

**MOORPARK CITY COUNCIL  
AGENDA REPORT**

**TO:** Honorable City Council

**FROM:** Deborah S. Traffenstedt, Assistant City Manager *DST*

**DATE:** October 2, 2015 (CC Regular Meeting of 10/07/15)

**SUBJECT:** Consider Adoption of a Resolution Amending the Salary Plan and Rescinding Resolution No. 2015-3435 and Authorize the City Manager to Appoint a Retired Annuitant Licensed Civil Engineer

**BACKGROUND AND DISCUSSION**

As previously authorized by the City Council, the City Manager has executed an agreement with Ralph Anderson & Associates to conduct a recruitment to fill the current vacancy for the City's Public Works Department Head position (most recently filled by a combined City Engineer/Public Works Director position). Since incorporation, the City has utilized various contract engineering companies for the provision of municipal engineering and city engineer services. In order to obtain licensed civil engineer services and also obtain municipal engineering and city engineer services that include the opportunity for supervision of subordinate staff, the City Manager is proposing to hire a Retired Annuitant Licensed Civil Engineer during the time period that the recruitment is being conducted, and potentially continuing on an interim basis during the transition period after hiring is completed for the regular position to help accomplish priority projects. The Retired Annuitant Licensed Civil Engineer will be expected to do engineering work normally performed by contracted licensed civil engineers, in addition to performing some of the responsibilities performed by the City Engineer/Public Works Director position, including supervision.

California retirement law and federal tax law provide specific employment restrictions for retirees who, without reinstating from retirement, return to work with an employer in the same public retirement system from which they receive a benefit. Government Code (GC) 21221(h) permits an interim Retired Annuitant appointment, and GC 21224 permits an extra help exception, because the retired person has specialized skills needed in performing work of limited duration, both of which are applicable to the proposed hire of a Retired Annuitant Licensed Civil Engineer. All California Public Employees Retirement System (CalPERS) retirees are permitted to work as an employee of a CalPERS employer as a Retired Annuitant, without reinstatement from retirement, subject to the employment requirements established by State law. One of the employment requirements is that the maximum number of hours a Retired Annuitant may work is 960 hours in a fiscal year for employment with all CalPERS employers

combined. For example, if a Retired Annuitant works a full-time schedule of 40 hours per week for one public agency in a fiscal year, the maximum term of employment would be 24 weeks. The City Manager will execute an employment agreement with the selected Retired Annuitant Licensed Civil Engineer, which will include the employment requirements and the scope of work.

Attached to this report is a draft Salary Plan Resolution, which includes a new Non-Competitive Service Position title of Retired Annuitant Licensed Civil Engineer at Salary Range 99. The draft Salary Plan resolution also includes edits to the benefit pay language throughout the resolution to specifically clarify the benefit compensation not applicable to a Retired Annuitant position. A Retired Annuitant cannot receive any benefit, incentive, compensation in lieu of benefits, or other form of compensation in addition to the hourly pay rate. No retirement contributions are made by the employer or member for a Retired Annuitant.

Additionally, the salary range for the Non-Competitive Service position of Economic Development and Housing Manager has been revised from Range 77 to Range 73, to be consistent with the Planning Manager salary range, in order to achieve more salary consistency for positions of similar authority and responsibilities.

No changes have been made to the salary schedules attached to the Salary Plan resolution.

### **FISCAL IMPACT**

No fiscal impact is anticipated. Sufficient salary and contract engineering services funding is included in the current 2015-16 Fiscal Year Budget.

### **STAFF RECOMMENDATION**

1. Adopt Salary Plan Resolution No. 2015-\_\_\_\_, rescinding Resolution No. 2015-3435; and
2. Authorize the City Manager to hire a Retired Annuitant Licensed Civil Engineer, as described in the agenda report, including execution of an employment agreement.

Attachment: Draft Salary Plan Resolution

RESOLUTION NO. 2015-

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. 2015-3435

WHEREAS, the City Council at its meeting on October 7, 2015, considered and adopted a revised Salary Plan to add one Non-Competitive Service Position title of Retired Annuitant Licensed Civil Engineer at Salary Range 99 and to revise the salary range for the Non-Competitive Service position of Economic Development and Housing Manager from Range 77 to Range 73.

