

COMPENSATION PLAN

FOR
CITY OF LOMPOC
MANAGEMENT, SUPERVISORY, AND
CONFIDENTIAL EMPLOYEES



Effective January 20, 2015

COMPENSATION PLAN FOR CITY OF LOMPOC MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL EMPLOYEES

The current Compensation Plan for Management, Supervisory, and Confidential Classifications is as follows:

ARTICLE 1

SALARIES AND COMPENSATION

1-1 Cost-of-living Increase:

All classifications recognized by this Compensation Plan shall receive the following salary adjustment (based on January 1, 2015,5 salary schedule):

<u>Effective Pay Period Beginning</u>	<u>Salary Increase</u>
January 24, 2015	1.00%
June 13, 2015	2.00%
June 11, 2016	<u>3.00%</u>
TOTAL	6.00%

- 1-2 Bilingual Pay:** Individuals determined to be qualified by the City will be eligible for \$100 per month bilingual pay. Employees with both oral and written bilingual skills shall receive \$140 per month bilingual pay. Qualifications for this pay shall be based on regular use of bilingual language skills in their capacity as an employee. Further, employees will be required to pass a City-administered proficiency exam to qualify and may be retested annually. The City will determine which positions will qualify and which languages will be included in this program.
- 1-3 ATO Time:** An eligible employee may, at his/her option, be compensated at the end of the payroll period in which it is earned for overtime either in the form of pay or compensatory time off for overtime earned and accrued up to a maximum of sixty-four (64) hours. Overtime in excess of sixty-four (64) hours will be compensated for in pay.

Eligible employees may be paid for a maximum of forty (40) hours of accrued compensatory time off by providing notice to the Human Resources Office on the form provided by the City for this purpose.

If an employee is promoted from a non-supervisory or non-exempt classification to a supervisory exempt classification then any accumulated compensatory time shall be taken prior to appointment, if possible. If this is not possible, then the compensatory time shall be paid out during the first pay period following promotion or transfer.

ARTICLE 2

HEALTH AND WELFARE BENEFITS

- 2-1** The City will continue to pay health and dental premiums at its current contribution rate for regular status full time employees:

	CITY COSTS HEALTH Effective 1/1/155			COSTS DENTAL Effective 11/1/155
	Flex Credit Contribution	Direct Contribution to PERS	Total City Contribution	Total City Contribution
One Party	\$309.70	\$122.00	\$431.70*	\$14.64
Two Party	\$739.76	\$122.00	\$861.76*	\$27.47
Family	\$964.13	\$122.00	\$1086.13*	\$43.23
Employee/Children	N/A	N/A	N/A	\$29.39

*Includes vision hardware plan costs

The City participates in the California Public Employees' Retirement System (PERS) Health Benefit Program, with the "unequal contribution option" at the PERS minimum direct contribution rate. For calendar year 2015, the minimum direct contribution rate required by PERS for active employees is \$122.00 per month with the balance as a flexible credit allocation.

In converting to the PERS Health Program the benefit contribution will be based on the City's primary health provider and vision hardware plan. The City will provide a direct health insurance contribution which is annually adjusted based on the rules outlined by the California Public Employees Retirement Law, § 22892 and the balance will be in a flexible credit allocation in a flexible benefit plan. The amount of the direct health insurance contribution will increase as outlined in the California Public Employees Retirement Law, § 22892 until such

time as the contribution for active employees and retirees are equal. The 2015 calendar year amount, as published by PERS, is \$122.00 per month.

The PERS Health Program plan year is from January 1 through December 31. Premiums will be deducted the month in advance consistent with the existing health insurance plan.

- 2-2** The City will contribute the benefit amount identified above. The flexible credit amount will be used within a flexible benefit (“cafeteria”) plan in which employees will enroll. Employees will pay a monthly processing fee for the cafeteria plan administrator’s services. An additional fee will be charged to those employees who also elect to have a medical reimbursement account or a dependent care reimbursement account. Increases in such fees shall be the employee’s responsibility.
- 2-3** Eligible regular status part-time employees (“job share” / part-time employees in permanent budgeted positions working less than full-time) shall receive a prorated City contribution for health and dental based on the proportional hours worked per week in relation to a full-time 40-hour work schedule. For example, regular status part-time employee working a 20-hour per week work schedule will receive one-half of the City premium contribution provided to full-time regular status employees.

Example: For year 2015 a 20 hour per week employee enrolling in one party coverage will receive a \$122.00 per month direct health contribution and a prorated flexible credit (50% of full time benefit allocation less \$122.00 – 20 hour/week employee flexible credit) for the composite health and vision hardware insurance.

- 2-4** Employees on a leave of absence without pay due to a work-related injury or illness will have their health insurance premiums paid subject to the following:
- a. During the first three (3) months, the City will pay 100% of the total City group health insurance premium, including employee’s share.
 - b. During months four (4) through six (6), the City will pay 50% of the City group health insurance premium and the employee will pay 50%.
 - c. During the seventh (7th) month and thereafter, the employee will pay 100% of the City group health insurance premium.
 - d. The City will continue to provide dental and employee assistance program premium contributions at the active employee rate for current level of coverage when the employee meets eligibility criteria for the federal Family and Medical Leave Act.

- 2-5** Employees on a leave of absence without pay due to a non-job related illness or injury, who meet eligibility criteria under the federal Family and Medical Leave Act, will continue to have their health, dental, and the employee assistance program premiums paid by the City at the active employee rate for 12 weeks or 3 months, whichever is greater. This benefit may be used once every 12 months measured forward from date leave is first used. The employee must have completed a minimum of one year of regular status service and 1,250 hours the preceding year in a permanent position to qualify.
- 2-6** The City will provide optional continuation of health insurance benefits to eligible employees separating from City service according to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).
- 2-7** **Retiree Health and Dental Insurance:** The City will offer extended health and dental insurance coverage to retirees who meet the current eligibility standard and retired after December 15, 1990.

The amount of City participation will be based upon the City's primary health/dental provider.

Criteria:

Current standards for eligibility for retiree health and dental benefits are as follows:

- a. Employee must be covered by the City group health insurance program at the time of retirement.
- b. Employee must have a minimum of ten consecutive years of full-time permanent service with the City of Lompoc and be at least 50 years of age.
- c. Employees eligible for a PERS Disability Retirement with a minimum of 20 consecutive years of full-time permanent service with the City of Lompoc, regardless of age.
- d. Benefits will be as similar as possible to those offered under the active employee plan.
- e. Coverage for retired employees and dependents will cease when the employee reaches age 65 or becomes eligible for Medicare. Coverage for dependents will also cease when the retiree becomes ineligible for continued coverage or the dependent reaches age 65 or becomes eligible for Medicare.
- f. In the event of the death of a retired City employee who is covered under this program or other qualifying event, any dependent will be allowed to

continue existing coverage for 18 or 36 months payable at 102% of the full premium in accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA) regulations.

- g. If a retired employee is ineligible for Medicare benefits because the City of Lompoc did not participate in the Social Security system, the retired employee will be removed from the City health plan at age 65 and he/she will be reimbursed for the cost of part A Medicare premiums.
- h. City participation towards the cost of the coverage will be computed based upon the following formula:

Percentage	Years of Service
50%	15
52.5%	16
55%	17
57.5%	18
60%	19
62.5%	20
65%	21
67.5%	22
70%	23
72.5%	24
75%	25

- i. After 10 years service with the City of Lompoc, employees will receive 50% credit for prior service with another qualifying public agency toward the City's current requirement for retiree health and dental benefits.

Example:

City of Lompoc Service	10 Years
City Santa Maria Service	<u>15 Years</u>
Total credit for the purpose of current retiree health and dental benefits	17.5 Years

- j. **City of Lompoc Service Credit:** For the purpose of vacation and retiree health, vision and dental insurance, employees shall receive City of Lompoc Service credit if they return to City employment after a separation of less than two (2) years.

Employees shall receive credit for temporary employment with the City toward service years for vacation accrual and retiree health and dental. Vacation entitlement would be applied retroactively to the 1st of the year.

For retirees, PERS minimum contribution rate is based on rules outlined by California Public Employees Retirement Law, § 22892(c) with the balance as a flexible credit allocation. In accordance with California Public Employees Retirement Law, § 22892(c), the City's minimum contribution toward retirees shall be increased annually until such time as the contribution for active employees and retirees are equal.

Retirees who meet current MS&C Compensation Plan eligibility standards for City health contribution (retired after December 15, 1990 and at least 50 years of age) shall be eligible to receive a benefit contribution under the health plan until age 65. Such retirees shall receive a 50% contribution with 15 years of service, increasing by two and one-half percent (2½%) for each year of service up to the maximum 75% contribution at 25 years (as detailed above).

The flexible credit allocation will be adjusted to provide a total contribution not to exceed the contribution specified in this Compensation Plan. Retirees will pay a monthly processing fee for the flexible benefit administration.

Employees who retire on or after July 1, 1990, with a minimum of 15 years of continuous service with the City, and retired employees, who on July 1, 1990, are members of the City's Health Insurance Plan, will be reimbursed up to \$100 per month for Medicare Supplement Insurance when eligible for Medicare coverage. Reimbursement may be made for a spouse's Medicare supplement, however, the total reimbursement for retiree and spouse may not exceed \$100.00 per month.

- 2-8 Life Insurance:** The City agrees to continue to provide at its cost life insurance coverage equivalent to one times annual salary for regular full-time employees and job share or regular part-time employees in permanent budgeted positions covered by this compensation plan.

The City reserves its right to determine the provider of life insurance.

- 2-9 Long-Term Disability Insurance:** The City agrees to provide at its cost a long-term disability plan, with a maximum benefit of \$3,000 based on maximum insured salary of \$4,500 per month for regular full-time employees and job share or regular part-time employees in permanent budgeted positions.

The City reserves its right to determine the provider of long-term disability insurance.

- 2-10 Flexible Spending Account:** The City will provide a Flexible Spending Account program (tax deferred employee contribution) that can be applied to specific expenses, e.g. childcare, medical expenses not covered by insurance plan, and orthodontic work).

ARTICLE 3

UNIFORM ALLOWANCE

These classifications will receive the following annual uniform allowance for replacement of worn and damaged uniforms:

Police Captain	\$815
Battalion Fire Chief	\$750
Police Chief	\$650
Fire Chief	\$650

ARTICLE 4

COMPENSATION FOR UNUSED VACATION/MANAGEMENT LEAVE

Employee classifications exempt from the overtime requirements under the Fair Labor Standards Act (“FLSA”) will be credited with 5.334 hours additional vacation hours per month (64 hours per year). This additional vacation time shall be in lieu of equivalent time off for overtime worked as provided in Rule IV, Section 4 of the Personnel Rules for Management, Supervisory, and Confidential employees. Employees may elect to cash in up to eight (8) days of unused vacation time per year. Payment may be made during the first payroll in December.

Employees in classifications subject to the overtime provisions under FLSA (“non-exempt” classifications) will be credited with four (4) additional vacation hours per month (48 hours per year). Employees may elect to cash in up to six (6) days of unused vacation time per year. Payment may be made during the first payroll in December.

ARTICLE 5

SICK LEAVE

- 5-1** Twelve days sick leave per year with unlimited accumulation is provided for the employees.
- 5-2** All employees working in positions covered by this Compensation Plan who have a period of full-time service with the City equal to ten years or more shall, at termination, be paid 50% of the current balance of sick leave accumulated between 30 and 120 days.
- 5-3** Effective December 15, 1990, regular full-time employees will be eligible to use four (4) days per year of their accumulated sick leave when dependent children

are ill. This policy will also apply when a spouse or parent is ill. [NOTE: State law provides that 50% of annual sick leave accrual may be used for family sick leave to attend to illness of child, parent, or spouse.]

- 5-4 Full-time employees shall accumulate 3.692 hours of sick leave credit for every completed bi-weekly payroll period. Job share and regular status part-time employees who occupy a budgeted position will accrue sick leave on a pro-rated basis determined by the number of hours worked.
- 5-5 Sick leave, except for pre-approved doctor's appointments that require a partial day's absence, shall not be counted as time worked for the purpose of overtime calculation.
- 5-6 A Catastrophic Leave Donation Policy provides for the transfer of vacation leave or holiday leave time, from one employee to an employee with a serious catastrophic illness who has exhausted all leave balances, subject to a maximum credit of 520 hours.

A serious or catastrophic illness or injury is defined as an adverse medical condition in which a physician has verified that an employee will be absent from work for more than 20 consecutive work days.

- 5-7 **Family Sick Leave:** Regular full-time employees will be eligible to use up to 50% of their annual sick leave accrual to care for a dependent child, spouse or parent due to illness.

If an employee has an accrued balance of 24 days (192 hours) of sick leave, he/she shall be eligible to use one additional day (for a total of 7 days) for family sick leave. The accrued balance will be evaluated based on the pay period prior to the family sick leave use.

Eligibility for family sick leave use based on accrued sick leave balance will be as follows:

Sick Leave Balance		Family Sick Leave Eligibility	
6+Days	48 Hours	6+ Days	48 Hours
24	192	7	56
36	200	8	64
48	384	9	72
60	480	10	80
72	576	11	88
84	672	12	96

- 5-8 **Sick Leave Incentive:** Employees with a minimum of one (1) year full-time or part-time budgeted regular, and job share status employment shall be eligible for

an annual payment of \$300, if their sick leave utilization for the calendar year (prior 12 months) is three equivalent regular work days or less. The payment shall be calculated after the first pay period ending in December. It will be paid on the second pay period ending in December.

ARTICLE 6

VACATION LEAVE ACCRUAL

Full-time regular status employees who have served more than six months in the City service shall be eligible for vacation leave with pay. Vacation credits will be granted to such employees who have worked less than six months upon receiving a permanent appointment. Job share or regular part-time employees occupying a budgeted position will be credited vacation on a pro-rated basis determined by the number of hours worked. Other eligible employees who work less than full-time, but more than 1040 hours during a fiscal year shall be credited vacation on a prorated basis on hours in excess of 1040. Vacation Leave Benefits will accrue to full-time, regular status employees on the following schedule:

Years of Service:	Days/Year accrual:**
1-5	10
6	11
7	12
8	13
9	14
10	15
11	16
12	17
13	18
14	19
15 & Over	20

** Does not reflect management leave days for exempt or non-exempt employees.
(See Article 4.)

Part-time, temporary service in an established classification shall be credited on prorated basis toward service time for vacation accrual rate, as long as no break in service. Employees reinstated within 24 months after resigning from City service shall be credited with their prior service time for determining their vacation accrual rate.

ARTICLE 7

PERS RETIREMENT BENEFITS

- 7-1** For those Miscellaneous member employees hired prior to November 19, 2011, the City provides the **One Year Final Compensation (Section 20042)** PERS retirement benefit to miscellaneous PERS classifications represented by this Compensation Plan.

Miscellaneous employees hired on or after November 19, 2011, shall have their retirement base calculation based upon their final or highest consecutive three year average of compensation (**Section 7522.32**).

- 7-2** The City provides the following PERS benefits to miscellaneous classifications:
- a. Credit for Unused Sick Leave (Section 20965).
 - b. Military Service Credit As Public Service (Section 21024).
 - c. Post-Retirement Survivors' Allowance to Continue After Re-marriage (Section 21635).
 - d. **1959 Survivor's Benefit:** Third Level (Section 21573) increases maximum monthly benefit from \$430 to \$840 per month. This benefit applies to pre-retirement survivor's (spouse and dependent children).

7-3 PERS Member Contributions:

- a. **PERS Miscellaneous Members:** The employee is responsible for paying the entire employee contribution related to the PERS retirement formula for which they are eligible. The City of Lompoc will pay no portion of the employee contribution for any of the contracted PERS retirement formulas.

Miscellaneous member employees hired prior to November 19, 2011, shall receive the "2.7% at age 55 Full Formula" (Government Code Section 21354.5) benefit.

Miscellaneous member employees hired prior to November 19, 2011, shall be required to pay the entire employee contribution that is currently at eight percent (8%) and will have the option to have a salary adjustment in the form of a deferred income payment for their member contribution.

Miscellaneous member employees hired on or after November 19, 2011, and prior to January 1, 2013, shall receive the “2% at age 60 Full Formula” (Government Code Section 21353) benefit. Likewise, they shall have their retirement base calculation based upon their final or highest consecutive three year average of compensation and pay the entire employee contribution in an amount defined by statute (currently seven percent (7%)).

As defined under the Public Employees Pension Reform Act (PEPRA), all new Miscellaneous “Non-Classic” PERS member employees covered under this Compensation Plan and hired on or after January 1, 2013, shall receive the “2% at age 62 PERS plan” benefit with their final compensation calculated based upon the average full-time monthly pay rate for the highest thirty-six (36) consecutive months. In conjunction with this retirement formula, these employees will pay fifty-percent (50%) of the normal cost of the plan as determined by PERS.

As defined under the Public Employees Pension Reform Act (PEPRA) and determined by PERS, all new Miscellaneous “Classic” PERS members, hired on or after January 1, 2013, shall receive the PERS plan benefit formula that they would have been eligible for had they been hired on December 31, 2012, the “2% at age 60 Full Formula” (Government Code Section 21353) benefit. These employees shall pay the entire PERS employee contribution, currently at eight percent (8%).

- b. **PERS Safety Members:** The employee is responsible for paying the entire employee contribution related to the PERS retirement formula for which they are eligible. The City of Lompoc will pay no portion of the employee contribution for any of the contracted PERS retirement formulas.

Safety employees under this Compensation Plan hired prior to September 24, 2011, for Fire Safety and November 19, 2011, for Police Safety shall be provided the “3% at age 50 Full Formula” (Government Code section 21363.2) PERS plan benefit.

Safety employees under this Compensation Plan hired on or after September 24, 2011, for Fire Safety and November 19, 2011, for Police Safety and prior to January 1, 2013, shall be provided the “3% at age 55 Full Formula” (Government Code section 21363.1) PERS plan benefit.

Employees in both tiers shall pay the full member contribution for their PERS retirement plan, currently at nine percent (9%), and will have the option to have a salary adjustment in the form of a deferred income payment for their member contribution. Likewise, both tiers will have their

retirement base calculation based upon their final three year average of compensation.

As defined under the Public Employees Pension Reform Act (PEPRA), all new Safety “Non-Classic” PERS member employees covered under this Compensation Plan and hired on or after January 1, 2013, shall receive the “2.7% at age 57 PERS plan” benefit with their final compensation calculated based upon the average full-time monthly pay rate for the highest thirty-six (36) consecutive months. In conjunction with this retirement formula, these employees will pay fifty percent (50%) of the normal cost of this plan as delineated by PERS.

As defined under the Public Employees Pension Reform Act (PEPRA) and determined by PERS, all new Safety “Classic” PERS members, hired on or after January 1, 2013, shall receive the PERS plan benefit formula that they would have been eligible for had they been hired on December 31, 2012. These employees shall pay the entire PERS employee contribution, currently at nine percent (9%).

ARTICLE 8

HOLIDAYS

- 8-1** Regular full-time employees that have not elected to forfeit the ability to accrue holidays during the period of this Compensation Plan shall be eligible for the following paid holidays:

January 1
Third Monday in January (Martin Luther King Day)
Third Monday in February
Last Monday in May
July 4
First Monday in September - Labor Day
November 11
Thanksgiving Day
Friday following Thanksgiving Day
December 24
December 25
One Floating Holiday

Any public holiday(s) which may be proclaimed by the President or Governor and the City Council of the City of Lompoc.

When a holiday falls on a Saturday, the preceding Friday shall be observed. When a holiday falls on a Sunday, the following Monday shall be observed.

If December 24th <u>is on</u>	Holiday Observed <u>on</u>
Wednesday	Friday
Thursday	Thursday
Friday	Thursday
Saturday	Friday
Sunday	Tuesday
Monday	Monday
Tuesday	Tuesday

- 8-2 Holiday Accrual/Pay-Off:** Holiday accrual in excess of 64 hours will be compensated for in pay. In addition, employees may be paid for a maximum of 30 hours accrued holiday time-off by providing notice to the Human Resources Office on appropriate forms. Compensation shall be determined by multiplying the number of hours for which compensation is requested by the employee's regular hourly wage. The required notice by the employee must be given between October 1 and 15 of each year and will be paid on the first payday in November.

The first pay period in May of each year, Battalion Fire Chiefs shall have the option to sell back to the City any holiday accumulation between 120 hours and 216 hours. The status of the employee's accrual will be reported to the employee after the last payroll period in April of each year. If at any time an employee's holiday accumulation exceeds 216 hours, those holiday hours exceeding the maximum limit will be paid to the employee on the next payday.

Holiday hours paid to employees shall be paid at the regular hourly rate current during the time of payment.

ARTICLE 9

ACTING PAY

9-1 Qualifications:

- a. Any person temporarily appointed to serve in a higher level classification and who performs the essential functions of that classification continuously for 10 work days, or 80 hours of working on a compressed work schedule, shall receive the compensation established for the higher classification retroactive, back to and including the first work day.

- b. Holidays which fall during the 10-day qualifying period prior to establishing eligibility for "Acting Pay" shall be counted as a workday for purposes of meeting the 10-day time line.
- c. Employees absent during the qualifying 10 workday periods shall receive credit for those days worked prior to the absence if he/she returns to higher position on the first day back to work. If the employee returns to work in his/her regular classification and is reassigned to a higher-level classification at a future date, a new 10-day qualifying period must be met.

Absences due to illness or an injury of less than four hours for eight-hour work days (or 4½ hours for 9-hour days; 5 hours for 10-hour work days) will be counted as a day worked for purposes of the qualifying 10-day period.

ARTICLE 10

BEREAVEMENT LEAVE

Regular full-time employees are entitled to up to five (5) days paid leave to attend or arrange for the funeral of the following immediate family members (whether by kindred or affinity): spouse, son, daughter, father, mother, guardian, brother, sister, grandfather, grandmother and grandchild. The City Administrator or his designee shall determine the length of such leave with due regard for the relationship of the deceased to the employee and necessary travel, if any. In no event shall such leave exceed five days.

ARTICLE 11

RECREATION FACILITIES

The City will allow employees represented by this Compensation Plan to use City recreation facilities during regular business hours at no charge to the employee. This will include the weight room, sauna, and the swimming pool during lap swimming and general public swim. Employees will comply with all registration requirements and rules and regulations of the facilities used. Employees will utilize these City facilities during their time off from work.

ARTICLE 12

DRUG AND ALCOHOL TESTING REQUIREMENTS

Effective January 1, 1995, employees in positions necessitating commercial driver's licenses are subject to the alcohol and drug testing rules published by the Federal

Highway Administration and the U.S. Department of Transportation on February 15, 1994.

ARTICLE 13

TUITION REIMBURSEMENT

The City will provide tuition reimbursement for college courses in accordance with Personnel Procedures Manual Chapter 43 "Tuition Reimbursement for College/University Courses." In addition, the City will provide community college students up to 100% tuition reimbursement and 100% reimbursement for required course books per semester. (Course syllabus and receipts identifying books purchased are required for books).

ARTICLE 14

PRE-EMPTIVE LAWS

It is understood and agreed that this Compensation Plan for the City of Lompoc Management, Supervisory, and Confidential Employees is subject to all current and future applicable federal and state laws, city ordinances and federal and state regulations. If any part or provision of this Compensation Plan is in conflict or inconsistent with such above applicable laws, rules and regulations or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdictions, then such part or provision shall be suspended and superseded by any such applicable law or regulations and the remainder of the Compensation Plan shall not be affected thereby.

ARTICLE 15

TERM

It is understood that the terms and conditions contained in the Compensation Plan, and any subsequent amendments, are in effect until such time thereafter that the City Council shall adopt a new Compensation Plan for Management, Supervisory, and Confidential employees.

