## Appendix III

**Proposed Monthly Salary Plan** 

#### Appendix III Nipomo Community Services District Monthly Salary Schedule November 2006

		Month	ly Salary	Range		Longevity Pay		
Salary Range #	Step 1	Step 2	Step 3	_	Step 5	15 Yrs - 2.5%		
1		\$1,699	\$1,783		\$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	do 000	60.070	
6	\$1,828	\$1,919	\$2,015	\$2,005	\$2,222	\$2,222 \$2,278	\$2,276	
7	\$1,873	\$1,966	\$2,015	\$2,118	\$2,222	100 march 100 ma	\$2,333	
8	\$1,919	\$2,015	\$2,005	\$2,222	\$2,333	\$2,333	\$2,390	
and the Continue of	Sant Contract	Contract !	Charles and the	Marine St.	NO SECURE	\$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	
The second second second	and the same of	All the same	deal benefities	San Property lies	Commence of	A Comment of	92,310	
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	\$3,030	\$3,283	\$3,265	\$3,447	
23	\$2,767	\$2,905	\$3,050	\$3,203	\$3,363	15000550000	100 CO	
24	\$2,836	\$2,903	\$3,030	\$3,283	\$3,447	\$3,447 \$3,533	\$3,531 \$3,619	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	STATISTICS.	STREET, SQUARE,	10000		PERSONAL PROPERTY.	With Company of the C	\$3,019	
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	200 Carlotte Carlotte	
31	\$3,363	\$3,531	\$3,708	\$3,893	\$4,088	\$4,090	\$4,190	
32	\$3,447	\$3,619	\$3,800	\$3,990	\$4,190	\$4,190	\$4,292	
El Company	Shall Grown	Section 4	SPORT OF STREET	IN THE SECTION	THE REAL PROPERTY.	The State of the Park	\$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	
Mark Control of the Park	The Property lies	THE RESERVE OF THE PERSON NAMED IN	I make the later of the later o	September 1981	Inches and the		the standards	
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					\$6,190	\$6,341	
48	\$5,093	\$5,348	\$5,615	\$5,896	\$6,190	\$6,345	\$6,500	
49	ØE 247	Depart second	ASSESSMENT OF	Contract Contract In	A CONTRACTOR OF THE	<b>40 500</b>	ALC: UNDER COMPANY	
50	\$5,217	\$5,478	\$5,752	\$6,039	\$6,341	\$6,500	\$6,658	
52236	\$5,348	\$5,615	\$5,896	\$6,190	\$6,500	\$6,662	\$6,825	
51 52	\$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	- Dollars	72 5 8 9 7 7 7	
58	\$6,500	\$6,825	\$7,166	\$7,524	\$7,708	\$7,901	\$8,093	
59	\$6,658	\$6,991				\$8,098	\$8,296	
60			\$7,341	\$7,708	\$8,093	\$8,296	\$8,498	
	\$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	
The second	-	100	The state of the s		Total Company	Name and Address of the Owner, where the Owner, which is the Owner, where the Owner, which is the Owner, where the Owner, which is the Owner, whic		
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 \$8,296	\$8,498 \$8,711	\$8,923 \$9,146	\$9,369 \$9,603	\$9,838 \$10,084	\$10,084 \$10,336	\$10,329 \$10,588	
68								

