

**Appendix I**  
**Recommended Class Descriptions**

## UTILITY SUPERINTENDENT

### DEFINITION

Under general direction, plans, organizes, oversees, coordinates, and reviews the work of staff performing difficult and complex operations and maintenance functions and activities related to all programs and activities of the Utility Department; administers current and long-range planning activities; plans, manages, and coordinates the installation, operations, maintenance, and repair of water and wastewater facilities including treatment plants and underground collection and distribution lines; ensures the reliable operation of all equipment, whether stationary or mobile; ensures that District operations functions meet all applicable laws, regulations, and District policies; provides expert professional assistance to District management staff in areas of expertise; fosters cooperative working relationships with intergovernmental and regulatory agencies and various public and private groups; and performs related work as required.

### SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the General Manager. Exercises direct and general supervision over operations and maintenance staff through subordinate levels of supervision.

### CLASS CHARACTERISTICS

This is a single-position mid-management classification that manages, oversees, and directs all activities of the Utility Department, including day-to-day operations, maintenance, and repair, short and long-range capital improvement planning and budgeting. Responsibilities include coordinating the activities of the department with those of other departments and appointed officials and managing and accomplishing the complex and varied functions of the department. The incumbent is accountable for accomplishing departmental planning and operational goals and objectives and for furthering District goals and objectives within general policy guidelines. This class is distinguished from the General Manager in that the latter has overall responsibility for the management of all District functions and activities, and for developing, implementing, and interpreting public policy.

### EXAMPLES OF ESSENTIAL JOB FUNCTIONS (Illustrative Only)

*Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Develops and directs the implementation of goals, objectives, policies, procedures, and work standards for the Utility Department, including current and long-range planning.
- Prepares and administers the department's budgets, including materials and supplies, contract services, specified capital improvement projects, and vehicle and equipment expenses.
- Plans, organizes, administers, reviews, and evaluates the work of operations, technical, maintenance, and contract staff directly and through subordinate levels of supervision.
- Provides for the selection, training, professional development, and work evaluation of department staff; authorizes discipline as required; and provides policy guidance and interpretation to staff.
- Contributes to the overall quality of the department's service by developing, reviewing, and implementing operational plans, policies, and procedures to meet legal requirements and District needs.

- Coordinates activities of staff and the department with those of other District departments and outside agencies.
- Participates in and provides input for the District's capital improvement program, including assisting in determining facility construction and upgrade needs, rewriting the District's standard specifications for construction and development, redesigning facilities for better efficiency and effectiveness, and providing project oversight and inspection as required.
- Confers with and represents the department and the District in meetings with members of the Board of Directors, various governmental agencies, developers, contractors, business and industrial groups, and the public.
- Oversees the development or update of the District's wastewater and water plans and programs and other plans related to District infrastructure.
- Creates preventive maintenance programs and procedures for the District's water and wastewater systems and facilities, such as a flushing program for the District's water and wastewater pipelines.
- Prioritizes and allocates available resources; and reviews and evaluates program and service delivery, makes recommendations for improvement and ensures maximum effective service provision.
- Ensures compliance with all District operational and maintenance safety policies and procedures; provides for staff training in safety and compliance.
- Prepares and directs the preparation of a variety of written correspondence, reports, procedures, and other written materials.
- Maintains and directs the maintenance of working and official departmental files.
- Monitors changes in laws, regulations, and technology that may affect departmental operations; and implements policy and procedural changes as required.
- Provides technical advice to the District's management and the Board of Directors in District operations and maintenance matters.
- Receives, investigates, and responds to problems and complaints in a professional manner; identifies and reports findings and takes necessary corrective action.
- Responds to emergency situations as necessary.
- May perform utility maintenance and operations duties and provide technical assistance to crews in the field, on an as-needed basis.
- Performs other duties as assigned.

## QUALIFICATIONS

### Knowledge of:

- Administrative principles and practices, including goal setting, program development, implementation, and evaluation, and project management.
- Principles and practices of budget administration.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures.
- Principles and practices of the development, operations, maintenance, and management of water and wastewater facilities, including treatment plants and underground collection and distribution lines and related systems and facilities.
- Principles and techniques of capital improvement design, construction, inspection, funding, and long-term maintenance.
- Applicable Federal, State, and local laws, codes, and regulations concerning the operation of the Utility Department.
- Principles and practices of contract administration and evaluation.
- Organization and management practices as applied to the development, analysis, and evaluation of programs, policies, and operational needs of the assigned department.
- General principles of risk management related to the functions of the assigned area.

- Recent and on-going developments, current literature, and sources of information related to the operations of the department.
- Safety principles and practices.
- Record keeping principles and procedures.
- Modern office practices, methods and computer equipment.
- Computer applications related to the work.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for dealing effectively with the public, vendors, contractors, and District staff, in person and over the telephone.
- Techniques for effectively representing the District in contacts with governmental agencies, community groups and various business, professional, educational, regulatory and legislative organizations.
- Techniques for providing a high level of customer service to public and District staff, in person and over the telephone.

**Ability to:**

- Plan, organize, administer, coordinate, review, and evaluate a comprehensive water and wastewater systems and facilities construction, operations, and maintenance program.
- Read and interpret plans, specifications, and diagrams used in the design and construction of water distribution and wastewater collection systems and treatment facilities.
- Recommend and implement goals, objectives, and practices for providing effective and efficient services.
- Manage and monitor complex projects, on-time and within budget.
- Plan, organize, schedule, assign, review, and evaluate the work of staff.
- Train staff in work procedures.
- Evaluate and develop improvements in operations, procedures, policies, and methods.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Prepare clear and concise reports, correspondence, policies, procedures and other written materials.
- Analyze, interpret, summarize, and present administrative and technical information and data in an effective manner.
- Interpret, explain, and ensure compliance with District policies and procedures, complex laws, codes, regulations, and ordinances.
- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- Effectively represent the department and the District in meetings with governmental agencies, community groups, and various businesses, professional, and regulatory organizations and in meetings with individuals.
- Establish and maintain a variety of filing, record-keeping, and tracking systems.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment, including computer equipment and specialized software applications programs.
- Use English effectively to communicate in person, over the telephone and in writing.
- Use tact, initiative, prudence and independent judgment within general policy, procedural and legal guidelines.
- Establish and maintain effective working relationships with those contacted in the course of the work.

**Education and Experience:**

*Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to an Associate's degree in water and/or wastewater sciences, pre-engineering, business or public administration, supervision or management, or a related field, and five (5) years of experience in utility operations, including two (2) years of supervisory experience.

**License:**

- Valid California class C driver's license with satisfactory driving record; specified assignments and/or equipment may require possession of a class B driver's license.
- Grade III Water Distribution Operator Certification from the State of California.
- Grade II Water Treatment Plant Operator Certificate as issued by the State of California.
- Grade II Wastewater Treatment Plant Operator Certificate as issued by the California State Department of Health Services and/or the California State Water Resources Control Board.
- Grade II Wastewater Collection System Maintenance Certification from the California Water Environment Association.

**PHYSICAL DEMANDS**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer, as well as to work in the field, and to inspect various operations sites, including traversing slippery surfaces, climbing ladders, stairs, and other access points; to operate a motor vehicle and to visit various District and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is partially a sedentary office, partially a field classification, and standing in and walking between work areas is required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard, typewriter keyboard or calculator and to operate standard office equipment. Positions in this classification frequently bend, stoop, kneel, reach, push and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.

**ENVIRONMENTAL ELEMENTS**

Employees partially work in an office environment with moderate noise levels, controlled temperature conditions and no direct exposure to potentially hazardous physical substances. Employees also work in utilities and may be exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

**WORKING CONDITIONS**

May be required to work on evenings, weekends and holidays. Must be able to arrive at District facilities within sixty (60) minutes from the time an initial call-back notification.

## UTILITY FIELD SUPERVISOR

### DEFINITION

Under general direction, plans, schedules, assigns, and reviews the work of maintenance and operations staff within the Utility Department; coordinates, monitors, and provides technical input for assigned utility maintenance, construction, and repair projects, and other special programs; performs a variety of technical tasks relative to the maintenance and repair of District water and wastewater treatment facilities and water distribution and wastewater collection systems; provides technical assistance to the Utility Superintendent and acts for the Utility Superintendent in their absence; and performs related work as required.

### SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the Utility Superintendent. Exercises direct and general supervision over lower-level staff. Coordinates and monitors the work of outside contractors, vendors, and consultants.

### CLASS CHARACTERISTICS

This is the working supervisory-level class in the utility series. Responsibilities include planning, organizing, supervising, reviewing, and evaluating the work of utility operations and maintenance staff. Incumbents are expected to independently perform the full range of utility maintenance and operations duties. Performance of the work requires the use of considerable independence, initiative, and discretion within established guidelines. This class is distinguished from the Utility Superintendent in that the latter has management responsibility for all utility maintenance and operations functions and activities of the District.

### EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

*Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Plans, organizes, assigns, supervises, and reviews the work of assigned staff in the Utility Department.
- Trains staff in work and safety procedures and in the operation and use of equipment and supplies; implements procedures and standards.
- Evaluates employee performance, counsels employees, and effectively recommends initial disciplinary action; assists in selection and promotion.
- Monitors operations and activities of the utility operations and maintenance work unit; recommends improvements and modifications and prepares various reports on operations and activities.
- Determines and recommends equipment, materials, and staffing needs for assigned maintenance projects; participates in the annual budget preparation; prepares detailed cost estimates with appropriate justifications, as required; maintains a variety of records and prepares routine reports of work performance.
- Monitors and controls supplies and equipment; orders supplies and tools as necessary; prepares documents for equipment procurement; participates in informal bid processes for repair and construction projects as necessary.

- Coordinates with contractors in providing contract utility maintenance services.
- Performs the most complex utility maintenance and operations duties and provides technical assistance to crews.
- Answers questions and provides information to the public; investigates complaints; recommends corrective actions to resolve issues.
- Maintains logs and records of work performed; prepares periodic reports.
- Responds to emergency situations as necessary.
- Supports the Inspector/Maintenance Supervisor on certain projects, as assigned.
- Acts for the Utility Superintendent in their absence.
- Performs other duties as assigned.

## **QUALIFICATIONS**

### **Knowledge of:**

- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, discipline, and the training of staff in work procedures.
- Principles and practices of utility maintenance and operations program development and administration.
- Principles, practices, equipment, tools and materials of utility construction, maintenance, and repair.
- Basic principles of contract administration for utility maintenance and repair projects.
- Basic principles and practices of budget and capital improvement program development, administration, and accountability.
- Safety principles, practices, and procedures of water and wastewater facilities and systems, including equipment and hazardous materials.
- The operation and maintenance of a variety of hand and power tools, vehicles, and power equipment.
- Applicable Federal, State, and local laws, codes, regulations and departmental policies, including National Pollution Discharge Elimination System (NPDES).
- Modern office practices, methods and computer equipment.
- Computer applications related to the work.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for effectively representing the District in contacts with governmental agencies, community groups, and various professional, educational, regulatory, and legislative organizations.
- Techniques for providing a high level of customer service to the public and District staff, in person and over the telephone.

### **Ability to:**

- Assist in developing and implementing goals, objectives, practices, policies, procedures, and work standards.
- Supervise, train, plan, organize, schedule, assign, review, and evaluate the work of staff.
- Organize, implement, and direct utility maintenance and operations activities.
- Analyze, interpret, apply, and enforce Federal, State and local policies, procedures, laws and regulations.
- Understand, interpret, and successfully communicate both orally and in writing, pertinent department policies and procedures.
- Identify problems, research and analyze relevant information, develop and present recommendations and justification for solution.
- Perform the most complex maintenance duties and operate related equipment safely and effectively.
- Develop contract specifications for utility maintenance contracts; administer such contracts.
- Develop cost estimates for supplies and equipment.

- Research, analyze, and evaluate new service delivery methods, procedures and techniques.
- Maintain accurate records and files of work performed.
- Make sound, independent decisions within established policy and procedural guidelines.
- Organize own work, set priorities and meet critical time deadlines.
- Operate modern office equipment including computer equipment and software programs.
- Use English effectively to communicate in person, over the telephone and in writing.
- Use tact, initiative, prudence and independent judgment within general policy and legal guidelines in politically sensitive situations.
- Establish and maintain effective working relationships with those contacted in the course of work.

**Education and Experience:**

*Any combination of training and experience which would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to the completion of the twelfth (12<sup>th</sup>) grade and four (4) years of progressive field experience in the operation and maintenance of water production, treatment, and distribution facilities and equipment, and wastewater collection and treatment facilities. Supplemental college coursework in potable or wastewater sciences or related field is desirable.

**License:**

- Valid California class C driver's license with satisfactory driving record; specified assignments and/or equipment may require possession of a class B driver's license.
- Grade III Water Distribution Operator Certification from the State of California.
- Grade II Wastewater Treatment Plant Operator Certificate as issued by the California State Department of Health Services and/or the California State Water Resources Control Board.
- Grade II Water Treatment Plant Operator Certificate as issued by the State of California highly desirable.
- Grade II Wastewater Collection System Maintenance Certification from the California Water Environment Association highly desirable.

**PHYSICAL DEMANDS**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer, and to work in the field around water and wastewater facilities and systems; strength, stamina and mobility to perform medium to heavy physical work, to work in confined spaces, around machines and to climb and descend ladders, and operate varied hand and power tools and construction equipment; to attend meetings and to operate a motor vehicle; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.

**ENVIRONMENTAL ELEMENTS**

Employees work primarily in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees interact with upset



public and private representatives, and contractors in interpreting and enforcing departmental policies and procedures.

**OTHER REQUIREMENTS:**

Regular on-call duty for response to off-hours emergency situations is required. Must be able to arrive at District facilities within thirty (30) minutes from the time an initial call-back notification.

**INSPECTOR/MAINTENANCE SUPERVISOR**

**DEFINITION**

Under general supervision, performs field inspections on the workmanship and materials used in a variety of construction and development projects within the District's jurisdiction, including water distribution and wastewater collection construction and repair work performed by private contractors, home owners, and District projects; reviews construction plans; ensures conformance with applicable Federal and State laws, District codes, approved plans, specifications, and departmental regulations; plans, organizes, implements, and oversees the District's preventive maintenance program and activities; and performs related work as required.

**SUPERVISION RECEIVED AND EXERCISED**

Receives general direction from the Utility Superintendent. Exercises direct or general supervision over maintenance staff.

**CLASS CHARACTERISTICS**

This is a journey-level construction inspection class that independently performs a variety of complex inspections of District infrastructure and private developments to ensure safety and conformance with plans and specifications. Responsibilities include working closely with engineers, developers, contractors, and the public to effect project modifications to meet field contingencies. This class has the authority to stop work on projects within specified guidelines until modifications in design, materials, or practices are accomplished. This class is distinguished from the Utility Superintendent in that the latter has management responsibility for entire Utility Department.

**EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)**

*Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Inspects all phases of a variety of infrastructure, capital improvement, and private development construction projects for conformance with approved plans, specifications, contract provisions, and safe work practices in accordance with District, State, and Federal codes; inspects materials for identification and conformance to specifications; performs routine field tests as needed.
- Reviews plans and specifications of assigned construction projects; conducts pre-construction conferences, develops and issues notice-to-proceed documents.
- Records amounts of materials used and work performed; prepares necessary reports for progress payments.
- Confers with contractors and developers regarding conformance to standards, plans, specifications and codes; explains requirements and evaluates alternatives.
- Issues "stop-work" notices, notices of violation, and change orders within specific guidelines; conducts change order negotiations; consults with engineering staff regarding problems and change alternatives.
- Prepares and maintains daily inspection reports, progress payments, claims and other written documentation.

- Collects samples of materials for examination or analysis by laboratories; performs routine materials and field tests to assure material/workmanship quality.
- Inspects sites and reviews plans and specifications prior to the bidding or development process; attends bid openings for capital improvement and private construction projects.
- Assists in the District's National Pollution Discharge Elimination System (NPDES) water pollution prevention program as it relates to stormwater compliance.
- Acts as liaison between the District, contractors, other agencies, businesses, and residents; maintains communication among the parties and responds to and resolves issues and complaints or refers them to the proper office for resolution.
- Plans, organizes, implements, and oversees the District's preventive maintenance program and activities.
- Plans, organizes, assigns, supervises, and reviews the work of assigned maintenance staff in the Utility Department.
- Trains staff in work and safety procedures and in the operation and use of equipment and supplies.
- Performs other duties as assigned.

