

**MOORPARK CITY COUNCIL
AGENDA REPORT**

TO: Honorable City Council

FROM: Deborah S. Traffenstedt, Administrative Services Director *DST*

DATE: June 24, 2008 (CC Meeting of 7/2/08)

SUBJECT: Consider Resolution Amending the Salary Plan for Competitive Service, Non-Competitive Service, and Hourly Employees and Rescinding Resolution No. 2008-2720

BACKGROUND AND DISCUSSION

Attached to this report is a draft resolution amending the Salary Plan. The amendment is proposed to implement a cost-of-living adjustment of 1.5 percent, consistent with the approved Memorandum of Understanding (MOU) with SEIU Local 721. The Salary Schedules attached as Exhibit A to the draft Salary Plan resolution reflect the proposed cost-of-living adjustment.

FISCAL IMPACT

No budget amendment is needed to implement the revised Salary Plan, as the cost-of-living increase is included in the proposed Fiscal Year 2008-2009 budget.

STAFF RECOMMENDATION

Adopt Resolution No. 2008-_____.

Attachment: Draft Salary Plan Resolution including Salary Schedules

RESOLUTION NO. 2008-2720

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOORPARK, CALIFORNIA, AMENDING THE SALARY PLAN FOR COMPETITIVE SERVICE, NON-COMPETITIVE SERVICE AND HOURLY EMPLOYEES, AND RESCINDING RESOLUTION NO. 2008-2720

WHEREAS, the City Council at its meeting on June 4, 2008, adopted a Salary Plan to change the title of the Competitive Service Recreation Supervisor position to Recreation Specialist, add a Recreation Supervisor Management position at Range 62 of the Salary Plan, and to correct the alphabetical order for the Assistant Engineer position; and

WHEREAS, revisions to the Salary Plan are now proposed to implement a 1.5 percent (1.5%) cost-of-living adjustment (as calculated by the City's Pentamation Accounting Software).

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF MOORPARK DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The Salary Plan of hourly rates is hereby adopted for all of the positions herein listed:

<u>Non-Competitive Service Positions*</u>	<u>Salary Range</u>
City Manager	99
Assistant City Manager	91
Deputy City Manager	89
Administrative Services Director	87
City Engineer/Public Works Director	87
Community Development Director	87
Parks, Recreation & Community Services Director	87
Public Works Director	87
Assistant to City Manager/City Clerk	83
Finance Director	83
Planning Director	83
Assistant City Engineer	77
Parks and Landscape Manager	77
Planning Manager	77
Redevelopment Manager	77
Senior Civil Engineer	77
Administrative Services Manager	75
Budget and Finance Manager	75
Finance/Accounting Manager	71

* All Non-Competitive Service Positions are exempt from payment of overtime.

<u>Non-Competitive Service Positions*</u>	<u>Salary Range</u>
Information Systems Manager	71
Recreation/Community Services Manager	71
Accountant II	67
Associate Civil Engineer	67
Landscape/Parks Maintenance Superintendent	67
Principal Planner	67
Public Works Superintendent	67
Senior Information Systems Analyst	67
Senior Management Analyst	67
Accountant I	62
Active Adult Center Supervisor	62
Assistant City Clerk	62
Assistant Engineer	62
Human Resources Analyst	62
Information Systems Analyst	62
Management Analyst	62
Parks and Facilities Supervisor	62
Public Works Supervisor	62
Recreation Supervisor	62

<u>Competitive Service Positions</u>	<u>Salary Range</u>
Senior Planner**	64
Associate Planner	60
Human Resources Specialist	59
Maintenance Supervisor	59
Recreation Specialist	59
Vector/Animal Control Specialist	59
Assistant Planner II	56
Administrative Specialist	53
Executive Secretary	53
Human Resources Assistant	53
Senior Account Technician	53
Code Compliance Technician II	51
Account Technician II	51
Active Adult Center Coordinator	51
Assistant Planner I	51
Deputy City Clerk II	51
Information Systems Technician II	51
Recreation Coordinator II	51
Facilities Technician	49
Administrative Assistant	48
Community Services Technician	48
Deputy City Clerk I	48
Vector/Animal Control Technician	48

* All Non-Competitive Service Positions are exempt from payment of overtime.

** Competitive Service positions designated as exempt from the payment of overtime.

Competitive Service Positions**Salary Range**

Recreation Coordinator I	47
Senior Maintenance Worker	47
Account Technician I	46
Information Systems Technician I	46
Administrative Secretary	45
Community Development Technician	45
Code Compliance Technician I	43
Maintenance Worker III	43
Crossing Guard Supervisor	41
Records Clerk	41
Secretary II	41
Maintenance Worker II	39
Teen Coordinator	39
Account Clerk II	38
Account Clerk I	34
Recreation Leader IV	34
Secretary I	33
Recreation Assistant	32
Maintenance Worker I	31
Receptionist	31
Office Assistant III	29
Office Assistant II	24

Hourly Positions*****Salary Range**

Program Director	32
Recreation Leader III	32
Senior Nutrition Coordinator	32
Intern	30
Laborer/Custodian III	28
Recreation Leader II	22
Office Assistant I	20
Laborer/Custodian II	18
Clerical Aide/Crossing Guard	18
Crossing Guard	18
Box Office Cashier	14
Clerical Aide II	14
Recreation Leader I	14
Laborer/Custodian I	10
Clerical Aide I	6
Recreation Aide	6

*** An employee in a designated hourly position may be hired as regular part-time, consistent with the definition in the City's Personnel Rules.