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
<u>Retired Annuitant Licensed Civil Engineer</u>	<u>99</u>
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
<u>Economic Development and Housing Manager</u>	<u>77</u>
Parks and Landscape Manager	77
Senior Civil Engineer	77
Budget and Finance Manager	75
<u>Economic Development and Housing Manager</u>	<u>73</u>
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
Program Manager	71
Accountant II	67
Associate Civil Engineer	67
City Clerk	67

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

**Non-Competitive Service Positions\***

	<b><u>Salary Range</u></b>
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

**Competitive Service Positions**

	<b><u>Salary Range</u></b>
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
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
Vector/Animal Control Technician I	47
Account Technician I	46
Information Systems Technician I	46
Administrative Assistant I	45

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

<u>Competitive Service Positions</u>	<u>Salary Range</u>
Community Development Technician	45
Irrigation Specialist	45
Code Compliance Technician I	43
Maintenance Worker III	43
Crossing Guard Supervisor	41
Office Assistant III	41
Public Works Technician	41
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
Solid Waste and Recycling Assistant	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 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

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\*\* 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 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. A Retired Annuitant is not eligible for a deferred compensation contribution.

**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. A Retired Annuitant is not eligible for bilingual pay compensation.

**SECTION 6.** Longevity pay compensation shall be paid to qualified regular full-time and part-time employees hired prior to January 1, 2015, 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 hired prior to January 1, 2015, 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%)

City Manager

361 or more Months of service – three and one-half percent (3.5%)

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%).

Retired Annuitant

Not eligible for longevity pay compensation.

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. A Retired Annuitant is not eligible for merit raise salary adjustments pursuant to a performance review system, based on the limited term of the Retired Annuitant appointment.

SECTION 8. Resolution No. 2015-3435 is hereby rescinded in its entirety and this resolution is effective upon adoption. The effective dates of the Salary Schedules are included on the attached Exhibit A Salary Schedules.

SECTION 9. 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 7th day of October, 2015.

\_\_\_\_\_  
Janice S. Parvin, Mayor

ATTEST:

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Maureen Benson, City Clerk

Exhibit A: Salary Schedules  
(Hourly, Bi-weekly, and Monthly Salary Schedules for Hourly, Competitive Service, and Non-Competitive Service Employees)

**EXHIBIT A**  
**--- HOURLY POSITIONS ---**  
**CITY OF MOORPARK HOURLY SALARY SCHEDULE**  
**EFFECTIVE WITH PAYCHECK DATED JULY 17, 2015**

