

## 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

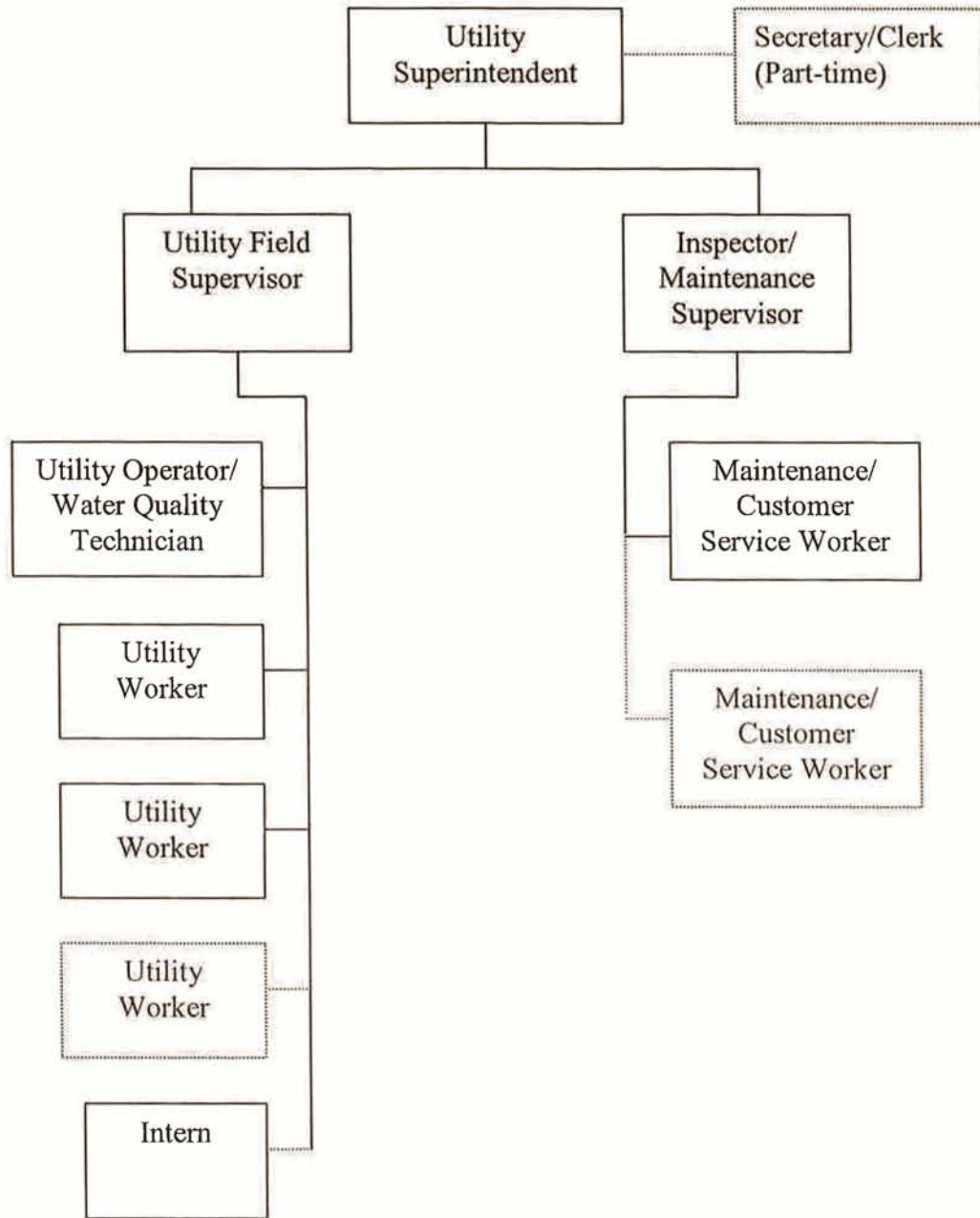
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## **Appendix III**

