

COMPENSATION PLAN

**FOR
CITY OF LOMPOC
UNREPRESENTED EMPLOYEES**



Effective January 20, 2015

**COMPENSATION PLAN FOR CITY OF LOMPOC
UNREPRESENTED EMPLOYEES**

The current Compensation Plan for Unrepresented Employees 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, 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: (Non-exempt employee eligible for overtime.) 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 1/1/15			COSTS DENTAL Effective 1/1/15
	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 Unrepresented 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

SICK LEAVE

- 3-1** Twelve days sick leave per year with unlimited accumulation is provided for the employees.
- 3-2** 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.]
- 3-3** 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.
- 3-4** 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.
- 3-5** 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.

- 3-6 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

3-7 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 4

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

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 5

PERS RETIREMENT BENEFITS

5-1 For those Miscellaneous member employees hired prior 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**).

5-2 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).

5-3 PERS Miscellaneous Member Contributions: 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%).

ARTICLE 6

HOLIDAYS

6-1 Regular full-time employees 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

6-2 **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.

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

ARTICLE 7

ACTING PAY

7-1 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 8

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 9

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 10

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 11

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 12

PRE-EMPTIVE LAWS

It is understood and agreed that this Compensation Plan for the City of Lompoc Unrepresented 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 13

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 Unrepresented employees.

CITY OF L O M P O C
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS
City Non-Rep Year 1 at 1% Unit 8 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	or STEP-G
=====	=====	===	=	====	=====	=====	=====	=====	=====	=====	=====
Assistant Planner		065	8	PERS BASE	4482.9774	4707.1262	4942.4825	5189.6067	5449.0870	.0000	
Effective Jan-24-2015 1.000%UNREP.		065	8	120 MO.	4,483	4,707	4,942	5,190	5,449	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		065	8	122 HR.	25.863	27.156	28.514	29.940	31.437	.000	
8810 C 1 0 1 W		065	8	123 BW.	2,069.07	2,172.52	2,281.15	2,395.20	2,514.96	.00	
Building Inspector/Building Maintena		103	8	PERS BASE	3395.3913	3565.1609	3743.4190	3930.5899	4127.1194	.0000	
Effective Jan-24-2015 1.000%UNREP.		103	8	120 MO.	3,395	3,565	3,743	3,931	4,127	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		103	8	122 HR.	19.589	20.568	21.597	22.676	23.810	.000	
9420 C 1 0 2		103	8	123 BW.	1,567.10	1,645.46	1,727.73	1,814.12	1,904.82	.00	
Building Inspector		110	8	PERS BASE	4059.8168	4262.8076	4475.9480	4699.7454	4934.7327	.0000	
Effective Jan-24-2015 1.000%UNREP.		110	8	120 MO.	4,060	4,263	4,476	4,700	4,935	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		110	8	122 HR.	23.422	24.593	25.823	27.114	28.470	.000	
9410 C 1 0 2 W		110	8	123 BW.	1,873.76	1,967.45	2,065.82	2,169.11	2,277.57	.00	
Civil Engineering Associate I		156	8	PERS BASE	4556.2412	4784.0532	5023.2559	5274.4187	5538.1396	.0000	
Effective Jan-24-2015 1.000%UNREP.		156	8	120 MO.	4,556	4,784	5,023	5,274	5,538	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		156	8	122 HR.	26.286	27.600	28.980	30.429	31.951	.000	
9410 B 1 0 1 W		156	8	123 BW.	2,102.88	2,208.02	2,318.43	2,434.35	2,556.06	.00	
Computer Operator		175	8	PERS BASE	3229.9165	3391.4123	3560.9829	3739.0321	3925.9837	.0000	
Effective Jan-24-2015 1.000%UNREP.		175	8	120 MO.	3,230	3,391	3,561	3,739	3,926	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		175	8	122 HR.	18.634	19.566	20.544	21.571	22.650	.000	
8810 C 1 0 1		175	8	123 BW.	1,490.73	1,565.27	1,643.53	1,725.71	1,811.99	.00	
Computer Operator/Programmer		177	8	PERS BASE	3842.5524	4034.6800	4236.4140	4448.2347	4670.6464	.0000	
Effective Jan-24-2015 1.000%UNREP.		177	8	120 MO.	3,843	4,035	4,236	4,448	4,671	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		177	8	122 HR.	22.169	23.277	24.441	25.663	26.946	.000	
8810 C 1 0 1		177	8	123 BW.	1,773.49	1,862.16	1,955.27	2,053.03	2,155.68	.00	
Computer Systems Specialist		178	8	PERS BASE	3333.5971	3500.2769	3675.2908	3859.0553	4052.0081	.0000	
Effective Jan-24-2015 1.000%UNREP.		178	8	120 MO.	3,334	3,500	3,675	3,859	4,052	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		178	8	122 HR.	19.232	20.194	21.204	22.264	23.377	.000	
8810 C 1 0 1		178	8	123 BW.	1,538.58	1,615.51	1,696.29	1,781.10	1,870.16	.00	
Engineering Technician I		260	8	PERS BASE	3437.0758	3608.9296	3789.3761	3978.8449	4177.7871	.0000	
Effective Jan-24-2015 1.000%UNREP.		260	8	120 MO.	3,437	3,609	3,789	3,979	4,178	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		260	8	122 HR.	19.829	20.821	21.862	22.955	24.103	.000	
9410 C 1 0 1		260	8	123 BW.	1,586.34	1,665.66	1,748.94	1,836.39	1,928.21	.00	
Engineering Technician II		261	8	PERS BASE	3949.9214	4147.4174	4354.7883	4572.5277	4801.1541	.0000	
Effective Jan-24-2015 1.000%UNREP.		261	8	120 MO.	3,950	4,147	4,355	4,573	4,801	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		261	8	122 HR.	22.788	23.927	25.124	26.380	27.699	.000	
9410 C 1 0 1 3		261	8	123 BW.	1,823.04	1,914.19	2,009.90	2,110.40	2,215.92	.00	
Engineering Tech Specialized III		262	8	PERS BASE	4647.1894	4879.5489	5123.5263	5379.7027	5648.6878	.0000	
Effective Jan-24-2015 1.000%UNREP.		262	8	120 MO.	4,647	4,880	5,124	5,380	5,649	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		262	8	122 HR.	26.811	28.151	29.559	31.037	32.589	.000	
9410 C 1 0 1		262	8	123 BW.	2,144.86	2,252.10	2,364.70	2,482.94	2,607.09	.00	
Environmental Coordinator		267	8	PERS BASE	4483.0256	4707.1768	4942.5357	5189.6625	5449.1456	.0000	
Effective Jan-24-2015 1.000%UNREP.		267	8	120 MO.	4,483	4,707	4,943	5,190	5,449	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		267	8	122 HR.	25.864	27.157	28.515	29.940	31.437	.000	
8810 C 1 0 1 W		267	8	123 BW.	2,069.09	2,172.54	2,281.17	2,395.23	2,514.99	.00	
Fire Prevention Inspector		311	8	PERS BASE	3789.4991	3978.9741	4177.9228	4386.8190	4606.1599	.0000	
Effective Jan-24-2015 1.000%UNREP.		311	8	120 MO.	3,789	3,979	4,178	4,387	4,606	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		311	8	122 HR.	21.862	22.956	24.103	25.309	26.574	.000	
9410 C 1 0 2		311	8	123 BW.	1,749.00	1,836.45	1,928.27	2,024.69	2,125.92	.00	