SECTION 2. The corresponding salaries for the ranges established in Section 1 of this resolution are attached hereto and incorporated herein as the "Hourly Salary Schedule" Table. The Bi-Weekly Salary for each range may be calculated by multiplying the Hourly Salary by two thousand eighty (2,080) hours and dividing that calculation by twenty six (26) pay periods. The Monthly Salary for each range may be calculated by multiplying the Hourly Salary by two thousand eighty (2,080) hours and dividing that calculation by twelve (12) months. The Annual Salary for each range may be calculated by multiplying the Hourly Salary by two thousand eighty (2,080) hours. The "Bi-Weekly Salary Schedule" and "Monthly Salary Schedule" attached to this resolution are for information purposes, only, since calculations are approximate due to rounding differences.

SECTION 3. The Salary Plan is based on ranges of two and one-half percent (2.5%) and step increases of two and one-half percent (2.5%) with a total of thirteen (13) steps.

SECTION 4. City shall continue to pay a deferred compensation contribution into a City approved deferred compensation program, for enrolled regular full-time and regular part-time employees, and the contribution amount shall be as follows: City Manager - Three percent (3.0%) of gross base salary, Department Head positions – two and one-half percent (2.5%) of gross base salary, and all other Management and Competitive Service regular full-time and regular part-time positions – Two percent (2.0%) of gross base salary. Gross base salary is defined as wages paid as described in the Salary Plan Schedule (reference Section 2, herein) and including longevity pay; and excluding bilingual pay, in-lieu insurance payment, uniform cleaning allowance, leave cash-out, overtime pay, car and cellular telephone allowances, and deferred compensation payment.

SECTION 5. Bilingual pay compensation for Spanish language bilingual skills shall be paid to qualified regular full-time and part-time employees, consistent with the qualification requirements approved in a Memorandum of Understanding between the City of Moorpark and the Service Employees International Union CTW, CLC, Local 721, and to qualified non-competitive service employees consistent with a City Council adopted management benefits resolution. Qualification for bilingual pay shall be determined by the City Manager at his or her sole discretion. The current rates per an approved MOU and management benefits resolution are: forty cents (\$.40) per hour for verbal bilingual pay, for all hours actually worked, and including annual leave, vacation leave, City holidays, and sick leave, but not for disability leave or other unpaid leave, for up to forty (40) hours per week; and fifty cents (\$.50) per hour for combined verbal/written bilingual pay, for all hours actually worked, and including annual leave, vacation leave, City holidays, and sick leave, but not for disability leave or other unpaid leave, for up to forty (40) hours per week.

SECTION 6. Longevity pay compensation shall be paid to qualified regular full-time and part-time employees, consistent with the qualification requirements approved in a Memorandum of Agreement between the City of Moorpark and the Service Employees International Union CTW, CLC, Local 721 as follows:

- 121 to 180 Months of service – one-percent (1%),
- 181 to 240 Months of service – one and one-half percent (1.5%),
- 241 to 300 Months of service – two percent (2.0%)
- 301 or more Months of service – two and one-half percent (2.5%); and

Longevity pay compensation shall be paid to qualified Non-Competitive Service employees consistent with the qualification requirements approved in a City Council adopted management benefits resolution as follows:

Department Heads and City Manager

- 61 to 120 Months of service – one percent (1.0%)
- 121 to 180 Months of service – one and one-half percent (1.5%)
- 241 to 300 Months of service – two and one-half percent (2.5%)
- 301 or more Months of service – three percent (3.0%)

Management Employees

- 121 to 180 Months of service – one percent (1.0%)
- 181 to 240 Months of service – one and one-half percent (1.5%)
- 241 to 300 Months of service – two percent (2.0%)
- 301 or more Months of service – two and one-half percent (2.5%).

SECTION 7. Implementation of salary adjustments for positions noted in Section 1, herein, shall be limited by the performance review system. Employees shall be evaluated prior to their anniversary date, and salary adjustments shall be effective as of the first day of the pay period in which the anniversary date occurs.

SECTION 8. The implementation of this Salary Plan shall be effective beginning with the paycheck dated July 25, 2008.

SECTION 9. Resolution No. 2008-2720 is hereby rescinded in its entirety.

SECTION 10. The City Clerk shall certify to the adoption of this resolution and shall cause a certified resolution to be filed in the book of original resolutions.

PASSED AND ADOPTED this 2nd day of July, 2008.