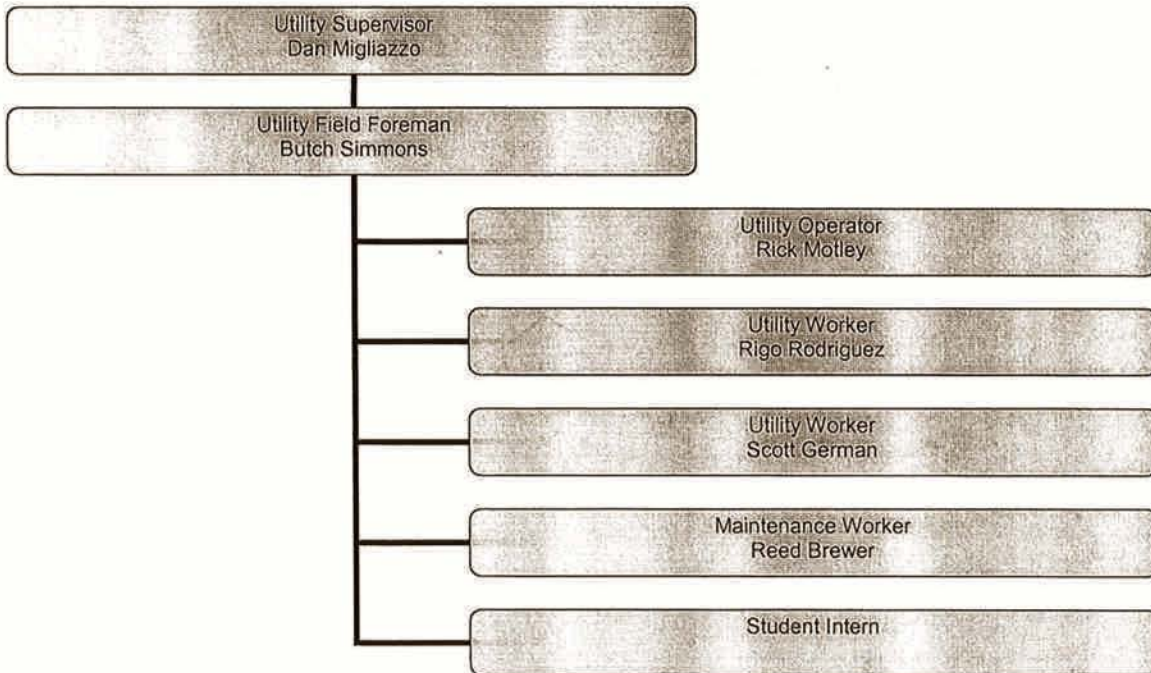
### **Potential Department Organizational Structure**

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





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





KOFF & ASSOCIATES, INC.  
Human Resource Consulting Since 1984

To: Bruce Buel, General Manager, Nipomo CSD  
From: Georg Krammer, CEO  
Date: March 30, 2007  
RE: Salary Survey Update for the Utility Department

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Dear Bruce,

In February, Cannon Associates subcontracted with Koff & Associates, Inc. to conduct a market salary update study for the Nipomo Community Services District's Utility Department classifications. All market salary findings and recommendations are documented in this memorandum.

This salary review process was precipitated by:

- A comprehensive classification study conducted for all positions in the District's Utility Department that resulted in some significant changes, such as class titles changes, class description updates, reclassifications, and the creation of new classifications;
- The desire to have a compensation plan that takes the new classification changes in the Department into consideration and can meet the needs of the District; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across all Department classifications.

Koff & Associates conducted a total compensation study for the entire District in 2006 and provided a full report containing findings and recommendations. The study methodology for the current salary update study was very similar to that of the total compensation study in 2006 as far as data collection and analysis go.

The study included six (6) classifications, and all of the 6 classifications were selected to be externally reviewed. They are:

- Construction Inspector
- Maintenance/Customer Service Worker
- Utility Operator/Water Quality Technician
- Utility Superintendent
- Utility Supervisor
- Utility Worker

The same twelve (12) comparator agencies were used for this study as in 2006. They are:

- Cambria Community Services District



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

Data was mostly collected in March of 2007 through websites, planned telephone conversations with human resources, accounting and/or finance personnel at each comparator agency, and careful review of agency documentation of classification descriptions, memoranda of understanding, organization charts, and other documents.

**MARKET TOTAL COMPENSATION FINDINGS**

The market salary findings for each class surveyed are listed below, using median base salaries, arranged by median base salary in descending order from the most positive percentile (above market) to the most negative (below market). The percentile represents the difference between the District's current base salary for each classification and the median base salary of the comparator agencies. The second column shows the survey results from the 2006 study to outline the differences between the two studies and to show the changes in classification.

