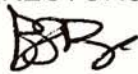


TO: BOARD OF DIRECTORS
FROM: BRUCE BUEL 
DATE: DECEMBER 8, 2006



ACCEPT TOTAL COMPENSATION STUDY, CONSIDER PHASE IN OF
SALARY ADJUSTMENTS, AND APPROVE MONTHLY SALARY SCHEDULE
AND POSITION PLACEMENT

ITEM

Accept Total Compensation Study, consider phase in of salary adjustments and approve monthly salary schedule and position placement.

BACKGROUND

On July 26, 2006, the Board of Directors approved a contract with Koff & Associates to perform a Salary and Benefits Survey. On November 14, 2006, the employees and the Ad Hoc Personnel Committee met and on November 15, 2006, Koff & Associates presented the draft report to the Board of Directors.

Included in Koff & Associates final report is a recommended Monthly Salary Schedule and a Salary Range Placement for each District position. By placing each District position in the proposed Monthly Salary Schedule based on their current step, salary increases are recommended in most cases.

Staff is recommending that the proposed salary increases be phased in (½ on January 6, 2007 and ½ on July 1, 2007, in addition to the normal COLA on July 1). For the District positions with no proposed salary increase, Staff recommends preserving the existing salary and provide for COLA on July 1 each year until such time that the salary schedule is adjusted accordingly.

Staff recommends that the District approve the use of the Consumer Price Index-Urban Wage Earners and Clerical workers (Average of annual increase for the Los Angeles-Riverside-Orange County and San Francisco-Oakland-San Jose) for all future Cost of Living Adjustments (COLA).

No budget adjustments for FY 2006-2007 are required for these recommendations. Staff budgeted for a full-time Projects Manager for the entire FY 2006-2007 and since the Project Manager's position has not been filled since August, this budget item may be used to cover the salary adjustments.

RECOMMENDATION

Staff recommends the following actions:

- Accept Total Compensation Study prepared by Koff & Associates
- Approve the phase in of salary adjustments on January 6, 2007 and July 1, 2007
- Adopt Resolution 2006-XXX (approval of salary schedule, position placement)
- Approve Staff recommendation of preserving the existing salary of Secretary/Clerk and Billing Clerk and provide for COLA adjustments on July 1 of each year until such time that the salary schedule is adjusted accordingly.
- Authorize Staff to advertise for the positions of District Engineer, Utility Foreman and Water Conservation Specialist at the newly approved monthly salary schedule

ATTACHMENT

Total Compensation Study prepared by Koff & Associates
Financial Analysis (4 pages)
Resolution with Exhibit "A" and "B"



FINAL REPORT

**TOTAL COMPENSATION STUDY
FOR THE
NIPOMO COMMUNITY SERVICES DISTRICT**

November 2006

**KOFF & ASSOCIATES, INC.
6400 Hollis Street, Suite 5
Emeryville, CA 94608**

**510.658.KOFF (5633) - Voice
1.800.514.5195 – Toll Free
510.652.KOFF (5633) - Fax**



November 17, 2006

Bruce Buel
Nipomo Community Services District
P.O. Box 326
Nipomo, CA 93444

Dear Mr. Buel:

Koff & Associates, Inc. is pleased to present the final total compensation report for the study of all classifications for the Nipomo Community Services District. This report documents the total compensation study process and provides findings and recommendations.

We would like to thank you and Lisa Bognuda for all the assistance and cooperation, without which this study could not have been brought to its successful completion. We have created a compensation plan that, when finally implemented, will bring the District's compensation program into an externally competitive and internally equitable status.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with your District and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

A handwritten signature in cursive script that reads "Georg S. Krammer". The signature is written in black ink and is positioned above the printed name and title.

Georg S. Krammer
Chief Executive Officer



FINAL REPORT
TOTAL COMPENSATION STUDY
FOR THE
NIPOMO COMMUNITY SERVICES DISTRICT

TABLE OF CONTENTS

	Page
Background.....	1
Study Process.....	2
Market Total Compensation Findings.....	7
Internal Salary Relationships.....	9
Recommendations.....	9
Additional Benefits Information.....	11

Appendix I – Side-by-Side Comparison

Appendix II – Market Base Salary, Benefit and Total Compensation Findings

Appendix III – Proposed Monthly Salary Plan

Appendix IV – Proposed Salary Range Placement

Appendix V – Additional Benefits Information

Appendix VI – Legal Counsel Pay Structures



FINAL REPORT
TOTAL COMPENSATION STUDY
FOR THE
NIPOMO COMMUNITY SERVICES DISTRICT

BACKGROUND

In July of 2006, the Nipomo Community Services District (NCSD) contracted with Koff & Associates, Inc. to conduct a total compensation study for all of the District's classifications. All compensation findings and implementation recommendations are documented in this report.

This compensation review process was precipitated by:

- The concern of management and the Board of Directors that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the District to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of this District; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across all District departments.

Classification, in itself, is a non-quantitative method of job evaluation. In determining the classification plan structure and the proper allocation of each position, factors are considered such as:

- Education and experience requirements;
- Knowledge and skill required to perform the work;
- The scope and complexity of the work;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration and for budget dollars;
- Problem solving/ingenuity;

- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

These factors were used in determining both appropriate external market comparisons and internal compensation relationships as well as providing the basis for the findings and recommendations outlined in this report.

In addition, when considering an appropriate salary range level, there are certain standard human resources practices that are normally applied, as follows:

- A salary within 5% of the average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of work and position requirements. However, a closer standard can be adopted by the District.
- Certain internal percentages are often applied. Those that are the most common are:
 - ❖ The differential between a entry-level and journey-level class in a series (I/II or Trainee/Experienced) is generally 5% to 15%;
 - ❖ A lead or advanced journey-level (III or Senior-level) position is generally placed 5% to 15% above the lower experienced level; and
 - ❖ A full supervisory position is normally placed at least 10% to 20% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.
- Internal relationships were considered utilizing these factors and practices. Consequently, although all currently existing District classes were market surveyed, not enough data was available for two (2) of them in order to draw sound statistical analyses, and for those two classes, certain internal inferences have been considered.

STUDY PROCESS

Benchmarking Classifications

The study included eleven (11) classifications, and all of the 11 classifications were selected to be externally reviewed. They are:

- Assistant Administrator

- Billing Clerk
- District Engineer/Project Manager
- General Manager
- Maintenance Worker
- Secretary/Clerk
- Utility Foreman
- Utility Operator
- Utility Supervisor
- Utility Worker
- Water Conservation/Compliance Specialist

When we contact the comparator agencies to identify possible matches for each of the benchmarked classifications, there is an assumption that we will not be able to find comparators that are 100% equivalent to the classifications at NCSD. Therefore, we do not just go by job titles, which can often be misleading, but we analyze each class description before we consider it as a comparator. Our methodology is to analyze each class description according to the factors listed on pages 1 and 2 and we require that a position's "likeness" be at approximately 70% of the matched position to be included.

It should be noted that there are two (2) classes that are unique to the District and could not be found at most comparator agencies. The District Engineer and the Water Conservation/ Compliance Specialist classifications are unique to the District, which made it difficult to find appropriate matches in other agencies. We assigned matches using the 70% likeness criteria referred to above as best we could.

When we do not find an appropriate match with one class, we often use "brackets" which can be functional or represent a span in scope of responsibility. A functional bracket means that the job of one classification at NCSD is performed by two classifications at a comparator agency. A "bracket" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one position that is "smaller," where NCSD's class falls in the middle.

In all, of the eleven (11) benchmarked classifications identified, we were able to collect sufficient data from the comparator agencies on nine (9) classifications. The two classifications mentioned above, for which not enough matches were found, were internally aligned with other classifications.

