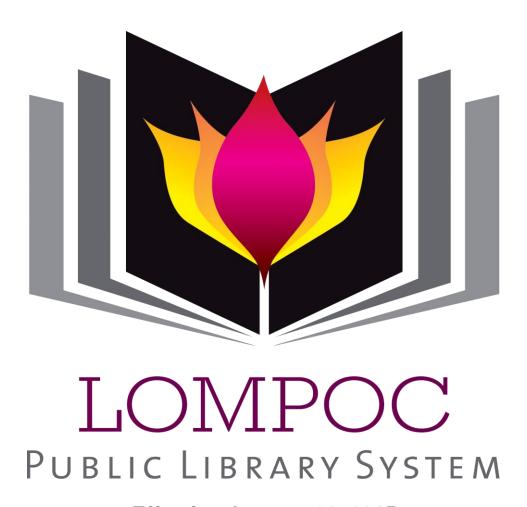
COMPENSATION PLAN

FOR LOMPOC PUBLIC LIBRARY MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL EMPLOYEES



Effective January 20, 2015

COMPENSATION PLAN FOR LOMPOC PUBLIC LIBRARY MANAGEMENT, SUPERVISORY, AND CONFIDENTIAL EMPLOYEES

The Lompoc Public Library (Library) Compensation Plan is approved by the Library Board of Trustees for the full time budgeted positions of Library Director, Librarian I, II and III, and Library Administrative Aide, that are in the Management, Supervisory, and Confidential classifications 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):

Effective Pay Period Beginning	a 9	<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 Human Resources Department 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.

ARTICLE 2

HEALTH AND WELFARE BENEFITS

2-1 The Library will continue to pay health and dental premiums at the City's current contribution rate for regular status full time employees.

	I	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 Library participates in the California Publice 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 Library 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 Library will contribute a 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

Library 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, a regular status part-time employee working a 20-hour per week work schedule will receive one-half of the Library 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 Library will pay 100% of the total City group health insurance premium, including employee's share.
 - **b.** During months four (4) through six (6), the Library 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 Library 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 Library 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 Library will provide optional continuation of health insurance benefits to eligible employees separating from Library service according to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).
- **2-7 Retiree Health and Dental Insurance:** The Library 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 Library 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.** Employees must be covered by the Citygroup 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 or the Library 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 or the Library, 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.
- In the event of the death of a retired Library 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 Library employee is ineligible for Medicare benefits because the City of Lompoc or the Library did not participate in the Social Security system, the retired Library employee will be removed from the City's's health plan at age 65 and he/she will be reimbursed for the cost of part A Medicare premiums.
- **h.** City or the Library 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 or the Library, 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/Library Service	10 Years
City of Santa Maria Service	15 Years
Total credit for the purpose of current	17.5 Years
retiree health and dental benefits	

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

Employees shall receive credit for temporary employment with the City or Library 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 Library'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 Library's MS&C Compensation Plan eligibility standards for Library's 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 Library, 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 Library 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 or Library reserves its right to determine the provider of life insurance.

2-9 Long-Term Disability Insurance: The Library 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 or Library 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

COMPENSATION FOR UNUSED VACATION/MANAGMENT 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 4

SICK LEAVE

- **4-1** Twelve days sick leave per year with unlimited accumulation is provided for the employees.
- 4-2 All employees working in positions covered by this Compensation Plan who have a period of full-time service with the City or Library 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.
- 4-3 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.]
- 4-4 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.
- **4-5** 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.
- 4-6 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.

4-6 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

4-7 Sick Leave Incentive: Employees with a minimum of one (1) year full-time 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 5

VACATION LEAVE ACCRUAL

Full-time regular status employees who have served more than six months in the City or Library 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 administrative leave days for exempt or non-exempt employees. (See Article 3.)

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 or Library service shall be credited with their prior service time for determining their vacation accrual rate.

ARTICLE 6

PERS RETIREMENT BENEFITS

6-1 For those Miscellaneous member employees hired prior to November 19, 2011, the Library 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 three year average of compensation (Section 7522.32).

- **6-2** The Library 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).

6-3 PERS Member Contributions:

Miscellaneous Members: The employee is responsible for paying the entire employee contribution related to the PERS retirement formula for which they are eligible. The Library 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 7

HOLIDAYS

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 and authorized by the Library Board of Trustees.

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.