Because our recommendations last year were based on total compensation, we used last year's benefits cost and factored it in to obtain total compensation figures for purposes of this salary update study. The second set of columns shows the same numbers as described above but for total compensation.

Class Title	2007 % Above/Below Median Base Salary	2006 % Above/Below Median Base Salary	2007 % Above/Below Median Total Comp	2006 % Above/Below Median Total Comp
Construction Inspector	1.7%	N/A	7.1%	N/A
Utility Operator(/Water Quality Technician)	-10.1%	-12.1%	-5.7%	-5.4%
Utility Worker	-10.9%	-19.5%	-5.9%	-11.5%
Maintenance(/Customer Service) Worker	-18.3%	-24.3%	-6.0%	-9.0%
Utility Supervisor	-35.6%	-10.8%	-18.0%	-4.5%
Utility Superintendent	-41.4%	N/A	-16.3%	N/A
Utility Foreman	N/A	-5.9%	N/A	-6.8%

The following are reasons for the differences between the 2006 and 2007 numbers, as well as between base salaries and total compensation:



- For most of the classifications that existed in 2006 and did not change substantially during the 2007 classification study, the results show an improvement as they are compared to the market. The reason for this is that the District started the implementation of Koff & Associates' recommendations from the 2006 total compensation study and each existing classification that was below market received half of the appropriate equity increase that was recommended (with the other half due at the beginning of the new fiscal year in July 2007). Even though the class descriptions for the Utility Operator, the Utility Worker, and the Maintenance Worker were updated in 2007 and some of the job titles were changed accordingly, the comparators in the outside labor market did not change substantially and the pending equity increase should bring those classifications into alignment with the external labor market for the most part.
- The reason that the Utility Supervisor is now further from the market than before is because this is more or less a new classification. The "old" Utility Supervisor was reclassified to the new Utility Superintendent and the new Utility Supervisor is a reclassification of the "old" Utility Foreman, which no longer exists. Therefore, the two classes are not really the same, even though they share the same title. For comparison purposes, we used the "old" Utility Foreman's salary as our reference point, which is lower than the "old" Utility Supervisor's salary and therefore resulted in a larger percentage difference to the market.
- Our report for the 2007 study explains the difference between base salaries and total compensation, which is due to the fact that the District has a more generous benefits package than its comparator agencies, which makes up for some of the lack in salaries. Therefore, our recommendations are based on total compensation percentage differences.

**RECOMMENDATIONS**

Our recommendations for salary range placements are based on the same salary schedule that was developed in 2006. The following table shows the current recommended placements of each classification compared to salary range placements of the "old" classifications in 2006:

Class Title	2006 Salary Range	2006 Salary Range Placement	Class Title	2007 Salary Range	2007 Salary Range Placement
Construction Inspector	N/A	N/A	Construction Inspector	32	\$4,190
Maintenance Worker	18	\$2,978	Maintenance Customer Service Worker	18	\$2,978
Utility Foreman	36	\$4,619	Utility Foreman	N/A	N/A
Utility Operator	29	\$3,893	Utility Operator/Water Quality Tech.	30	\$3,990
Utility Superintendent	N/A	N/A	Utility Superintendent	47	\$6,039
Utility Supervisor	42	\$5,348	Utility Supervisor	41	\$5,217
Utility Worker	21	\$3,203	Utility Worker	21	\$3,203

Again, the changes for existing classifications are minimal and partly due to the fact that two of the comparator agencies have implemented salary COLA increases as of January 2007, while the

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remaining ten comparator agencies still have the same salary schedules they did when we conducted last year's study.


For the Construction Inspector, we used the "old" Utility Foreman's salary as a reference point (since the Utility Foreman was split into two classifications during the classification study, with the Construction Inspector being one of the new classifications). Therefore, the Construction Inspector is currently not "paid above market" but currently doesn't really have an assigned salary range. Our recommendation above will create an appropriate salary range for that class, as well as the new Utility Superintendent class.

Detailed spreadsheets with base salary and total compensation information, as well as our salary range placement recommendations have been submitted to the District under separate cover.

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

Respectfully Submitted,

Koff & Associates, Inc.



