

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.

<u>If December 24th is on</u>	<u>Holiday Observed 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 Categories
FILE: SCHFLS:PAYSCHED.MAS
City MS&C Year 1 at 1% Units 5 & 9 effective 1-24-2015

Table with columns: 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. Rows include various job titles like Accountant, Accounting & Revenue Manager, Accounting Supervisor, Administrative Aide, Administrative Analyst, Senior Administrative Analyst, Assistant City Attorney I, Assistant City Attorney II, Assistant Electrical Utility Manager, Assistant Public Works Director, Assistant to the City Administrator, and Assistant Public Works Director_City.

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
=====	=====	===	=	=====	=====	=====	=====	=====	=====	=====	=====
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
W/C EEO-CL OT STBY PROB JOB-FLAGS		130	9	222	HR.	.000	.000	69.096	.000	.000	.000
7720 A 0 0 2 BHPS1fW		130	9	223	BW.	.00	.00	5,527.65	.00	.00	.00
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
W/C EEO-CL OT STBY PROB JOB-FLAGS		145	5	122	HR.	28.805	30.245	31.758	33.346	35.013	.000
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
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

LOW 10,180
 MID 11,977
 HI 13,774

LOW 6,144
 MID 7,228
 HI 8,312

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

Table with columns: 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. Rows include various job titles like City Treasurer, Civil Engineering Associate II, III, Community Development Director, etc., with their respective pay steps and control points.

CITY OF LOMPOC
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CITY OF LOMPOC
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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	.000
8810 A 0 0 2 HPFW		505	9	123	BW.	.00	.00	3,861.06	.00	.00	.00
											LOW 6,464 MID 7,605 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
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CITY OF LOMPOC
 PAY SCHEDULE LIS/Active Categories
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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
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

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

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PAY SCHEDULE LIS/Active Categories
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CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
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City MS&C Year 2 at 2% Units 5 & 9 effective 6-13-2015

Table with columns: 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. Rows include various job titles like Accountant, Accounting & Revenue Manager, Accounting Supervisor, Administrative Aide, Administrative Analyst, Senior Administrative Analyst, Assistant City Attorney I, Assistant City Attorney II, Assistant Electrical Utility Manager, Assistant Public Works Director, Assistant to the City Administrator, and Assistant Public Works Director_City.

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
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City MS&C Year 2 at 2% Units 5 & 9 effective 6-13-2015

Table with columns: 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. Rows include Associate Planner, Aviation Transportation Administrator, Battalion Fire Chief, Building Official/Fire Marshall, Chemist, Chief of Police, City Administrator, City Attorney, City Attorney - Deputy, City Clerk, and City Engineer.

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
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City MS&C Year 2 at 2% Units 5 & 9 effective 6-13-2015

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CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
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CITY OF LOMPOC
 PAY SCHEDULE LIS/Active Categories
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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	LOW 8,340
W/C EEO-CL OT STBY PROB JOB-FLAGS		300	9	242	HR.	.000	.000	65.107	.000	.000	MID 9,812
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	LOW 9,963
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

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
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

LOW 6,593
 MID 7,757
 HI 8,921

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

Table with columns: 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. Rows include various job titles like Police Records-Property Supervisor, Principal Planner, Programmer-Analyst, etc., with their respective pay steps and control points.

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

Table with columns: 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. Rows include various job titles like Redevelopment Program Manager, Secretary to the City Administrator, Senior Civil Engineer, etc.

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
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City MS&C Year 2 at 2% Units 5 & 9 effective 6-13-2015

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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

Table with columns: 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. Rows include Utility SCADA Network Analyst, Wastewater Superintendent, Water Distribution Supervisor, Water Plant Operations Supervisor, Water Resources Engineer, Water Resources Manager, Water Superintendent, Water Plant Supervisor, Wireless Service Administrator, Battalion Fire Chief, and City Administrator.

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

Table with columns: 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. Rows include various job titles like Accountant, Accounting & Revenue Manager, Accounting Supervisor, Administrative Aide, Administrative Analyst, Senior Administrative Analyst, Assistant City Attorney I, Assistant City Attorney II, Assistant Electrical Utility Manager, Assistant Public Works Director, Assistant to the City Administrator, and Assistant Public Works Director_City.

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

Table with columns: 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. Rows include Associate Planner, Aviation Transportation Administrator, Battalion Fire Chief, Building Official/Fire Marshall, Chemist, Chief of Police, City Administrator, City Attorney, City Attorney - Deputy, City Clerk, and City Engineer.

CITY OF LOMP OC
 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
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	.000
8810 A 0 0 2 PFW		165	9	123	BW.	.00	.00	4,960.25	.00	.00	.00
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	.000
8810 A 0 0 2 HPWf		208	9	123	BW.	.00	.00	4,395.43	.00	.00	.00
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	.000
8810 A 0 0 2 HPWf		209	9	123	BW.	.00	.00	5,733.40	.00	.00	.00
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 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

Table with columns: 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. Rows include various job titles such as Economic Development Coordinator, Electrical Estimator, Electrical Utility Manager, etc., with their respective pay steps and control points.

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
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	LOW 8,590
W/C EEO-CL OT STBY PROB JOB-FLAGS		300	9	242	HR.	.000	.000	67.061	.000	.000	MID 10,106
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	LOW 10,262
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
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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
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	.000
8810 A 0 0 2 HPFW		505	9	123	BW.	.00	.00	4,056.42	.00	.00	.00
											LOW 6,792 MID 7,990 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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Table with columns: 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. Rows include various job titles like Police Records-Property Supervisor, Principal Planner, Programmer-Analyst, etc., with their respective pay steps and control points.

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CITY OF LOMPOC
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