

**MOORPARK CITY COUNCIL
AGENDA REPORT**

TO: Honorable City Council

FROM: Steven Kueny, City Manager *SK*

DATE: November 21, 2014 (CC Regular Meeting of 12/3/14)

SUBJECT: Consider Additional Department and Staffing Reorganization and Resolutions Amending Classification Plan and Salary Plan and Rescinding Resolutions Nos. 2014-3334 and 2014-3335

BACKGROUND

The City Council at its regular meeting on September 17, 2014 approved four promotions: Senior Information Systems Analyst to Information Systems Manager, Principal Planner to Planning Manager, Assistant Planner I to Associate Planner I, and Maintenance Worker III to Maintenance Specialist. The agenda report for the September 17 meeting referenced additional reorganization that would be needed due to the pending retirement of the Assistant City Manager at the end of calendar year 2014. This report discusses and requests approval of additional reorganization to be implemented prior to the development of the next fiscal year budget. The City Manager has the authority to make the transfer of assignments and to generally organize the City's departments; however, when changes involve modification of a position to a higher classification or salary range, the addition of a new position to the Classification Plan and Salary Plan, and appropriation of funds, City Council action is required. The proposed additional reorganization actions are described below.

DISCUSSION

Administrative Services Department (ASD)

The City Manager's Fiscal Year 2014-15 Budget Message summarized personnel changes since July 1, 2008, that were made to reduce costs, including the elimination of seven full-time positions (six of which were management positions). The Budget Message also addressed the proposed elimination of an additional management position upon the retirement of the Assistant City Manager in December 2014, and included a discussion of the intent to promote the current Deputy City Manager (department head for the ASD), to the Assistant City Manager position in January 2015, leaving the Deputy City Manager

position vacant at that time. This report requests formal City Council approval of the promotion of Deputy City Manager Deborah Traffenstedt to Assistant City Manager in January 2015.

Over recent years, the majority of the Deputy City Manager's time has been devoted to Human Resources/Risk Management, with support from a Human Resources Analyst (at Range 62), and since 2013 with the support of a Senior Management Analyst to assist with Risk Management and Emergency Management responsibilities (the Emergency Management Division was newly assigned to the ASD in 2013). With the planned promotion of the Deputy City Manager to Assistant City Manager in January 2015, further delegation of responsibility for human resources and risk management task completion will be necessary. Joan Archer, Human Resources Analyst (at Range 62), is proposed to be promoted to a new Senior Human Resources Analyst position (at Range 67). The new Senior Human Resources Analyst position was included in the updates to the Classification Plan and Salary Plan Resolutions, approved by the City Council at the November 5, 2014 meeting.

Since the Administrative Services Department is in the process of initiating recruitment to fill a vacancy for Administrative Specialist, we reviewed the salary range for that position at Range 53, and have determined that there is a need to achieve parity with the Deputy City Clerk II position at Range 51. The job description for the Deputy City Clerk II position is proposed to be revised to incorporate updated essential functions and the job experience needed to perform these responsibilities. As the City Council is aware, achieving compliance with the various laws that are the responsibility of the City Clerk's Division, including but not limited to the Public Records Act and Political Reform Act, has become increasingly difficult, and the Deputy City Clerk II is expected to work at a more independent level than the Deputy City Clerk I, and at an equivalent level in comparison to the Administrative Specialist. There is currently only a three-range difference between the Deputy City Clerk I salary Range 48 and Deputy City Clerk II salary Range 51; therefore, the salary range for Deputy City Clerk II is proposed to be revised from Range 51 to Range 53 to match the Administrative Specialist salary range. This would not result in a promotion, but the current incumbent would have the opportunity for a merit raise at the time of her next performance evaluation. The attached Classification Plan Resolution and Salary Plan Resolution include the changes for the Deputy City Clerk II position.

Following the current Assistant City Manager's retirement, the workload resulting from the elimination of an additional management position will continue to be analyzed, and if necessary, the need for further reorganization will be addressed when the draft Fiscal Year 2015-16 budget is considered.

Parks, Recreation and Community Services Department (PR&CSD)

In 2013, the Parks and Landscape Manager was promoted to Parks and Recreation Director, and a Management Analyst position (at Range 62) was transferred from the

Community Development Department to PR&CSD to assist with property management, art in public places, capital projects, sustainability, and other administrative tasks. The current Management Analyst (Jessica Sandifer) is proposed to be promoted to Senior Management Analyst (at Range 67), to recognize her experience, and the need for her department head to further delegate higher level work assignments. The promotion is proposed to be implemented at the time of her next performance evaluation anniversary date in 2015. This change is in addition to the limited-term, part-time Senior Management Analyst position approved at the September 17, 2014 regular meeting. The part-time Senior Management Analyst position will primarily be devoted to covering staff vacancies in the Recreation Division for the majority of the current fiscal year, and the decision whether to continue funding for this temporary position will be addressed when the draft Fiscal Year 2015-16 budget is considered.

Community Development Department (CDD)

The Economic Development and Housing Manager (ED&HM) along with Administrative Assistant I will be reassigned from the City Manager's Office back to the CDD. The ED&HM position is currently responsible for economic development, affordable housing, and business registration programs. The ED&HM is proposed to now also become responsible for supervising code compliance and vector/animal control as the division head. The Senior Management Analyst (SMA) currently assigned to the Public Works Department (PWD) with oversight of the Vector/Animal Control (V/AC) Division will be reassigned to the CDD and report to the ED&HM. The V/AC Division, including the V/AC Specialist and V/AC Technician II, will also move to the CDD. This will combine code compliance, vector and animal control, and business registration programs into the same department and division, which will improve coordination. The V/AC staff have already been assisting with business registration responsibilities. This change is not expected to reduce the ED&HM's time spent on economic development, because he will be able to delegate some affordable housing responsibilities to the SMA. The Administrative Assistant I position currently assigned to work with the ED&HM will retain responsibility for business registrations. The City Council had previously approved reassignment of business registration to the Finance Department when an Account Clerk was hired. The Administrative Assistant was then to be shared with ASD. At this time, the Account Clerk position hasn't been filled, due to unsuccessful recruitment, and the staffing for this position will be re-evaluated.

The referenced SMA position to be moved to the CDD is currently assigned National Pollutant Discharge Elimination System (NPDES) related activities in the PWD and general administrative support duties. Those responsibilities will be reassigned within the PWD as explained later in this report. The referenced SMA position will support the ED&HM on a variety of assignments, including but not limited to affordable housing, code compliance, and vector and animal control, and may be assigned other CDD duties under the supervision of the department head or Planning Manager.

The SMA reassignment will save the combined Gas Tax/Transportation Development Act (TDA)-Streets funding about \$62,000 annually. With the reassignment, this amount would be replaced with funding from the City Housing Fund to reflect the position's new duties.

Public Works Department (PWD)

As part of the Fiscal Year 2014-15 Budget, a Maintenance Worker (MW) I position was added to the PWD to perform crossing guard duties at Los Angeles Avenue/Moorpark Avenue, with additional remaining time to support the existing three-person PWD crew, which includes a Senior Maintenance Worker (SMW), and two MW-III positions. Besides being responsible for parking enforcement, graffiti abatement, and other duties including occasionally serving as a crossing guard, the current Crossing Guard Supervisor position assists with the PWD crew duties when the work assignment calls for another staff person. The addition of the MW-I position was determined necessary to ensure a crossing guard was always provided at the Los Angeles Avenue/Moorpark Avenue location without having to draw from the three-person crew, which adversely affects productivity. In recent years, the City had not been able to fill the part-time crossing guard position at the referenced location despite numerous recruitments.

In August 2014, the SMW in the PWD retired. With the addition of the MW-I position, supplemented with the Crossing Guard Supervisor as previously described, it's been determined that a three-person crew is sufficient for the workload. With the reassignment of the SMA and the SMW vacancy, staff has analyzed the PWD needs. The three-person crew will consist of the two MW-III and the MW-I positions. The current Crossing Guard Supervisor will be the assigned crossing guard at the Los Angeles Avenue/Moorpark Avenue intersection. It is also proposed that with the reassignment of the SMA to CDD, that NPDES be assigned to the current Public Works Superintendent/Inspector, along with other duties as described below. In addition, a Public Works Supervisor position (an at-will and exempt from overtime Management Employee position at Range 62) is requested to be authorized. The Supervisor position would report to the Superintendent/Inspector and have primary responsibility for streets and public works maintenance activities, including supervising the PWD crew and Crossing Guard Supervisor position. The addition of this position should enable more in-house concrete work, better oversight of work performance by contractors, general improvement in work scheduling, and shared responsibility for after-hours calls. The combined job description for the Public Works Supervisor/Public Works Superintendent/Inspector is proposed to be revised, and an updated job description is included in the attached draft Classification Plan resolution.

With this reorganization, the current Public Works Superintendent/Inspector will have primary responsibility for the following:

1. Overall PWD Maintenance Division responsibility
2. Supervise the Public Works Supervisor
3. NPDES program

4. Encroachment permits
5. Field inspection of encroachment permits and select City projects
6. Project management for minor improvement and maintenance projects
7. Administer parking citation processing agreement
8. Review parking citation appeals
9. Oversee Pavement Management Plan
10. Administer traffic signal maintenance agreement
11. Waterworks District No. 1 liaison
12. Oversee PWD Geographic Information System (GIS) activities
13. Coordinate streetlight inventory update, repair and replacement with Southern California Edison

The new Public Works Supervisor will have primary responsibility for the following:

1. All day-to-day public works maintenance activities including but not limited to pavement patching, concrete grinding and replacement; traffic signage; pavement markings; weed control; and storm drains
2. Supervise four full-time staff assigned to the Division
3. Administer agreements including street sweeping, pavement markings and storm drain catch basin cleaning
4. Fleet maintenance
5. Graffiti removal activities assigned to the Division
6. Oversight of crossing guards
7. Oversight of parking enforcement activities
8. Sidewalk inspection programs and storm drains

The decision on the filling of the SMW position would be deferred until after hiring the Public Works Supervisor, so that person could participate in the decision.

It is also necessary to reorganize the City's crossing guard program. Several years ago the Crossing Guard Supervisor position was created to provide lead worker supervision of the approximately seven part-time workers who served as crossing guards. The Crossing Guard Supervisor also served as a substitute crossing guard as needed. Often, a Maintenance Worker was required to perform crossing guard duties due to part-time staff vacancies. Based on changing demographics and modified school attendance boundaries and City standards, the City currently has only two crossing guard locations. Even these two locations have been difficult to staff, and that's the primary reason why the Maintenance Worker I position was recently established for the Los Angeles Avenue/Moorpark Avenue location. The other location on Tierra Rejada Road is staffed by a part-time Clerical Aide/Crossing Guard position, and the clerical duties are performed between the two morning and afternoon crossing guard shifts (of approximately 30 minutes each) on school days. The combined Clerical Aide/Crossing Guard position was established to improve recruitment and provide enough hours of employment to also improve employee retention.