The Library Board of Trustees establishes the Library holiday observance schedule.

ARTICLE 8

ACTING PAY

8-1 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 9

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 Library Director or his/her 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 10

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 11

TUITION REIMBURSEMENT

The Library will provide tuition reimbursement for college courses in accordance with City's Personnel Procedures Manual Chapter 43 "Tuition Reimbursement for College/University Courses." In addition, the Library 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 designated Library 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, 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 Library Board of Trustees shall adopt a new Compensation Plan for Management, Supervisory, and Confidential employees.

CITY OF LOMPOC PAY SCHEDULE LIS/Active Categories FILE: SCHFLS:PAYSCHED.MAS Library MS&C Year 1 at 1% effective 1-24-2015

Title and JOB CATEGORY JOB	CONTROL PTS
Librarian	
W/C EEO-CL OT STBY PROB JOB-FLAGS 400 6 132 HR. 20.704 21.739 22.826 23.967 25.166 .000	==== =======
B810 B 0 0 2 Ic 400 6 133 BW. 1,656.30 1,739.12 1,826.07 1,917.38 2,013.24 .00	
Librarian II	
Effective Jan-24-2015 1.000%LIBRARY	
W/C EEO-CL OT STBY PROB JOB-FLAGS	
B810 B 0 0 2 CW 405 6 133 BW 1,826.09 1,917.40 2,013.27 2,113.93 2,219.63 .00	
Librarian III	
Effective Jan-24-2015 1.000%LIBRARY 410 6 130 MO. 4,364 4,583 4,812 5,052 5,305 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 410 6 132 HR. 25.179 26.438 27.760 29.148 30.605 .000 8810 B 0 0 2 lc 410 6 133 BW. 2,014.31 2,115.03 2,220.78 2,331.82 2,448.41 .00 Librarian Administrative Aide 415 6 PERS BASE 3126.4527 3282.7753 3446.9141 3619.2598 3800.2228 .0000 Effective Jan-24-2015 1.000%LIBRARY 415 6 130 MO. 3,126 3,283 3,447 3,619 3,800 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 415 6 132 HR. 18.037 18.939 19.886 20.880 21.924 .000 8810 F 0 0 1 lcW 415 6 133 BW. 1,442.98 1,515.13 1,590.88 1,670.43 1,753.95 .00 Library Assistant II 425 6 PERS BASE 3350.9011 3518.4461 3694.3684 3879.0869 4073.0412 .0000 W/C EEO-CL OT STBY PROB JOB-FLAGS 425 6 132 HR. 19.332 20.299 21.314 22.379 23.498 .000 8810 E 1 0 1 425 6 133 BW. 1,546.57 1,623.90 1,705.09 1,790.35 1,879.87 .00 Library Clerical Aide 428 6 PERS BASE 1578.1053 1657.0106 1739.8611 1826.8542 1918.1969 .0000 Effective Jan-24-2015 1.000%LIBRARY 428 6 130 MO. 1,578 1,657 1,740 1,827 1,918 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 428 6 133 BW. 1,578.305 10.038 10.540 11.067 .000 8810 F 1 0 1 428 6 133 BW. 728.36 764.77 803.01 843.16 885.32 .00 Library Clerical III 440 6 133 BW. 728.36 764.77 803.01 843.16 885.32 .00 Library Clerical III 440 6 133 BW. 1,2763 2,901 3,047 3,199 3,359 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 440 6 132 HR. 15.942 16.739 17.576 18.455 19.378 .000 8810 F 1 0 1 426 6 133 BW. 1,275.37 1,339.14 1,406.10 1,476.40 1,550.22 .00 Library Computer Technician 442 6 PERS BASE 3199.3677 3359.3361 3527.3029 3703.6680 3888.8514 .0000 BEffective Jan-24-2015 1.000%LIBRARY 442 6 130 MO. 3,199 3,359 3,527 3,704 3,889 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 442 6 130 MO. 3,199 3,359 3,527 3,704 3,889 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 442 6 130 MO. 3,199 3,359 3,527 3,704 3,889 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 442 6 130 MO. 3,199 3,359 3,527 3,704 3,889 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 442 6 130 MO. 3,199 3,359 3,527 3,704 3,889 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 442 6 130 MO. 3,199	
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8810 C 1 0 1 442 6 133 BW. 1,476.63 1,550.46 1,627.99 1,709.39 1,794.85 .00	
Library Director 445 6 PERS BASE 6508.7275 6834.1638 7175.8720 7534.6656 7911.3989 .0000	
Effective Jan-24-2015 1.000%LIBRARY 445 6 130 MO. 6,509 6,834 7,176 7,535 7,911 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 445 6 132 HR. 37.550 39.428 41.399 43.469 45.643 .000	
W/C EEO-CL OT STBY PROB JOB-FLAGS 445 6 132 HR. 37.550 39.428 41.399 43.469 45.643 .000 8810 A 0 0 2 HIPcW 445 6 133 BW. 3,004.03 3,154.23 3,311.94 3,477.54 3,651.41 .00	
0010 A 0 0 2 Till CW 443 0 133 BW. 3,004.03 3,134.23 3,311.34 3,477.34 3,031.41 .00	
Library Monitor 450 6 PERS BASE .0000 .0000 .0000 .0000 .0000 .0000	
Effective Jan-24-2015 1.000%LIBRARY 450 6 130 MO. 0 0 0 0 0 0 0 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 450 6 132 HR000 .000 .000 .000 .000 .000	
W/C EEO-CL OT STBY PROB JOB-FLAGS 450 6 132 HR000 .000 .000 .000 .000 .000 .000	
.00 .00 .00 .00 .00 .00 .00 .00	
Library Systems Technician 457 6 PERS BASE 3224.2632 3385.4764 3554.7502 3732.4877 3919.1121 .0000	
Effective Jan-24-2015 1.000%LIBRARY 457 6 130 MO. 3,224 3,385 3,555 3,732 3,919 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 457 6 132 HR. 18.602 19.532 20.508 21.534 22.610 .000	
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library Literary Coordinator 447 6 DEDC DACE 3446 7055 3640 4353 3000 0034 3000 0067 4400 6045 0000	
Library Literacy Coordinator 447 6 PERS BASE 3446.7955 3619.1353 3800.0921 3990.0967 4189.6015 .0000 Effective Jan-24-2015 1.000% LIBRARY 447 6 130 MO. 3,447 3,619 3,800 3,990 4,190 0	
Effective Jan-24-2015 1.000%LIBRARY 447 6 130 MO. 3,447 3,619 3,800 3,990 4,190 0 W/C EEO-CL OT STBY PROB JOB-FLAGS 447 6 132 HR. 19.885 20.880 21.924 23.020 24.171 .000	
8810 F 1 0 1 W 447 6 133 BW. 1,590.83 1,670.37 1,753.89 1,841.58 1,933.66 .00	