## **QUALIFICATIONS**

### **Knowledge of:**

- Materials, methods, equipment, tools, practices and procedures used in public work construction, including streets, gutters, sidewalks, drainage, water and wastewater lines and facilities, and related facilities and appurtenances, as well as private development construction projects.
- Principles and practices of construction and wastewater pollution inspection.
- Operation, materials, and methods of wastewater collection, treatment, water distribution and construction.
- Construction practices, procedures, methods, tools, equipment and supplies.
- Safety hazards and appropriate precautions applicable to work assignments.
- Applicable Federal, State, and local laws, codes, regulations and departmental policies governing the construction of assigned projects, including National Pollution Discharge Elimination System (NPDES).
- Technical principles and practices of engineering design, specification, and cost estimate preparation.
- Materials sampling, testing, and estimating procedures.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, discipline, and the training of staff in work procedures.
- Principles, practices, techniques, and methods of preventative maintenance programs and related activities.
- Modern office practices, methods and computer equipment.
- Computer applications related to the work, including computer tracking programs for facility maintenance activities.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for dealing effectively with the engineers, developers, contractors, District staff, and representatives of other agencies in an effective manner.
- Techniques for providing a high level of customer service to the public and District staff, in person and over the telephone.

### **Ability to:**

- Interpret, apply, and explain laws, regulations, codes, and departmental policies governing the public works, infrastructure, capital improvement, and private development construction.

- Review and authorize change orders, claims, and progress payments within specific procedural guidelines.
- Detect and locate faulty materials and workmanship and determine the stage of construction during which defects are most easily found and remedied.
- Review and analyze construction plans, specifications, and maps for conformance with District standards and policies; read and interpret as-built plans of water and wastewater system construction projects.
- Coordinate and deal tactfully with contractors, engineers, and property owners.
- Respond to complaints or inquiries from citizens, staff, and outside organizations.
- Perform the entire range of construction inspection activities with a minimum of supervision.
- Effectively represent the department and the District in meetings with public and private organizations and individuals.
- Supervise, train, plan, organize, schedule, assign, review, and evaluate the work of staff.
- Plan, coordinate, oversee, and track facility maintenance activities.
- Prepare clear, effective, and accurate reports, correspondence, change orders, specifications, and other written materials.
- Maintain accurate records and files of work performed.
- Make sound, independent decisions within established policy and procedural guidelines.
- Organize own work, set priorities and meet critical time deadlines.
- Operate modern office equipment including computer equipment and software programs.
- Use English effectively to communicate in person, over the telephone and in writing.
- Use tact, initiative, prudence and independent judgment within general policy and legal guidelines in politically sensitive situations.
- Establish and maintain effective working relationships with those contacted in the course of work.

**Education and Experience:**

*Any combination of training and experience which would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to the completion of the twelfth (12<sup>th</sup>) grade and two (2) years of increasingly responsible construction inspection experience. Supplemental college coursework in potable or wastewater sciences and/or building or construction inspection is desirable.

**License:**

- Valid California class C driver's license with satisfactory driving record.
- Inspector certification by the American Concrete Institute highly desirable.
- Grade I Water Distribution Operator Certification from the State of California.
- Grade I Wastewater Treatment Plant Operator Certificate as issued by the California State Department of Health Services and/or the California State Water Resources Control Board.

**PHYSICAL DEMANDS**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to inspect various commercial and residential development sites, including traversing uneven terrain, climbing ladders, stairs, and other temporary or construction access points; to attend meetings and to operate a motor vehicle; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach and climb to perform work and

inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.

**ENVIRONMENTAL ELEMENTS**

Employees work primarily in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees interact with upset public and private representatives, and contractors in interpreting and enforcing departmental policies and procedures.

**OTHER REQUIREMENTS:**

Regular on-call duty for response to off-hours emergency situations is required. Must be able to arrive at District facilities within thirty (30) minutes from the time an initial call-back notification.

## UTILITY OPERATOR/WATER QUALITY TECHNICIAN

### DEFINITION

Under general supervision, performs a wide variety of semi-skilled and skilled utility maintenance and repair work to operate and maintain potable water production, treatment, and related distribution equipment and facilities and wastewater collection and treatment equipment and facilities to assure the health and safety of the public water supply and the proper disposal of wastewater; takes water and wastewater samples and performs a variety of standard tests to determine water and wastewater quality and to ensure compliance with laws and regulations; performs general maintenance and repair of all District facilities; provides technical support to the Utilities Department; and performs related work as required.

### SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Utility Superintendent and/or the Utility Field Supervisor. May exercise technical and functional direction over assigned staff.

### CLASS CHARACTERISTICS

This is a journey-level class in the utility operations and water quality functional area that performs the full range of duties required to ensure that water distribution and wastewater collection facilities and systems are maintained in a safe and effective working condition. Responsibilities include taking water and wastewater samples and coordinating with appropriate laboratories for chemical, physical, biological, and bacteriological analyses, and performing a wide variety of tasks in the maintenance and repair of assigned facilities and systems. This class is distinguished from the Utility Foreman/Construction Inspector in that the latter is working supervisory-level class in the series that assists in organizing, assigning, supervising, and reviewing the work of assigned staff involved in utility maintenance and operations.

### EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

*Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Collects samples for testing at various sites throughout District's water and wastewater treatment facilities, as well as, water distribution, wastewater collection systems, and pump/lift stations to determine the effectiveness of each stage of the treatment process.
- Prepares samples for commercial laboratories to conduct chemical, biochemical, biological, bacteriological, and physical analyses related to the treatment, quality control, and distribution of potable water, as well as treatment, quality control, and disposal of wastewater influent and effluent, following standard procedures and guidelines.
- Receives and logs laboratory results, recognizing problems that may be occurring during the treatment process; ensures that test results are reviewed and reported.
- Sets up, calibrates, operates and performs minor maintenance and repair to a variety of sample collection instruments and equipment.
- Maintains control and quality assurance and follows safe work procedures.

- Maintains accurate records of work performed and laboratory results; enters data into and retrieves data from an automated data control system.
- Prepares periodic and special reports for submission to appropriate regulatory agencies in a timely manner, including State-mandated self-monitoring and other reports and paperwork; ensures that laboratories' certifications are in compliance with regulatory requirements.
- Inspects plant operational and remote pumping and storage equipment and facilities on a regularly-scheduled basis; reads and records readings of pumps, chemical feed and other production, treatment, distribution and collection equipment.
- Reviews and analyzes automated information and control system data and revises equipment settings as appropriate; notifies supervisor of unusual situations and makes inspections or corrects system problems as instructed.
- Adjusts chemical feeds and other equipment accordingly.
- Performs all duties of the Utility Worker, on an as-needed basis.
- Performs on-call duties and responds to after-hours emergencies.
- Performs related duties as assigned.

## **QUALIFICATIONS**

### **Knowledge of:**

- Chemical, biological, and physical characteristics of water and wastewater and basic laboratory procedures and processes.
- Principles, practices, equipment, and materials required for the collection, storage, and preparation of samples of potable water and wastewater for commercial laboratories.
- Sampling techniques and related statistical analysis techniques.
- Wastewater plant safety procedures and equipment.
- Basic principles of water and wastewater treatment and distribution/disposal.
- Applicable Federal, State, and local laws, codes, and regulations, including National Pollution Discharge Elimination System (NPDES).
- Technical report writing practices and procedures.
- Practices, methods, equipment, tools, and materials used in the maintenance construction, installation, and repair of water and wastewater treatment facilities and water distribution and wastewater collection systems.
- Principles and procedures of record keeping.
- Modern office practices, methods and computer equipment.
- Computer applications related to the work.
- English usage, spelling, vocabulary, grammar and punctuation.
- Techniques for providing a high level of customer service to public and District staff, in person and over the telephone.