CITY OF LOMPOC
 PAY SCHEDULE LIS/Active Categories
 FILE: SCHFLS:PAYSCHEDED.MAS
 City Non-Rep Year 1 at 1% Unit 8 effective 1-24-2015

TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	or STEP-G
Grant Records Technician		313	8	PERS	BASE	3623.9413	3805.1384	3995.3953	4195.1650	4404.9233	.0000
Effective Jan-24-2015 1.000%UNREP.		313	8	120	MO.	3,624	3,805	3,995	4,195	4,405	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		313	8	122	HR.	20.907	21.953	23.050	24.203	25.413	.000
8810 C 1 0 1		313	8	123	BW.	1,672.59	1,756.22	1,844.03	1,936.23	2,033.04	.00
GIS Technician I		318	8	PERS	BASE	3029.4536	3180.9263	3339.9726	3506.9712	3682.3198	.0000
Effective Jan-24-2015 1.000%UNREP.		318	8	120	MO.	3,029	3,181	3,340	3,507	3,682	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		318	8	122	HR.	17.478	18.351	19.269	20.233	21.244	.000
8810 C 1 0 1		318	8	123	BW.	1,398.21	1,468.12	1,541.53	1,618.60	1,699.53	.00
GIS Technician II		319	8	PERS	BASE	3333.1776	3499.8365	3674.8283	3858.5697	4051.4982	.0000
Effective Jan-24-2015 1.000%UNREP.		319	8	120	MO.	3,333	3,500	3,675	3,859	4,051	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		319	8	122	HR.	19.230	20.191	21.201	22.261	23.374	.000
8810 C 1 0 1		319	8	123	BW.	1,538.39	1,615.31	1,696.07	1,780.88	1,869.92	.00
Housing Programs Technician		321	8	PERS	BASE	3923.3949	4119.5646	4325.5429	4541.8200	4768.9110	.0000
Effective Jan-24-2015 1.000%UNREP.		321	8	120	MO.	3,923	4,120	4,326	4,542	4,769	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		321	8	122	HR.	22.635	23.767	24.955	26.203	27.513	.000
9410 C 1 0 1 W		321	8	123	BW.	1,810.80	1,901.34	1,996.40	2,096.22	2,201.04	.00
Plan Check Engineer		526	8	PERS	BASE	4942.7702	5189.9087	5449.4042	5721.8744	6007.9681	.0000
Effective Jan-24-2015 1.000%UNREP.		526	8	120	MO.	4,943	5,190	5,449	5,722	6,008	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		526	8	122	HR.	28.516	29.942	31.439	33.011	34.661	.000
9410 C 0 0 1		526	8	123	BW.	2,281.28	2,395.34	2,515.11	2,640.87	2,772.91	.00
Planning Technician		530	8	PERS	BASE	3923.3949	4119.5646	4325.5429	4541.8200	4768.9110	.0000
Effective Jan-24-2015 1.000%UNREP.		530	8	120	MO.	3,923	4,120	4,326	4,542	4,769	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		530	8	122	HR.	22.635	23.767	24.955	26.203	27.513	.000
9410 C 1 0 1 W		530	8	123	BW.	1,810.80	1,901.34	1,996.40	2,096.22	2,201.04	.00
PEG Production Technician		587	8	PERS	BASE	2432.1140	2553.7197	2681.4057	2815.4760	2956.2498	.0000
Effective Jan-24-2015 1.000%UNREP.		587	8	120	MO.	2,432	2,554	2,681	2,815	2,956	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		587	8	122	HR.	14.031	14.733	15.470	16.243	17.055	.000
8810 C 1 0 1		587	8	123	BW.	1,122.51	1,178.64	1,237.57	1,299.45	1,364.42	.00
PEG Production Specialist		588	8	PERS	BASE	2997.5123	3147.3879	3304.7573	3469.9951	3643.4949	.0000
Effective Jan-24-2015 1.000%UNREP.		588	8	120	MO.	2,998	3,147	3,305	3,470	3,643	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		588	8	122	HR.	17.293	18.158	19.066	20.019	21.020	.000
8810 C 1 0 1		588	8	123	BW.	1,383.47	1,452.64	1,525.27	1,601.54	1,681.61	.00
Safety Officer		633	8	PERS	BASE	4303.3586	4518.5266	4744.4529	4981.6755	5230.7593	.0000
Effective Jan-24-2015 1.000%UNREP.		633	8	120	MO.	4,303	4,519	4,744	4,982	5,231	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		633	8	122	HR.	24.827	26.068	27.372	28.740	30.177	.000
9410 C 1 0 1 W		633	8	123	BW.	1,986.17	2,085.47	2,189.75	2,299.23	2,414.20	.00
Code Enforcement Officer I		658	8	PERS	BASE	3889.3350	4083.8017	4287.9918	4502.3914	4727.5110	.0000
Effective Jan-24-2015 1.000%UNREP.		658	8	120	MO.	3,889	4,084	4,288	4,502	4,728	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		658	8	122	HR.	22.438	23.560	24.738	25.975	27.274	.000
9410 C 1 0 1 W		658	8	123	BW.	1,795.08	1,884.83	1,979.07	2,078.03	2,181.93	.00
Code Enforcement Officer II		659	8	PERS	BASE	4183.6396	4392.8216	4612.4627	4843.0858	5085.2401	.0000
Effective Jan-24-2015 1.000%UNREP.		659	8	120	MO.	4,184	4,393	4,612	4,843	5,085	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		659	8	122	HR.	24.136	25.343	26.610	27.941	29.338	.000
9410 C 1 0 1 W		659	8	123	BW.	1,930.91	2,027.46	2,128.83	2,235.27	2,347.03	.00
Senior Building Inspector		660	8	PERS	BASE	4482.9774	4707.1262	4942.4825	5189.6067	5449.0870	.0000
Effective Jan-24-2015 1.000%UNREP.		660	8	120	MO.	4,483	4,707	4,942	5,190	5,449	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		660	8	122	HR.	25.863	27.156	28.514	29.940	31.437	.000
9410 C 1 0 1 W		660	8	123	BW.	2,069.07	2,172.52	2,281.15	2,395.20	2,514.96	.00

