359	\$317	\$463		\$450		\$413	\$475		\$423	\$477
Employer Contribution	\$1,057		\$898	\$342	\$771		\$952		\$571	\$698		\$1,235	\$854
Social Security					\$410			\$450				\$655	
Other													
Insurance													
Cafeteria ⁶			\$821	\$750					\$665	\$1,102			
Health	\$930				\$1,791		\$930	\$382				\$804	\$444
Dental	\$134				\$119		\$83	\$27				\$167	\$67
Vision ^{3,4,7,8}	\$18												\$17
Life				\$11	\$45			\$43		\$28			\$17
LTD			\$47		\$7			\$25		\$19			\$17
STD and/or SDI					\$1			\$9		\$35			\$72
EAP				\$4						\$5			
Other ²	\$3												
Leave													
Vacation	\$293		\$237	\$318	\$382		\$325	\$335	\$193	\$417		\$305	\$344
Holidays	\$235		\$257	\$276	\$280		\$227	\$363	\$232	\$261		\$244	\$275
Administrative			\$158	\$106					\$97			\$81	
Auto Allowance													
Deferred Compensation			\$83	\$167									
Other													
Longevity	Yes ¹												
Benefit Cost	\$3,075	N/C	\$2,861	\$2,934	\$4,268	N/C	\$2,968	\$1,634	\$2,171	\$3,086	N/C	\$3,914	\$2,566
Total Monthly Compensation	\$8,157	N/C	\$7,995	\$8,445	\$10,884	N/C	\$8,598	\$8,466	\$7,197	\$9,864	N/C	\$9,199	\$8,525

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1 Nipomo's Longevity plan offers 2.5% after 15 years of service; 2.5% after 20 years of service.
- 2 Nipomo District's contribution of the Survivor Benefit.
- 3 Goleta Sanitary District's Vision is included in Health.
- 4 Heritage Ranch's Vision is included in Dental; they are on a reimbursement (up to \$1000/year).
- 5 Goleta Water District's Longevity plan offers; @10 years - Step "H" - 5% increase, @15 years - Step "I" - 5% increase.
- 6 Oceano Community Services District's Cafeteria plan includes; health, dental, vision, and life premiums.
- 7 Mission Hills Community Services District does not have a Vision Plan, but will reimburse all employees \$200 per year for vision care expenses.
- 8 Templeton CSD's dental coverage includes vision, EAP, and any other medical expenses.

Appendix IIb
Nipomo Community Services District
Benefits Detail
November 2006

UTILITY WORKER													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Utility Worker	Water Treat. Oper. I / WW Operator I	WWTP Operator-In-Training	WW Plant Opr. I / Maint. Worker I	WW Treatment Plant Opr. In Train.	N/C	Operator in Training	Operator in Training	N/C	Treat. Plant Opr. I / Coll. Sys. Opr. I	N/C	N/C	Service Person I
Top Monthly Salary	\$2,844	\$3,451	\$3,281	\$3,444	\$3,262		\$3,354	\$3,284		\$4,236			\$3,842
Employee Retirement PERS													
ER-Paid EE Contribution	\$228	\$276	\$230	\$198	\$228		\$268			\$297			\$307
Employer Contribution	\$591	\$773	\$574	\$402	\$380		\$567			\$436			\$550
Social Security		\$214		\$214	\$202			\$216					
Other													
Insurance													
Cafeteria			\$821	\$750						\$1,102			
Health	\$930	\$950			\$1,791		\$930	\$382					\$444
Dental ⁵	\$134	\$116			\$119		\$83	\$27					\$67
Vision ^{3,4,6}	\$18												\$17
Life				\$11	\$22			\$21		\$28			\$17
LTD					\$4			\$12		\$29			\$72
STD and/or SDI					\$0			\$4		\$22			
EAP				\$4		\$1				\$5			
Other ²	\$3												
Leave													
Vacation	\$164	\$199	\$151	\$199	\$188		\$194	\$161		\$261			\$222
Holidays	\$131	\$146	\$164	\$172	\$138		\$135	\$174		\$163			\$177
Administrative													
Auto Allowance													
Deferred Compensation													
Other ⁷		\$29											
Longevity	Yes ¹	Yes ⁶											
Benefit Cost	\$2,199	\$2,703	\$1,941	\$1,950	\$3,073	N/C	\$2,178	\$998	N/C	\$2,361	N/C	N/C	\$1,873
Total Monthly Compensation	\$5,043	\$6,153	\$5,222	\$5,394	\$6,335	N/C	\$5,532	\$4,282	N/C	\$6,597	N/C	N/C	\$5,715

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1 Nipomo's Longevity plan offers 2.5% after 15 years of service; 2.5% after 20 years of service.
- 2 Nipomo District's contribution of the Survivor Benefit.
- 3 Goleta Sanitary District's Vision is included in Health.
- 4 Heritage Ranch's Vision is included in Dental; they are on a reimbursement (up to \$1000/year).
- 5 Cambria Community Services District's Life is included in their Dental Plan.
- 6 Cambria's Longevity plan offers 5% at 15 years of service.
- 7 Cambria provides \$350 per year for Business, Professional, Conference or Educational allowance.
- 8 Mission Hills Community Services District does not have a Vision Plan, but will reimburse all employees \$200 per year for vision care expenses.