### **Ability to:**

- Collect potable water and wastewater samples and store and prepare for commercial laboratories for chemical, biochemical, biological, bacteriological, and physical analyses.
- Analyze and interpret the results of such tests and make appropriate recommendations for plant operations.
- Use and perform calibration and minor maintenance and repair on a variety of sample collection instruments and equipment.
- Maintain an inventory of supplies and equipment required for the performance of assigned duties.
- Interpret, apply, and explain complex laws, codes, regulations, and ordinances.
- Prepare and maintain clear and concise reports and accurate records and files.

- Utilize computer and related word processing, database, and spreadsheet software and applications.
- Perform construction, modification, maintenance, and repair work on water and wastewater treatment plant facilities and equipment, as well as, water distribution and wastewater collection systems.
- Locate underground utilities by use of blue prints and electronic locating equipment in accordance with Underground Service Alert (USA) regulations.
- Make accurate arithmetic calculations.
- Read and interpret construction drawings and specifications.
- Safely and effectively use and operate hand tools, mechanical equipment, power tools, and equipment required for the work.
- Follow department policies and procedures related to assigned duties.
- Understand and follow oral and written instructions.
- Organize own work, set priorities, and meet critical time deadlines.
- Use English effectively to communicate in person, over the telephone and in writing.
- Use tact, initiative, prudence and independent judgment within general policy, procedural and legal guidelines.
- Establish and maintain effective working relationships with those contacted in the course of the work.

**Education and Experience:**

*Any combination of training and experience which would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to the completion of the twelfth (12<sup>th</sup>) grade and three (3) years of experience in the operation and maintenance of water and/or wastewater treatment facilities and equipment. Experience in the operation of water production and distribution systems and/or wastewater collection systems is highly desirable.

**License:**

- Valid California class C driver's license with satisfactory driving record.
- Grade II Water Distribution Operator Certification from the State of California.
- Grade I Water Treatment Plant Operator Certificate as issued by the State of California highly desirable.
- Grade I Wastewater Treatment Plant Operator Certificate as issued by the California State Department of Health Services and/or the California State Water Resources Control Board.
- Grade I Wastewater Collection System Maintenance Certification from the California Water Environment Association highly desirable.

**PHYSICAL DEMANDS**

Must possess mobility to work in the field walking for long periods of time, sometimes over rough, uneven or rocky surfaces; strength, stamina, and mobility to perform medium to heavy physical work, to work in confined spaces, around machines, and to climb and descend ladders, and operate varied hand and power tools and construction equipment; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.



**ENVIRONMENTAL ELEMENTS**

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees interact with upset public and private representatives, and contractors in interpreting and enforcing departmental policies and procedures.

**OTHER REQUIREMENTS:**

Regular on-call duty for response to off-hours emergency situations is required. Must be able to arrive at District facilities within thirty (30) minutes from the time an initial call-back notification.

## UTILITY WORKER

### DEFINITION

Under general supervision, performs a wide variety of semi-skilled and skilled utility maintenance and repair work to operate and maintain potable water production, treatment, and related distribution equipment and facilities and wastewater collection and treatment equipment and facilities to assure the health and safety of the public water supply and the proper disposal of wastewater; performs general maintenance and repair of all District facilities; provides technical support to the Utilities Department; and performs related work as required.

### SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Utility Superintendent and/or the Utility Field Supervisor. May exercise technical and functional direction over assigned staff.

### CLASS CHARACTERISTICS

This is a journey-level class in the utility maintenance functional area that performs the full range of duties required to ensure that water distribution and wastewater collection facilities and systems are maintained in a safe and effective working condition. Responsibilities include inspecting and attending to assigned areas in a timely manner, and performing a wide variety of tasks in the maintenance and repair of assigned facilities and systems. This class is distinguished from the Utility Foreman/Construction Inspector in that the latter is working supervisory-level class in the series that assists in organizing, assigning, supervising, and reviewing the work of assigned staff involved in utility maintenance and operations.

### EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

*Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Operates and maintains light, medium, and heavy equipment and trucks appropriate to the construction, maintenance, and repair of the District's water distribution and wastewater collection systems.
- Inspects water services for compliance with established codes and/or damaged or worn parts, and makes repairs as necessary.
- Repairs transmission and distribution water mains, including installing parts as necessary.
- Installs and replaces water and fire services and hydrants, including, and setting up and maintaining traffic control to ensure safe traveling conditions for the public.
- Maintains and repairs fire hydrants, including installing parts and fittings, and performing scheduled maintenance and making repairs.
- Performs visual checks of meter conditions and connections to ensure efficient operations, and reports damaged or non-functioning meters.
- May read commercial and residential water meters on assigned routes, and records subsequent data in a legible and accurate manner.

- May repair or replace meters as necessary to ensure efficient operation, maintains complete and accurate records, and/or reports potential or existing problems to immediate supervisor.
- Inspects and maintains District water well sights; takes samples at water wells; checks chlorine residuals; handles chlorine and other hazardous chemicals safely; sets up and maintains eye-wash stations; monitors and maintains chlorination equipment and installs chlorine analyzers; repairs well head meters and installs piping and large meter equipment.
- Monitors telemetry systems and takes corrective action; checks and records system pressure readings.
- Performs maintenance and repair duties in and around water and sewer lift stations and pumps.
- Inspects and services lift stations, pumps, check valves, and floats as necessary.
- Maintains the District's wastewater collection system in a safe and sanitary manner to ensure safe conditions.
- Assists in installation, maintenance, and repair of wastewater mains and laterals.
- Performs asphalt and concrete repair and patchwork; removes trees, brush, and debris from right-of-ways to access sewer main lines and laterals.
- Installs and maintains different metering devices throughout the City's infrastructure to monitor wastewater flows; downloads necessary information onto a computer.
- Inspects wastewater treatment plant operational and remote pumping and storage equipment and facilities on a regularly-scheduled basis; reads and records readings of pumps, chemical feeds, and other production, treatment, distribution, and collection equipment.
- Cleans bar screens, aerators, and related wastewater treatment equipment.
- Performs welding, masonry, carpentry, minor electrical, and plumbing duties.
- Uses test equipment and makes operating adjustments to a variety of equipment.
- Checks and adds oil to pumps and engines, grease bearings, and performs other related preventive maintenance work on equipment.
- Disassembles equipment and replaces or renews bearings and packing; removes and replaces water and oil hoses on gasoline engines; replaces air and oil filters; replaces or repairs water or air valves.
- Performs preventive maintenance, including providing for and checking proper fluid levels, maintaining accurate records of work performed, and logging amount of sludge distributed into the ground.
- Performs maintenance painting of and minor modifications to equipment and facilities; maintains landscaped areas and green space around District facilities; controls animal, insect and vegetation pests as required; performs concrete, welding, and other semi-skilled maintenance work as required.
- Observes safe work methods and makes appropriate use of related safety equipment as required.
- Performs a variety of ground maintenance activities, including mowing, edging, and trimming landscape areas as scheduled and painting pumps and pipes when needed.
- Makes minor adjustments on service equipment; maintains tools and equipment in working order.
- Maintains logs of daily activities.
- Interacts with outside contractors in the course of large construction, maintenance, and repair projects.
- Performs on-call duties and responds to after-hours emergencies.
- Performs related duties as assigned.

## QUALIFICATIONS

### **Knowledge of:**

- Basic principles and practices of water and wastewater treatment, as well as, water distribution and wastewater collection system operations.
- Practices, methods, equipment, tools, and materials used in the maintenance construction, installation, and repair of water and wastewater treatment facilities and water distribution and wastewater collection systems.

- Gas and diesel engine maintenance and repair.
- Hydraulics and control systems.
- Principles and practices of gas and electrical welding, masonry, carpentry and plumbing.
- The operation and minor maintenance of a variety of hand and power tools, vehicles, and power equipment.
- Basic traffic control procedures and traffic sign regulations.
- Shop arithmetic.
- Safety equipment and practices related to the work, including the handling of hazardous chemicals.
- Safe driving rules and practices.
- Basic computer software related to work.
- English usage, spelling, vocabulary, grammar and punctuation.
- Techniques for providing a high level of customer service to public and District staff, in person and over the telephone.

