

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					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
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	\$118			\$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	\$930	\$382				\$804	\$444
Dental ⁸	\$134	\$116			\$119	\$109	\$83	\$27				\$167	\$67
Vision ^{3,4,11,12}	\$18					\$21				\$28			\$17
Life				\$11	\$29	\$12		\$22		\$19			\$17
LTD					\$5	\$15		\$13		\$29			\$72
STD and/or SDI					\$1			\$4		\$22			
EAP				\$4		\$1				\$5			
Other ²	\$3												
Leave													
Vacation ⁸	\$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	\$7,855	\$6,596	\$5,711	\$4,519	\$5,435	\$6,572	\$4,351	\$5,339	\$5,241

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

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

Appendix IIb
Nipomo Community Services District
Benefits Detail
November 2006

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

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

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

2 Nipomo District's contribution of the Survivor Benefit.

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

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

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

**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	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	General Manager	General Manager	N/C	PW Director / City Engineer	General Manager	Gen. Manger & Chief Engineer	General Manager	General Manager	General Manager	General Manager	General Manager	General Manager	District General Manager
Top Monthly Salary	\$8,333	\$10,129		\$10,205	\$14,423	\$12,810	\$7,667	\$8,920	\$7,410	\$10,628	\$5,000	\$9,333	\$8,167
Employee Retirement													
PERS													
ER-Paid EE Contribution	\$667	\$810		\$587	\$1,010	\$1,025	\$613		\$519	\$744	\$400	\$747	\$653
Employer Contribution	\$1,733	\$2,269		\$1,192	\$1,680	\$2,312	\$1,297		\$542	\$1,094	\$850	\$2,181	\$1,170
Social Security		\$487		\$487	\$487	\$487		\$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								\$11		\$55			
EAP										\$5			
Other ²	\$3					\$1							
Leave													
Vacation ⁴	\$481	\$584		\$589	\$632	\$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. Srv. Worker I / Meter Specialist I	Maintenance Worker II	N/C	N/C	N/C	N/C	Maintenance Worker	Service Person I
Top Monthly Salary	\$2,702		\$3,281	\$3,359	\$3,455	\$4,000	\$2,754					\$2,621	\$3,842
Employee Retirement PERS													
ER-Paid EE Contribution	\$216		\$230	\$193	\$242	\$320	\$220					\$210	\$307
Employer Contribution	\$562		\$574		\$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 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 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	Ojai Valley Sanitary District	San Miguel CSD	Templeton CSD	Vandenberg Village CSD
Class Title	Secretary / Clerk	Executive Asst / District Clerk	N/C	Executive Asst / Deputy City Clerk	Accounting Secretary	N/C	N/C	Administrative Assistant	Secretary/Clerk / Admin. Assistant	N/C	Accounting Admin. Assistant	Clerk - PT	Administrative & Accounting Asst.
Top Monthly Salary	\$3,425	\$3,911		\$4,987	\$4,235			\$4,585	\$3,803		\$2,773	\$2,558	\$3,842
Employee Retirement													
PERS													
ER-Paid EE Contribution	\$274	\$313		\$287	\$296				\$266		\$222	\$205	\$307
Employer Contribution	\$712	\$876		\$583	\$493				\$278		\$471	\$598	\$550
Social Security		\$242		\$309	\$263			\$302				\$317	
Other													
Insurance													
Cafeteria ³				\$750					\$665		\$500		
Health	\$930	\$950			\$1,791			\$382				\$804	\$444
Dental ⁶	\$134	\$116			\$119			\$27				\$167	\$67
Vision ^{3,8,10}	\$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. WW Operator	N/C	N/C	Sr. WW Treatment Plant Operator	Chief Water TX Oper./ Chief Dist. Sys. Oper.	Treatment Operator III	N/C	Utility Systems Lead Person	Treat. Plant Oper. III / Coll. System Oper. III	Utility Services Operator	Utility Worker - Lead	N/C
Top Monthly Salary	\$4,316	\$4,305			\$6,839	\$6,556	\$4,756		\$3,460	\$5,233	\$4,333	\$4,382	
Employee Retirement													
PERS													
ER-Paid EE Contribution	\$345	\$344			\$479	\$524	\$380		\$242	\$366	\$347	\$351	
Employer Contribution	\$897	\$964			\$797	\$1,183	\$805		\$253	\$539	\$737	\$1,024	
Social Security		\$267			\$424	\$406						\$543	
Other													
Insurance													
Cafeteria ⁷													
Health	\$930	\$950			\$1,791	\$717	\$930		\$665	\$1,102	\$500	\$804	
Dental ⁴	\$134	\$116			\$119	\$109	\$83					\$167	
Vision ^{3,4,11}	\$18					\$21				\$28			
Life					\$46	\$20				\$19			
LTD					\$8	\$25				\$36			
STD and/or SDI					\$1					\$27			
EAP						\$1				\$5			
Other ²	\$3												
Leave													
Vacation ⁶	\$249	\$248			\$395	\$479	\$274		\$133	\$322	\$400	\$253	
Holidays	\$199	\$182			\$289	\$227	\$192		\$160	\$201	\$200	\$202	
Administrative													
Auto Allowance													
Deferred Compensation													
Other ¹⁰		\$29											
Longevity	Yes ¹	Yes ⁹				Yes ⁵							
Benefit Cost	\$2,775	\$3,101	N/C	N/C	\$4,348	\$3,713	\$2,665	N/C	\$1,453	\$2,645	\$2,183	\$3,343	N/C
Total Monthly Compensation	\$7,091	\$7,406	N/C	N/C	\$11,187	\$10,269	\$7,421	N/C	\$4,913	\$7,878	\$6,517	\$7,725	N/C