With the reduction in the number of crossing locations and the way the remaining two locations are staffed, there is no longer a need to have the Crossing Guard Supervisor position for partial supervision of one Clerical Aide/Crossing Guard. The clerical hours are supervised by other staff, and the Maintenance Worker I is currently supervised by the Public Works Superintendent/Inspector. There is still a need to retain an employee to perform the other responsibilities of the position. To accomplish this, a new Competitive Service (not overtime exempt), classification of Public Works Technician is proposed to be created, and the draft job description is included in the attached updated Classification Plan Resolution. The new position is proposed to be at the same salary range (Range 41) as the Crossing Guard Supervisor. If approved, the intent is to transfer the current incumbent in the Crossing Guard Supervisor position to the Public Works Technician position. A draft Salary Plan amendment resolution is also attached which incorporates the new Public Works Technician position title at Range 41. The Classification Plan Resolution will retain the Crossing Guard Supervisor position.

SUMMARY

A summary of the proposed staff position changes as discussed in this report follows:

1. **ASD:** Deputy City Manager will be promoted to Assistant City Manager effective January 10, 2015 (following the retirement of the current Assistant City Manager in December 2014).
2. **ASD:** Human Resources Analyst will be promoted to Senior Human Resources Analyst effective January 10, 2015.
3. **ASD:** Deputy City Clerk II salary range will be revised from Range 51 to Range 53 and job description will be amended.
4. **PR&CSD:** Management Analyst will be promoted to Senior Management Analyst at the time of next evaluation anniversary date in 2015.
5. **CDD:** Economic Development and Housing Manager and Administrative Secretary I will be moved from City Manager's Office to CDD, and Senior Management Analyst and Vector /Animal Control Specialist and Vector/Animal Control Technician II will be moved from PWD to CDD. These transfers do not require City Council approval action.
6. **PWD:** A Public Works Supervisor will be hired and job description for Public Works Supervisor and Public Works Superintendent/Inspector will be revised.
7. **PWD:** A new Public Works Technician job description will be added to the Classification Plan, the new position title will be added to the Salary Plan at Range 41, and the current Crossing Guard Supervisor will be transferred to the Public Works Technician position.

FISCAL IMPACT

Promotion raises are typically a 5% increase in pay, but not to exceed the maximum step in the salary range. Approximately \$7,000 would be required to fund both the Assistant City Manager and Senior Human Resources Analyst promotions in the ASD, and the change in the Deputy City Clerk salary range would not be a promotion, but would allow the opportunity for a merit raise at the time of the next performance evaluation, permitting a maximum increase of 5%, and an estimated cost of approximately \$1,200 for the current fiscal year. Approximately \$2,100 would be required to fund the promotion of a Management Analyst to Senior Management Analyst in the PR&CSD.

The proposed changes previously described in this report for the CDD and PWD will add approximately a combined \$11,000 to the Traffic Safety and Crossing Guard Fund, save \$14,000 for the combined Gas Tax/TDA-Streets Fund, and add \$31,000 to the City Housing Fund in the current fiscal year. There is no need for an appropriation of funds at this time for the recommended changes. With the exception of the City Housing Fund, the cost to referenced funds will most likely be absorbed by cost savings due to position vacancies or other reasons. The request for funding from the City Housing Fund will be a part of the mid-year budget adjustment. The annual cost or savings for each of the funds and amounts is approximately twice the amounts referenced above.

STAFF RECOMMENDATION

1. Approve promotion of the Deputy City Manager to Assistant City Manager on January 10, 2015;
2. Approve promotion of the Human Resources Analyst to Senior Human Resources Analyst on January 10, 2015;
3. Approve promotion of the Management Analyst to Senior Management Analyst in the Parks, Recreation and Community Services Department at the time of next anniversary date in 2015;
4. Approve the addition of a Public Works Supervisor position for the Public Works Department;
5. Adopt Classification Plan Resolution No. 2014-____ amending the job descriptions for Deputy City Clerk II, Public Works Supervisor and Public Works Superintendent/Inspector, adding a new job description for Public Works Technician, and rescinding Resolution No. 2014-3334; and
6. Adopt Salary Plan Resolution No. 2014-____, revising the salary range for Deputy City Clerk II, adding a salary range for the new Public Works Technician position, and rescinding Resolution No. 2014-3335.

Attachment 1: Draft Classification Plan Resolution (draft resolution includes only revised and new job descriptions; final resolution will include all job descriptions)

Attachment 2: Draft Salary Plan Resolution

RESOLUTION NO. 2014-

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. 2014-3334

WHEREAS, the City Council adopted Resolution No. 2014-3334 on November 5, 2014, 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 further amended to incorporate revisions to the Deputy City Clerk II, Public Works Supervisor, and Public Works Superintendent/Inspector job descriptions, and to add a new Public Works Technician job description.

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. For all Classification Plan job descriptions which contain a reference to City, City of Moorpark, or City Council, such reference may also include responsibility for other governmental public agencies for which the Moorpark City Council serves as the governing body, including but not limited to the Successor Agency of the Redevelopment Agency of the City of Moorpark, Successor Housing Agency of the Redevelopment Agency of the City of Moorpark, Moorpark Public Financing Authority, and Industrial Development Authority of the City of Moorpark.

SECTION 4. Resolution No. 2014-3334 is rescinded and this resolution shall become effective beginning with the paycheck dated December 19, 2014.

SECTION 5. 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 3rd day of December, 2014.

Janice S. Parvin, Mayor

ATTEST:

Maureen Benson, City Clerk

Exhibit A: Classification Plan Job Descriptions

EXHIBIT A

City of Moorpark Classification Plan and Job Descriptions

**DEPUTY CITY CLERK I
DEPUTY CITY CLERK II**

*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 assist in coordinating and administering programs and activities of the City Clerk's Division; to assist in maintaining official municipal records and monitoring publication of all official City notices; and to assume responsibilities of the City Clerk as assigned. These positions are not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for these positions to serve the interest of the City's operation and mission.

DISTINGUISHING CHARACTERISTICS

Deputy City Clerk I--This is the entry-level class in the Deputy City Clerk series. This class is distinguished from the Deputy City Clerk II by the performance of the more routine tasks and duties assigned to positions within the series.

Deputy City Clerk II--This is the full journey-level class within the Deputy City Clerk series. Employees within this class are distinguished from the Deputy City Clerk I by the performance of the full-range of duties as assigned. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise, are fully aware of the operating procedures and policies of the City Clerk's Division, and may be appointed to serve as acting City Clerk in the absence of the City Clerk.

SUPERVISION RECEIVED AND EXERCISED

Deputy City Clerk I
Deputy City Clerk II

Receives general supervision from the City Clerk.

May exercise lead worker supervision over clerical staff.

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

Deputy City Clerk I
Deputy City Clerk II

Essential Functions:

1. Assist in coordinating and administering programs and activities in the City Clerk's Division; research a variety of legal material; ensure compliance with current laws and regulations.
2. Provide responsible staff assistance and support to the City Clerk.
3. Prepare a variety of documents, including resolutions, ordinances, reports, and related correspondence.
4. Compile and coordinate the preparation of the City Council agendas; attend meetings; and assist in preparing minutes.
5. Review City Council mail for reproduction and distribution.
6. Compose and publish notices for special meetings, public hearings, public bids and openings; ensure compliance with legal guidelines; adhere to proper legal noticing procedures; prepare and maintain log of legal notice posting and publication.
7. Conduct public bid openings; attend and record sealed bid openings; update and maintain bidders list.
8. Assist with election activities; administer oaths of office; register voters; process initiatives, referendums and recall drives.
9. Maintain logs and records in compliance with the Fair Political Practices Commission.
10. Prepare and execute affidavits.
11. Maintain claim, tort and legal opinion files and logs.
12. Prepare and distribute the City Council annotated agenda.
13. Maintain a log of all documents forwarded to County Recorder and prepare correspondence transmitting documents to be recorded.

14. Perform data entry for all City records; assist in the maintenance of the City Clerk's indexing system and optical information retrieval system.
15. File and retrieve documents; determine placement or establish new placement in accordance with established procedures; maintain and update file guide.
16. Maintain and update the City's Internet Home Page.
17. Produce monthly and quarterly departmental reports for the purpose of maintaining current and correct file information.
18. Assist with scanning of all required documents along with indexing and back-up procedures.
19. Assist in creating and updating a records management plan and procedures manual for City Clerk's Division.
20. Receive contracts and verify transmittals; assign file and contract numbers.
21. Maintain database for resolutions, ordinances, and minutes.
22. Prepare cable television notices for City's government channel.
23. Prepare surety release letters after action by the City Council to exonerate or reduce the surety.
24. Answer phones, take messages, and answer inquiries for City Clerk's Division and City Manager's Office.
25. Create certificates of recognition/appreciation and proclamations for the City Council.
26. Maintain vault and file cabinets assuring orderliness and cleanliness; keep accurate record of file locations.
27. Research and Coordinate preparation of City newsletters responses to public records requests.
28. Assist with claims processing.
29. Provide technical and clerical support to the City Clerk.
30. May prioritize work assignments, assist with the preparation of performance evaluations, and participate in the selection and training of clerical staff.

31. Prepare written agenda reports and make oral presentations to the City Council, staff, the public and professional groups.

Deputy City Clerk II

In addition to the Essential Functions for Deputy City Clerk I:

32. Coordinate the document imaging system and maintenance of complex filing and computerized record systems.
33. Coordinate the subpoena response function of the City Clerk's Division as needed.
34. Assist with risk management responsibilities, including monitoring contracts and agreements, insurance review, cost recovery for City property damage, insurance, and underwriting reporting.
35. May be appointed to serve as City Clerk in the absence of the City Clerk.

Deputy City Clerk I **Deputy City Clerk II**

Marginal Functions:

1. Assist in the preparation and administration of the department budget; monitor expenditures; recommend modifications or adjustments, as necessary.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Deputy City Clerk I

Knowledge of:

Principles and practices of records management, micrographic and scanning, and document imaging operations.
Methods and techniques of record keeping.
Methods and procedures of data entry.
Principles of business letter writing and basic report preparation.
Modern office procedures, methods and equipment.
English usage, spelling, grammar and punctuation.

Bid procedures.

Pertinent records retention and destruction laws, codes, and regulations.

Pertinent Federal, State, and local laws, codes and regulations.

Principles of supervision, training and performance evaluation.

Ability to:

Interpret and explain City policies and procedures.

Research, analyze, and evaluate records and files.

Assist in the development and implementation of a Citywide records management program.

Understand and comply with all posting and publication guidelines.

Operate and use modern office equipment including computer, printers and copiers.

Type and/or enter data on a computer at a speed necessary for successful job performance.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience

Two years of increasingly responsible office management experience, preferably including one year in a City Clerk's Office.

Training

Equivalent to the completion of the twelfth grade, including college level course work in business administration, public administration, or a related field is desirable.

License or Certificate:

Ability to obtain an appropriate, valid Municipal Clerk and/or Records Manager certification is desirable.

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

Deputy City Clerk II

Knowledge of:

Principles and practices of records management, ~~micrographic and scanning,~~ and document imaging operations.