Patrick Hunter, Mayor

ATTEST:

Maureen Benson, Assistant City Clerk

Exhibit A: Salary Schedules
(Hourly, Bi-weekly, and Monthly)

EXHIBIT A

EXHIBIT A
CITY OF MOORPARK
HOURLY SALARY SCHEDULE
EFFECTIVE WITH PAYCHECK DATED JULY 25, 2008

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
6	7.83	8.03	8.23	8.43	8.66	8.87	9.07	9.31	9.54	9.78	10.02	10.27	10.54
7	8.03	8.23	8.43	8.66	8.87	9.07	9.31	9.54	9.78	10.02	10.27	10.54	10.80
8	8.23	8.43	8.66	8.87	9.07	9.31	9.54	9.78	10.02	10.27	10.54	10.80	11.06
9	8.43	8.66	8.87	9.07	9.31	9.54	9.78	10.02	10.27	10.54	10.80	11.06	11.36
10	8.66	8.87	9.07	9.31	9.54	9.78	10.02	10.27	10.54	10.80	11.06	11.36	11.63
11	8.87	9.07	9.31	9.54	9.78	10.02	10.27	10.54	10.80	11.06	11.36	11.63	11.93
12	9.07	9.31	9.54	9.78	10.02	10.27	10.54	10.80	11.06	11.36	11.63	11.93	12.22
13	9.31	9.54	9.78	10.02	10.27	10.54	10.80	11.06	11.36	11.63	11.93	12.22	12.53
14	9.54	9.78	10.02	10.27	10.54	10.80	11.06	11.36	11.63	11.93	12.22	12.53	12.85
15	9.78	10.02	10.27	10.54	10.80	11.06	11.36	11.63	11.93	12.22	12.53	12.85	13.16
16	10.02	10.27	10.54	10.80	11.06	11.36	11.63	11.93	12.22	12.53	12.85	13.16	13.49
17	10.27	10.54	10.80	11.06	11.36	11.63	11.93	12.22	12.53	12.85	13.16	13.49	13.82
18	10.54	10.80	11.06	11.36	11.63	11.93	12.22	12.53	12.85	13.16	13.49	13.82	14.17
19	10.80	11.06	11.36	11.63	11.93	12.22	12.53	12.85	13.16	13.49	13.82	14.17	14.51
20	11.06	11.36	11.63	11.93	12.22	12.53	12.85	13.16	13.49	13.82	14.17	14.51	14.89
21	11.36	11.63	11.93	12.22	12.53	12.85	13.16	13.49	13.82	14.17	14.51	14.89	15.26
22	11.63	11.93	12.22	12.53	12.85	13.16	13.49	13.82	14.17	14.51	14.89	15.26	15.64
23	11.93	12.22	12.53	12.85	13.16	13.49	13.82	14.17	14.51	14.89	15.26	15.64	16.03
24	12.22	12.53	12.85	13.16	13.49	13.82	14.17	14.51	14.89	15.26	15.64	16.03	16.43
25	12.53	12.85	13.16	13.49	13.82	14.17	14.51	14.89	15.26	15.64	16.03	16.43	16.85
26	12.85	13.16	13.49	13.82	14.17	14.51	14.89	15.26	15.64	16.03	16.43	16.85	17.27
27	13.16	13.49	13.82	14.17	14.51	14.89	15.26	15.64	16.03	16.43	16.85	17.27	17.70
28	13.49	13.82	14.17	14.51	14.89	15.26	15.64	16.03	16.43	16.85	17.27	17.70	18.14
29	13.82	14.17	14.51	14.89	15.26	15.64	16.03	16.43	16.85	17.27	17.70	18.14	18.59
30	14.17	14.51	14.89	15.26	15.64	16.03	16.43	16.85	17.27	17.70	18.14	18.59	19.05
31	14.51	14.89	15.26	15.64	16.03	16.43	16.85	17.27	17.70	18.14	18.59	19.05	19.53
32	14.89	15.26	15.64	16.03	16.43	16.85	17.27	17.70	18.14	18.59	19.05	19.53	20.02
33	15.26	15.64	16.03	16.43	16.85	17.27	17.70	18.14	18.59	19.05	19.53	20.02	20.51
34	15.64	16.03	16.43	16.85	17.27	17.70	18.14	18.59	19.05	19.53	20.02	20.51	21.03
35	16.03	16.43	16.85	17.27	17.70	18.14	18.59	19.05	19.53	20.02	20.51	21.03	21.57
36	16.43	16.85	17.27	17.70	18.14	18.59	19.05	19.53	20.02	20.51	21.03	21.57	22.11
37	16.85	17.27	17.70	18.14	18.59	19.05	19.53	20.02	20.51	21.03	21.57	22.11	22.64
38	17.27	17.70	18.14	18.59	19.05	19.53	20.02	20.51	21.03	21.57	22.11	22.64	23.21
39	17.70	18.14	18.59	19.05	19.53	20.02	20.51	21.03	21.57	22.11	22.64	23.21	23.79
40	18.14	18.59	19.05	19.53	20.02	20.51	21.03	21.57	22.11	22.64	23.21	23.79	24.39
41	18.59	19.05	19.53	20.02	20.51	21.03	21.57	22.11	22.64	23.21	23.79	24.39	25.00
42	19.05	19.53	20.02	20.51	21.03	21.57	22.11	22.64	23.21	23.79	24.39	25.00	25.63
43	19.53	20.02	20.51	21.03	21.57	22.11	22.64	23.21	23.79	24.39	25.00	25.63	26.27
44	20.02	20.51	21.03	21.57	22.11	22.64	23.21	23.79	24.39	25.00	25.63	26.27	26.93
45	20.51	21.03	21.57	22.11	22.64	23.21	23.79	24.39	25.00	25.63	26.27	26.93	27.60
46	21.03	21.57	22.11	22.64	23.21	23.79	24.39	25.00	25.63	26.27	26.93	27.60	28.28
47	21.57	22.11	22.64	23.21	23.79	24.39	25.00	25.63	26.27	26.93	27.60	28.28	29.00
48	22.11	22.64	23.21	23.79	24.39	25.00	25.63	26.27	26.93	27.60	28.28	29.00	29.72
49	22.64	23.21	23.79	24.39	25.00	25.63	26.27	26.93	27.60	28.28	29.00	29.72	30.47
50	23.21	23.79	24.39	25.00	25.63	26.27	26.93	27.60	28.28	29.00	29.72	30.47	31.22
51	23.79	24.39	25.00	25.63	26.27	26.93	27.60	28.28	29.00	29.72	30.47	31.22	32.00
52	24.39	25.00	25.63	26.27	26.93	27.60	28.28	29.00	29.72	30.47	31.22	32.00	32.80