**Ability to:**

- Perform construction, modification, maintenance, and repair work on water and wastewater treatment plant facilities and equipment, as well as, water distribution and wastewater collection systems.
- Operate specialized maintenance and repair equipment.
- Set up and operate traffic area construction zones, including cones, barricades and flagging.
- Locate underground utilities by use of blue prints and electronic locating equipment in accordance with Underground Service Alert (USA) regulations.
- Troubleshoot maintenance problems and determine materials and supplies required for repair.
- Make accurate arithmetic calculations.
- Read and interpret construction drawings and specifications.
- Safely and effectively use and operate hand tools, mechanical equipment, power tools, and equipment required for the work.
- Perform routine equipment maintenance.
- Maintain accurate logs, records, and basic written records of work performed.
- Follow department policies and procedures related to assigned duties.
- Understand and follow oral and written instructions.
- Organize own work, set priorities, and meet critical time deadlines.
- Use English effectively to communicate in person, over the telephone and in writing.
- Use tact, initiative, prudence and independent judgment within general policy, procedural and legal guidelines.
- Establish and maintain effective working relationships with those contacted in the course of the work.

**Education and Experience:**

*Any combination of training and experience which would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to the completion of the twelfth (12<sup>th</sup>) grade and one (1) year of experience in construction or maintenance work. Experience in underground facilities maintenance and repair is highly desirable.

**License:**

- Valid California class C driver's license with satisfactory driving record.
- Grade I Water Distribution Operator Certification from the State of California must be obtained within twelve (12) months of hire.

- Wastewater Operator-in-Training Certificate as issued by the California State Department of Health Services and/or the California State Water Resources Control Board within must be obtained within twelve (12) months of hire.
- Grade I Wastewater Collection System Maintenance Certification from the California Water Environment Association desirable.

### **PHYSICAL DEMANDS**

Must possess mobility to work in the field walking for long periods of time, sometimes over rough, uneven or rocky surfaces; strength, stamina, and mobility to perform medium to heavy physical work, to work in confined spaces, around machines, and to climb and descend ladders, and operate varied hand and power tools and construction equipment; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.

### **ENVIRONMENTAL ELEMENTS**

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees interact with upset public and private representatives, and contractors in interpreting and enforcing departmental policies and procedures.

### **OTHER REQUIREMENTS:**

Regular on-call duty for response to off-hours emergency situations is required. Must be able to arrive at District facilities within thirty (30) minutes from the time an initial call-back notification.

## MAINTENANCE/CUSTOMER SERVICE WORKER

### DEFINITION

Under general supervision, performs a variety of work in the construction, modification, maintenance, repair, and operation of District infrastructure, including storm and sanitary sewers, water and wastewater systems, and drainage facilities; obtains water and other meter readings and records consumption; cleans, inspects, and repairs water meters; identifies irregularities in meter equipment and related plumbing; performs meter setting and meter replacement activities; provides a variety of customer service functions; monitors District water wells, lift stations, and other equipment, as needed; and performs related work as required.

### SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Utility Field Supervisor and/or the Inspector/Maintenance Supervisor. May exercise technical and functional direction over assigned staff.

### CLASS CHARACTERISTICS

Initially under close supervision, this class learns District infrastructure, systems, and facilities, use of tools and equipment, and a wide variety of practices and procedures. As experience is gained, assignments become more varied and are performed with greater independence. The incumbent is responsible for learning to work independently in the field to read water meters, record consumption, maintain meters, perform customer service activities, and other field duties. Responsibilities include inspecting and attending to assigned areas in a timely manner, and performing a wide variety of tasks in the maintenance and repair of assigned facilities and systems. This class is distinguished from Utility Worker in that the latter requires more technical knowledge and skills pertaining to the maintenance and repair of District infrastructure and requires professional certifications.

### EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)

*Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Obtains and records water meter readings from homes and businesses for the purpose of billing water usage, including making necessary calculations and reporting inconsistent readings to supervisor.
- Performs opening and closing of consumers' water accounts by turning water on or off and recording the readings, including processing service orders from the District office.
- Delivers notices from the District office to consumers such as demand for payment, high consumption, returned mail, shut off, or returned check and other door hangers.
- Provides information to customers, including addressing complaints and billing concerns, rereading meters as requested, and answering questions regarding leaks and meter readings.
- Performs various maintenance duties, including removing and installing water meters and meter boxes, and making minor meter repairs.
- Performs visual checks of meter conditions and connections to ensure efficient operations, and reports damaged or non-functioning meters.

- Assists in repairing transmission and distribution water mains, including installing parts repairing system leaks, and replacing service line connections.
- Installs and replaces fire hydrants, including installing parts, fittings, and performing related maintenance and repair duties.
- Performs maintenance and ground-keeping duties at District water well sights; takes samples at water wells; utilizes chlorine and other hazardous chemicals safely; performs maintenance and repair duties in and around lift stations and pumps.
- Performs a variety of duties in the maintenance of drainage structures to ensure efficient drainage.
- Operates specialized vehicles and a variety of light to medium equipment related to the construction, maintenance, and repair of District systems and facilities.
- Performs a variety of weed abatement duties to eliminate hazards to the public and vehicles, as necessary.
- Sets up traffic control and safety equipment when using vehicles on a street or other roadway; and uses safety equipment and observes all safety procedures as specified by the District.
- Notifies supervisor of the need for repair or additional maintenance as found during routine inspection and cleaning activities; and prepares work orders or notes service requirements.
- Ensures that adequate materials and supplies are available for maintenance and repair work.
- Contacts the public to inform them of activities and shutdowns; and explains applicable rules and regulations.
- Marks the location of underground utilities in response to USA requests.
- Maintains complete and accurate records, and/or reports potential or existing problems to supervisor.
- Maintains light to medium equipment and trucks appropriate to the functional area of assignment.
- Operates a variety of hand and power tools and equipment related to work assignment as instructed.
- Maintains work areas in a clean and orderly condition, including securing equipment at the close of the workday.
- Completes work orders, picks up and deliver mail, and makes bank deposit; delivers office generated materials, as required.
- Interacts with outside contractors in the course of large construction, maintenance, and repair projects.
- Performs on-call duties and responds to after-hours emergencies.
- Performs related duties as assigned.

## QUALIFICATIONS

### Knowledge of:

- District street and address system, including awareness of hazards.
- A variety of meters and meter reading equipment and their respective functions.
- Principles, practices, and tools to maintain, repair, place, and set water meters.
- Billing procedures and policies of water utility services.
- Basic maintenance principles, practices, tools, and materials for maintaining and repairing water distribution systems, including water hydraulics, valves, pipe materials and water service components; water wells, lift stations, and pumps; asphalt and concrete repair; and other related facilities and systems.
- The operation and minor maintenance of a variety of hand and power tools, vehicles, and power equipment.
- Basic traffic control procedures and traffic sign regulations.
- Shop arithmetic.
- Safety equipment and practices related to the work, including the handling of hazardous chemicals.
- Safe driving rules and practices.
- Basic computer software related to work.

- English usage, spelling, vocabulary, grammar and punctuation.
- Techniques for providing a high level of customer service to public and District staff, in person and over the telephone.

**Ability to:**

- Read meters efficiently and recording accurate consumption information.
- Maintain accurate and up-to-date records using automated and manual systems.
- Read maps and schematics.
- Perform maintenance and repair work on water meters, water distribution and related systems, facilities, and equipment such as found in the District.
- Operate specialized maintenance and repair equipment.
- Set up and operate traffic area construction zones, including cones, barricades and flagging.
- Locate underground utilities by use of blue prints and electronic locating equipment in accordance with Underground Service Alert (USA) regulations.
- Troubleshoot maintenance problems and determine materials and supplies required for repair.
- Make accurate arithmetic calculations.
- Read and interpret construction drawings and specifications.
- Safely and effectively use and operate hand tools, mechanical equipment, power tools, and equipment required for the work.
- Perform routine equipment maintenance.
- Maintain accurate logs, records, and basic written records of work performed.
- Follow department policies and procedures related to assigned duties.
- Understand and follow oral and written instructions.
- Organize own work, set priorities, and meet critical time deadlines.
- Use English effectively to communicate in person, over the telephone and in writing.
- Use tact, initiative, prudence and independent judgment within general policy, procedural and legal guidelines.
- Establish and maintain effective working relationships with those contacted in the course of the work.