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

Library MS&C Year 1 at 1% effective 1-24-2015

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												CONTROL PTS
	TITLE and JOB CATEGORY JOB	CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	or STEP-G
		===	=	====	=====	=======	=======	=======	=======	=======	=======	========
	Library Staff Assistant	458	6	PERS	BASE	3126.3003	3282.6153	3446.7460	3619.0833	3800.0375	.0000	
	Effective Jan-24-2015 1.000%LIBRARY	458	6	130	MO.	3,126	3,283	3,447	3,619	3,800	0	
	W/C EEO-CL OT STBY PROB JOB-FLAGS	458	6	132	HR.	18.036	18.938	19.885	20.879	21.923	.000	
	8810 F 1 0 1	458	6	133	BW.	1,442.91	1,515.05	1,590.81	1,670.35	1,753.86	.00	

CITY OF LOMPOC PAY SCHEDULE LIS/Active Categories FILE: SCHFLS:PAYSCHED.MAS Library MS&C Year 2 at 2% effective 6-13-2015

S&C Year 2 at 2% effective 6-13-2015	
	CONTROL PTS

TITLE LIED CATEGORY IOD	04T 11 DEDG		CTED 4	CTED D	CT50.0	CT50.0	CTED 5	CT50.5	CONTROL PTS
TITLE and JOB CATEGORY JOB	CAT U PERS === = ====	=====	STEP-A = =======	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	or STEP-G = =======
Librarian I	400 6 PERS	BASE				4237.3990			
Effective Jun-13-2015 2.000%LIBRARY	400 6 130	MO.	3,660	3,843	4,036	4,237	4,449	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	400 6 132	HR.	21.118	22.174	23.282	24.447	25.669	.000	
8810 B 0 0 2 Ic	400 6 133	BW.	1,689.43	1,773.90	1,862.59	1,955.72	2,053.51	.00	
Librarian II	405 6 PERS	BASE	4035.6644	4237.4476	4449.3200	4671.7860	4905.3753	.0000	
Effective Jun-13-2015 2.000%LIBRARY	405 6 130	MO.	4,036	4,237	4,449	4,672	4,905	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	405 6 132	HR.	23.283	24.447	25.669	26.953	28.300	.000	
8810 B 0 0 2 IcW	405 6 133	BW.	1,862.61	1,955.75	2,053.53	2,156.21	2,264.02	.00	
Librarian III	410 6 PERS	BASE	4451.6261	4674.2075	4907.9178	5153.3137	5410.9794	.0000	
Effective Jun-13-2015 2.000%LIBRARY	410 6 130	MO.	4,452	4,674	4,908	5,153	5,411	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	410 6 132	HR.	25.682	26.967	28.315	29.731	31.217	.000	
8810 B 0 0 2 lc	410 6 133	BW.	2,054.60	2,157.33	2,265.19	2,378.45	2,497.38	.00	
Librarian Administrative Aide	415 6 PERS	BASE		3348.4309			3876.2273		
Effective Jun-13-2015 2.000%LIBRARY	415 6 130	MO.	3,189	3,348	3,516	3,692	3,876	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS 8810 F 0 0 1 IcW	415 6 132	HR. BW.	18.398	19.318	20.284	21.298	22.363	.000	
8810 F 0 0 1 ICW	415 6 133	BVV.	1,471.84	1,545.43	1,622.70	1,703.84	1,789.03	.00	
Library Assistant II	425 6 PERS	BASE		3588.8150			4154.5020		