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RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
53	25.00	25.63	26.27	26.93	27.60	28.28	29.00	29.72	30.47	31.22	32.00	32.80	33.63
54	25.63	26.27	26.93	27.60	28.28	29.00	29.72	30.47	31.22	32.00	32.80	33.63	34.47
55	26.27	26.93	27.60	28.28	29.00	29.72	30.47	31.22	32.00	32.80	33.63	34.47	35.33
56	26.93	27.60	28.28	29.00	29.72	30.47	31.22	32.00	32.80	33.63	34.47	35.33	36.22
57	27.60	28.28	29.00	29.72	30.47	31.22	32.00	32.80	33.63	34.47	35.33	36.22	37.12
58	28.28	29.00	29.72	30.47	31.22	32.00	32.80	33.63	34.47	35.33	36.22	37.12	38.05
59	29.00	29.72	30.47	31.22	32.00	32.80	33.63	34.47	35.33	36.22	37.12	38.05	38.99
60	29.72	30.47	31.22	32.00	32.80	33.63	34.47	35.33	36.22	37.12	38.05	38.99	39.96
61	30.47	31.22	32.00	32.80	33.63	34.47	35.33	36.22	37.12	38.05	38.99	39.96	40.96
62	31.22	32.00	32.80	33.63	34.47	35.33	36.22	37.12	38.05	38.99	39.96	40.96	41.99
63	32.00	32.80	33.63	34.47	35.33	36.22	37.12	38.05	38.99	39.96	40.96	41.99	43.05
64	32.80	33.63	34.47	35.33	36.22	37.12	38.05	38.99	39.96	40.96	41.99	43.05	44.12
65	33.63	34.47	35.33	36.22	37.12	38.05	38.99	39.96	40.96	41.99	43.05	44.12	45.22
66	34.47	35.33	36.22	37.12	38.05	38.99	39.96	40.96	41.99	43.05	44.12	45.22	46.34
67	35.33	36.22	37.12	38.05	38.99	39.96	40.96	41.99	43.05	44.12	45.22	46.34	47.51
68	36.22	37.12	38.05	38.99	39.96	40.96	41.99	43.05	44.12	45.22	46.34	47.51	48.69
69	37.12	38.05	38.99	39.96	40.96	41.99	43.05	44.12	45.22	46.34	47.51	48.69	49.91
70	38.05	38.99	39.96	40.96	41.99	43.05	44.12	45.22	46.34	47.51	48.69	49.91	51.16
71	38.99	39.96	40.96	41.99	43.05	44.12	45.22	46.34	47.51	48.69	49.91	51.16	52.45
72	39.96	40.96	41.99	43.05	44.12	45.22	46.34	47.51	48.69	49.91	51.16	52.45	53.75
73	40.96	41.99	43.05	44.12	45.22	46.34	47.51	48.69	49.91	51.16	52.45	53.75	55.10
74	41.99	43.05	44.12	45.22	46.34	47.51	48.69	49.91	51.16	52.45	53.75	55.10	56.47
75	43.05	44.12	45.22	46.34	47.51	48.69	49.91	51.16	52.45	53.75	55.10	56.47	57.89
76	44.12	45.22	46.34	47.51	48.69	49.91	51.16	52.45	53.75	55.10	56.47	57.89	59.34
77	45.22	46.34	47.51	48.69	49.91	51.16	52.45	53.75	55.10	56.47	57.89	59.34	60.82
78	46.34	47.51	48.69	49.91	51.16	52.45	53.75	55.10	56.47	57.89	59.34	60.82	62.34
79	47.51	48.69	49.91	51.16	52.45	53.75	55.10	56.47	57.89	59.34	60.82	62.34	63.89
80	48.69	49.91	51.16	52.45	53.75	55.10	56.47	57.89	59.34	60.82	62.34	63.89	65.50
81	49.91	51.16	52.45	53.75	55.10	56.47	57.89	59.34	60.82	62.34	63.89	65.50	67.13
82	51.16	52.45	53.75	55.10	56.47	57.89	59.34	60.82	62.34	63.89	65.50	67.13	68.81
83	52.45	53.75	55.10	56.47	57.89	59.34	60.82	62.34	63.89	65.50	67.13	68.81	70.53
84	53.75	55.10	56.47	57.89	59.34	60.82	62.34	63.89	65.50	67.13	68.81	70.53	72.29
85	55.10	56.47	57.89	59.34	60.82	62.34	63.89	65.50	67.13	68.81	70.53	72.29	74.10
86	56.47	57.89	59.34	60.82	62.34	63.89	65.50	67.13	68.81	70.53	72.29	74.10	75.95
87	57.89	59.34	60.82	62.34	63.89	65.50	67.13	68.81	70.53	72.29	74.10	75.95	77.84
88	59.34	60.82	62.34	63.89	65.50	67.13	68.81	70.53	72.29	74.10	75.95	77.84	79.80
89	60.82	62.34	63.89	65.50	67.13	68.81	70.53	72.29	74.10	75.95	77.84	79.80	81.80
90	62.34	63.89	65.50	67.13	68.81	70.53	72.29	74.10	75.95	77.84	79.80	81.80	83.83
91	63.89	65.50	67.13	68.81	70.53	72.29	74.10	75.95	77.84	79.80	81.80	83.83	85.93
92	65.50	67.13	68.81	70.53	72.29	74.10	75.95	77.84	79.80	81.80	83.83	85.93	88.07
93	67.13	68.81	70.53	72.29	74.10	75.95	77.84	79.80	81.80	83.83	85.93	88.07	90.28
94	68.81	70.53	72.29	74.10	75.95	77.84	79.80	81.80	83.83	85.93	88.07	90.28	92.54
95	70.53	72.29	74.10	75.95	77.84	79.80	81.80	83.83	85.93	88.07	90.28	92.54	94.86
96	72.29	74.10	75.95	77.84	79.80	81.80	83.83	85.93	88.07	90.28	92.54	94.86	97.23
97	74.10	75.95	77.84	79.80	81.80	83.83	85.93	88.07	90.28	92.54	94.86	97.23	99.66
98	75.95	77.84	79.80	81.80	83.83	85.93	88.07	90.28	92.54	94.86	97.23	99.66	102.15
99	77.84	79.80	81.80	83.83	85.93	88.07	90.28	92.54	94.86	97.23	99.66	102.15	104.71