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Catagories
FILE: SCHFLS:PAYSCHED.MAS
City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=====	=====	=====	=====	=====	=====	=====	=====
Accountant		010	5 PERS BASE	4569.0292	4797.4807	5037.3547	5289.2225	5553.6836	.0000	
Effective Jan-24-2015 1.000%M, S & C		010	5 120 MO.	4,569	4,797	5,037	5,289	5,554	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		010	5 122 HR.	26.360	27.678	29.062	30.515	32.040	.000	
8810 B 0 0 2		010	5 123 BW.	2,108.78	2,214.22	2,324.93	2,441.18	2,563.24	.00	
Accounting & Revenue Manager		013	5 PERS BASE	6737.8018	7074.6919	7428.4265	7799.8478	8189.8402	.0000	
Effective Jan-24-2015 1.000%M, S & C		013	5 120 MO.	6,738	7,075	7,428	7,800	8,190	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		013	5 122 HR.	38.872	40.816	42.856	44.999	47.249	.000	
8810 B 0 0 2 W		013	5 123 BW.	3,109.75	3,265.24	3,428.50	3,599.93	3,779.93	.00	
Accounting Supervisor		015	5 PERS BASE	5614.8348	5895.5765	6190.3554	6499.8731	6824.8668	.0000	
Effective Jan-24-2015 1.000%M, S & C		015	5 120 MO.	5,615	5,896	6,190	6,500	6,825	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		015	5 122 HR.	32.393	34.013	35.714	37.499	39.374	.000	
8810 B 0 0 2		015	5 123 BW.	2,591.46	2,721.04	2,857.09	2,999.94	3,149.94	.00	
Administrative Aide		025	5 PERS BASE	3894.1616	4088.8697	4293.3132	4507.9789	4733.3778	.0000	
Effective Jan-24-2015 1.000%M, S & C		025	5 120 MO.	3,894	4,089	4,293	4,508	4,733	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		025	5 122 HR.	22.466	23.590	24.769	26.008	27.308	.000	
8810 E 0 0 2 W		025	5 123 BW.	1,797.31	1,887.17	1,981.53	2,080.61	2,184.64	.00	
Administrative Analyst		028	5 PERS BASE	5049.6655	5302.1488	5567.2562	5845.6190	6137.9000	.0000	
Effective Jan-24-2015 1.000%M, S & C		028	5 120 MO.	5,050	5,302	5,567	5,846	6,138	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		028	5 122 HR.	29.133	30.589	32.119	33.725	35.411	.000	
8810 B 0 0 2 W		028	5 123 BW.	2,330.61	2,447.15	2,569.50	2,697.98	2,832.88	.00	
Senior Administrative Analyst		029	5 PERS BASE	5403.0117	5673.1623	5956.8204	6254.6614	6567.3945	.0000	
Effective Jan-24-2015 1.000%M, S & C		029	5 120 MO.	5,403	5,673	5,957	6,255	6,567	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		029	5 122 HR.	31.171	32.730	34.366	36.085	37.889	.000	
8810 B 0 0 2		029	5 123 BW.	2,493.70	2,618.38	2,749.30	2,886.77	3,031.11	.00	
Assistant City Attorney I		050	5 PERS BASE	7053.9108	7406.6064	7776.9367	8165.7835	8574.0727	.0000	
Effective Jan-24-2015 1.000%M, S & C		050	5 120 MO.	7,054	7,407	7,777	8,166	8,574	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		050	5 122 HR.	40.696	42.730	44.867	47.110	49.466	.000	
8810 B 0 0 2 W		050	5 123 BW.	3,255.65	3,418.43	3,589.36	3,768.82	3,957.26	.00	
Assistant City Attorney II		051	5 PERS BASE	7759.3603	8147.3284	8554.6948	8982.4295	9431.5510	.0000	
Effective Jan-24-2015 1.000%M, S & C		051	5 120 MO.	7,759	8,147	8,555	8,982	9,432	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		051	5 122 HR.	44.766	47.004	49.354	51.822	54.413	.000	
8810 B 0 0 2 W		051	5 123 BW.	3,581.24	3,760.31	3,948.32	4,145.74	4,353.02	.00	
Assistant Electrical Utility Manager		063	5 PERS BASE	7245.6228	7607.9039	7988.2991	8387.7141	8807.0998	.0000	
Effective Jan-24-2015 1.000%M, S & C		063	5 120 MO.	7,246	7,608	7,988	8,388	8,807	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		063	5 122 HR.	41.802	43.892	46.086	48.391	50.810	.000	
9410 B 0 0 2 W		063	5 123 BW.	3,344.13	3,511.34	3,686.91	3,871.25	4,064.82	.00	
Assistant Public Works Director		070	5 PERS BASE	7168.7701	7527.2086	7903.5691	8298.7475	8713.6849	.0000	
Effective Jan-24-2015 1.000%M, S & C		070	5 120 MO.	7,169	7,527	7,904	8,299	8,714	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		070	5 122 HR.	41.358	43.426	45.598	47.877	50.271	.000	
9410 B 0 0 2		070	5 123 BW.	3,308.66	3,474.10	3,647.80	3,830.19	4,021.70	.00	
Assistant to the City Administrator		075	5 PERS BASE	5448.3536	5720.7712	6006.8098	6307.1503	6622.5078	.0000	
Effective Jan-24-2015 1.000%M, S & C		075	5 120 MO.	5,448	5,721	6,007	6,307	6,623	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		075	5 122 HR.	31.433	33.004	34.655	36.387	38.207	.000	
8810 A 0 0 2 P		075	5 123 BW.	2,514.62	2,640.36	2,772.37	2,910.99	3,056.54	.00	
Assistant Public Works Director_City		080	5 PERS BASE	8340.6355	8757.6673	9195.5507	9655.3282	10138.0946	.0000	
Effective Jan-24-2015 1.000%M, S & C		080	5 120 MO.	8,341	8,758	9,196	9,655	10,138	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		080	5 122 HR.	48.119	50.525	53.051	55.704	58.489	.000	
9410 B 0 0 2 H		080	5 123 BW.	3,849.52	4,042.00	4,244.10	4,456.31	4,679.12	.00	

CITY OF LOMPOC
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City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=====	=====	=====	=====	=====	=====	=====	=====
Associate Planner		085	5 PERS BASE	4719.4303	4955.4018	5203.1719	5463.3305	5736.4970	.0000	
Effective Jan-24-2015 1.000%M, S & C		085	5 120 MO.	4,719	4,955	5,203	5,463	5,736	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		085	5 122 HR.	27.227	28.589	30.018	31.519	33.095	.000	
8810 B 0 0 2 W		085	5 123 BW.	2,178.20	2,287.11	2,401.46	2,521.54	2,647.61	.00	
Aviation Transportation Administrato		089	5 PERS BASE	4719.4303	4955.4018	5203.1719	5463.3305	5736.4970	.0000	
Effective Jan-24-2015 1.000%M, S & C		089	5 120 MO.	4,719	4,955	5,203	5,463	5,736	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		089	5 122 HR.	27.227	28.589	30.018	31.519	33.095	.000	
9410 B 0 0 2 W		089	5 123 BW.	2,178.20	2,287.11	2,401.46	2,521.54	2,647.61	.00	
Battalion Fire Chief (56 hrs/wk)		090	5 PERS BASE	7585.4028	7964.6729	8362.9066	8781.0519	9220.1045	.0000	
Effective Jan-24-2015 1.000%M, S & C		090	5 240 MO.	7,585	7,965	8,363	8,781	9,220	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		090	5 242 HR.	31.259	32.821	34.463	36.186	37.995	.000	
7706 B 0 0 2 HS2FW		090	5 243 BW.	3,500.96	3,676.00	3,859.80	4,052.79	4,255.43	.00	
Building Official/Fire Marshall		106	5 PERS BASE	6609.8938	6940.3885	7287.4079	7651.7783	8034.3672	.0000	
Effective Jan-24-2015 1.000%M, S & C		106	5 120 MO.	6,610	6,940	7,287	7,652	8,034	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		106	5 122 HR.	38.134	40.041	42.043	44.145	46.352	.000	
9410 B 0 0 1 HW		106	5 123 BW.	3,050.72	3,203.26	3,363.42	3,531.59	3,708.17	.00	
Chemist		120	5 PERS BASE	4633.7400	4865.4270	5108.6983	5364.1332	5632.3399	.0000	
Effective Jan-24-2015 1.000%M, S & C		120	5 120 MO.	4,634	4,865	5,109	5,364	5,632	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		120	5 122 HR.	26.733	28.070	29.473	30.947	32.494	.000	
9410 C 0 0 2 3		120	5 123 BW.	2,138.65	2,245.58	2,357.86	2,475.75	2,599.54	.00	
Chief of Police		130	9 PERS BASE	.0000	.0000	11976.5800	.0000	.0000	.0000	
Effective Jan-24-2015 1.000%EXECUTIVE		130	9 220 MO.	0	0	11,977	0	0	0	LOW 10,180
W/C EEO-CL OT STBY PROB JOB-FLAGS		130	9 222 HR.	.000	.000	69.096	.000	.000	.000	MID 11,977
7720 A 0 0 2 BHPS1fW		130	9 223 BW.	.00	.00	5,527.65	.00	.00	.00	HI 13,774
City Administrator		135	9 PERS BASE	.0000	.0000	14729.1667	.0000	.0000	.0000	
Effective Jan-24-2015 1.000%EXECUTIVE		135	9 120 MO.	0	0	14,729	0	0	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		135	9 122 HR.	.000	.000	84.976	.000	.000	.000	
8810 A 0 0 2 HLPFW		135	9 123 BW.	.00	.00	6,798.08	.00	.00	.00	
City Attorney		140	9 PERS BASE	.0000	.0000	11805.5870	.0000	.0000	.0000	
Effective Jan-24-2015 1.000%EXECUTIVE		140	9 120 MO.	0	0	11,806	0	0	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		140	9 122 HR.	.000	.000	68.109	.000	.000	.000	
8810 A 0 0 2 HLPFW		140	9 123 BW.	.00	.00	5,448.73	.00	.00	.00	
City Attorney - Deputy		141	5 PERS BASE	5069.5080	5322.9834	5589.1326	5868.5892	6162.0187	.0000	
Effective Jan-24-2015 1.000%M, S & C		141	5 120 MO.	5,070	5,323	5,589	5,869	6,162	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		141	5 122 HR.	29.247	30.710	32.245	33.857	35.550	.000	
8810 B 0 0 2 W		141	5 123 BW.	2,339.77	2,456.76	2,579.60	2,708.58	2,844.01	.00	
City Clerk		145	5 PERS BASE	4992.9068	5242.5521	5504.6797	5779.9137	6068.9094	.0000	
Effective Jan-24-2015 1.000%M, S & C		145	5 120 MO.	4,993	5,243	5,505	5,780	6,069	0	LOW 6,144
W/C EEO-CL OT STBY PROB JOB-FLAGS		145	5 122 HR.	28.805	30.245	31.758	33.346	35.013	.000	MID 7,228
8810 B 0 0 2 HPW		145	5 123 BW.	2,304.42	2,419.64	2,540.62	2,667.65	2,801.04	.00	HI 8,312
City Engineer		153	5 PERS BASE	7446.9483	7819.2957	8210.2605	8620.7735	9051.8122	.0000	
Effective Jan-24-2015 1.000%M, S & C		153	5 120 MO.	7,447	7,819	8,210	8,621	9,052	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		153	5 122 HR.	42.963	45.111	47.367	49.735	52.222	.000	
9410 B 0 0 2 HPW		153	5 123 BW.	3,437.05	3,608.91	3,789.35	3,978.82	4,177.76	.00	

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City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
City Treasurer		155	9	PERS	BASE	.0000	.0000	8849.8154	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		155	9	120	MO.	0	0	8,850	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		155	9	122	HR.	.000	.000	51.057	.000	.000	.000
8810 A 0 0 2 HLPFW		155	9	123	BW.	.00	.00	4,084.53	.00	.00	.00
Civil Engineering Associate II		157	5	PERS	BASE	4821.6867	5062.7710	5315.9096	5581.7050	5860.7903	.0000
Effective Jan-24-2015 1.000%M, S & C		157	5	120	MO.	4,822	5,063	5,316	5,582	5,861	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		157	5	122	HR.	27.817	29.208	30.669	32.202	33.812	.000
9410 B 0 0 2 W		157	5	123	BW.	2,225.39	2,336.66	2,453.50	2,576.17	2,704.98	.00
Civil Engineering Associate III		158	5	PERS	BASE	5355.8255	5623.6168	5904.7976	6200.0375	6510.0394	.0000
Effective Jan-24-2015 1.000%M, S & C		158	5	120	MO.	5,356	5,624	5,905	6,200	6,510	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		158	5	122	HR.	30.899	32.444	34.066	35.769	37.558	.000
9410 B 0 0 2 W		158	5	123	BW.	2,471.92	2,595.52	2,725.29	2,861.56	3,004.63	.00
Community Development Director (Acti		164	9	PERS	BASE	.0000	.0000	9064.0527	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		164	9	120	MO.	0	0	9,064	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		164	9	122	HR.	.000	.000	52.293	.000	.000	.000
8810 A 0 0 2 HW		164	9	123	BW.	.00	.00	4,183.41	.00	.00	.00
Community Development Director		165	9	PERS	BASE	.0000	.0000	10229.5964	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		165	9	120	MO.	0	0	10,230	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		165	9	122	HR.	.000	.000	59.017	.000	.000	MID 8,896
8810 A 0 0 2 PFW		165	9	123	BW.	.00	.00	4,721.35	.00	.00	HI 10,230
Community Development Program Manage		166	5	PERS	BASE	5189.8093	5449.2998	5721.7648	6007.8530	6308.2457	.0000
Effective Jan-24-2015 1.000%M, S & C		166	5	120	MO.	5,190	5,449	5,722	6,008	6,308	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		166	5	122	HR.	29.941	31.438	33.010	34.661	36.394	.000
8810 B 0 0 2 HW		166	5	123	BW.	2,395.30	2,515.06	2,640.81	2,772.86	2,911.50	.00
Crime Analyst		188	5	PERS	BASE	4312.8110	4528.4515	4754.8741	4992.6178	5242.2487	.0000
Effective Jan-24-2015 1.000%M, S & C		188	5	120	MO.	4,313	4,528	4,755	4,993	5,242	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		188	5	122	HR.	24.882	26.126	27.432	28.804	30.244	.000
8810 B 0 0 2		188	5	123	BW.	1,990.53	2,090.05	2,194.56	2,304.29	2,419.50	.00
Econ.Dev.Dir./Asst.City Admin.(Actin		208	9	PERS	BASE	.0000	.0000	9064.7500	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		208	9	120	MO.	0	0	9,065	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		208	9	122	HR.	.000	.000	52.297	.000	.000	MID 7,571
8810 A 0 0 2 HPWf		208	9	123	BW.	.00	.00	4,183.73	.00	.00	HI 8,707
Economic Development Dir./Asst.City		209	9	PERS	BASE	.0000	.0000	11824.0700	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		209	9	120	MO.	0	0	11,824	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		209	9	122	HR.	.000	.000	68.216	.000	.000	MID 10,282
8810 A 0 0 2 HPWf		209	9	123	BW.	.00	.00	5,457.26	.00	.00	HI 11,824
Deputy City Clerk		211	5	PERS	BASE	3743.0105	3930.1611	4126.6691	4333.0026	4549.6527	.0000
Effective Jan-24-2015 1.000%M, S & C		211	5	120	MO.	3,743	3,930	4,127	4,333	4,550	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		211	5	122	HR.	21.594	22.674	23.808	24.998	26.248	.000
8810 B 1 0 2 W		211	5	123	BW.	1,727.54	1,813.92	1,904.62	1,999.85	2,099.84	.00
Economic Development Manager		214	5	PERS	BASE	5781.4309	6070.5025	6374.0276	6692.7290	7027.3654	.0000
Effective Jan-24-2015 1.000%M, S & C		214	5	120	MO.	5,781	6,071	6,374	6,693	7,027	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		214	5	122	HR.	33.354	35.022	36.773	38.612	40.542	.000
8810 B 0 0 2		214	5	123	BW.	2,668.35	2,801.77	2,941.86	3,088.95	3,243.40	.00
Economic Development & Resource Mngm		217	5	PERS	BASE	6497.4875	6822.3619	7163.4800	7521.6540	7897.7367	.0000
Effective Jan-24-2015 1.000%M, S & C		217	5	120	MO.	6,497	6,822	7,163	7,522	7,898	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		217	5	122	HR.	37.486	39.360	41.328	43.394	45.564	.000
8810 B 0 0 2		217	5	123	BW.	2,998.84	3,148.78	3,306.22	3,471.53	3,645.11	.00

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TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Economic Development Coordinator		218	5	PERS	BASE	5403.2097	5673.3702	5957.0387	6254.8907	6567.6352	.0000
Effective Jan-24-2015 1.000%M, S & C		218	5	120	MO.	5,403	5,673	5,957	6,255	6,568	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		218	5	122	HR.	31.172	32.731	34.368	36.086	37.890	.000
8810 B 0 0 2 W		218	5	123	BW.	2,493.79	2,618.48	2,749.40	2,886.87	3,031.22	.00
Electrical Estimator		220	5	PERS	BASE	6450.5780	6773.1069	7111.7623	7467.3504	7840.7179	.0000
Effective Jan-24-2015 1.000%M, S & C		220	5	120	MO.	6,451	6,773	7,112	7,467	7,841	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		220	5	122	HR.	37.215	39.076	41.029	43.081	45.235	.000
9410 C 0 0 2		220	5	123	BW.	2,977.19	3,126.05	3,282.35	3,446.47	3,618.79	.00
Electrical Utility Manager		240	5	PERS	BASE	8815.4890	9256.2635	9719.0766	10205.0305	10715.2820	.0000
Effective Jan-24-2015 1.000%M, S & C		240	5	120	MO.	8,815	9,256	9,719	10,205	10,715	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		240	5	122	HR.	50.859	53.402	56.072	58.875	61.819	.000
9410 B 0 0 2 HW		240	5	123	BW.	4,068.69	4,272.12	4,485.73	4,710.01	4,945.51	.00
Electrical Substation Supervisor		244	5	PERS	BASE	7008.0521	7358.4547	7726.3774	8112.6963	8518.3311	.0000
Effective Jan-24-2015 1.000%M, S & C		244	5	120	MO.	7,008	7,358	7,726	8,113	8,518	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		244	5	122	HR.	40.431	42.453	44.575	46.804	49.144	.000
7539 C 1 0 2		244	5	123	BW.	3,234.49	3,396.21	3,566.02	3,744.32	3,931.54	.00
Electrical Supervisor		245	5	PERS	BASE	7390.5179	7760.0438	8148.0460	8555.4483	8983.2207	.0000
Effective Jan-24-2015 1.000%M, S & C		245	5	120	MO.	7,391	7,760	8,148	8,555	8,983	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		245	5	122	HR.	42.638	44.769	47.008	49.358	51.826	.000
7539 C 0 0 2 N3		245	5	123	BW.	3,411.01	3,581.56	3,760.64	3,948.67	4,146.10	.00
Electrical Utility Engineer		247	5	PERS	BASE	6527.9236	6854.3197	7197.0357	7556.8875	7934.7319	.0000
Effective Jan-24-2015 1.000%M, S & C		247	5	120	MO.	6,528	6,854	7,197	7,557	7,935	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		247	5	122	HR.	37.661	39.544	41.521	43.597	45.777	.000
9410 B 0 0 2 W		247	5	123	BW.	3,012.89	3,163.53	3,321.71	3,487.79	3,662.18	.00
Engineering & Transportation Manager		264	5	PERS	BASE	6636.8760	6968.7198	7317.1558	7683.0136	8067.1643	.0000
Effective Jan-24-2015 1.000%M, S & C		264	5	120	MO.	6,637	6,969	7,317	7,683	8,067	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		264	5	122	HR.	38.290	40.204	42.214	44.325	46.541	.000
9410 B 0 0 2		264	5	123	BW.	3,063.17	3,216.33	3,377.15	3,546.01	3,723.31	.00
Fleet Maintenance Supervisor		266	5	PERS	BASE	4599.4859	4829.4602	5070.9332	5324.4799	5590.7039	.0000
Effective Jan-24-2015 1.000%M, S & C		266	5	120	MO.	4,599	4,829	5,071	5,324	5,591	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		266	5	122	HR.	26.535	27.862	29.255	30.718	32.254	.000
9410 B 0 0 2 3		266	5	123	BW.	2,122.84	2,228.98	2,340.43	2,457.45	2,580.32	.00
Fleet & Facilities Superintendent		283	5	PERS	BASE	5519.7304	5795.7169	6085.5028	6389.7779	6709.2668	.0000
Effective Jan-24-2015 1.000%M, S & C		283	5	120	MO.	5,520	5,796	6,086	6,390	6,709	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		283	5	122	HR.	31.845	33.437	35.109	36.864	38.707	.000
9410 B 0 0 2 HW		283	5	123	BW.	2,547.57	2,674.95	2,808.69	2,949.13	3,096.58	.00
Facil. Maint. Supv. (Bldg/Strts/Main		285	5	PERS	BASE	4599.4859	4829.4602	5070.9332	5324.4799	5590.7039	.0000
Effective Jan-24-2015 1.000%M, S & C		285	5	120	MO.	4,599	4,829	5,071	5,324	5,591	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		285	5	122	HR.	26.535	27.862	29.255	30.718	32.254	.000
9420 C 1 0 2 3		285	5	123	BW.	2,122.84	2,228.98	2,340.43	2,457.45	2,580.32	.00
Facil. Maint. Supv. (Water/Wastewater		286	5	PERS	BASE	5289.8621	5554.3553	5832.0730	6123.6767	6429.8605	.0000
Effective Jan-24-2015 1.000%M, S & C		286	5	120	MO.	5,290	5,554	5,832	6,124	6,430	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		286	5	122	HR.	30.518	32.044	33.647	35.329	37.095	.000
9420 C 0 0 2 N		286	5	123	BW.	2,441.47	2,563.55	2,691.73	2,826.31	2,967.63	.00
Finance Director		287	9	PERS	BASE	.0000	.0000	.0000	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		287	9	120	MO.	0	0	0	0	0	LOW 7,323
W/C EEO-CL OT STBY PROB JOB-FLAGS		287	9	122	HR.	.000	.000	.000	.000	.000	MID 8,615
8810 A 0 0 2 HPf		287	9	123	BW.	.00	.00	.00	.00	.00	HI 9,907

