

**MOORPARK CITY COUNCIL
AGENDA REPORT**

TO: Honorable City Council

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

DATE: September 30, 2010 (CC Meeting of 10/6/10)

SUBJECT: Consider Resolution Amending Classification Plan and Rescinding Resolution No. 2010-2956 and Resolution Amending Salary Plan and Rescinding Resolution No. 2010-2942

BACKGROUND AND DISCUSSION

An amendment to both the City's Classification Plan and Salary Plan are proposed to add a new Competitive Service position of Laborer/Custodian IV. This new position is proposed to be the advanced journey level class for the Laborer/Custodian series. The Laborer/Custodian I-III positions are hourly and part-time. Staff's intent is to recruit for a full-time Laborer/Custodian position to fill a vacancy from a planned retirement of a current full-time City employee in November 2010.

An amendment to the Salary Plan is also required to correct the Salary Tables. Staff has determined that a spreadsheet calculation error occurred when a one percent (1%) cost-of-living adjustment was made for the Salary Plan adopted on July 7, 2010, and there was a maximum two cent (\$.02) error in a few of the salary ranges. The calculation error did not affect any of the salaries paid to employees through the pay period ending September 24, 2010. The error was determined for a new employee salary entry after September 24, and if the updated Salary Plan is approved retroactive for the paycheck dated October 15, 2010 (for which the first day of the pay period was September 25), the error will be corrected prior to the end of the first pay period for the one new employee.

Attached to this report is a revised draft resolution amending the Classification Plan to add the new job description, and only the one new job description is included. The final resolution will include all of the Classification Plan job descriptions. Also attached to this agenda report is a revised Salary Plan, which includes the new position title at Range 34 under the Competitive Service positions heading on page 3 of the resolution, and includes the corrected salary tables to be effective beginning with the paycheck dated October 15, 2010.

FISCAL IMPACT

No fiscal impact.

Honorable City Council
October 6, 2010, Regular Meeting
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STAFF RECOMMENDATION

Adopt Classification Plan Resolution No. 2010-_____ and Salary Plan Resolution No. 2010-
_____.

Attachments: Draft Classification Plan and Salary Plan Resolutions

RESOLUTION NO. 2010-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOORPARK, CALIFORNIA, ESTABLISHING A REVISED CLASSIFICATION PLAN AND JOB DESCRIPTIONS FOR NON-COMPETITIVE, COMPETITIVE SERVICE, AND HOURLY EMPLOYEES AND RESCINDING RESOLUTION NO. 2010-2956

WHEREAS, the City Council adopted Resolution No. 2010-2956 on September 1, 2010, establishing a revised classification plan and job descriptions for Non-Competitive and Competitive Service employees; and

WHEREAS, the Council has determined that the City's Classification Plan should be amended to include a new job descriptions for a Laborer/Custodian IV position, City Clerk and Recreation Superintendent, modify the job descriptions for Administrative Specialist, Deputy City Manager, Parks and Recreation Director, Recreation/Community Services Manager, and Recreation Supervisor to address changes in responsibilities and provide flexibility in job assignments; and to make editorial corrections, including changing department and division names to be current.

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

SECTION 1. All job descriptions attached as Exhibit A to this resolution are hereby adopted into the City's Classification Plan;

SECTION 2. The City Manager shall have the authority to make temporary additions or deletions to the Classification Plan in the interest of efficient and effective administration of the Plan. Such alterations shall not become an approved part of the Plan until adoption by City Council resolution.

SECTION 3. Resolution No. 2010-2956 is hereby rescinded.

SECTION 4. 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 6th day of October, 2010.

Janice S. Parvin, Mayor

ATTEST:

Maureen Benson, Assistant City Clerk

Exhibit A: Classification Plan Job Descriptions

LABORER/CUSTODIAN IV

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.

DEFINITION

To perform semi-skilled and skilled work in the maintenance and repair of City buildings and facilities, and perform equipment set-up and clean-up responsibilities for programs, rentals, and events. This position is not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission.

DISTINGUISHING CHARACTERISTICS

This is the advanced journey level class within the Laborer/Custodian series. Employees within this class are distinguished from the hourly, part-time Laborer/Custodian positions by the performance of the full range of duties as assigned, including the most difficult maintenance and repair tasks. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise, and are fully aware of the operating procedures and policies of the work unit. Applicants must have prior experience.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from assigned supervisor or division manager.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

1. Perform custodial services and basic maintenance of City buildings and facilities.
2. Operate a variety of custodial and maintenance equipment, including power and hand tools, high and low speed floor buffers, carpet cleaners, vacuums and extractors, power sanders, drills, air compressors, paint sprayers, sewer augers, and various tools required for custodial and building maintenance.
3. Troubleshoot and perform minor repairs to buildings, fixtures, and equipment as needed; paint and remove graffiti; inspect security lighting.
4. Empty and clean trash receptacles; sweep and scrub building floors; strip, seal, wax and buff tile floors; vacuum traffic areas; spot clean and shampoo carpets.