Methods and techniques of record keeping.

Methods and procedures of data entry.

Principles of business letter writing and basic report preparation.

Modern office procedures, methods and equipment.

English usage, spelling, grammar and punctuation.

Bid procedures.

Pertinent records retention and destruction laws, codes, and regulations.

Principles and practices of contract administration.

Methods of research and report preparation.

Pertinent Federal, State, and local laws, codes and regulations.

Principles of supervision, training, and performance evaluation.

Ability to:

Independently perform administrative and analytical activities in the area of work assigned.

Interpret and explain City policies and procedures.

Research, analyze, and evaluate records and files.

Assist in the development and implementation of a Citywide records management program.

Understand and comply with all legal posting and publication guidelines.

Operate and use modern office equipment including computer, printers and copiers.

Type and/or enter data on a computer at a speed necessary for successful job performance.

Independently prepare correspondence and memoranda.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public in area of responsibility.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience

Three years of increasingly responsible office management and/or administrative and analytical experience, including two years in a City Clerk's Office.

Training

Equivalent to the completion of two years of college-level courses in business administration, public administration, or a related field. Completion of the twelfth grade and two additional years of experience in a City Clerk's Office may be substituted for the college requirement.

License or Certificate:

Possession of or ability to obtain, an appropriate, valid Municipal Clerk and/or Records Manager certification is desirable.

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

WORKING CONDITIONS

Deputy City Clerk I
Deputy City Clerk II

Environmental Conditions:

Office environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting or standing for prolonged periods of time; light to medium lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

PUBLIC WORKS TECHNICIAN

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 construction, maintenance and repair of streets and related activities in support of the full range of Public Works activities, and provide parking enforcement and other municipal code compliance support activities. 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.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from division manager or other designated supervisor.

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

Essential Functions:

1. Provide responsible staff assistance and support to assigned supervisory or maintenance staff.
2. Assist with public works and street maintenance activities including but not limited to traffic control, concrete and asphalt installation and repair, storm drain maintenance and installation, placement and repair of traffic control and street signs and pavement markings.
3. Inspect parking compliance and issue parking citations for public parking facilities and streets and for private parking facilities and streets where authorized by applicable State laws.
4. Assist with traffic control and direct traffic during emergencies or congested periods and in support of public works maintenance and repair efforts.
5. Remove debris from City rights-of-way, including but not limited to shopping carts, barricades, dirt, lumber, bricks, auto parts, nails, glass, and dead animals.
6. Place and remove barricades, warning devices and signs for traffic control.

7. Transport the radar speed trailer or other trailer to assigned locations and perform the set-up operations.
8. Operate high-pressure graffiti removal sprayer and sand blast or manually remove graffiti as needed.
9. Operate, clean and maintain various public works equipment and trucks.
10. Perform basic maintenance of City vehicles such as safety inspections and checking fuel, fluid levels and tire air pressure, and ensure cleanliness of vehicles per established standards.
11. Perform crossing guard duties to escort children and adults across the street in a safe manner after verifying visually and audibly that it is safe to enter the intersection, and assist with the training of new crossing guards.
12. Assist in obtaining informal bids and price quotes and research specifications for purchases of supplies, materials and equipment.
13. Enter information in computer devices, maintain computer databases, and prepare correspondence.
14. Respond to public inquiries in a courteous manner; provide information within the area of assignment; resolve complaints in an efficient and timely manner.
15. May make contact with residents or the driving public to provide information and literature regarding municipal codes.
16. May issue citations for violations of municipal codes.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Equipment and tools used in the area of work assigned.
Occupational hazards and standard safety practices.
Safety rules when crossing and working in streets.
Basic first aid methods and techniques.
Municipal codes and citation procedures.

Principles of business letter writing and basic report preparation.

Public relations techniques.

Word processing computer applications.

Modern office procedures, methods, and equipment.

Ability to:

Perform a variety of skilled and semi-skilled maintenance, construction and repair work in the area of work assigned.

Operate a variety of vehicular and stationary mechanical equipment in a safe and effective manner. Drive a pick-up truck with trailer in a safe and effective manner.

Perform a variety of manual tasks for extended periods of time and in unfavorable weather conditions.

Perform heavy manual labor.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Operate and use modern office equipment including computer, printers and copiers.

Enter data into a computer at a speed necessary for successful job performance.

Prepare clear and concise reports and correspondence.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows for effective interaction and communication with others.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience

Two years of experience performing maintenance work, traffic control or related activities, and including administrative office experience.

Training

Equivalent to completion of twelfth grade supplemented by specialized computer and office software training. College level work in civil engineering, public administration, business administration or a related field, is desirable.

License or Certificate:

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

WORKING CONDITIONS

Environmental Conditions:

Field environment; frequent exposure to outside atmospheric conditions; exposure to noise, 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, tools or machinery; work on slippery or uneven surfaces; high traffic areas close to moving vehicles, exposed places and computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; 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.

The additional essential functions for performance of crossing guard duties include repetitive light lifting of a "Stop" sign in a raised position above the head with either arm; clear vision of 20/40 minimum with no color blindness; hearing sufficient to discern approaching vehicles, children, adults, or other moving objects across a frequency range from 500 hertz (Hz) to 3,000 Hz with or without a hearing aid; frequent stepping up and down from a curb; ability to walk a minimum of 70 feet within 12 seconds; and ability to grasp and restrain children from moving into an unsafe area.

**PUBLIC WORKS SUPERVISOR
PUBLIC WORKS SUPERINTENDENT/INSPECTOR**

*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 and provide direct oversight of street maintenance functions and construction inspection activities in enforcing compliance with City codes, regulations and ordinances; to review and resolve complaints; to supervise maintenance workers in a variety of technical tasks relative to assigned areas of responsibility; and to provide contract management and construction project management. These positions are overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from City Engineer/Public Works Director.

Exercises direct and primary supervision over professional, technical, clerical, and maintenance staff; administers contracts and monitors performance.

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

**Public Works Supervisor
Public Works Superintendent/Inspector**

Essential Functions:

1. Administer public works improvement projects including performing as a project manager and providing liaison with contractors ~~and inspection~~; insure conformance with contracts, including plans and specifications; make recommendations on approval of progress payments and change orders; and maintain project files.
2. ~~Perform the more complex and difficult technical public and private improvement construction inspection activities in enforcing compliance with City codes, regulations, and ordinances.~~
32. Provide responsible staff assistance and support to the City Engineer/Public Works Director.
43. Supervise maintenance workers and other public works employees and contractors performing street maintenance;; sidewalk inspection, repair and

replacement; ~~and~~ flood control; cleaning and repairing stormwater drains and catch basins; weed abatement; pavement markings; sign repair and installation; graffiti removal; parking enforcement; and other functions related to streets and public works activities as assigned.

~~54.~~ Select, train, motivate and evaluate maintenance and crossing guard personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.

~~65.~~ Review plans and specifications of construction projects to determine compliance with the provisions of the construction codes, ordinances and regulations.

~~76.~~ Maintain detailed records and reports on inspection activities; input and retrieve inspection data utilizing a computer.

~~87.~~ ~~Resolve inspection issues and concerns between outside parties and inspection staff; review and confirm issues; make recommendations to resolve concerns.~~ Observes crossing guard locations for safety checks and compliance with City policies.

~~98.~~ Confer with architects, contractors, builders and the general public; explain and interpret requirements and restrictions.

~~109.~~ Coordinate and schedule construction activities with governmental agencies, utilities and City staff.

~~140.~~ Administer street and traffic signal maintenance contracts and other related service contracts; develop requests for proposals; conduct research on specifications; and process invoices.

~~121.~~ Prepare analytical and statistical reports on operations and activities; prepare lists detailing deficiencies to be corrected in the construction project; prepare a variety of correspondence on operations and activities.

~~132.~~ Perform quantity measurements of work performed by outside contractors to approve progress payments and verify quantities; coordinate field lab tests of construction projects including soil compaction, material specification and concrete pours and cylinders.

~~143.~~ Participate in the investigation of claims for risk management; research claims, files and construction projects; prepare reports; take photographs as necessary.

~~154.~~ Maintain safe work practices and procedures; instruct subordinate staff in safety matters.

- | 165. Receive and respond to public inquiries and complaints in a courteous manner; provide information within the area of assignment; resolve complaints in an efficient and timely manner; prepare summary reports as required.
- | 176. Assume direct responsibility for monitoring and administering assigned program areas; oversee assigned administrative support functions, including budget.
- | 187. Collect, compile, and analyze complex information from various sources on a variety of specialized topics related to assigned programs; prepare reports which present and interpret data, and identify alternatives; make and justify recommendations.
- | 198. Prepare and administer annual budget for assigned functions.
- | 2019. Participate in special projects and studies including complex research of new programs and services, budget analysis and preparation, and feasibility analyses; prepare and present reports.
- | 240. Make oral and written presentations to the City Council, staff, the public and professional groups.

Public Works Superintendent/Inspector

In addition to the Essential Functions for Public Works Supervisor:

- 21. Perform the more complex and difficult technical public and private improvement construction inspection activities in enforcing compliance with City codes, regulations, and ordinances, including encroachment permits.
- 22. Resolve inspection issues and concerns between outside parties and inspection staff; review and confirm issues; make recommendations to resolve concerns.
- 23. Review parking citation appeals.

Marginal Functions:

- 1. Serve as emergency response worker as necessary.
- 2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Public Works Supervisor
Public Works Superintendent/Inspector

Knowledge of:

Operations, services, and activities of a comprehensive public works construction inspection program.

Principles of supervision, training and performance evaluation.

Principles and practices of contract administration.

Methods and techniques of construction inspection.

Codes and ordinances enforced by the City related to public works construction.

Complex principles and techniques of construction inspection and plans examining work.

Principle of structural design and engineering mathematics.

Modern office procedures, methods and equipment.

Purchasing procedures and practices.

Occupational hazards and standard safety practices.

Pertinent Federal, State, and local laws, codes and regulations.

National Pollutant Discharge Elimination System (NPDES) requirements for capital _____ projects and maintenance activities.

Geographic information system software.

Ability to:

Effectively manage contracts and evaluate the work of contractors.

~~Independently perform the most complex and difficult construction inspection activities.~~

Perform complex administrative and analytical activities for assigned programs.

Interpret, explain, and enforce Department policies and procedures.

Interpret and apply pertinent Federal, State and local laws, codes and regulations.

Supervise, organize, and review the work of subordinate staff.

Prepare clear and concise reports.

Research, analyze, and evaluate programs, policies, and procedures.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Operate and use modern office equipment including computer, printers and copiers.

Enter data on a computer at a speed necessary for successful job performance.

Read and interpret complex construction plans, specifications and codes.

Determine if construction systems conform to City code requirements.

Apply technical knowledge and follow proper inspection techniques to examine workmanship and materials and detect deviations.

Enforce necessary regulations with firmness and tact.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.

Work independently in the absence of supervision.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Public Works Superintendent/Inspector

In addition to the abilities for Public Works Supervisor:

Independently perform the most complex and difficult construction inspection activities.