EXHIBIT A
CITY OF MOORPARK
BI WEEKLY SALARY SCHEDULE
EFFECTIVE WITH PAYCHECK DATED JULY 25, 2008

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
6	626.54	642.19	658.24	674.70	693.16	709.69	725.82	744.77	763.38	782.46	801.22	821.25	843.38
7	642.19	658.24	674.70	693.16	709.69	725.82	744.77	763.38	782.46	801.22	821.25	843.38	863.66
8	658.24	674.70	693.16	709.69	725.82	744.77	763.38	782.46	801.22	821.25	843.38	863.66	884.44
9	674.70	693.16	709.69	725.82	744.77	763.38	782.46	801.22	821.25	843.38	863.66	884.44	908.94
10	693.16	709.69	725.82	744.77	763.38	782.46	801.22	821.25	843.38	863.66	884.44	908.94	930.06
11	709.69	725.82	744.77	763.38	782.46	801.22	821.25	843.38	863.66	884.44	908.94	930.06	954.11
12	725.82	744.77	763.38	782.46	801.22	821.25	843.38	863.66	884.44	908.94	930.06	954.11	977.96
13	744.77	763.38	782.46	801.22	821.25	843.38	863.66	884.44	908.94	930.06	954.11	977.96	1,002.41
14	763.38	782.46	801.22	821.25	843.38	863.66	884.44	908.94	930.06	954.11	977.96	1,002.41	1,028.26
15	782.46	801.22	821.25	843.38	863.66	884.44	908.94	930.06	954.11	977.96	1,002.41	1,028.26	1,053.17
16	801.22	821.25	843.38	863.66	884.44	908.94	930.06	954.11	977.96	1,002.41	1,028.26	1,053.17	1,079.50
17	821.25	843.38	863.66	884.44	908.94	930.06	954.11	977.96	1,002.41	1,028.26	1,053.17	1,079.50	1,105.68
18	843.38	863.66	884.44	908.94	930.06	954.11	977.96	1,002.41	1,028.26	1,053.17	1,079.50	1,105.68	1,133.32
19	863.66	884.44	908.94	930.06	954.11	977.96	1,002.41	1,028.26	1,053.17	1,079.50	1,105.68	1,133.32	1,160.85
20	884.44	908.94	930.06	954.11	977.96	1,002.41	1,028.26	1,053.17	1,079.50	1,105.68	1,133.32	1,160.85	1,191.46
21	908.94	930.06	954.11	977.96	1,002.41	1,028.26	1,053.17	1,079.50	1,105.68	1,133.32	1,160.85	1,191.46	1,220.45
22	930.06	954.11	977.96	1,002.41	1,028.26	1,053.17	1,079.50	1,105.68	1,133.32	1,160.85	1,191.46	1,220.45	1,250.95
23	954.11	977.96	1,002.41	1,028.26	1,053.17	1,079.50	1,105.68	1,133.32	1,160.85	1,191.46	1,220.45	1,250.95	1,282.22
24	977.96	1,002.41	1,028.26	1,053.17	1,079.50	1,105.68	1,133.32	1,160.85	1,191.46	1,220.45	1,250.95	1,282.22	1,314.27
25	1,002.41	1,028.26	1,053.17	1,079.50	1,105.68	1,133.32	1,160.85	1,191.46	1,220.45	1,250.95	1,282.22	1,314.27	1,347.93
26	1,028.26	1,053.17	1,079.50	1,105.68	1,133.32	1,160.85	1,191.46	1,220.45	1,250.95	1,282.22	1,314.27	1,347.93	1,381.62
27	1,053.17	1,079.50	1,105.68	1,133.32	1,160.85	1,191.46	1,220.45	1,250.95	1,282.22	1,314.27	1,347.93	1,381.62	1,416.16
28	1,079.50	1,105.68	1,133.32	1,160.85	1,191.46	1,220.45	1,250.95	1,282.22	1,314.27	1,347.93	1,381.62	1,416.16	1,451.56
29	1,105.68	1,133.32	1,160.85	1,191.46	1,220.45	1,250.95	1,282.22	1,314.27	1,347.93	1,381.62	1,416.16	1,451.56	1,487.05