Appendix IIb
 Nipomo Community Services District
 Benefits Detail
 November 2006

WATER CONSERVATION / COMPLIANCE SPECIALIST													
	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Water Conservation / Compliance Specialist	Permits & Conservation Specialist	N/C	N/C	N/C	Engineering Associate	N/C	N/C	N/C	N/C	N/C	Water Conservation Specialist	N/C
Top Monthly Salary	\$3,424	\$4,277				\$6,556						\$5,131	
Employee Retirement PERS													
ER-Paid EE Contribution	\$274	\$342				\$524						\$410	
Employer Contribution	\$712	\$958				\$1,183						\$1,199	
Social Security		\$265				\$406						\$636	
Other													
Insurance													
Cafeteria													
Health	\$930	\$950				\$717						\$804	
Dental ⁴	\$134	\$116				\$109						\$167	
Vision ⁷	\$18					\$21							
Life						\$20							
LTD						\$25							
STD and/or SDI													
EAP						\$1							
Other ²	\$3												
Leave													
Vacation	\$198	\$247				\$479						\$296	
Holidays	\$158	\$181				\$227						\$237	
Administrative		\$37											
Auto Allowance													
Deferred Compensation													
Other ⁶		\$29											
Longevity	Yes ¹	Yes ⁵				Yes ³							
Benefit Cost	\$2,426	\$3,125	N/C	N/C	N/C	\$3,713	N/C	N/C	N/C	N/C	N/C	\$3,749	N/C
Total Monthly Compensation	\$5,850	\$7,402	N/C	N/C	N/C	\$10,269	N/C	N/C	N/C	N/C	N/C	\$8,880	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1 Nipomo's Longevity plan offers 2.5% after 15 years of service; 2.5% after 20 years of service.
- 2 Nipomo District's contribution of the Survivor Benefit.
- 3 Goleta Water District's Longevity plan offers; @10 years - Step "H" - 5% increase, @15 years - Step "I" - 5% increase.
- 4 Cambria Community Services District's Life is included in their Dental Plan.
- 5 Cambria's Longevity plan offers 5% at 15 years of service.
- 6 Cambria provides \$350 per year for Business, Professional, Conference or Educational allowance.
- 7 Templeton CSD's dental coverage includes vision, EAP, and any other medical expenses.

Appendix Ilc
 Nipomo Community Services District
 Total Monthly Compensation
 November 2006

ASSISTANT ADMINISTRATOR					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Cambria Community Services District	Finance Manager	\$11,705	07/01/06	01/01/07
2	Goleta Sanitary District	Office Manager	\$11,294	07/01/06	Unknown
3	Templeton Community Services District	Recreation and Administrative Supervisor	\$9,117	07/01/06	07/01/07
4	Nipomo Community Services District	Assistant Administrator	\$8,297	07/01/06	07/01/07
5	Vandenberg Village Community Services District	Finance Administrator	\$7,449	07/01/06	07/01/07
6	Mission Hills Community Services District	Accountant	\$5,927	07/01/06	07/01/07
	City of Morro Bay	N/C			
	City of Pismo Beach	N/C			
	Goleta Water District	N/C			
	Heritage Ranch Community Services District	N/C			
	Oceano Community Services District	N/C			
	Ojai Valley Sanitary District	N/C			
	San Miguel Community Services District	N/C			
Average of Comparators			\$9,098		
% Nipomo Community Services District Above/Below			-9.7%		
Median of Comparators			\$9,117		
% Nipomo Community Services District Above/Below			-9.9%		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

**Appendix IIc
Nipomo Community Services District
Total Monthly Compensation
November 2006**

BILLING CLERK					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Accounting Secretary	\$7,655	07/01/06	Unknown
2	Goleta Water District	Account Clerk II / Customer Service Representative II	\$6,596	07/01/06	01/01/07
3	Ojai Valley Sanitary District	Customer Service Representative	\$6,572	07/01/06	07/01/07
4	Cambria Community Services District	Administrative Technician II	\$6,283	07/01/06	01/01/07
5	Heritage Ranch Community Services District	Office Assistant	\$5,711	07/01/06	07/01/07
6	Nipomo Community Services District	Billing Clerk	\$5,488	07/01/06	07/01/07
7	Oceano Community Services District	Secretary/Bookkeeper	\$5,435	07/01/06	07/01/07
8	City of Pismo Beach	Accounting Clerk	\$5,393	07/01/06	07/01/07
9	Templeton Community Services District	Office Assistant II	\$5,339	07/01/06	07/01/07
10	Vandenberg Village Community Services District	Customer Service Representative	\$5,241	07/01/06	07/01/07
11	City of Morro Bay	Account Clerk I	\$4,739	07/01/05	Unknown
12	Mission Hills Community Services District	Customer Service Representative II	\$4,519	07/01/06	07/01/07
13	San Miguel Community Services District	Billing Administrative Assistant	\$4,351	07/01/06	07/01/07
Average of Comparators			\$5,653		
% Nipomo Community Services District Above/Below			-3.0%		
Median of Comparators			\$5,414		
% Nipomo Community Services District Above/Below			1.3%		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