Experience and Training Guidelines:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Public Works Supervisor

Experience

Three years of increasingly responsible construction inspection and plans examining experience, including one year of supervisory or lead experience, preferably in a public agency.

Training

Equivalent to the completion of the twelfth grade supplemented by advanced, specialized training in the building and construction trades, civil engineering, and contract administration. Two years of college or an Associates Degree from an accredited college or university is desirable.

Public Works Superintendent/Inspector

Experience

Five years of increasingly responsible oversight of street maintenance activities, construction inspection and plans examining experience, including three years of supervisory or lead experience, preferably in a public agency.

Training

Equivalent to the completion of two years of college or an Associates Degree from an accredited college or university, supplemented by specialized training in building and construction trades, civil engineering, and contract administration. A Bachelors degree is desirable. The two years of college education requirement may be substituted with an additional four years of responsible and related work experience.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license. Possession of a Class A or B California driver's license is desirable.

WORKING CONDITIONS

Public Works Supervisor
Public Works Superintendent/Inspector

Environmental Conditions:

Office/field environment; travel from site to site; exposure to outside atmospheric conditions, noise and dust; work in high, exposed places; work on uneven surfaces; inspect in confined spaces; and work around moving mechanical parts of equipment, tools or machinery.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; light to medium lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

RESOLUTION NO. 2014-

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. 2014-3335

WHEREAS, the City Council at its meeting on December 3, 2014, adopted an updated Classification Plan Resolution to incorporate revisions to several job descriptions and adding a new job description for Public Works Technician; and

WHEREAS, the City Council has determined to update the Salary Plan to revise the salary range for the Competitive Service position of Deputy City Clerk II from Range 51 to Range 53 and to add a salary range for the new Competitive Service position of Public Works Technician at Range 41.

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	100
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	83
Assistant to City Manager/City Clerk	83
Finance Director	83
Planning Director	83
Assistant City Engineer	77
Economic Development and Housing Manager	77
Parks and Landscape Manager	77
Senior Civil Engineer	77
Budget and Finance Manager	75
Planning Manager	73
Administrative Services Manager	71
Assistant to City Manager	71
Finance/Accounting Manager	71
Information Systems Manager	71
Recreation/Community Services Manager	71

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

<u>Non-Competitive Service Positions*</u>	<u>Salary Range</u>
Accountant II	67
Associate Civil Engineer	67
City Clerk	67
Landscape/Parks Maintenance Superintendent	67
Principal Planner	67
Public Works Superintendent/Inspector	67
Recreation Services Manager	67
Senior Human Resources Analyst	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>
Associate Planner II	59
Human Resources Specialist	59
Recreation Specialist	59
Vector/Animal Control Specialist	59
Associate Planner I	56
Administrative Specialist	53
Deputy City Clerk II	53
Executive Secretary	53
Human Resources Assistant	53
Recreation Coordinator III	53
Senior Account Technician	53
Account Technician II	51
Active Adult Center Coordinator	51
Assistant Planner	51
Code Compliance Technician II	51
Deputy City Clerk II	51
Information Systems Technician II	51
Vector/Animal Control Technician II	51
Facilities Technician	49
Administrative Assistant II	48
Community Services Technician	48
Deputy City Clerk I	48
Maintenance Specialist	47
Recreation Coordinator II	47
Senior Maintenance Worker	47

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

<u>Competitive Service Positions</u>	<u>Salary Range</u>
Vector/Animal Control Technician I	47
Account Technician I	46
Information Systems Technician I	46
Administrative Assistant I	45
Community Development Technician	45
Irrigation Specialist	45
Code Compliance Technician I	43
Maintenance Worker III	43
Crossing Guard Supervisor	41
Office Assistant III	41
<u>Public Works Technician</u>	<u>41</u>
Maintenance Worker II	39
Recreation Coordinator I	39
Teen Coordinator	39
Account Clerk II	38
Account Clerk I	34
Laborer/Custodian IV	34
Recreation Leader IV	34
Office Assistant II	34
Recreation Assistant	32
Maintenance Worker I	31
Office Assistant I	29

<u>Hourly Positions**</u>	<u>Salary Range</u>
Recreation Leader III	32
Senior Nutrition Coordinator	32
Intern	30
Laborer/Custodian III	28
Recreation Leader II	22
Records Clerk	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

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

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%)
- 181 to 240 Months of service – two percent (2.0%)
- 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 December 19, 2014.

SECTION 9. Resolution No. 2014-3335 is hereby rescinded in its entirety upon the effective pay period for this revised Salary Plan (paycheck dated December 19, 2014).

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 3rd day of December, 2014.

Janice S. Parvin, Mayor

ATTEST:

Maureen Benson, City Clerk

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

EXHIBIT A													
CITY OF MOORPARK													
HOURLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED NOVEMBER 24/DECEMBER 19, 2014													
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	--	--	--	--	--	9.14	9.34	9.58	9.84	10.08	10.32	10.57	10.87
7	--	--	--	--	9.14	9.34	9.58	9.84	10.08	10.32	10.57	10.87	11.13
8	--	--	--	9.14	9.34	9.58	9.84	10.08	10.32	10.57	10.87	11.13	11.39
9	--	--	9.14	9.34	9.58	9.84	10.08	10.32	10.57	10.87	11.13	11.39	11.70
10	--	9.14	9.34	9.58	9.84	10.08	10.32	10.57	10.87	11.13	11.39	11.70	11.99
11	9.14	9.34	9.58	9.84	10.08	10.32	10.57	10.87	11.13	11.39	11.70	11.99	12.29
12	9.34	9.58	9.84	10.08	10.32	10.57	10.87	11.13	11.39	11.70	11.99	12.29	12.58
13	9.58	9.84	10.08	10.32	10.57	10.87	11.13	11.39	11.70	11.99	12.29	12.58	12.92
14	9.84	10.08	10.32	10.57	10.87	11.13	11.39	11.70	11.99	12.29	12.58	12.92	13.24
15	10.08	10.32	10.57	10.87	11.13	11.39	11.70	11.99	12.29	12.58	12.92	13.24	13.55
16	10.32	10.57	10.87	11.13	11.39	11.70	11.99	12.29	12.58	12.92	13.24	13.55	13.90
17	10.57	10.87	11.13	11.39	11.70	11.99	12.29	12.58	12.92	13.24	13.55	13.90	14.24
18	10.87	11.13	11.39	11.70	11.99	12.29	12.58	12.92	13.24	13.55	13.90	14.24	14.59
19	11.13	11.39	11.70	11.99	12.29	12.58	12.92	13.24	13.55	13.90	14.24	14.59	14.96
20	11.39	11.70	11.99	12.29	12.58	12.92	13.24	13.55	13.90	14.24	14.59	14.96	15.34
21	11.70	11.99	12.29	12.58	12.92	13.24	13.55	13.90	14.24	14.59	14.96	15.34	15.72
22	11.99	12.29	12.58	12.92	13.24	13.55	13.90	14.24	14.59	14.96	15.34	15.72	16.12
23	12.29	12.58	12.92	13.24	13.55	13.90	14.24	14.59	14.96	15.34	15.72	16.12	16.51
24	12.58	12.92	13.24	13.55	13.90	14.24	14.59	14.96	15.34	15.72	16.12	16.51	16.93
25	12.92	13.24	13.55	13.90	14.24	14.59	14.96	15.34	15.72	16.12	16.51	16.93	17.36
26	13.24	13.55	13.90	14.24	14.59	14.96	15.34	15.72	16.12	16.51	16.93	17.36	17.79
27	13.55	13.90	14.24	14.59	14.96	15.34	15.72	16.12	16.51	16.93	17.36	17.79	18.24
28	13.90	14.24	14.59	14.96	15.34	15.72	16.12	16.51	16.93	17.36	17.79	18.24	18.69
29	14.24	14.59	14.96	15.34	15.72	16.12	16.51	16.93	17.36	17.79	18.24	18.69	19.16
30	14.59	14.96	15.34	15.72	16.12	16.51	16.93	17.36	17.79	18.24	18.69	19.16	19.62
31	14.96	15.34	15.72	16.12	16.51	16.93	17.36	17.79	18.24	18.69	19.16	19.62	20.13
32	15.34	15.72	16.12	16.51	16.93	17.36	17.79	18.24	18.69	19.16	19.62	20.13	20.62
33	15.72	16.12	16.51	16.93	17.36	17.79	18.24	18.69	19.16	19.62	20.13	20.62	21.14
34	16.12	16.51	16.93	17.36	17.79	18.24	18.69	19.16	19.62	20.13	20.62	21.14	21.66

EXHIBIT A													
CITY OF MOORPARK													
HOURLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 21 DECEMBER 19, 2014													
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
35	16.51	16.93	17.36	17.79	18.24	18.69	19.16	19.62	20.13	20.62	21.14	21.66	22.23
36	16.93	17.36	17.79	18.24	18.69	19.16	19.62	20.13	20.62	21.14	21.66	22.23	22.78
37	17.36	17.79	18.24	18.69	19.16	19.62	20.13	20.62	21.14	21.66	22.23	22.78	23.33
38	17.79	18.24	18.69	19.16	19.62	20.13	20.62	21.14	21.66	22.23	22.78	23.33	23.91
39	18.24	18.69	19.16	19.62	20.13	20.62	21.14	21.66	22.23	22.78	23.33	23.91	24.51
40	18.69	19.16	19.62	20.13	20.62	21.14	21.66	22.23	22.78	23.33	23.91	24.51	25.13
41	19.16	19.62	20.13	20.62	21.14	21.66	22.23	22.78	23.33	23.91	24.51	25.13	25.76
42	19.62	20.13	20.62	21.14	21.66	22.23	22.78	23.33	23.91	24.51	25.13	25.76	26.41
43	20.13	20.62	21.14	21.66	22.23	22.78	23.33	23.91	24.51	25.13	25.76	26.41	27.07
44	20.62	21.14	21.66	22.23	22.78	23.33	23.91	24.51	25.13	25.76	26.41	27.07	27.74
45	21.14	21.66	22.23	22.78	23.33	23.91	24.51	25.13	25.76	26.41	27.07	27.74	28.44
46	21.66	22.23	22.78	23.33	23.91	24.51	25.13	25.76	26.41	27.07	27.74	28.44	29.14
47	22.23	22.78	23.33	23.91	24.51	25.13	25.76	26.41	27.07	27.74	28.44	29.14	29.88
48	22.78	23.33	23.91	24.51	25.13	25.76	26.41	27.07	27.74	28.44	29.14	29.88	30.62
49	23.33	23.91	24.51	25.13	25.76	26.41	27.07	27.74	28.44	29.14	29.88	30.62	31.39
50	23.91	24.51	25.13	25.76	26.41	27.07	27.74	28.44	29.14	29.88	30.62	31.39	32.17
51	24.51	25.13	25.76	26.41	27.07	27.74	28.44	29.14	29.88	30.62	31.39	32.17	32.97
52	25.13	25.76	26.41	27.07	27.74	28.44	29.14	29.88	30.62	31.39	32.17	32.97	33.79
53	25.76	26.41	27.07	27.74	28.44	29.14	29.88	30.62	31.39	32.17	32.97	33.79	34.65
54	26.41	27.07	27.74	28.44	29.14	29.88	30.62	31.39	32.17	32.97	33.79	34.65	35.51
55	27.07	27.74	28.44	29.14	29.88	30.62	31.39	32.17	32.97	33.79	34.65	35.51	36.40
56	27.74	28.44	29.14	29.88	30.62	31.39	32.17	32.97	33.79	34.65	35.51	36.40	37.32
57	28.44	29.14	29.88	30.62	31.39	32.17	32.97	33.79	34.65	35.51	36.40	37.32	38.24
58	29.14	29.88	30.62	31.39	32.17	32.97	33.79	34.65	35.51	36.40	37.32	38.24	39.20
59	29.88	30.62	31.39	32.17	32.97	33.79	34.65	35.51	36.40	37.32	38.24	39.20	40.17
60	30.62	31.39	32.17	32.97	33.79	34.65	35.51	36.40	37.32	38.24	39.20	40.17	41.17
61	31.39	32.17	32.97	33.79	34.65	35.51	36.40	37.32	38.24	39.20	40.17	41.17	42.20
62	32.17	32.97	33.79	34.65	35.51	36.40	37.32	38.24	39.20	40.17	41.17	42.20	43.26
63	32.97	33.79	34.65	35.51	36.40	37.32	38.24	39.20	40.17	41.17	42.20	43.26	44.35
64	33.79	34.65	35.51	36.40	37.32	38.24	39.20	40.17	41.17	42.20	43.26	44.35	45.46
65	34.65	35.51	36.40	37.32	38.24	39.20	40.17	41.17	42.20	43.26	44.35	45.46	46.59