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City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Financial Services Manager		288	5	PERS	BASE	7596.2856	7976.0999	8374.9049	8793.6501	9233.3326	.0000
Effective Jan-24-2015 1.000%M, S & C		288	5	120	MO.	7,596	7,976	8,375	8,794	9,233	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		288	5	122	HR.	43.825	46.016	48.317	50.733	53.269	.000
8810 B 0 0 2 W		288	5	123	BW.	3,505.98	3,681.28	3,865.34	4,058.61	4,261.54	.00
Fire Chief		300	9	PERS	BASE	.0000	.0000	11064.0046	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		300	9	240	MO.	0	0	11,064	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		300	9	242	HR.	.000	.000	63.831	.000	.000	.000
7706 A 0 0 2 EPHS2fW		300	9	243	BW.	.00	.00	5,106.46	.00	.00	HI 11,063
GIS Analyst		316	5	PERS	BASE	4647.3686	4879.7370	5123.7239	5379.9101	5648.9056	.0000
Effective Jan-24-2015 1.000%M, S & C		316	5	120	MO.	4,647	4,880	5,124	5,380	5,649	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		316	5	122	HR.	26.812	28.152	29.560	31.038	32.590	.000
8810 B 0 0 2		316	5	123	BW.	2,144.94	2,252.19	2,364.80	2,483.04	2,607.19	.00
Information Systems Manager		323	5	PERS	BASE	7449.0043	7821.4545	8212.5273	8623.1536	9054.3113	.0000
Effective Jan-24-2015 1.000%M, S & C		323	5	120	MO.	7,449	7,821	8,213	8,623	9,054	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		323	5	122	HR.	42.975	45.124	47.380	49.749	52.236	.000
8810 B 0 0 2 HPW		323	5	123	BW.	3,438.00	3,609.90	3,790.40	3,979.92	4,178.91	.00
Human Resorces Analyst		324	5	PERS	BASE	4534.4457	4761.1680	4999.2264	5249.1877	5511.6471	.0000
Effective Jan-24-2015 1.000%M, S & C		324	5	120	MO.	4,534	4,761	4,999	5,249	5,512	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		324	5	122	HR.	26.160	27.468	28.842	30.284	31.798	.000
8810 B 0 0 2 W		324	5	123	BW.	2,092.82	2,197.46	2,307.34	2,422.70	2,543.84	.00
Human Resources Senior Analyst		327	5	PERS	BASE	4941.9882	5189.0877	5448.5420	5720.9691	6007.0176	.0000
Effective Jan-24-2015 1.000%M, S & C		327	5	120	MO.	4,942	5,189	5,449	5,721	6,007	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		327	5	122	HR.	28.511	29.937	31.434	33.006	34.656	.000
8810 B 0 0 2 W		327	5	123	BW.	2,280.92	2,394.96	2,514.71	2,640.45	2,772.47	.00
Human Resouces Technician		328	5	PERS	BASE	3831.9545	4023.5523	4224.7299	4435.9664	4657.7647	.0000
Effective Jan-24-2015 1.000%M, S & C		328	5	120	MO.	3,832	4,024	4,225	4,436	4,658	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		328	5	122	HR.	22.107	23.213	24.373	25.592	26.872	.000
8810 E 0 0 2		328	5	123	BW.	1,768.59	1,857.02	1,949.88	2,047.37	2,149.74	.00
Human Resources Principal Analyst		329	5	PERS	BASE	5436.8567	5708.6995	5994.1345	6293.8412	6608.5333	.0000
Effective Jan-24-2015 1.000%M, S & C		329	5	120	MO.	5,437	5,709	5,994	6,294	6,609	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		329	5	122	HR.	31.366	32.935	34.582	36.311	38.126	.000
8810 B 0 0 2 W		329	5	123	BW.	2,509.32	2,634.78	2,766.52	2,904.85	3,050.09	.00
Human Resources Manager		331	5	PERS	BASE	6609.8938	6940.3885	7287.4079	7651.7783	8034.3672	.0000
Effective Jan-24-2015 1.000%M, S & C		331	5	120	MO.	6,610	6,940	7,287	7,652	8,034	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		331	5	122	HR.	38.134	40.041	42.043	44.145	46.352	.000
8810 B 0 0 2 HPW		331	5	123	BW.	3,050.72	3,203.26	3,363.42	3,531.59	3,708.17	.00
HR Staff Assistant - Confid.		336	5	PERS	BASE	2803.7549	2943.9426	3091.1398	3245.6968	3407.9816	.0000
Effective Jan-24-2015 1.000%M, S & C		336	5	120	MO.	2,804	2,944	3,091	3,246	3,408	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		336	5	122	HR.	16.176	16.984	17.833	18.725	19.661	.000
8810 F 0 0 2		336	5	123	BW.	1,294.04	1,358.74	1,426.68	1,498.01	1,572.91	.00
Landfill Supervisor		362	5	PERS	BASE	4602.9586	4833.1065	5074.7618	5328.4999	5594.9249	.0000
Effective Jan-24-2015 1.000%M, S & C		362	5	120	MO.	4,603	4,833	5,075	5,328	5,595	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		362	5	122	HR.	26.556	27.883	29.277	30.741	32.278	.000
9420 C 1 0 2 N3		362	5	123	BW.	2,124.44	2,230.66	2,342.20	2,459.31	2,582.27	.00
Management Srv Dir/Fin Dir/City Trea		471	9	PERS	BASE	.0000	.0000	10156.7620	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		471	9	120	MO.	0	0	10,157	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		471	9	122	HR.	.000	.000	58.597	.000	.000	.000
8810 A 0 0 2 HPfW		471	9	123	BW.	.00	.00	4,687.74	.00	.00	HI 13,215

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
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City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
====	=====	==	=	=====	=====	=====	=====	=====	=====	=====	=====
Management Services Director		472	9	PERS	BASE	.0000	.0000	12522.0000	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		472	9	120	MO.	0	0	12,522	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		472	9	122	HR.	.000	.000	72.242	.000	.000	.000
8810 A 0 0 2 fwHP		472	9	123	BW.	.00	.00	5,779.38	.00	.00	.00
Office Staff Assistant IV-Confidenti		491	5	PERS	BASE	3069.9431	3223.4402	3384.6122	3553.8429	3731.5350	.0000
Effective Jan-24-2015 1.000%M, S & C		491	5	120	MO.	3,070	3,223	3,385	3,554	3,732	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		491	5	122	HR.	17.711	18.597	19.527	20.503	21.528	.000
8810 F 1 0 2		491	5	123	BW.	1,416.90	1,487.74	1,562.13	1,640.24	1,722.25	.00
Park Maintenance Supervisor		495	5	PERS	BASE	4184.0884	4393.2928	4612.9575	4843.6053	5085.7856	.0000
Effective Jan-24-2015 1.000%M, S & C		495	5	120	MO.	4,184	4,393	4,613	4,844	5,086	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		495	5	122	HR.	24.139	25.346	26.613	27.944	29.341	.000
9420 B 1 0 2		495	5	123	BW.	1,931.12	2,027.67	2,129.06	2,235.51	2,347.29	.00
Parks Superintendent		503	5	PERS	BASE	4933.3554	5180.0232	5439.0243	5710.9755	5996.5243	.0000
Effective Jan-24-2015 1.000%M, S & C		503	5	120	MO.	4,933	5,180	5,439	5,711	5,997	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		503	5	122	HR.	28.462	29.885	31.379	32.948	34.595	.000
9420 B 0 0 2 HPN		503	5	123	BW.	2,276.93	2,390.78	2,510.32	2,635.83	2,767.63	.00
Parks and Recreation Director		505	9	PERS	BASE	.0000	.0000	8365.6199	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		505	9	120	MO.	0	0	8,366	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		505	9	122	HR.	.000	.000	48.263	.000	.000	MID 7,605
8810 A 0 0 2 HPfW		505	9	123	BW.	.00	.00	3,861.06	.00	.00	HI 8,746
Parks and Urban Forestry Manager		507	5	PERS	BASE	5806.1245	6096.4307	6401.2522	6721.3149	7057.3806	.0000
Effective Jan-24-2015 1.000%M, S & C		507	5	120	MO.	5,806	6,096	6,401	6,721	7,057	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		507	5	122	HR.	33.497	35.172	36.930	38.777	40.716	.000
9410 B 0 0 2 PHW		507	5	123	BW.	2,679.75	2,813.74	2,954.42	3,102.15	3,257.25	.00
Paralegal		509	5	PERS	BASE	4247.6000	4459.9800	4682.9790	4917.1280	5162.9844	.0000
Effective Jan-24-2015 1.000%M, S & C		509	5	120	MO.	4,248	4,460	4,683	4,917	5,163	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		509	5	122	HR.	24.505	25.731	27.017	28.368	29.786	.000
8810 C 0 0 2		509	5	123	BW.	1,960.43	2,058.45	2,161.37	2,269.44	2,382.92	.00
Planning Manager		532	5	PERS	BASE	7101.8949	7456.9896	7829.8391	8221.3310	8632.3976	.0000
Effective Jan-24-2015 1.000%M, S & C		532	5	120	MO.	7,102	7,457	7,830	8,221	8,632	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		532	5	122	HR.	40.972	43.021	45.172	47.431	49.802	.000
8810 B 0 0 2		532	5	123	BW.	3,277.80	3,441.69	3,613.77	3,794.46	3,984.18	.00
Police Captain		540	5	PERS	BASE	8323.9003	8740.0953	9177.1000	9635.9550	10117.7528	.0000
Effective Jan-24-2015 1.000%M, S & C		540	5	220	MO.	8,324	8,740	9,177	9,636	10,118	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		540	5	222	HR.	48.023	50.424	52.945	55.592	58.372	.000
7720 B 0 0 2 HS1W		540	5	223	BW.	3,841.80	4,033.89	4,235.58	4,447.36	4,669.73	.00
Police Dispatcher-Jailer Supervisor		552	5	PERS	BASE	3833.0879	4024.7423	4225.9794	4437.2784	4659.1423	.0000
Effective Jan-24-2015 1.000%M, S & C		552	5	120	MO.	3,833	4,025	4,226	4,437	4,659	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		552	5	122	HR.	22.114	23.220	24.381	25.600	26.880	.000
9410 E 1 0 2 1		552	5	123	BW.	1,769.12	1,857.57	1,950.45	2,047.97	2,150.37	.00
Police Dispatch Supervisor		553	5	PERS	BASE	3833.0879	4024.7423	4225.9794	4437.2784	4659.1423	.0000
Effective Jan-24-2015 1.000%M, S & C		553	5	120	MO.	3,833	4,025	4,226	4,437	4,659	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		553	5	122	HR.	22.114	23.220	24.381	25.600	26.880	.000
9410 E 1 0 2 1		553	5	123	BW.	1,769.12	1,857.57	1,950.45	2,047.97	2,150.37	.00
Police Jail Supervisor		554	5	PERS	BASE	3833.0879	4024.7423	4225.9794	4437.2784	4659.1423	.0000
Effective Jan-24-2015 1.000%M, S & C		554	5	120	MO.	3,833	4,025	4,226	4,437	4,659	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		554	5	122	HR.	22.114	23.220	24.381	25.600	26.880	.000
9410 E 1 0 2 1		554	5	123	BW.	1,769.12	1,857.57	1,950.45	2,047.97	2,150.37	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Police Records-Property Supervisor		563	5	PERS	BASE	3474.5670	3648.2953	3830.7101	4022.2456	4223.3579	.0000
Effective Jan-24-2015 1.000%M, S & C		563	5	120	MO.	3,475	3,648	3,831	4,022	4,223	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		563	5	122	HR.	20.046	21.048	22.100	23.205	24.366	.000
9410 E 1 0 2 1		563	5	123	BW.	1,603.65	1,683.83	1,768.02	1,856.42	1,949.24	.00
Principal Planner		570	5	PERS	BASE	5189.8093	5449.2998	5721.7648	6007.8530	6308.2457	.0000
Effective Jan-24-2015 1.000%M, S & C		570	5	120	MO.	5,190	5,449	5,722	6,008	6,308	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		570	5	122	HR.	29.941	31.438	33.010	34.661	36.394	.000
8810 B 0 0 2 W		570	5	123	BW.	2,395.30	2,515.06	2,640.81	2,772.86	2,911.50	.00
Programmer-Analyst		575	5	PERS	BASE	4312.8110	4528.4515	4754.8741	4992.6178	5242.2487	.0000
Effective Jan-24-2015 1.000%M, S & C		575	5	120	MO.	4,313	4,528	4,755	4,993	5,242	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		575	5	122	HR.	24.882	26.126	27.432	28.804	30.244	.000
8810 C 0 0 2		575	5	123	BW.	1,990.53	2,090.05	2,194.56	2,304.29	2,419.50	.00
Programmer-Network Analyst		576	5	PERS	BASE	4312.8110	4528.4515	4754.8741	4992.6178	5242.2487	.0000
Effective Jan-24-2015 1.000%M, S & C		576	5	120	MO.	4,313	4,528	4,755	4,993	5,242	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		576	5	122	HR.	24.882	26.126	27.432	28.804	30.244	.000
8810 C 0 0 2		576	5	123	BW.	1,990.53	2,090.05	2,194.56	2,304.29	2,419.50	.00
Public Works Director		580	9	PERS	BASE	.0000	.0000	11176.5009	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		580	9	120	MO.	0	0	11,177	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		580	9	122	HR.	.000	.000	64.480	.000	.000	MID 10,462
8810 A 0 0 2 HPfW		580	9	123	BW.	.00	.00	5,158.39	.00	.00	HI 12,031
PEG Station Manager		589	5	PERS	BASE	4455.7592	4678.5472	4912.4746	5158.0983	5416.0032	.0000
Effective Jan-24-2015 1.000%M, S & C		589	5	120	MO.	4,456	4,679	4,912	5,158	5,416	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		589	5	122	HR.	25.706	26.992	28.341	29.758	31.246	.000
8810 B 0 0 2		589	5	123	BW.	2,056.50	2,159.33	2,267.30	2,380.66	2,499.69	.00
Purchasing and Materials Manager		596	5	PERS	BASE	5463.1949	5736.3546	6023.1723	6324.3310	6640.5475	.0000
Effective Jan-24-2015 1.000%M, S & C		596	5	120	MO.	5,463	5,736	6,023	6,324	6,641	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		596	5	122	HR.	31.518	33.094	34.749	36.487	38.311	.000
8810 B 0 0 2 HPW		596	5	123	BW.	2,521.47	2,647.55	2,779.93	2,918.92	3,064.87	.00
Recreation Manager		602	5	PERS	BASE	5178.9507	5437.8983	5709.7932	5995.2829	6295.0470	.0000
Effective Jan-24-2015 1.000%M, S & C		602	5	120	MO.	5,179	5,438	5,710	5,995	6,295	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		602	5	122	HR.	29.879	31.372	32.941	34.588	36.318	.000
9410 B 0 0 2 P		602	5	123	BW.	2,390.28	2,509.80	2,635.29	2,767.05	2,905.41	.00
Recreation Coordinator		608	5	PERS	BASE	3603.7120	3783.8975	3973.0924	4171.7470	4380.3344	.0000
Effective Jan-24-2015 1.000%M, S & C		608	5	120	MO.	3,604	3,784	3,973	4,172	4,380	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		608	5	122	HR.	20.791	21.830	22.922	24.068	25.271	.000
8810 B 1 0 2		608	5	123	BW.	1,663.25	1,746.41	1,833.73	1,925.42	2,021.69	.00
Recreation Superintendent		611	5	PERS	BASE	5709.3199	5994.7859	6294.5252	6609.2514	6939.7140	.0000
Effective Jan-24-2015 1.000%M, S & C		611	5	120	MO.	5,709	5,995	6,295	6,609	6,940	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		611	5	122	HR.	32.938	34.585	36.315	38.130	40.037	.000
9410 B 0 0 2 HPW		611	5	123	BW.	2,635.07	2,766.82	2,905.17	3,050.42	3,202.94	.00
Recreation Supervisor		616	5	PERS	BASE	4240.0142	4452.0149	4674.6156	4908.3464	5153.7637	.0000
Effective Jan-24-2015 1.000%M, S & C		616	5	120	MO.	4,240	4,452	4,675	4,908	5,154	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		616	5	122	HR.	24.462	25.685	26.969	28.317	29.733	.000
9410 B 0 0 2		616	5	123	BW.	1,956.93	2,054.78	2,157.51	2,265.39	2,378.66	.00
Redevelopment Program Coordinator		626	5	PERS	BASE	4719.2913	4955.2559	5203.0187	5463.1696	5736.3281	.0000
Effective Jan-24-2015 1.000%M, S & C		626	5	120	MO.	4,719	4,955	5,203	5,463	5,736	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		626	5	122	HR.	27.227	28.588	30.017	31.518	33.094	.000
8810 C 0 0 2		626	5	123	BW.	2,178.13	2,287.04	2,401.39	2,521.46	2,647.54	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Redevelopment Program Manager		627	5	PERS	BASE	5189.5942	5449.0739	5721.5276	6007.6040	6307.9842	.0000
Effective Jan-24-2015 1.000%M, S & C		627	5	120	MO.	5,190	5,449	5,722	6,008	6,308	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		627	5	122	HR.	29.940	31.437	33.009	34.659	36.392	.000
8810 B 0 0 2		627	5	123	BW.	2,395.20	2,514.96	2,640.71	2,772.74	2,911.38	.00
Secretary to the City Administrator		641	5	PERS	BASE	3285.1264	3449.3827	3621.8519	3802.9445	3993.0917	.0000
Effective Jan-24-2015 1.000%M, S & C		641	5	120	MO.	3,285	3,449	3,622	3,803	3,993	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		641	5	122	HR.	18.953	19.900	20.895	21.940	23.037	.000
8810 F 0 0 2		641	5	123	BW.	1,516.21	1,592.02	1,671.62	1,755.21	1,842.97	.00
Senior Civil Engineer		665	5	PERS	BASE	6080.7581	6384.7960	6704.0358	7039.2376	7391.1995	.0000
Effective Jan-24-2015 1.000%M, S & C		665	5	120	MO.	6,081	6,385	6,704	7,039	7,391	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		665	5	122	HR.	35.081	36.835	38.677	40.611	42.642	.000
9410 B 0 0 2 W		665	5	123	BW.	2,806.50	2,946.83	3,094.17	3,248.88	3,411.32	.00
Senior Environmental Coordinator		667	5	PERS	BASE	4837.1962	5079.0560	5333.0088	5599.6592	5879.6422	.0000
Effective Jan-24-2015 1.000%M, S & C		667	5	120	MO.	4,837	5,079	5,333	5,600	5,880	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		667	5	122	HR.	27.907	29.302	30.767	32.306	33.921	.000
8810 B 0 0 2 W		667	5	123	BW.	2,232.55	2,344.18	2,461.39	2,584.46	2,713.68	.00
Senior Deputy City Attorney		668	5	PERS	BASE	5829.4699	6120.9434	6426.9906	6748.3401	7085.7571	.0000
Effective Jan-24-2015 1.000%M, S & C		668	5	120	MO.	5,829	6,121	6,427	6,748	7,086	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		668	5	122	HR.	33.632	35.313	37.079	38.933	40.879	.000
8810 B 0 0 2 W		668	5	123	BW.	2,690.52	2,825.05	2,966.30	3,114.62	3,270.35	.00
Senior Programmer-Network Analyst		683	5	PERS	BASE	4647.1179	4879.4738	5123.4475	5379.6199	5648.6009	.0000
Effective Jan-24-2015 1.000%M, S & C		683	5	120	MO.	4,647	4,879	5,123	5,380	5,649	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		683	5	122	HR.	26.810	28.151	29.558	31.036	32.588	.000
8810 B 0 0 2		683	5	123	BW.	2,144.82	2,252.06	2,364.67	2,482.90	2,607.05	.00
Solid Waste Program Analyst		722	5	PERS	BASE	4315.4138	4531.1845	4757.7437	4995.6309	5245.4124	.0000
Effective Jan-24-2015 1.000%M, S & C		722	5	120	MO.	4,315	4,531	4,758	4,996	5,245	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		722	5	122	HR.	24.897	26.141	27.449	28.821	30.262	.000
9410 B 0 0 2		722	5	123	BW.	1,991.73	2,091.32	2,195.88	2,305.68	2,420.96	.00
Solid Waste Compliance Coordinator		724	5	PERS	BASE	4531.1844	4757.7437	4995.6308	5245.4124	5507.6830	.0000
Effective Jan-24-2015 1.000%M, S & C		724	5	120	MO.	4,531	4,758	4,996	5,245	5,508	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		724	5	122	HR.	26.141	27.449	28.821	30.262	31.775	.000
9410 B 0 0 2		724	5	123	BW.	2,091.32	2,195.88	2,305.68	2,420.96	2,542.01	.00
Solid Waste Superintendent		725	5	PERS	BASE	6124.8345	6431.0762	6752.6300	7090.2615	7444.7746	.0000
Effective Jan-24-2015 1.000%M, S & C		725	5	120	MO.	6,125	6,431	6,753	7,090	7,445	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		725	5	122	HR.	35.336	37.102	38.957	40.905	42.951	.000
9410 B 0 0 2		725	5	123	BW.	2,826.85	2,968.19	3,116.60	3,272.43	3,436.05	.00
Solid Waste Supervisor		730	5	PERS	BASE	4602.9586	4833.1065	5074.7618	5328.4999	5594.9249	.0000
Effective Jan-24-2015 1.000%M, S & C		730	5	120	MO.	4,603	4,833	5,075	5,328	5,595	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		730	5	122	HR.	26.556	27.883	29.277	30.741	32.278	.000
9420 C 1 0 2 N3		730	5	123	BW.	2,124.44	2,230.66	2,342.20	2,459.31	2,582.27	.00
Street Maintenance Supervisor		740	5	PERS	BASE	4184.0884	4393.2928	4612.9575	4843.6053	5085.7856	.0000
Effective Jan-24-2015 1.000%M, S & C		740	5	120	MO.	4,184	4,393	4,613	4,844	5,086	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		740	5	122	HR.	24.139	25.346	26.613	27.944	29.341	.000
9410 C 1 0 2 N3		740	5	123	BW.	1,931.12	2,027.67	2,129.06	2,235.51	2,347.29	.00
Street Superintendent		743	5	PERS	BASE	4842.6909	5084.8254	5339.0667	5606.0200	5886.3210	.0000
Effective Jan-24-2015 1.000%M, S & C		743	5	120	MO.	4,843	5,085	5,339	5,606	5,886	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		743	5	122	HR.	27.939	29.336	30.802	32.342	33.960	.000
9420 B 0 0 2 W		743	5	123	BW.	2,235.09	2,346.84	2,464.18	2,587.39	2,716.76	.00