CITY OF LOMPOC
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TITLE and JOB CATEGORY	JOB	CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	or STEP-G
Senior Code Enforcement Officer		661	8	PERS BASE	4482.9774	4707.1262	4942.4825	5189.6067	5449.0870	.0000	
Effective Jan-24-2015 1.000%UNREP.		661	8	120 MO.	4,483	4,707	4,942	5,190	5,449	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		661	8	122 HR.	25.863	27.156	28.514	29.940	31.437	.000	
9410 C 1 0 1 W		661	8	123 BW.	2,069.07	2,172.52	2,281.15	2,395.20	2,514.96	.00	
Solid Waste Code Enforcement Officer		721	8	PERS BASE	4183.9946	4393.1943	4612.8541	4843.4968	5085.6716	.0000	
Effective Jan-24-2015 1.000%UNREP.		721	8	120 MO.	4,184	4,393	4,613	4,843	5,086	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		721	8	122 HR.	24.138	25.345	26.613	27.943	29.340	.000	
9410 C 1 0 2		721	8	123 BW.	1,931.07	2,027.63	2,129.01	2,235.46	2,347.23	.00	
Solid Waste Program Technician		723	8	PERS BASE	3923.0363	4119.1882	4325.1476	4541.4050	4768.4752	.0000	
Effective Jan-24-2015 1.000%UNREP.		723	8	120 MO.	3,923	4,119	4,325	4,541	4,768	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		723	8	122 HR.	22.633	23.765	24.953	26.200	27.510	.000	
9410 C 1 0 1		723	8	123 BW.	1,810.63	1,901.16	1,996.22	2,096.03	2,200.83	.00	
Utility Conservation Representative		771	8	PERS BASE	3670.7616	3854.2997	4047.0147	4249.3654	4461.8337	.0000	
Effective Jan-24-2015 1.000%UNREP.		771	8	120 MO.	3,671	3,854	4,047	4,249	4,462	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		771	8	122 HR.	21.177	22.236	23.348	24.516	25.741	.000	
9410 C 1 0 1		771	8	123 BW.	1,694.20	1,778.91	1,867.85	1,961.25	2,059.31	.00	
Wireless Service Tech		831	8	PERS BASE	3671.2232	3854.7843	4047.5235	4249.8997	4462.3947	.0000	
Effective Jan-24-2015 1.000%UNREP.		831	8	120 MO.	3,671	3,855	4,048	4,250	4,462	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		831	8	122 HR.	21.180	22.239	23.351	24.519	25.745	.000	
8810 C 1 0 1		831	8	123 BW.	1,694.41	1,779.13	1,868.09	1,961.49	2,059.57	.00	