Benchmarking Comparator Agencies

The second, most important step in conducting a market salary study is the determination of appropriate agencies for comparison.

In considering the selection of valid agencies for salary comparator purposes, a number of factors were taken into consideration:

- 1. Organizational type and structure** – We generally recommend that agencies of a similar size that provide similar services to that of NCSDD be used as comparators. However, one cannot ignore that some of the larger districts surrounding the District are competing with the District over the labor pool within the geographic vicinity. Therefore, we recommended using some larger agencies as comparators.

Due to NCSDD's unique geographic location and high cost of living, we expanded the scope of the compensation survey to include several agencies from different but similar geographic regions to get a better mix of comparator agencies that may be facing a similar challenge of compensating their workforce in a high cost of living area. Therefore, we included a couple of cities in the study even though cities are much larger, have a different organizational set-up and structure, and provide many more services than a community services district.

When it comes to the more technical types of classes, such as maintenance workers and plant operators, or administrative and accounting classes, the size of an organization is not as critical, as these classes perform fairly similar work due to its technical nature regardless of the size of the organization.

The difference in size of organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility within the community all grow with larger organizations. For example, it may not be appropriate to compare a District Engineer with a staff of just a few employees at a small district with a City Engineer at a large agency in charge of a large department with a large staff and with several supervisors reporting to that position. In this case, we often look to the next lower classification as a compromise.

- 2. Similarity of population, District staff and operational and capital improvement budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of District services. Again, some larger agencies and cities from different geographic regions were recommended as comparators, even though they serve larger populations and have larger budgets.
- 3. Scope of services provided** – Agencies providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the District, i.e., water and wastewater related services.

When it comes to management and executive classifications, the types of services provided by a District become less important, as each agency still needs administrative, financial, and in most cases engineering, operations and maintenance and program-related leadership classifications. At the management level, differences in size and scope of services are more critical when considering comparators, as explained above.

4. **Labor market** – In the reality that is today’s labor market, many agencies are in competition for the same pool of qualified employees. No longer do individuals necessarily live in the communities they serve. As mentioned above, the geographic labor market area, therefore, where NCS D may be recruiting from or losing employees to, was taken into consideration when selecting potential comparator organizations.
5. **Compensation Philosophy** – Does the District regularly conduct a market survey, and, once completed, how is this information applied? Many agencies pay to the average or median, others may pay to a higher percentile. In addition, salary ranges may be set strictly upon market base salary values or may include the total value of salary and benefits when developing a compensation policy.

All of the above elements were considered in selecting the group of comparator agencies. The District agreed on a list of comparator agencies and the following twelve (12) agencies were used as comparators for the purposes of this market study:

- Cambria Community Services District
- City of Morro Bay
- City of Pismo Beach
- Goleta Sanitary District
- Goleta Water District
- Heritage Range Community Services District
- Mission Hills Community Services District
- Oceano Community Services District
- Ojai Valley Sanitary District
- San Miguel Community Services District
- Templeton Community Services District
- Vandenberg Village Community Services District

Benchmarking Benefit Data Collection

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following information was collected for each of the benchmarked classifications:

1. **Monthly Base Salary** – The top of the salary range. This was also factored into the total compensation costs. All figures are presented on a monthly basis.
2. **Employee Retirement** – This includes several figures, 1) the amount of the employee’s State retirement (PERS) contribution that is contributed by the District, 2) the amount of the District’s Social Security contribution and 3) any alternative retirement plan, either private or public where the employee’s contribution is made by the District on behalf of the employee.

In addition to the amount of the employer paid member contribution of PERS, we collected information on the employer paid PERS contribution, which includes any enhanced benefits values.

3. **Insurance** – This is the maximum amount paid by the District for employees and dependents for a cafeteria or flexible benefit plan and/or health, dental, vision, life, long-term and short-term disability and employee assistance insurance.
4. **Leave** – Other than sick leave, which is usage-based, the number of days off for which the District is obligated. All days have been translated into direct salary costs.
 - **Vacation** – The number of vacation days available to all employees after five years of employment.
 - **Holidays** – The number of holidays (including floating) available to employees on an annual basis.
 - **Administrative/Personal Leave** – Administrative leave is normally the number of days available to management to reward for extraordinary effort (in lieu of overtime). Personal leave may be available to other groups of employees to augment vacation or other time off.
5. **Automobile** – This category includes either the provision of an auto allowance or the provision of an auto for personal use. If a car is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450.
6. **Deferred Compensation** – We captured deferred compensation provided to all members of a classification with or without the requirement for an employee to provide a matching or minimum contribution.
7. **Longevity** – This includes any programs that provide all classifications with salary increases or lump-sum bonuses after a certain amount of years of services (usually 10, 15, 20 and/or 25 years). Any such programs were footnoted on the benefits detail data spreadsheets but not included in the dollar amount for total compensation.
8. **Other** – This category includes any additional benefits available to all in the class.

Please note that all of the above benefit elements are entitlements, i.e., they are provided to all members of each comparator class. As such, they represent an on-going cost for which the District must budget. Other benefit costs, such as sick leave, tuition reimbursement and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

In addition to the above list of benefits, the District was also interested in gathering information on the following:

- Retiree Medical Benefits: what type(s) of medical benefits are offered to retirees.
- Variable Pay: what type(s) of variable pay plans, if any, are offered (i.e., performance bonus programs).
- Certification Incentive Pay: pay provided to employees upon completion/receipt of a certification, degree, or other professional enhancements above those that are specified in the job specification.
- Stand-by Pay: policy and benefits for stand-by duty (i.e., number of minimum hours, compensation, etc.)
- Call-back Pay: policy and benefits for call-back duty (i.e., number of minimum hours, compensation, etc.)

Appendix V contains the data we collected regarding the additional benefits listed above.

Data Collection

Data was mostly collected in September and October of 2006 through websites, planned telephone conversations with human resources, accounting and/or finance personnel at each comparator agency, and careful review of agency documentation of classification descriptions, memoranda of understanding, organization charts and other documents.

We believe that the salary data collection step is the most critical for maintaining the overall credibility of any study. We rely very heavily on NCSD's classification descriptions, as they are the foundation for our comparison. Human Resources staff of the comparator agencies were interviewed by telephone, whenever possible, to understand their organizational structure and possible classification matches.

All salary survey and benefit information can be found in Appendix II. For each surveyed class, there are three information pages:

- Market Base (Top Step) Salary Summary Data
- Benefit Detail (Monthly Equivalent Values)
- Monthly Total Compensation Cost Summary Data

Our analysis includes the average (arithmetic mean) and median (mid-point) comparator data for each benchmarked classification (assuming we were able to identify at least four matches).

MARKET TOTAL COMPENSATION FINDINGS

As mentioned above, all of the salary, benefits and total compensation data can be found in Appendix II of this report. The market base and total compensation salary findings for each class surveyed are listed below, using average and median base and average and median total compensation, arranged by average base salary in descending order from the most positive percentile (above market) to the most negative (below market). The

percentile represents the difference between the District's current base salary/total comp for each classification and the median base salary/total comp of the comparator agencies.