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City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Systems Administrator		744	5	PERS	BASE	5586.5783	5865.9073	6159.2026	6467.1628	6790.5209	.0000
Effective Jan-24-2015 1.000%M, S & C		744	5	120	MO.	5,587	5,866	6,159	6,467	6,791	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		744	5	122	HR.	32.230	33.842	35.534	37.311	39.176	.000
8810 B 0 0 2		744	5	123	BW.	2,578.42	2,707.34	2,842.71	2,984.84	3,134.09	.00
Systems Analyst		747	5	PERS	BASE	4830.3940	5071.9137	5325.5094	5591.7849	5871.3741	.0000
Effective Jan-24-2015 1.000%M, S & C		747	5	120	MO.	4,830	5,072	5,326	5,592	5,871	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		747	5	122	HR.	27.868	29.261	30.724	32.260	33.873	.000
8810 B 0 0 2		747	5	123	BW.	2,229.41	2,340.88	2,457.93	2,580.82	2,709.86	.00
Treasury Staff Supervisor		749	5	PERS	BASE	3569.7729	3748.2616	3935.6746	4132.4584	4339.0813	.0000
Effective Jan-24-2015 1.000%M, S & C		749	5	120	MO.	3,570	3,748	3,936	4,132	4,339	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		749	5	122	HR.	20.595	21.625	22.706	23.841	25.033	.000
8810 E 0 0 2 W		749	5	123	BW.	1,647.59	1,729.97	1,816.47	1,907.29	2,002.65	.00
Urban Forestry Supervisor		764	5	PERS	BASE	4183.9946	4393.1943	4612.8541	4843.4968	5085.6716	.0000
Effective Jan-24-2015 1.000%M, S & C		764	5	120	MO.	4,184	4,393	4,613	4,843	5,086	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		764	5	122	HR.	24.138	25.345	26.613	27.943	29.340	.000
9421 C 1 0 2 3		764	5	123	BW.	1,931.07	2,027.63	2,129.01	2,235.46	2,347.23	.00
Utility Accountant		768	5	PERS	BASE	5993.3036	6292.9688	6607.6172	6937.9981	7284.8980	.0000
Effective Jan-24-2015 1.000%M, S & C		768	5	120	MO.	5,993	6,293	6,608	6,938	7,285	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		768	5	122	HR.	34.577	36.306	38.121	40.027	42.028	.000
8810 B 0 0 2 W		768	5	123	BW.	2,766.14	2,904.45	3,049.67	3,202.15	3,362.26	.00
Utility Accounting Supervisor		769	5	PERS	BASE	6363.2308	6681.3923	7015.4620	7366.2350	7734.5468	.0000
Effective Jan-24-2015 1.000%M, S & C		769	5	120	MO.	6,363	6,681	7,015	7,366	7,735	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		769	5	122	HR.	36.711	38.546	40.474	42.498	44.622	.000
8810 B 0 0 2 W		769	5	123	BW.	2,936.88	3,083.72	3,237.91	3,399.80	3,569.79	.00
Utility Billing Supervisor		770	5	PERS	BASE	3926.6657	4122.9990	4329.1489	4545.6064	4772.8867	.0000
Effective Jan-24-2015 1.000%M, S & C		770	5	120	MO.	3,927	4,123	4,329	4,546	4,773	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		770	5	122	HR.	22.654	23.787	24.976	26.225	27.536	.000
8810 E 0 0 2 W		770	5	123	BW.	1,812.31	1,902.92	1,998.07	2,097.97	2,202.87	.00
Utility Engineer		772	5	PERS	BASE	5088.7560	5343.1938	5610.3535	5890.8711	6185.4147	.0000
Effective Jan-24-2015 1.000%M, S & C		772	5	120	MO.	5,089	5,343	5,610	5,891	6,185	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		772	5	122	HR.	29.358	30.826	32.367	33.986	35.685	.000
8810 B 0 0 2		772	5	123	BW.	2,348.66	2,466.09	2,589.39	2,718.86	2,854.81	.00
Utility Director		773	9	PERS	BASE	.0000	.0000	12323.1861	.0000	.0000	.0000
Effective Jan-24-2015 1.000%EXECUTIVE		773	9	120	MO.	0	0	12,323	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		773	9	122	HR.	.000	.000	71.095	.000	.000	.000
8810 A 0 0 2 HPFW		773	9	123	BW.	.00	.00	5,687.62	.00	.00	.00
Utility Conservation Coordinator		774	5	PERS	BASE	4494.5332	4719.2599	4955.2229	5202.9840	5463.1332	.0000
Effective Jan-24-2015 1.000%M, S & C		774	5	120	MO.	4,495	4,719	4,955	5,203	5,463	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		774	5	122	HR.	25.930	27.226	28.588	30.017	31.518	.000
9410 C 0 0 2		774	5	123	BW.	2,074.40	2,178.12	2,287.03	2,401.38	2,521.45	.00
Wastewater Collection Supervisor		780	5	PERS	BASE	4599.6947	4829.6794	5071.1634	5324.7215	5590.9576	.0000
Effective Jan-24-2015 1.000%M, S & C		780	5	120	MO.	4,600	4,830	5,071	5,325	5,591	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		780	5	122	HR.	26.537	27.864	29.257	30.720	32.256	.000
9420 C 0 0 2 3		780	5	123	BW.	2,122.94	2,229.08	2,340.54	2,457.56	2,580.44	.00
Wastewater Plant Operations Supervisor		785	5	PERS	BASE	5289.5651	5554.0433	5831.7455	6123.3328	6429.4994	.0000
Effective Jan-24-2015 1.000%M, S & C		785	5	120	MO.	5,290	5,554	5,832	6,123	6,429	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		785	5	122	HR.	30.517	32.043	33.645	35.327	37.093	.000
9420 C 0 0 2 3		785	5	123	BW.	2,441.34	2,563.40	2,691.57	2,826.15	2,967.46	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Utility SCADA Network Analyst		794	5	PERS	BASE	4647.2344	4879.5962	5123.5760	5379.7548	5648.7425	.0000
Effective Jan-24-2015 1.000%M, S & C		794	5	120	MO.	4,647	4,880	5,124	5,380	5,649	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		794	5	122	HR.	26.811	28.152	29.559	31.037	32.589	.000
8810 B 0 0 2		794	5	123	BW.	2,144.88	2,252.12	2,364.73	2,482.96	2,607.11	.00
Wastewater Superintendent		797	5	PERS	BASE	6969.0112	7317.4618	7683.3349	8067.5016	8470.8767	.0000
Effective Jan-24-2015 1.000%M, S & C		797	5	120	MO.	6,969	7,317	7,683	8,068	8,471	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		797	5	122	HR.	40.206	42.216	44.327	46.543	48.870	.000
9410 B 0 0 2 HW		797	5	123	BW.	3,216.47	3,377.29	3,546.15	3,723.46	3,909.64	.00
Water Distribution Supervisor		800	5	PERS	BASE	4831.6115	5073.1921	5326.8517	5593.1943	5872.8540	.0000
Effective Jan-24-2015 1.000%M, S & C		800	5	120	MO.	4,832	5,073	5,327	5,593	5,873	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		800	5	122	HR.	27.875	29.268	30.732	32.268	33.882	.000
9420 C 0 0 2		800	5	123	BW.	2,229.97	2,341.47	2,458.55	2,581.47	2,710.55	.00
Water Plant Operations Supervisor		807	5	PERS	BASE	5289.5651	5554.0433	5831.7455	6123.3328	6429.4994	.0000
Effective Jan-24-2015 1.000%M, S & C		807	5	120	MO.	5,290	5,554	5,832	6,123	6,429	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		807	5	122	HR.	30.517	32.043	33.645	35.327	37.093	.000
9420 C 0 0 2		807	5	123	BW.	2,441.34	2,563.40	2,691.57	2,826.15	2,967.46	.00
Water Resources Engineer		809	5	PERS	BASE	4821.6867	5062.7710	5315.9096	5581.7050	5860.7903	.0000
Effective Jan-24-2015 1.000%M, S & C		809	5	120	MO.	4,822	5,063	5,316	5,582	5,861	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		809	5	122	HR.	27.817	29.208	30.669	32.202	33.812	.000
9410 B 0 0 0 W		809	5	123	BW.	2,225.39	2,336.66	2,453.50	2,576.17	2,704.98	.00
Water Resources Manager		817	5	PERS	BASE	6868.0162	7211.4170	7571.9878	7950.5872	8348.1166	.0000
Effective Jan-24-2015 1.000%M, S & C		817	5	120	MO.	6,868	7,211	7,572	7,951	8,348	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		817	5	122	HR.	39.623	41.604	43.685	45.869	48.162	.000
9410 B 0 0 2 H		817	5	123	BW.	3,169.85	3,328.35	3,494.76	3,669.50	3,852.98	.00
Water Superintendent		823	5	PERS	BASE	6968.6813	7317.1154	7682.9712	8067.1197	8470.4757	.0000
Effective Jan-24-2015 1.000%M, S & C		823	5	120	MO.	6,969	7,317	7,683	8,067	8,470	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		823	5	122	HR.	40.204	42.214	44.325	46.541	48.868	.000
9410 B 0 0 2 HW		823	5	123	BW.	3,216.31	3,377.13	3,545.99	3,723.29	3,909.45	.00
Water Plant Supervisor		824	5	PERS	BASE	5529.1766	5805.6354	6095.9172	6400.7130	6720.7487	.0000
Effective Jan-24-2015 1.000%M, S & C		824	5	120	MO.	5,529	5,806	6,096	6,401	6,721	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		824	5	122	HR.	31.899	33.494	35.169	36.927	38.774	.000
9420 C 0 0 2		824	5	123	BW.	2,551.93	2,679.52	2,813.50	2,954.18	3,101.88	.00
Wireless Service Administrator		830	5	PERS	BASE	6527.7915	6854.1811	7196.8902	7556.7347	7934.5714	.0000
Effective Jan-24-2015 1.000%M, S & C		830	5	120	MO.	6,528	6,854	7,197	7,557	7,935	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		830	5	122	HR.	37.660	39.543	41.521	43.597	45.776	.000
8810 B 0 0 2 HP		830	5	123	BW.	3,012.83	3,163.47	3,321.64	3,487.72	3,662.11	.00
Battalion Fire Chief(Lt Duty - 40 hr		853	5	PERS	BASE	7510.2998	7885.8147	8280.1055	8694.1108	9128.8163	.0000
Effective Jan-24-2015 1.000%M, S & C		853	5	240	MO.	7,510	7,886	8,280	8,694	9,129	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		853	5	242	HR.	43.329	45.495	47.770	50.158	52.666	.000
7706 B 0 0 2 wHsw		853	5	243	BW.	3,466.29	3,639.61	3,821.59	4,012.67	4,213.30	.00
City Administrator (Acting)		924	9	PERS	BASE	.0000	.0000	12811.0000	.0000	.0000	.0000
Y RATING Oct-12-2013 .0000%EXECUTIVE		924	9	120	MO.	0	0	12,811	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		924	9	122	HR.	.000	.000	73.910	.000	.000	.000
8810 A 0 0 2 HLPwf		924	9	123	BW.	.00	.00	5,912.77	.00	.00	.00

CITY OF LOMPOC
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City MS&C Year 2 at 2% Units 5 & 9 effective 6-13-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Accountant		010	5	PERS	BASE	4660.4098	4893.4303	5138.1019	5395.0070	5664.7573	.0000
Effective Jun-13-2015 2.000%M, S & C		010	5	120	MO.	4,660	4,893	5,138	5,395	5,665	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		010	5	122	HR.	26.887	28.231	29.643	31.125	32.681	.000
8810 B 0 0 2		010	5	123	BW.	2,150.96	2,258.51	2,371.43	2,490.00	2,614.50	.00
Accounting & Revenue Manager		013	5	PERS	BASE	6872.5578	7216.1857	7576.9950	7955.8448	8353.6370	.0000
Effective Jun-13-2015 2.000%M, S & C		013	5	120	MO.	6,873	7,216	7,577	7,956	8,354	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		013	5	122	HR.	39.649	41.632	43.713	45.899	48.194	.000
8810 B 0 0 2 W		013	5	123	BW.	3,171.95	3,330.55	3,497.07	3,671.93	3,855.52	.00
Accounting Supervisor		015	5	PERS	BASE	5727.1315	6013.4880	6314.1624	6629.8706	6961.3641	.0000
Effective Jun-13-2015 2.000%M, S & C		015	5	120	MO.	5,727	6,013	6,314	6,630	6,961	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		015	5	122	HR.	33.041	34.693	36.428	38.249	40.162	.000
8810 B 0 0 2		015	5	123	BW.	2,643.29	2,775.46	2,914.23	3,059.94	3,212.94	.00
Administrative Aide		025	5	PERS	BASE	3972.0449	4170.6471	4379.1795	4598.1385	4828.0454	.0000
Effective Jun-13-2015 2.000%M, S & C		025	5	120	MO.	3,972	4,171	4,379	4,598	4,828	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		025	5	122	HR.	22.916	24.061	25.264	26.528	27.854	.000
8810 E 0 0 2 W		025	5	123	BW.	1,833.25	1,924.91	2,021.16	2,122.22	2,228.33	.00
Administrative Analyst		028	5	PERS	BASE	5150.6588	5408.1918	5678.6014	5962.5314	6260.6580	.0000
Effective Jun-13-2015 2.000%M, S & C		028	5	120	MO.	5,151	5,408	5,679	5,963	6,261	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		028	5	122	HR.	29.715	31.201	32.761	34.399	36.119	.000
8810 B 0 0 2 W		028	5	123	BW.	2,377.23	2,496.09	2,620.89	2,751.94	2,889.53	.00
Senior Administrative Analyst		029	5	PERS	BASE	5511.0720	5786.6255	6075.9568	6379.7547	6698.7424	.0000
Effective Jun-13-2015 2.000%M, S & C		029	5	120	MO.	5,511	5,787	6,076	6,380	6,699	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		029	5	122	HR.	31.795	33.384	35.054	36.806	38.647	.000
8810 B 0 0 2		029	5	123	BW.	2,543.57	2,670.75	2,804.29	2,944.50	3,091.73	.00
Assistant City Attorney I		050	5	PERS	BASE	7194.9891	7554.7385	7932.4755	8329.0992	8745.5542	.0000
Effective Jun-13-2015 2.000%M, S & C		050	5	120	MO.	7,195	7,555	7,932	8,329	8,746	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		050	5	122	HR.	41.510	43.585	45.764	48.052	50.455	.000
8810 B 0 0 2 W		050	5	123	BW.	3,320.76	3,486.80	3,661.14	3,844.20	4,036.41	.00
Assistant City Attorney II		051	5	PERS	BASE	7914.5475	8310.2749	8725.7887	9162.0781	9620.1820	.0000
Effective Jun-13-2015 2.000%M, S & C		051	5	120	MO.	7,915	8,310	8,726	9,162	9,620	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		051	5	122	HR.	45.661	47.944	50.341	52.858	55.501	.000
8810 B 0 0 2 W		051	5	123	BW.	3,652.87	3,835.51	4,027.29	4,228.65	4,440.08	.00
Assistant Electrical Utility Manager		063	5	PERS	BASE	7390.5353	7760.0620	8148.0651	8555.4684	8983.2418	.0000
Effective Jun-13-2015 2.000%M, S & C		063	5	120	MO.	7,391	7,760	8,148	8,555	8,983	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		063	5	122	HR.	42.638	44.770	47.008	49.358	51.826	.000
9410 B 0 0 2 W		063	5	123	BW.	3,411.02	3,581.57	3,760.65	3,948.68	4,146.11	.00
Assistant Public Works Director		070	5	PERS	BASE	7312.1455	7677.7528	8061.6405	8464.7225	8887.9586	.0000
Effective Jun-13-2015 2.000%M, S & C		070	5	120	MO.	7,312	7,678	8,062	8,465	8,888	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		070	5	122	HR.	42.185	44.295	46.509	48.835	51.277	.000
9410 B 0 0 2		070	5	123	BW.	3,374.84	3,543.58	3,720.76	3,906.79	4,102.13	.00
Assistant to the City Administrator		075	5	PERS	BASE	5557.3207	5835.1867	6126.9460	6433.2933	6754.9580	.0000
Effective Jun-13-2015 2.000%M, S & C		075	5	120	MO.	5,557	5,835	6,127	6,433	6,755	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		075	5	122	HR.	32.061	33.665	35.348	37.115	38.971	.000
8810 A 0 0 2 P		075	5	123	BW.	2,564.92	2,693.16	2,827.82	2,969.21	3,117.67	.00
Assistant Public Works Director_City		080	5	PERS	BASE	8507.4482	8932.8206	9379.4617	9848.4348	10340.8565	.0000
Effective Jun-13-2015 2.000%M, S & C		080	5	120	MO.	8,507	8,933	9,379	9,848	10,341	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		080	5	122	HR.	49.081	51.536	54.112	56.818	59.659	.000
9410 B 0 0 2 H		080	5	123	BW.	3,926.51	4,122.84	4,328.98	4,545.43	4,772.70	.00

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City MS&C Year 2 at 2% Units 5 & 9 effective 6-13-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Associate Planner		085	5	PERS BASE	4813.8189	5054.5098	5307.2353	5572.5970	5851.2269	.0000	
Effective Jun-13-2015 2.000%M, S & C		085	5	120 MO.	4,814	5,055	5,307	5,573	5,851	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		085	5	122 HR.	27.772	29.161	30.619	32.150	33.757	.000	
8810 B 0 0 2 W		085	5	123 BW.	2,221.76	2,332.85	2,449.49	2,571.97	2,700.57	.00	
Aviation Transportation Administrato		089	5	PERS BASE	4813.8189	5054.5098	5307.2353	5572.5970	5851.2269	.0000	
Effective Jun-13-2015 2.000%M, S & C		089	5	120 MO.	4,814	5,055	5,307	5,573	5,851	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		089	5	122 HR.	27.772	29.161	30.619	32.150	33.757	.000	
9410 B 0 0 2 W		089	5	123 BW.	2,221.76	2,332.85	2,449.49	2,571.97	2,700.57	.00	
Battalion Fire Chief (56 hrs/wk)		090	5	PERS BASE	7737.1109	8123.9664	8530.1647	8956.6730	9404.5066	.0000	
Effective Jun-13-2015 2.000%M, S & C		090	5	240 MO.	7,737	8,124	8,530	8,957	9,405	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		090	5	242 HR.	31.884	33.478	35.152	36.909	38.755	.000	
7706 B 0 0 2 HS2FW		090	5	243 BW.	3,570.97	3,749.52	3,937.00	4,133.85	4,340.54	.00	
Building Official/Fire Marshall		106	5	PERS BASE	6742.0916	7079.1962	7433.1560	7804.8138	8195.0545	.0000	
Effective Jun-13-2015 2.000%M, S & C		106	5	120 MO.	6,742	7,079	7,433	7,805	8,195	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		106	5	122 HR.	38.897	40.842	42.884	45.028	47.279	.000	
9410 B 0 0 1 HW		106	5	123 BW.	3,111.73	3,267.32	3,430.69	3,602.22	3,782.33	.00	
Chemist		120	5	PERS BASE	4726.4148	4962.7355	5210.8723	5471.4159	5744.9867	.0000	
Effective Jun-13-2015 2.000%M, S & C		120	5	120 MO.	4,726	4,963	5,211	5,471	5,745	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		120	5	122 HR.	27.268	28.631	30.063	31.566	33.144	.000	
9410 C 0 0 2 3		120	5	123 BW.	2,181.42	2,290.49	2,405.02	2,525.27	2,651.53	.00	
Chief of Police		130	9	PERS BASE	.0000	.0000	12216.1116	.0000	.0000	.0000	
Effective Jun-13-2015 2.000%EXECUTIVE		130	9	220 MO.	0	0	12,216	0	0	0	LOW 10,384
W/C EEO-CL OT STBY PROB JOB-FLAGS		130	9	222 HR.	.000	.000	70.478	.000	.000	.000	MID 12,217
7720 A 0 0 2 BHPS1FW		130	9	223 BW.	.00	.00	5,638.21	.00	.00	.00	HI 14,050
City Administrator		135	9	PERS BASE	.0000	.0000	15023.7500	.0000	.0000	.0000	
Effective Jun-13-2015 2.000%EXECUTIVE		135	9	120 MO.	0	0	15,024	0	0	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		135	9	122 HR.	.000	.000	86.675	.000	.000	.000	
8810 A 0 0 2 HLPFW		135	9	123 BW.	.00	.00	6,934.04	.00	.00	.00	
City Attorney		140	9	PERS BASE	.0000	.0000	12041.6987	.0000	.0000	.0000	
Effective Jun-13-2015 2.000%EXECUTIVE		140	9	120 MO.	0	0	12,042	0	0	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		140	9	122 HR.	.000	.000	69.471	.000	.000	.000	
8810 A 0 0 2 HLPFW		140	9	123 BW.	.00	.00	5,557.71	.00	.00	.00	
City Attorney - Deputy		141	5	PERS BASE	5170.8982	5429.4431	5700.9153	5985.9610	6285.2591	.0000	
Effective Jun-13-2015 2.000%M, S & C		141	5	120 MO.	5,171	5,429	5,701	5,986	6,285	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		141	5	122 HR.	29.832	31.324	32.890	34.534	36.261	.000	
8810 B 0 0 2 W		141	5	123 BW.	2,386.57	2,505.90	2,631.19	2,762.75	2,900.89	.00	
City Clerk		145	5	PERS BASE	5092.7649	5347.4032	5614.7733	5895.5120	6190.2876	.0000	
Effective Jun-13-2015 2.000%M, S & C		145	5	120 MO.	5,093	5,347	5,615	5,896	6,190	0	LOW 6,267
W/C EEO-CL OT STBY PROB JOB-FLAGS		145	5	122 HR.	29.381	30.850	32.393	34.013	35.713	.000	MID 7,373
8810 B 0 0 2 HPW		145	5	123 BW.	2,350.51	2,468.03	2,591.43	2,721.01	2,857.06	.00	HI 8,479
City Engineer		153	5	PERS BASE	7595.8872	7975.6816	8374.4657	8793.1890	9232.8484	.0000	
Effective Jun-13-2015 2.000%M, S & C		153	5	120 MO.	7,596	7,976	8,374	8,793	9,233	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		153	5	122 HR.	43.822	46.014	48.314	50.730	53.266	.000	
9410 B 0 0 2 HPW		153	5	123 BW.	3,505.79	3,681.08	3,865.14	4,058.39	4,261.31	.00	

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TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
City Treasurer		155	9	PERS	BASE	.0000	.0000	9026.8117	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		155	9	120	MO.	0	0	9,027	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		155	9	122	HR.	.000	.000	52.078	.000	.000	.000
8810 A 0 0 2 HLPFW		155	9	123	BW.	.00	.00	4,166.22	.00	.00	.00
Civil Engineering Associate II		157	5	PERS	BASE	4918.1204	5164.0264	5422.2278	5693.3391	5978.0061	.0000
Effective Jun-13-2015 2.000%M, S & C		157	5	120	MO.	4,918	5,164	5,422	5,693	5,978	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		157	5	122	HR.	28.374	29.792	31.282	32.846	34.488	.000
9410 B 0 0 2 W		157	5	123	BW.	2,269.90	2,383.40	2,502.57	2,627.69	2,759.08	.00
Civil Engineering Associate III		158	5	PERS	BASE	5462.9420	5736.0891	6022.8936	6324.0383	6640.2402	.0000
Effective Jun-13-2015 2.000%M, S & C		158	5	120	MO.	5,463	5,736	6,023	6,324	6,640	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		158	5	122	HR.	31.517	33.093	34.747	36.485	38.309	.000
9410 B 0 0 2 W		158	5	123	BW.	2,521.36	2,647.43	2,779.80	2,918.79	3,064.73	.00
Community Development Director (Acti		164	9	PERS	BASE	.0000	.0000	9245.3338	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		164	9	120	MO.	0	0	9,245	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		164	9	122	HR.	.000	.000	53.338	.000	.000	.000
8810 A 0 0 2 HW		164	9	123	BW.	.00	.00	4,267.08	.00	.00	.00
Community Development Director		165	9	PERS	BASE	.0000	.0000	10434.1883	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		165	9	120	MO.	0	0	10,434	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		165	9	122	HR.	.000	.000	60.197	.000	.000	.000
8810 A 0 0 2 PFW		165	9	123	BW.	.00	.00	4,815.78	.00	.00	HI 10,435
Community Development Program Manage		166	5	PERS	BASE	5293.6055	5558.2858	5836.2001	6128.0101	6434.4106	.0000
Effective Jun-13-2015 2.000%M, S & C		166	5	120	MO.	5,294	5,558	5,836	6,128	6,434	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		166	5	122	HR.	30.540	32.067	33.670	35.354	37.122	.000
8810 B 0 0 2 HW		166	5	123	BW.	2,443.20	2,565.36	2,693.63	2,828.31	2,969.73	.00
Crime Analyst		188	5	PERS	BASE	4399.0672	4619.0206	4849.9716	5092.4702	5347.0937	.0000
Effective Jun-13-2015 2.000%M, S & C		188	5	120	MO.	4,399	4,619	4,850	5,092	5,347	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		188	5	122	HR.	25.379	26.648	27.981	29.380	30.849	.000
8810 B 0 0 2		188	5	123	BW.	2,030.34	2,131.86	2,238.45	2,350.37	2,467.89	.00
Econ.Dev.Dir./Asst.City Admin.(Actin		208	9	PERS	BASE	.0000	.0000	9246.0450	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		208	9	120	MO.	0	0	9,246	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		208	9	122	HR.	.000	.000	53.343	.000	.000	MID 7,722
8810 A 0 0 2 HPWf		208	9	123	BW.	.00	.00	4,267.41	.00	.00	HI 8,880
Economic Development Dir./Asst.City		209	9	PERS	BASE	.0000	.0000	12060.5514	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		209	9	120	MO.	0	0	12,061	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		209	9	122	HR.	.000	.000	69.580	.000	.000	MID 10,488
8810 A 0 0 2 HPWf		209	9	123	BW.	.00	.00	5,566.41	.00	.00	HI 12,061
Deputy City Clerk		211	5	PERS	BASE	3817.8708	4008.7643	4209.2025	4419.6627	4640.6458	.0000
Effective Jun-13-2015 2.000%M, S & C		211	5	120	MO.	3,818	4,009	4,209	4,420	4,641	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		211	5	122	HR.	22.026	23.127	24.284	25.498	26.773	.000
8810 B 1 0 2 W		211	5	123	BW.	1,762.09	1,850.20	1,942.71	2,039.84	2,141.84	.00
Economic Development Manager		214	5	PERS	BASE	5897.0595	6191.9125	6501.5081	6826.5835	7167.9127	.0000
Effective Jun-13-2015 2.000%M, S & C		214	5	120	MO.	5,897	6,192	6,502	6,827	7,168	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		214	5	122	HR.	34.021	35.723	37.509	39.384	41.353	.000
8810 B 0 0 2		214	5	123	BW.	2,721.72	2,857.81	3,000.70	3,150.73	3,308.27	.00
Economic Development & Resource Mngm		217	5	PERS	BASE	6627.4373	6958.8091	7306.7496	7672.0870	8055.6914	.0000
Effective Jun-13-2015 2.000%M, S & C		217	5	120	MO.	6,627	6,959	7,307	7,672	8,056	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		217	5	122	HR.	38.235	40.147	42.154	44.262	46.475	.000
8810 B 0 0 2		217	5	123	BW.	3,058.82	3,211.76	3,372.35	3,540.96	3,718.01	.00