Georg S. Krammer  
Chief Executive Officer

Nipomo Community Services District  
 Utilities Department  
 Total Monthly Compensation  
 March 2007

<b>CONSTRUCTION INSPECTOR</b>					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Ojai Valley Sanitary District	Construction Inspector	\$8,648	07/01/06	07/01/07
2	<b>Nipomo Community Services District</b>	<b>Construction Inspector</b>	<b>\$7,015</b>	<b>01/06/07</b>	<b>07/01/07</b>
3	City of Pismo Beach	Building Inspector I	\$6,616	07/01/06	07/01/07
4	City of Morro Bay	Building Inspector	\$6,422	07/01/06	07/01/07
5	San Miguel Community Services District	Utility Services Operator	\$5,776	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>\$6,866</b>		
% Nipomo Community Services District Above/Below			2.1%		
<b>Median of Comparators</b>			<b>\$6,519</b>		
% Nipomo Community Services District Above/Below			7.1%		
NOTE: All calculations exclude Nipomo Community Services District					

N/C - Non Comparator



Nipomo Community Services District  
 Utilities Department  
 Total Monthly Compensation  
 March 2007

MAINTENANCE/CUSTOMER SERVICE WORKER					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Water District	General Service Worker I / Meter Specialist I	\$6,705	01/01/07	07/01/07
2	Goleta Sanitary District	Maintenance Worker	\$6,597	07/01/06	07/01/07
3	Vandenberg Village Community Services District	Service Person I	\$5,715	07/01/06	07/01/07
4	City of Pismo Beach	Maintenance Worker I	\$5,280	07/01/06	07/01/07
5	City of Morro Bay	Maintenance Worker II - Water	\$5,222	07/01/06	07/01/07
6	Templeton Community Services District	Maintenance Worker	\$5,011	07/01/06	07/01/07
7	<b>Nipomo Community Services District</b>	<b>Maintenance/Customer Service Worker</b>	<b>\$4,983</b>	<b>01/06/07</b>	
8	Heritage Ranch Community Services District	Maintenance Worker II	\$4,724	07/01/06	07/01/07
	Cambria Community Services District	N/C			
	Mission Hills Community Services District	N/C			
	Oceano Community Services District	N/C			
	Ojai Valley Sanitary District	N/C			
	San Miguel Community Services District	N/C			
<b>Average of Comparators</b>			<b>\$5,608</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-12.5%</b>		
<b>Median of Comparators</b>			<b>\$5,280</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-6.0%</b>		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

Nipomo Community Services District  
 Utilities Department  
 Total Monthly Compensation  
 March 2007

UTILITY OPERATOR/WATER QUALITY TECHNICIAN					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Treatment Plant Operator I	\$8,177	07/01/06	07/01/07
2	Goleta Water District	Distribution System Operator I / Water Treatment Operator I	\$7,640	01/01/07	07/01/07
3	Ojai Valley Sanitary District	Collection Sys Operator II / Treatment Plant Operator III	\$7,137	07/01/06	07/01/07
4	Cambria Community Services District	Water Treatment Operator II / Wastewater Operator II	\$6,822	01/01/07	
5	Heritage Ranch Community Services District	Treatment Operator II	\$6,758	07/01/06	07/01/07
6	Templeton Community Services District	Utility Worker II	\$6,723	07/01/06	07/01/07
7	Vandenberg Village Community Services District	Service Person II	\$6,518	07/01/06	07/01/07
8	City of Pismo Beach	Wastewater Plant Operator II / Maintenance Worker II	\$6,405	07/01/06	07/01/07
9	<b>Nipomo Community Services District</b>	<b>Utility Operator/Water Quality Technician</b>	<b>\$6,360</b>	<b>01/06/07</b>	<b>07/01/07</b>
10	City of Morro Bay	WW Treatment Plant Operator II / Maint Worker III - Water	\$5,760	07/01/06	07/01/07
11	Mission Hills Community Services District	Operator II	\$5,328	07/01/06	07/01/07
12	Oceano Community Services District San Miguel Community Services District	Utility Systems Operator N/C	\$4,305	07/01/06	07/01/07
<b>Average of Comparators</b>			<b>\$6,507</b>		
<b>% Nipomo Community Services District Above/Below</b>				<b>-2.3%</b>	
<b>Median of Comparators</b>			<b>\$6,723</b>		
<b>% Nipomo Community Services District Above/Below</b>				<b>-5.7%</b>	