Appendix IIc
 Nipomo Community Services District
 Total Monthly Compensation
 November 2006

DISTRICT ENGINEER / PROJECT MANAGER					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Cambria Community Services District	District Engineer	\$14,272	07/01/06	01/01/07
2	Nipomo Community Services District	District Engineer / Project Manager	\$10,961	07/01/06	07/01/07
	City of Morro Bay	N/C			
	City of Pismo Beach	N/C			
	Goleta Sanitary District	N/C			
	Goleta Water District	N/C			
	Heritage Ranch Community Services District	N/C			
	Mission Hills Community Services District	N/C			
	Oceano Community Services District	N/C			
	Ojai Valley Sanitary District	N/C			
	San Miguel Community Services District	N/C			
	Templeton Community Services District	N/C			
	Vandenberg Village Community Services District	N/C			
		Average of Comparators	Insufficient Data for Analysis		
		% Nipomo Community Services District Above/Below	Insufficient Data for Analysis		
		Median of Comparators	Insufficient Data for Analysis		
		% Nipomo Community Services District Above/Below	Insufficient Data for Analysis		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

Appendix Ilc
 Nipomo Community Services District
 Total Monthly Compensation
 November 2006

GENERAL MANAGER					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Sanitary District	General Manager	\$21,617	07/01/06	Unknown
2	Goleta Water District	General Manager & Chief Engineer	\$20,418	07/01/06	01/01/07
3	Cambria Community Services District	General Manager	\$16,404	07/01/06	01/01/07
4	Templeton Community Services District	General Manager	\$15,951	07/01/06	07/01/07
5	City of Pismo Beach	Public Works Director / City Engineer	\$15,368	07/01/06	07/01/07
6	Ojai Valley Sanitary District	General Manager	\$15,288	07/01/06	07/01/07
7	Nipomo Community Services District	General Manager	\$13,143	07/01/06	07/01/07
8	Heritage Ranch Community Services District	General Manager	\$11,765	07/01/06	07/01/07
9	Vandenberg Village Community Services District	District General Manager	\$11,454	07/01/06	07/01/07
10	Mission Hills Community Services District	General Manager	\$11,119	07/01/06	07/01/07
11	Oceano Community Services District	General Manager	\$10,205	07/01/06	07/01/07
12	San Miguel Community Services District	General Manager	\$7,892	07/01/06	07/01/07
	City of Morro Bay	N/C			
Average of Comparators			\$14,316		
% Nipomo Community Services District Above/Below				-8.9%	
Median of Comparators			\$15,288		
% Nipomo Community Services District Above/Below				-16.3%	

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

Appendix IIc
 Nipomo Community Services District
 Total Monthly Compensation
 November 2006

MAINTENANCE WORKER					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Maintenance Worker	\$6,597	07/01/06	Unknown
2	Goleta Water District	General Service Worker / Meter Specialist I	\$6,596	07/01/06	01/01/07
3	Vandenberg Village Community Services District	Service Person I	\$5,715	07/01/06	07/01/07
4	City of Pismo Beach	Maintenance Worker I	\$5,280	07/01/06	07/01/07
5	City of Morro Bay	Maintenance Worker II - Water	\$5,222	07/01/05	Unknown
6	Templeton Community Services District	Maintenance Worker	\$5,011	07/01/06	07/01/07
7	Nipomo Community Services District	Maintenance Worker	\$4,845	07/01/06	07/01/07
8	Heritage Ranch Community Services District	Maintenance Worker II	\$4,724	07/01/06	07/01/07
	Cambria Community Services District	N/C			
	Mission Hills Community Services District	N/C			
	Oceano Community Services District	N/C			
	Ojai Valley Sanitary District	N/C			
	San Miguel Community Services District	N/C			
Average of Comparators			\$5,592		
% Nipomo Community Services District Above/Below					-15.4%
Median of Comparators			\$5,280		
% Nipomo Community Services District Above/Below					-9.0%

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

Appendix IIc
 Nipomo Community Services District
 Total Monthly Compensation
 November 2006