5. Dust, polish and clean office furniture, tables, shelves, cabinets and woodwork; dust and wash light fixtures; clean upholstery, sofas and chairs as needed.
6. Hose down ramps, stairwells or other breezeways; clean interior and exterior windows, blinds and glass doors; clean, disinfect and polish drinking fountains, counter tops and other stainless steel fixtures.
7. Clean, scrub and disinfect break room sinks, floors and walls; clean and disinfect kitchen appliances and door handles.
8. Repair and replace minor plumbing fixtures including faucets and dispensers.
9. Scrub, clean, and disinfect lavatory fixtures, floors, walls and showers; clear obstructions from water and sewer lines; repair toilets and leaking faucets.
10. Inventory supplies and equipment and submit re-order recommendations; restock toiletries and supplies; replace burned-out light bulbs; collect recyclable materials.
11. Set up tables, chairs and other equipment for daily activities and programs; move and arrange furniture and equipment for special events, rentals, and projects; monitor rentals for compliance with facility rental permit requirements.
12. Adjust heating and air conditioning thermostats.
13. Replace electrical switches, light fixtures, and ballasts; perform other minor electrical repairs.
14. Repair and adjust locks, doors, and door closers.
15. Perform security checks of buildings and facilities; observe and report unauthorized persons at City facilities.
16. Clean and repair rain gutters; climb ladders, climb onto roofs and under buildings.
17. Assist other staff with facility improvement and maintenance projects.
18. Work afternoons and evening hours; work weekends and holidays as needed.

Marginal Functions:

1. May assist Facilities Technician and Maintenance Worker staff as necessary.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

Training

Equivalent to the completion of twelfth grade.

License or Certificate

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Field environment; exposure to outside and inside atmospheric conditions; exposure to noise, heat, dust, grease, smoke, fumes, gases or other atmospheric conditions that may affect the respiratory system, eyes or skin; work around moving mechanical parts of equipment, electrical hazards, tools or machinery; work in high, exposed places; work on slippery or uneven surfaces.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception; exposure to heat, noise, outdoors, vibration, confined work space, chemicals, dust, explosive materials, mechanical hazards, and electrical hazards.

RESOLUTION NO. 2010-_____

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. 2010-2942

WHEREAS, the City Council at its meeting on October 6, 2010, adopted a revised Salary Plan to add a competitive service position title of Labor Custodian IV at Salary Range 34 and to correct the salary tables.

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
Public Works Director	87
Parks and Recreation Director	85
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
Budget and Finance Manager	75
Administrative Services Manager	71
Assistant to City Manager	71
Finance/Accounting Manager	71
Information Systems Manager	71
Recreation/Community Services Manager	71
Accountant II	67
Associate Civil Engineer	67
City Clerk	67
Landscape/Parks Maintenance Superintendent	67
Principal Planner	67
Public Works Superintendent/Inspector	67

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

<u>Non-Competitive Service Positions*</u>	<u>Salary Range</u>
Recreation 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
Code Compliance Supervisor	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>
Associate Planner	59
Human Resources Specialist	59
Recreation Specialist	59
Vector/Animal Control Specialist	59
Assistant Planner II	56
Administrative Specialist	53
Executive Secretary	53
Human Resources Assistant	53
Recreation Coordinator III	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
Facilities Technician	49
Administrative Assistant	48
Community Services Technician	48
Deputy City Clerk I	48
Vector/Animal Control Technician	48
Recreation Coordinator II	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

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

<u>Competitive Service Positions</u>	<u>Salary Range</u>
Records Clerk	41
Secretary II	41
Maintenance Worker II	39
Recreation Coordinator I	39
Teen Coordinator	39
Account Clerk II	38
Account Clerk I	34
<u>Laborer/Custodian IV</u>	<u>34</u>
Recreation Leader IV	34
Secretary I	33
Recreation Assistant	32
Maintenance Worker I	31
Receptionist	31
Office Assistant III	29
Office Assistant II	24

<u>Hourly Positions**</u>	<u>Salary Range</u>
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

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.

** 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 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 retroactive and effective beginning with the paycheck dated October 15, 2010.

SECTION 9. Resolution No. 2010-2942 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 6th day of October, 2010.