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

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Nipomo Community Services District  
 Utilities Department  
 Total Monthly Compensation  
 March 2007

UTILITY SUPERINTENDENT					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Cambria Community Services District	Utilities Manager	\$13,765	07/01/06	
2	Goleta Water District	Distribution System Superintendent / Water Treatment Supt	\$11,756	01/01/07	07/01/07
3	Ojai Valley Sanitary District	Operations Superintendent	\$11,703	07/01/06	07/01/07
4	City of Pismo Beach	Public Works Superintendent	\$9,640	07/01/06	07/01/07
5	<b>Nipomo Community Services District</b>	<b>Utility Superintendent</b>	<b>\$9,176</b>	<b>01/06/07</b>	<b>07/01/07</b>
6	City of Morro Bay	Wastewater Division Mgr / Public Services Maint Superintendent	\$8,862	07/01/06	07/01/07
7	Vandenberg Village Community Services District	Operations & Maintenance Manager	\$8,526	07/01/06	07/01/07
	Goleta Sanitary District	N/C			
	Heritage Ranch Community Services District	N/C			
	Mission Hills Community Services District	N/C			
	Oceano Community Services District	N/C			
	San Miguel Community Services District	N/C			
	Templeton Community Services District	N/C			
<b>Average of Comparators</b>			<b>\$10,709</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-16.7%</b>		
<b>Median of Comparators</b>			<b>\$10,672</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-16.3%</b>		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

Nipomo Community Services District  
 Utilities Department  
 Total Monthly Compensation  
 March 2007

UTILITY SUPERVISOR					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Goleta Sanitary District	Collection Systems Supervisor	\$10,884	07/01/06	07/01/07
2	Goleta Water District	Chief Water Treatment Operator / Chief Distribution Sys Opr	\$10,447	01/01/07	07/01/07
3	Ojai Valley Sanitary District	Collection System Supervisor / Treatment Plant Supv	\$9,865	07/01/06	07/01/07
4	Cambria Community Services District	Water System Supervisor / Wastewater System Supervisor	\$9,584	07/01/06	
5	Templeton Community Services District	Utilities Supervisor	\$9,199	07/01/06	07/01/07
6	Heritage Ranch Community Services District	Operations Supervisor	\$8,598	07/01/06	07/01/07
7	Mission Hills Community Services District <sup>a</sup>	Operations Supervisor	\$8,465	07/01/06	07/01/07
8	City of Pismo Beach	Water System Supervisor / Wastewater System Supervisor	\$8,445	07/01/06	07/01/07
9	<b>Nipomo Community Services District</b>	<b>Utility Supervisor</b>	<b>\$7,543</b>	<b>01/06/07</b>	<b>07/01/07</b>
10	City of Morro Bay	WW Treat Plant Opr / WW Coll Systems / Water System Opr	\$7,414	07/01/06	07/01/07
11	Oceano Community Services District	Utility Operations Supervisor	\$7,197	07/01/06	07/01/07
	San Miguel Community Services District	N/C			
	Vandenberg Village Community Services District	N/C			
<b>Average of Comparators</b>			<b>\$9,010</b>		
% Nipomo Community Services District Above/Below			<b>-19.4%</b>		
<b>Median of Comparators</b>			<b>\$8,899</b>		
% Nipomo Community Services District Above/Below			<b>-18.0%</b>		

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

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Nipomo Community Services District  
 Utilities Department  
 Total Monthly Compensation  
 March 2007

UTILITY WORKER					
Rank	Comparator Agency	Class Title	Total Monthly Compensation	Effective Date	Next Salary Increase
1	Ojai Valley Sanitary District	Collection System Operator I / Treatment Plant Operator I	\$6,597	07/01/06	07/01/07
2	Goleta Sanitary District	Operator in Training	\$6,335	07/01/06	07/01/07
3	Cambria Community Services District	Water Treatment Operator I / Wastewater Operator I	\$6,222	01/01/07	
4	Vandenberg Village Community Services District	Service Person I	\$5,715	07/01/06	07/01/07
5	Heritage Ranch Community Services District	Operator in Training	\$5,532	07/01/06	07/01/07
6	City of Pismo Beach	Wastewater Plant Operator I / Maintenance Worker I	\$5,394	07/01/06	07/01/07
7	<b>Nipomo Community Services District</b>	<b>Utility Worker</b>	<b>\$5,223</b>	<b>01/06/07</b>	<b>07/01/07</b>
8	City of Morro Bay	Wastewater Treatment Plant Operator in Training	\$5,222	07/01/06	07/01/07
9	Mission Hills Community Services District	Operator in Training	\$4,282	07/01/06	07/01/07
10	San Miguel Community Services District	Utility Services Worker	\$3,870	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>\$5,463</b>		
% Nipomo Community Services District Above/Below				-4.6%	
<b>Median of Comparators</b>			<b>\$5,532</b>		
% Nipomo Community Services District Above/Below				-5.9%	