Class Title	% Above/Below Average Base Salary	% Above/Below Average Total Compensation	% Above/Below Median Base Salary	% Above/Below Median Total Compensation
Utility Operator	-6.2	0.3	-12.1	-5.4
Billing Clerk	-11.4	-3.0	-10.2	1.3
Secretary / Clerk	-12.0	-2.9	-13.2	1.5
Assistant Administrator	-13.9	-9.7	-3.4	-9.9
General Manager	-13.9	-8.9	-12.0	-16.3
Utility Supervisor	-15.4	-7.8	-10.8	-4.5
Utility Foreman	-15.5	-11.6	-5.9	-6.8
Maintenance Worker	-23.3	-15.4	-24.3	-9.0
Utility Worker	-23.7	-12.1	-19.5	-11.5
District Engineer / Project Manager	Insufficient Data for Analysis			
Water Conservation / Compliance Specialist	Insufficient Data for Analysis			

Although both sets of results are shown (average and median), our firm usually recommends reviewing the median, rather than the average, when evaluating the data. The main reason for this is that the median is the exact midpoint of all the market data we collected, with 50% of market data below and 50% of market data above. We recommend using the median methodology because it is not skewed by extremely high or low salary values (as is the average).

Market *base salary* results show that out of eleven (11) benchmarked classifications, eight (8) are paid below the market median by 5% or more, while one (1) is paid within 5% of the market median. As mentioned earlier in this report, we consider a classification falling within 5% of the median to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of work and position requirements. However, a closer standard can be adopted by the District if desired. There was an insufficient amount of matches to conduct statistical analyses for two (2) of the classifications.

Market *total compensation* results show that six (6) of the benchmarked classifications are 5% or more below the market, while three (3) of the classifications fall within 5% of the market median, with two (2) falling above market and one (1) classification below market.

Overall, these differences between market base salaries and total compensation indicate that NCSD's benefit package, in terms of cost, is richer than that of the market. For example, further analysis indicates that, on average, classifications are 12.4% below the market median for base salaries, while that number changes to 6.7% below market when

we look at total compensation. Part of the difference between base salaries and total compensation is due to NCSD's higher employer's rate for PERS (20.791%), whereas the average of the comparators' employer's rates is 15.5% (ranging from 7.312% to 23.368%). NCSD's cost for the employer's PERS rate is, in part, balanced out by six (6) of the comparator agencies contributing to social security, with Templeton CSD even covering the employee's portion. In addition, on average, NCSD offers a greater insurance package than do most of the comparator agencies.

Therefore, we propose making salary recommendations based on total compensation because the District's benefits package seems to be greater than that of the market.

INTERNAL SALARY RELATIONSHIPS

For all classifications where we didn't find sufficient data in the outside market, internal alignments with other classifications will need to be considered, either within the same class series or those classifications that have similar scope of work, level of responsibility and "worth" to the District. These internal relationships need to be analyzed carefully, using the factors described on pages one and two of this report. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for District management to carefully review internal relationships and determine if they are still appropriate given the current market data.

The District may want to make other internal equity adjustments as it implements a compensation strategy. This market survey is only a tool to be used by the District to determine market indexing and salary determination. Detailed information regarding each class' current salary and the percentage difference to the market median is found in Appendix I of this report.

RECOMMENDATIONS

While the District may be interested in bringing all salaries to the market total compensation median, in some cases this goal may not be reached with a single adjustment. Normally, if funds are limited and the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost of living increase). If a class falls within five percent of the market median, it would be logical to make no equity adjustment in the first round of changes, whereas if a class is more than five percent below the market median, a higher percentage change may be initially warranted to begin minimizing the disparity.

The following are tools we recommend for the District's compensation policies, based upon our experience and the findings outlined in the Appendices.

- **Establish internal relationships and one consistent salary schedule.** From the information that we have currently, the District currently has a salary schedule consisting of specific five-step ranges for each classification, with 5% within each range. This format is one that is normally used in many special districts, and constitutes best HR practices. In addition to the five steps, NCS D also has two additional longevity steps, at 2.5% each for 15 and 20 years of services to the District.

We are recommending that the District continue to use this format, however, move to a more detailed salary schedule that has 68 salary ranges, each 2.5% apart from the next higher step, and each range having five (5) steps which are each 5% apart from the next (i.e., a 21.5% difference between step 1 and step 5). We have also included the two additional longevity steps in the updated salary schedule.

In addition, we recommend that the District review the current internal relationships between organizational levels and move to a more standard structure as outlined on Page 2 of this document. A detailed salary schedule allows for ease of administration and an enhanced capability to analyze internal relationships. Appendix III contains the recommended salary schedule.

- **Develop recommendations for salary ranges that are financially sound, place classes closest to the market median, and are internally consistent among class levels.** Appendix IV lists comparisons between each class' current salary and a recommendation of where the salary should be according to the market median. We made the following calculation: we used the percentage differences between the market total compensation median findings and the District's current total compensation figures; multiplied the District's current salaries with those percentages for each surveyed classification; and placed the resulting dollar values into the proposed monthly salary schedule, at the salary range closest to the resulting numbers.
- **Options of how to address classifications that are currently paid above the market median.** Depending upon the District's compensation philosophy and how that affects each classification's salary, the District has the option of Y-rating those employees who are at a salary above their corresponding market value until the market numbers "catch up" with their current salary. This will result in no immediate loss of income, but will delay any future increases until the incumbent's salary is within the salary range.

Another option the District has is to "grandfather" in current salary ranges for those classifications that have current incumbents who are paid above market at this time. In other words, incumbents who are in a classification currently paid above market would not receive a salary decrease nor would their salaries be "frozen." They would continue receiving annual COLA increases with everyone

else. If a class has only one incumbent, the salary range would be adjusted once the incumbent leaves the District or retires. For those classifications that have multiple incumbents, the District may not be able to wait until all incumbents discontinue employment. Therefore, a new salary range would be created for any new-hires into the particular classification. The new salary range would be adjusted according to the market and any new-hires would be paid at the appropriate market rate. Eventually, once all “grandfathered-in” incumbents leave the District, the old salary range would be eliminated completely.

ADDITIONAL BENEFITS INFORMATION

The District also asked us to collect additional information from comparator agencies regarding retiree medical benefits, variable pay, certification incentive pay, stand-by pay, and call-back pay benefits.

Results of our finding can be found in Appendix V of this report.

Retiree Medical Benefits

NCSD asked Koff & Associates to research the types of retiree medical benefits offered at the comparator agencies. Here is a brief summary of our findings:

- Three (3) of the comparators did not offer retiree medical benefits.
- Four (4) of the comparators offer employees the choice to continue agency-paid medical coverage for the employee only.
- Two (2) of the comparators offer 100% coverage for the retiree plus the spouse, and one of those agencies pays for the retiree’s Medicare supplement.
- One (1) of the comparators offers retiree medical benefits for the retiree and his/her family.
- One (1) of the comparators contributes \$16.26 per month for the PERS retirement medical benefits and employees may chose to receive these benefits upon retirement at current cost.
- One (1) of the comparators pays 30% of premiums for retiree medical benefits.

From the information provided, NCSD currently pays 100% of health insurance premiums for employee and family (if eligible).

Variable Pay

NCSD asked Koff & Associates to research the variable pay policies of the comparator agencies. Here is a brief summary of our findings:

- Three (3) of the twelve (12) comparator agencies offer variable pay plans. One of them has a five-step performance policy whereby the employee must

meet or exceed standards to move up to the next step. Another of these three agencies has a policy where an employee can receive up to a 7.5% increase in salary upon exceeding performance expectations and approval, for one year only. The third agency has a merit system that varies with each employee's performance.

NCSD does not currently have a variable pay plan in effect.

Certification Incentive Pay

NCSD asked Koff & Associates to research the certification incentive pay policies of the comparator agencies. Here is a brief summary of our findings:

- Eight (8) of the twelve (12) comparator agencies offer certification incentives for approved certifications above those that are specified in the job specification.
- One (1) of the comparator agencies moves employees who obtain a certification above that which is required into the next higher classification.

NCSD currently offers a \$500 one-time payment for each certification obtained above those specified in the job specification.