SECRETARY / CLERK					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Accounting Secretary	\$7,655	07/01/06	Unknown
2	City of Pismo Beach	Executive Assistant / Deputy City Clerk	\$7,467	07/01/06	07/01/07
3	Cambria Community Services District	Executive Assistant / District Clerk	\$6,862	07/01/06	01/01/07
4	Nipomo Community Services District	Secretary/Clerk	\$5,851	07/01/06	07/01/07
5	Mission Hills Community Services District	Administrative Assistant	\$5,817	07/01/06	07/01/07
6	Vandenberg Village Community Services District	Administrative & Accounting Assistant	\$5,715	07/01/06	07/01/07
7	Oceano Community Services District	Secretary/Clerk / Administrative Assistant	\$5,407	07/01/06	07/01/07
8	Templeton Community Services District	Clerk - PT	\$4,914	07/01/06	07/01/07
9	San Miguel Community Services District	Accounting Administrative Assistant	\$4,351	07/01/06	07/01/07
	City of Morro Bay	N/C			
	Goleta Water District	N/C			
	Heritage Ranch Community Services District	N/C			
	Ojai Valley Sanitary District	N/C			
Average of Comparators			\$6,023		
% Nipomo Community Services District Above/Below				-2.9%	
Median of Comparators			\$5,766		
% Nipomo Community Services District Above/Below				1.5%	

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

Appendix IIc
 Nipomo Community Services District
 Total Monthly Compensation
 November 2006

UTILITY FOREMAN					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Senior Wastewater Treatment Plant Operator	\$11,187	07/01/06	Unknown
2	Goleta Water District	Chief Water TX Operator / Chief Distribution System Operator	\$10,269	07/01/06	01/01/07
3	Ojai Valley Sanitary District	Treatment Plant Operator III / Collection System Operator III	\$7,878	07/01/06	07/01/07
4	Templeton Community Services District	Utility Worker - Lead	\$7,725	07/01/06	07/01/07
5	Heritage Ranch Community Services District	Treatment Operator III	\$7,421	07/01/06	07/01/07
6	Cambria Community Services District	Sr. Water Treatment Operator / Sr. Wastewater Operator	\$7,406	07/01/06	01/01/07
7	Nipomo Community Services District	Utility Foreman	\$7,091	07/01/06	07/01/07
8	San Miguel Community Services District	Utility Services Operator	\$6,517	07/01/06	07/01/07
9	Oceano Community Services District	Utility Systems Lead Person	\$4,913	07/01/06	07/01/07
	City of Morro Bay	N/C			
	City of Pismo Beach	N/C			
	Mission Hills Community Services District	N/C			
	Vandenberg Village Community Services District	N/C			
Average of Comparators			\$7,914		
% Nipomo Community Services District Above/Below			-11.6%		
Median of Comparators			\$7,573		
% Nipomo Community Services District Above/Below			-6.8%		
NOTE: All calculations exclude Nipomo Community Services District					

N/C - Non Comparator

Appendix Ilc
 Nipomo Community Services District
 Total Monthly Compensation
 November 2006

UTILITY OPERATOR					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Wastewater Treatment Plant Operator I	\$8,177	07/01/06	Unknown
2	Goleta Water District	Distribution System Operator I / Water Treatment Operator I	\$7,514	07/01/06	01/01/07
3	Ojai Valley Sanitary District	Treatment Plant Operator II / Collection System Operator II	\$7,137	07/01/06	07/01/07
4	Heritage Ranch Community Services District	Treatment Operator II	\$6,758	07/01/06	07/01/07
5	Cambria Community Services District	Water Treatment Operator II / Wastewater Operator II	\$6,745	07/01/06	01/01/07
6	Templeton Community Services District	Utility Worker II	\$6,723	07/01/06	07/01/07
7	Vandenberg Village Community Services District	Service Person II	\$6,518	07/01/06	07/01/07
8	City of Pismo Beach	Wastewater Plant Operator II / Maintenance/Worker II	\$6,405	07/01/06	07/01/07
9	Nipomo Community Services District	Utility Operator	\$6,280	07/01/06	07/01/07
10	City of Morro Bay	WW Treatment Plant Operator II / Maintenance Worker II	\$5,643	07/01/05	Unknown
11	Mission Hills Community Services District	Operator II	\$5,328	07/01/06	07/01/07
12	Oceano Community Services District	Utility Systems Operator	\$4,305	07/01/06	07/01/07
13	San Miguel Community Services District	Utility Services Worker	\$3,869	07/01/06	07/01/07
Average of Comparators			\$6,260		
% Nipomo Community Services District Above/Below			0.3%		
Median of Comparators			\$6,621		
% Nipomo Community Services District Above/Below			-5.4%		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

Appendix IIc
 Nipomo Community Services District
 Total Monthly Compensation
 November 2006

UTILITY SUPERVISOR					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Collection Maintenance Supervisor	\$10,884	07/01/06	Unknown
2	Ojai Valley Sanitary District	Treatment Plant Supv. Operator / Collection System Supv. Opr.	\$9,864	07/01/06	07/01/07
3	Templeton Community Services District	Utilities Supervisor	\$9,199	07/01/06	07/01/07
4	Heritage Ranch Community Services District	Operations Supervisor	\$8,598	07/01/06	07/01/07
5	Vandenberg Village Community Services District	Operations & Maintenance Manager	\$8,525	07/01/06	07/01/07
6	Mission Hills Community Services District	Operations Supervisor	\$8,466	07/01/06	07/01/07
7	City of Pismo Beach	Water System Supervisor / Waste Water System Supv.	\$8,445	07/01/06	07/01/07
8	Nipomo Community Services District	Utility Supervisor	\$8,157	07/01/06	07/01/07
9	City of Morro Bay	WW Treatment Plant Supv. / Public Svcs. Maint. Superintendent	\$7,995	07/01/05	Unknown
10	Oceano Community Services District	Utility Operations Supervisor	\$7,197	07/01/06	07/01/07
	Cambria Community Services District	N/C			
	Goleta Water District	N/C			
	San Miguel Community Services District	N/C			
Average of Comparators			\$8,797		
% Nipomo Community Services District Above/Below			-7.8%		
Median of Comparators			\$8,525		
% Nipomo Community Services District Above/Below			-4.5%		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