Janice S. Parvin, Mayor

ATTEST:

Maureen Benson, Assistant City Clerk

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

EXHIBIT A

CITY OF MOORPARK
HOURLY SALARY SCHEDULE
EFFECTIVE WITH PAYCHECK DATED OCTOBER 15, 2010

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	7.91	8.11	8.31	8.51	8.71	8.91	9.11	9.31	9.51	9.71	9.91	10.12	10.37
7	8.11	8.31	8.51	8.75	8.96	9.16	9.40	9.64	9.88	10.12	10.37	10.65	10.91
8	8.31	8.51	8.75	8.96	9.16	9.40	9.64	9.88	10.12	10.37	10.65	10.91	11.17
9	8.51	8.75	8.96	9.16	9.40	9.64	9.88	10.12	10.37	10.65	10.91	11.17	11.47
10	8.75	8.96	9.16	9.40	9.64	9.88	10.12	10.37	10.65	10.91	11.17	11.47	11.75
11	8.96	9.16	9.40	9.64	9.88	10.12	10.37	10.65	10.91	11.17	11.47	11.75	12.05
12	9.16	9.40	9.64	9.88	10.12	10.37	10.65	10.91	11.17	11.47	11.75	12.05	12.34
13	9.40	9.64	9.88	10.12	10.37	10.65	10.91	11.17	11.47	11.75	12.05	12.34	12.66
14	9.64	9.88	10.12	10.37	10.65	10.91	11.17	11.47	11.75	12.05	12.34	12.66	12.98
15	9.88	10.12	10.37	10.65	10.91	11.17	11.47	11.75	12.05	12.34	12.66	12.98	13.29
16	10.12	10.37	10.65	10.91	11.17	11.47	11.75	12.05	12.34	12.66	12.98	13.29	13.62
17	10.37	10.65	10.91	11.17	11.47	11.75	12.05	12.34	12.66	12.98	13.29	13.62	13.96
18	10.65	10.91	11.17	11.47	11.75	12.05	12.34	12.66	12.98	13.29	13.62	13.96	14.31
19	10.91	11.17	11.47	11.75	12.05	12.34	12.66	12.98	13.29	13.62	13.96	14.31	14.66
20	11.17	11.47	11.75	12.05	12.34	12.66	12.98	13.29	13.62	13.96	14.31	14.66	15.04
21	11.47	11.75	12.05	12.34	12.66	12.98	13.29	13.62	13.96	14.31	14.66	15.04	15.41
22	11.75	12.05	12.34	12.66	12.98	13.29	13.62	13.96	14.31	14.66	15.04	15.41	15.80
23	12.05	12.34	12.66	12.98	13.29	13.62	13.96	14.31	14.66	15.04	15.41	15.80	16.19
24	12.34	12.66	12.98	13.29	13.62	13.96	14.31	14.66	15.04	15.41	15.80	16.19	16.59
25	12.66	12.98	13.29	13.62	13.96	14.31	14.66	15.04	15.41	15.80	16.19	16.59	17.02
26	12.98	13.29	13.62	13.96	14.31	14.66	15.04	15.41	15.80	16.19	16.59	17.02	17.44
27	13.29	13.62	13.96	14.31	14.66	15.04	15.41	15.80	16.19	16.59	17.02	17.44	17.88
28	13.62	13.96	14.31	14.66	15.04	15.41	15.80	16.19	16.59	17.02	17.44	17.88	18.32
29	13.96	14.31	14.66	15.04	15.41	15.80	16.19	16.59	17.02	17.44	17.88	18.32	18.78
30	14.31	14.66	15.04	15.41	15.80	16.19	16.59	17.02	17.44	17.88	18.32	18.78	19.24
31	14.66	15.04	15.41	15.80	16.19	16.59	17.02	17.44	17.88	18.32	18.78	19.24	19.73
32	15.04	15.41	15.80	16.19	16.59	17.02	17.44	17.88	18.32	18.78	19.24	19.73	20.22
33	15.41	15.80	16.19	16.59	17.02	17.44	17.88	18.32	18.78	19.24	19.73	20.22	20.72
34	15.80	16.19	16.59	17.02	17.44	17.88	18.32	18.78	19.24	19.73	20.22	20.72	21.24
35	16.19	16.59	17.02	17.44	17.88	18.32	18.78	19.24	19.73	20.22	20.72	21.24	21.79
36	16.59	17.02	17.44	17.88	18.32	18.78	19.24	19.73	20.22	20.72	21.24	21.79	22.33
37	17.02	17.44	17.88	18.32	18.78	19.24	19.73	20.22	20.72	21.24	21.79	22.33	22.87
38	17.44	17.88	18.32	18.78	19.24	19.73	20.22	20.72	21.24	21.79	22.33	22.87	23.44
39	17.88	18.32	18.78	19.24	19.73	20.22	20.72	21.24	21.79	22.33	22.87	23.44	24.03
40	18.32	18.78	19.24	19.73	20.22	20.72	21.24	21.79	22.33	22.87	23.44	24.03	24.63
41	18.78	19.24	19.73	20.22	20.72	21.24	21.79	22.33	22.87	23.44	24.03	24.63	25.25
42	19.24	19.73	20.22	20.72	21.24	21.79	22.33	22.87	23.44	24.03	24.63	25.25	25.89
43	19.73	20.22	20.72	21.24	21.79	22.33	22.87	23.44	24.03	24.63	25.25	25.89	26.53
44	20.22	20.72	21.24	21.79	22.33	22.87	23.44	24.03	24.63	25.25	25.89	26.53	27.20
45	20.72	21.24	21.79	22.33	22.87	23.44	24.03	24.63	25.25	25.89	26.53	27.20	27.88
46	21.24	21.79	22.33	22.87	23.44	24.03	24.63	25.25	25.89	26.53	27.20	27.88	28.56
47	21.79	22.33	22.87	23.44	24.03	24.63	25.25	25.89	26.53	27.20	27.88	28.56	29.29
48	22.33	22.87	23.44	24.03	24.63	25.25	25.89	26.53	27.20	27.88	28.56	29.29	30.02
49	22.87	23.44	24.03	24.63	25.25	25.89	26.53	27.20	27.88	28.56	29.29	30.02	30.77
50	23.44	24.03	24.63	25.25	25.89	26.53	27.20	27.88	28.56	29.29	30.02	30.77	31.53
51	24.03	24.63	25.25	25.89	26.53	27.20	27.88	28.56	29.29	30.02	30.77	31.53	32.32
52	24.63	25.25	25.89	26.53	27.20	27.88	28.56	29.29	30.02	30.77	31.53	32.32	33.13