CITY OF LOMPOC
 PAY SCHEDULE LIS/Active Categories
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 City Non-Rep Year 2 at 2% Unit 8 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
Assistant Planner		065	8	PERS BASE	4572.6369	4801.2687	5041.3322	5293.3988	5558.0687	.0000	
Effective Jun-13-2015 2.000%UNREP.		065	8	120 MO.	4,573	4,801	5,041	5,293	5,558	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		065	8	122 HR.	26.381	27.700	29.085	30.539	32.066	.000	
8810 C 1 0 1 W		065	8	123 BW.	2,110.45	2,215.97	2,326.77	2,443.11	2,565.26	.00	
Building Inspector/Building Maintena		103	8	PERS BASE	3463.2992	3636.4641	3818.2873	4009.2017	4209.6618	.0000	
Effective Jun-13-2015 2.000%UNREP.		103	8	120 MO.	3,463	3,636	3,818	4,009	4,210	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		103	8	122 HR.	19.981	20.980	22.029	23.130	24.287	.000	
9420 C 1 0 2		103	8	123 BW.	1,598.45	1,678.37	1,762.29	1,850.40	1,942.92	.00	
Building Inspector		110	8	PERS BASE	4141.0132	4348.0638	4565.4670	4793.7404	5033.4274	.0000	
Effective Jun-13-2015 2.000%UNREP.		110	8	120 MO.	4,141	4,348	4,565	4,794	5,033	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		110	8	122 HR.	23.890	25.085	26.339	27.656	29.039	.000	
9410 C 1 0 2 W		110	8	123 BW.	1,911.24	2,006.80	2,107.14	2,212.50	2,323.12	.00	
Civil Engineering Associate I		156	8	PERS BASE	4647.3660	4879.7343	5123.7210	5379.9070	5648.9024	.0000	
Effective Jun-13-2015 2.000%UNREP.		156	8	120 MO.	4,647	4,880	5,124	5,380	5,649	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		156	8	122 HR.	26.812	28.152	29.560	31.038	32.590	.000	
9410 B 1 0 1 W		156	8	123 BW.	2,144.94	2,252.19	2,364.79	2,483.03	2,607.19	.00	
Computer Operator		175	8	PERS BASE	3294.5149	3459.2406	3632.2026	3813.8128	4004.5034	.0000	
Effective Jun-13-2015 2.000%UNREP.		175	8	120 MO.	3,295	3,459	3,632	3,814	4,005	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		175	8	122 HR.	19.007	19.957	20.955	22.003	23.103	.000	
8810 C 1 0 1		175	8	123 BW.	1,520.55	1,596.57	1,676.40	1,760.22	1,848.23	.00	
Computer Operator/Programmer		177	8	PERS BASE	3919.4034	4115.3735	4321.1422	4537.1993	4764.0593	.0000	
Effective Jun-13-2015 2.000%UNREP.		177	8	120 MO.	3,919	4,115	4,321	4,537	4,764	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		177	8	122 HR.	22.612	23.743	24.930	26.176	27.485	.000	
8810 C 1 0 1		177	8	123 BW.	1,808.96	1,899.40	1,994.37	2,094.09	2,198.80	.00	
Computer Systems Specialist		178	8	PERS BASE	3400.2691	3570.2825	3748.7966	3936.2365	4133.0483	.0000	
Effective Jun-13-2015 2.000%UNREP.		178	8	120 MO.	3,400	3,570	3,749	3,936	4,133	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		178	8	122 HR.	19.617	20.598	21.628	22.709	23.845	.000	
8810 C 1 0 1		178	8	123 BW.	1,569.35	1,647.82	1,730.21	1,816.72	1,907.56	.00	
Engineering Technician I		260	8	PERS BASE	3505.8173	3681.1081	3865.1635	4058.4217	4261.3428	.0000	
Effective Jun-13-2015 2.000%UNREP.		260	8	120 MO.	3,506	3,681	3,865	4,058	4,261	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		260	8	122 HR.	20.226	21.237	22.299	23.414	24.585	.000	
9410 C 1 0 1		260	8	123 BW.	1,618.07	1,698.97	1,783.92	1,873.12	1,966.77	.00	
Engineering Technician II		261	8	PERS BASE	4028.9198	4230.3658	4441.8841	4663.9783	4897.1772	.0000	
Effective Jun-13-2015 2.000%UNREP.		261	8	120 MO.	4,029	4,230	4,442	4,664	4,897	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		261	8	122 HR.	23.244	24.406	25.626	26.908	28.253	.000	
9410 C 1 0 1 3		261	8	123 BW.	1,859.50	1,952.48	2,050.10	2,152.61	2,260.24	.00	
Engineering Tech Specialized III		262	8	PERS BASE	4740.1333	4977.1399	5225.9969	5487.2968	5761.6616	.0000	
Effective Jun-13-2015 2.000%UNREP.		262	8	120 MO.	4,740	4,977	5,226	5,487	5,762	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		262	8	122 HR.	27.347	28.714	30.150	31.657	33.240	.000	
9410 C 1 0 1		262	8	123 BW.	2,187.75	2,297.14	2,412.00	2,532.60	2,659.23	.00	
Environmental Coordinator		267	8	PERS BASE	4572.6861	4801.3204	5041.3864	5293.4557	5558.1285	.0000	
Effective Jun-13-2015 2.000%UNREP.		267	8	120 MO.	4,573	4,801	5,041	5,293	5,558	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		267	8	122 HR.	26.381	27.700	29.085	30.539	32.066	.000	
8810 C 1 0 1 W		267	8	123 BW.	2,110.47	2,215.99	2,326.79	2,443.13	2,565.29	.00	
Fire Prevention Inspector		311	8	PERS BASE	3865.2891	4058.5536	4261.4813	4474.5553	4698.2831	.0000	
Effective Jun-13-2015 2.000%UNREP.		311	8	120 MO.	3,865	4,059	4,261	4,475	4,698	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		311	8	122 HR.	22.300	23.415	24.585	25.815	27.105	.000	
9410 C 1 0 2		311	8	123 BW.	1,783.98	1,873.18	1,966.84	2,065.18	2,168.44	.00	