Stand-by Pay

NCSD asked Koff & Associates to research the stand-by pay policies of the comparator agencies. Here is a brief summary of our findings:

- All of the comparator agencies that participated in the study have a stand-by pay policy in effect.

NCSD has a stand-by pay policy in effect where employees on stand-by receive \$27 per day (Monday thru Friday), and during weekends or holidays, employees have a minimum of four hours per day and are compensated at time and a half.

Call-back Pay

NCSD asked Koff & Associates to research the call-back pay policies of the comparator agencies. Here is a brief summary of our findings:

- Eleven (11) of the twelve (12) participating agencies have a call-back pay policy in effect.

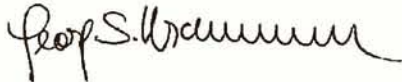
NCSD currently offers employees who are called back compensation of time and a half and a minimum of two hours.

We wish to reiterate our recommendation that this report and our findings are meant to be a tool for the District to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff. However, financial realities and District expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data represents a market survey that will give the District an instrument to make future compensation decisions.

It has been a pleasure working with NCSD on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully Submitted,

Koff & Associates, Inc.

A handwritten signature in black ink, appearing to read "Georg S. Krammer". The signature is fluid and cursive, with the first name "Georg" written in a larger, more prominent script than the last name "Krammer".

Georg S. Krammer
Chief Executive Office

Appendix I
Side-by-Side Comparison

Appendix I
Nipomo Community Services District
Side-By-Side Comparison
November 2006

Classification	Top Monthly Salary Data					Total Monthly Compensation Data				
	Nipomo CSD Top Monthly Salary	Average	% above or below	Median	% above or below	Nipomo CSD Total Monthly Compensation	Average	% above or below	Median	% above or below
Assistant Administrator	\$5,112	\$5,824	-13.9%	\$5,285	-3.4%	\$8,297	\$9,098	-9.7%	\$9,117	-9.9%
Billing Clerk	\$3,164	\$3,524	-11.4%	\$3,486	-10.2%	\$5,488	\$5,653	-3.0%	\$5,414	1.3%
District Engineer / Project Manager	\$7,000	Insufficient Data for Analysis				\$10,961	Insufficient Data for Analysis			
General Manager	\$8,333	\$9,493	-13.9%	\$9,333	-12.0%	\$13,143	\$14,316	-8.9%	\$15,288	-16.3%
Maintenance Worker	\$2,702	\$3,330	-23.3%	\$3,359	-24.3%	\$4,845	\$5,592	-15.4%	\$5,280	-9.0%
Secretary / Clerk	\$3,425	\$3,837	-12.0%	\$3,876	-13.2%	\$5,851	\$6,023	-2.9%	\$5,766	1.5%
Utility Foreman	\$4,316	\$4,983	-15.5%	\$4,569	-5.9%	\$7,091	\$7,914	-11.6%	\$7,573	-6.8%
Utility Operator	\$3,733	\$3,964	-6.2%	\$4,183	-12.1%	\$6,280	\$6,260	0.3%	\$6,621	-5.4%
Utility Supervisor	\$5,082	\$5,863	-15.4%	\$5,630	-10.8%	\$8,157	\$8,797	-7.8%	\$8,525	-4.5%
Utility Worker	\$2,844	\$3,519	-23.7%	\$3,399	-19.5%	\$5,043	\$5,654	-12.1%	\$5,623	-11.5%
Water Conservation / Compliance Specialist	\$3,424	Insufficient Data for Analysis				\$5,850	Insufficient Data for Analysis			
		AVG:	-15.0%	AVG:	-12.4%		AVG:	-7.9%	AVG:	-6.7%

Appendix I
Nipomo Community Services District
Side-By-Side Comparison
November 2006

Classification	Top Monthly Salary Data					Total Monthly Compensation Data				
	Nipomo CSD Top Monthly Salary	Average	% above or below	Median	% above or below	Nipomo CSD Total Monthly Compensation	Average	% above or below	Median	% above or below
General Manager	\$8,333	\$9,493	-13.9%	\$9,333	-12.0%	\$13,143	\$14,316	-8.9%	\$15,288	-16.3%
District Engineer / Project Manager	\$7,000	Insufficient Data for Analysis				\$10,961	Insufficient Data for Analysis			
Assistant Administrator	\$5,112	\$5,824	-13.9%	\$5,285	-3.4%	\$8,297	\$9,098	-9.7%	\$9,117	-9.9%
Utility Supervisor	\$5,082	\$5,863	-15.4%	\$5,630	-10.8%	\$8,157	\$8,797	-7.8%	\$8,525	-4.5%
Utility Foreman	\$4,316	\$4,983	-15.5%	\$4,569	-5.9%	\$7,091	\$7,914	-11.6%	\$7,573	-6.8%
Utility Operator	\$3,733	\$3,964	-6.2%	\$4,183	-12.1%	\$6,280	\$6,260	0.3%	\$6,621	-5.4%
Secretary / Clerk	\$3,425	\$3,837	-12.0%	\$3,876	-13.2%	\$5,851	\$6,023	-2.9%	\$5,766	1.5%
Water Conservation / Compliance Specialist	\$3,424	Insufficient Data for Analysis				\$5,850	Insufficient Data for Analysis			
Billing Clerk	\$3,164	\$3,524	-11.4%	\$3,486	-10.2%	\$5,488	\$5,653	-3.0%	\$5,414	1.3%
Utility Worker	\$2,844	\$3,519	-23.7%	\$3,399	-19.5%	\$5,043	\$5,654	-12.1%	\$5,623	-11.5%
Maintenance Worker	\$2,702	\$3,330	-23.3%	\$3,359	-24.3%	\$4,845	\$5,592	-15.4%	\$5,280	-9.0%
		AVG:	-15.0%	AVG:	-12.4%		AVG:	-7.9%	AVG:	-6.7%

Appendix I
Nipomo Community Services District
Side-By-Side Comparison
November 2006

Classification	Top Monthly Salary Data					Total Monthly Compensation Data				
	Nipomo CSD Top Monthly Salary	Average	% above or below	Median	% above or below	Nipomo CSD Total Monthly Compensation	Average	% above or below	Median	% above or below
General Manager	\$8,333	\$9,493	-13.9%	\$9,333	-12.0%	\$13,143	\$14,316	-8.9%	\$15,288	-16.3%
Utility Supervisor	\$5,082	\$5,863	-15.4%	\$5,630	-10.8%	\$8,157	\$8,797	-7.8%	\$8,525	-4.5%
Assistant Administrator	\$5,112	\$5,824	-13.9%	\$5,285	-3.4%	\$8,297	\$9,098	-9.7%	\$9,117	-9.9%
Utility Foreman	\$4,316	\$4,983	-15.5%	\$4,569	-5.9%	\$7,091	\$7,914	-11.6%	\$7,573	-6.8%
Utility Operator	\$3,733	\$3,964	-6.2%	\$4,183	-12.1%	\$6,280	\$6,260	0.3%	\$6,621	-5.4%
Secretary / Clerk	\$3,425	\$3,837	-12.0%	\$3,876	-13.2%	\$5,851	\$6,023	-2.9%	\$5,766	1.5%
Billing Clerk	\$3,164	\$3,524	-11.4%	\$3,486	-10.2%	\$5,488	\$5,653	-3.0%	\$5,414	1.3%
Utility Worker	\$2,844	\$3,519	-23.7%	\$3,399	-19.5%	\$5,043	\$5,654	-12.1%	\$5,623	-11.5%
Maintenance Worker	\$2,702	\$3,330	-23.3%	\$3,359	-24.3%	\$4,845	\$5,592	-15.4%	\$5,280	-9.0%
District Engineer / Project Manager	\$7,000	Insufficient Data for Analysis				\$10,961	Insufficient Data for Analysis			
Water Conservation / Compliance Specialist	\$3,424	Insufficient Data for Analysis				\$5,850	Insufficient Data for Analysis			
		AVG:	-15.0%	AVG:	-12.4%		AVG:	-7.9%	AVG:	-6.7%