**Education and Experience:**

*Any combination of training and experience which would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to the completion of the twelfth (12<sup>th</sup>) grade. No experience is required. Field experience reading utility meters or reading and recording data with speed and accuracy, and/or maintenance or repair experience in underground utilities, general construction, or landscape and/or facilities maintenance are desirable.

**License:**

- Valid California class C driver's license with satisfactory driving record.
- Must obtain a Grade I Water Distribution Operator Certification from the State of California within twelve (12) months of hire.
- Must be bondable by District's fidelity bond insurer.

**PHYSICAL DEMANDS**

Must possess mobility to work in the field walking for long periods of time, sometimes over rough, uneven or rocky surfaces; strength, stamina, and mobility to perform medium to heavy physical work, to work in confined spaces, around machines, and to climb and descend ladders, and operate varied hand



and power tools and construction equipment; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.

**ENVIRONMENTAL ELEMENTS**

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees interact with upset public and private representatives, and contractors in interpreting and enforcing departmental policies and procedures.

**OTHER REQUIREMENTS:**

Regular on-call duty for response to off-hours emergency situations is required. Must be able to arrive at District facilities within thirty (30) minutes from the time an initial call-back notification.

**Appendix II**  
**Recommended Employee Allocations**

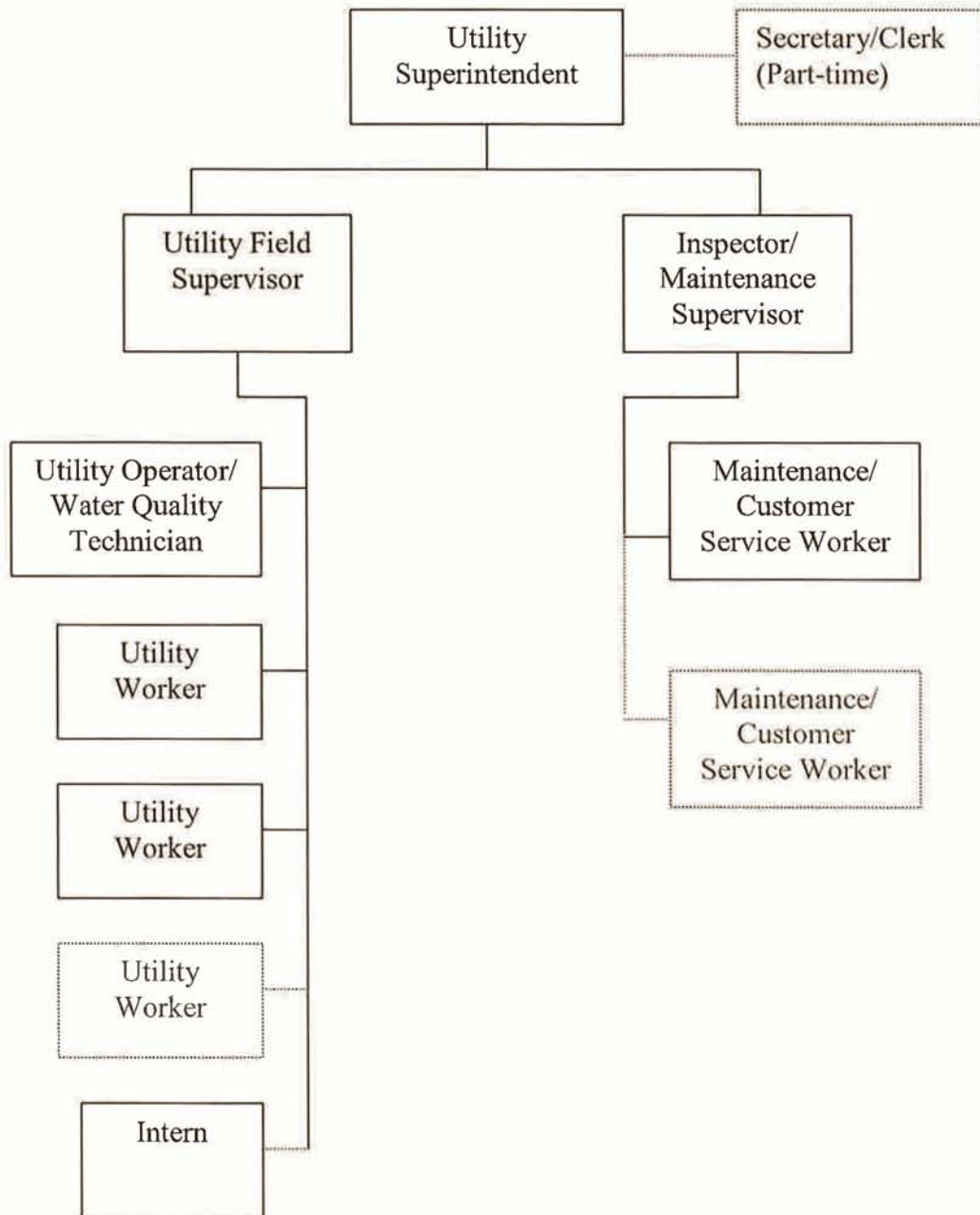
**Nipomo Community Services District  
Appendix II - Employee Allocation List  
February 2007**

Last Name	First Name	Job Title	Proposed Classification	Action	Department	Supervisor	Interviewer
Migliazzo	Dan	Utility Supervisor	Utility Superintendent	Reclass	Utility	Bruce Buel	Georg
VACANT		Utility Field Foreman	Utility Supervisor	Reclass	Utility	Dan Migliazzo	Georg
VACANT		Utility Field Foreman	Construction Inspector	Title Change	Utility	Dan Migliazzo	Georg
Brewer	Reed	Maintenance Worker	Maintenance/Customer Service Worker	Title Change	Utility	Dan Migliazzo	Georg
German	Scott	Utility Worker	Utility Worker	No Change	Utility	Dan Migliazzo	Georg
Rodriguez	Rigo	Utility Worker	Utility Worker	No Change	Utility	Dan Migliazzo	Georg
Motely	Rick	Utility Operator	Utility Operator/Water Quality Technician	Title Change	Utility	Dan Migliazzo	Georg

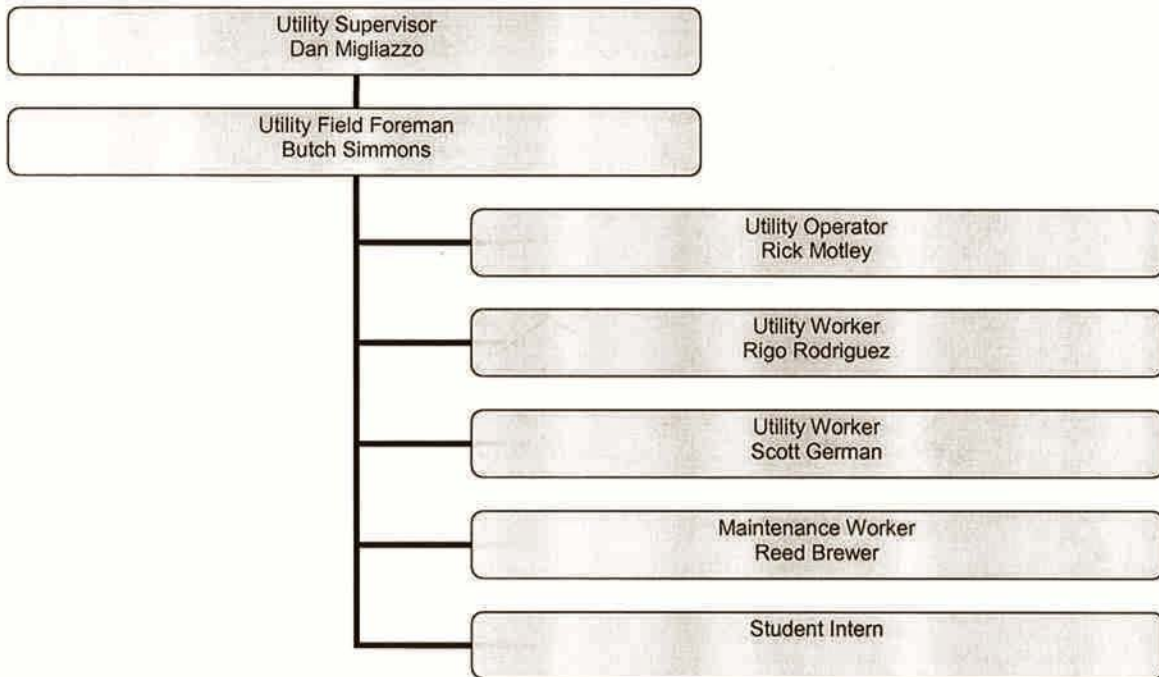
A-48

**Appendix III**  
**Potential Department Organizational Structure**

Appendix III  
POTENTIAL DEPARTMENT ORGANIZATIONAL STRUCTURE  
Nipomo Community Services District Utility Department  
February 2007