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	--	--	--	--	--	9.23	9.43	9.68	9.94	10.18	10.42	10.68	10.98
7	--	--	--	--	9.23	9.43	9.68	9.94	10.18	10.42	10.68	10.98	11.24
8	--	--	--	9.23	9.43	9.68	9.94	10.18	10.42	10.68	10.98	11.24	11.50
9	--	--	9.23	9.43	9.68	9.94	10.18	10.42	10.68	10.98	11.24	11.50	11.82
10	--	9.23	9.43	9.68	9.94	10.18	10.42	10.68	10.98	11.24	11.50	11.82	12.11
11	9.23	9.43	9.68	9.94	10.18	10.42	10.68	10.98	11.24	11.50	11.82	12.11	12.41
12	9.43	9.68	9.94	10.18	10.42	10.68	10.98	11.24	11.50	11.82	12.11	12.41	12.71
13	9.68	9.94	10.18	10.42	10.68	10.98	11.24	11.50	11.82	12.11	12.41	12.71	13.05
14	9.94	10.18	10.42	10.68	10.98	11.24	11.50	11.82	12.11	12.41	12.71	13.05	13.37
15	10.18	10.42	10.68	10.98	11.24	11.50	11.82	12.11	12.41	12.71	13.05	13.37	13.69
16	10.42	10.68	10.98	11.24	11.50	11.82	12.11	12.41	12.71	13.05	13.37	13.69	14.04
17	10.68	10.98	11.24	11.50	11.82	12.11	12.41	12.71	13.05	13.37	13.69	14.04	14.38
18	10.98	11.24	11.50	11.82	12.11	12.41	12.71	13.05	13.37	13.69	14.04	14.38	14.74
19	11.24	11.50	11.82	12.11	12.41	12.71	13.05	13.37	13.69	14.04	14.38	14.74	15.11
20	11.50	11.82	12.11	12.41	12.71	13.05	13.37	13.69	14.04	14.38	14.74	15.11	15.49
21	11.82	12.11	12.41	12.71	13.05	13.37	13.69	14.04	14.38	14.74	15.11	15.49	15.88
22	12.11	12.41	12.71	13.05	13.37	13.69	14.04	14.38	14.74	15.11	15.49	15.88	16.28
23	12.41	12.71	13.05	13.37	13.69	14.04	14.38	14.74	15.11	15.49	15.88	16.28	16.68
24	12.71	13.05	13.37	13.69	14.04	14.38	14.74	15.11	15.49	15.88	16.28	16.68	17.10
25	13.05	13.37	13.69	14.04	14.38	14.74	15.11	15.49	15.88	16.28	16.68	17.10	17.53
26	13.37	13.69	14.04	14.38	14.74	15.11	15.49	15.88	16.28	16.68	17.10	17.53	17.97
27	13.69	14.04	14.38	14.74	15.11	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42
28	14.04	14.38	14.74	15.11	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88
29	14.38	14.74	15.11	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35
30	14.74	15.11	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.82
31	15.11	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.82	20.33
32	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.82	20.33	20.83

**EXHIBIT A**  
**--- HOURLY POSITIONS ---**  
**CITY OF MOORPARK BIWEEKLY SALARY SCHEDULE**  
**EFFECTIVE WITH PAYCHECK DATED JULY 17, 2015**

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	--	--	--	--	--	738.40	754.40	774.40	795.20	814.40	833.60	854.40	878.40
7	--	--	--	--	738.40	754.40	774.40	795.20	814.40	833.60	854.40	878.40	899.20
8	--	--	--	738.40	754.40	774.40	795.20	814.40	833.60	854.40	878.40	899.20	920.00
9	--	--	738.40	754.40	774.40	795.20	814.40	833.60	854.40	878.40	899.20	920.00	945.60
10	--	738.40	754.40	774.40	795.20	814.40	833.60	854.40	878.40	899.20	920.00	945.60	968.80
11	738.40	754.40	774.40	795.20	814.40	833.60	854.40	878.40	899.20	920.00	945.60	968.80	992.80
12	754.40	774.40	795.20	814.40	833.60	854.40	878.40	899.20	920.00	945.60	968.80	992.80	1,016.80
13	774.40	795.20	814.40	833.60	854.40	878.40	899.20	920.00	945.60	968.80	992.80	1,016.80	1,044.00
14	795.20	814.40	833.60	854.40	878.40	899.20	920.00	945.60	968.80	992.80	1,016.80	1,044.00	1,069.60
15	814.40	833.60	854.40	878.40	899.20	920.00	945.60	968.80	992.80	1,016.80	1,044.00	1,069.60	1,095.20
16	833.60	854.40	878.40	899.20	920.00	945.60	968.80	992.80	1,016.80	1,044.00	1,069.60	1,095.20	1,123.20
17	854.40	878.40	899.20	920.00	945.60	968.80	992.80	1,016.80	1,044.00	1,069.60	1,095.20	1,123.20	1,150.40
18	878.40	899.20	920.00	945.60	968.80	992.80	1,016.80	1,044.00	1,069.60	1,095.20	1,123.20	1,150.40	1,179.20
19	899.20	920.00	945.60	968.80	992.80	1,016.80	1,044.00	1,069.60	1,095.20	1,123.20	1,150.40	1,179.20	1,208.80
20	920.00	945.60	968.80	992.80	1,016.80	1,044.00	1,069.60	1,095.20	1,123.20	1,150.40	1,179.20	1,208.80	1,239.20
21	945.60	968.80	992.80	1,016.80	1,044.00	1,069.60	1,095.20	1,123.20	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40
22	968.80	992.80	1,016.80	1,044.00	1,069.60	1,095.20	1,123.20	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40
23	992.80	1,016.80	1,044.00	1,069.60	1,095.20	1,123.20	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40
24	1,016.80	1,044.00	1,069.60	1,095.20	1,123.20	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00
25	1,044.00	1,069.60	1,095.20	1,123.20	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40
26	1,069.60	1,095.20	1,123.20	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60
27	1,095.20	1,123.20	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60
28	1,123.20	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40
29	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00
30	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60
31	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40
32	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40