**Appendix IIc
Nipomo Community Services District
Total Monthly Compensation
November 2006**

UTILITY WORKER					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Ojai Valley Sanitary District	Treatment Plant Operator I / Collection System Operator I	\$6,597	07/01/06	07/01/07
2	Goleta Sanitary District	Wastewater Treatment Plant Operator in Training	\$6,335	07/01/06	Unknown
3	Cambria Community Services District	Water Treatment Operator I / Wastewater Operator I	\$6,153	07/01/06	01/01/07
4	Vandenberg Village Community Services District	Service Person I	\$5,715	07/01/06	07/01/07
5	Heritage Ranch Community Services District	Operator in Training	\$5,532	07/01/06	07/01/07
6	City of Pismo Beach	Wastewater Plant Operator I / Maintenance Worker I	\$5,394	07/01/06	07/01/07
7	City of Morro Bay	WW Treatment Plant Operator in Training	\$5,222	07/01/05	Unknown
8	Nipomo Community Services District	Utility Worker	\$5,043	07/01/06	07/01/07
9	Mission Hills Community Services District	Operator in Training	\$4,282	07/01/06	07/01/07
	Goleta Water District	N/C			
	Oceano Community Services District	N/C			
	San Miguel Community Services District	N/C			
	Templeton Community Services District	N/C			
Average of Comparators			\$5,654		
% Nipomo Community Services District Above/Below				-12.1%	
Median of Comparators			\$5,623		
% Nipomo Community Services District Above/Below				-11.5%	

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

**Appendix IIc
Nipomo Community Services District
Total Monthly Compensation
November 2006**

WATER CONSERVATION / COMPLIANCE SPECIALIST					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Water District	Engineering Associate	\$10,269	07/01/06	01/01/07
2	Templeton Community Services District	Water Conservation Specialist	\$8,880	07/01/06	07/01/07
3	Cambria Community Services District	Permits & Conservation Specialist	\$7,402	07/01/06	01/01/07
4	Nipomo Community Services District	Water Conservation/Compliance Specialist	\$5,850	07/01/06	07/01/07
	City of Morro Bay	N/C			
	City of Pismo Beach	N/C			
	Goleta Sanitary District	N/C			
	Heritage Ranch Community Services District	N/C			
	Mission Hills Community Services District	N/C			
	Oceano Community Services District	N/C			
	Ojai Valley Sanitary District	N/C			
	San Miguel Community Services District	N/C			
	Vandenberg Village Community Services District	N/C			
Average of Comparators			Insufficient Data for Analysis		
% Nipomo Community Services District Above/Below			Insufficient Data for Analysis		
Median of Comparators			Insufficient Data for Analysis		
% Nipomo Community Services District Above/Below			Insufficient Data for Analysis		
NOTE: All calculations exclude Nipomo Community Services District					

N/C - Non Comparator

Appendix III
Nipomo Community Services District
Monthly Salary Schedule
November 2006

