

**Appendix III**  
**Proposed Monthly Salary Plan**

Appendix III  
Nipomo Community Services District  
Monthly Salary Schedule  
November 2006

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

**Appendix IV**  
**Proposed Salary Range Placement**

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

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

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**Nipomo Community Services District**  
Proposed Salary Range Placement  
November 2006

<b>Class Title</b>	<b>Current Max. Monthly Salary</b>	<b>Proposed Salary Range</b>	<b>Proposed Max. Monthly Salary</b>	<b>Percent Difference</b>	<b>Rationale</b>
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.	n/a
Heritage Ranch Community Services District	Eligibility requirement: 20 yrs. of service with 5 yrs. of service with District. District pays PERS annual premiums.	n/a	A 2% salary range increase is provided when a EE receives a higher TX Operator Cert. than is required for the position.	All EEs receive \$2.00 per hour.	All EEs receive 2 hrs minimum of regular time.
Mission Hills Community Services District	n/a	n/a	All EEs receive \$100 one time pay.	All EEs receive \$10 for weekdays; \$15 for weekends & holidays.	All EEs receive 2 hrs. minimum @ time x 1.5.
Nipomo Community Services District	All EEs; District pays for 100% health insurance premiums for retiree & family (if eligible).	n/a	All EEs receive \$500 one time pay for each cert. obtained above those required for position.	All EE receive \$27 a day (Mon-Fri); on Weekends & Holidays 4 hrs. per day, pay @ time x 1.5.	All EEs receive minimum of 2 hrs. of time x 1.5.
Oceano Community Services District	n/a	All EEs can receive a 7.5 % increase in salary for one year only, upon approval if performance exceeds expectations.	All EEs; The GM may authorize a salary increase of up to 7.5% for those Utility EEs who obtain a higher Certification.	Utilities Crew receives \$180/month for standy-by compensation.	All EEs receive 2 hrs. minimum @ 1.5 x pay.
Ojai Valley Sanitary District	All EEs: District pays full benefits for retirees & spouse.	n/a	Not Cert-Incentive pay; they are moved into the next higher class.	All EEs receive \$1.35 per hour.	All EEs receive 2 hrs minimum @ time x 1.5.

**Appendix V**  
**Nipomo Community Services District**  
 Additional Benefits Information  
 November 2006

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



**Appendix VI**  
**Legal Counsel Pay Structures**

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**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.
<b>Nipomo Community Services District</b>	<b>District Counsel - \$750 monthly retainer (including prep time and attendance at two regular monthly meetings) &amp; \$140 per hour for any other time.</b>
Oceano Community Services District	Retainer of \$3,500/month & if hours are under that amount; they get reimbursed, if over they are billed @ an hourly basis.
Ojai Valley Sanitary District	District Counsel - Paid an hourly fee.
San Miguel Community Services District	District Counsel - Paid an hourly fee.
Templeton Community Services District	District Counsel - Paid an hourly fee.
Vandenberg Village Community Services District	District Counsel - Paid an hourly fee; this is a contracted position through the County.

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

	PROPOSED SALARY RANGE #	CURRENT STEP	CURRENT MONTHLY SALARY	PROPOSED MONTHLY SALARY	PROPOSED MONTHLY SALARY DIFFERENCE	PROPOSED ANNUAL SALARY DIFFERENCE
<b>OFFICE STAFF</b>						
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
<b>FIELD STAFF</b>						
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
		<b>TOTAL</b>	<b>\$50,852</b>	<b>\$53,632</b>	<b>\$2,780</b>	<b>\$33,360</b>

(1) Salary maximum by Contract

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

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

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

(1) Salary by Contract-No phase in

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

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

	PROPOSED MONTHLY SALARY DIFFERENCE	EMPLOYER PORTION OF PERS 20.791%	EMPLOYER PORTION OF MEDICARE 1.45%	TOTAL PROPOSED MONTHLY COST TO NCSD	TOTAL PROPOSED ANNUAL COST TO NCSD
<b>OFFICE STAFF</b>					
General Manager	\$834	\$173	\$12	\$1,019	\$12,234
District Engineer	-\$500	-\$104	-\$7	-\$611	-\$7,334
Assistant Administrator	\$503	\$105	\$7	\$615	\$7,378
Secretary/Clerk	\$0	\$0	\$0	\$0	\$0
Billing Clerk	\$0	\$0	\$0	\$0	\$0
Water Conservation/Compliance Specialist	\$310	\$64	\$4	\$379	\$4,547
Subtotal	\$1,147	\$238	\$17	\$1,402	\$16,825
<b>FIELD STAFF</b>					
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
<b>TOTAL</b>	<b>\$2,780</b>	<b>\$578</b>	<b>\$40</b>	<b>\$3,398</b>	<b>\$40,780</b>