Effective Jun-13-2015 2.000%LIBRARY	425 6 130	MO.	3,418	3,589	3,768	3,957	4,155	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS 8810 E 1 0 1	425 6 132 425 6 133	HR. BW.	19.719 1,577.50	20.705 1,656.38	21.740 1,739.19	22.827 1,826.15	23.968 1,917.46	.000 .00	
8810 E 1 0 1	425 0 155	DVV.	1,577.50	1,030.38	1,759.19	1,020.15	1,917.40	.00	
Library Clerical Aide	428 6 PERS	BASE	1609.6674	1690.1508	1774.6583	1863.3912	1956.5608	.0000	
Effective Jun-13-2015 2.000%LIBRARY	428 6 130	MO.	1,610	1,690	1,775	1,863	1,957	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	428 6 132	HR.	9.287	9.751	10.238	10.750	11.288	.000	
8810 F 1 0 1	428 6 133	BW.	742.92	780.07	819.07	860.03	903.03	.00	
Library Clerk III	440 6 PERS	BASE	2818.5687	2959.4972	3107.4720	3262.8456	3425.9879	.0000	
Effective Jun-13-2015 2.000%LIBRARY	440 6 130	MO.	2,819	2,959	3,107	3,263	3,426	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	440 6 132	HR.	16.261	17.074	17.928	18.824	19.765	.000	
8810 F 1 0 1	440 6 133	BW.	1,300.88	1,365.92	1,434.22	1,505.93	1,581.23	.00	
Library Computer Technician	442 6 PERS	BASE	3263.3550	3426.5228	3597.8489	3777.7413	3966.6284	.0000	
Effective Jun-13-2015 2.000%LIBRARY	442 6 130	MO.	3,263	3,427	3,598	3,778	3,967	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	442 6 132	HR.	18.827	19.768	20.757	21.795	22.884	.000	
8810 C 1 0 1	442 6 133	BW.	1,506.16	1,581.47	1,660.55	1,743.57	1,830.75	.00	
Library Director	445 6 PERS	BASE				7685.3590			
Effective Jun-13-2015 2.000%LIBRARY	445 6 130	MO.	6,639	6,971	7,319	7,685	8,070	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	445 6 132	HR.	38.301	40.216	42.227	44.339	46.556	.000	
8810 A 0 0 2 HIPcW	445 6 133	BW.	3,064.11	3,217.31	3,378.18	3,547.09	3,724.44	.00	
Library Literacy Coordinator	447 6 PERS	BASE				4069.8986			
Effective Jun-13-2015 2.000%LIBRARY	447 6 130	MO.	3,516	3,692	3,876	4,070	4,273	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	447 6 132	HR.	20.283	21.297	22.362	23.480	24.654	.000	
8810 F 1 0 1 W	447 6 133	BW.	1,622.65	1,703.78	1,788.97	1,878.41	1,972.34	.00	
Library Monitor	450 6 PERS	BASE	.0000	.0000	.0000	.0000	.0000	.0000	
Effective Jun-13-2015 2.000%LIBRARY	450 6 130	MO.	0	0	0	0	0	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	450 6 132	HR.	.000	.000	.000	.000	.000	.000	
8810 F 1 0 1	450 6 133	BW.	.00	.00	.00	.00	.00	.00	
Library Systems Technician	457 6 PERS	BASE	3288.7485	3453.1859	3625.8452	3807.1374	3997.4943	.0000	
Effective Jun-13-2015 2.000%LIBRARY	457 6 130	MO.	3,289	3,453	3,626	3,807	3,997	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	457 6 132	HR.	18.974	19.922	20.918	21.964	23.062	.000	
8810 C 1 0 1	457 6 133	BW.	1,517.88	1,593.78	1,673.47	1,757.14	1,845.00	.00	