EXHIBIT A

CITY OF MOORPARK													
HOURLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 24 DECEMBER 19, 2014													
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
66	35.51	36.40	37.32	38.24	39.20	40.17	41.17	42.20	43.26	44.35	45.46	46.59	47.74
67	36.40	37.32	38.24	39.20	40.17	41.17	42.20	43.26	44.35	45.46	46.59	47.74	48.95
68	37.32	38.24	39.20	40.17	41.17	42.20	43.26	44.35	45.46	46.59	47.74	48.95	50.17
69	38.24	39.20	40.17	41.17	42.20	43.26	44.35	45.46	46.59	47.74	48.95	50.17	51.42
70	39.20	40.17	41.17	42.20	43.26	44.35	45.46	46.59	47.74	48.95	50.17	51.42	52.71
71	40.17	41.17	42.20	43.26	44.35	45.46	46.59	47.74	48.95	50.17	51.42	52.71	54.04
72	41.17	42.20	43.26	44.35	45.46	46.59	47.74	48.95	50.17	51.42	52.71	54.04	55.38
73	42.20	43.26	44.35	45.46	46.59	47.74	48.95	50.17	51.42	52.71	54.04	55.38	56.77
74	43.26	44.35	45.46	46.59	47.74	48.95	50.17	51.42	52.71	54.04	55.38	56.77	58.18
75	44.35	45.46	46.59	47.74	48.95	50.17	51.42	52.71	54.04	55.38	56.77	58.18	59.64
76	45.46	46.59	47.74	48.95	50.17	51.42	52.71	54.04	55.38	56.77	58.18	59.64	61.14
77	46.59	47.74	48.95	50.17	51.42	52.71	54.04	55.38	56.77	58.18	59.64	61.14	62.66
78	47.74	48.95	50.17	51.42	52.71	54.04	55.38	56.77	58.18	59.64	61.14	62.66	64.23
79	48.95	50.17	51.42	52.71	54.04	55.38	56.77	58.18	59.64	61.14	62.66	64.23	65.83
80	50.17	51.42	52.71	54.04	55.38	56.77	58.18	59.64	61.14	62.66	64.23	65.83	67.49
81	51.42	52.71	54.04	55.38	56.77	58.18	59.64	61.14	62.66	64.23	65.83	67.49	69.16
82	52.71	54.04	55.38	56.77	58.18	59.64	61.14	62.66	64.23	65.83	67.49	69.16	70.90
83	54.04	55.38	56.77	58.18	59.64	61.14	62.66	64.23	65.83	67.49	69.16	70.90	72.67
84	55.38	56.77	58.18	59.64	61.14	62.66	64.23	65.83	67.49	69.16	70.90	72.67	74.48
85	56.77	58.18	59.64	61.14	62.66	64.23	65.83	67.49	69.16	70.90	72.67	74.48	76.35
86	58.18	59.64	61.14	62.66	64.23	65.83	67.49	69.16	70.90	72.67	74.48	76.35	78.25
87	59.64	61.14	62.66	64.23	65.83	67.49	69.16	70.90	72.67	74.48	76.35	78.25	80.20
88	61.14	62.66	64.23	65.83	67.49	69.16	70.90	72.67	74.48	76.35	78.25	80.20	82.22
89	62.66	64.23	65.83	67.49	69.16	70.90	72.67	74.48	76.35	78.25	80.20	82.22	84.28
90	64.23	65.83	67.49	69.16	70.90	72.67	74.48	76.35	78.25	80.20	82.22	84.28	86.38
91	65.83	67.49	69.16	70.90	72.67	74.48	76.35	78.25	80.20	82.22	84.28	86.38	88.54
92	67.49	69.16	70.90	72.67	74.48	76.35	78.25	80.20	82.22	84.28	86.38	88.54	90.74
93	69.16	70.90	72.67	74.48	76.35	78.25	80.20	82.22	84.28	86.38	88.54	90.74	93.01
94	70.90	72.67	74.48	76.35	78.25	80.20	82.22	84.28	86.38	88.54	90.74	93.01	95.34
95	72.67	74.48	76.35	78.25	80.20	82.22	84.28	86.38	88.54	90.74	93.01	95.34	97.74
96	74.48	76.35	78.25	80.20	82.22	84.28	86.38	88.54	90.74	93.01	95.34	97.74	100.17

EXHIBIT A													
CITY OF MOORPARK													
HOURLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 24 DECEMBER 19, 2014													
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
97	76.35	78.25	80.20	82.22	84.28	86.38	88.54	90.74	93.01	95.34	97.74	100.17	102.69
98	78.25	80.20	82.22	84.28	86.38	88.54	90.74	93.01	95.34	97.74	100.17	102.69	105.24
99	80.20	82.22	84.28	86.38	88.54	90.74	93.01	95.34	97.74	100.17	102.69	105.24	107.89
100	82.22	84.28	86.38	88.54	90.74	93.01	95.34	97.74	100.17	102.69	105.24	107.89	110.58

EXHIBIT A													
CITY OF MOORPARK													
BI WEEKLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 24/DECEMBER 19, 2014													
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	--	--	--	--	--	731.20	747.20	766.40	787.20	806.40	825.60	845.60	869.60
7	--	--	--	--	731.20	747.20	766.40	787.20	806.40	825.60	845.60	869.60	890.40
8	--	--	--	731.20	747.20	766.40	787.20	806.40	825.60	845.60	869.60	890.40	911.20
9	--	--	731.20	747.20	766.40	787.20	806.40	825.60	845.60	869.60	890.40	911.20	936.00
10	--	731.20	747.20	766.40	787.20	806.40	825.60	845.60	869.60	890.40	911.20	936.00	959.20
11	731.20	747.20	766.40	787.20	806.40	825.60	845.60	869.60	890.40	911.20	936.00	959.20	983.20
12	747.20	766.40	787.20	806.40	825.60	845.60	869.60	890.40	911.20	936.00	959.20	983.20	1,006.40
13	766.40	787.20	806.40	825.60	845.60	869.60	890.40	911.20	936.00	959.20	983.20	1,006.40	1,033.60
14	787.20	806.40	825.60	845.60	869.60	890.40	911.20	936.00	959.20	983.20	1,006.40	1,033.60	1,059.20
15	806.40	825.60	845.60	869.60	890.40	911.20	936.00	959.20	983.20	1,006.40	1,033.60	1,059.20	1,084.00
16	825.60	845.60	869.60	890.40	911.20	936.00	959.20	983.20	1,006.40	1,033.60	1,059.20	1,084.00	1,112.00
17	845.60	869.60	890.40	911.20	936.00	959.20	983.20	1,006.40	1,033.60	1,059.20	1,084.00	1,112.00	1,139.20
18	869.60	890.40	911.20	936.00	959.20	983.20	1,006.40	1,033.60	1,059.20	1,084.00	1,112.00	1,139.20	1,167.20
19	890.40	911.20	936.00	959.20	983.20	1,006.40	1,033.60	1,059.20	1,084.00	1,112.00	1,139.20	1,167.20	1,196.80
20	911.20	936.00	959.20	983.20	1,006.40	1,033.60	1,059.20	1,084.00	1,112.00	1,139.20	1,167.20	1,196.80	1,227.20
21	936.00	959.20	983.20	1,006.40	1,033.60	1,059.20	1,084.00	1,112.00	1,139.20	1,167.20	1,196.80	1,227.20	1,257.60
22	959.20	983.20	1,006.40	1,033.60	1,059.20	1,084.00	1,112.00	1,139.20	1,167.20	1,196.80	1,227.20	1,257.60	1,289.60
23	983.20	1,006.40	1,033.60	1,059.20	1,084.00	1,112.00	1,139.20	1,167.20	1,196.80	1,227.20	1,257.60	1,289.60	1,320.80
24	1,006.40	1,033.60	1,059.20	1,084.00	1,112.00	1,139.20	1,167.20	1,196.80	1,227.20	1,257.60	1,289.60	1,320.80	1,354.40
25	1,033.60	1,059.20	1,084.00	1,112.00	1,139.20	1,167.20	1,196.80	1,227.20	1,257.60	1,289.60	1,320.80	1,354.40	1,388.80
26	1,059.20	1,084.00	1,112.00	1,139.20	1,167.20	1,196.80	1,227.20	1,257.60	1,289.60	1,320.80	1,354.40	1,388.80	1,423.20
27	1,084.00	1,112.00	1,139.20	1,167.20	1,196.80	1,227.20	1,257.60	1,289.60	1,320.80	1,354.40	1,388.80	1,423.20	1,459.20
28	1,112.00	1,139.20	1,167.20	1,196.80	1,227.20	1,257.60	1,289.60	1,320.80	1,354.40	1,388.80	1,423.20	1,459.20	1,495.20
29	1,139.20	1,167.20	1,196.80	1,227.20	1,257.60	1,289.60	1,320.80	1,354.40	1,388.80	1,423.20	1,459.20	1,495.20	1,532.80
30	1,167.20	1,196.80	1,227.20	1,257.60	1,289.60	1,320.80	1,354.40	1,388.80	1,423.20	1,459.20	1,495.20	1,532.80	1,569.60
31	1,196.80	1,227.20	1,257.60	1,289.60	1,320.80	1,354.40	1,388.80	1,423.20	1,459.20	1,495.20	1,532.80	1,569.60	1,610.40
32	1,227.20	1,257.60	1,289.60	1,320.80	1,354.40	1,388.80	1,423.20	1,459.20	1,495.20	1,532.80	1,569.60	1,610.40	1,649.60
33	1,257.60	1,289.60	1,320.80	1,354.40	1,388.80	1,423.20	1,459.20	1,495.20	1,532.80	1,569.60	1,610.40	1,649.60	1,691.20