**EXHIBIT A**  
**--- HOURLY POSITIONS ---**  
**CITY OF MOORPARK MONTHLY SALARY SCHEDULE**  
**EFFECTIVE WITH PAYCHECK DATED JULY 17, 2015**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>	<b>STEP H</b>	<b>STEP I</b>	<b>STEP J</b>	<b>STEP K</b>	<b>STEP L</b>	<b>STEP M</b>
6	--	--	--	--	--	1,599.86	1,634.53	1,677.86	1,722.93	1,764.53	1,806.13	1,851.20	1,903.20
7	--	--	--	--	1,599.86	1,634.53	1,677.86	1,722.93	1,764.53	1,806.13	1,851.20	1,903.20	1,948.26
8	--	--	--	1,599.86	1,634.53	1,677.86	1,722.93	1,764.53	1,806.13	1,851.20	1,903.20	1,948.26	1,993.33
9	--	--	1,599.86	1,634.53	1,677.86	1,722.93	1,764.53	1,806.13	1,851.20	1,903.20	1,948.26	1,993.33	2,048.80
10	--	1,599.86	1,634.53	1,677.86	1,722.93	1,764.53	1,806.13	1,851.20	1,903.20	1,948.26	1,993.33	2,048.80	2,099.06
11	1,599.86	1,634.53	1,677.86	1,722.93	1,764.53	1,806.13	1,851.20	1,903.20	1,948.26	1,993.33	2,048.80	2,099.06	2,151.06
12	1,634.53	1,677.86	1,722.93	1,764.53	1,806.13	1,851.20	1,903.20	1,948.26	1,993.33	2,048.80	2,099.06	2,151.06	2,203.06
13	1,677.86	1,722.93	1,764.53	1,806.13	1,851.20	1,903.20	1,948.26	1,993.33	2,048.80	2,099.06	2,151.06	2,203.06	2,262.00
14	1,722.93	1,764.53	1,806.13	1,851.20	1,903.20	1,948.26	1,993.33	2,048.80	2,099.06	2,151.06	2,203.06	2,262.00	2,317.46
15	1,764.53	1,806.13	1,851.20	1,903.20	1,948.26	1,993.33	2,048.80	2,099.06	2,151.06	2,203.06	2,262.00	2,317.46	2,372.93
16	1,806.13	1,851.20	1,903.20	1,948.26	1,993.33	2,048.80	2,099.06	2,151.06	2,203.06	2,262.00	2,317.46	2,372.93	2,433.60
17	1,851.20	1,903.20	1,948.26	1,993.33	2,048.80	2,099.06	2,151.06	2,203.06	2,262.00	2,317.46	2,372.93	2,433.60	2,492.53
18	1,903.20	1,948.26	1,993.33	2,048.80	2,099.06	2,151.06	2,203.06	2,262.00	2,317.46	2,372.93	2,433.60	2,492.53	2,554.93
19	1,948.26	1,993.33	2,048.80	2,099.06	2,151.06	2,203.06	2,262.00	2,317.46	2,372.93	2,433.60	2,492.53	2,554.93	2,619.06
20	1,993.33	2,048.80	2,099.06	2,151.06	2,203.06	2,262.00	2,317.46	2,372.93	2,433.60	2,492.53	2,554.93	2,619.06	2,684.93
21	2,048.80	2,099.06	2,151.06	2,203.06	2,262.00	2,317.46	2,372.93	2,433.60	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53
22	2,099.06	2,151.06	2,203.06	2,262.00	2,317.46	2,372.93	2,433.60	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86
23	2,151.06	2,203.06	2,262.00	2,317.46	2,372.93	2,433.60	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20
24	2,203.06	2,262.00	2,317.46	2,372.93	2,433.60	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00
25	2,262.00	2,317.46	2,372.93	2,433.60	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53
26	2,317.46	2,372.93	2,433.60	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80
27	2,372.93	2,433.60	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80
28	2,433.60	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53
29	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00
30	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46
31	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86
32	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53