## 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 standy-by duty assigned. (EE may elect 2 hrs. of comp. time in lieu of 2 hrs. of pay).	All EEs are paid a min. of 2-4 hrs. of overtime @ time and one-half.
Goleta Water District	All EEs may continue District paid medical EE only coverage.	n/a	All EEs receive \$300 one time payment per certification for higher than one required by class.	All EEs: Week nights, Weekends & Holidays: 2 hrs of pay @1.5 x reg. sal. Plus 1.5 x reg. sal. for each hr actually responding to problems.	
Heritage Ranch Community Services District	Eligibility requirement: 20 yrs. of service with 5 yrs. of service with District. District pays PERS annual premiums.	n/a	A 2% salary range increase is provided when a EE receives a higher TX Operator Cert. than is required for the position.	All EEs receive \$2.00 per hour.	All EEs receive 2 hrs minimum of regular time.
Mission Hills Community Services District	n/a	n/a	All EEs receive \$100 one time pay,	All EEs receive \$10 for weekdays; \$15 for weekends & holidays.	All EEs receive 2 hrs. minimum @ time x 1.5.
Nipomo Community Services District	All EEs; District pays for 100% health insurance premiums for retiree & family (if eligible).	n/a	All EEs receive \$500 one time pay for each cert. obtained above those required for position.	All EE receive \$27 a day (Mon-Fri); on Weekends & Holidays 4 hrs. per day, pay @ time x 1.5.	All EEs receive minimum of 2 hrs. of time x 1.5.
Oceano Community Services District	n/a	All EEs can receive a 7.5 % increase in salary for one year only, upon approval if performance exceeds expectations.	All EEs; The GM may authorize a salary increase of up to 7.5% for those Utility EEs who obtain a higher Certification.	Utilities Crew receives \$180/month for standy-by compensation.	All EEs receive 2 hrs. minimum @ 1.5 x pay.
Ojai Valley Sanitary District	All EEs: District pays full benefits for retirees & spouse.	n/a	Not Cert-Incentive pay; they are moved into the next higher class.	All EEs receive \$1.35 per hour.	All EEs receive 2 hrs minimum @ time x 1.5.

## Appendix V Nipomo Community Services District Additional Benefits Information

November 2006

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

## Appendix VI

**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	0			PROPOSED	PROPOSED
	SALARY	CURRENT	CURRENT	PROPOSED	MONTHLY SALARY	ANNUAL SALARY
	RANGE #	STEP	MONTHLY SALARY	MONTHLY SALARY	DIFFERENCE	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
Assisstant 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

<sup>(1)</sup> 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	1/2	1/2
	PROPOSED	PHASE IN	PHASE IN
	MONTHLY	ON	ON
OFFICE STAFF	SALARY	1/6/2007	7/1/2007
General Manager (1)	\$834	\$834	\$0
District Engineer (2)	-\$500	-\$250	-\$250
Assisstant Administrator	\$503	\$252	\$251
Secretary/Clerk	\$0	\$0	\$0
Billing Clerk	\$0	\$0	\$0
Water Conservation/Compliance Specialist	\$310	\$155	\$155
Subtotal	\$1,147	\$991	\$156
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	\$1,633	\$817	\$816
TOTAL	\$2,780	\$1,808	\$972
Annualized	\$33,360	\$21,696	\$11,664

<sup>(1)</sup> Salary by Contract-No phase in

<sup>(2)</sup> 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

				TOTAL	TOTAL
	PROPOSED	EMPLOYER	EMPLOYER	PROPOSED	PROPOSED
	MONTHLY SALARY	PORTION OF	PORTION OF	MONTHLY	ANNUAL
	DIFFERENCE	PERS 20.791%	MEDICARE 1.45%	COST TO NCSD	COST TO NCSD
OFFICE STAFF					
General Manager	\$834	\$173		\$1,019	\$12,234
District Engineer	-\$500	-\$104	-\$7	-\$611	-\$7,334
Assisstant Administrator	\$503	\$105		\$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				7 100	
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

**BUDGETED ANNUAL SALARY** 

GM	100,000
PROJ MGR	84,000
(1)	184,000

ESTIMATED ACTUAL	INTERIM GM	NEW GM	PROJECTS MANAGER	DISTRICT ENGINEER	TOTAL
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
					(6)

(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 he Nipomo Community Services	마이크의 여러워들이 있는 사람이 하면 보면 하게 하는 사람들이 나를 보았다.	d adopted by the Board of Directors of the ecember, 2006.
		rence Vierheilig, President omo Community Services District
ATTEST:	APF	PROVED AS TO FORM:
Donna K. Johnson		S. Seitz
Secretary to the Board		neral Counsel