EXHIBIT A													
CITY OF MOORPARK													
BI WEEKLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 24/DECEMBER 19, 2014													
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
34	1,289.60	1,320.80	1,354.40	1,388.80	1,423.20	1,459.20	1,495.20	1,532.80	1,569.60	1,610.40	1,649.60	1,691.20	1,732.80
35	1,320.80	1,354.40	1,388.80	1,423.20	1,459.20	1,495.20	1,532.80	1,569.60	1,610.40	1,649.60	1,691.20	1,732.80	1,778.40
36	1,354.40	1,388.80	1,423.20	1,459.20	1,495.20	1,532.80	1,569.60	1,610.40	1,649.60	1,691.20	1,732.80	1,778.40	1,822.40
37	1,388.80	1,423.20	1,459.20	1,495.20	1,532.80	1,569.60	1,610.40	1,649.60	1,691.20	1,732.80	1,778.40	1,822.40	1,866.40
38	1,423.20	1,459.20	1,495.20	1,532.80	1,569.60	1,610.40	1,649.60	1,691.20	1,732.80	1,778.40	1,822.40	1,866.40	1,912.80
39	1,459.20	1,495.20	1,532.80	1,569.60	1,610.40	1,649.60	1,691.20	1,732.80	1,778.40	1,822.40	1,866.40	1,912.80	1,960.80
40	1,495.20	1,532.80	1,569.60	1,610.40	1,649.60	1,691.20	1,732.80	1,778.40	1,822.40	1,866.40	1,912.80	1,960.80	2,010.40
41	1,532.80	1,569.60	1,610.40	1,649.60	1,691.20	1,732.80	1,778.40	1,822.40	1,866.40	1,912.80	1,960.80	2,010.40	2,060.80
42	1,569.60	1,610.40	1,649.60	1,691.20	1,732.80	1,778.40	1,822.40	1,866.40	1,912.80	1,960.80	2,010.40	2,060.80	2,112.80
43	1,610.40	1,649.60	1,691.20	1,732.80	1,778.40	1,822.40	1,866.40	1,912.80	1,960.80	2,010.40	2,060.80	2,112.80	2,165.60
44	1,649.60	1,691.20	1,732.80	1,778.40	1,822.40	1,866.40	1,912.80	1,960.80	2,010.40	2,060.80	2,112.80	2,165.60	2,219.20
45	1,691.20	1,732.80	1,778.40	1,822.40	1,866.40	1,912.80	1,960.80	2,010.40	2,060.80	2,112.80	2,165.60	2,219.20	2,275.20
46	1,732.80	1,778.40	1,822.40	1,866.40	1,912.80	1,960.80	2,010.40	2,060.80	2,112.80	2,165.60	2,219.20	2,275.20	2,331.20
47	1,778.40	1,822.40	1,866.40	1,912.80	1,960.80	2,010.40	2,060.80	2,112.80	2,165.60	2,219.20	2,275.20	2,331.20	2,390.40
48	1,822.40	1,866.40	1,912.80	1,960.80	2,010.40	2,060.80	2,112.80	2,165.60	2,219.20	2,275.20	2,331.20	2,390.40	2,449.60
49	1,866.40	1,912.80	1,960.80	2,010.40	2,060.80	2,112.80	2,165.60	2,219.20	2,275.20	2,331.20	2,390.40	2,449.60	2,511.20
50	1,912.80	1,960.80	2,010.40	2,060.80	2,112.80	2,165.60	2,219.20	2,275.20	2,331.20	2,390.40	2,449.60	2,511.20	2,573.60
51	1,960.80	2,010.40	2,060.80	2,112.80	2,165.60	2,219.20	2,275.20	2,331.20	2,390.40	2,449.60	2,511.20	2,573.60	2,637.60
52	2,010.40	2,060.80	2,112.80	2,165.60	2,219.20	2,275.20	2,331.20	2,390.40	2,449.60	2,511.20	2,573.60	2,637.60	2,703.20
53	2,060.80	2,112.80	2,165.60	2,219.20	2,275.20	2,331.20	2,390.40	2,449.60	2,511.20	2,573.60	2,637.60	2,703.20	2,772.00
54	2,112.80	2,165.60	2,219.20	2,275.20	2,331.20	2,390.40	2,449.60	2,511.20	2,573.60	2,637.60	2,703.20	2,772.00	2,840.80
55	2,165.60	2,219.20	2,275.20	2,331.20	2,390.40	2,449.60	2,511.20	2,573.60	2,637.60	2,703.20	2,772.00	2,840.80	2,912.00
56	2,219.20	2,275.20	2,331.20	2,390.40	2,449.60	2,511.20	2,573.60	2,637.60	2,703.20	2,772.00	2,840.80	2,912.00	2,985.60
57	2,275.20	2,331.20	2,390.40	2,449.60	2,511.20	2,573.60	2,637.60	2,703.20	2,772.00	2,840.80	2,912.00	2,985.60	3,059.20
58	2,331.20	2,390.40	2,449.60	2,511.20	2,573.60	2,637.60	2,703.20	2,772.00	2,840.80	2,912.00	2,985.60	3,059.20	3,136.00
59	2,390.40	2,449.60	2,511.20	2,573.60	2,637.60	2,703.20	2,772.00	2,840.80	2,912.00	2,985.60	3,059.20	3,136.00	3,213.60
60	2,449.60	2,511.20	2,573.60	2,637.60	2,703.20	2,772.00	2,840.80	2,912.00	2,985.60	3,059.20	3,136.00	3,213.60	3,293.60
61	2,511.20	2,573.60	2,637.60	2,703.20	2,772.00	2,840.80	2,912.00	2,985.60	3,059.20	3,136.00	3,213.60	3,293.60	3,376.00
62	2,573.60	2,637.60	2,703.20	2,772.00	2,840.80	2,912.00	2,985.60	3,059.20	3,136.00	3,213.60	3,293.60	3,376.00	3,460.80
63	2,637.60	2,703.20	2,772.00	2,840.80	2,912.00	2,985.60	3,059.20	3,136.00	3,213.60	3,293.60	3,376.00	3,460.80	3,548.00
64	2,703.20	2,772.00	2,840.80	2,912.00	2,985.60	3,059.20	3,136.00	3,213.60	3,293.60	3,376.00	3,460.80	3,548.00	3,636.80

EXHIBIT A

CITY OF MOORPARK													
BI WEEKLY SALARY SCHEDULE													
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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
65	2,772.00	2,840.80	2,912.00	2,985.60	3,059.20	3,136.00	3,213.60	3,293.60	3,376.00	3,460.80	3,548.00	3,636.80	3,727.20
66	2,840.80	2,912.00	2,985.60	3,059.20	3,136.00	3,213.60	3,293.60	3,376.00	3,460.80	3,548.00	3,636.80	3,727.20	3,819.20
67	2,912.00	2,985.60	3,059.20	3,136.00	3,213.60	3,293.60	3,376.00	3,460.80	3,548.00	3,636.80	3,727.20	3,819.20	3,916.00
68	2,985.60	3,059.20	3,136.00	3,213.60	3,293.60	3,376.00	3,460.80	3,548.00	3,636.80	3,727.20	3,819.20	3,916.00	4,013.60
69	3,059.20	3,136.00	3,213.60	3,293.60	3,376.00	3,460.80	3,548.00	3,636.80	3,727.20	3,819.20	3,916.00	4,013.60	4,113.60
70	3,136.00	3,213.60	3,293.60	3,376.00	3,460.80	3,548.00	3,636.80	3,727.20	3,819.20	3,916.00	4,013.60	4,113.60	4,216.80
71	3,213.60	3,293.60	3,376.00	3,460.80	3,548.00	3,636.80	3,727.20	3,819.20	3,916.00	4,013.60	4,113.60	4,216.80	4,323.20
72	3,293.60	3,376.00	3,460.80	3,548.00	3,636.80	3,727.20	3,819.20	3,916.00	4,013.60	4,113.60	4,216.80	4,323.20	4,430.40
73	3,376.00	3,460.80	3,548.00	3,636.80	3,727.20	3,819.20	3,916.00	4,013.60	4,113.60	4,216.80	4,323.20	4,430.40	4,541.60
74	3,460.80	3,548.00	3,636.80	3,727.20	3,819.20	3,916.00	4,013.60	4,113.60	4,216.80	4,323.20	4,430.40	4,541.60	4,654.40
75	3,548.00	3,636.80	3,727.20	3,819.20	3,916.00	4,013.60	4,113.60	4,216.80	4,323.20	4,430.40	4,541.60	4,654.40	4,771.20
76	3,636.80	3,727.20	3,819.20	3,916.00	4,013.60	4,113.60	4,216.80	4,323.20	4,430.40	4,541.60	4,654.40	4,771.20	4,891.20
77	3,727.20	3,819.20	3,916.00	4,013.60	4,113.60	4,216.80	4,323.20	4,430.40	4,541.60	4,654.40	4,771.20	4,891.20	5,012.80
78	3,819.20	3,916.00	4,013.60	4,113.60	4,216.80	4,323.20	4,430.40	4,541.60	4,654.40	4,771.20	4,891.20	5,012.80	5,138.40
79	3,916.00	4,013.60	4,113.60	4,216.80	4,323.20	4,430.40	4,541.60	4,654.40	4,771.20	4,891.20	5,012.80	5,138.40	5,266.40
80	4,013.60	4,113.60	4,216.80	4,323.20	4,430.40	4,541.60	4,654.40	4,771.20	4,891.20	5,012.80	5,138.40	5,266.40	5,399.20
81	4,113.60	4,216.80	4,323.20	4,430.40	4,541.60	4,654.40	4,771.20	4,891.20	5,012.80	5,138.40	5,266.40	5,399.20	5,532.80
82	4,216.80	4,323.20	4,430.40	4,541.60	4,654.40	4,771.20	4,891.20	5,012.80	5,138.40	5,266.40	5,399.20	5,532.80	5,672.00
83	4,323.20	4,430.40	4,541.60	4,654.40	4,771.20	4,891.20	5,012.80	5,138.40	5,266.40	5,399.20	5,532.80	5,672.00	5,813.60
84	4,430.40	4,541.60	4,654.40	4,771.20	4,891.20	5,012.80	5,138.40	5,266.40	5,399.20	5,532.80	5,672.00	5,813.60	5,958.40
85	4,541.60	4,654.40	4,771.20	4,891.20	5,012.80	5,138.40	5,266.40	5,399.20	5,532.80	5,672.00	5,813.60	5,958.40	6,108.00
86	4,654.40	4,771.20	4,891.20	5,012.80	5,138.40	5,266.40	5,399.20	5,532.80	5,672.00	5,813.60	5,958.40	6,108.00	6,260.00
87	4,771.20	4,891.20	5,012.80	5,138.40	5,266.40	5,399.20	5,532.80	5,672.00	5,813.60	5,958.40	6,108.00	6,260.00	6,416.00
88	4,891.20	5,012.80	5,138.40	5,266.40	5,399.20	5,532.80	5,672.00	5,813.60	5,958.40	6,108.00	6,260.00	6,416.00	6,577.60
89	5,012.80	5,138.40	5,266.40	5,399.20	5,532.80	5,672.00	5,813.60	5,958.40	6,108.00	6,260.00	6,416.00	6,577.60	6,742.40
90	5,138.40	5,266.40	5,399.20	5,532.80	5,672.00	5,813.60	5,958.40	6,108.00	6,260.00	6,416.00	6,577.60	6,742.40	6,910.40
91	5,266.40	5,399.20	5,532.80	5,672.00	5,813.60	5,958.40	6,108.00	6,260.00	6,416.00	6,577.60	6,742.40	6,910.40	7,083.20
92	5,399.20	5,532.80	5,672.00	5,813.60	5,958.40	6,108.00	6,260.00	6,416.00	6,577.60	6,742.40	6,910.40	7,083.20	7,259.20
93	5,532.80	5,672.00	5,813.60	5,958.40	6,108.00	6,260.00	6,416.00	6,577.60	6,742.40	6,910.40	7,083.20	7,259.20	7,440.80
94	5,672.00	5,813.60	5,958.40	6,108.00	6,260.00	6,416.00	6,577.60	6,742.40	6,910.40	7,083.20	7,259.20	7,440.80	7,627.20
95	5,813.60	5,958.40	6,108.00	6,260.00	6,416.00	6,577.60	6,742.40	6,910.40	7,083.20	7,259.20	7,440.80	7,627.20	7,819.20