**EXHIBIT A**  
**--- COMPETITIVE SERVICE POSITIONS ---**  
**CITY OF MOORPARK HOURLY SALARY SCHEDULE**  
**EFFECTIVE JULY 1, 2015**

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
29	14.38	14.74	15.11	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35
30	14.74	15.11	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.82
31	15.11	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.82	20.33
32	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.82	20.33	20.83
33	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.82	20.33	20.83	21.35
34	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.82	20.33	20.83	21.35	21.88
35	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.82	20.33	20.83	21.35	21.88	22.45
36	17.10	17.53	17.97	18.42	18.88	19.35	19.82	20.33	20.83	21.35	21.88	22.45	23.01
37	17.53	17.97	18.42	18.88	19.35	19.82	20.33	20.83	21.35	21.88	22.45	23.01	23.56
38	17.97	18.42	18.88	19.35	19.82	20.33	20.83	21.35	21.88	22.45	23.01	23.56	24.15
39	18.42	18.88	19.35	19.82	20.33	20.83	21.35	21.88	22.45	23.01	23.56	24.15	24.76
40	18.88	19.35	19.82	20.33	20.83	21.35	21.88	22.45	23.01	23.56	24.15	24.76	25.38
41	19.35	19.82	20.33	20.83	21.35	21.88	22.45	23.01	23.56	24.15	24.76	25.38	26.02
42	19.82	20.33	20.83	21.35	21.88	22.45	23.01	23.56	24.15	24.76	25.38	26.02	26.67
43	20.33	20.83	21.35	21.88	22.45	23.01	23.56	24.15	24.76	25.38	26.02	26.67	27.34
44	20.83	21.35	21.88	22.45	23.01	23.56	24.15	24.76	25.38	26.02	26.67	27.34	28.02
45	21.35	21.88	22.45	23.01	23.56	24.15	24.76	25.38	26.02	26.67	27.34	28.02	28.72
46	21.88	22.45	23.01	23.56	24.15	24.76	25.38	26.02	26.67	27.34	28.02	28.72	29.43
47	22.45	23.01	23.56	24.15	24.76	25.38	26.02	26.67	27.34	28.02	28.72	29.43	30.18
48	23.01	23.56	24.15	24.76	25.38	26.02	26.67	27.34	28.02	28.72	29.43	30.18	30.93
49	23.56	24.15	24.76	25.38	26.02	26.67	27.34	28.02	28.72	29.43	30.18	30.93	31.70
50	24.15	24.76	25.38	26.02	26.67	27.34	28.02	28.72	29.43	30.18	30.93	31.70	32.49
51	24.76	25.38	26.02	26.67	27.34	28.02	28.72	29.43	30.18	30.93	31.70	32.49	33.30
52	25.38	26.02	26.67	27.34	28.02	28.72	29.43	30.18	30.93	31.70	32.49	33.30	34.13
53	26.02	26.67	27.34	28.02	28.72	29.43	30.18	30.93	31.70	32.49	33.30	34.13	35.00
54	26.67	27.34	28.02	28.72	29.43	30.18	30.93	31.70	32.49	33.30	34.13	35.00	35.87
55	27.34	28.02	28.72	29.43	30.18	30.93	31.70	32.49	33.30	34.13	35.00	35.87	36.76
56	28.02	28.72	29.43	30.18	30.93	31.70	32.49	33.30	34.13	35.00	35.87	36.76	37.69
57	28.72	29.43	30.18	30.93	31.70	32.49	33.30	34.13	35.00	35.87	36.76	37.69	38.62
58	29.43	30.18	30.93	31.70	32.49	33.30	34.13	35.00	35.87	36.76	37.69	38.62	39.59
59	30.18	30.93	31.70	32.49	33.30	34.13	35.00	35.87	36.76	37.69	38.62	39.59	40.57