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TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
		==	=	=====	=====	=====	=====	=====	=====	=====	=====
Economic Development Coordinator		218	5	PERS	BASE	5511.2739	5786.8376	6076.1795	6379.9885	6698.9879	.0000
Effective Jun-13-2015 2.000%M, S & C		218	5	120	MO.	5,511	5,787	6,076	6,380	6,699	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		218	5	122	HR.	31.796	33.386	35.055	36.808	38.648	.000
8810 B 0 0 2 W		218	5	123	BW.	2,543.66	2,670.85	2,804.39	2,944.61	3,091.84	.00
Electrical Estimator		220	5	PERS	BASE	6579.5896	6908.5691	7253.9976	7616.6974	7997.5323	.0000
Effective Jun-13-2015 2.000%M, S & C		220	5	120	MO.	6,580	6,909	7,254	7,617	7,998	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		220	5	122	HR.	37.959	39.857	41.850	43.942	46.140	.000
9410 C 0 0 2		220	5	123	BW.	3,036.73	3,188.57	3,348.00	3,515.40	3,691.17	.00
Electrical Utility Manager		240	5	PERS	BASE	8991.7988	9441.3887	9913.4581	10409.1310	10929.5876	.0000
Effective Jun-13-2015 2.000%M, S & C		240	5	120	MO.	8,992	9,441	9,913	10,409	10,930	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		240	5	122	HR.	51.876	54.470	57.193	60.053	63.055	.000
9410 B 0 0 2 HW		240	5	123	BW.	4,150.06	4,357.56	4,575.44	4,804.21	5,044.43	.00
Electrical Substation Supervisor		244	5	PERS	BASE	7148.2131	7505.6238	7880.9049	8274.9502	8688.6977	.0000
Effective Jun-13-2015 2.000%M, S & C		244	5	120	MO.	7,148	7,506	7,881	8,275	8,689	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		244	5	122	HR.	41.240	43.302	45.467	47.740	50.127	.000
7539 C 1 0 2		244	5	123	BW.	3,299.18	3,464.13	3,637.34	3,819.21	4,010.17	.00
Electrical Supervisor		245	5	PERS	BASE	7538.3282	7915.2447	8311.0069	8726.5572	9162.8851	.0000
Effective Jun-13-2015 2.000%M, S & C		245	5	120	MO.	7,538	7,915	8,311	8,727	9,163	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		245	5	122	HR.	43.490	45.665	47.948	50.346	52.863	.000
7539 C 0 0 2 N3		245	5	123	BW.	3,479.23	3,653.19	3,835.85	4,027.64	4,229.02	.00
Electrical Utility Engineer		247	5	PERS	BASE	6658.4820	6991.4061	7340.9764	7708.0252	8093.4265	.0000
Effective Jun-13-2015 2.000%M, S & C		247	5	120	MO.	6,658	6,991	7,341	7,708	8,093	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		247	5	122	HR.	38.414	40.335	42.352	44.469	46.693	.000
9410 B 0 0 2 W		247	5	123	BW.	3,073.15	3,226.80	3,388.14	3,557.55	3,735.43	.00
Engineering & Transportation Manager		264	5	PERS	BASE	6769.6136	7108.0942	7463.4990	7836.6739	8228.5076	.0000
Effective Jun-13-2015 2.000%M, S & C		264	5	120	MO.	6,770	7,108	7,463	7,837	8,229	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		264	5	122	HR.	39.055	41.008	43.059	45.212	47.472	.000
9410 B 0 0 2		264	5	123	BW.	3,124.44	3,280.66	3,444.69	3,616.93	3,797.77	.00
Fleet Maintenance Supervisor		266	5	PERS	BASE	4691.4757	4926.0495	5172.3519	5430.9695	5702.5180	.0000
Effective Jun-13-2015 2.000%M, S & C		266	5	120	MO.	4,691	4,926	5,172	5,431	5,703	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		266	5	122	HR.	27.066	28.420	29.840	31.333	32.899	.000
9410 B 0 0 2 3		266	5	123	BW.	2,165.30	2,273.56	2,387.24	2,506.60	2,631.93	.00
Fleet & Facilities Superintendent		283	5	PERS	BASE	5630.1250	5911.6312	6207.2128	6517.5734	6843.4521	.0000
Effective Jun-13-2015 2.000%M, S & C		283	5	120	MO.	5,630	5,912	6,207	6,518	6,843	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		283	5	122	HR.	32.481	34.106	35.811	37.601	39.481	.000
9410 B 0 0 2 HW		283	5	123	BW.	2,598.52	2,728.45	2,864.87	3,008.11	3,158.52	.00
Facil. Maint. Supv. (Bldg/Strts/Main		285	5	PERS	BASE	4691.4757	4926.0495	5172.3519	5430.9695	5702.5180	.0000
Effective Jun-13-2015 2.000%M, S & C		285	5	120	MO.	4,691	4,926	5,172	5,431	5,703	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		285	5	122	HR.	27.066	28.420	29.840	31.333	32.899	.000
9420 C 1 0 2 3		285	5	123	BW.	2,165.30	2,273.56	2,387.24	2,506.60	2,631.93	.00
Facil. Maint. Supv. (Water/Wastewater		286	5	PERS	BASE	5395.6594	5665.4423	5948.7145	6246.1502	6558.4577	.0000
Effective Jun-13-2015 2.000%M, S & C		286	5	120	MO.	5,396	5,665	5,949	6,246	6,558	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		286	5	122	HR.	31.129	32.685	34.320	36.035	37.837	.000
9420 C 0 0 2 N		286	5	123	BW.	2,490.30	2,614.82	2,745.56	2,882.84	3,026.98	.00
Finance Director		287	9	PERS	BASE	.0000	.0000	.0000	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		287	9	120	MO.	0	0	0	0	0	LOW 7,469
W/C EEO-CL OT STBY PROB JOB-FLAGS		287	9	122	HR.	.000	.000	.000	.000	.000	MID 8,787
8810 A 0 0 2 HPf		287	9	123	BW.	.00	.00	.00	.00	.00	HI 10,105

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TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Financial Services Manager		288	5	PERS	BASE	7748.2113	8135.6219	8542.4030	8969.5231	9417.9993	.0000
Effective Jun-13-2015 2.000%M, S & C		288	5	120	MO.	7,748	8,136	8,542	8,970	9,418	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		288	5	122	HR.	44,701	46,936	49,283	51,747	54,335	.000
8810 B 0 0 2 W		288	5	123	BW.	3,576.10	3,754.90	3,942.65	4,139.78	4,346.77	.00
Fire Chief		300	9	PERS	BASE	.0000	.0000	11285.2847	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		300	9	240	MO.	0	0	11,285	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		300	9	242	HR.	.000	.000	65.107	.000	.000	.000
7706 A 0 0 2 EPHS2fW		300	9	243	BW.	.00	.00	5,208.59	.00	.00	HI 11,284
GIS Analyst		316	5	PERS	BASE	4740.3160	4977.3318	5226.1984	5487.5083	5761.8837	.0000
Effective Jun-13-2015 2.000%M, S & C		316	5	120	MO.	4,740	4,977	5,226	5,488	5,762	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		316	5	122	HR.	27,348	28,715	30,151	31,659	33,242	.000
8810 B 0 0 2		316	5	123	BW.	2,187.84	2,297.23	2,412.09	2,532.70	2,659.33	.00
Information Systems Manager		323	5	PERS	BASE	7597.9844	7977.8836	8376.7778	8795.6167	9235.3975	.0000
Effective Jun-13-2015 2.000%M, S & C		323	5	120	MO.	7,598	7,978	8,377	8,796	9,235	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		323	5	122	HR.	43,835	46,026	48,328	50,744	53,281	.000
8810 B 0 0 2 HPW		323	5	123	BW.	3,506.76	3,682.10	3,866.21	4,059.52	4,262.49	.00
Human Resorces Analyst		324	5	PERS	BASE	4625.1346	4856.3913	5099.2109	5354.1714	5621.8800	.0000
Effective Jun-13-2015 2.000%M, S & C		324	5	120	MO.	4,625	4,856	5,099	5,354	5,622	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		324	5	122	HR.	26,683	28,018	29,419	30,889	32,434	.000
8810 B 0 0 2 W		324	5	123	BW.	2,134.68	2,241.41	2,353.48	2,471.16	2,594.71	.00
Human Resources Senior Analyst		327	5	PERS	BASE	5040.8281	5292.8695	5557.5129	5835.3886	6127.1580	.0000
Effective Jun-13-2015 2.000%M, S & C		327	5	120	MO.	5,041	5,293	5,558	5,835	6,127	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		327	5	122	HR.	29,082	30,536	32,063	33,666	35,349	.000
8810 B 0 0 2 W		327	5	123	BW.	2,326.54	2,442.86	2,565.01	2,693.26	2,827.92	.00
Human Resouces Technician		328	5	PERS	BASE	3908.5936	4104.0233	4309.2245	4524.6857	4750.9200	.0000
Effective Jun-13-2015 2.000%M, S & C		328	5	120	MO.	3,909	4,104	4,309	4,525	4,751	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		328	5	122	HR.	22,550	23,677	24,861	26,104	27,409	.000
8810 E 0 0 2		328	5	123	BW.	1,803.97	1,894.16	1,988.87	2,088.32	2,192.73	.00
Human Resources Principal Analyst		329	5	PERS	BASE	5545.5939	5822.8736	6114.0172	6419.7181	6740.7040	.0000
Effective Jun-13-2015 2.000%M, S & C		329	5	120	MO.	5,546	5,823	6,114	6,420	6,741	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		329	5	122	HR.	31,994	33,594	35,273	37,037	38,889	.000
8810 B 0 0 2 W		329	5	123	BW.	2,559.50	2,687.48	2,821.85	2,962.95	3,111.09	.00
Human Resources Manager		331	5	PERS	BASE	6742.0916	7079.1962	7433.1560	7804.8138	8195.0545	.0000
Effective Jun-13-2015 2.000%M, S & C		331	5	120	MO.	6,742	7,079	7,433	7,805	8,195	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		331	5	122	HR.	38,897	40,842	42,884	45,028	47,279	.000
8810 B 0 0 2 HPW		331	5	123	BW.	3,111.73	3,267.32	3,430.69	3,602.22	3,782.33	.00
HR Staff Assistant - Confid.		336	5	PERS	BASE	2859.8300	3002.8215	3152.9625	3310.6107	3476.1412	.0000
Effective Jun-13-2015 2.000%M, S & C		336	5	120	MO.	2,860	3,003	3,153	3,311	3,476	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		336	5	122	HR.	16,499	17,324	18,190	19,100	20,055	.000
8810 F 0 0 2		336	5	123	BW.	1,319.92	1,385.92	1,455.21	1,527.97	1,604.37	.00
Landfill Supervisor		362	5	PERS	BASE	4695.0177	4929.7686	5176.2571	5435.0699	5706.8234	.0000
Effective Jun-13-2015 2.000%M, S & C		362	5	120	MO.	4,695	4,930	5,176	5,435	5,707	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		362	5	122	HR.	27,087	28,441	29,863	31,356	32,924	.000
9420 C 1 0 2 N3		362	5	123	BW.	2,166.93	2,275.28	2,389.04	2,508.49	2,633.92	.00
Management Srv Dir/Fin Dir/City Trea		471	9	PERS	BASE	.0000	.0000	10359.8972	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		471	9	120	MO.	0	0	10,360	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		471	9	122	HR.	.000	.000	59.769	.000	.000	MID 11,721
8810 A 0 0 2 HPfW		471	9	123	BW.	.00	.00	4,781.49	.00	.00	HI 13,479

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TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Management Services Director		472	9	PERS	BASE	.0000	.0000	12522.0000	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		472	9	120	MO.	0	0	12,522	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		472	9	122	HR.	.000	.000	72.242	.000	.000	.000
8810 A 0 0 2 fwHP		472	9	123	BW.	.00	.00	5,779.38	.00	.00	.00
Office Staff Assistant IV-Confidenti		491	5	PERS	BASE	3131.3419	3287.9090	3452.3045	3624.9197	3806.1657	.0000
Effective Jun-13-2015 2.000%M, S & C		491	5	120	MO.	3,131	3,288	3,452	3,625	3,806	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		491	5	122	HR.	18.065	18.969	19.917	20.913	21.959	.000
8810 F 1 0 2		491	5	123	BW.	1,445.23	1,517.50	1,593.37	1,673.04	1,756.69	.00
Park Maintenance Supervisor		495	5	PERS	BASE	4267.7702	4481.1587	4705.2166	4940.4774	5187.5013	.0000
Effective Jun-13-2015 2.000%M, S & C		495	5	120	MO.	4,268	4,481	4,705	4,940	5,188	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		495	5	122	HR.	24.622	25.853	27.145	28.503	29.928	.000
9420 B 1 0 2		495	5	123	BW.	1,969.74	2,068.23	2,171.64	2,280.22	2,394.23	.00
Parks Superintendent		503	5	PERS	BASE	5032.0225	5283.6236	5547.8048	5825.1950	6116.4548	.0000
Effective Jun-13-2015 2.000%M, S & C		503	5	120	MO.	5,032	5,284	5,548	5,825	6,116	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		503	5	122	HR.	29.031	30.482	32.007	33.607	35.287	.000
9420 B 0 0 2 HPN		503	5	123	BW.	2,322.47	2,438.60	2,560.53	2,688.55	2,822.98	.00
Parks and Recreation Director		505	9	PERS	BASE	.0000	.0000	8532.9323	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		505	9	120	MO.	0	0	8,533	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		505	9	122	HR.	.000	.000	49.228	.000	.000	.000
8810 A 0 0 2 HPfW		505	9	123	BW.	.00	.00	3,938.28	.00	.00	.00
Parks and Urban Forestry Manager		507	5	PERS	BASE	5922.2470	6218.3593	6529.2773	6855.7411	7198.5282	.0000
Effective Jun-13-2015 2.000%M, S & C		507	5	120	MO.	5,922	6,218	6,529	6,856	7,199	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		507	5	122	HR.	34.167	35.875	37.669	39.552	41.530	.000
9410 B 0 0 2 PHW		507	5	123	BW.	2,733.34	2,870.01	3,013.51	3,164.19	3,322.40	.00
Paralegal		509	5	PERS	BASE	4332.5521	4549.1797	4776.6386	5015.4706	5266.2441	.0000
Effective Jun-13-2015 2.000%M, S & C		509	5	120	MO.	4,333	4,549	4,777	5,015	5,266	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		509	5	122	HR.	24.995	26.245	27.558	28.935	30.382	.000
8810 C 0 0 2		509	5	123	BW.	1,999.64	2,099.62	2,204.60	2,314.83	2,430.57	.00
Planning Manager		532	5	PERS	BASE	7243.9328	7606.1294	7986.4359	8385.7577	8805.0456	.0000
Effective Jun-13-2015 2.000%M, S & C		532	5	120	MO.	7,244	7,606	7,986	8,386	8,805	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		532	5	122	HR.	41.792	43.882	46.076	48.379	50.798	.000
8810 B 0 0 2		532	5	123	BW.	3,343.35	3,510.52	3,686.05	3,870.35	4,063.87	.00
Police Captain		540	5	PERS	BASE	8490.3783	8914.8972	9360.6421	9828.6742	10320.1079	.0000
Effective Jun-13-2015 2.000%M, S & C		540	5	220	MO.	8,490	8,915	9,361	9,829	10,320	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		540	5	222	HR.	48.983	51.432	54.004	56.704	59.539	.000
7720 B 0 0 2 HS1W		540	5	223	BW.	3,918.64	4,114.57	4,320.30	4,536.31	4,763.13	.00
Police Dispatcher-Jailer Supervisor		552	5	PERS	BASE	3909.7496	4105.2371	4310.4990	4526.0239	4752.3251	.0000
Effective Jun-13-2015 2.000%M, S & C		552	5	120	MO.	3,910	4,105	4,310	4,526	4,752	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		552	5	122	HR.	22.556	23.684	24.868	26.112	27.417	.000
9410 E 1 0 2 1		552	5	123	BW.	1,804.50	1,894.72	1,989.46	2,088.93	2,193.38	.00
Police Dispatch Supervisor		553	5	PERS	BASE	3909.7496	4105.2371	4310.4990	4526.0239	4752.3251	.0000
Effective Jun-13-2015 2.000%M, S & C		553	5	120	MO.	3,910	4,105	4,310	4,526	4,752	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		553	5	122	HR.	22.556	23.684	24.868	26.112	27.417	.000
9410 E 1 0 2 1		553	5	123	BW.	1,804.50	1,894.72	1,989.46	2,088.93	2,193.38	.00
Police Jail Supervisor		554	5	PERS	BASE	3909.7496	4105.2371	4310.4990	4526.0239	4752.3251	.0000
Effective Jun-13-2015 2.000%M, S & C		554	5	120	MO.	3,910	4,105	4,310	4,526	4,752	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		554	5	122	HR.	22.556	23.684	24.868	26.112	27.417	.000
9410 E 1 0 2 1		554	5	123	BW.	1,804.50	1,894.72	1,989.46	2,088.93	2,193.38	.00