EXHIBIT A
CITY OF MOORPARK
HOURLY SALARY SCHEDULE
EFFECTIVE WITH PAYCHECK DATED OCTOBER 15, 2010

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	25.25	25.89	26.53	27.20	27.88	28.56	29.29	30.02	30.77	31.53	32.32	33.13	33.97
54	25.89	26.53	27.20	27.88	28.56	29.29	30.02	30.77	31.53	32.32	33.13	33.97	34.81
55	26.53	27.20	27.88	28.56	29.29	30.02	30.77	31.53	32.32	33.13	33.97	34.81	35.68
56	27.20	27.88	28.56	29.29	30.02	30.77	31.53	32.32	33.13	33.97	34.81	35.68	36.58
57	27.88	28.56	29.29	30.02	30.77	31.53	32.32	33.13	33.97	34.81	35.68	36.58	37.49
58	28.56	29.29	30.02	30.77	31.53	32.32	33.13	33.97	34.81	35.68	36.58	37.49	38.43
59	29.29	30.02	30.77	31.53	32.32	33.13	33.97	34.81	35.68	36.58	37.49	38.43	39.38
60	30.02	30.77	31.53	32.32	33.13	33.97	34.81	35.68	36.58	37.49	38.43	39.38	40.36
61	30.77	31.53	32.32	33.13	33.97	34.81	35.68	36.58	37.49	38.43	39.38	40.36	41.37
62	31.53	32.32	33.13	33.97	34.81	35.68	36.58	37.49	38.43	39.38	40.36	41.37	42.41
63	32.32	33.13	33.97	34.81	35.68	36.58	37.49	38.43	39.38	40.36	41.37	42.41	43.48
64	33.13	33.97	34.81	35.68	36.58	37.49	38.43	39.38	40.36	41.37	42.41	43.48	44.56
65	33.97	34.81	35.68	36.58	37.49	38.43	39.38	40.36	41.37	42.41	43.48	44.56	45.67
66	34.81	35.68	36.58	37.49	38.43	39.38	40.36	41.37	42.41	43.48	44.56	45.67	46.80
67	35.68	36.58	37.49	38.43	39.38	40.36	41.37	42.41	43.48	44.56	45.67	46.80	47.99
68	36.58	37.49	38.43	39.38	40.36	41.37	42.41	43.48	44.56	45.67	46.80	47.99	49.18
69	37.49	38.43	39.38	40.36	41.37	42.41	43.48	44.56	45.67	46.80	47.99	49.18	50.41
70	38.43	39.38	40.36	41.37	42.41	43.48	44.56	45.67	46.80	47.99	49.18	50.41	51.67
71	39.38	40.36	41.37	42.41	43.48	44.56	45.67	46.80	47.99	49.18	50.41	51.67	52.97
72	40.36	41.37	42.41	43.48	44.56	45.67	46.80	47.99	49.18	50.41	51.67	52.97	54.29
73	41.37	42.41	43.48	44.56	45.67	46.80	47.99	49.18	50.41	51.67	52.97	54.29	55.65
74	42.41	43.48	44.56	45.67	46.80	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.03
75	43.48	44.56	45.67	46.80	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.03	58.47
76	44.56	45.67	46.80	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.03	58.47	59.93
77	45.67	46.80	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.03	58.47	59.93	61.43
78	46.80	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.03	58.47	59.93	61.43	62.96
79	47.99	49.18	50.41	51.67	52.97	54.29	55.65	57.03	58.47	59.93	61.43	62.96	64.53
80	49.18	50.41	51.67	52.97	54.29	55.65	57.03	58.47	59.93	61.43	62.96	64.53	66.16
81	50.41	51.67	52.97	54.29	55.65	57.03	58.47	59.93	61.43	62.96	64.53	66.16	67.80
82	51.67	52.97	54.29	55.65	57.03	58.47	59.93	61.43	62.96	64.53	66.16	67.80	69.50
83	52.97	54.29	55.65	57.03	58.47	59.93	61.43	62.96	64.53	66.16	67.80	69.50	71.24
84	54.29	55.65	57.03	58.47	59.93	61.43	62.96	64.53	66.16	67.80	69.50	71.24	73.01
85	55.65	57.03	58.47	59.93	61.43	62.96	64.53	66.16	67.80	69.50	71.24	73.01	74.84
86	57.03	58.47	59.93	61.43	62.96	64.53	66.16	67.80	69.50	71.24	73.01	74.84	76.71
87	58.47	59.93	61.43	62.96	64.53	66.16	67.80	69.50	71.24	73.01	74.84	76.71	78.62
88	59.93	61.43	62.96	64.53	66.16	67.80	69.50	71.24	73.01	74.84	76.71	78.62	80.60
89	61.43	62.96	64.53	66.16	67.80	69.50	71.24	73.01	74.84	76.71	78.62	80.60	82.62
90	62.96	64.53	66.16	67.80	69.50	71.24	73.01	74.84	76.71	78.62	80.60	82.62	84.67
91	64.53	66.16	67.80	69.50	71.24	73.01	74.84	76.71	78.62	80.60	82.62	84.67	86.79
92	66.16	67.80	69.50	71.24	73.01	74.84	76.71	78.62	80.60	82.62	84.67	86.79	88.95
93	67.80	69.50	71.24	73.01	74.84	76.71	78.62	80.60	82.62	84.67	86.79	88.95	91.18
94	69.50	71.24	73.01	74.84	76.71	78.62	80.60	82.62	84.67	86.79	88.95	91.18	93.47
95	71.24	73.01	74.84	76.71	78.62	80.60	82.62	84.67	86.79	88.95	91.18	93.47	95.31
96	73.01	74.84	76.71	78.62	80.60	82.62	84.67	86.79	88.95	91.18	93.47	95.31	98.20
97	74.84	76.71	78.62	80.60	82.62	84.67	86.79	88.95	91.18	93.47	95.31	98.20	100.66
98	76.71	78.62	80.60	82.62	84.67	86.79	88.95	91.18	93.47	95.31	98.20	100.66	103.17
99	78.62	80.60	82.62	84.67	86.79	88.95	91.18	93.47	95.31	98.20	100.66	103.17	105.76