Salary Range #	Monthly Salary Range					Longevity Pay	
	Step 1	Step 2	Step 3	Step 4	Step 5	15 Yrs - 2.5%	20 Yrs - 2.5%
1	\$1,618	\$1,699	\$1,783	\$1,873	\$1,966	\$2,015	\$2,065
2	\$1,658	\$1,741	\$1,828	\$1,919	\$2,015	\$2,066	\$2,116
3	\$1,699	\$1,783	\$1,873	\$1,966	\$2,065	\$2,116	\$2,168
4	\$1,741	\$1,828	\$1,919	\$2,015	\$2,116	\$2,169	\$2,222
5	\$1,783	\$1,873	\$1,966	\$2,065	\$2,168	\$2,222	\$2,276
6	\$1,828	\$1,919	\$2,015	\$2,116	\$2,222	\$2,278	\$2,333
7	\$1,873	\$1,966	\$2,065	\$2,168	\$2,276	\$2,333	\$2,390
8	\$1,919	\$2,015	\$2,116	\$2,222	\$2,333	\$2,391	\$2,450
9	\$1,966	\$2,065	\$2,168	\$2,276	\$2,390	\$2,450	\$2,510
10	\$2,015	\$2,116	\$2,222	\$2,333	\$2,450	\$2,511	\$2,572
11	\$2,065	\$2,168	\$2,276	\$2,390	\$2,510	\$2,572	\$2,635
12	\$2,116	\$2,222	\$2,333	\$2,450	\$2,572	\$2,637	\$2,701
13	\$2,168	\$2,276	\$2,390	\$2,510	\$2,635	\$2,701	\$2,767
14	\$2,222	\$2,333	\$2,450	\$2,572	\$2,701	\$2,768	\$2,836
15	\$2,276	\$2,390	\$2,510	\$2,635	\$2,767	\$2,836	\$2,905
16	\$2,333	\$2,450	\$2,572	\$2,701	\$2,836	\$2,907	\$2,978
17	\$2,390	\$2,510	\$2,635	\$2,767	\$2,905	\$2,978	\$3,050
18	\$2,450	\$2,572	\$2,701	\$2,836	\$2,978	\$3,052	\$3,127
19	\$2,510	\$2,635	\$2,767	\$2,905	\$3,050	\$3,127	\$3,203
20	\$2,572	\$2,701	\$2,836	\$2,978	\$3,127	\$3,205	\$3,283
21	\$2,635	\$2,767	\$2,905	\$3,050	\$3,203	\$3,283	\$3,363
22	\$2,701	\$2,836	\$2,978	\$3,127	\$3,283	\$3,365	\$3,447
23	\$2,767	\$2,905	\$3,050	\$3,203	\$3,363	\$3,447	\$3,531
24	\$2,836	\$2,978	\$3,127	\$3,283	\$3,447	\$3,533	\$3,619
25	\$2,905	\$3,050	\$3,203	\$3,363	\$3,531	\$3,619	\$3,708
26	\$2,978	\$3,127	\$3,283	\$3,447	\$3,619	\$3,710	\$3,800
27	\$3,050	\$3,203	\$3,363	\$3,531	\$3,708	\$3,800	\$3,893
28	\$3,127	\$3,283	\$3,447	\$3,619	\$3,800	\$3,895	\$3,990
29	\$3,203	\$3,363	\$3,531	\$3,708	\$3,893	\$3,990	\$4,088
30	\$3,283	\$3,447	\$3,619	\$3,800	\$3,990	\$4,090	\$4,190
31	\$3,363	\$3,531	\$3,708	\$3,893	\$4,088	\$4,190	\$4,292
32	\$3,447	\$3,619	\$3,800	\$3,990	\$4,190	\$4,295	\$4,399
33	\$3,531	\$3,708	\$3,893	\$4,088	\$4,292	\$4,399	\$4,507
34	\$3,619	\$3,800	\$3,990	\$4,190	\$4,399	\$4,509	\$4,619
35	\$3,708	\$3,893	\$4,088	\$4,292	\$4,507	\$4,619	\$4,732
36	\$3,800	\$3,990	\$4,190	\$4,399	\$4,619	\$4,735	\$4,850
37	\$3,893	\$4,088	\$4,292	\$4,507	\$4,732	\$4,850	\$4,969
38	\$3,990	\$4,190	\$4,399	\$4,619	\$4,850	\$4,972	\$5,093
39	\$4,088	\$4,292	\$4,507	\$4,732	\$4,969	\$5,093	\$5,217
40	\$4,190	\$4,399	\$4,619	\$4,850	\$5,093	\$5,220	\$5,348
41	\$4,292	\$4,507	\$4,732	\$4,969	\$5,217	\$5,348	\$5,478
42	\$4,399	\$4,619	\$4,850	\$5,093	\$5,348	\$5,481	\$5,615
43	\$4,507	\$4,732	\$4,969	\$5,217	\$5,478	\$5,615	\$5,752
44	\$4,619	\$4,850	\$5,093	\$5,348	\$5,615	\$5,755	\$5,896
45	\$4,732	\$4,969	\$5,217	\$5,478	\$5,752	\$5,896	\$6,039
46	\$4,850	\$5,093	\$5,348	\$5,615	\$5,896	\$6,043	\$6,190
47	\$4,969	\$5,217	\$5,478	\$5,752	\$6,039	\$6,190	\$6,341
48	\$5,093	\$5,348	\$5,615	\$5,896	\$6,190	\$6,345	\$6,500
49	\$5,217	\$5,478	\$5,752	\$6,039	\$6,341	\$6,500	\$6,658
50	\$5,348	\$5,615	\$5,896	\$6,190	\$6,500	\$6,662	\$6,825
51	\$5,478	\$5,752	\$6,039	\$6,341	\$6,658	\$6,825	\$6,991
52	\$5,615	\$5,896	\$6,190	\$6,500	\$6,825	\$6,996	\$7,166
53	\$5,752	\$6,039	\$6,341	\$6,658	\$6,991	\$7,166	\$7,341
54	\$5,896	\$6,190	\$6,500	\$6,825	\$7,166	\$7,345	\$7,524
55	\$6,039	\$6,341	\$6,658	\$6,991	\$7,341	\$7,524	\$7,708
56	\$6,190	\$6,500	\$6,825	\$7,166	\$7,524	\$7,713	\$7,901
57	\$6,341	\$6,658	\$6,991	\$7,341	\$7,708	\$7,901	\$8,093
58	\$6,500	\$6,825	\$7,166	\$7,524	\$7,901	\$8,098	\$8,296
59	\$6,658	\$6,991	\$7,341	\$7,708	\$8,093	\$8,296	\$8,498
60	\$6,825	\$7,166	\$7,524	\$7,901	\$8,296	\$8,503	\$8,711
61	\$6,991	\$7,341	\$7,708	\$8,093	\$8,498	\$8,711	\$8,923
62	\$7,166	\$7,524	\$7,901	\$8,296	\$8,711	\$8,928	\$9,146
63	\$7,341	\$7,708	\$8,093	\$8,498	\$8,923	\$9,146	\$9,369
64	\$7,524	\$7,901	\$8,296	\$8,711	\$9,146	\$9,375	\$9,603
65	\$7,708	\$8,093	\$8,498	\$8,923	\$9,369	\$9,603	\$9,838
66	\$7,901	\$8,296	\$8,711	\$9,146	\$9,603	\$9,843	\$10,084
67	\$8,093	\$8,498	\$8,923	\$9,369	\$9,838	\$10,084	\$10,329
68	\$8,296	\$8,711	\$9,146	\$9,603	\$10,084	\$10,336	\$10,588