NOTE: All calculations exclude Nipomo Community Services District

N/C - Non Comparator

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

CONSTRUCTION INSPECTOR					
Rank	Comparator Agency	Class Title	Top Monthly Salary	Effective Date	Next Salary Increase
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>		
% Nipomo Community Services District Above/Below			-7.9%		
<b>Median of Comparators</b>			<b>\$4,391</b>		
% Nipomo Community Services District Above/Below			1.7%		

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.

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

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
6	<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			<b>-17.8%</b>		
<b>Median of Comparators</b>			<b>\$3,359</b>		
% Nipomo Community Services District Above/Below			<b>-18.3%</b>		

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.

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

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>			

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 WWTP Operator 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%.

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

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
7	<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>		

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.

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

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			<b>-33.1%</b>		
<b>Median of Comparators</b>			<b>\$6,057</b>		
% Nipomo Community Services District Above/Below			<b>-35.6%</b>		

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%.

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

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%		

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%.

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

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
6	<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%		

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.

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

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
7	<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>		
% Nipomo Community Services District Above/Below			<b>-38.8%</b>		
<b>Median of Comparators</b>			<b>\$7,375</b>		
% Nipomo Community Services District Above/Below			<b>-41.4%</b>		

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.

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

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
<b>11</b>	<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			<b>-33.1%</b>		
<b>Median of Comparators</b>			<b>\$6,057</b>		
% Nipomo Community Services District Above/Below			<b>-35.6%</b>		

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%.

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

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>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-12.6%</b>		
<b>Median of Comparators</b>			<b>\$3,354</b>		
<b>% Nipomo Community Services District Above/Below</b>			<b>-10.9%</b>		

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%.

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**Nipomo Community Services District - Utility Department  
Proposed Salary Range Placement  
March 2007**

<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>
Utility Superintendent	\$5,215	47	\$6,039	15.80%	Market and range placement
Utility Supervisor	\$4,468	41	\$5,217	16.76%	Market and range placement
Construction Inspector	\$4,468	32	\$4,190	-6.22%	Market and range placement
Utility Operator/Water Quality Technician	\$3,813	30	\$3,990	4.64%	Market and range placement
Utility Worker	\$3,024	21	\$3,203	5.92%	Market and range placement
Maintenance/Customer Service Worker	\$2,840	18	\$2,978	4.86%	Market and range placement

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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



**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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**INTEROFFICE MEMORANDUM**

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**TO:** MR. BRUCE BUEL – GENERAL MANAGER  
**FROM:** DAN MIGLIAZZO – UTILITY SUPERVISOR *DM*  
BUTCH SIMMONS - FIELD FOREMAN *BS.*  
**SUBJECT:** SALARY SURVEY  
**DATE:** 4/5/2007  
**CC:** NCS D BOARD OF DIRECTORS

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Bruce,

We have had the survey completed by a third party (Koff and Associates) and have reviewed their results. The proposals in the survey show all field positions would remain in the lower end of salary ranges as well as the total compensation ranges with the other comparators.

The salary schedule that was included in the Board's packet had been talked over and calculated by Staff to be presented to your Board at the March 28<sup>th</sup> meeting. At the 11<sup>th</sup> hour, Koff and Associates forwarded another revised salary schedule that discounted the schedule Staff was proposing, and countered the salary range that was proposed in the Board's packet for the March 28<sup>th</sup> Board meeting.

The salaries that Staff proposed on March 28, 2007, would bring us up within the average ranking above the smaller districts that were used for comparators. In order to replace and retain qualified personnel, we should be on the upper end not the lower end of the salary and total compensation packages.

I would appreciate the Board's approval on the salary ranges that were proposed by Staff on March 28, 2007.

Thank you for your consideration in this matter.

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