**EXHIBIT A**  
**--- COMPETITIVE SERVICE POSITIONS ---**  
**CITY OF MOORPARK BIWEEKLY SALARY SCHEDULE**  
**EFFECTIVE JULY 1, 2015**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>	<b>STEP H</b>	<b>STEP I</b>	<b>STEP J</b>	<b>STEP K</b>	<b>STEP L</b>	<b>STEP M</b>
29	1,150.40	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00
30	1,179.20	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60
31	1,208.80	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40
32	1,239.20	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40
33	1,270.40	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40	1,708.00
34	1,302.40	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40	1,708.00	1,750.40
35	1,334.40	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40	1,708.00	1,750.40	1,796.00
36	1,368.00	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40	1,708.00	1,750.40	1,796.00	1,840.80
37	1,402.40	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40	1,708.00	1,750.40	1,796.00	1,840.80	1,884.80
38	1,437.60	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40	1,708.00	1,750.40	1,796.00	1,840.80	1,884.80	1,932.00
39	1,473.60	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40	1,708.00	1,750.40	1,796.00	1,840.80	1,884.80	1,932.00	1,980.80
40	1,510.40	1,548.00	1,585.60	1,626.40	1,666.40	1,708.00	1,750.40	1,796.00	1,840.80	1,884.80	1,932.00	1,980.80	2,030.40
41	1,548.00	1,585.60	1,626.40	1,666.40	1,708.00	1,750.40	1,796.00	1,840.80	1,884.80	1,932.00	1,980.80	2,030.40	2,081.60
42	1,585.60	1,626.40	1,666.40	1,708.00	1,750.40	1,796.00	1,840.80	1,884.80	1,932.00	1,980.80	2,030.40	2,081.60	2,133.60
43	1,626.40	1,666.40	1,708.00	1,750.40	1,796.00	1,840.80	1,884.80	1,932.00	1,980.80	2,030.40	2,081.60	2,133.60	2,187.20
44	1,666.40	1,708.00	1,750.40	1,796.00	1,840.80	1,884.80	1,932.00	1,980.80	2,030.40	2,081.60	2,133.60	2,187.20	2,241.60
45	1,708.00	1,750.40	1,796.00	1,840.80	1,884.80	1,932.00	1,980.80	2,030.40	2,081.60	2,133.60	2,187.20	2,241.60	2,297.60
46	1,750.40	1,796.00	1,840.80	1,884.80	1,932.00	1,980.80	2,030.40	2,081.60	2,133.60	2,187.20	2,241.60	2,297.60	2,354.40
47	1,796.00	1,840.80	1,884.80	1,932.00	1,980.80	2,030.40	2,081.60	2,133.60	2,187.20	2,241.60	2,297.60	2,354.40	2,414.40
48	1,840.80	1,884.80	1,932.00	1,980.80	2,030.40	2,081.60	2,133.60	2,187.20	2,241.60	2,297.60	2,354.40	2,414.40	2,474.40
49	1,884.80	1,932.00	1,980.80	2,030.40	2,081.60	2,133.60	2,187.20	2,241.60	2,297.60	2,354.40	2,414.40	2,474.40	2,536.00
50	1,932.00	1,980.80	2,030.40	2,081.60	2,133.60	2,187.20	2,241.60	2,297.60	2,354.40	2,414.40	2,474.40	2,536.00	2,599.20
51	1,980.80	2,030.40	2,081.60	2,133.60	2,187.20	2,241.60	2,297.60	2,354.40	2,414.40	2,474.40	2,536.00	2,599.20	2,664.00
52	2,030.40	2,081.60	2,133.60	2,187.20	2,241.60	2,297.60	2,354.40	2,414.40	2,474.40	2,536.00	2,599.20	2,664.00	2,730.40
53	2,081.60	2,133.60	2,187.20	2,241.60	2,297.60	2,354.40	2,414.40	2,474.40	2,536.00	2,599.20	2,664.00	2,730.40	2,800.00
54	2,133.60	2,187.20	2,241.60	2,297.60	2,354.40	2,414.40	2,474.40	2,536.00	2,599.20	2,664.00	2,730.40	2,800.00	2,869.60
55	2,187.20	2,241.60	2,297.60	2,354.40	2,414.40	2,474.40	2,536.00	2,599.20	2,664.00	2,730.40	2,800.00	2,869.60	2,940.80
56	2,241.60	2,297.60	2,354.40	2,414.40	2,474.40	2,536.00	2,599.20	2,664.00	2,730.40	2,800.00	2,869.60	2,940.80	3,015.20
57	2,297.60	2,354.40	2,414.40	2,474.40	2,536.00	2,599.20	2,664.00	2,730.40	2,800.00	2,869.60	2,940.80	3,015.20	3,089.60
58	2,354.40	2,414.40	2,474.40	2,536.00	2,599.20	2,664.00	2,730.40	2,800.00	2,869.60	2,940.80	3,015.20	3,089.60	3,167.20
59	2,414.40	2,474.40	2,536.00	2,599.20	2,664.00	2,730.40	2,800.00	2,869.60	2,940.80	3,015.20	3,089.60	3,167.20	3,245.60