Appendix IV
Nipomo Community Services District
Proposed Salary Range Placement
November 2006

Class Title	Current Max. Monthly Salary	Proposed Salary Range	Proposed Max. Monthly Salary	Percent Difference	Rationale
Assistant Administrator	\$5,112	44	\$5,615	9.84%	Market and range placement
Billing Clerk	\$3,164	20	\$3,127	-1.17%	Market and range placement
District Engineer / Project Manager	\$7,000	58	\$7,901	12.87%	Internal alignment - 20% below the General Manager
General Manager	\$8,333	66	\$9,603	15.24%	Market and range placement
Maintenance Worker	\$2,702	18	\$2,978	10.21%	Market and range placement
Secretary / Clerk	\$3,425	23	\$3,363	-1.81%	Market and range placement
Utility Foreman	\$4,316	36	\$4,619	7.02%	Market and range placement
Utility Operator	\$3,733	29	\$3,893	4.29%	Market and range placement
Utility Supervisor	\$5,082	42	\$5,348	5.23%	Market and range placement
Utility Worker	\$2,844	21	\$3,203	12.62%	Market and range placement
Water Conservation / Compliance Specialist	\$3,424	28	\$3,800	10.98%	Internal alignment - 40% below the Assistant Administrator

Appendix IV
Nipomo Community Services District
Proposed Salary Range Placement
November 2006

Class Title	Current Max. Monthly Salary	Proposed Salary Range	Proposed Max. Monthly Salary	Percent Difference	Rationale
General Manager	\$8,333	66	\$9,603	15.24%	Market and range placement
District Engineer / Project Manager	\$7,000	58	\$7,901	12.87%	Internal alignment - 20% below the General Manager
Assistant Administrator	\$5,112	44	\$5,615	9.84%	Market and range placement
Utility Supervisor	\$5,082	42	\$5,348	5.23%	Market and range placement
Utility Foreman	\$4,316	36	\$4,619	7.02%	Market and range placement
Utility Operator	\$3,733	29	\$3,893	4.29%	Market and range placement
Water Conservation / Compliance Specialist	\$3,424	28	\$3,800	10.98%	Internal alignment - 40% below the Assistant Administrator
Secretary / Clerk	\$3,425	23	\$3,363	-1.81%	Market and range placement
Utility Worker	\$2,844	21	\$3,203	12.62%	Market and range placement
Billing Clerk	\$3,164	20	\$3,127	-1.17%	Market and range placement
Maintenance Worker	\$2,702	18	\$2,978	10.21%	Market and range placement

App **c V**
Nipomo Community Services District
 Additional Benefits Information
 November 2006