EXHIBIT A
CITY OF MOORPARK

**BI WEEKLY SALARY SCHEDULE
EFFECTIVE WITH PAYCHECK DATED OCTOBER 15, 2010**

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	632.80	648.80	664.80	680.80	700.00	716.80	732.80	752.00	771.20	790.40	809.60	829.60	852.00
7	648.80	664.80	680.80	700.00	716.80	732.80	752.00	771.20	790.40	809.60	829.60	852.00	872.80
8	664.80	680.80	700.00	716.80	732.80	752.00	771.20	790.40	809.60	829.60	852.00	872.80	893.80
9	680.80	700.00	716.80	732.80	752.00	771.20	790.40	809.60	829.60	852.00	872.80	893.80	917.80
10	700.00	716.80	732.80	752.00	771.20	790.40	809.60	829.60	852.00	872.80	893.80	917.80	940.00
11	716.80	732.80	752.00	771.20	790.40	809.60	829.60	852.00	872.80	893.80	917.80	940.00	964.00
12	732.80	752.00	771.20	790.40	809.60	829.60	852.00	872.80	893.80	917.80	940.00	964.00	987.20
13	752.00	771.20	790.40	809.60	829.60	852.00	872.80	893.80	917.80	940.00	964.00	987.20	1,012.80
14	771.20	790.40	809.60	829.60	852.00	872.80	893.80	917.80	940.00	964.00	987.20	1,012.80	1,038.40
15	790.40	809.60	829.60	852.00	872.80	893.80	917.80	940.00	964.00	987.20	1,012.80	1,038.40	1,063.20
16	809.60	829.60	852.00	872.80	893.80	917.80	940.00	964.00	987.20	1,012.80	1,038.40	1,063.20	1,089.60
17	829.60	852.00	872.80	893.80	917.80	940.00	964.00	987.20	1,012.80	1,038.40	1,063.20	1,089.60	1,116.80
18	852.00	872.80	893.80	917.80	940.00	964.00	987.20	1,012.80	1,038.40	1,063.20	1,089.60	1,116.80	1,144.80
19	872.80	893.80	917.80	940.00	964.00	987.20	1,012.80	1,038.40	1,063.20	1,089.60	1,116.80	1,144.80	1,172.80
20	893.80	917.80	940.00	964.00	987.20	1,012.80	1,038.40	1,063.20	1,089.60	1,116.80	1,144.80	1,172.80	1,203.20
21	917.80	940.00	964.00	987.20	1,012.80	1,038.40	1,063.20	1,089.60	1,116.80	1,144.80	1,172.80	1,203.20	1,232.80
22	940.00	984.00	987.20	1,012.80	1,038.40	1,063.20	1,089.60	1,116.80	1,144.80	1,172.80	1,203.20	1,232.80	1,264.00
23	984.00	987.20	1,012.80	1,038.40	1,063.20	1,089.60	1,116.80	1,144.80	1,172.80	1,203.20	1,232.80	1,264.00	1,295.20
24	987.20	1,012.80	1,038.40	1,063.20	1,089.60	1,116.80	1,144.80	1,172.80	1,203.20	1,232.80	1,264.00	1,295.20	1,327.20
25	1,012.80	1,038.40	1,063.20	1,089.60	1,116.80	1,144.80	1,172.80	1,203.20	1,232.80	1,264.00	1,295.20	1,327.20	1,361.60
26	1,038.40	1,063.20	1,089.60	1,116.80	1,144.80	1,172.80	1,203.20	1,232.80	1,264.00	1,295.20	1,327.20	1,361.60	1,395.20
27	1,063.20	1,089.60	1,116.80	1,144.80	1,172.80	1,203.20	1,232.80	1,264.00	1,295.20	1,327.20	1,361.60	1,395.20	1,430.40
28	1,089.60	1,116.80	1,144.80	1,172.80	1,203.20	1,232.80	1,264.00	1,295.20	1,327.20	1,361.60	1,395.20	1,430.40	1,465.60
29	1,116.80	1,144.80	1,172.80	1,203.20	1,232.80	1,264.00	1,295.20	1,327.20	1,361.60	1,395.20	1,430.40	1,465.60	1,502.40