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TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Police Records-Property Supervisor		563	5	PERS	BASE	3544.0584	3721.2613	3907.3244	4102.6906	4307.8251	.0000
Effective Jun-13-2015 2.000%M, S & C		563	5	120	MO.	3,544	3,721	3,907	4,103	4,308	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		563	5	122	HR.	20.446	21.469	22.542	23.669	24.853	.000
9410 E 1 0 2 1		563	5	123	BW.	1,635.72	1,717.51	1,803.38	1,893.55	1,988.23	.00
Principal Planner		570	5	PERS	BASE	5293.6055	5558.2858	5836.2001	6128.0101	6434.4106	.0000
Effective Jun-13-2015 2.000%M, S & C		570	5	120	MO.	5,294	5,558	5,836	6,128	6,434	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		570	5	122	HR.	30.540	32.067	33.670	35.354	37.122	.000
8810 B 0 0 2 W		570	5	123	BW.	2,443.20	2,565.36	2,693.63	2,828.31	2,969.73	.00
Programmer-Analyst		575	5	PERS	BASE	4399.0672	4619.0206	4849.9716	5092.4702	5347.0937	.0000
Effective Jun-13-2015 2.000%M, S & C		575	5	120	MO.	4,399	4,619	4,850	5,092	5,347	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		575	5	122	HR.	25.379	26.648	27.981	29.380	30.849	.000
8810 C 0 0 2		575	5	123	BW.	2,030.34	2,131.86	2,238.45	2,350.37	2,467.89	.00
Programmer-Network Analyst		576	5	PERS	BASE	4399.0672	4619.0206	4849.9716	5092.4702	5347.0937	.0000
Effective Jun-13-2015 2.000%M, S & C		576	5	120	MO.	4,399	4,619	4,850	5,092	5,347	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		576	5	122	HR.	25.379	26.648	27.981	29.380	30.849	.000
8810 C 0 0 2		576	5	123	BW.	2,030.34	2,131.86	2,238.45	2,350.37	2,467.89	.00
Public Works Director		580	9	PERS	BASE	.0000	.0000	11400.0309	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		580	9	120	MO.	0	0	11,400	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		580	9	122	HR.	.000	.000	65.769	.000	.000	MID 10,671
8810 A 0 0 2 HPfW		580	9	123	BW.	.00	.00	5,261.55	.00	.00	HI 12,272
PEG Station Manager		589	5	PERS	BASE	4544.8745	4772.1182	5010.7241	5261.2603	5524.3233	.0000
Effective Jun-13-2015 2.000%M, S & C		589	5	120	MO.	4,545	4,772	5,011	5,261	5,524	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		589	5	122	HR.	26.220	27.531	28.908	30.353	31.871	.000
8810 B 0 0 2		589	5	123	BW.	2,097.63	2,202.52	2,312.64	2,428.27	2,549.69	.00
Purchasing and Materials Manager		596	5	PERS	BASE	5572.4588	5851.0817	6143.6358	6450.8176	6773.3585	.0000
Effective Jun-13-2015 2.000%M, S & C		596	5	120	MO.	5,572	5,851	6,144	6,451	6,773	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		596	5	122	HR.	32.149	33.756	35.444	37.216	39.077	.000
8810 B 0 0 2 HPW		596	5	123	BW.	2,571.90	2,700.50	2,835.52	2,977.30	3,126.17	.00
Recreation Manager		602	5	PERS	BASE	5282.5297	5546.6562	5823.9890	6115.1885	6420.9479	.0000
Effective Jun-13-2015 2.000%M, S & C		602	5	120	MO.	5,283	5,547	5,824	6,115	6,421	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		602	5	122	HR.	30.476	32.000	33.600	35.280	37.044	.000
9410 B 0 0 2 P		602	5	123	BW.	2,438.09	2,560.00	2,687.99	2,822.39	2,963.51	.00
Recreation Coordinator		608	5	PERS	BASE	3675.7862	3859.5755	4052.5543	4255.1820	4467.9411	.0000
Effective Jun-13-2015 2.000%M, S & C		608	5	120	MO.	3,676	3,860	4,053	4,255	4,468	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		608	5	122	HR.	21.206	22.267	23.380	24.549	25.777	.000
8810 B 1 0 2		608	5	123	BW.	1,696.52	1,781.34	1,870.41	1,963.93	2,062.13	.00
Recreation Superintendent		611	5	PERS	BASE	5823.5063	6114.6816	6420.4157	6741.4365	7078.5083	.0000
Effective Jun-13-2015 2.000%M, S & C		611	5	120	MO.	5,824	6,115	6,420	6,741	7,079	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		611	5	122	HR.	33.597	35.277	37.041	38.893	40.838	.000
9410 B 0 0 2 HPW		611	5	123	BW.	2,687.77	2,822.16	2,963.27	3,111.43	3,267.00	.00
Recreation Supervisor		616	5	PERS	BASE	4324.8145	4541.0552	4768.1079	5006.5133	5256.8390	.0000
Effective Jun-13-2015 2.000%M, S & C		616	5	120	MO.	4,325	4,541	4,768	5,007	5,257	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		616	5	122	HR.	24.951	26.198	27.508	28.884	30.328	.000
9410 B 0 0 2		616	5	123	BW.	1,996.07	2,095.87	2,200.67	2,310.70	2,426.23	.00
Redevelopment Program Coordinator		626	5	PERS	BASE	4813.6772	5054.3610	5307.0791	5572.4330	5851.0547	.0000
Effective Jun-13-2015 2.000%M, S & C		626	5	120	MO.	4,814	5,054	5,307	5,572	5,851	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		626	5	122	HR.	27.771	29.160	30.618	32.149	33.756	.000
8810 C 0 0 2		626	5	123	BW.	2,221.70	2,332.78	2,449.42	2,571.89	2,700.49	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 2 at 2% Units 5 & 9 effective 6-13-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Redevelopment Program Manager		627	5	PERS	BASE	5293.3861	5558.0554	5835.9582	6127.7561	6434.1439	.0000
Effective Jun-13-2015 2.000%M, S & C		627	5	120	MO.	5,293	5,558	5,836	6,128	6,434	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		627	5	122	HR.	30.539	32.066	33.669	35.352	37.120	.000
8810 B 0 0 2		627	5	123	BW.	2,443.10	2,565.26	2,693.52	2,828.20	2,969.60	.00
Secretary to the City Administrator		641	5	PERS	BASE	3350.8289	3518.3704	3694.2889	3879.0033	4072.9535	.0000
Effective Jun-13-2015 2.000%M, S & C		641	5	120	MO.	3,351	3,518	3,694	3,879	4,073	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		641	5	122	HR.	19.332	20.298	21.313	22.379	23.498	.000
8810 F 0 0 2		641	5	123	BW.	1,546.54	1,623.86	1,705.06	1,790.31	1,879.82	.00
Senior Civil Engineer		665	5	PERS	BASE	6202.3733	6512.4920	6838.1166	7180.0224	7539.0235	.0000
Effective Jun-13-2015 2.000%M, S & C		665	5	120	MO.	6,202	6,512	6,838	7,180	7,539	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		665	5	122	HR.	35.783	37.572	39.451	41.423	43.494	.000
9410 B 0 0 2 W		665	5	123	BW.	2,862.63	3,005.77	3,156.05	3,313.86	3,479.55	.00
Senior Environmental Coordinator		667	5	PERS	BASE	4933.9401	5180.6371	5439.6689	5711.6524	5997.2350	.0000
Effective Jun-13-2015 2.000%M, S & C		667	5	120	MO.	4,934	5,181	5,440	5,712	5,997	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		667	5	122	HR.	28.465	29.888	31.383	32.952	34.599	.000
8810 B 0 0 2 W		667	5	123	BW.	2,277.20	2,391.06	2,510.62	2,636.15	2,767.95	.00
Senior Deputy City Attorney		668	5	PERS	BASE	5946.0593	6243.3622	6555.5303	6883.3069	7227.4722	.0000
Effective Jun-13-2015 2.000%M, S & C		668	5	120	MO.	5,946	6,243	6,556	6,883	7,227	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		668	5	122	HR.	34.304	36.019	37.820	39.711	41.697	.000
8810 B 0 0 2 W		668	5	123	BW.	2,744.34	2,881.55	3,025.63	3,176.91	3,335.76	.00
Senior Programmer-Network Analyst		683	5	PERS	BASE	4740.0603	4977.0633	5225.9165	5487.2123	5761.5729	.0000
Effective Jun-13-2015 2.000%M, S & C		683	5	120	MO.	4,740	4,977	5,226	5,487	5,762	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		683	5	122	HR.	27.347	28.714	30.150	31.657	33.240	.000
8810 B 0 0 2		683	5	123	BW.	2,187.72	2,297.11	2,411.96	2,532.56	2,659.19	.00
Solid Waste Program Analyst		722	5	PERS	BASE	4401.7220	4621.8081	4852.8985	5095.5434	5350.3206	.0000
Effective Jun-13-2015 2.000%M, S & C		722	5	120	MO.	4,402	4,622	4,853	5,096	5,350	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		722	5	122	HR.	25.395	26.664	27.997	29.397	30.867	.000
9410 B 0 0 2		722	5	123	BW.	2,031.56	2,133.14	2,239.80	2,351.79	2,469.38	.00
Solid Waste Compliance Coordinator		724	5	PERS	BASE	4621.8082	4852.8986	5095.5435	5350.3207	5617.8367	.0000
Effective Jun-13-2015 2.000%M, S & C		724	5	120	MO.	4,622	4,853	5,096	5,350	5,618	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		724	5	122	HR.	26.664	27.997	29.397	30.867	32.411	.000
9410 B 0 0 2		724	5	123	BW.	2,133.14	2,239.80	2,351.79	2,469.38	2,592.85	.00
Solid Waste Superintendent		725	5	PERS	BASE	6247.3312	6559.6977	6887.6826	7232.0668	7593.6701	.0000
Effective Jun-13-2015 2.000%M, S & C		725	5	120	MO.	6,247	6,560	6,888	7,232	7,594	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		725	5	122	HR.	36.042	37.844	39.737	41.723	43.810	.000
9410 B 0 0 2		725	5	123	BW.	2,883.38	3,027.55	3,178.93	3,337.88	3,504.77	.00
Solid Waste Supervisor		730	5	PERS	BASE	4695.0177	4929.7686	5176.2571	5435.0699	5706.8234	.0000
Effective Jun-13-2015 2.000%M, S & C		730	5	120	MO.	4,695	4,930	5,176	5,435	5,707	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		730	5	122	HR.	27.087	28.441	29.863	31.356	32.924	.000
9420 C 1 0 2 N3		730	5	123	BW.	2,166.93	2,275.28	2,389.04	2,508.49	2,633.92	.00
Street Maintenance Supervisor		740	5	PERS	BASE	4267.7702	4481.1587	4705.2166	4940.4774	5187.5013	.0000
Effective Jun-13-2015 2.000%M, S & C		740	5	120	MO.	4,268	4,481	4,705	4,940	5,188	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		740	5	122	HR.	24.622	25.853	27.145	28.503	29.928	.000
9410 C 1 0 2 N3		740	5	123	BW.	1,969.74	2,068.23	2,171.64	2,280.22	2,394.23	.00
Street Superintendent		743	5	PERS	BASE	4939.5447	5186.5219	5445.8480	5718.1404	6004.0474	.0000
Effective Jun-13-2015 2.000%M, S & C		743	5	120	MO.	4,940	5,187	5,446	5,718	6,004	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		743	5	122	HR.	28.497	29.922	31.418	32.989	34.639	.000
9420 B 0 0 2 W		743	5	123	BW.	2,279.79	2,393.78	2,513.47	2,639.14	2,771.10	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 2 at 2% Units 5 & 9 effective 6-13-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Systems Administrator		744	5	PERS	BASE	5698.3099	5983.2254	6282.3867	6596.5060	6926.3313	.0000
Effective Jun-13-2015 2.000%M, S & C		744	5	120	MO.	5,698	5,983	6,282	6,597	6,926	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		744	5	122	HR.	32.875	34.519	36.245	38.057	39.960	.000
8810 B 0 0 2		744	5	123	BW.	2,629.99	2,761.49	2,899.56	3,044.54	3,196.77	.00
Systems Analyst		747	5	PERS	BASE	4927.0019	5173.3520	5432.0196	5703.6206	5988.8016	.0000
Effective Jun-13-2015 2.000%M, S & C		747	5	120	MO.	4,927	5,173	5,432	5,704	5,989	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		747	5	122	HR.	28.425	29.846	31.339	32.906	34.551	.000
8810 B 0 0 2		747	5	123	BW.	2,274.00	2,387.70	2,507.09	2,632.44	2,764.06	.00
Treasury Staff Supervisor		749	5	PERS	BASE	3641.1684	3823.2268	4014.3881	4215.1075	4425.8629	.0000
Effective Jun-13-2015 2.000%M, S & C		749	5	120	MO.	3,641	3,823	4,014	4,215	4,426	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		749	5	122	HR.	21.007	22.057	23.160	24.318	25.534	.000
8810 E 0 0 2 W		749	5	123	BW.	1,680.54	1,764.57	1,852.79	1,945.43	2,042.71	.00
Urban Forestry Supervisor		764	5	PERS	BASE	4267.6745	4481.0582	4705.1111	4940.3667	5187.3850	.0000
Effective Jun-13-2015 2.000%M, S & C		764	5	120	MO.	4,268	4,481	4,705	4,940	5,187	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		764	5	122	HR.	24.621	25.852	27.145	28.502	29.927	.000
9421 C 1 0 2 3		764	5	123	BW.	1,969.70	2,068.18	2,171.59	2,280.17	2,394.18	.00
Utility Accountant		768	5	PERS	BASE	6113.1697	6418.8282	6739.7696	7076.7581	7430.5960	.0000
Effective Jun-13-2015 2.000%M, S & C		768	5	120	MO.	6,113	6,419	6,740	7,077	7,431	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		768	5	122	HR.	35.268	37.032	38.883	40.827	42.869	.000
8810 B 0 0 2 W		768	5	123	BW.	2,821.46	2,962.54	3,110.66	3,266.20	3,429.51	.00
Utility Accounting Supervisor		769	5	PERS	BASE	6490.4954	6815.0201	7155.7712	7513.5597	7889.2377	.0000
Effective Jun-13-2015 2.000%M, S & C		769	5	120	MO.	6,490	6,815	7,156	7,514	7,889	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		769	5	122	HR.	37.445	39.317	41.283	43.347	45.515	.000
8810 B 0 0 2 W		769	5	123	BW.	2,995.61	3,145.39	3,302.66	3,467.80	3,641.19	.00
Utility Billing Supervisor		770	5	PERS	BASE	4005.1990	4205.4589	4415.7319	4636.5185	4868.3444	.0000
Effective Jun-13-2015 2.000%M, S & C		770	5	120	MO.	4,005	4,205	4,416	4,637	4,868	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		770	5	122	HR.	23.107	24.262	25.475	26.749	28.087	.000
8810 E 0 0 2 W		770	5	123	BW.	1,848.55	1,940.98	2,038.03	2,139.93	2,246.93	.00
Utility Engineer		772	5	PERS	BASE	5190.5311	5450.0577	5722.5605	6008.6886	6309.1230	.0000
Effective Jun-13-2015 2.000%M, S & C		772	5	120	MO.	5,191	5,450	5,723	6,009	6,309	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		772	5	122	HR.	29.945	31.443	33.015	34.666	36.399	.000
8810 B 0 0 2		772	5	123	BW.	2,395.63	2,515.41	2,641.18	2,773.24	2,911.90	.00
Utility Director		773	9	PERS	BASE	.0000	.0000	12569.6498	.0000	.0000	.0000
Effective Jun-13-2015 2.000%EXECUTIVE		773	9	120	MO.	0	0	12,570	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		773	9	122	HR.	.000	.000	72.517	.000	.000	.000
8810 A 0 0 2 HPFW		773	9	123	BW.	.00	.00	5,801.38	.00	.00	.00
Utility Conservation Coordinator		774	5	PERS	BASE	4584.4239	4813.6451	5054.3273	5307.0437	5572.3959	.0000
Effective Jun-13-2015 2.000%M, S & C		774	5	120	MO.	4,584	4,814	5,054	5,307	5,572	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		774	5	122	HR.	26.449	27.771	29.160	30.618	32.148	.000
9410 C 0 0 2		774	5	123	BW.	2,115.89	2,221.68	2,332.77	2,449.40	2,571.88	.00
Wastewater Collection Supervisor		780	5	PERS	BASE	4691.6886	4926.2730	5172.5867	5431.2160	5702.7768	.0000
Effective Jun-13-2015 2.000%M, S & C		780	5	120	MO.	4,692	4,926	5,173	5,431	5,703	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		780	5	122	HR.	27.067	28.421	29.842	31.334	32.901	.000
9420 C 0 0 2 3		780	5	123	BW.	2,165.39	2,273.66	2,387.35	2,506.72	2,632.05	.00
Wastewater Plant Operations Supervisor		785	5	PERS	BASE	5395.3564	5665.1242	5948.3804	6245.7994	6558.0894	.0000
Effective Jun-13-2015 2.000%M, S & C		785	5	120	MO.	5,395	5,665	5,948	6,246	6,558	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		785	5	122	HR.	31.127	32.683	34.318	36.033	37.835	.000
9420 C 0 0 2 3		785	5	123	BW.	2,490.16	2,614.67	2,745.41	2,882.68	3,026.81	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

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City MS&C Year 2 at 2% Units 5 & 9 effective 6-13-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Utility SCADA Network Analyst		794	5	PERS	BASE	4740.1792	4977.1881	5226.0475	5487.3499	5761.7174	.0000
Effective Jun-13-2015 2.000%M, S & C		794	5	120	MO.	4,740	4,977	5,226	5,487	5,762	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		794	5	122	HR.	27.347	28.715	30.150	31.658	33.241	.000
8810 B 0 0 2		794	5	123	BW.	2,187.78	2,297.16	2,412.02	2,532.62	2,659.25	.00
Wastewater Superintendent		797	5	PERS	BASE	7108.3914	7463.8110	7837.0015	8228.8516	8640.2942	.0000
Effective Jun-13-2015 2.000%M, S & C		797	5	120	MO.	7,108	7,464	7,837	8,229	8,640	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		797	5	122	HR.	41.010	43.060	45.213	47.474	49.848	.000
9410 B 0 0 2 HW		797	5	123	BW.	3,280.80	3,444.84	3,617.08	3,797.93	3,987.83	.00
Water Distribution Supervisor		800	5	PERS	BASE	4928.2438	5174.6560	5433.3888	5705.0582	5990.3111	.0000
Effective Jun-13-2015 2.000%M, S & C		800	5	120	MO.	4,928	5,175	5,433	5,705	5,990	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		800	5	122	HR.	28.432	29.854	31.346	32.914	34.559	.000
9420 C 0 0 2		800	5	123	BW.	2,274.57	2,388.30	2,507.72	2,633.10	2,764.76	.00
Water Plant Operations Supervisor		807	5	PERS	BASE	5395.3564	5665.1242	5948.3804	6245.7994	6558.0894	.0000
Effective Jun-13-2015 2.000%M, S & C		807	5	120	MO.	5,395	5,665	5,948	6,246	6,558	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		807	5	122	HR.	31.127	32.683	34.318	36.033	37.835	.000
9420 C 0 0 2		807	5	123	BW.	2,490.16	2,614.67	2,745.41	2,882.68	3,026.81	.00
Water Resources Engineer		809	5	PERS	BASE	4918.1204	5164.0264	5422.2278	5693.3391	5978.0061	.0000
Effective Jun-13-2015 2.000%M, S & C		809	5	120	MO.	4,918	5,164	5,422	5,693	5,978	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		809	5	122	HR.	28.374	29.792	31.282	32.846	34.488	.000
9410 B 0 0 0 W		809	5	123	BW.	2,269.90	2,383.40	2,502.57	2,627.69	2,759.08	.00
Water Resources Manager		817	5	PERS	BASE	7005.3765	7355.6453	7723.4276	8109.5990	8515.0789	.0000
Effective Jun-13-2015 2.000%M, S & C		817	5	120	MO.	7,005	7,356	7,723	8,110	8,515	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		817	5	122	HR.	40.416	42.436	44.558	46.786	49.125	.000
9410 B 0 0 2 H		817	5	123	BW.	3,233.25	3,394.91	3,564.66	3,742.89	3,930.04	.00
Water Superintendent		823	5	PERS	BASE	7108.0549	7463.4577	7836.6306	8228.4621	8639.8852	.0000
Effective Jun-13-2015 2.000%M, S & C		823	5	120	MO.	7,108	7,463	7,837	8,228	8,640	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		823	5	122	HR.	41.008	43.058	45.211	47.472	49.845	.000
9410 B 0 0 2 HW		823	5	123	BW.	3,280.64	3,444.67	3,616.91	3,797.75	3,987.64	.00
Water Plant Supervisor		824	5	PERS	BASE	5639.7601	5921.7481	6217.8356	6528.7273	6855.1637	.0000
Effective Jun-13-2015 2.000%M, S & C		824	5	120	MO.	5,640	5,922	6,218	6,529	6,855	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		824	5	122	HR.	32.537	34.164	35.872	37.666	39.549	.000
9420 C 0 0 2		824	5	123	BW.	2,602.97	2,733.11	2,869.77	3,013.26	3,163.92	.00
Wireless Service Administrator		830	5	PERS	BASE	6658.3473	6991.2647	7340.8279	7707.8693	8093.2628	.0000
Effective Jun-13-2015 2.000%M, S & C		830	5	120	MO.	6,658	6,991	7,341	7,708	8,093	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		830	5	122	HR.	38.414	40.334	42.351	44.468	46.692	.000
8810 B 0 0 2 HP		830	5	123	BW.	3,073.08	3,226.74	3,388.07	3,557.48	3,735.35	.00
Battalion Fire Chief(Lt Duty - 40 hr		853	5	PERS	BASE	7510.2998	7885.8147	8280.1055	8694.1108	9128.8163	.0000
Effective Jun-13-2015 2.000%M, S & C		853	5	240	MO.	7,510	7,886	8,280	8,694	9,129	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		853	5	242	HR.	43.329	45.495	47.770	50.158	52.666	.000
7706 B 0 0 2 wHsw		853	5	243	BW.	3,466.29	3,639.61	3,821.59	4,012.67	4,213.30	.00
City Administrator (Acting)		924	9	PERS	BASE	.0000	.0000	12811.0000	.0000	.0000	.0000
Y RATING Oct-12-2013 .0000%EXECUTIVE		924	9	120	MO.	0	0	12,811	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		924	9	122	HR.	.000	.000	73.910	.000	.000	.000
8810 A 0 0 2 HLPwf		924	9	123	BW.	.00	.00	5,912.77	.00	.00	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Accountant		010	5	PERS	BASE	4800.2221	5040.2332	5292.2449	5556.8571	5834.7000	.0000
Effective Jun-11-2016 3.000%M, S & C		010	5	120	MO.	4,800	5,040	5,292	5,557	5,835	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		010	5	122	HR.	27.694	29.078	30.532	32.059	33.662	.000
8810 B 0 0 2		010	5	123	BW.	2,215.49	2,326.26	2,442.57	2,564.70	2,692.94	.00
Accounting & Revenue Manager		013	5	PERS	BASE	7078.7346	7432.6713	7804.3049	8194.5201	8604.2461	.0000
Effective Jun-11-2016 3.000%M, S & C		013	5	120	MO.	7,079	7,433	7,804	8,195	8,604	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		013	5	122	HR.	40.839	42.881	45.025	47.276	49.640	.000
8810 B 0 0 2 W		013	5	123	BW.	3,267.11	3,430.46	3,601.99	3,782.09	3,971.19	.00
Accounting Supervisor		015	5	PERS	BASE	5898.9454	6193.8927	6503.5873	6828.7667	7170.2050	.0000
Effective Jun-11-2016 3.000%M, S & C		015	5	120	MO.	5,899	6,194	6,504	6,829	7,170	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		015	5	122	HR.	34.032	35.734	37.521	39.397	41.367	.000
8810 B 0 0 2		015	5	123	BW.	2,722.59	2,858.72	3,001.66	3,151.74	3,309.33	.00
Administrative Aide		025	5	PERS	BASE	4091.2063	4295.7666	4510.5549	4736.0827	4972.8868	.0000
Effective Jun-11-2016 3.000%M, S & C		025	5	120	MO.	4,091	4,296	4,511	4,736	4,973	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		025	5	122	HR.	23.603	24.783	26.022	27.324	28.690	.000
8810 E 0 0 2 W		025	5	123	BW.	1,888.25	1,982.66	2,081.79	2,185.88	2,295.18	.00
Administrative Analyst		028	5	PERS	BASE	5305.1786	5570.4375	5848.9594	6141.4073	6448.4777	.0000
Effective Jun-11-2016 3.000%M, S & C		028	5	120	MO.	5,305	5,570	5,849	6,141	6,448	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		028	5	122	HR.	30.607	32.137	33.744	35.431	37.203	.000
8810 B 0 0 2 W		028	5	123	BW.	2,448.54	2,570.97	2,699.52	2,834.50	2,976.22	.00
Senior Administrative Analyst		029	5	PERS	BASE	5676.4041	5960.2243	6258.2356	6571.1473	6899.7047	.0000
Effective Jun-11-2016 3.000%M, S & C		029	5	120	MO.	5,676	5,960	6,258	6,571	6,900	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		029	5	122	HR.	32.748	34.386	36.105	37.910	39.806	.000
8810 B 0 0 2		029	5	123	BW.	2,619.88	2,750.87	2,888.42	3,032.84	3,184.48	.00
Assistant City Attorney I		050	5	PERS	BASE	7410.8387	7781.3807	8170.4497	8578.9722	9007.9208	.0000
Effective Jun-11-2016 3.000%M, S & C		050	5	120	MO.	7,411	7,781	8,170	8,579	9,008	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		050	5	122	HR.	42.755	44.893	47.137	49.494	51.969	.000
8810 B 0 0 2 W		050	5	123	BW.	3,420.39	3,591.41	3,770.98	3,959.53	4,157.50	.00
Assistant City Attorney II		051	5	PERS	BASE	8151.9840	8559.5832	8987.5624	9436.9405	9908.7875	.0000
Effective Jun-11-2016 3.000%M, S & C		051	5	120	MO.	8,152	8,560	8,988	9,437	9,909	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		051	5	122	HR.	47.031	49.382	51.851	54.444	57.166	.000
8810 B 0 0 2 W		051	5	123	BW.	3,762.45	3,950.58	4,148.11	4,355.51	4,573.29	.00
Assistant Electrical Utility Manager		063	5	PERS	BASE	7612.2514	7992.8639	8392.5071	8812.1325	9252.7391	.0000
Effective Jun-11-2016 3.000%M, S & C		063	5	120	MO.	7,612	7,993	8,393	8,812	9,253	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		063	5	122	HR.	43.917	46.113	48.418	50.839	53.381	.000
9410 B 0 0 2 W		063	5	123	BW.	3,513.35	3,689.01	3,873.46	4,067.14	4,270.49	.00
Assistant Public Works Director		070	5	PERS	BASE	7531.5099	7908.0854	8303.4897	8718.6642	9154.5974	.0000
Effective Jun-11-2016 3.000%M, S & C		070	5	120	MO.	7,532	7,908	8,303	8,719	9,155	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		070	5	122	HR.	43.451	45.624	47.905	50.300	52.815	.000
9410 B 0 0 2		070	5	123	BW.	3,476.08	3,649.89	3,832.38	4,024.00	4,225.20	.00
Assistant to the City Administrator		075	5	PERS	BASE	5724.0403	6010.2423	6310.7544	6626.2921	6957.6067	.0000
Effective Jun-11-2016 3.000%M, S & C		075	5	120	MO.	5,724	6,010	6,311	6,626	6,958	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		075	5	122	HR.	33.023	34.674	36.408	38.229	40.140	.000
8810 A 0 0 2 P		075	5	123	BW.	2,641.86	2,773.96	2,912.66	3,058.29	3,211.20	.00
Assistant Public Works Director_City		080	5	PERS	BASE	8762.6717	9200.8053	9660.8455	10143.8878	10651.0822	.0000
Effective Jun-11-2016 3.000%M, S & C		080	5	120	MO.	8,763	9,201	9,661	10,144	10,651	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		080	5	122	HR.	50.554	53.082	55.736	58.522	61.449	.000
9410 B 0 0 2 H		080	5	123	BW.	4,044.31	4,246.53	4,458.85	4,681.79	4,915.88	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Associate Planner		085	5	PERS BASE	4958.2334	5206.1451	5466.4523	5739.7750	6026.7637	.0000	
Effective Jun-11-2016 3.000%M, S & C		085	5	120 MO.	4,958	5,206	5,466	5,740	6,027	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		085	5	122 HR.	28.605	30.035	31.537	33.114	34.770	.000	
8810 B 0 0 2 W		085	5	123 BW.	2,288.42	2,402.84	2,522.98	2,649.13	2,781.58	.00	
Aviation Transportation Administrato		089	5	PERS BASE	4958.2334	5206.1451	5466.4523	5739.7750	6026.7637	.0000	
Effective Jun-11-2016 3.000%M, S & C		089	5	120 MO.	4,958	5,206	5,466	5,740	6,027	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		089	5	122 HR.	28.605	30.035	31.537	33.114	34.770	.000	
9410 B 0 0 2 W		089	5	123 BW.	2,288.42	2,402.84	2,522.98	2,649.13	2,781.58	.00	
Battalion Fire Chief (56 hrs/wk)		090	5	PERS BASE	7969.2242	8367.6854	8786.0697	9225.3731	9686.6418	.0000	
Effective Jun-11-2016 3.000%M, S & C		090	5	240 MO.	7,969	8,368	8,786	9,225	9,687	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		090	5	242 HR.	32.840	34.482	36.206	38.017	39.917	.000	
7706 B 0 0 2 HS2FW		090	5	243 BW.	3,678.10	3,862.01	4,055.11	4,257.86	4,470.76	.00	
Building Official/Fire Marshall		106	5	PERS BASE	6944.3543	7291.5721	7656.1507	8038.9582	8440.9061	.0000	
Effective Jun-11-2016 3.000%M, S & C		106	5	120 MO.	6,944	7,292	7,656	8,039	8,441	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		106	5	122 HR.	40.064	42.067	44.170	46.379	48.698	.000	
9410 B 0 0 1 HW		106	5	123 BW.	3,205.09	3,365.34	3,533.61	3,710.29	3,895.80	.00	
Chemist		120	5	PERS BASE	4868.2072	5111.6176	5367.1985	5635.5584	5917.3363	.0000	
Effective Jun-11-2016 3.000%M, S & C		120	5	120 MO.	4,868	5,112	5,367	5,636	5,917	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		120	5	122 HR.	28.086	29.490	30.965	32.513	34.138	.000	
9410 C 0 0 2 3		120	5	123 BW.	2,246.86	2,359.21	2,477.17	2,601.03	2,731.08	.00	
Chief of Police		130	9	PERS BASE	.0000	.0000	12582.5949	.0000	.0000	.0000	
Effective Jun-11-2016 3.000%EXECUTIVE		130	9	220 MO.	0	0	12,583	0	0	0	LOW 10,696
W/C EEO-CL OT STBY PROB JOB-FLAGS		130	9	222 HR.	.000	.000	72.592	.000	.000	.000	MID 12,584
7720 A 0 0 2 BHPS1FW		130	9	223 BW.	.00	.00	5,807.35	.00	.00	.00	HI 14,472
City Administrator		135	9	PERS BASE	.0000	.0000	15474.4625	.0000	.0000	.0000	
Effective Jun-11-2016 3.000%EXECUTIVE		135	9	120 MO.	0	0	15,474	0	0	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		135	9	122 HR.	.000	.000	89.276	.000	.000	.000	
8810 A 0 0 2 HLPFW		135	9	123 BW.	.00	.00	7,142.06	.00	.00	.00	
City Attorney		140	9	PERS BASE	.0000	.0000	12402.9497	.0000	.0000	.0000	
Effective Jun-11-2016 3.000%EXECUTIVE		140	9	120 MO.	0	0	12,403	0	0	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		140	9	122 HR.	.000	.000	71.555	.000	.000	.000	
8810 A 0 0 2 HLPFW		140	9	123 BW.	.00	.00	5,724.44	.00	.00	.00	
City Attorney - Deputy		141	5	PERS BASE	5326.0252	5592.3264	5871.9428	6165.5399	6473.8169	.0000	
Effective Jun-11-2016 3.000%M, S & C		141	5	120 MO.	5,326	5,592	5,872	6,166	6,474	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		141	5	122 HR.	30.727	32.263	33.877	35.570	37.349	.000	
8810 B 0 0 2 W		141	5	123 BW.	2,458.17	2,581.07	2,710.13	2,845.63	2,987.92	.00	
City Clerk		145	5	PERS BASE	5245.5479	5507.8252	5783.2165	6072.3773	6375.9962	.0000	
Effective Jun-11-2016 3.000%M, S & C		145	5	120 MO.	5,246	5,508	5,783	6,072	6,376	0	LOW 6,455
W/C EEO-CL OT STBY PROB JOB-FLAGS		145	5	122 HR.	30.263	31.776	33.365	35.033	36.785	.000	MID 7,594
8810 B 0 0 2 HPW		145	5	123 BW.	2,421.02	2,542.07	2,669.18	2,802.64	2,942.77	.00	HI 8,733
City Engineer		153	5	PERS BASE	7823.7639	8214.9521	8625.6997	9056.9847	9509.8339	.0000	
Effective Jun-11-2016 3.000%M, S & C		153	5	120 MO.	7,824	8,215	8,626	9,057	9,510	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		153	5	122 HR.	45.137	47.394	49.764	52.252	54.864	.000	
9410 B 0 0 2 HPW		153	5	123 BW.	3,610.97	3,791.52	3,981.09	4,180.15	4,389.15	.00	