Appendix II

**Market Base Salary and Total
Compensation Findings**

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

ASSISTANT ADMINISTRATOR					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Cambria Community Services District	Finance Manager	\$7,090	07/01/06	01/01/07
2	Goleta Sanitary District	Office Manager ¹	\$6,918	07/01/06	Unknown
3	Templeton Community Services District	Recreation and Administrative Supervisor	\$5,285	07/01/06	07/01/07
4	Vandenberg Village Community Services District	Finance Administrator	\$5,148	07/01/06	07/01/07
5	Nipomo Community Services District	Assistant Administrator	\$5,112	07/01/06	07/01/07
6	Mission Hills Community Services District ^a	Accountant ²	\$4,679	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			\$5,824		
% Nipomo Community Services District Above/Below			-13.9%		
Median of Comparators			\$5,285		
% Nipomo Community Services District Above/Below			-3.4%		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

1 Responsibilities also include the Human Resources Officer duties; no notary public required.

2 Responsible for the District's accounting and finance functions; Requires two-years of college and two years of experience.

a. Mission Hills CSD's salaries are spiked; salary is shown net the Social Security contribution of 6.2%.

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

BILLING CLERK					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Accounting Secretary ⁴	\$4,235	07/01/06	Unknown
2	Ojai Valley Sanitary District	Customer Service Representative	\$4,216	07/01/06	07/01/07
3	Goleta Water District	Account Clerk II / Customer Service Representative II ¹	\$4,000	07/01/06	01/01/07
4	Oceano Community Services District	Secretary/Bookkeeper	\$3,885	07/01/06	07/01/07
5	Cambria Community Services District	Administrative Technician II	\$3,518	07/01/06	01/01/07
6	Heritage Ranch Community Services District	Office Assistant	\$3,487	07/01/06	07/01/07
7	Mission Hills Community Services District ^a	Customer Service Representative II	\$3,485	07/01/06	07/01/07
8	Vandenberg Village Community Services District	Customer Service Representative	\$3,484	07/01/06	07/01/07
9	City of Pismo Beach	Accounting Clerk ²	\$3,443	07/01/06	07/01/07
10	Nipomo Community Services District	Billing Clerk	\$3,164	07/01/06	07/01/07
11	City of Morro Bay	Account Clerk I ³	\$2,921	07/01/05	Unknown
12	Templeton Community Services District	Office Assistant II	\$2,834	07/01/06	07/01/07
13	San Miguel Community Services District	Billing Administrative Assistant	\$2,773	07/01/06	07/01/07
Average of Comparators			\$3,524		
% Nipomo Community Services District Above/Below			-11.4%		
Median of Comparators			\$3,486		
% Nipomo Community Services District Above/Below			-10.2%		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

1 Nipomo's Class is bracketed by two comparators; the average salary of the two bracketed classes is shown.

2 Also responsible for payroll & business licensing (in addition to utility billing).

3 Requires 1 year of experience.

4 This class performs accounting & billing duties as well as other District Administrative duties.

a. Mission Hills CSD's salaries are spiked; salary is shown net the Social Security contribution of 6.2%.

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

DISTRICT ENGINEER / PROJECT MANAGER					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Cambria Community Services District	District Engineer	\$8,610	07/01/06	01/01/07
2	Nipomo Community Services District	District Engineer / Project Manager	\$7,000	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 IIa
Nipomo Community Services District
Top Monthly Salary Data
November 2006**

GENERAL MANAGER					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Goleta Sanitary District	General Manager	\$14,423	07/01/06	Unknown
2	Goleta Water District	General Manager & Chief Engineer	\$12,810	07/01/06	01/01/07
3	Ojai Valley Sanitary District	General Manager	\$10,628	07/01/06	07/01/07
4	City of Pismo Beach	Public Works Director / City Engineer ¹	\$10,205	07/01/06	07/01/07
5	Cambria Community Services District	General Manager	\$10,129	07/01/06	01/01/07
6	Templeton Community Services District	General Manager	\$9,333	07/01/06	07/01/07
7	Mission Hills Community Services District ^a	General Manager	\$8,920	07/01/06	07/01/07
8	Nipomo Community Services District	General Manager	\$8,333	07/01/06	07/01/07
9	Vandenberg Village Community Services District	District General Manager	\$8,167	07/01/06	07/01/07
10	Heritage Ranch Community Services District	General Manager	\$7,667	07/01/06	07/01/07
11	Oceano Community Services District	General Manager	\$7,140	07/01/06	07/01/07
12	San Miguel Community Services District	General Manager	\$5,000	07/01/06	07/01/07
	City of Morro Bay	N/C			
Average of Comparators			\$9,493		
% Nipomo Community Services District Above/Below			-13.9%		
Median of Comparators			\$9,333		
% Nipomo Community Services District Above/Below			-12.0%		
NOTE: All calculations exclude Nipomo Community Services District					

N/C - Non Comparator

1 This is a combined class of PW Director & City Engineer; responsibilities include water, WW, streets, storm drains, park, building, etc..

a. Mission Hills CSD's salaries are spiked; salary is shown net the Social Security contribution of 6.2%.

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

MAINTENANCE WORKER					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Goleta Water District	General Service Worker / Meter Specialist I ¹	\$4,000	07/01/06	01/01/07
2	Vandenberg Village Community Services District	Service Person I ⁴	\$3,842	07/01/06	07/01/07
3	Goleta Sanitary District	Maintenance Worker	\$3,455	07/01/06	Unknown
4	City of Pismo Beach	Maintenance Worker I	\$3,359	07/01/06	07/01/07
5	City of Morro Bay	Maintenance Worker II - Water ²	\$3,281	07/01/05	Unknown
6	Heritage Ranch Community Services District	Maintenance Worker II ³	\$2,754	07/01/06	07/01/07
7	Nipomo Community Services District	Maintenance Worker	\$2,702	07/01/06	07/01/07
8	Templeton Community Services District	Maintenance Worker	\$2,621	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			\$3,330		
% Nipomo Community Services District Above/Below			-23.3%		
Median of Comparators			\$3,359		
% Nipomo Community Services District Above/Below			-24.3%		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

1 Nipomo's Class is bracketed by two comparators; the average salary of the two bracketed classes is shown.

2 Also responsible for repairs, minor construction & installation.

3 Requires a Class B Drivers License.

4 Also responsible for maintenance & repair work in Water Distribution & Wastewater Collection.

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

SECRETARY / CLERK					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	City of Pismo Beach	Executive Assistant / Deputy City Clerk	\$4,987	07/01/06	07/01/07
2	Mission Hills Community Services District ^a	Administrative Assistant ⁴	\$4,585	07/01/06	07/01/07
3	Goleta Sanitary District	Accounting Secretary ⁶	\$4,235	07/01/06	Unknown
4	Cambria Community Services District	Executive Assistant /District Clerk	\$3,911	07/01/06	01/01/07
5	Vandenberg Village Community Services District	Administrative & Accounting Assistant ¹	\$3,842	07/01/06	07/01/07
6	Oceano Community Services District	Secretary/Clerk / Administrative Assistant ²	\$3,803	07/01/06	07/01/07
7	Nipomo Community Services District	Secretary/Clerk	\$3,425	07/01/06	07/01/07
8	San Miguel Community Services District	Accounting Administrative Assistant ³	\$2,773	07/01/06	07/01/07
9	Templeton Community Services District	Clerk - PT ⁵	\$2,558	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			\$3,837		
% Nipomo Community Services District Above/Below			-12.0%		
Median of Comparators			\$3,876		
% Nipomo Community Services District Above/Below			-13.2%		
NOTE: All calculations exclude Nipomo Community Services District					

N/C - Non Comparator

1 Also assists the Finance Administrator with accounting tasks.

2 Nipomo's Class is bracketed by two comparators; the average salary of the two bracketed classes is shown.

3 Acts as Deputy Secretary to the Board & Secretary to the District; requires 2 years of experience.

4 Requires completion of two years of college or an Associate's degree and two years of experience.

5 This is a part-time classification (\$14.76/hour); the salary shown was converted to reflect a full-time equivalent.

6 This class performs accounting & billing duties as well as other District Administrative duties.

a. Mission Hills CSD's salaries are spiked; salary is shown net the Social Security contribution of 6.2%.