30	1,144.80	1,172.80	1,203.20	1,232.80	1,264.00	1,295.20	1,327.20	1,361.60	1,395.20	1,430.40	1,465.60	1,502.40	1,539.20
31	1,172.80	1,203.20	1,232.80	1,264.00	1,295.20	1,327.20	1,361.60	1,395.20	1,430.40	1,465.60	1,502.40	1,539.20	1,578.40
32	1,203.20	1,232.80	1,264.00	1,295.20	1,327.20	1,361.60	1,395.20	1,430.40	1,465.60	1,502.40	1,539.20	1,578.40	1,617.60
33	1,232.80	1,264.00	1,295.20	1,327.20	1,361.60	1,395.20	1,430.40	1,465.60	1,502.40	1,539.20	1,578.40	1,617.60	1,657.60
34	1,264.00	1,285.20	1,327.20	1,361.60	1,395.20	1,430.40	1,465.60	1,502.40	1,539.20	1,578.40	1,617.60	1,657.60	1,689.20
35	1,285.20	1,327.20	1,381.60	1,395.20	1,430.40	1,465.60	1,502.40	1,539.20	1,578.40	1,617.60	1,657.60	1,689.20	1,743.20
36	1,327.20	1,361.60	1,395.20	1,430.40	1,465.60	1,502.40	1,539.20	1,578.40	1,617.60	1,657.60	1,689.20	1,743.20	1,786.40
37	1,361.60	1,385.20	1,430.40	1,465.60	1,502.40	1,539.20	1,578.40	1,617.60	1,657.60	1,689.20	1,743.20	1,786.40	1,828.60
38	1,395.20	1,430.40	1,465.60	1,502.40	1,539.20	1,578.40	1,617.60	1,657.60	1,689.20	1,743.20	1,786.40	1,828.60	1,875.20
39	1,430.40	1,465.60	1,502.40	1,539.20	1,578.40	1,617.60	1,657.60	1,689.20	1,743.20	1,786.40	1,828.60	1,875.20	1,922.40
40	1,465.60	1,502.40	1,539.20	1,578.40	1,617.60	1,657.60	1,689.20	1,743.20	1,786.40	1,828.60	1,875.20	1,922.40	1,970.40
41	1,502.40	1,539.20	1,578.40	1,617.60	1,657.60	1,689.20	1,743.20	1,786.40	1,828.60	1,875.20	1,922.40	1,970.40	2,020.00
42	1,539.20	1,578.40	1,617.60	1,657.60	1,689.20	1,743.20	1,786.40	1,828.60	1,875.20	1,922.40	1,970.40	2,020.00	2,071.20
43	1,578.40	1,617.60	1,657.60	1,689.20	1,743.20	1,786.40	1,828.60	1,875.20	1,922.40	1,970.40	2,020.00	2,071.20	2,122.40
44	1,617.60	1,657.60	1,689.20	1,743.20	1,786.40	1,828.60	1,875.20	1,922.40	1,970.40	2,020.00	2,071.20	2,122.40	2,176.00
45	1,657.60	1,689.20	1,743.20	1,786.40	1,828.60	1,875.20	1,922.40	1,970.40	2,020.00	2,071.20	2,122.40	2,176.00	2,230.40
46	1,698.20	1,743.20	1,786.40	1,828.60	1,875.20	1,922.40	1,970.40	2,020.00	2,071.20	2,122.40	2,176.00	2,230.40	2,284.80
47	1,743.20	1,786.40	1,828.60	1,875.20	1,922.40	1,970.40	2,020.00	2,071.20	2,122.40	2,176.00	2,230.40	2,284.80	2,343.20
48	1,786.40	1,828.60	1,875.20	1,922.40	1,970.40	2,020.00	2,071.20	2,122.40	2,176.00	2,230.40	2,284.80	2,343.20	2,401.60
49	1,828.60	1,875.20	1,922.40	1,970.40	2,020.00	2,071.20	2,122.40	2,176.00	2,230.40	2,284.80	2,343.20	2,401.60	2,461.60
50	1,875.20	1,922.40	1,970.40	2,020.00	2,071.20	2,122.40	2,176.00	2,230.40	2,284.80	2,343.20	2,401.60	2,461.60	2,522.40
51	1,922.40	1,970.40	2,020.00	2,071.20	2,122.40	2,176.00	2,230.40	2,284.80	2,343.20	2,401.60	2,461.60	2,522.40	2,585.60
52	1,970.40	2,020.00	2,071.20	2,122.40	2,176.00	2,230.40	2,284.80	2,343.20	2,401.60	2,461.60	2,522.40	2,585.60	2,650.40