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
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City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
City Treasurer		155	9	PERS	BASE	.0000	.0000	9297.6161	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		155	9	120	MO.	0	0	9,298	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		155	9	122	HR.	.000	.000	53.640	.000	.000	.000
8810 A 0 0 2 HLPFW		155	9	123	BW.	.00	.00	4,291.21	.00	.00	.00
Civil Engineering Associate II		157	5	PERS	BASE	5065.6640	5318.9472	5584.8946	5864.1393	6157.3463	.0000
Effective Jun-11-2016 3.000%M, S & C		157	5	120	MO.	5,066	5,319	5,585	5,864	6,157	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		157	5	122	HR.	29.225	30.686	32.221	33.832	35.523	.000
9410 B 0 0 2 W		157	5	123	BW.	2,338.00	2,454.90	2,577.64	2,706.53	2,841.85	.00
Civil Engineering Associate III		158	5	PERS	BASE	5626.8303	5908.1718	6203.5804	6513.7594	6839.4474	.0000
Effective Jun-11-2016 3.000%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	35.790	37.579	39.458	.000
9410 B 0 0 2 W		158	5	123	BW.	2,597.00	2,726.85	2,863.19	3,006.35	3,156.67	.00
Community Development Director (Acti		164	9	PERS	BASE	.0000	.0000	9522.6938	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		164	9	120	MO.	0	0	9,523	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		164	9	122	HR.	.000	.000	54.939	.000	.000	.000
8810 A 0 0 2 HW		164	9	123	BW.	.00	.00	4,395.09	.00	.00	.00
Community Development Director		165	9	PERS	BASE	.0000	.0000	10747.2139	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		165	9	120	MO.	0	0	10,747	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		165	9	122	HR.	.000	.000	62.003	.000	.000	MID 9,346
8810 A 0 0 2 PFW		165	9	123	BW.	.00	.00	4,960.25	.00	.00	HI 10,748
Community Development Program Manage		166	5	PERS	BASE	5452.4137	5725.0344	6011.2861	6311.8504	6627.4429	.0000
Effective Jun-11-2016 3.000%M, S & C		166	5	120	MO.	5,452	5,725	6,011	6,312	6,627	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		166	5	122	HR.	31.456	33.029	34.680	36.415	38.235	.000
8810 B 0 0 2 HW		166	5	123	BW.	2,516.50	2,642.32	2,774.44	2,913.16	3,058.82	.00
Crime Analyst		188	5	PERS	BASE	4531.0392	4757.5912	4995.4707	5245.2443	5507.5065	.0000
Effective Jun-11-2016 3.000%M, S & C		188	5	120	MO.	4,531	4,758	4,995	5,245	5,508	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		188	5	122	HR.	26.141	27.448	28.820	30.261	31.774	.000
8810 B 0 0 2		188	5	123	BW.	2,091.25	2,195.81	2,305.60	2,420.88	2,541.93	.00
Econ.Dev.Dir./Asst.City Admin.(Actin		208	9	PERS	BASE	.0000	.0000	9523.4264	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		208	9	120	MO.	0	0	9,523	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		208	9	122	HR.	.000	.000	54.943	.000	.000	MID 7,954
8810 A 0 0 2 HPWf		208	9	123	BW.	.00	.00	4,395.43	.00	.00	HI 9,147
Economic Development Dir./Asst.City		209	9	PERS	BASE	.0000	.0000	12422.3679	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		209	9	120	MO.	0	0	12,422	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		209	9	122	HR.	.000	.000	71.668	.000	.000	MID 10,803
8810 A 0 0 2 HPWf		209	9	123	BW.	.00	.00	5,733.40	.00	.00	HI 12,423
Deputy City Clerk		211	5	PERS	BASE	3932.4069	4129.0273	4335.4786	4552.2526	4779.8652	.0000
Effective Jun-11-2016 3.000%M, S & C		211	5	120	MO.	3,932	4,129	4,335	4,552	4,780	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		211	5	122	HR.	22.687	23.821	25.012	26.263	27.576	.000
8810 B 1 0 2 W		211	5	123	BW.	1,814.96	1,905.70	2,000.99	2,101.04	2,206.09	.00
Economic Development Manager		214	5	PERS	BASE	6073.9713	6377.6699	6696.5534	7031.3810	7382.9501	.0000
Effective Jun-11-2016 3.000%M, S & C		214	5	120	MO.	6,074	6,378	6,697	7,031	7,383	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		214	5	122	HR.	35.042	36.794	38.634	40.566	42.594	.000
8810 B 0 0 2		214	5	123	BW.	2,803.37	2,943.54	3,090.72	3,245.25	3,407.52	.00
Economic Development & Resource Mngm		217	5	PERS	BASE	6826.2603	7167.5734	7525.9520	7902.2496	8297.3621	.0000
Effective Jun-11-2016 3.000%M, S & C		217	5	120	MO.	6,826	7,168	7,526	7,902	8,297	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		217	5	122	HR.	39.382	41.351	43.419	45.590	47.869	.000
8810 B 0 0 2		217	5	123	BW.	3,150.58	3,308.11	3,473.52	3,647.19	3,829.55	.00

City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

FILE: SCHFLS:PAYSCHED.MAS

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City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

TITLE and JOB CATEGORY	JOB	CAT	U PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
		==	==	=====	=====	=====	=====	=====	=====	=====
Economic Development Coordinator		218	5 PERS	BASE	5676.6121	5960.4427	6258.4649	6571.3881	6899.9575	.0000
Effective Jun-11-2016 3.000%M, S & C		218	5 120	MO.	5,677	5,960	6,258	6,571	6,900	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		218	5 122	HR.	32.750	34.387	36.107	37.912	39.807	.000
8810 B 0 0 2 W		218	5 123	BW.	2,619.97	2,750.97	2,888.52	3,032.95	3,184.60	.00
Electrical Estimator		220	5 PERS	BASE	6776.9773	7115.8262	7471.6175	7845.1984	8237.4583	.0000
Effective Jun-11-2016 3.000%M, S & C		220	5 120	MO.	6,777	7,116	7,472	7,845	8,237	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		220	5 122	HR.	39.098	41.053	43.105	45.261	47.524	.000
9410 C 0 0 2		220	5 123	BW.	3,127.84	3,284.23	3,448.44	3,620.86	3,801.90	.00
Electrical Utility Manager		240	5 PERS	BASE	9261.5527	9724.6303	10210.8619	10721.4050	11257.4752	.0000
Effective Jun-11-2016 3.000%M, S & C		240	5 120	MO.	9,262	9,725	10,211	10,721	11,257	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		240	5 122	HR.	53.432	56.104	58.909	61.854	64.947	.000
9410 B 0 0 2 HW		240	5 123	BW.	4,274.56	4,488.29	4,712.71	4,948.34	5,195.76	.00
Electrical Substation Supervisor		244	5 PERS	BASE	7362.6595	7730.7924	8117.3321	8523.1987	8949.3586	.0000
Effective Jun-11-2016 3.000%M, S & C		244	5 120	MO.	7,363	7,731	8,117	8,523	8,949	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		244	5 122	HR.	42.477	44.601	46.831	49.172	51.631	.000
7539 C 1 0 2		244	5 123	BW.	3,398.15	3,568.06	3,746.46	3,933.78	4,130.47	.00
Electrical Supervisor		245	5 PERS	BASE	7764.4781	8152.7020	8560.3371	8988.3540	9437.7717	.0000
Effective Jun-11-2016 3.000%M, S & C		245	5 120	MO.	7,764	8,153	8,560	8,988	9,438	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		245	5 122	HR.	44.795	47.035	49.387	51.856	54.449	.000
7539 C 0 0 2 N3		245	5 123	BW.	3,583.61	3,762.79	3,950.92	4,148.47	4,355.89	.00
Electrical Utility Engineer		247	5 PERS	BASE	6858.2365	7201.1483	7561.2057	7939.2660	8336.2293	.0000
Effective Jun-11-2016 3.000%M, S & C		247	5 120	MO.	6,858	7,201	7,561	7,939	8,336	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		247	5 122	HR.	39.567	41.545	43.622	45.803	48.094	.000
9410 B 0 0 2 W		247	5 123	BW.	3,165.34	3,323.61	3,489.79	3,664.28	3,847.49	.00
Engineering & Transportation Manager		264	5 PERS	BASE	6972.7020	7321.3370	7687.4039	8071.7741	8475.3628	.0000
Effective Jun-11-2016 3.000%M, S & C		264	5 120	MO.	6,973	7,321	7,687	8,072	8,475	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		264	5 122	HR.	40.227	42.238	44.350	46.568	48.896	.000
9410 B 0 0 2		264	5 123	BW.	3,218.17	3,379.08	3,548.03	3,725.43	3,911.71	.00
Fleet Maintenance Supervisor		266	5 PERS	BASE	4832.2199	5073.8309	5327.5224	5593.8986	5873.5935	.0000
Effective Jun-11-2016 3.000%M, S & C		266	5 120	MO.	4,832	5,074	5,328	5,594	5,874	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		266	5 122	HR.	27.878	29.272	30.736	32.272	33.886	.000
9410 B 0 0 2 3		266	5 123	BW.	2,230.26	2,341.77	2,458.86	2,581.80	2,710.89	.00
Fleet & Facilities Superintendent		283	5 PERS	BASE	5799.0288	6088.9802	6393.4292	6713.1007	7048.7557	.0000
Effective Jun-11-2016 3.000%M, S & C		283	5 120	MO.	5,799	6,089	6,393	6,713	7,049	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		283	5 122	HR.	33.456	35.129	36.885	38.729	40.666	.000
9410 B 0 0 2 HW		283	5 123	BW.	2,676.47	2,810.30	2,950.81	3,098.35	3,253.27	.00
Facil. Maint. Supv. (Bldg/Strts/Main		285	5 PERS	BASE	4832.2199	5073.8309	5327.5224	5593.8986	5873.5935	.0000
Effective Jun-11-2016 3.000%M, S & C		285	5 120	MO.	4,832	5,074	5,328	5,594	5,874	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		285	5 122	HR.	27.878	29.272	30.736	32.272	33.886	.000
9420 C 1 0 2 3		285	5 123	BW.	2,230.26	2,341.77	2,458.86	2,581.80	2,710.89	.00
Facil. Maint. Supv. (Water/Wastewater		286	5 PERS	BASE	5557.5291	5835.4056	6127.1759	6433.5347	6755.2114	.0000
Effective Jun-11-2016 3.000%M, S & C		286	5 120	MO.	5,558	5,835	6,127	6,434	6,755	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		286	5 122	HR.	32.063	33.666	35.349	37.117	38.972	.000
9420 C 0 0 2 N		286	5 123	BW.	2,565.01	2,693.26	2,827.93	2,969.32	3,117.79	.00
Finance Director		287	9 PERS	BASE	.0000	.0000	.0000	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		287	9 120	MO.	0	0	0	0	0	LOW 7,693
W/C EEO-CL OT STBY PROB JOB-FLAGS		287	9 122	HR.	.00	.000	.000	.000	.000	MID 9,051
8810 A 0 0 2 HPf		287	9 123	BW.	.00	.00	.00	.00	.00	HI 10,409

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Financial Services Manager		288	5	PERS	BASE	7980.6577	8379.6906	8798.6751	9238.6089	9700.5393	.0000
Effective Jun-11-2016 3.000%M, S & C		288	5	120	MO.	7,981	8,380	8,799	9,239	9,701	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		288	5	122	HR.	46,042	48,344	50,762	53,300	55,965	.000
8810 B 0 0 2 W		288	5	123	BW.	3,683.38	3,867.55	4,060.93	4,263.97	4,477.17	.00
Fire Chief		300	9	PERS	BASE	.0000	.0000	11623.8432	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		300	9	240	MO.	0	0	11,624	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		300	9	242	HR.	.000	.000	67,061	.000	.000	.000
7706 A 0 0 2 EPHS2fW		300	9	243	BW.	.00	.00	5,364.85	.00	.00	HI 11,622
GIS Analyst		316	5	PERS	BASE	4882.5254	5126.6517	5382.9843	5652.1335	5934.7402	.0000
Effective Jun-11-2016 3.000%M, S & C		316	5	120	MO.	4,883	5,127	5,383	5,652	5,935	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		316	5	122	HR.	28,168	29,577	31,056	32,608	34,239	.000
8810 B 0 0 2		316	5	123	BW.	2,253.47	2,366.15	2,484.45	2,608.68	2,739.11	.00
Information Systems Manager		323	5	PERS	BASE	7825.9239	8217.2201	8628.0811	9059.4851	9512.4594	.0000
Effective Jun-11-2016 3.000%M, S & C		323	5	120	MO.	7,826	8,217	8,628	9,059	9,512	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		323	5	122	HR.	45,150	47,407	49,777	52,266	54,880	.000
8810 B 0 0 2 HPW		323	5	123	BW.	3,611.96	3,792.56	3,982.19	4,181.30	4,390.37	.00
Human Resorces Analyst		324	5	PERS	BASE	4763.8886	5002.0831	5252.1872	5514.7966	5790.5364	.0000
Effective Jun-11-2016 3.000%M, S & C		324	5	120	MO.	4,764	5,002	5,252	5,515	5,791	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		324	5	122	HR.	27,484	28,858	30,301	31,816	33,407	.000
8810 B 0 0 2 W		324	5	123	BW.	2,198.72	2,308.65	2,424.09	2,545.29	2,672.56	.00
Human Resources Senior Analyst		327	5	PERS	BASE	5192.0529	5451.6555	5724.2383	6010.4502	6310.9727	.0000
Effective Jun-11-2016 3.000%M, S & C		327	5	120	MO.	5,192	5,452	5,724	6,010	6,311	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		327	5	122	HR.	29,954	31,452	33,024	34,676	36,409	.000
8810 B 0 0 2 W		327	5	123	BW.	2,396.33	2,516.15	2,641.96	2,774.05	2,912.76	.00
Human Resouces Technician		328	5	PERS	BASE	4025.8515	4227.1440	4438.5012	4660.4263	4893.4476	.0000
Effective Jun-11-2016 3.000%M, S & C		328	5	120	MO.	4,026	4,227	4,439	4,660	4,893	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		328	5	122	HR.	23,226	24,387	25,607	26,887	28,231	.000
8810 E 0 0 2		328	5	123	BW.	1,858.09	1,950.99	2,048.54	2,150.97	2,258.51	.00
Human Resources Principal Analyst		329	5	PERS	BASE	5711.9617	5997.5597	6297.4377	6612.3096	6942.9251	.0000
Effective Jun-11-2016 3.000%M, S & C		329	5	120	MO.	5,712	5,998	6,297	6,612	6,943	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		329	5	122	HR.	32,954	34,601	36,331	38,148	40,055	.000
8810 B 0 0 2 W		329	5	123	BW.	2,636.29	2,768.10	2,906.51	3,051.84	3,204.43	.00
Human Resources Manager		331	5	PERS	BASE	6944.3543	7291.5721	7656.1507	8038.9582	8440.9061	.0000
Effective Jun-11-2016 3.000%M, S & C		331	5	120	MO.	6,944	7,292	7,656	8,039	8,441	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		331	5	122	HR.	40,064	42,067	44,170	46,379	48,698	.000
8810 B 0 0 2 HPW		331	5	123	BW.	3,205.09	3,365.34	3,533.61	3,710.29	3,895.80	.00
HR Staff Assistant - Confid.		336	5	PERS	BASE	2945.6248	3092.9061	3247.5514	3409.9290	3580.4254	.0000
Effective Jun-11-2016 3.000%M, S & C		336	5	120	MO.	2,946	3,093	3,248	3,410	3,580	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		336	5	122	HR.	16,994	17,844	18,736	19,673	20,656	.000
8810 F 0 0 2		336	5	123	BW.	1,359.52	1,427.50	1,498.87	1,573.81	1,652.50	.00
Landfill Supervisor		362	5	PERS	BASE	4835.8683	5077.6617	5331.5448	5598.1220	5878.0281	.0000
Effective Jun-11-2016 3.000%M, S & C		362	5	120	MO.	4,836	5,078	5,332	5,598	5,878	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		362	5	122	HR.	27,899	29,294	30,759	32,297	33,912	.000
9420 C 1 0 2 N3		362	5	123	BW.	2,231.94	2,343.54	2,460.71	2,583.75	2,712.94	.00
Management Srv Dir/Fin Dir/City Trea		471	9	PERS	BASE	.0000	.0000	10670.6941	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		471	9	120	MO.	0	0	10,671	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		471	9	122	HR.	.000	.000	61,562	.000	.000	MID 12,073
8810 A 0 0 2 HPfW		471	9	123	BW.	.00	.00	4,924.94	.00	.00	HI 13,884