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

UTILITY FOREMAN					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Senior Wastewater Treatment Plant Operator ⁵	\$6,839	07/01/06	Unknown
2	Goleta Water District	Chief Water TX Operator / Chief Distribution System Operator ^{1,2}	\$6,556	07/01/06	01/01/07
3	Ojai Valley Sanitary District	Treatment Plant Operator III / Collection System Operator III ^{1,4}	\$5,233	07/01/06	07/01/07
4	Heritage Ranch Community Services District	Treatment Operator III ³	\$4,756	07/01/06	07/01/07
5	Templeton Community Services District	Utility Worker - Lead	\$4,382	07/01/06	07/01/07
6	San Miguel Community Services District	Utility Services Operator ⁶	\$4,333	07/01/06	07/01/07
7	Nipomo Community Services District	Utility Foreman	\$4,316	07/01/06	07/01/07
8	Cambria Community Services District	Sr. Water Treatment Operator / Sr. Wastewater Operator ¹	\$4,305	07/01/06	01/01/07
9	Oceano Community Services District	Utility Systems Lead Person ⁷	\$3,460	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			\$4,983		
% Nipomo Community Services District Above/Below			-15.5%		
Median of Comparators			\$4,569		
% Nipomo Community Services District Above/Below			-5.9%		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

1 Nipomo's Class is bracketed by two comparators; the average salary of the two bracketed classes is shown.

2 Requires T5 & D5 Certifications within 3 yrs. of hire, respectively.

3 Requires a Grade 3 Water Treatment Operator Certificate & a Grade 2 Distribution Certificate.

4 Wastewater Treatment Plant Operations & Collection only; requires the possession of or ability to obtain a Grade III Wastewater Treatment Plant Operator Certificate within 1 year.

5 Requires a Grade IV Wastewater Treatment Plant Operator Certificate.

6 Requires a D2 Certificate & a Grade 1 Wastewater Treatment Plant Operator Certificate.

7 Requires Water Treatment Certificate Grade 2 & a Water Distribution Certificate Grade 2.

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

UTILITY OPERATOR			Top Monthly Salary	Effective Date	Next Salary Increase
Rank	Comparator Agency	Class Title			
1	Ojai Valley Sanitary District	Treatment Plant Operator II / Collection System Operator II ^{1,7}	\$4,656	07/01/06	07/01/07
2	Goleta Water District	Distribution System Operator I / Water Treatment Operator I ^{1,4}	\$4,639	07/01/06	01/01/07
3	Goleta Sanitary District	Wastewater Treatment Plant Operator I	\$4,620	07/01/06	Unknown
4	Vandenberg Village Community Services District	Service Person II ⁶	\$4,447	07/01/06	07/01/07
5	Heritage Ranch Community Services District	Treatment Operator II ⁵	\$4,264	07/01/06	07/01/07
6	City of Pismo Beach	Wastewater Plant Operator II / Maintenance/Worker II ^{1,2}	\$4,196	07/01/06	07/01/07
7	Mission Hills Community Services District ^a	Operator II ⁸	\$4,171	07/01/06	07/01/07
8	Cambria Community Services District	Water Treatment Operator II / Wastewater Operator II ¹	\$3,854	07/01/06	01/01/07
9	Nipomo Community Services District	Utility Operator	\$3,733	07/01/06	07/01/07
10	Templeton Community Services District	Utility Worker II	\$3,732	07/01/06	07/01/07
11	City of Morro Bay	WW Treatment Plant Operator II / Maintenance Worker II ^{1,3}	\$3,595	07/01/05	Unknown
12	Oceano Community Services District	Utility Systems Operator	\$2,965	07/01/06	07/01/07
13	San Miguel Community Services District	Utility Services Worker	\$2,427	07/01/06	07/01/07
Average of Comparators			\$3,964		
% Nipomo Community Services District Above/Below			-6.2%		
Median of Comparators			\$4,183		
% Nipomo Community Services District Above/Below			-12.1%		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

1 Nipomo's Class is bracketed by two comparators; the average salary of the two bracketed classes is shown.

2 Wastewater Plant Operator II must possess a Grade II Wastewater Treatment Plant Operator Certificate.

3 The Wastewater Treatment Plant Operator II does not do collection & requires a Grade II Wastewater Treatment Plant Operator Cert.; the Maintenance worker II must obtain a Grade I Water Treatment Cert. within 6 mos.

4 The Water Treatment Operator I requires a Grade T1 Water Treatment Operator Certificate.

5 Requires T2 & Wastewater I or a T2 & D1 Certification.

6 Requires Grade 2 Water Treatment Plant Operator Certificate; Grade 1 Wastewater Collection System Certificate.

7 Wastewater Treatment Operations & Collection only; requires the possession, or ability to obtain a Grade II Wastewater Treatment Plant Operation Certification within one year of employment.

8 Requires either a Grade II Water Treatment Operator's Certificate or a Grade I Wastewater Treatment Plant Operator's Certificate.

a. Mission Hills CSD's salaries are spiked; salary is shown net the Social Security contribution of 6.2%.

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

UTILITY SUPERVISOR					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Mission Hills Community Services District ^a	Operations Supervisor ⁷	\$6,831	07/01/06	07/01/07
2	Ojai Valley Sanitary District	Treatment Plant Supv. Operator / Collection System Supv. Opr. ^{1,5}	\$6,779	07/01/06	07/01/07
3	Goleta Sanitary District	Collection Maintenance Supervisor	\$6,616	07/01/06	Unknown
4	Vandenberg Village Community Services District	Operations & Maintenance Manager ⁴	\$5,960	07/01/06	07/01/07
5	Heritage Ranch Community Services District	Operations Supervisor ³	\$5,630	07/01/06	07/01/07
6	City of Pismo Beach	Water System Supervisor / Waste Water System Supv. ¹	\$5,511	07/01/06	07/01/07
7	Templeton Community Services District	Utilities Supervisor	\$5,285	07/01/06	07/01/07
8	City of Morro Bay	WW Treatment Plant Supv. / Public Svcs. Maint. Superintendent ^{1,2}	\$5,134	07/01/05	Unknown
9	Nipomo Community Services District	Utility Supervisor	\$5,082	07/01/06	07/01/07
10	Oceano Community Services District	Utility Operations Supervisor ⁶	\$5,026	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			\$5,863		
% Nipomo Community Services District Above/Below			-15.4%		
Median of Comparators			\$5,630		
% Nipomo Community Services District Above/Below			-10.8%		
NOTE: All calculations exclude Nipomo Community Services District					

N/C - Non Comparator

1 Nipomo's Class is bracketed by two comparators; the average salary of the two bracketed classes is shown.

2 Wastewater Treatment Plant Supervisor requires a Grade III Wastewater Treatment Plant Operators Certificate.

3 Requires a Grade 3 Treatment Certificate & a Grade 2 Distribution Certification.

4 Requires Grade 3 Water Treatment Plant Operator Certificate, D3; Grade 2 Wastewater Collection System Certificate. No supervisor-level at the District.