30	1,133.32	1,160.85	1,191.46	1,220.45	1,250.95	1,282.22	1,314.27	1,347.93	1,381.62	1,416.16	1,451.56	1,487.05	1,524.22
31	1,160.85	1,191.46	1,220.45	1,250.95	1,282.22	1,314.27	1,347.93	1,381.62	1,416.16	1,451.56	1,487.05	1,524.22	1,562.33
32	1,191.46	1,220.45	1,250.95	1,282.22	1,314.27	1,347.93	1,381.62	1,416.16	1,451.56	1,487.05	1,524.22	1,562.33	1,601.38
33	1,220.45	1,250.95	1,282.22	1,314.27	1,347.93	1,381.62	1,416.16	1,451.56	1,487.05	1,524.22	1,562.33	1,601.38	1,640.62
34	1,250.95	1,282.22	1,314.27	1,347.93	1,381.62	1,416.16	1,451.56	1,487.05	1,524.22	1,562.33	1,601.38	1,640.62	1,682.42
35	1,282.22	1,314.27	1,347.93	1,381.62	1,416.16	1,451.56	1,487.05	1,524.22	1,562.33	1,601.38	1,640.62	1,682.42	1,725.28
36	1,314.27	1,347.93	1,381.62	1,416.16	1,451.56	1,487.05	1,524.22	1,562.33	1,601.38	1,640.62	1,682.42	1,725.28	1,768.41
37	1,347.93	1,381.62	1,416.16	1,451.56	1,487.05	1,524.22	1,562.33	1,601.38	1,640.62	1,682.42	1,725.28	1,768.41	1,811.02
38	1,381.62	1,416.16	1,451.56	1,487.05	1,524.22	1,562.33	1,601.38	1,640.62	1,682.42	1,725.28	1,768.41	1,811.02	1,857.09
39	1,416.16	1,451.56	1,487.05	1,524.22	1,562.33	1,601.38	1,640.62	1,682.42	1,725.28	1,768.41	1,811.02	1,857.09	1,903.51
40	1,451.56	1,487.05	1,524.22	1,562.33	1,601.38	1,640.62	1,682.42	1,725.28	1,768.41	1,811.02	1,857.09	1,903.51	1,951.10
41	1,487.05	1,524.22	1,562.33	1,601.38	1,640.62	1,682.42	1,725.28	1,768.41	1,811.02	1,857.09	1,903.51	1,951.10	1,999.87
42	1,524.22	1,562.33	1,601.38	1,640.62	1,682.42	1,725.28	1,768.41	1,811.02	1,857.09	1,903.51	1,951.10	1,999.87	2,050.66
43	1,562.33	1,601.38	1,640.62	1,682.42	1,725.28	1,768.41	1,811.02	1,857.09	1,903.51	1,951.10	1,999.87	2,050.66	2,101.93
44	1,601.38	1,640.62	1,682.42	1,725.28	1,768.41	1,811.02	1,857.09	1,903.51	1,951.10	1,999.87	2,050.66	2,101.93	2,154.47
45	1,640.62	1,682.42	1,725.28	1,768.41	1,811.02	1,857.09	1,903.51	1,951.10	1,999.87	2,050.66	2,101.93	2,154.47	2,208.33
46	1,682.42	1,725.28	1,768.41	1,811.02	1,857.09	1,903.51	1,951.10	1,999.87	2,050.66	2,101.93	2,154.47	2,208.33	2,262.74
47	1,725.28	1,768.41	1,811.02	1,857.09	1,903.51	1,951.10	1,999.87	2,050.66	2,101.93	2,154.47	2,208.33	2,262.74	2,320.10
48	1,768.41	1,811.02	1,857.09	1,903.51	1,951.10	1,999.87	2,050.66	2,101.93	2,154.47	2,208.33	2,262.74	2,320.10	2,377.30
49	1,811.02	1,857.09	1,903.51	1,951.10	1,999.87	2,050.66	2,101.93	2,154.47	2,208.33	2,262.74	2,320.10	2,377.30	2,437.54
50	1,857.09	1,903.51	1,951.10	1,999.87	2,050.66	2,101.93	2,154.47	2,208.33	2,262.74	2,320.10	2,377.30	2,437.54	2,497.67
51	1,903.51	1,951.10	1,999.87	2,050.66	2,101.93	2,154.47	2,208.33	2,262.74	2,320.10	2,377.30	2,437.54	2,497.67	2,560.11
52	1,951.10	1,999.87	2,050.66	2,101.93	2,154.47	2,208.33	2,262.74	2,320.10	2,377.30	2,437.54	2,497.67	2,560.11	2,624.11