**BI WEEKLY SALARY SCHEDULE
EFFECTIVE WITH PAYCHECK DATED OCTOBER 15, 2010**

EXHIBIT A
CITY OF MOORPARK
MONTHLY SALARY SCHEDULE
EFFECTIVE WITH PAYCHECK DATED OCTOBER 15, 2010

EXHIBIT A
CITY OF MOORPARK

**MONTHLY SALARY SCHEDULE
 EFFECTIVE WITH PAYCHECK DATED OCTOBER 15, 2010**

Resolution No. 2010-
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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	4,376.67	4,487.60	4,598.53	4,714.67	4,832.53	4,950.40	5,076.93	5,203.47	5,333.47	5,465.20	5,602.13	5,742.53	5,886.13
54	4,487.60	4,598.53	4,714.67	4,832.53	4,950.40	5,076.93	5,203.47	5,333.47	5,465.20	5,602.13	5,742.53	5,888.13	6,033.73
55	4,598.53	4,714.67	4,832.53	4,950.40	5,076.93	5,203.47	5,333.47	5,465.20	5,602.13	5,742.53	5,888.13	6,033.73	6,184.53
56	4,714.67	4,832.53	4,950.40	5,076.93	5,203.47	5,333.47	5,465.20	5,602.13	5,742.53	5,888.13	6,033.73	6,184.53	6,340.53
57	4,832.53	4,950.40	5,076.93	5,203.47	5,333.47	5,465.20	5,602.13	5,742.53	5,888.13	6,033.73	6,184.53	6,340.53	6,498.27
58	4,950.40	5,076.93	5,203.47	5,333.47	5,465.20	5,602.13	5,742.53	5,888.13	6,033.73	6,184.53	6,340.53	6,498.27	6,661.20
59	5,076.93	5,203.47	5,333.47	5,465.20	5,602.13	5,742.53	5,888.13	6,033.73	6,184.53	6,340.53	6,498.27	6,661.20	6,825.87
60	5,203.47	5,333.47	5,465.20	5,602.13	5,742.53	5,888.13	6,033.73	6,184.53	6,340.53	6,498.27	6,661.20	6,825.87	6,985.73
61	5,333.47	5,465.20	5,602.13	5,742.53	5,888.13	6,033.73	6,184.53	6,340.53	6,498.27	6,661.20	6,825.87	6,985.73	7,170.80
62	5,465.20	5,602.13	5,742.53	5,888.13	6,033.73	6,184.53	6,340.53	6,498.27	6,661.20	6,825.87	6,985.73	7,170.80	7,351.07
63	5,602.13	5,742.53	5,888.13	6,033.73	6,184.53	6,340.53	6,498.27	6,661.20	6,825.87	6,985.73	7,170.80	7,351.07	7,536.53
64	5,742.53	5,888.13	6,033.73	6,184.53	6,340.53	6,498.27	6,661.20	6,825.87	6,985.73	7,170.80	7,351.07	7,536.53	7,723.73
65	5,888.13	6,033.73	6,184.53	6,340.53	6,498.27	6,661.20	6,825.87	6,985.73	7,170.80	7,351.07	7,536.53	7,723.73	7,916.13
66	6,033.73	6,184.53	6,340.53	6,498.27	6,661.20	6,825.87	6,985.73	7,170.80	7,351.07	7,536.53	7,723.73	7,916.13	8,112.00
67	6,184.53	6,340.53	6,498.27	6,661.20	6,825.87	6,985.73	7,170.80	7,351.07	7,536.53	7,723.73	7,916.13	8,112.00	8,318.27
68	6,340.53	6,498.27	6,661.20	6,825.87	6,985.73	7,170.80	7,351.07	7,536.53	7,723.73	7,916.13	8,112.00	8,318.27	8,524.53
69	6,498.27	6,661.20	6,825.87	6,985.73	7,170.80	7,351.07	7,536.53	7,723.73	7,916.13	8,112.00	8,318.27	8,524.53	8,737.73
70	6,661.20	6,825.87	6,985.73	7,170.80	7,351.07	7,536.53	7,723.73	7,916.13	8,112.00	8,318.27	8,524.53	8,737.73	8,956.13
71	6,825.87	6,985.73	7,170.80	7,351.07	7,536.53	7,723.73	7,916.13	8,112.00	8,318.27	8,524.53	8,737.73	8,956.13	9,184.47
72	6,985.73	7,170.80	7,351.07	7,536.53	7,723.73	7,916.13	8,112.00	8,318.27	8,524.53	8,737.73	8,956.13	9,184.47	9,410.27
73	7,170.80	7,351.07	7,536.53	7,723.73	7,916.13	8,112.00	8,318.27	8,524.53	8,737.73	8,956.13	9,184.47	9,410.27	9,646.00