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
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Grant Records Technician		313	8	PERS BASE	3696.4202	3881.2412	4075.3032	4279.0684	4493.0218	.0000	
Effective Jun-13-2015 2.000%UNREP.		313	8	120 MO.	3,696	3,881	4,075	4,279	4,493	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		313	8	122 HR.	21.326	22.392	23.511	24.687	25.921	.000	
8810 C 1 0 1		313	8	123 BW.	1,706.04	1,791.34	1,880.91	1,974.95	2,073.70	.00	
GIS Technician I		318	8	PERS BASE	3090.0427	3244.5448	3406.7721	3577.1107	3755.9662	.0000	
Effective Jun-13-2015 2.000%UNREP.		318	8	120 MO.	3,090	3,245	3,407	3,577	3,756	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		318	8	122 HR.	17.827	18.719	19.654	20.637	21.669	.000	
8810 C 1 0 1		318	8	123 BW.	1,426.17	1,497.48	1,572.36	1,650.97	1,733.52	.00	
GIS Technician II		319	8	PERS BASE	3399.8412	3569.8332	3748.3249	3935.7411	4132.5282	.0000	
Effective Jun-13-2015 2.000%UNREP.		319	8	120 MO.	3,400	3,570	3,748	3,936	4,133	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		319	8	122 HR.	19.614	20.595	21.625	22.706	23.842	.000	
8810 C 1 0 1		319	8	123 BW.	1,569.16	1,647.62	1,730.00	1,816.50	1,907.32	.00	
Housing Programs Technician		321	8	PERS BASE	4001.8628	4201.9559	4412.0537	4632.6564	4864.2892	.0000	
Effective Jun-13-2015 2.000%UNREP.		321	8	120 MO.	4,002	4,202	4,412	4,633	4,864	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		321	8	122 HR.	23.088	24.242	25.454	26.727	28.063	.000	
9410 C 1 0 1 W		321	8	123 BW.	1,847.01	1,939.36	2,036.33	2,138.15	2,245.06	.00	
Plan Check Engineer		526	8	PERS BASE	5041.6257	5293.7069	5558.3923	5836.3119	6128.1275	.0000	
Effective Jun-13-2015 2.000%UNREP.		526	8	120 MO.	5,042	5,294	5,558	5,836	6,128	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		526	8	122 HR.	29.086	30.541	32.068	33.671	35.355	.000	
9410 C 0 0 1		526	8	123 BW.	2,326.90	2,443.25	2,565.41	2,693.68	2,828.37	.00	
Planning Technician		530	8	PERS BASE	4001.8628	4201.9559	4412.0537	4632.6564	4864.2892	.0000	
Effective Jun-13-2015 2.000%UNREP.		530	8	120 MO.	4,002	4,202	4,412	4,633	4,864	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		530	8	122 HR.	23.088	24.242	25.454	26.727	28.063	.000	
9410 C 1 0 1 W		530	8	123 BW.	1,847.01	1,939.36	2,036.33	2,138.15	2,245.06	.00	
PEG Production Technician		587	8	PERS BASE	2480.7563	2604.7941	2735.0338	2871.7855	3015.3748	.0000	
Effective Jun-13-2015 2.000%UNREP.		587	8	120 MO.	2,481	2,605	2,735	2,872	3,015	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		587	8	122 HR.	14.312	15.028	15.779	16.568	17.396	.000	
8810 C 1 0 1		587	8	123 BW.	1,144.96	1,202.21	1,262.32	1,325.44	1,391.71	.00	
PEG Production Specialist		588	8	PERS BASE	3057.4625	3210.3356	3370.8524	3539.3950	3716.3648	.0000	
Effective Jun-13-2015 2.000%UNREP.		588	8	120 MO.	3,057	3,210	3,371	3,539	3,716	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		588	8	122 HR.	17.639	18.521	19.447	20.420	21.441	.000	
8810 C 1 0 1		588	8	123 BW.	1,411.14	1,481.69	1,555.78	1,633.57	1,715.25	.00	
Safety Officer		633	8	PERS BASE	4389.4258	4608.8971	4839.3420	5081.3090	5335.3745	.0000	
Effective Jun-13-2015 2.000%UNREP.		633	8	120 MO.	4,389	4,609	4,839	5,081	5,335	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		633	8	122 HR.	25.324	26.590	27.919	29.315	30.781	.000	
9410 C 1 0 1 W		633	8	123 BW.	2,025.89	2,127.18	2,233.54	2,345.22	2,462.48	.00	
Code Enforcement Officer I		658	8	PERS BASE	3967.1217	4165.4778	4373.7517	4592.4392	4822.0612	.0000	
Effective Jun-13-2015 2.000%UNREP.		658	8	120 MO.	3,967	4,165	4,374	4,592	4,822	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		658	8	122 HR.	22.887	24.032	25.233	26.495	27.820	.000	
9410 C 1 0 1 W		658	8	123 BW.	1,830.98	1,922.53	2,018.65	2,119.59	2,225.57	.00	
Code Enforcement Officer II		659	8	PERS BASE	4267.3124	4480.6780	4704.7119	4939.9475	5186.9449	.0000	
Effective Jun-13-2015 2.000%UNREP.		659	8	120 MO.	4,267	4,481	4,705	4,940	5,187	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		659	8	122 HR.	24.619	25.850	27.143	28.500	29.925	.000	
9410 C 1 0 1 W		659	8	123 BW.	1,969.53	2,068.01	2,171.41	2,279.98	2,393.97	.00	
Senior Building Inspector		660	8	PERS BASE	4572.6369	4801.2687	5041.3322	5293.3988	5558.0687	.0000	
Effective Jun-13-2015 2.000%UNREP.		660	8	120 MO.	4,573	4,801	5,041	5,293	5,558	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		660	8	122 HR.	26.381	27.700	29.085	30.539	32.066	.000	
9410 C 1 0 1 W		660	8	123 BW.	2,110.45	2,215.97	2,326.77	2,443.11	2,565.26	.00	