EXHIBIT A
CITY OF MOORPARK
MONTHLY SALARY SCHEDULE
EFFECTIVE WITH PAYCHECK DATED JULY 25, 2008

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
53	4,333.06	4,443.11	4,554.18	4,668.02	4,784.71	4,902.59	5,026.99	5,150.83	5,281.33	5,411.62	5,546.91	5,685.58	5,829.44
54	4,443.11	4,554.18	4,668.02	4,784.71	4,902.59	5,026.99	5,150.83	5,281.33	5,411.62	5,546.91	5,685.58	5,829.44	5,975.16
55	4,554.18	4,668.02	4,784.71	4,902.59	5,026.99	5,150.83	5,281.33	5,411.62	5,546.91	5,685.58	5,829.44	5,975.16	6,124.54
56	4,668.02	4,784.71	4,902.59	5,026.99	5,150.83	5,281.33	5,411.62	5,546.91	5,685.58	5,829.44	5,975.16	6,124.54	6,277.65
57	4,784.71	4,902.59	5,026.99	5,150.83	5,281.33	5,411.62	5,546.91	5,685.58	5,829.44	5,975.16	6,124.54	6,277.65	6,434.58
58	4,902.59	5,026.99	5,150.83	5,281.33	5,411.62	5,546.91	5,685.58	5,829.44	5,975.16	6,124.54	6,277.65	6,434.58	6,595.44
59	5,026.99	5,150.83	5,281.33	5,411.62	5,546.91	5,685.58	5,829.44	5,975.16	6,124.54	6,277.65	6,434.58	6,595.44	6,758.58
60	5,150.83	5,281.33	5,411.62	5,546.91	5,685.58	5,829.44	5,975.16	6,124.54	6,277.65	6,434.58	6,595.44	6,758.58	6,925.79
61	5,281.33	5,411.62	5,546.91	5,685.58	5,829.44	5,975.16	6,124.54	6,277.65	6,434.58	6,595.44	6,758.58	6,925.79	7,098.94
62	5,411.62	5,546.91	5,685.58	5,829.44	5,975.16	6,124.54	6,277.65	6,434.58	6,595.44	6,758.58	6,925.79	7,098.94	7,278.13
63	5,546.91	5,685.58	5,829.44	5,975.16	6,124.54	6,277.65	6,434.58	6,595.44	6,758.58	6,925.79	7,098.94	7,278.13	7,461.81
64	5,685.58	5,829.44	5,975.16	6,124.54	6,277.65	6,434.58	6,595.44	6,758.58	6,925.79	7,098.94	7,278.13	7,461.81	7,646.62
65	5,829.44	5,975.16	6,124.54	6,277.65	6,434.58	6,595.44	6,758.58	6,925.79	7,098.94	7,278.13	7,461.81	7,646.62	7,837.77
66	5,975.16	6,124.54	6,277.65	6,434.58	6,595.44	6,758.58	6,925.79	7,098.94	7,278.13	7,461.81	7,646.62	7,837.77	8,031.97
67	6,124.54	6,277.65	6,434.58	6,595.44	6,758.58	6,925.79	7,098.94	7,278.13	7,461.81	7,646.62	7,837.77	8,031.97	8,234.49
68	6,277.65	6,434.58	6,595.44	6,758.58	6,925.79	7,098.94	7,278.13	7,461.81	7,646.62	7,837.77	8,031.97	8,234.49	8,440.35
69	6,434.58	6,595.44	6,758.58	6,925.79	7,098.94	7,278.13	7,461.81	7,646.62	7,837.77	8,031.97	8,234.49	8,440.35	8,651.34
70	6,595.44	6,758.58	6,925.79	7,098.94	7,278.13	7,461.81	7,646.62	7,837.77	8,031.97	8,234.49	8,440.35	8,651.34	8,867.61
71	6,758.58	6,925.79	7,098.94	7,278.13	7,461.81	7,646.62	7,837.77	8,031.97	8,234.49	8,440.35	8,651.34	8,867.61	9,091.02
72	6,925.79	7,098.94	7,278.13	7,461.81	7,646.62	7,837.77	8,031.97	8,234.49	8,440.35	8,651.34	8,867.61	9,091.02	9,316.56
73	7,098.94	7,278.13	7,461.81	7,646.62	7,837.77	8,031.97	8,234.49	8,440.35	8,651.34	8,867.61	9,091.02	9,316.56	9,551.20
74	7,278.13	7,461.81	7,646.62	7,837.77	8,031.97	8,234.49	8,440.35	8,651.34	8,867.61	9,091.02	9,316.56	9,551.20	9,788.24
75	7,461.81	7,646.62	7,837.77	8,031.97	8,234.49	8,440.35	8,651.34	8,867.61	9,091.02	9,316.56	9,551.20	9,788.24	10,034.67
76	7,646.62	7,837.77	8,031.97	8,234.49	8,440.35	8,651.34	8,867.61	9,091.02	9,316.56	9,551.20	9,788.24	10,034.67	10,285.53