EXHIBIT A													
CITY OF MOORPARK													
BI WEEKLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 24 DECEMBER 19, 2014													
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
96	5,958.40	6,108.00	6,260.00	6,416.00	6,577.60	6,742.40	6,910.40	7,083.20	7,259.20	7,440.80	7,627.20	7,819.20	8,013.60
97	6,108.00	6,260.00	6,416.00	6,577.60	6,742.40	6,910.40	7,083.20	7,259.20	7,440.80	7,627.20	7,819.20	8,013.60	8,215.20
98	6,260.00	6,416.00	6,577.60	6,742.40	6,910.40	7,083.20	7,259.20	7,440.80	7,627.20	7,819.20	8,013.60	8,215.20	8,419.20
99	6,416.00	6,577.60	6,742.40	6,910.40	7,083.20	7,259.20	7,440.80	7,627.20	7,819.20	8,013.60	8,215.20	8,419.20	8,631.20
100	6,577.60	6,742.40	6,910.40	7,083.20	7,259.20	7,440.80	7,627.20	7,819.20	8,013.60	8,215.20	8,419.20	8,631.20	8,846.40

EXHIBIT A													
CITY OF MOORPARK													
MONTHLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 24 DECEMBER 19, 2014													
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	--	--	--	--	--	1,584.26	1,618.93	1,660.53	1,705.60	1,747.20	1,788.80	1,832.13	1,884.13
7	--	--	--	--	1,584.26	1,618.93	1,660.53	1,705.60	1,747.20	1,788.80	1,832.13	1,884.13	1,929.20
8	--	--	--	1,584.26	1,618.93	1,660.53	1,705.60	1,747.20	1,788.80	1,832.13	1,884.13	1,929.20	1,974.26
9	--	--	1,584.26	1,618.93	1,660.53	1,705.60	1,747.20	1,788.80	1,832.13	1,884.13	1,929.20	1,974.26	2,028.00
10	--	1,584.26	1,618.93	1,660.53	1,705.60	1,747.20	1,788.80	1,832.13	1,884.13	1,929.20	1,974.26	2,028.00	2,078.26
11	1,584.26	1,618.93	1,660.53	1,705.60	1,747.20	1,788.80	1,832.13	1,884.13	1,929.20	1,974.26	2,028.00	2,078.26	2,130.26
12	1,618.93	1,660.53	1,705.60	1,747.20	1,788.80	1,832.13	1,884.13	1,929.20	1,974.26	2,028.00	2,078.26	2,130.26	2,180.53
13	1,660.53	1,705.60	1,747.20	1,788.80	1,832.13	1,884.13	1,929.20	1,974.26	2,028.00	2,078.26	2,130.26	2,180.53	2,239.46
14	1,705.60	1,747.20	1,788.80	1,832.13	1,884.13	1,929.20	1,974.26	2,028.00	2,078.26	2,130.26	2,180.53	2,239.46	2,294.93
15	1,747.20	1,788.80	1,832.13	1,884.13	1,929.20	1,974.26	2,028.00	2,078.26	2,130.26	2,180.53	2,239.46	2,294.93	2,348.66
16	1,788.80	1,832.13	1,884.13	1,929.20	1,974.26	2,028.00	2,078.26	2,130.26	2,180.53	2,239.46	2,294.93	2,348.66	2,409.33
17	1,832.13	1,884.13	1,929.20	1,974.26	2,028.00	2,078.26	2,130.26	2,180.53	2,239.46	2,294.93	2,348.66	2,409.33	2,468.26
18	1,884.13	1,929.20	1,974.26	2,028.00	2,078.26	2,130.26	2,180.53	2,239.46	2,294.93	2,348.66	2,409.33	2,468.26	2,528.93
19	1,929.20	1,974.26	2,028.00	2,078.26	2,130.26	2,180.53	2,239.46	2,294.93	2,348.66	2,409.33	2,468.26	2,528.93	2,593.06
20	1,974.26	2,028.00	2,078.26	2,130.26	2,180.53	2,239.46	2,294.93	2,348.66	2,409.33	2,468.26	2,528.93	2,593.06	2,658.93
21	2,028.00	2,078.26	2,130.26	2,180.53	2,239.46	2,294.93	2,348.66	2,409.33	2,468.26	2,528.93	2,593.06	2,658.93	2,724.80
22	2,078.26	2,130.26	2,180.53	2,239.46	2,294.93	2,348.66	2,409.33	2,468.26	2,528.93	2,593.06	2,658.93	2,724.80	2,794.13
23	2,130.26	2,180.53	2,239.46	2,294.93	2,348.66	2,409.33	2,468.26	2,528.93	2,593.06	2,658.93	2,724.80	2,794.13	2,861.73
24	2,180.53	2,239.46	2,294.93	2,348.66	2,409.33	2,468.26	2,528.93	2,593.06	2,658.93	2,724.80	2,794.13	2,861.73	2,934.53
25	2,239.46	2,294.93	2,348.66	2,409.33	2,468.26	2,528.93	2,593.06	2,658.93	2,724.80	2,794.13	2,861.73	2,934.53	3,009.06
26	2,294.93	2,348.66	2,409.33	2,468.26	2,528.93	2,593.06	2,658.93	2,724.80	2,794.13	2,861.73	2,934.53	3,009.06	3,083.60
27	2,348.66	2,409.33	2,468.26	2,528.93	2,593.06	2,658.93	2,724.80	2,794.13	2,861.73	2,934.53	3,009.06	3,083.60	3,161.60
28	2,409.33	2,468.26	2,528.93	2,593.06	2,658.93	2,724.80	2,794.13	2,861.73	2,934.53	3,009.06	3,083.60	3,161.60	3,239.60
29	2,468.26	2,528.93	2,593.06	2,658.93	2,724.80	2,794.13	2,861.73	2,934.53	3,009.06	3,083.60	3,161.60	3,239.60	3,321.06
30	2,528.93	2,593.06	2,658.93	2,724.80	2,794.13	2,861.73	2,934.53	3,009.06	3,083.60	3,161.60	3,239.60	3,321.06	3,400.80
31	2,593.06	2,658.93	2,724.80	2,794.13	2,861.73	2,934.53	3,009.06	3,083.60	3,161.60	3,239.60	3,321.06	3,400.80	3,489.20
32	2,658.93	2,724.80	2,794.13	2,861.73	2,934.53	3,009.06	3,083.60	3,161.60	3,239.60	3,321.06	3,400.80	3,489.20	3,574.13
33	2,724.80	2,794.13	2,861.73	2,934.53	3,009.06	3,083.60	3,161.60	3,239.60	3,321.06	3,400.80	3,489.20	3,574.13	3,664.26