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

Library MS&C Year 2 at 2% effective 6-13-2015

													CONTROL PTS
	TITLE and JOB CATEGORY	JOB	CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	or STEP-G
	=======================================	========	===	=	====	=====	=======	=======	=======	=======	=======	=======	=======
	Library Staff Assistant		458	6	PERS	BASE	3188.8263	3348.2676	3515.6810	3691.4650	3876.0383	.0000	
	Effective Jun-13-2015 2.000%LI	BRARY	458	6	130	MO.	3,189	3,348	3,516	3,691	3,876	0	
	W/C EEO-CL OT STBY PROB JC	B-FLAGS	458	6	132	HR.	18.397	19.317	20.283	21.297	22.362	.000	
	8810 F 1 0 1		458	6	133	BW.	1,471.77	1,545.35	1,622.62	1,703.75	1,788.94	.00	

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PAY SCHEDULE LIS/Active Categories FILE: SCHFLS:PAYSCHED.MAS Library MS&C Year 3 at 3% effective 6-11-2016

CONTROL PTS

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 ==========
Librarian I	400 6 PERS	BASE				4364.5210			
Effective Jun-11-2016 3.000%LIBRARY	400 6 130	MO.	3,770	3,959	4,157	4,365	4,583	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	400 6 132	HR.	21.751	22.839	23.981	25.180	26.439	.000	
8810 B 0 0 2 Ic	400 6 133	BW.	1,740.11	1,827.12	1,918.47	2,014.39	2,115.11	.00	
Librarian II	405 6 PERS	BASE				4811.9396			
Effective Jun-11-2016 3.000%LIBRARY	405 6 130	MO.	4,157	4,365	4,583	4,812	5,053	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	405 6 132	HR.	23.981	25.180	26.439	27.761	29.149	.000	
8810 B 0 0 2 IcW	405 6 133	BW.	1,918.49	2,014.42	2,115.14	2,220.90	2,331.94	.00	
Librarian III	410 6 PERS	BASE				5307.9131			
Effective Jun-11-2016 3.000%LIBRARY	410 6 130	MO.	4,585	4,814	5,055	5,308	5,573	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	410 6 132	HR.	26.453	27.776	29.164	30.623	32.154	.000	
8810 B 0 0 2 Ic	410 6 133	BW.	2,116.23	2,222.05	2,333.15	2,449.81	2,572.30	.00	
Librarian Administrative Aide	415 6 PERS	BASE				3802.3944			
Effective Jun-11-2016 3.000%LIBRARY	415 6 130	MO.	3,285	3,449	3,621	3,802	3,993	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	415 6 132	HR.	18.950	19.897	20.892	21.937	23.034	.000	
8810 F 0 0 1 lcW	415 6 133	BW.	1,515.99	1,591.79	1,671.38	1,754.95	1,842.70	.00	
Library Assistant II	425 6 PERS	BASE	3520.4567			4075.3687			
Effective Jun-11-2016 3.000%LIBRARY	425 6 130	MO.	3,520	3,696	3,881	4,075	4,279	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	425 6 132	HR.	20.310	21.326	22.392	23.512	24.687	.000	
8810 E 1 0 1	425 6 133	BW.	1,624.83	1,706.07	1,791.37	1,880.94	1,974.99	.00	
Library Clerical Aide	428 6 PERS	BASE	1657.9574	1740.8553	1827.8980	1919.2930	2015.2576	.0000	
Effective Jun-11-2016 3.000%LIBRARY	428 6 130	MO.	1,658	1,741	1,828	1,919	2,015	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	428 6 132	HR.	9.565	10.043	10.546	11.073	11.626	.000	