77	7,837.77	8,031.97	8,234.49	8,440.35	8,651.34	8,867.61	9,091.02	9,316.56	9,551.20	9,788.24	10,034.67	10,285.53	10,542.65
78	8,031.97	8,234.49	8,440.35	8,651.34	8,867.61	9,091.02	9,316.56	9,551.20	9,788.24	10,034.67	10,285.53	10,542.65	10,806.21
79	8,234.49	8,440.35	8,651.34	8,867.61	9,091.02	9,316.56	9,551.20	9,788.24	10,034.67	10,285.53	10,542.65	10,806.21	11,074.61
80	8,440.35	8,651.34	8,867.61	9,091.02	9,316.56	9,551.20	9,788.24	10,034.67	10,285.53	10,542.65	10,806.21	11,074.61	11,353.21
81	8,651.34	8,867.61	9,091.02	9,316.56	9,551.20	9,788.24	10,034.67	10,285.53	10,542.65	10,806.21	11,074.61	11,353.21	11,635.29
82	8,867.61	9,091.02	9,316.56	9,551.20	9,788.24	10,034.67	10,285.53	10,542.65	10,806.21	11,074.61	11,353.21	11,635.29	11,927.90
83	9,091.02	9,316.56	9,551.20	9,788.24	10,034.67	10,285.53	10,542.65	10,806.21	11,074.61	11,353.21	11,635.29	11,927.90	12,224.35
84	9,316.56	9,551.20	9,788.24	10,034.67	10,285.53	10,542.65	10,806.21	11,074.61	11,353.21	11,635.29	11,927.90	12,224.35	12,529.95
85	9,551.20	9,788.24	10,034.67	10,285.53	10,542.65	10,806.21	11,074.61	11,353.21	11,635.29	11,927.90	12,224.35	12,529.95	12,843.20
86	9,788.24	10,034.67	10,285.53	10,542.65	10,806.21	11,074.61	11,353.21	11,635.29	11,927.90	12,224.35	12,529.95	12,843.20	13,164.27
87	10,034.67	10,285.53	10,542.65	10,806.21	11,074.61	11,353.21	11,635.29	11,927.90	12,224.35	12,529.95	12,843.20	13,164.27	13,491.63
88	10,285.53	10,542.65	10,806.21	11,074.61	11,353.21	11,635.29	11,927.90	12,224.35	12,529.95	12,843.20	13,164.27	13,491.63	13,832.38
89	10,542.65	10,806.21	11,074.61	11,353.21	11,635.29	11,927.90	12,224.35	12,529.95	12,843.20	13,164.27	13,491.63	13,832.38	14,178.18
90	10,806.21	11,074.61	11,353.21	11,635.29	11,927.90	12,224.35	12,529.95	12,843.20	13,164.27	13,491.63	13,832.38	14,178.18	14,530.90
91	11,074.61	11,353.21	11,635.29	11,927.90	12,224.35	12,529.95	12,843.20	13,164.27	13,491.63	13,832.38	14,178.18	14,530.90	14,894.17
92	11,353.21	11,635.29	11,927.90	12,224.35	12,529.95	12,843.20	13,164.27	13,491.63	13,832.38	14,178.18	14,530.90	14,894.17	15,264.77
93	11,635.29	11,927.90	12,224.35	12,529.95	12,843.20	13,164.27	13,491.63	13,832.38	14,178.18	14,530.90	14,894.17	15,264.77	15,648.12
94	11,927.90	12,224.35	12,529.95	12,843.20	13,164.27	13,491.63	13,832.38	14,178.18	14,530.90	14,894.17	15,264.77	15,648.12	16,041.05
95	12,224.35	12,529.95	12,843.20	13,164.27	13,491.63	13,832.38	14,178.18	14,530.90	14,894.17	15,264.77	15,648.12	16,041.05	16,442.07
96	12,529.95	12,843.20	13,164.27	13,491.63	13,832.38	14,178.18	14,530.90	14,894.17	15,264.77	15,648.12	16,041.05	16,442.07	16,853.11
97	12,843.20	13,164.27	13,491.63	13,832.38	14,178.18	14,530.90	14,894.17	15,264.77	15,648.12	16,041.05	16,442.07	16,853.11	17,274.43
98	13,164.27	13,491.63	13,832.38	14,178.18	14,530.90	14,894.17	15,264.77	15,648.12	16,041.05	16,442.07	16,853.11	17,274.43	17,706.29
99	13,491.63	13,832.38	14,178.18	14,530.90	14,894.17	15,264.77	15,648.12	16,041.05	16,442.07	16,853.11	17,274.43	17,706.29	18,148.94

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