74	7,351.07	7,536.53	7,723.73	7,916.13	8,112.00	8,318.27	8,524.53	8,737.73	8,956.13	9,184.47	9,410.27	9,646.00	9,885.20
75	7,536.53	7,723.73	7,916.13	8,112.00	8,318.27	8,524.53	8,737.73	8,956.13	9,184.47	9,410.27	9,646.00	9,885.20	10,134.80
76	7,723.73	7,916.13	8,112.00	8,318.27	8,524.53	8,737.73	8,956.13	9,184.47	9,410.27	9,646.00	9,885.20	10,134.80	10,387.87
77	7,916.13	8,112.00	8,318.27	8,524.53	8,737.73	8,956.13	9,184.47	9,410.27	9,646.00	9,885.20	10,134.80	10,387.87	10,847.87
78	8,112.00	8,318.27	8,524.53	8,737.73	8,956.13	9,184.47	9,410.27	9,646.00	9,885.20	10,134.80	10,387.87	10,647.87	10,913.07
79	8,318.27	8,524.53	8,737.73	8,956.13	9,184.47	9,410.27	9,646.00	9,885.20	10,134.80	10,387.87	10,647.87	10,913.07	11,185.20
80	8,524.53	8,737.73	8,956.13	9,184.47	9,410.27	9,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87
81	8,737.73	8,956.13	9,184.47	9,410.27	9,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	11,185.20
82	8,956.13	9,184.47	9,410.27	9,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	11,467.73
83	9,184.47	9,410.27	9,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	11,467.73	11,752.00
84	9,410.27	9,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87
85	9,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	11,185.20
86	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	11,467.73
87	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	11,467.73	11,752.00
88	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87	10,646.00	9,885.20	10,134.80	10,387.87
89	10,647.87	10,913.07	11,185.20	11,467.73	11,752.00	12,046.67	12,348.27	12,655.07	13,970.67	14,320.80	14,676.13	15,043.60	15,418.00
90	10,913.07	11,185.20	11,467.73	11,752.00	12,046.67	12,348.27	12,655.07	13,970.67	14,320.80	14,676.13	15,043.60	15,418.00	16,201.47
91	11,185.20	11,467.73	11,752.00	12,046.67	12,348.27	12,655.07	13,970.67	14,676.13	15,043.60	15,418.00	16,201.47	16,607.07	17,021.33
92	11,467.73	11,752.00	12,046.67	12,348.27	12,655.07	13,970.67	14,676.13	15,043.60	15,418.00	16,201.47	16,607.07	17,021.33	17,447.73
93	11,752.00	12,046.67	12,348.27	12,655.07	13,970.67	14,676.13	15,043.60	15,418.00	16,201.47	16,607.07	17,021.33	17,447.73	18,331.73
94	12,046.67	12,348.27	12,655.07	13,970.67	14,676.13	15,043.60	15,418.00	16,201.47	16,607.07	17,021.33	17,447.73	18,331.73	19,882.80
95	12,348.27	12,655.07	13,970.67	14,676.13	15,043.60	15,418.00	16,201.47	16,607.07	17,021.33	17,447.73	18,331.73	19,882.80	20,308.00
96	12,655.07	13,970.67	14,676.13	15,043.60	15,418.00	16,201.47	16,607.07	17,021.33	17,447.73	18,331.73	19,882.80	20,308.00	20,804.53
97	12,972.27	13,286.40	13,627.47	13,970.67	14,676.13	15,043.60	15,418.00	16,201.47	16,607.07	17,021.33	17,447.73	18,331.73	19,882.80
98	13,286.40	13,627.47	13,970.67	14,676.13	15,043.60	15,418.00	16,201.47	16,607.07	17,021.33	17,447.73	18,331.73	19,882.80	20,308.00
99	13,627.47	13,970.67	14,320.80	14,676.13	15,043.60	15,418.00	16,201.47	16,607.07	17,021.33	17,447.73	18,331.73	19,882.80	20,308.00