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS
City Non-Rep Year 2 at 2% Unit 8 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
Senior Code Enforcement Officer		661	8	PERS	BASE	4572.6369	4801.2687	5041.3322	5293.3988	5558.0687	.0000
Effective Jun-13-2015 2.000%UNREP.		661	8	120	MO.	4,573	4,801	5,041	5,293	5,558	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		661	8	122	HR.	26.381	27.700	29.085	30.539	32.066	.000
9410 C 1 0 1 W		661	8	123	BW.	2,110.45	2,215.97	2,326.77	2,443.11	2,565.26	.00
Solid Waste Code Enforcement Officer		721	8	PERS	BASE	4267.6745	4481.0582	4705.1111	4940.3667	5187.3850	.0000
Effective Jun-13-2015 2.000%UNREP.		721	8	120	MO.	4,268	4,481	4,705	4,940	5,187	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		721	8	122	HR.	24.621	25.852	27.145	28.502	29.927	.000
9410 C 1 0 2		721	8	123	BW.	1,969.70	2,068.18	2,171.59	2,280.17	2,394.18	.00
Solid Waste Program Technician		723	8	PERS	BASE	4001.4971	4201.5719	4411.6505	4632.2330	4863.8447	.0000
Effective Jun-13-2015 2.000%UNREP.		723	8	120	MO.	4,001	4,202	4,412	4,632	4,864	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		723	8	122	HR.	23.086	24.240	25.452	26.724	28.061	.000
9410 C 1 0 1		723	8	123	BW.	1,846.84	1,939.19	2,036.15	2,137.95	2,244.85	.00
Utility Conservation Representative		771	8	PERS	BASE	3744.1769	3931.3857	4127.9550	4334.3528	4551.0704	.0000
Effective Jun-13-2015 2.000%UNREP.		771	8	120	MO.	3,744	3,931	4,128	4,334	4,551	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		771	8	122	HR.	21.601	22.681	23.815	25.006	26.256	.000
9410 C 1 0 1		771	8	123	BW.	1,728.08	1,814.49	1,905.21	2,000.47	2,100.49	.00
Wireless Service Tech		831	8	PERS	BASE	3744.6476	3931.8800	4128.4740	4334.8977	4551.6426	.0000
Effective Jun-13-2015 2.000%UNREP.		831	8	120	MO.	3,745	3,932	4,128	4,335	4,552	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		831	8	122	HR.	21.604	22.684	23.818	25.009	26.259	.000
8810 C 1 0 1		831	8	123	BW.	1,728.30	1,814.71	1,905.45	2,000.72	2,100.76	.00

CITY OF LOMPOC
 PAY SCHEDULE LIS/Active Categories
 FILE: SCHFLS:PAYSCHED.MAS
 City Non-Rep Year 3 at 3% Unit 8 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
Assistant Planner		065	8	PERS	BASE	4709.8160	4945.3068	5192.5722	5452.2008	5724.8108	.0000
Effective Jun-11-2016 3.000%UNREP.		065	8	120	MO.	4,710	4,945	5,193	5,452	5,725	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		065	8	122	HR.	27.172	28.531	29.957	31.455	33.028	.000
8810 C 1 0 1 W		065	8	123	BW.	2,173.76	2,282.45	2,396.57	2,516.40	2,642.22	.00
Building Inspector/Building Maintena		103	8	PERS	BASE	3567.1982	3745.5581	3932.8360	4129.4778	4335.9517	.0000
Effective Jun-11-2016 3.000%UNREP.		103	8	120	MO.	3,567	3,746	3,933	4,129	4,336	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		103	8	122	HR.	20.580	21.609	22.689	23.824	25.015	.000
9420 C 1 0 2		103	8	123	BW.	1,646.40	1,728.72	1,815.16	1,905.91	2,001.21	.00
Building Inspector		110	8	PERS	BASE	4265.2436	4478.5057	4702.4310	4937.5526	5184.4302	.0000
Effective Jun-11-2016 3.000%UNREP.		110	8	120	MO.	4,265	4,479	4,702	4,938	5,184	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		110	8	122	HR.	24.607	25.838	27.129	28.486	29.910	.000
9410 C 1 0 2 W		110	8	123	BW.	1,968.57	2,067.00	2,170.35	2,278.87	2,392.81	.00
Civil Engineering Associate I		156	8	PERS	BASE	4786.7870	5026.1263	5277.4327	5541.3043	5818.3695	.0000
Effective Jun-11-2016 3.000%UNREP.		156	8	120	MO.	4,787	5,026	5,277	5,541	5,818	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		156	8	122	HR.	27.616	28.997	30.447	31.969	33.568	.000
9410 B 1 0 1 W		156	8	123	BW.	2,209.29	2,319.75	2,435.74	2,557.53	2,685.40	.00
Computer Operator		175	8	PERS	BASE	3393.3503	3563.0178	3741.1687	3928.2271	4124.6385	.0000
Effective Jun-11-2016 3.000%UNREP.		175	8	120	MO.	3,393	3,563	3,741	3,928	4,125	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		175	8	122	HR.	19.577	20.556	21.584	22.663	23.796	.000
8810 C 1 0 1		175	8	123	BW.	1,566.16	1,644.47	1,726.69	1,813.03	1,903.68	.00
Computer Operator/Programmer		177	8	PERS	BASE	4036.9855	4238.8348	4450.7765	4673.3153	4906.9811	.0000
Effective Jun-11-2016 3.000%UNREP.		177	8	120	MO.	4,037	4,239	4,451	4,673	4,907	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		177	8	122	HR.	23.290	24.455	25.678	26.961	28.310	.000
8810 C 1 0 1		177	8	123	BW.	1,863.22	1,956.39	2,054.20	2,156.91	2,264.76	.00
Computer Systems Specialist		178	8	PERS	BASE	3502.2771	3677.3910	3861.2605	4054.3235	4257.0397	.0000
Effective Jun-11-2016 3.000%UNREP.		178	8	120	MO.	3,502	3,677	3,861	4,054	4,257	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		178	8	122	HR.	20.205	21.216	22.277	23.390	24.560	.000
8810 C 1 0 1		178	8	123	BW.	1,616.44	1,697.26	1,782.12	1,871.23	1,964.79	.00
Engineering Technician I		260	8	PERS	BASE	3610.9918	3791.5414	3981.1185	4180.1744	4389.1831	.0000
Effective Jun-11-2016 3.000%UNREP.		260	8	120	MO.	3,611	3,792	3,981	4,180	4,389	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		260	8	122	HR.	20.833	21.874	22.968	24.116	25.322	.000
9410 C 1 0 1		260	8	123	BW.	1,666.61	1,749.94	1,837.44	1,929.31	2,025.78	.00
Engineering Technician II		261	8	PERS	BASE	4149.7874	4357.2768	4575.1406	4803.8976	5044.0925	.0000
Effective Jun-11-2016 3.000%UNREP.		261	8	120	MO.	4,150	4,357	4,575	4,804	5,044	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		261	8	122	HR.	23.941	25.138	26.395	27.715	29.101	.000
9410 C 1 0 1 3		261	8	123	BW.	1,915.29	2,011.05	2,111.60	2,217.18	2,328.04	.00
Engineering Tech Specialized III		262	8	PERS	BASE	4882.3372	5126.4541	5382.7768	5651.9156	5934.5114	.0000
Effective Jun-11-2016 3.000%UNREP.		262	8	120	MO.	4,882	5,126	5,383	5,652	5,935	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		262	8	122	HR.	28.167	29.576	31.054	32.607	34.238	.000
9410 C 1 0 1		262	8	123	BW.	2,253.39	2,366.06	2,484.36	2,608.58	2,739.01	.00
Environmental Coordinator		267	8	PERS	BASE	4709.8667	4945.3600	5192.6280	5452.2594	5724.8724	.0000
Effective Jun-11-2016 3.000%UNREP.		267	8	120	MO.	4,710	4,945	5,193	5,452	5,725	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		267	8	122	HR.	27.172	28.531	29.957	31.455	33.028	.000
8810 C 1 0 1 W		267	8	123	BW.	2,173.78	2,282.47	2,396.60	2,516.43	2,642.25	.00
Fire Prevention Inspector		311	8	PERS	BASE	3981.2478	4180.3102	4389.3257	4608.7920	4839.2316	.0000
Effective Jun-11-2016 3.000%UNREP.		311	8	120	MO.	3,981	4,180	4,389	4,609	4,839	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		311	8	122	HR.	22.969	24.117	25.323	26.589	27.919	.000
9410 C 1 0 2		311	8	123	BW.	1,837.50	1,929.37	2,025.84	2,127.13	2,233.49	.00