#### Nipomo Community Services District Monthly Salary Schedule November 2006

Salary Range #			ly Salary	Longevity Pay			
7.00 (1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	Step 1		Step 3		Step 5	15 Yrs - 2.5%	20 Yrs - 2.5%
1	\$1,618		\$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
THE ROLL OF THE PARTY OF THE PA	Section 1	Total Control	September 1	SERVICE STATE	Charles on the last	THE PERSON NAMED IN	ST TIME TO SERVE
9 10	\$1,966	\$2,065	\$2,168	\$2,276	\$2,390	\$2,450	\$2,510
	\$2,015	\$2,116	\$2,222	\$2,333	\$2,450	\$2,511	\$2,572
11 12	\$2,065	\$2,168	\$2,276	\$2,390	\$2,510	\$2,572	\$2,635
TANK TOWNS AND THE REAL PROPERTY.	\$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	STATE OF THE PARTY.	THE PERSON NAMED IN	DESCRIPTION OF THE PERSON	STATE OF THE PARTY.	CANCEL CONTRACTOR	CONTRACTOR OF STREET
18	1000 MARCH 1995, 1000	\$2,510	\$2,635	\$2,767	\$2,905	\$2,978	\$3,050
19	\$2,450	\$2,572	\$2,701	\$2,836	\$2,978	\$3,052	\$3,127
20	\$2,510	\$2,635	\$2,767	\$2,905	\$3,050	\$3,127	\$3,203
NAME OF TAXABLE PARTY.	\$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	CAN WHEN THE PARTY
26	\$2,978	\$3,127	\$3,283	\$3,447	\$3,619	\$3,710	\$3,708 \$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
WHITE STREET THE PERSON	SSOCIAL CONTROL	<b>TAXABLE DISTRICT</b>	PERSONAL PROPERTY.	Mark Street	Sec. 10552-005	A CONTRACTOR OF THE PARTY OF TH	MANAGEMENT CO.
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	TOTAL CHARGE STREET, THE PARTY OF THE PARTY	HOLIZA TEMP
38	\$3,990	\$4,190	\$4,399	\$4,619	\$4,850	\$4,850 \$4,972	\$4,969
39	\$4,088	\$4,292	\$4,507	\$4,732	\$4,969	A CONTROL OF THE PARTY OF THE P	\$5,093
40	\$4,190	\$4,399	\$4,619	\$4,732	\$5,093	\$5,093 \$5,220	\$5,217 \$5,348
MARKET SERVICE SERVICE	MESSIGNATION.	135053FG	10007/5338	STORY STREET	AND STREET	\$5,220	\$5,346
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				\$6,345	\$6,500
49	1900 1400	200	CHORD DOPLING	PERSONAL PROPERTY.	CHICAGO	STREET, STREET	4000 500
50	\$5,217 \$5,348	\$5,478	\$5,752	\$6,039	\$6,341	\$6,500	\$6,658
51	\$5,478	\$5,615 \$5,752	\$5,896	\$6,190 \$6,341	\$6,500	\$6,662	\$6,825
52	\$5,615	\$5,752	\$6,039		\$6,658	\$6,825	\$6,991
<b>単位的な対象を対象を307年</b>	DESCRIPTION.	Section 1	\$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	16500000000000	
METON PERSONNEL	THE RESIDENCE	THE PERSON NAMED IN	STATISTICS	SPENSE	STATE STATE	\$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
	67 700	¢0 003	\$8,498	\$8,923	\$9,369	\$9,603	\$9,838
65	D/./OR						
65 66	\$7,708 \$7,901	\$8,093					A SAND THE S
65 66 67	\$7,708 \$7,901 \$8,093	\$8,296 \$8,498	\$8,711 \$8,923	\$9,146 \$9,369	\$9,603 \$9,838	\$9,843 \$10,084	\$10,084 \$10,329

Nipomo Community Services District
Proposed Salary Range Placement
November 2006

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