5 Wastewater Treatment Operations & Collection only; requires the possession or ability to obtain a Grade III Wastewater Treatment Plant Operator Certificate within 1 year of employment & equivalent to an Associates degree.

6 Requires a Grade III Water Treatment Operator Certificate; Wastewater Treatment Plant Operator (III) Certificate is desired.

7 Requires a Grade III Water Treatment Plant Operator Certificate.

a. Mission Hills CSD's salaries are spiked; salary is shown net the Social Security contribution of 6.2%.

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

UTILITY WORKER					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Ojai Valley Sanitary District	Treatment Plant Operator I / Collection System Operator I ^{1,5}	\$4,236	07/01/06	07/01/07
2	Vandenberg Village Community Services District	Service Person I	\$3,842	07/01/06	07/01/07
3	Cambria Community Services District	Water Treatment Operator I / Wastewater Operator I ¹	\$3,451	07/01/06	01/01/07
4	City of Pismo Beach	Wastewater Plant Operator I / Maintenance Worker I ^{1,2}	\$3,444	07/01/06	07/01/07
5	Heritage Ranch Community Services District	Operator in Training ⁴	\$3,354	07/01/06	07/01/07
6	Mission Hills Community Services District ^a	Operator in Training ⁶	\$3,284	07/01/06	07/01/07
7	City of Morro Bay	WW Treatment Plant Operator in Training ³	\$3,281	07/01/05	Unknown
8	Goleta Sanitary District	Wastewater Treatment Plant Operator in Training	\$3,262	07/01/06	Unknown
9	Nipomo Community Services District	Utility Worker	\$2,844	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			\$3,519		
% Nipomo Community Services District Above/Below			-23.7%		
Median of Comparators			\$3,399		
% Nipomo Community Services District Above/Below			-19.5%		
NOTE: All calculations exclude Nipomo Community Services District					

N/C - Non Comparator

1 Nipomo's Class is bracketed by two comparators; the average salary of the two bracketed classes is shown.

2 Does not require a Class B Drivers License; must obtain a valid Class A Drivers License within 1 yr. probationary period.

3 Responsibilities only include operating & maintaining facilities of a Wastewater Treatment Plant.

4 Requires a OIT Certification for Wastewater Treatment.

5 Wastewater Treatment Operations & Collection only; requires possession or ability to obtain a Grade I Wastewater Treatment Plant Operator Certificate within 1 year of employment.

6 Requires a Wastewater Treatment Plant Operator-In-Training Grade I Certificate within three months, and a Water Treatment Plant Operator Certificate Grade I within 18 months.

a. Mission Hills CSD's salaries are spiked; salary is shown net the Social Security contribution of 6.2%.

**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 IIb
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 ⁶		\$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 IIb
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	\$788	\$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						\$804	\$444
Dental ⁸	\$134	\$116			\$119	\$109	\$930	\$382				\$167	\$67
Vision ^{3,4,11,12}	\$18					\$21	\$83	\$27		\$28			\$17
Life				\$11	\$29	\$12		\$22		\$19			\$17
LTD					\$5	\$15		\$13		\$29			\$72
STD and/or SDI					\$1			\$4		\$22			
EAP				\$4		\$1				\$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	Ojal 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.

**Appendix IIb
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	Ojal 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		\$487				\$1,157	
Other													
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				\$4			\$1			\$5			
Other ²	\$3												
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.

- 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 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 IIb
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. Svc. 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					\$2,621	\$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

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to call 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 Templeton CSD's dental coverage includes vision, EAP, and any other medical expenses.

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	Ojal 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 ¹				\$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													
Other ⁵		\$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

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 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.

**Appendix IIb
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	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Utility Foreman	Sr. Water Treat. Oper / Sr. WWT Operator	N/C	N/C	Sr. WWT 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 ⁵				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

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

**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	WWTP0 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	\$268		\$275				\$463	
Other													
Insurance													
Cafeteria ⁷			\$821	\$750					\$665	\$1,102	\$500		
Health ⁸	\$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	\$31	\$14		\$26		\$19			\$17
LTD					\$5	\$18		\$16		\$32			\$72
STD and/or SDI					\$1			\$5		\$24			
EAP						\$1				\$5			
Other ²	\$3												
Leave													
Vacation ⁹	\$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 ²				Yes ³							
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 IIb
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	\$6,831	\$5,026	\$8,779		\$5,285	\$5,900
Employee Retirement PERS													
ER-Paid EE Contribution	\$407		\$359	\$317	\$463		\$450		\$413	\$475		\$423	\$477
Employer Contribution	\$1,057		\$898	\$644	\$771		\$952		\$571	\$698		\$1,235	\$854
Social Security				\$342	\$410							\$855	
Other								\$450					
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		\$46			\$72
STD and/or SDI					\$1			\$9		\$35			
EAP				\$4						\$5			
Other ²	\$3												
Leave													
Vacation	\$293		\$237	\$318	\$382		\$325	\$335	\$193	\$417		\$305	\$344
Holidays	\$235		\$257	\$275	\$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 call 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								
Other								\$216					
Insurance													
Cafeteria			\$821	\$750						\$1,102			
Health	\$930	\$950			\$1,791		\$930	\$382					\$444
Dental ⁵	\$134	\$116			\$119		\$83	\$27					\$67
Vision ^{3,4,8}	\$18									\$28			\$17
Life				\$11	\$22			\$21		\$19			\$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 IIc
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 IIc
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 IIc
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
Proposed Monthly Salary Plan

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
Proposed Salary Range Placement

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

Appendix V

Additional Benefits Information

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
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 standby-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 standby-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
Legal Counsel Pay Structures

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 - \$750 monthly retainer (including prep time and attendance at two regular monthly meetings) & \$140 per hour for any other time.
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.

**NIPOMO COMMUNITY SERVICES DISTRICT
PROPOSED MONTHLY SALARY ADJUSTMENTS
KOFF & ASSOCIATES, INC. TOTAL COMPENSATION STUDY**

	PROPOSED SALARY RANGE #	CURRENT STEP	CURRENT MONTHLY SALARY	PROPOSED MONTHLY SALARY	PROPOSED MONTHLY SALARY DIFFERENCE	PROPOSED ANNUAL SALARY DIFFERENCE
OFFICE STAFF						
General Manager (1)	66	By Contract	\$8,333	\$9,167	\$834	\$10,008
District Engineer	58	(2)	\$7,000	\$6,500	-\$500	-\$6,000
Assistant Administrator	44	Step 5	\$5,112	\$5,615	\$503	\$6,036
Secretary/Clerk	23	20 year longevity	\$3,599	\$3,599	\$0	\$0
Billing Clerk	20	15 year longevity	\$3,243	\$3,243	\$0	\$0
Water Conservation/Compliance Specialist	28	Step 1	\$2,817	\$3,127	\$310	\$3,720
		Subtotal	\$30,104	\$31,251	\$1,147	\$13,764
FIELD STAFF						
Utility Supervisor	42	Step 5	\$5,082	\$5,348	\$266	\$3,192
Utility Foreman	36	15 year longevity	\$4,424	\$4,735	\$311	\$3,732
Utility Operator	29	Step 5	\$3,733	\$3,893	\$160	\$1,920
Utility Worker	21	Step 3	\$2,708	\$3,050	\$342	\$4,104
Utility Worker	21	Step 2	\$2,579	\$2,905	\$326	\$3,912
Maintenance Worker	18	Step 1	\$2,222	\$2,450	\$228	\$2,736
		Subtotal	\$20,748	\$22,381	\$1,633	\$19,596
		TOTAL	\$50,852	\$53,632	\$2,780	\$33,360

