

EXHIBIT C

AMENDMENT NO. 4 TO MS&C COMP PLAN

Effective Jun-11-2016 --- MS&C

Salary adjustments, inclusive of 3% COLA

CITY OF LOMPOC

| TITLE and JOB CATEGORY | JOB | U | PERS | STEP-A | STEP-B | STEP-C | STEP-D | STEP-E | STEP-F | CONTROL PTS or STEP-G |
|---|-----|---|-----------|-----------|-----------|-----------|------------|------------|--------|--------------------------|
| Assistant Public Works Director/City Engineer | 80 | 5 | PERS BASE | 8815.2477 | 9256.0101 | 9718.8106 | 10204.7511 | 10714.9887 | | 0 |
| Effective Jun-11-2016 0.6% M, S & C | 80 | 5 | 120 MO. | 8,815 | 9,256 | 9,719 | 10,205 | 10,715 | | 0 |
| W/C EEO-CL OT STBY PROB JOB-FLAGS | 80 | 5 | 122 HR. | 50.857 | 53.4 | 56.07 | 58.874 | 61.817 | | 0 |
| 9410 B 0 0 2 H | 80 | 5 | 123 BW. | 4,068.58 | 4,272.00 | 4,485.60 | 4,709.89 | 4,945.38 | | 0 |
| Civil Engineering Associate III | 158 | 5 | PERS BASE | 5626.8303 | 5908.1718 | 6203.5804 | 6513.7594 | 6839.4474 | | 0 |
| Effective Jun-11-2016 M, S & C | 158 | 5 | 120 MO. | 5,627 | 5,908 | 6,204 | 6,514 | 6,839 | | 0 |
| W/C EEO-CL OT STBY PROB JOB-FLAGS | 158 | 5 | 122 HR. | 32.462 | 34.086 | 35.79 | 37.579 | 39.458 | | 0 |
| 9410 B 0 0 2 Wh | 158 | 5 | 123 BW. | 2,597.00 | 2,726.85 | 2,863.19 | 3,006.35 | 3,156.67 | | 0 |
| WITH 5.0% REGISTERED PE CERTIFICATE | 158 | 5 | MO. | 5,908 | 6,203 | 6,514 | 6,840 | 7,181 | | |
| | 158 | 5 | HR. | 34.085 | 35.79 | 37.58 | 39.458 | 41.431 | | |
| | 158 | 5 | BW. | 2,726.85 | 2,863.19 | 3,006.35 | 3,156.67 | 3,314.50 | | |
| Senior Civil Engineer | 665 | 5 | PERS BASE | 7155.0578 | 7512.8107 | 7888.4512 | 8282.8738 | 8697.0175 | | 0 |
| Effective Jun-11-2016 12% M, S & C | 665 | 5 | 120 MO. | 7,155 | 7,513 | 7,888 | 8,283 | 8,697 | | 0 |
| W/C EEO-CL OT STBY PROB JOB-FLAGS | 665 | 5 | 122 HR. | 41.279 | 43.343 | 45.51 | 47.786 | 50.175 | | 0 |
| 9410 B 0 0 2 W | 665 | 5 | 123 BW. | 3,302.33 | 3,467.45 | 3,640.82 | 3,822.86 | 4,014.01 | | 0 |
| Principal Civil Engineer | 666 | 5 | PERS BASE | 8013.6648 | 8414.348 | 8835.0654 | 9276.8187 | 9740.6596 | | 0 |
| Effective Jun-11-2016 12% M, S & C | 666 | 5 | 120 MO. | 8,014 | 8,414 | 8,835 | 9,277 | 9,741 | | 0 |
| W/C EEO-CL OT STBY PROB JOB-FLAGS | 666 | 5 | 122 HR. | 46.233 | 48.544 | 50.972 | 53.52 | 56.196 | | 0 |
| 9410 B 0 0 2 W | 666 | 5 | 123 BW. | 3,698.61 | 3,883.55 | 4,077.72 | 4,281.61 | 4,495.69 | | 0 |