**NIPOMO COMMUNITY SERVICES DISTRICT  
UTILITY DEPARTMENT  
CURRENT ORGANIZATIONAL STRUCTURE**



Nipomo Community Services District  
 Utilities Department  
 Top Monthly Salary Data  
 March 2007

C-1

UTILITY SUPERINTENDENT					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Ojai Valley Sanitary District	Operations Superintendent <sup>5</sup>	\$8,617	07/01/06	07/01/07
2	Cambria Community Services District	Utilities Manager <sup>2</sup>	\$8,103	07/01/06	
3	Goleta Water District	Distribution System Superintendent / Water Treatment Supt <sup>1,6</sup>	\$8,043	01/01/07	07/01/07
4	City of Pismo Beach	Public Works Superintendent <sup>3</sup>	\$6,706	07/01/06	07/01/07
5	City of Morro Bay	Wastewater Division Mgr / Public Services Maint Superintendent <sup>1</sup>	\$6,001	07/01/06	07/01/07
6	Vandenberg Village Community Services District	Operations & Maintenance Manager	\$5,960	07/01/06	07/01/07
<b>7</b>	<b>Nipomo Community Services District</b>	<b>Utility Superintendent</b>	<b>\$5,215</b>	<b>01/06/07</b>	<b>07/01/07</b>
	Goleta Sanitary District	N/C <sup>4</sup>			
	Heritage Ranch Community Services District	N/C			
	Mission Hills Community Services District	N/C			
	Oceano Community Services District	N/C			
	San Miguel Community Services District	N/C			
	Templeton Community Services District	N/C			
<b>Average of Comparators</b>			<b>\$7,238</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-38.8%</b>		
<b>Median of Comparators</b>			<b>\$7,375</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-41.4%</b>		

*Proposed  
Salary Range #52*

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 Manages Water & Wastewater, has 2 Supervisors, 8 Operators reporting to him.
- 3 PW Superintendent includes Streets, Parks, Facilities, and Fleet; plus requires a BS degree & 5 years experience; no certifications.
- 4 Goleta Sanitary District has Operations Manager class but it requires BS degree with Wastewater Treatment Operation 5 Certificate.
- 5 Requires ability to obtain WWTP Operator 4 Certificate and 4 years of supervisory experience.
- 6 Requires High School Diploma plus 5 years experience plus D-5 Certificate; Requires High School Diploma plus 3 years experience at T-4 level plus T-5.

Nipomo Community Services District  
 Utilities Department  
 Top Monthly Salary Data  
 March 2007

C-2

UTILITY SUPERVISOR						
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase	
1	Mission Hills Community Services District <sup>a</sup>	Operations Supervisor <sup>7</sup>	\$6,831	07/01/06	07/01/07	
2	Ojai Valley Sanitary District	Collection System Supervisor / Treatment Plant Supv <sup>1,8</sup>	\$6,779	07/01/06	07/01/07	
3	Goleta Water District	Chief Water Treatment Operator / Chief Distribution Sys Opr <sup>1,9</sup>	\$6,734	01/01/07	07/01/07	
4	Goleta Sanitary District	Collection Systems Supervisor <sup>5</sup>	\$6,616	07/01/06	07/01/07	
5	Cambria Community Services District	Water System Supervisor / Wastewater System Supervisor <sup>1,2</sup>	\$6,483	07/01/06		
6	Heritage Ranch Community Services District	Operations Supervisor <sup>6</sup>	\$5,630	07/01/06	07/01/07	
7	City of Pismo Beach	Water System Supervisor / Wastewater System Supervisor <sup>1,4</sup>	\$5,511	07/01/06	07/01/07	
8	Templeton Community Services District	Utilities Supervisor	\$5,285	07/01/06	07/01/07	
9	Oceano Community Services District	Utility Operations Supervisor	\$5,026	07/01/06	07/01/07	
10	City of Morro Bay	WW Treat Plant Opr / WW Coll Systems / Water System Opr <sup>1,3</sup>	\$4,553	07/01/06	07/01/07	
11	<b>Nipomo Community Services District</b>	<b>Utility Supervisor</b>	<b>\$4,468</b>	<b>01/06/07</b>	<b>07/01/07</b>	
	San Miguel Community Services District	N/C				
	Vandenberg Village Community Services District	N/C				
<b>Average of Comparators</b>			<b>\$5,945</b>			
% Nipomo Community Services District Above/Below			-33.1%			
<b>Median of Comparators</b>			<b>\$6,057</b>			
% Nipomo Community Services District Above/Below			-35.6%			

*Proposed Salary Range # 46*

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 T-II Certificate, requires WWT III Certificate.
- 3 WWTPO requires WW-III Certificate, Water System Operator requires D-3 Certificate.
- 4 Requires T-III Certificate, requires WW T-III Certificate.
- 5 Requires WWCS III Certificate or Maintenance Technician III.
- 6 Requires T-3 Certificate and D-2 Certificate.
- 7 Requires T-3 Certificate.
- 8 Both require Associates degree and 6 years experience; Treatment Plant Supv requires WWTP Operator III Certificate within 1 year; Collection System Supv, WWCS III highly desirable.
- 9 Requires T-3 Certificate and 3 years supervisory experience; Requires D-5 Certificate within 3 years of hire and 3 years supervisory experience.

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



Nipomo Community Services District  
 Utilities Department  
 Top Monthly Salary Data  
 March 2007

C-3

UTILITY OPERATOR/WATER QUALITY TECHNICIAN					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Goleta Water District	Distribution System Operator I / Water Treatment Operator I <sup>1,9</sup>	\$4,765	01/01/07	07/01/07
2	Ojai Valley Sanitary District	Collection Sys Operator II / Treatment Plant Operator III <sup>8</sup>	\$4,656	07/01/06	07/01/07
3	Goleta Sanitary District	Treatment Plant Operator I	\$4,620	07/01/06	07/01/07
4	Vandenberg Village Community Services District	Service Person II <sup>7</sup>	\$4,447	07/01/06	07/01/07
5	Heritage Ranch Community Services District	Treatment Operator II <sup>5</sup>	\$4,264	07/01/06	07/01/07
6	City of Pismo Beach	Wastewater Plant Operator II / Maintenance Worker II <sup>1,4</sup>	\$4,196	07/01/06	07/01/07
7	Mission Hills Community Services District <sup>a</sup>	Operator II <sup>6</sup>	\$4,171	07/01/06	07/01/07
8	Cambria Community Services District	Water Treatment Operator II / Wastewater Operator II <sup>1,2</sup>	\$3,931	01/01/07	
9	<b>Nipomo Community Services District</b>	<b>Utility Operator/Water Quality Technician</b>	<b>\$3,813</b>	<b>01/06/07</b>	<b>07/01/07</b>
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 / Maint Worker III - Water <sup>1,3</sup>	\$3,712	07/01/06	07/01/07
12	Oceano Community Services District	Utility Systems Operator	\$2,965	07/01/06	07/01/07
13	San Miguel Community Services District	N/C			
<b>Average of Comparators</b>			<b>\$4,133</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-8.4%</b>		
<b>Median of Comparators</b>			<b>\$4,196</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-10.1%</b>		

Existing Salary Range #29

under w/ 2%  
 $4196 * 94\% = 3944$   
 $< 3813 >$   
 $\# 51$

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 The Water Treatment Operator II requires a T-II and a D-II; The Wastewater Operator requires a Grade II WW Treatment Plant Operator Certificate.
- 3 WWTPO requires WW II, but no D/T, only 2 years experience, Maintenance Worker III requires D-2 Certificate, T-2 desired.
- 4 Requires WW T3 Certificate, requires D-2 Certificate.
- 5 Requires T-2 Certificate and D-1 Certificate.
- 6 Requires either T-2 Certificate or WWTP Operator I Certificate.
- 7 Requires T-2, D-2 and WWCS 1 Certificates.
- 8 Requires WWCS II Certificate within 1 year; Requires WWTP Operator II Certificate within 1 year.
- 9 Requires D-3 Certificate within 2 years of hire; Requires T-2 Certificate within 1 year of hire.