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

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

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

(2)

BUDGETED ANNUAL SALARY (1)                      184,000

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

SALARY  
SAVINGS FOR  
FISCAL YEAR  
2006-2007    44,466

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

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

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

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

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

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

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

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

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

AYES:  
NOES:  
ABSENT:

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

\_\_\_\_\_  
Lawrence Vierheilig, President  
Nipomo Community Services District

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
Donna K. Johnson  
Secretary to the Board

\_\_\_\_\_  
Jon S. Seitz  
General Counsel

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Nipomo Community Services District  
 Monthly Salary Schedule  
 November 2006

EXHIBIT "A"

Salary Range #	Monthly Salary Range					Longevity Pay	
	Step 1	Step 2	Step 3	Step 4	Step 5	15 Yrs - 2.5%	20 Yrs - 2.5%
1	\$1,616	\$1,699	\$1,783	\$1,873	\$1,966	\$2,015	\$2,065
2	\$1,658	\$1,741	\$1,828	\$1,919	\$2,015	\$2,066	\$2,116
3	\$1,699	\$1,783	\$1,873	\$1,966	\$2,065	\$2,116	\$2,168
4	\$1,741	\$1,828	\$1,919	\$2,015	\$2,116	\$2,169	\$2,222
5	\$1,783	\$1,873	\$1,966	\$2,065	\$2,168	\$2,222	\$2,276
6	\$1,828	\$1,919	\$2,015	\$2,116	\$2,222	\$2,278	\$2,333
7	\$1,873	\$1,966	\$2,065	\$2,168	\$2,276	\$2,333	\$2,390
8	\$1,919	\$2,015	\$2,116	\$2,222	\$2,333	\$2,391	\$2,450
9	\$1,966	\$2,065	\$2,168	\$2,276	\$2,390	\$2,450	\$2,510
10	\$2,015	\$2,116	\$2,222	\$2,333	\$2,450	\$2,511	\$2,572
11	\$2,065	\$2,168	\$2,276	\$2,390	\$2,510	\$2,572	\$2,635
12	\$2,116	\$2,222	\$2,333	\$2,450	\$2,572	\$2,637	\$2,701
13	\$2,168	\$2,276	\$2,390	\$2,510	\$2,635	\$2,701	\$2,767
14	\$2,222	\$2,333	\$2,450	\$2,572	\$2,701	\$2,768	\$2,836
15	\$2,276	\$2,390	\$2,510	\$2,635	\$2,767	\$2,836	\$2,905
16	\$2,333	\$2,450	\$2,572	\$2,701	\$2,836	\$2,907	\$2,978
17	\$2,390	\$2,510	\$2,635	\$2,767	\$2,905	\$2,978	\$3,050
18	\$2,450	\$2,572	\$2,701	\$2,836	\$2,978	\$3,052	\$3,127
19	\$2,510	\$2,635	\$2,767	\$2,905	\$3,050	\$3,127	\$3,203
20	\$2,572	\$2,701	\$2,836	\$2,978	\$3,127	\$3,205	\$3,283
21	\$2,635	\$2,767	\$2,905	\$3,050	\$3,203	\$3,283	\$3,363
22	\$2,701	\$2,836	\$2,978	\$3,127	\$3,283	\$3,365	\$3,447
23	\$2,767	\$2,905	\$3,050	\$3,203	\$3,363	\$3,447	\$3,531
24	\$2,836	\$2,978	\$3,127	\$3,283	\$3,447	\$3,533	\$3,619