Agency	Retiree Medical Benefits	Variable Pay	Certification Incentive Pay	Stand-by Pay	Call-Back Pay
Cambria Community Services District	All EEs receive PERS Retirement for full family.	n/a	For Water, WW, Laboratory & Collection System Certificates; \$100 - Level III; \$200 - Level IV; \$300 - Level V; \$100 - AWWA & other programs approved by the GM.	All EEs receive \$35 a day, weekdays & weekends.	All EEs receive 2 hrs. minimum @ reg. pay; if call-back qualifies as overtime, then hrs. worked will be paid @ time x 1.5.
City of Morro Bay	All EEs receive \$16.26 a month for PERS Retirement benefits; when EE retires they can choose to get PERS medical ins. @ the current cost.	n/a	Water & Collections \$75/month for the required certs. WW, Water & Collections \$50/month for certs. above what is required.	All EEs receive \$28 a day.	All EEs receive a minimum of 3 hrs. @ time x 1.5.
City of Pismo Beach	All EEs: 30% of premiums are paid by city.	5-Step performance, the EE must meet or exceed standards to receive increase.	All EEs receive 2.5%.	All EEs receive \$1.75 an hour.	All EEs receive 1 hour minimum, paid @ regular rate.
Goleta Sanitary District	All EEs; As of Jan 1, 2007 they will go to PERS - 100% coverage for EE plus spouse; in addition, the District will pay for the Retiree's Medicare supplement.	n/a	All EEs receive \$1,000 one time pay.	All EEs receive 2 hrs. pay for each day of standy-by duty assigned. (EE may elect 2 hrs. of comp. time in lieu of 2 hrs. of pay).	All EEs are paid a min. of 2-4 hrs. of overtime @ time and one-half.
Goleta Water District	All EEs may continue District paid medical EE only coverage.	n/a	All EEs receive \$300 one time payment per certification for higher than one required by class.	All EEs: Week nights, Weekends & Holidays: 2 hrs of pay @1.5 x reg. sal. Plus 1.5 x reg. sal. for each hr actually responding to problems.	n/a
Heritage Ranch Community Services District	Eligibility requirement: 20 yrs. of service with 5 yrs. of service with District. District pays PERS annual premiums.	n/a	A 2% salary range increase is provided when a EE receives a higher TX Operator Cert. than is required for the position.	All EEs receive \$2.00 per hour.	All EEs receive 2 hrs minimum of regular time.
Mission Hills Community Services District	n/a	n/a	All EEs receive \$100 one time pay,	All EEs receive \$10 for weekdays; \$15 for weekends & holidays.	All EEs receive 2 hrs. minimum @ time x 1.5.
Nipomo Community Services District	All EEs; District pays for 100% health insurance premiums for retiree & family (if eligible).	n/a	All EEs receive \$500 one time pay for each cert. obtained above those required for position.	All EE receive \$27 a day (Mon-Fri); on Weekends & Holidays 4 hrs. per day, pay @ time x 1.5.	All EEs receive minimum of 2 hrs. of time x 1.5.
Oceano Community Services District	n/a	All EEs can receive a 7.5 % increase in salary for one year only, upon approval if performance exceeds expectations.	All EEs; The GM may authorize a salary increase of up to 7.5% for those Utility EEs who obtain a higher Certification.	Utilities Crew receives \$180/month for standy-by compensation.	All EEs receive 2 hrs. minimum @ 1.5 x pay.
Ojai Valley Sanitary District	All EEs: District pays full benefits for retirees & spouse.	n/a	Not Cert-Incentive pay; they are moved into the next higher class.	All EEs receive \$1.35 per hour.	All EEs receive 2 hrs minimum @ time x 1.5.

Appendix V
Nipomo Community Services District
 Additional Benefits Information
 November 2006

Agency	Retiree Medical Benefits	Variable Pay	Certification Incentive Pay	Stand-by Pay	Call-Back Pay
San Miguel Community Services District	All EEs receive 100% of PERS retirement cost.	n/a	n/a	All EEs receive \$1.00/hour	All EEs receive overtime (minimum 2 hrs).
Templeton Community Services District	The District covers the retiree only	n/a	n/a	Field personnel are eligible: min. of one hour @ time x 1.5	Field personnel are eligible: min. of one hour @ time x 1.5
Vandenberg Village Community Services District	n/a	Merit pay depends on EE (up to Step 5).	n/a	All EEs receive 1 hr @ reg. pay for weekdays, 2 hrs. @ reg. pay for weekends & holidays. EEs receive 1.5 x sal. for actual time worked (ie:overtime).	Call-back policy is included with Stand-by Pay.

Appendix VI
Nipomo Community Services District
 Legal Counsel Pay Structures
 November 2006

COMPARATOR AGENCY	LEGAL COUNSEL PAY
Cambria Community Services District	District Counsel - In house (on a contract) salary range \$9,167 to \$11,142.
City of Morro Bay	City Attorney - a City Employee compensated at 5% higher than City Department Heads; also receives 100% of employee plus dependent coverage for health, dental, and vision.
City of Pismo Beach	City Attorney - Contracted class, paid a monthly retainer and other expenses.
Goleta Sanitary District	District Counsel - Paid an hourly fee negotiated by the District.
Goleta Water District	District Counsel - Paid a minimum \$4,000 monthly retainer; if the \$4,000 amount is met, the District is billed \$235/hr in units of 0.10 hrs; the District also covers costs and expenses.
Heritage Ranch Community Services District	District Counsel - Paid an hourly fee.
Mission Hills Community Services District	District Counsel - Paid an hourly fee.
Nipomo Community Services District	District Counsel - Paid a retainer and an hourly fee.
Oceano Community Services District	Retainer of \$3,500/month & if hours are under that amount; they get reimbursed, if over they are billed @ an hourly basis.
Ojai Valley Sanitary District	District Counsel - Paid an hourly fee.
San Miguel Community Services District	District Counsel - Paid an hourly fee.
Templeton Community Services District	District Counsel - Paid an hourly fee.
Vandenberg Village Community Services District	District Counsel - Paid an hourly fee; this is a contracted position through the County.