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	WWTPQ 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	\$3,654	\$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	\$290	\$356
Employer Contribution	\$776	\$863	\$629	\$490	\$538	\$837	\$721		\$217	\$479	\$413	\$872	\$637
Social Security		\$239		\$260	\$286	\$288		\$275				\$463	
Other													
Insurance													
Cafeteria ⁷			\$821	\$750					\$685	\$1,102	\$500		
Health	\$930	\$950			\$1,791	\$717	\$930	\$382				\$804	\$444
Dental ⁴	\$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	\$16		\$16		\$32			\$72
STD and/or SDI					\$1			\$5		\$24			
EAP				\$4		\$1				\$5			
Other ²	\$3												
Leave													
Vacation ⁸	\$215	\$222	\$166	\$242	\$267	\$339	\$246	\$204	\$114	\$287	\$224	\$215	\$257
Holidays	\$172	\$163	\$180	\$210	\$185	\$161	\$172	\$221	\$137	\$179	\$112	\$172	\$205
Administrative													
Auto Allowance													
Deferred Compensation													
Other ¹⁰		\$29											
Longevity	Yes ¹	Yes ³				Yes ⁵							
Benefit Cost	\$2,547	\$2,891	\$2,048	\$2,209	\$3,557	\$2,875	\$2,494	\$1,157	\$1,340	\$2,481	\$1,443	\$2,991	\$2,071
Total Monthly Compensation	\$6,280	\$6,745	\$5,643	\$6,405	\$8,177	\$7,514	\$6,758	\$5,328	\$4,305	\$7,137	\$3,869	\$6,723	\$6,518

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to coll 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	Ojal 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	\$6,779		\$5,285	\$5,960
Employee Retirement PERS													
ER-Paid EE Contribution	\$407		\$359	\$317	\$463		\$450		\$413	\$475		\$423	\$477
Employer Contribution	\$1,057		\$898	\$644	\$771		\$952		\$571	\$698		\$1,235	\$854
Social Security				\$342	\$410			\$450				\$655	
Other													
Insurance													
Cafeteria ¹			\$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									\$28			\$17
Life				\$11	\$45			\$43		\$19			\$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	\$276	\$280		\$227	\$363	\$232	\$261		\$244	\$275
Administrative			\$158	\$106					\$97			\$81	
Auto Allowance													
Deferred Compensation			\$83	\$167									
Other													
Longevity	Yes ¹												
Benefit Cost	\$3,075	N/C	\$2,861	\$2,934	\$4,268	N/C	\$2,968	\$1,634	\$2,171	\$3,086	N/C	\$3,914	\$2,566
Total Monthly Compensation	\$8,157	N/C	\$7,995	\$8,445	\$10,884	N/C	\$8,598	\$8,466	\$7,197	\$9,864	N/C	\$9,199	\$8,525

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

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

2 Nipomo District's contribution of the Survivor Benefit.

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

4 Heritage Ranch's Vision is included in Dental; they are on a reimbursement (up to \$1000/year).

5 Goleta Water District's Longevity plan offers: @10 years - Step "H" - 5% increase, @15 years - Step "I" - 5% increase.

6 Oceano Community Services District's Cafeteria plan includes; health, dental, vision, and life premiums.

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

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

Appendix IIb
Nipomo Community Services District
Benefits Detail
November 2006

UTILITY WORKER													
Agency	Nipomo Community Services District	Cambria CSD	City of Morro Bay	City of Pismo Beach	Goleta Sanitary District	Goleta Water District	Heritage Ranch CSD	Mission Hills CSD	Oceano CSD	Ojal 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	Ojal 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