8810 F 1 0 1	428 6 133	BW.	765.21	803.47	843.65	885.83	930.12	.00	
Library Clerk III	440 6 PERS	BASE	2903.1258	3048.2820	3200.6961	3360.7310	3528.7675	.0000	
Effective Jun-11-2016 3.000%LIBRARY	440 6 130	MO.	2,903	3,048	3,201	3,361	3,529	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	440 6 132	HR.	16.749	17.586	18.466	19.389	20.358	.000	
8810 F 1 0 1	440 6 133	BW.	1,339.90	1,406.90	1,477.24	1,551.11	1,628.66	.00	
Library Computer Technician	442 6 PERS	BASE	3361.2557	3529.3185	3705.7844	3891.0736	4085.6273	.0000	
Effective Jun-11-2016 3.000%LIBRARY	442 6 130	MO.	3,361	3,529	3,706	3,891	4,086	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	442 6 132	HR.	19.392	20.361	21.380	22.449	23.571	.000	
8810 C 1 0 1	442 6 133	BW.	1,551.35	1,628.92	1,710.36	1,795.88	1,885.67	.00	
Library Director	445 6 PERS	BASE	6838.0691	7179.9725	7538.9712	7915.9197	8311.7157	.0000	
Effective Jun-11-2016 3.000%LIBRARY	445 6 130	MO.	6,838	7,180	7,539	7,916	8,312	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	445 6 132	HR.	39.450	41.423	43.494	45.669	47.952	.000	
8810 A 0 0 2 HIPcW	445 6 133	BW.	3,156.03	3,313.83	3,479.53	3,653.50	3,836.18	.00	
Library Literacy Coordinator	447 6 PERS	BASE	3621.2033	3802.2635	3992.3767	4191.9955	4401.5953		
Effective Jun-11-2016 3.000%LIBRARY	447 6 130	MO.	3,621	3,802	3,992	4,192	4,402	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	447 6 132	HR.	20.892	21.936	23.033	24.185	25.394	.000	
8810 F 1 0 1 W	447 6 133	BW.	1,671.32	1,754.89	1,842.64	1,934.77	2,031.51	.00	
Library Monitor	450 6 PERS	BASE	.0000	.0000	.0000	.0000	.0000	.0000	
Effective Jun-11-2016 3.000%LIBRARY	450 6 130	MO.	0	0	0	0	0	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	450 6 132	HR.	.000	.000	.000	.000	.000	.000	
8810 F 1 0 1	450 6 133	BW.	.00	.00	.00	.00	.00	.00	
Library Systems Technician	457 6 PERS	BASE	3387.4109	3556.7814	3734.6205	3921.3515	4117.4191	.0000	
Effective Jun-11-2016 3.000%LIBRARY	457 6 130	MO.	3,387	3,557	3,735	3,921	4,117	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	457 6 132	HR.	19.543	20.520	21.546	22.623	23.754	.000	
8810 C 1 0 1	457 6 133	BW.	1,563.42	1,641.59	1,723.67	1,809.85	1,900.35	.00	

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PAY SCHEDULE LIS/Active Categories FILE: SCHFLS:PAYSCHED.MAS Library MS&C Year 3 at 3% effective 6-11-2016

CONTROL	DTC

											CONTROLFIS
TITLE and JOB CATEGORY JOB	CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F	or STEP-G
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Library Staff Assistant	458	6 1	PERS	BASE	3284.4911	3448.7156	3621.1514	3802.2090	3992.3194	.0000	
Effective Jun-11-2016 3.000%LIBRARY	458	6	130	MO.	3,284	3,449	3,621	3,802	3,992	0	
W/C EEO-CL OT STBY PROB JOB-FLAGS	458	6	132	HR.	18.949	19.896	20.891	21.936	23.033	.000	
8810 F 1 0 1	458	6	133	BW.	1,515.92	1,591.71	1,671.30	1,754.87	1,842.61	.00	