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

Nipomo Community Services District  
 Utilities Department  
 Top Monthly Salary Data  
 March 2007

C-4

MAINTENANCE/CUSTOMER SERVICE WORKER					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Goleta Water District	General Service Worker I / Meter Specialist I <sup>1</sup>	\$4,109	01/01/07	07/01/07
2	Vandenberg Village Community Services District	Service Person I <sup>2</sup>	\$3,842	07/01/06	07/01/07
3	Goleta Sanitary District	Maintenance Worker	\$3,455	07/01/06	07/01/07
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	\$3,281	07/01/06	07/01/07
<b>6</b>	<b>Nipomo Community Services District</b>	<b>Maintenance/Customer Service Worker</b>	<b>\$2,840</b>	<b>01/06/07</b>	<b>07/01/07</b>
7	Heritage Ranch Community Services District	Maintenance Worker II	\$2,754	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			
<b>Average of Comparators</b>			<b>\$3,346</b>		
% Nipomo Community Services District Above/Below			-17.8%		
<b>Median of Comparators</b>			<b>\$3,359</b>		
% Nipomo Community Services District Above/Below			-18.3%		

*Existing Salary Range #18*

*\$3,359 \* 94% = 3157*  
*< 2975 >*  
*\$ 179*

*under w/ 5.6%*

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 maintenance & repair work in Water Distribution & Wastewater Collection.

Nipomo Community Services District  
 Utilities Department  
 Top Monthly Salary Data  
 March 2007

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UTILITY WORKER					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
1	Ojai Valley Sanitary District	Collection System Operator I / Treatment Plant Operator I <sup>1,5</sup>	\$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 <sup>1,2</sup>	\$3,519	01/01/07	
4	City of Pismo Beach	Wastewater Plant Operator I / Maintenance Worker I <sup>1</sup>	\$3,444	07/01/06	07/01/07
5	Heritage Ranch Community Services District	Operator in Training <sup>4</sup>	\$3,354	07/01/06	07/01/07
6	Mission Hills Community Services District <sup>a</sup>	Operator in Training	\$3,284	07/01/06	07/01/07
7	City of Morro Bay	Wastewater Treatment Plant Operator in Training <sup>3</sup>	\$3,281	07/01/06	07/01/07
8	Goleta Sanitary District	Operator in Training	\$3,262	07/01/06	07/01/07
9	<b>Nipomo Community Services District</b>	<b>Utility Worker</b>	<b>\$3,024</b>	<b>01/06/07</b>	<b>07/01/07</b>
10	San Miguel Community Services District	Utility Services Worker	\$2,427	07/01/06	07/01/07
	Goleta Water District	N/C			
	Oceano Community Services District	N/C			
	Templeton Community Services District	N/C			
<b>Average of Comparators</b>			<b>\$3,405</b>		
% Nipomo Community Services District Above/Below			-12.6%		
<b>Median of Comparators</b>			<b>\$3,354</b>		
% Nipomo Community Services District Above/Below			-10.9%		

*Existing Salary Range # 21*

*\* 91% = 3052*

*< 3203 >*

*< 151 >*

*over by 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 Wastewater Operator I requires a Grade II WW Treatment Plant Operator's Certificate.
- 3 Responsibilities only include operations & maintenance of WWTP.
- 4 Requires Operator in Training Certificate at hire.
- 5 Requires WWCS I Certificate within 1 year; requires WWTP Operator I Certificate within 1 year.

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

Nipomo Community Services District  
 Utilities Department  
 Top Monthly Salary Data  
 March 2007

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CONSTRUCTION INSPECTOR			Top Monthly Salary	Effective Date	Next Salary Increase
Rank	Comparator Agency	Class Title			
1	Ojai Valley Sanitary District	Construction Inspector <sup>3</sup>	\$6,167	07/01/06	07/01/07
2	<b>Nipomo Community Services District</b>	<b>Construction Inspector</b>	<b>\$4,468</b>	<b>01/06/07</b>	<b>07/01/07</b>
3	City of Pismo Beach	Building Inspector I <sup>2</sup>	\$4,407	07/01/06	07/01/07
4	City of Morro Bay	Building Inspector <sup>1</sup>	\$4,374	07/01/06	07/01/07
5	San Miguel Community Services District	Utility Services Operator	\$4,333	07/01/06	07/01/07
	Cambria Community Services District	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			
	Templeton Community Services District	N/C			
	Vandenberg Village Community Services District	N/C			
<b>Average of Comparators</b>			<b>\$4,820</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-7.9%</b>		
<b>Median of Comparators</b>			<b>\$4,391</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>1.7%</b>		

*Proposed Salary Range #33*

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

1 Includes Electrical & Building codes.

2 Includes Building, Electrical, Structural, and Mechanical, plus ICBO Certificate within 6 months of hire.

3 Requires 6 years experience and WWCS III Certificate highly desirable.

**NIPOMO COMMUNITY SERVICES DISTRICT  
RATIO OF TOTAL COMPENSATION WITH BENEFITS COMPARED  
TO TOTAL COMPENSATION WITHOUT BENEFITS  
BASED ON NOVEMBER 2006 STUDY**

	(1)	(2)	(2) / (1) = (3)	1.00 - (3)
	<u>NCSD</u>	<u>AVERAGE OF COMPARATORS</u>		
<b><u>UTILITY SUPERINTENDENT</u></b>				
SALARY-W/O BENEFITS	5,082	5,863		
SALARY-W/ BENEFITS	8,157	8,797		
PERCENTAGE	1.6051	1.5004	<b>0.93</b>	<b>0.07</b>

	(1)	(2)	(2) / (1) = (3)	1.00 - (3)
	<u>NCSD</u>	<u>AVERAGE OF COMPARATORS</u>		
<b><u>INPSECTOR/MAINTENANCE SUPERVISOR AND UTILITY FIELD SUPERVISOR</u></b>				
SALARY-W/O BENEFITS	4,316	4,983		
SALARY-W/ BENEFITS	7,091	7,914		
PERCENTAGE	1.6430	1.5882	<b>0.97</b>	<b>0.03</b>

	(1)	(2)	(2) / (1) = (3)	1.00 - (3)
	<u>NCSD</u>	<u>AVERAGE OF COMPARATORS</u>		
<b><u>UTILITY OPERATOR/WATER QUALITY TECHNICIAN</u></b>				
SALARY-W/O BENEFITS	3,733	3,964		
SALARY-W/ BENEFITS	6,280	6,260		
PERCENTAGE	1.6823	1.5792	<b>0.94</b>	<b>0.06</b>

	(1)	(2)	(2) / (1) = (3)	1.00 - (3)
	<u>NCSD</u>	<u>AVERAGE OF COMPARATORS</u>		
<b><u>UTILITY WORKER</u></b>				
SALARY-W/O BENEFITS	2,844	3,519		
SALARY-W/ BENEFITS	5,043	5,654		
PERCENTAGE	1.7732	1.6067	<b>0.91</b>	<b>0.09</b>

	(1)	(2)	(2) / (1) = (3)	1.00 - (3)
	<u>NCSD</u>	<u>AVERAGE OF COMPARATORS</u>		
<b><u>MAINTENANCE/CUSTOMER SERVICE WORKER</u></b>				
SALARY-W/O BENEFITS	2,702	3,330		
SALARY-W/ BENEFITS	4,845	5,592		
PERCENTAGE	1.7931	1.6793	<b>0.94</b>	<b>0.06</b>

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**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

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