25	\$2,905	\$3,050	\$3,203	\$3,363	\$3,531	\$3,619	\$3,708
26	\$2,978	\$3,127	\$3,283	\$3,447	\$3,619	\$3,710	\$3,800
27	\$3,050	\$3,203	\$3,363	\$3,531	\$3,708	\$3,800	\$3,893
28	\$3,127	\$3,283	\$3,447	\$3,619	\$3,800	\$3,895	\$3,990
29	\$3,203	\$3,363	\$3,531	\$3,708	\$3,893	\$3,990	\$4,088
30	\$3,283	\$3,447	\$3,619	\$3,800	\$3,990	\$4,090	\$4,190
31	\$3,363	\$3,531	\$3,708	\$3,893	\$4,088	\$4,190	\$4,292
32	\$3,447	\$3,619	\$3,800	\$3,990	\$4,190	\$4,295	\$4,399
33	\$3,531	\$3,708	\$3,893	\$4,088	\$4,292	\$4,399	\$4,507
34	\$3,619	\$3,800	\$3,990	\$4,190	\$4,399	\$4,509	\$4,619
35	\$3,708	\$3,893	\$4,088	\$4,292	\$4,507	\$4,619	\$4,732
36	\$3,800	\$3,990	\$4,190	\$4,399	\$4,619	\$4,735	\$4,850
37	\$3,893	\$4,088	\$4,292	\$4,507	\$4,732	\$4,850	\$4,969
38	\$3,990	\$4,190	\$4,399	\$4,619	\$4,850	\$4,972	\$5,093
39	\$4,088	\$4,292	\$4,507	\$4,732	\$4,969	\$5,093	\$5,217
40	\$4,190	\$4,399	\$4,619	\$4,850	\$5,093	\$5,220	\$5,348
41	\$4,292	\$4,507	\$4,732	\$4,969	\$5,217	\$5,348	\$5,478
42	\$4,399	\$4,619	\$4,850	\$5,093	\$5,348	\$5,481	\$5,615
43	\$4,507	\$4,732	\$4,969	\$5,217	\$5,478	\$5,615	\$5,752
44	\$4,619	\$4,850	\$5,093	\$5,348	\$5,615	\$5,755	\$5,896
45	\$4,732	\$4,969	\$5,217	\$5,478	\$5,752	\$5,896	\$6,039
46	\$4,850	\$5,093	\$5,348	\$5,615	\$5,896	\$6,043	\$6,190
47	\$4,969	\$5,217	\$5,478	\$5,752	\$6,039	\$6,190	\$6,341
48	\$5,093	\$5,348	\$5,615	\$5,896	\$6,190	\$6,345	\$6,500
49	\$5,217	\$5,478	\$5,752	\$6,039	\$6,341	\$6,500	\$6,658
50	\$5,348	\$5,615	\$5,896	\$6,190	\$6,500	\$6,662	\$6,825
51	\$5,478	\$5,752	\$6,039	\$6,341	\$6,658	\$6,825	\$6,991
52	\$5,615	\$5,896	\$6,190	\$6,500	\$6,825	\$6,996	\$7,166
53	\$5,752	\$6,039	\$6,341	\$6,658	\$6,991	\$7,166	\$7,341
54	\$5,896	\$6,190	\$6,500	\$6,825	\$7,166	\$7,345	\$7,524
55	\$6,039	\$6,341	\$6,658	\$6,991	\$7,341	\$7,524	\$7,708
56	\$6,190	\$6,500	\$6,825	\$7,166	\$7,524	\$7,713	\$7,901
57	\$6,341	\$6,658	\$6,991	\$7,341	\$7,708	\$7,901	\$8,093
58	\$6,500	\$6,825	\$7,166	\$7,524	\$7,901	\$8,098	\$8,296
59	\$6,658	\$6,991	\$7,341	\$7,708	\$8,093	\$8,296	\$8,498
60	\$6,825	\$7,166	\$7,524	\$7,901	\$8,296	\$8,503	\$8,711
61	\$6,991	\$7,341	\$7,708	\$8,093	\$8,498	\$8,711	\$8,923
62	\$7,166	\$7,524	\$7,901	\$8,296	\$8,711	\$8,928	\$9,146
63	\$7,341	\$7,708	\$8,093	\$8,498	\$8,923	\$9,146	\$9,369
64	\$7,524	\$7,901	\$8,296	\$8,711	\$9,146	\$9,375	\$9,603
65	\$7,708	\$8,093	\$8,498	\$8,923	\$9,369	\$9,603	\$9,838
66	\$7,901	\$8,296	\$8,711	\$9,146	\$9,603	\$9,843	\$10,084
67	\$8,093	\$8,498	\$8,923	\$9,369	\$9,838	\$10,084	\$10,329
68	\$8,296	\$8,711	\$9,146	\$9,603	\$10,084	\$10,336	\$10,588



**Nipomo Community Services District**  
Proposed Salary Range Placement  
November 2006

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

EXHIBIT "B"