EXHIBIT A													
CITY OF MOORPARK													
MONTHLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 21 DECEMBER 19, 2014													
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
34	2,794.13	2,861.73	2,934.53	3,009.06	3,083.60	3,161.60	3,239.60	3,321.06	3,400.80	3,489.20	3,574.13	3,664.26	3,754.40
35	2,861.73	2,934.53	3,009.06	3,083.60	3,161.60	3,239.60	3,321.06	3,400.80	3,489.20	3,574.13	3,664.26	3,754.40	3,853.20
36	2,934.53	3,009.06	3,083.60	3,161.60	3,239.60	3,321.06	3,400.80	3,489.20	3,574.13	3,664.26	3,754.40	3,853.20	3,948.53
37	3,009.06	3,083.60	3,161.60	3,239.60	3,321.06	3,400.80	3,489.20	3,574.13	3,664.26	3,754.40	3,853.20	3,948.53	4,043.86
38	3,083.60	3,161.60	3,239.60	3,321.06	3,400.80	3,489.20	3,574.13	3,664.26	3,754.40	3,853.20	3,948.53	4,043.86	4,144.40
39	3,161.60	3,239.60	3,321.06	3,400.80	3,489.20	3,574.13	3,664.26	3,754.40	3,853.20	3,948.53	4,043.86	4,144.40	4,248.40
40	3,239.60	3,321.06	3,400.80	3,489.20	3,574.13	3,664.26	3,754.40	3,853.20	3,948.53	4,043.86	4,144.40	4,248.40	4,355.86
41	3,321.06	3,400.80	3,489.20	3,574.13	3,664.26	3,754.40	3,853.20	3,948.53	4,043.86	4,144.40	4,248.40	4,355.86	4,465.06
42	3,400.80	3,489.20	3,574.13	3,664.26	3,754.40	3,853.20	3,948.53	4,043.86	4,144.40	4,248.40	4,355.86	4,465.06	4,577.73
43	3,489.20	3,574.13	3,664.26	3,754.40	3,853.20	3,948.53	4,043.86	4,144.40	4,248.40	4,355.86	4,465.06	4,577.73	4,692.13
44	3,574.13	3,664.26	3,754.40	3,853.20	3,948.53	4,043.86	4,144.40	4,248.40	4,355.86	4,465.06	4,577.73	4,692.13	4,808.26
45	3,664.26	3,754.40	3,853.20	3,948.53	4,043.86	4,144.40	4,248.40	4,355.86	4,465.06	4,577.73	4,692.13	4,808.26	4,929.60
46	3,754.40	3,853.20	3,948.53	4,043.86	4,144.40	4,248.40	4,355.86	4,465.06	4,577.73	4,692.13	4,808.26	4,929.60	5,050.93
47	3,853.20	3,948.53	4,043.86	4,144.40	4,248.40	4,355.86	4,465.06	4,577.73	4,692.13	4,808.26	4,929.60	5,050.93	5,179.20
48	3,948.53	4,043.86	4,144.40	4,248.40	4,355.86	4,465.06	4,577.73	4,692.13	4,808.26	4,929.60	5,050.93	5,179.20	5,307.46
49	4,043.86	4,144.40	4,248.40	4,355.86	4,465.06	4,577.73	4,692.13	4,808.26	4,929.60	5,050.93	5,179.20	5,307.46	5,440.93
50	4,144.40	4,248.40	4,355.86	4,465.06	4,577.73	4,692.13	4,808.26	4,929.60	5,050.93	5,179.20	5,307.46	5,440.93	5,576.13
51	4,248.40	4,355.86	4,465.06	4,577.73	4,692.13	4,808.26	4,929.60	5,050.93	5,179.20	5,307.46	5,440.93	5,576.13	5,714.80
52	4,355.86	4,465.06	4,577.73	4,692.13	4,808.26	4,929.60	5,050.93	5,179.20	5,307.46	5,440.93	5,576.13	5,714.80	5,856.93
53	4,465.06	4,577.73	4,692.13	4,808.26	4,929.60	5,050.93	5,179.20	5,307.46	5,440.93	5,576.13	5,714.80	5,856.93	6,006.00
54	4,577.73	4,692.13	4,808.26	4,929.60	5,050.93	5,179.20	5,307.46	5,440.93	5,576.13	5,714.80	5,856.93	6,006.00	6,155.06
55	4,692.13	4,808.26	4,929.60	5,050.93	5,179.20	5,307.46	5,440.93	5,576.13	5,714.80	5,856.93	6,006.00	6,155.06	6,309.33
56	4,808.26	4,929.60	5,050.93	5,179.20	5,307.46	5,440.93	5,576.13	5,714.80	5,856.93	6,006.00	6,155.06	6,309.33	6,468.80
57	4,929.60	5,050.93	5,179.20	5,307.46	5,440.93	5,576.13	5,714.80	5,856.93	6,006.00	6,155.06	6,309.33	6,468.80	6,628.26
58	5,050.93	5,179.20	5,307.46	5,440.93	5,576.13	5,714.80	5,856.93	6,006.00	6,155.06	6,309.33	6,468.80	6,628.26	6,794.66
59	5,179.20	5,307.46	5,440.93	5,576.13	5,714.80	5,856.93	6,006.00	6,155.06	6,309.33	6,468.80	6,628.26	6,794.66	6,962.80
60	5,307.46	5,440.93	5,576.13	5,714.80	5,856.93	6,006.00	6,155.06	6,309.33	6,468.80	6,628.26	6,794.66	6,962.80	7,136.13
61	5,440.93	5,576.13	5,714.80	5,856.93	6,006.00	6,155.06	6,309.33	6,468.80	6,628.26	6,794.66	6,962.80	7,136.13	7,314.66
62	5,576.13	5,714.80	5,856.93	6,006.00	6,155.06	6,309.33	6,468.80	6,628.26	6,794.66	6,962.80	7,136.13	7,314.66	7,498.40
63	5,714.80	5,856.93	6,006.00	6,155.06	6,309.33	6,468.80	6,628.26	6,794.66	6,962.80	7,136.13	7,314.66	7,498.40	7,687.33
64	5,856.93	6,006.00	6,155.06	6,309.33	6,468.80	6,628.26	6,794.66	6,962.80	7,136.13	7,314.66	7,498.40	7,687.33	7,879.73

EXHIBIT A

CITY OF MOORPARK													
MONTHLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 24/DECEMBER 19, 2014													
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
65	6,006.00	6,155.06	6,309.33	6,468.80	6,628.26	6,794.66	6,962.80	7,136.13	7,314.66	7,498.40	7,687.33	7,879.73	8,075.60
66	6,155.06	6,309.33	6,468.80	6,628.26	6,794.66	6,962.80	7,136.13	7,314.66	7,498.40	7,687.33	7,879.73	8,075.60	8,274.93
67	6,309.33	6,468.80	6,628.26	6,794.66	6,962.80	7,136.13	7,314.66	7,498.40	7,687.33	7,879.73	8,075.60	8,274.93	8,484.66
68	6,468.80	6,628.26	6,794.66	6,962.80	7,136.13	7,314.66	7,498.40	7,687.33	7,879.73	8,075.60	8,274.93	8,484.66	8,696.13
69	6,628.26	6,794.66	6,962.80	7,136.13	7,314.66	7,498.40	7,687.33	7,879.73	8,075.60	8,274.93	8,484.66	8,696.13	8,912.80
70	6,794.66	6,962.80	7,136.13	7,314.66	7,498.40	7,687.33	7,879.73	8,075.60	8,274.93	8,484.66	8,696.13	8,912.80	9,136.40
71	6,962.80	7,136.13	7,314.66	7,498.40	7,687.33	7,879.73	8,075.60	8,274.93	8,484.66	8,696.13	8,912.80	9,136.40	9,366.93
72	7,136.13	7,314.66	7,498.40	7,687.33	7,879.73	8,075.60	8,274.93	8,484.66	8,696.13	8,912.80	9,136.40	9,366.93	9,599.20
73	7,314.66	7,498.40	7,687.33	7,879.73	8,075.60	8,274.93	8,484.66	8,696.13	8,912.80	9,136.40	9,366.93	9,599.20	9,840.13
74	7,498.40	7,687.33	7,879.73	8,075.60	8,274.93	8,484.66	8,696.13	8,912.80	9,136.40	9,366.93	9,599.20	9,840.13	10,084.53
75	7,687.33	7,879.73	8,075.60	8,274.93	8,484.66	8,696.13	8,912.80	9,136.40	9,366.93	9,599.20	9,840.13	10,084.53	10,337.60
76	7,879.73	8,075.60	8,274.93	8,484.66	8,696.13	8,912.80	9,136.40	9,366.93	9,599.20	9,840.13	10,084.53	10,337.60	10,597.60
77	8,075.60	8,274.93	8,484.66	8,696.13	8,912.80	9,136.40	9,366.93	9,599.20	9,840.13	10,084.53	10,337.60	10,597.60	10,861.06
78	8,274.93	8,484.66	8,696.13	8,912.80	9,136.40	9,366.93	9,599.20	9,840.13	10,084.53	10,337.60	10,597.60	10,861.06	11,133.20
79	8,484.66	8,696.13	8,912.80	9,136.40	9,366.93	9,599.20	9,840.13	10,084.53	10,337.60	10,597.60	10,861.06	11,133.20	11,410.53
80	8,696.13	8,912.80	9,136.40	9,366.93	9,599.20	9,840.13	10,084.53	10,337.60	10,597.60	10,861.06	11,133.20	11,410.53	11,698.26
81	8,912.80	9,136.40	9,366.93	9,599.20	9,840.13	10,084.53	10,337.60	10,597.60	10,861.06	11,133.20	11,410.53	11,698.26	11,987.73
82	9,136.40	9,366.93	9,599.20	9,840.13	10,084.53	10,337.60	10,597.60	10,861.06	11,133.20	11,410.53	11,698.26	11,987.73	12,289.33
83	9,366.93	9,599.20	9,840.13	10,084.53	10,337.60	10,597.60	10,861.06	11,133.20	11,410.53	11,698.26	11,987.73	12,289.33	12,596.13
84	9,599.20	9,840.13	10,084.53	10,337.60	10,597.60	10,861.06	11,133.20	11,410.53	11,698.26	11,987.73	12,289.33	12,596.13	12,909.86
85	9,840.13	10,084.53	10,337.60	10,597.60	10,861.06	11,133.20	11,410.53	11,698.26	11,987.73	12,289.33	12,596.13	12,909.86	13,234.00
86	10,084.53	10,337.60	10,597.60	10,861.06	11,133.20	11,410.53	11,698.26	11,987.73	12,289.33	12,596.13	12,909.86	13,234.00	13,563.33
87	10,337.60	10,597.60	10,861.06	11,133.20	11,410.53	11,698.26	11,987.73	12,289.33	12,596.13	12,909.86	13,234.00	13,563.33	13,901.33
88	10,597.60	10,861.06	11,133.20	11,410.53	11,698.26	11,987.73	12,289.33	12,596.13	12,909.86	13,234.00	13,563.33	13,901.33	14,251.46
89	10,861.06	11,133.20	11,410.53	11,698.26	11,987.73	12,289.33	12,596.13	12,909.86	13,234.00	13,563.33	13,901.33	14,251.46	14,608.53
90	11,133.20	11,410.53	11,698.26	11,987.73	12,289.33	12,596.13	12,909.86	13,234.00	13,563.33	13,901.33	14,251.46	14,608.53	14,972.53
91	11,410.53	11,698.26	11,987.73	12,289.33	12,596.13	12,909.86	13,234.00	13,563.33	13,901.33	14,251.46	14,608.53	14,972.53	15,346.93
92	11,698.26	11,987.73	12,289.33	12,596.13	12,909.86	13,234.00	13,563.33	13,901.33	14,251.46	14,608.53	14,972.53	15,346.93	15,728.26
93	11,987.73	12,289.33	12,596.13	12,909.86	13,234.00	13,563.33	13,901.33	14,251.46	14,608.53	14,972.53	15,346.93	15,728.26	16,121.73
94	12,289.33	12,596.13	12,909.86	13,234.00	13,563.33	13,901.33	14,251.46	14,608.53	14,972.53	15,346.93	15,728.26	16,121.73	16,525.60
95	12,596.13	12,909.86	13,234.00	13,563.33	13,901.33	14,251.46	14,608.53	14,972.53	15,346.93	15,728.26	16,121.73	16,525.60	16,941.60

EXHIBIT A													
CITY OF MOORPARK													
MONTHLY SALARY SCHEDULE													
EFFECTIVE WITH PAYCHECK DATED November 24 DECEMBER 19, 2014													
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
96	12,909.86	13,234.00	13,563.33	13,901.33	14,251.46	14,608.53	14,972.53	15,346.93	15,728.26	16,121.73	16,525.60	16,941.60	17,362.80
97	13,234.00	13,563.33	13,901.33	14,251.46	14,608.53	14,972.53	15,346.93	15,728.26	16,121.73	16,525.60	16,941.60	17,362.80	17,799.60
98	13,563.33	13,901.33	14,251.46	14,608.53	14,972.53	15,346.93	15,728.26	16,121.73	16,525.60	16,941.60	17,362.80	17,799.60	18,241.60
99	13,901.33	14,251.46	14,608.53	14,972.53	15,346.93	15,728.26	16,121.73	16,525.60	16,941.60	17,362.80	17,799.60	18,241.60	18,700.93
100	14,251.46	14,608.53	14,972.53	15,346.93	15,728.26	16,121.73	16,525.60	16,941.60	17,362.80	17,799.60	18,241.60	18,700.93	19,167.20

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