CITY OF LOMPOC
 PAY SCHEDULE LIS/Active Categories
 FILE: SCHFLS:PAYSCHEDED.MAS
 City Non-Rep Year 3 at 3% Unit 8 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
Grant Records Technician		313	8	PERS BASE	3807.3128	3997.6784	4197.5624	4407.4405	4627.8125	.0000	
Effective Jun-11-2016 3.000%UNREP.		313	8	120 MO.	3,807	3,998	4,198	4,407	4,628	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		313	8	122 HR.	21.965	23.064	24.217	25.428	26.699	.000	
8810 C 1 0 1		313	8	123 BW.	1,757.22	1,845.08	1,937.34	2,034.20	2,135.91	.00	
GIS Technician I		318	8	PERS BASE	3182.7440	3341.8812	3508.9752	3684.4240	3868.6452	.0000	
Effective Jun-11-2016 3.000%UNREP.		318	8	120 MO.	3,183	3,342	3,509	3,684	3,869	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		318	8	122 HR.	18.362	19.280	20.244	21.256	22.319	.000	
8810 C 1 0 1		318	8	123 BW.	1,468.96	1,542.41	1,619.53	1,700.50	1,785.53	.00	
GIS Technician II		319	8	PERS BASE	3501.8364	3676.9282	3860.7746	4053.8133	4256.5040	.0000	
Effective Jun-11-2016 3.000%UNREP.		319	8	120 MO.	3,502	3,677	3,861	4,054	4,257	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		319	8	122 HR.	20.203	21.213	22.274	23.387	24.557	.000	
8810 C 1 0 1		319	8	123 BW.	1,616.23	1,697.04	1,781.90	1,870.99	1,964.54	.00	
Housing Programs Technician		321	8	PERS BASE	4121.9187	4328.0146	4544.4153	4771.6361	5010.2179	.0000	
Effective Jun-11-2016 3.000%UNREP.		321	8	120 MO.	4,122	4,328	4,544	4,772	5,010	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		321	8	122 HR.	23.780	24.969	26.218	27.529	28.905	.000	
9410 C 1 0 1 W		321	8	123 BW.	1,902.42	1,997.55	2,097.42	2,202.29	2,312.41	.00	
Plan Check Engineer		526	8	PERS BASE	5192.8744	5452.5181	5725.1440	6011.4012	6311.9713	.0000	
Effective Jun-11-2016 3.000%UNREP.		526	8	120 MO.	5,193	5,453	5,725	6,011	6,312	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		526	8	122 HR.	29.959	31.457	33.030	34.681	36.415	.000	
9410 C 0 0 1		526	8	123 BW.	2,396.71	2,516.55	2,642.37	2,774.49	2,913.22	.00	
Planning Technician		530	8	PERS BASE	4121.9187	4328.0146	4544.4153	4771.6361	5010.2179	.0000	
Effective Jun-11-2016 3.000%UNREP.		530	8	120 MO.	4,122	4,328	4,544	4,772	5,010	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		530	8	122 HR.	23.780	24.969	26.218	27.529	28.905	.000	
9410 C 1 0 1 W		530	8	123 BW.	1,902.42	1,997.55	2,097.42	2,202.29	2,312.41	.00	
PEG Production Technician		587	8	PERS BASE	2555.1790	2682.9379	2817.0848	2957.9390	3105.8360	.0000	
Effective Jun-11-2016 3.000%UNREP.		587	8	120 MO.	2,555	2,683	2,817	2,958	3,106	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		587	8	122 HR.	14.741	15.478	16.252	17.065	17.918	.000	
8810 C 1 0 1		587	8	123 BW.	1,179.31	1,238.28	1,300.19	1,365.20	1,433.46	.00	
PEG Production Specialist		588	8	PERS BASE	3149.1864	3306.6457	3471.9780	3645.5769	3827.8557	.0000	
Effective Jun-11-2016 3.000%UNREP.		588	8	120 MO.	3,149	3,307	3,472	3,646	3,828	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		588	8	122 HR.	18.168	19.077	20.031	21.032	22.084	.000	
8810 C 1 0 1		588	8	123 BW.	1,453.47	1,526.14	1,602.45	1,682.57	1,766.70	.00	
Safety Officer		633	8	PERS BASE	4521.1086	4747.1640	4984.5222	5233.7483	5495.4357	.0000	
Effective Jun-11-2016 3.000%UNREP.		633	8	120 MO.	4,521	4,747	4,985	5,234	5,495	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		633	8	122 HR.	26.083	27.387	28.757	30.195	31.704	.000	
9410 C 1 0 1 W		633	8	123 BW.	2,086.67	2,191.00	2,300.55	2,415.58	2,536.35	.00	
Code Enforcement Officer I		658	8	PERS BASE	4086.1353	4290.4421	4504.9642	4730.2124	4966.7230	.0000	
Effective Jun-11-2016 3.000%UNREP.		658	8	120 MO.	4,086	4,290	4,505	4,730	4,967	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		658	8	122 HR.	23.574	24.753	25.990	27.290	28.654	.000	
9410 C 1 0 1 W		658	8	123 BW.	1,885.91	1,980.20	2,079.21	2,183.17	2,292.33	.00	
Code Enforcement Officer II		659	8	PERS BASE	4395.3317	4615.0983	4845.8532	5088.1459	5342.5532	.0000	
Effective Jun-11-2016 3.000%UNREP.		659	8	120 MO.	4,395	4,615	4,846	5,088	5,343	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		659	8	122 HR.	25.358	26.626	27.957	29.355	30.822	.000	
9410 C 1 0 1 W		659	8	123 BW.	2,028.61	2,130.05	2,236.55	2,348.38	2,465.79	.00	
Senior Building Inspector		660	8	PERS BASE	4709.8160	4945.3068	5192.5722	5452.2008	5724.8108	.0000	
Effective Jun-11-2016 3.000%UNREP.		660	8	120 MO.	4,710	4,945	5,193	5,452	5,725	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS		660	8	122 HR.	27.172	28.531	29.957	31.455	33.028	.000	
9410 C 1 0 1 W		660	8	123 BW.	2,173.76	2,282.45	2,396.57	2,516.40	2,642.22	.00	