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Management Services Director		472	9	PERS	BASE	.0000	.0000	12522.0000	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		472	9	120	MO.	0	0	12,522	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		472	9	122	HR.	.000	.000	72.242	.000	.000	.000
8810 A 0 0 2 fwHP		472	9	123	BW.	.00	.00	5,779.38	.00	.00	.00
Office Staff Assistant IV-Confidenti		491	5	PERS	BASE	3225.2822	3386.5463	3555.8737	3733.6673	3920.3507	.0000
Effective Jun-11-2016 3.000%M, S & C		491	5	120	MO.	3,225	3,387	3,556	3,734	3,920	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		491	5	122	HR.	18.607	19.538	20.515	21.540	22.617	.000
8810 F 1 0 2		491	5	123	BW.	1,488.59	1,563.02	1,641.17	1,723.23	1,809.39	.00
Park Maintenance Supervisor		495	5	PERS	BASE	4395.8032	4615.5934	4846.3731	5088.6917	5343.1263	.0000
Effective Jun-11-2016 3.000%M, S & C		495	5	120	MO.	4,396	4,616	4,846	5,089	5,343	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		495	5	122	HR.	25.360	26.628	27.960	29.358	30.826	.000
9420 B 1 0 2		495	5	123	BW.	2,028.83	2,130.27	2,236.79	2,348.63	2,466.06	.00
Parks Superintendent		503	5	PERS	BASE	5182.9831	5442.1323	5714.2389	5999.9509	6299.9484	.0000
Effective Jun-11-2016 3.000%M, S & C		503	5	120	MO.	5,183	5,442	5,714	6,000	6,300	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		503	5	122	HR.	29.902	31.397	32.967	34.615	36.346	.000
9420 B 0 0 2 HPN		503	5	123	BW.	2,392.15	2,511.75	2,637.34	2,769.21	2,907.67	.00
Parks and Recreation Director		505	9	PERS	BASE	.0000	.0000	8788.9203	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		505	9	120	MO.	0	0	8,789	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		505	9	122	HR.	.000	.000	50.705	.000	.000	MID 7,990
8810 A 0 0 2 HPfW		505	9	123	BW.	.00	.00	4,056.42	.00	.00	HI 9,189
Parks and Urban Forestry Manager		507	5	PERS	BASE	6099.9143	6404.9101	6725.1556	7061.4133	7414.4840	.0000
Effective Jun-11-2016 3.000%M, S & C		507	5	120	MO.	6,100	6,405	6,725	7,061	7,414	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		507	5	122	HR.	35.192	36.951	38.799	40.739	42.776	.000
9410 B 0 0 2 PHW		507	5	123	BW.	2,815.35	2,956.11	3,103.92	3,259.11	3,422.07	.00
Paralegal		509	5	PERS	BASE	4462.5286	4685.6550	4919.9378	5165.9347	5424.2314	.0000
Effective Jun-11-2016 3.000%M, S & C		509	5	120	MO.	4,463	4,686	4,920	5,166	5,424	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		509	5	122	HR.	25.745	27.033	28.384	29.803	31.294	.000
8810 C 0 0 2		509	5	123	BW.	2,059.63	2,162.61	2,270.74	2,384.28	2,503.49	.00
Planning Manager		532	5	PERS	BASE	7461.2508	7834.3134	8226.0290	8637.3305	9069.1970	.0000
Effective Jun-11-2016 3.000%M, S & C		532	5	120	MO.	7,461	7,834	8,226	8,637	9,069	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		532	5	122	HR.	43.046	45.198	47.458	49.831	52.322	.000
8810 B 0 0 2		532	5	123	BW.	3,443.65	3,615.84	3,796.63	3,986.46	4,185.78	.00
Police Captain		540	5	PERS	BASE	8745.0896	9182.3441	9641.4613	10123.5344	10629.7111	.0000
Effective Jun-11-2016 3.000%M, S & C		540	5	220	MO.	8,745	9,182	9,641	10,124	10,630	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		540	5	222	HR.	50.452	52.975	55.624	58.405	61.325	.000
7720 B 0 0 2 HS1W		540	5	223	BW.	4,036.20	4,238.00	4,449.91	4,672.40	4,906.02	.00
Police Dispatcher-Jailer Supervisor		552	5	PERS	BASE	4027.0421	4228.3943	4439.8140	4661.8047	4894.8949	.0000
Effective Jun-11-2016 3.000%M, S & C		552	5	120	MO.	4,027	4,228	4,440	4,662	4,895	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		552	5	122	HR.	23.233	24.395	25.614	26.895	28.240	.000
9410 E 1 0 2 1		552	5	123	BW.	1,858.63	1,951.57	2,049.14	2,151.60	2,259.18	.00
Police Dispatch Supervisor		553	5	PERS	BASE	4027.0421	4228.3943	4439.8140	4661.8047	4894.8949	.0000
Effective Jun-11-2016 3.000%M, S & C		553	5	120	MO.	4,027	4,228	4,440	4,662	4,895	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		553	5	122	HR.	23.233	24.395	25.614	26.895	28.240	.000
9410 E 1 0 2 1		553	5	123	BW.	1,858.63	1,951.57	2,049.14	2,151.60	2,259.18	.00
Police Jail Supervisor		554	5	PERS	BASE	4027.0421	4228.3943	4439.8140	4661.8047	4894.8949	.0000
Effective Jun-11-2016 3.000%M, S & C		554	5	120	MO.	4,027	4,228	4,440	4,662	4,895	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		554	5	122	HR.	23.233	24.395	25.614	26.895	28.240	.000
9410 E 1 0 2 1		554	5	123	BW.	1,858.63	1,951.57	2,049.14	2,151.60	2,259.18	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
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City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Police Records-Property Supervisor		563	5	PERS	BASE	3650.3802	3832.8992	4024.5441	4225.7713	4437.0599	.0000
Effective Jun-11-2016 3.000%M, S & C		563	5	120	MO.	3,650	3,833	4,025	4,226	4,437	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		563	5	122	HR.	21.060	22.113	23.219	24.379	25.598	.000
9410 E 1 0 2 1		563	5	123	BW.	1,684.79	1,769.03	1,857.48	1,950.36	2,047.87	.00
Principal Planner		570	5	PERS	BASE	5452.4137	5725.0344	6011.2861	6311.8504	6627.4429	.0000
Effective Jun-11-2016 3.000%M, S & C		570	5	120	MO.	5,452	5,725	6,011	6,312	6,627	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		570	5	122	HR.	31.456	33.029	34.680	36.415	38.235	.000
8810 B 0 0 2 W		570	5	123	BW.	2,516.50	2,642.32	2,774.44	2,913.16	3,058.82	.00
Programmer-Analyst		575	5	PERS	BASE	4531.0392	4757.5912	4995.4707	5245.2443	5507.5065	.0000
Effective Jun-11-2016 3.000%M, S & C		575	5	120	MO.	4,531	4,758	4,995	5,245	5,508	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		575	5	122	HR.	26.141	27.448	28.820	30.261	31.774	.000
8810 C 0 0 2		575	5	123	BW.	2,091.25	2,195.81	2,305.60	2,420.88	2,541.93	.00
Programmer-Network Analyst		576	5	PERS	BASE	4531.0392	4757.5912	4995.4707	5245.2443	5507.5065	.0000
Effective Jun-11-2016 3.000%M, S & C		576	5	120	MO.	4,531	4,758	4,995	5,245	5,508	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		576	5	122	HR.	26.141	27.448	28.820	30.261	31.774	.000
8810 C 0 0 2		576	5	123	BW.	2,091.25	2,195.81	2,305.60	2,420.88	2,541.93	.00
Public Works Director		580	9	PERS	BASE	.0000	.0000	11742.0318	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		580	9	120	MO.	0	0	11,742	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		580	9	122	HR.	.000	.000	67.742	.000	.000	MID 10,991
8810 A 0 0 2 HPfW		580	9	123	BW.	.00	.00	5,419.40	.00	.00	HI 12,640
PEG Station Manager		589	5	PERS	BASE	4681.2207	4915.2817	5161.0458	5419.0981	5690.0530	.0000
Effective Jun-11-2016 3.000%M, S & C		589	5	120	MO.	4,681	4,915	5,161	5,419	5,690	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		589	5	122	HR.	27.007	28.357	29.775	31.264	32.827	.000
8810 B 0 0 2		589	5	123	BW.	2,160.56	2,268.59	2,382.02	2,501.12	2,626.18	.00
Purchasing and Materials Manager		596	5	PERS	BASE	5739.6326	6026.6142	6327.9449	6644.3422	6976.5593	.0000
Effective Jun-11-2016 3.000%M, S & C		596	5	120	MO.	5,740	6,027	6,328	6,644	6,977	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		596	5	122	HR.	33.113	34.769	36.507	38.333	40.249	.000
8810 B 0 0 2 HPW		596	5	123	BW.	2,649.06	2,781.51	2,920.59	3,066.62	3,219.95	.00
Recreation Manager		602	5	PERS	BASE	5441.0056	5713.0559	5998.7087	6298.6441	6613.5763	.0000
Effective Jun-11-2016 3.000%M, S & C		602	5	120	MO.	5,441	5,713	5,999	6,299	6,614	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		602	5	122	HR.	31.390	32.960	34.608	36.338	38.155	.000
9410 B 0 0 2 P		602	5	123	BW.	2,511.23	2,636.80	2,768.63	2,907.07	3,052.42	.00
Recreation Coordinator		608	5	PERS	BASE	3786.0598	3975.3627	4174.1309	4382.8374	4601.9793	.0000
Effective Jun-11-2016 3.000%M, S & C		608	5	120	MO.	3,786	3,975	4,174	4,383	4,602	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		608	5	122	HR.	21.843	22.935	24.082	25.286	26.550	.000
8810 B 1 0 2		608	5	123	BW.	1,747.41	1,834.78	1,926.52	2,022.85	2,123.99	.00
Recreation Superintendent		611	5	PERS	BASE	5998.2114	6298.1220	6613.0281	6943.6795	7290.8635	.0000
Effective Jun-11-2016 3.000%M, S & C		611	5	120	MO.	5,998	6,298	6,613	6,944	7,291	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		611	5	122	HR.	34.605	36.335	38.152	40.060	42.063	.000
9410 B 0 0 2 HPW		611	5	123	BW.	2,768.41	2,906.83	3,052.17	3,204.78	3,365.01	.00
Recreation Supervisor		616	5	PERS	BASE	4454.5589	4677.2869	4911.1512	5156.7088	5414.5442	.0000
Effective Jun-11-2016 3.000%M, S & C		616	5	120	MO.	4,455	4,677	4,911	5,157	5,415	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		616	5	122	HR.	25.699	26.984	28.334	29.750	31.238	.000
9410 B 0 0 2		616	5	123	BW.	2,055.95	2,158.75	2,266.69	2,380.02	2,499.02	.00
Redevelopment Program Coordinator		626	5	PERS	BASE	4958.0875	5205.9918	5466.2914	5739.6060	6026.5863	.0000
Effective Jun-11-2016 3.000%M, S & C		626	5	120	MO.	4,958	5,206	5,466	5,740	6,027	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		626	5	122	HR.	28.604	30.035	31.536	33.113	34.769	.000
8810 C 0 0 2		626	5	123	BW.	2,288.35	2,402.77	2,522.90	2,649.05	2,781.50	.00

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS

City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Redevelopment Program Manager		627	5	PERS BASE	5452.1877	5724.7971	6011.0369	6311.5888	6627.1682	.0000	
Effective Jun-11-2016 3.000%M, S & C		627	5	120 MO.	5,452	5,725	6,011	6,312	6,627	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		627	5	122 HR.	31.455	33.028	34.679	36.413	38.234	.000	
8810 B 0 0 2		627	5	123 BW.	2,516.39	2,642.21	2,774.32	2,913.04	3,058.69	.00	
Secretary to the City Administrator		641	5	PERS BASE	3451.3538	3623.9215	3805.1176	3995.3734	4195.1421	.0000	
Effective Jun-11-2016 3.000%M, S & C		641	5	120 MO.	3,451	3,624	3,805	3,995	4,195	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		641	5	122 HR.	19.912	20.907	21.953	23.050	24.203	.000	
8810 F 0 0 2		641	5	123 BW.	1,592.93	1,672.58	1,756.21	1,844.02	1,936.22	.00	
Senior Civil Engineer		665	5	PERS BASE	6388.4445	6707.8667	7043.2600	7395.4230	7765.1942	.0000	
Effective Jun-11-2016 3.000%M, S & C		665	5	120 MO.	6,388	6,708	7,043	7,395	7,765	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		665	5	122 HR.	36.856	38.699	40.634	42.666	44.799	.000	
9410 B 0 0 2 W		665	5	123 BW.	2,948.51	3,095.94	3,250.74	3,413.27	3,583.94	.00	
Senior Environmental Coordinator		667	5	PERS BASE	5081.9583	5336.0562	5602.8590	5883.0020	6177.1521	.0000	
Effective Jun-11-2016 3.000%M, S & C		667	5	120 MO.	5,082	5,336	5,603	5,883	6,177	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		667	5	122 HR.	29.319	30.785	32.324	33.940	35.637	.000	
8810 B 0 0 2 W		667	5	123 BW.	2,345.52	2,462.80	2,585.93	2,715.23	2,850.99	.00	
Senior Deputy City Attorney		668	5	PERS BASE	6124.4411	6430.6631	6752.1963	7089.8061	7444.2964	.0000	
Effective Jun-11-2016 3.000%M, S & C		668	5	120 MO.	6,124	6,431	6,752	7,090	7,444	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		668	5	122 HR.	35.333	37.100	38.955	40.903	42.948	.000	
8810 B 0 0 2 W		668	5	123 BW.	2,826.67	2,968.00	3,116.40	3,272.22	3,435.83	.00	
Senior Programmer-Network Analyst		683	5	PERS BASE	4882.2621	5126.3752	5382.6940	5651.8287	5934.4201	.0000	
Effective Jun-11-2016 3.000%M, S & C		683	5	120 MO.	4,882	5,126	5,383	5,652	5,934	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		683	5	122 HR.	28.167	29.575	31.054	32.607	34.237	.000	
8810 B 0 0 2		683	5	123 BW.	2,253.35	2,366.02	2,484.32	2,608.54	2,738.96	.00	
Solid Waste Program Analyst		722	5	PERS BASE	4533.7736	4760.4623	4998.4854	5248.4097	5510.8302	.0000	
Effective Jun-11-2016 3.000%M, S & C		722	5	120 MO.	4,534	4,760	4,998	5,248	5,511	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		722	5	122 HR.	26.156	27.464	28.837	30.279	31.793	.000	
9410 B 0 0 2		722	5	123 BW.	2,092.51	2,197.14	2,306.99	2,422.34	2,543.46	.00	
Solid Waste Compliance Coordinator		724	5	PERS BASE	4760.4624	4998.4855	5248.4098	5510.8303	5786.3718	.0000	
Effective Jun-11-2016 3.000%M, S & C		724	5	120 MO.	4,760	4,998	5,248	5,511	5,786	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		724	5	122 HR.	27.464	28.837	30.279	31.793	33.383	.000	
9410 B 0 0 2		724	5	123 BW.	2,197.14	2,306.99	2,422.34	2,543.46	2,670.63	.00	
Solid Waste Superintendent		725	5	PERS BASE	6434.7511	6756.4887	7094.3131	7449.0288	7821.4802	.0000	
Effective Jun-11-2016 3.000%M, S & C		725	5	120 MO.	6,435	6,756	7,094	7,449	7,821	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		725	5	122 HR.	37.124	38.980	40.929	42.975	45.124	.000	
9410 B 0 0 2		725	5	123 BW.	2,969.89	3,118.38	3,274.30	3,438.01	3,609.91	.00	
Solid Waste Supervisor		730	5	PERS BASE	4835.8683	5077.6617	5331.5448	5598.1220	5878.0281	.0000	
Effective Jun-11-2016 3.000%M, S & C		730	5	120 MO.	4,836	5,078	5,332	5,598	5,878	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		730	5	122 HR.	27.899	29.294	30.759	32.297	33.912	.000	
9420 C 1 0 2 N3		730	5	123 BW.	2,231.94	2,343.54	2,460.71	2,583.75	2,712.94	.00	
Street Maintenance Supervisor		740	5	PERS BASE	4395.8032	4615.5934	4846.3731	5088.6917	5343.1263	.0000	
Effective Jun-11-2016 3.000%M, S & C		740	5	120 MO.	4,396	4,616	4,846	5,089	5,343	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		740	5	122 HR.	25.360	26.628	27.960	29.358	30.826	.000	
9410 C 1 0 2 N3		740	5	123 BW.	2,028.83	2,130.27	2,236.79	2,348.63	2,466.06	.00	
Street Superintendent		743	5	PERS BASE	5087.7310	5342.1175	5609.2234	5889.6846	6184.1688	.0000	
Effective Jun-11-2016 3.000%M, S & C		743	5	120 MO.	5,088	5,342	5,609	5,890	6,184	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		743	5	122 HR.	29.352	30.820	32.361	33.979	35.678	.000	
9420 B 0 0 2 W		743	5	123 BW.	2,348.18	2,465.59	2,588.87	2,718.32	2,854.23	.00	

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
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City MS&C Year 3 at 3% Units 5 & 9 effective 6-11-2016

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Systems Administrator		744	5	PERS	BASE	5869.2592	6162.7221	6470.8582	6794.4011	7134.1212	.0000
Effective Jun-11-2016 3.000%M, S & C		744	5	120	MO.	5,869	6,163	6,471	6,794	7,134	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		744	5	122	HR.	33.861	35.554	37.332	39.198	41.158	.000
8810 B 0 0 2		744	5	123	BW.	2,708.89	2,844.33	2,986.55	3,135.88	3,292.67	.00
Systems Analyst		747	5	PERS	BASE	5074.8119	5328.5525	5594.9801	5874.7291	6168.4656	.0000
Effective Jun-11-2016 3.000%M, S & C		747	5	120	MO.	5,075	5,329	5,595	5,875	6,168	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		747	5	122	HR.	29.278	30.742	32.279	33.893	35.587	.000
8810 B 0 0 2		747	5	123	BW.	2,342.22	2,459.33	2,582.30	2,711.41	2,846.98	.00
Treasury Staff Supervisor		749	5	PERS	BASE	3750.4034	3937.9236	4134.8198	4341.5608	4558.6388	.0000
Effective Jun-11-2016 3.000%M, S & C		749	5	120	MO.	3,750	3,938	4,135	4,342	4,559	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		749	5	122	HR.	21.637	22.719	23.855	25.047	26.300	.000
8810 E 0 0 2 W		749	5	123	BW.	1,730.96	1,817.50	1,908.38	2,003.80	2,103.99	.00
Urban Forestry Supervisor		764	5	PERS	BASE	4395.7048	4615.4900	4846.2645	5088.5777	5343.0066	.0000
Effective Jun-11-2016 3.000%M, S & C		764	5	120	MO.	4,396	4,615	4,846	5,089	5,343	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		764	5	122	HR.	25.360	26.628	27.959	29.357	30.825	.000
9421 C 1 0 2 3		764	5	123	BW.	2,028.79	2,130.23	2,236.74	2,348.57	2,466.00	.00
Utility Accountant		768	5	PERS	BASE	6296.5648	6611.3931	6941.9627	7289.0609	7653.5139	.0000
Effective Jun-11-2016 3.000%M, S & C		768	5	120	MO.	6,297	6,611	6,942	7,289	7,654	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		768	5	122	HR.	36.326	38.143	40.050	42.052	44.155	.000
8810 B 0 0 2 W		768	5	123	BW.	2,906.11	3,051.41	3,203.98	3,364.18	3,532.39	.00
Utility Accounting Supervisor		769	5	PERS	BASE	6685.2102	7019.4707	7370.4443	7738.9665	8125.9148	.0000
Effective Jun-11-2016 3.000%M, S & C		769	5	120	MO.	6,685	7,019	7,370	7,739	8,126	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		769	5	122	HR.	38.569	40.497	42.522	44.648	46.880	.000
8810 B 0 0 2 W		769	5	123	BW.	3,085.48	3,239.76	3,401.74	3,571.83	3,750.42	.00
Utility Billing Supervisor		770	5	PERS	BASE	4125.3549	4331.6227	4548.2038	4775.6140	5014.3947	.0000
Effective Jun-11-2016 3.000%M, S & C		770	5	120	MO.	4,125	4,332	4,548	4,776	5,014	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		770	5	122	HR.	23.800	24.990	26.240	27.552	28.929	.000
8810 E 0 0 2 W		770	5	123	BW.	1,904.01	1,999.21	2,099.17	2,204.13	2,314.34	.00
Utility Engineer		772	5	PERS	BASE	5346.2470	5613.5594	5894.2374	6188.9492	6498.3967	.0000
Effective Jun-11-2016 3.000%M, S & C		772	5	120	MO.	5,346	5,614	5,894	6,189	6,498	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		772	5	122	HR.	30.844	32.386	34.005	35.705	37.491	.000
8810 B 0 0 2		772	5	123	BW.	2,467.50	2,590.87	2,720.42	2,856.44	2,999.26	.00
Utility Director		773	9	PERS	BASE	.0000	.0000	12946.7393	.0000	.0000	.0000
Effective Jun-11-2016 3.000%EXECUTIVE		773	9	120	MO.	0	0	12,947	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		773	9	122	HR.	.000	.000	74.693	.000	.000	.000
8810 A 0 0 2 HPFW		773	9	123	BW.	.00	.00	5,975.42	.00	.00	.00
Utility Conservation Coordinator		774	5	PERS	BASE	4721.9566	4958.0545	5205.9572	5466.2550	5739.5678	.0000
Effective Jun-11-2016 3.000%M, S & C		774	5	120	MO.	4,722	4,958	5,206	5,466	5,740	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		774	5	122	HR.	27.242	28.604	30.034	31.536	33.113	.000
9410 C 0 0 2		774	5	123	BW.	2,179.36	2,288.33	2,402.75	2,522.89	2,649.03	.00
Wastewater Collection Supervisor		780	5	PERS	BASE	4832.4392	5074.0612	5327.7643	5594.1525	5873.8601	.0000
Effective Jun-11-2016 3.000%M, S & C		780	5	120	MO.	4,832	5,074	5,328	5,594	5,874	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		780	5	122	HR.	27.879	29.273	30.737	32.274	33.888	.000
9420 C 0 0 2 3		780	5	123	BW.	2,230.36	2,341.87	2,458.97	2,581.92	2,711.01	.00
Wastewater Plant Operations Supervisor		785	5	PERS	BASE	5557.2171	5835.0779	6126.8318	6433.1734	6754.8321	.0000
Effective Jun-11-2016 3.000%M, S & C		785	5	120	MO.	5,557	5,835	6,127	6,433	6,755	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		785	5	122	HR.	32.061	33.664	35.347	37.114	38.970	.000
9420 C 0 0 2 3		785	5	123	BW.	2,564.87	2,693.11	2,827.77	2,969.16	3,117.61	.00

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TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	CONTROL PTS or STEP-G
=====	=====	====	=	=====	=====	=====	=====	=====	=====	=====	=====
Utility SCADA Network Analyst		794	5	PERS	BASE	4882.3845	5126.5037	5382.8289	5651.9704	5934.5689	.0000
Effective Jun-11-2016 3.000%M, S & C		794	5	120	MO.	4,882	5,127	5,383	5,652	5,935	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		794	5	122	HR.	28.168	29.576	31.055	32.608	34.238	.000
8810 B 0 0 2		794	5	123	BW.	2,253.41	2,366.08	2,484.38	2,608.60	2,739.03	.00
Wastewater Superintendent		797	5	PERS	BASE	7321.6431	7687.7253	8072.1116	8475.7171	8899.5030	.0000
Effective Jun-11-2016 3.000%M, S & C		797	5	120	MO.	7,322	7,688	8,072	8,476	8,900	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		797	5	122	HR.	42.240	44.352	46.570	48.898	51.343	.000
9410 B 0 0 2 HW		797	5	123	BW.	3,379.22	3,548.18	3,725.59	3,911.87	4,107.46	.00
Water Distribution Supervisor		800	5	PERS	BASE	5076.0911	5329.8956	5596.3904	5876.2099	6170.0204	.0000
Effective Jun-11-2016 3.000%M, S & C		800	5	120	MO.	5,076	5,330	5,596	5,876	6,170	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		800	5	122	HR.	29.285	30.749	32.287	33.901	35.596	.000
9420 C 0 0 2		800	5	123	BW.	2,342.81	2,459.95	2,582.95	2,712.10	2,847.70	.00
Water Plant Operations Supervisor		807	5	PERS	BASE	5557.2171	5835.0779	6126.8318	6433.1734	6754.8321	.0000
Effective Jun-11-2016 3.000%M, S & C		807	5	120	MO.	5,557	5,835	6,127	6,433	6,755	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		807	5	122	HR.	32.061	33.664	35.347	37.114	38.970	.000
9420 C 0 0 2		807	5	123	BW.	2,564.87	2,693.11	2,827.77	2,969.16	3,117.61	.00
Water Resources Engineer		809	5	PERS	BASE	5065.6640	5318.9472	5584.8946	5864.1393	6157.3463	.0000
Effective Jun-11-2016 3.000%M, S & C		809	5	120	MO.	5,066	5,319	5,585	5,864	6,157	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		809	5	122	HR.	29.225	30.686	32.221	33.832	35.523	.000
9410 B 0 0 0 W		809	5	123	BW.	2,338.00	2,454.90	2,577.64	2,706.53	2,841.85	.00
Water Resources Manager		817	5	PERS	BASE	7215.5378	7576.3147	7955.1304	8352.8870	8770.5313	.0000
Effective Jun-11-2016 3.000%M, S & C		817	5	120	MO.	7,216	7,576	7,955	8,353	8,771	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		817	5	122	HR.	41.628	43.710	45.895	48.190	50.599	.000
9410 B 0 0 2 H		817	5	123	BW.	3,330.25	3,496.76	3,671.60	3,855.18	4,047.94	.00
Water Superintendent		823	5	PERS	BASE	7321.2966	7687.3615	8071.7295	8475.3160	8899.0818	.0000
Effective Jun-11-2016 3.000%M, S & C		823	5	120	MO.	7,321	7,687	8,072	8,475	8,899	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		823	5	122	HR.	42.238	44.350	46.568	48.896	51.341	.000
9410 B 0 0 2 HW		823	5	123	BW.	3,379.06	3,548.01	3,725.41	3,911.68	4,107.27	.00
Water Plant Supervisor		824	5	PERS	BASE	5808.9529	6099.4006	6404.3706	6724.5891	7060.8186	.0000
Effective Jun-11-2016 3.000%M, S & C		824	5	120	MO.	5,809	6,099	6,404	6,725	7,061	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		824	5	122	HR.	33.513	35.189	36.948	38.796	40.735	.000
9420 C 0 0 2		824	5	123	BW.	2,681.06	2,815.11	2,955.86	3,103.66	3,258.84	.00
Wireless Service Administrator		830	5	PERS	BASE	6858.0978	7201.0027	7561.0528	7939.1054	8336.0607	.0000
Effective Jun-11-2016 3.000%M, S & C		830	5	120	MO.	6,858	7,201	7,561	7,939	8,336	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		830	5	122	HR.	39.566	41.544	43.621	45.803	48.093	.000
8810 B 0 0 2 HP		830	5	123	BW.	3,165.28	3,323.54	3,489.72	3,664.20	3,847.41	.00
Battalion Fire Chief(Lt Duty - 40 hr		853	5	PERS	BASE	7510.2998	7885.8147	8280.1055	8694.1108	9128.8163	.0000
Effective Jun-11-2016 3.000%M, S & C		853	5	240	MO.	7,510	7,886	8,280	8,694	9,129	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		853	5	242	HR.	43.329	45.495	47.770	50.158	52.666	.000
7706 B 0 0 2 wHsw		853	5	243	BW.	3,466.29	3,639.61	3,821.59	4,012.67	4,213.30	.00
City Administrator (Acting)		924	9	PERS	BASE	.0000	.0000	12811.0000	.0000	.0000	.0000
Y RATING Oct-12-2013 .0000%EXECUTIVE		924	9	120	MO.	0	0	12,811	0	0	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		924	9	122	HR.	.000	.000	73.910	.000	.000	.000
8810 A 0 0 2 HLPwf		924	9	123	BW.	.00	.00	5,912.77	.00	.00	.00