(1) Salary maximum by Contract

(2) Salary budgeted for Projects Manager for FY 2006-2007 prior to promotion to GM-position to be filled in early 2007

NIPOMO COMMUNITY SERVICES DISTRICT
PHASE IN OF PROPOSED SALARY INCREASE (excluding NCSD portion of PERS and Medicare)
KOFF & ASSOCIATES, INC. TOTAL COMPENSATION STUDY

	TOTAL PROPOSED MONTHLY SALARY	1/2 PHASE IN ON 1/6/2007	1/2 PHASE IN ON 7/1/2007
OFFICE STAFF			
General Manager (1)	\$834	\$834	\$0
District Engineer (2)	-\$500	-\$250	-\$250
Assistant Administrator	\$503	\$252	\$251
Secretary/Clerk	\$0	\$0	\$0
Billing Clerk	\$0	\$0	\$0
Water Conservation/Compliance Specialist	\$310	\$155	\$155
Subtotal	<u>\$1,147</u>	<u>\$991</u>	<u>\$156</u>
FIELD STAFF			
Utility Supervisor	\$266	\$133	\$133
Utility Foreman	\$311	\$156	\$155
Utility Operator	\$160	\$80	\$80
Utility Worker	\$342	\$171	\$171
Utility Worker	\$326	\$163	\$163
Maintenance Worker	\$228	\$114	\$114
Subtotal	<u>\$1,633</u>	<u>\$817</u>	<u>\$816</u>
TOTAL	<u><u>\$2,780</u></u>	<u><u>\$1,808</u></u>	<u><u>\$972</u></u>
Annualized	<u><u>\$33,360</u></u>	<u><u>\$21,696</u></u>	<u><u>\$11,664</u></u>

(1) Salary by Contract-No phase in

(2) Salary budgeted for Projects Manager for FY 2006-2007 prior to promotion to GM-position to be filled in early 2007

**NIPOMO COMMUNITY SERVICES DISTRICT
 PROPOSED MONTHLY AND ANNUAL COST TO NCSD
 KOFF & ASSOCIATES, INC. TOTAL COMPENSATION STUDY**

	PROPOSED MONTHLY SALARY DIFFERENCE	EMPLOYER PORTION OF PERS 20.791%	EMPLOYER PORTION OF MEDICARE 1.45%	TOTAL PROPOSED MONTHLY COST TO NCSD	TOTAL PROPOSED ANNUAL COST TO NCSD
OFFICE STAFF					
General Manager	\$834	\$173	\$12	\$1,019	\$12,234
District Engineer	-\$500	-\$104	-\$7	-\$611	-\$7,334
Assistant Administrator	\$503	\$105	\$7	\$615	\$7,378
Secretary/Clerk	\$0	\$0	\$0	\$0	\$0
Billing Clerk	\$0	\$0	\$0	\$0	\$0
Water Conservation/Compliance Specialist	\$310	\$64	\$4	\$379	\$4,547
Subtotal	\$1,147	\$238	\$17	\$1,402	\$16,825
FIELD STAFF					
Utility Supervisor	\$266	\$55	\$4	\$325	\$3,902
Utility Foreman	\$311	\$65	\$5	\$380	\$4,562
Utility Operator	\$160	\$33	\$2	\$196	\$2,347
Utility Worker	\$342	\$71	\$5	\$418	\$5,017
Utility Worker	\$326	\$68	\$5	\$399	\$4,782
Maintenance Worker	\$228	\$47	\$3	\$279	\$3,345
Subtotal	\$1,633	\$340	\$24	\$1,996	\$23,954
TOTAL	\$2,780	\$578	\$40	\$3,398	\$40,780

**NIPOMO COMMUNITY SERVICES DISTRICT
BUDGETED SALARY OF GM AND PROJECTS MANAGER
FISCAL YEAR 2006-2007**

<u>BUDGETED ANNUAL SALARY</u>	
GM	100,000
PROJ MGR	84,000
(1)	184,000

<u>ESTIMATED ACTUAL</u>	<u>INTERIM</u> <u>GM</u>	<u>NEW</u> <u>GM</u>	<u>PROJECTS</u> <u>MANAGER</u>	<u>DISTRICT</u> <u>ENGINEER</u>	<u>TOTAL</u>
JULY	5,600	0	7,000	0	12,600
AUGUST	5,600	0	7,000	0	12,600
SEPTEMBER	0	8,333	0	0	8,333
OCTOBER	0	8,333	0	0	8,333
NOVEMBER	0	8,333	0	0	8,333
DECEMBER	0	8,333	0	0	8,333
JANUARY	0	9,167	0	0	9,167
FEBRUARY	0	9,167	0	0	9,167
MARCH	0	9,167	0	6,500	15,667
APRIL	0	9,167	0	6,500	15,667
MAY	0	9,167	0	6,500	15,667
JUNE	0	9,167	0	6,500	15,667
	11,200	88,334	14,000	26,000	139,534

(2)

BUDGETED ANNUAL SALARY (1) 184,000

ESTIMATED
ACTUAL BASED
ON CHANGES IN
PERSONNEL (2) (139,534)

SALARY
SAVINGS FOR
FISCAL YEAR
2006-2007 44,466

**NIPOMO COMMUNITY SERVICES DISTRICT
RESOLUTION NO. 2006-Salary schedule**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
NIPOMO COMMUNITY SERVICES DISTRICT
ADOPTING THE MONTHLY SALARY SCHEDULE, PROPOSED SALARY
RANGE PLACEMENT, AND CPI INDEX**

WHEREAS, the Nipomo Community Services District (herein "District") Board of Directors (herein "Board") is a local governmental agency formed and authorized to provide services within its jurisdiction, pursuant to Section 61000 et seq. of the California Government Code; and

WHEREAS, the Nipomo Community Services District contracted with a Koff & Associates, Inc. to perform a professional Salary and Benefits Survey; and

WHEREAS, the Board of Directors accepted and filed the final report titled "Total Compensation Study for the Nipomo Community Services District" on December 13, 2006; and

WHEREAS, Koff & Associates, Inc. recommended a new Monthly Salary Schedule and proposed Salary Range Placement in the report; and

NOW, THEREFORE, the Board of Directors of the Nipomo Community Services District does hereby resolve, declare, determine and order as follows:

1. Adopt the Monthly Salary Schedule (Exhibit "A")
2. Adopt the Proposed Salary Range Placement (Exhibit "B")
3. Approve the use of the Consumer Price Index-Urban Wage Earners and Clerical Workers (Average of annual increase for the Los Angeles-Riverside-Orange County and San Francisco-Oakland-San Jose) for all future Cost of Living Adjustments (COLA).
4. Authorize Staff to advertise for the positions of District Engineer, Utility Foreman and Water Conservation Specialist at the newly approved monthly salary schedule

On the motion of Director _____, seconded by Director _____, and on the following roll call vote, to wit:

AYES:
NOES:
ABSENT:

The foregoing resolution is hereby passed, approved and adopted by the Board of Directors of the Nipomo Community Services District this 13th day of December, 2006.

Lawrence Vierheilig, President
Nipomo Community Services District

ATTEST:

APPROVED AS TO FORM:

Donna K. Johnson
Secretary to the Board

Jon S. Seitz
General Counsel

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Nipomo Community Services District
 Monthly Salary Schedule
 November 2006

EXHIBIT "A"

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

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

EXHIBIT "B"