CITY OF LOMPOC
PAY SCHEDULE LIS/Active Categories
FILE: SCHFLS:PAYSCHED.MAS
City Non-Rep Year 3 at 3% Unit 8 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
Senior Code Enforcement Officer		661	8	PERS	BASE	4709.8160	4945.3068	5192.5722	5452.2008	5724.8108	.0000
Effective Jun-11-2016 3.000%UNREP.		661	8	120	MO.	4,710	4,945	5,193	5,452	5,725	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		661	8	122	HR.	27.172	28.531	29.957	31.455	33.028	.000
9410 C 1 0 1 W		661	8	123	BW.	2,173.76	2,282.45	2,396.57	2,516.40	2,642.22	.00
Solid Waste Code Enforcement Officer		721	8	PERS	BASE	4395.7048	4615.4900	4846.2645	5088.5777	5343.0066	.0000
Effective Jun-11-2016 3.000%UNREP.		721	8	120	MO.	4,396	4,615	4,846	5,089	5,343	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		721	8	122	HR.	25.360	26.628	27.959	29.357	30.825	.000
9410 C 1 0 2		721	8	123	BW.	2,028.79	2,130.23	2,236.74	2,348.57	2,466.00	.00
Solid Waste Program Technician		723	8	PERS	BASE	4121.5420	4327.6190	4544.0000	4771.2000	5009.7600	.0000
Effective Jun-11-2016 3.000%UNREP.		723	8	120	MO.	4,122	4,328	4,544	4,771	5,010	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		723	8	122	HR.	23.778	24.967	26.215	27.526	28.902	.000
9410 C 1 0 1		723	8	123	BW.	1,902.25	1,997.36	2,097.23	2,202.09	2,312.20	.00
Utility Conservation Representative		771	8	PERS	BASE	3856.5022	4049.3273	4251.7937	4464.3833	4687.6025	.0000
Effective Jun-11-2016 3.000%UNREP.		771	8	120	MO.	3,857	4,049	4,252	4,464	4,688	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		771	8	122	HR.	22.249	23.362	24.530	25.756	27.044	.000
9410 C 1 0 1		771	8	123	BW.	1,779.92	1,868.92	1,962.37	2,060.48	2,163.51	.00
Wireless Service Tech		831	8	PERS	BASE	3856.9871	4049.8364	4252.3283	4464.9447	4688.1919	.0000
Effective Jun-11-2016 3.000%UNREP.		831	8	120	MO.	3,857	4,050	4,252	4,465	4,688	0
W/C EEO-CL OT STBY PROB JOB-FLAGS		831	8	122	HR.	22.252	23.364	24.533	25.759	27.047	.000
8810 C 1 0 1		831	8	123	BW.	1,780.15	1,869.16	1,962.61	2,060.74	2,163.78	.00