**EXHIBIT A**  
**--- COMPETITIVE SERVICE POSITIONS ---**  
**CITY OF MOORPARK MONTHLY SALARY SCHEDULE**  
**EFFECTIVE JULY 1, 2015**

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
29	2,492.53	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00
30	2,554.93	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46
31	2,619.06	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86
32	2,684.93	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53
33	2,752.53	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53	3,700.66
34	2,821.86	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53	3,700.66	3,792.53
35	2,891.20	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53	3,700.66	3,792.53	3,891.33
36	2,964.00	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53	3,700.66	3,792.53	3,891.33	3,988.40
37	3,038.53	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53	3,700.66	3,792.53	3,891.33	3,988.40	4,083.73
38	3,114.80	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53	3,700.66	3,792.53	3,891.33	3,988.40	4,083.73	4,186.00
39	3,192.80	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53	3,700.66	3,792.53	3,891.33	3,988.40	4,083.73	4,186.00	4,291.73
40	3,272.53	3,354.00	3,435.46	3,523.86	3,610.53	3,700.66	3,792.53	3,891.33	3,988.40	4,083.73	4,186.00	4,291.73	4,399.20
41	3,354.00	3,435.46	3,523.86	3,610.53	3,700.66	3,792.53	3,891.33	3,988.40	4,083.73	4,186.00	4,291.73	4,399.20	4,510.13
42	3,435.46	3,523.86	3,610.53	3,700.66	3,792.53	3,891.33	3,988.40	4,083.73	4,186.00	4,291.73	4,399.20	4,510.13	4,622.80
43	3,523.86	3,610.53	3,700.66	3,792.53	3,891.33	3,988.40	4,083.73	4,186.00	4,291.73	4,399.20	4,510.13	4,622.80	4,738.93
44	3,610.53	3,700.66	3,792.53	3,891.33	3,988.40	4,083.73	4,186.00	4,291.73	4,399.20	4,510.13	4,622.80	4,738.93	4,856.80
45	3,700.66	3,792.53	3,891.33	3,988.40	4,083.73	4,186.00	4,291.73	4,399.20	4,510.13	4,622.80	4,738.93	4,856.80	4,978.13
46	3,792.53	3,891.33	3,988.40	4,083.73	4,186.00	4,291.73	4,399.20	4,510.13	4,622.80	4,738.93	4,856.80	4,978.13	5,101.20
47	3,891.33	3,988.40	4,083.73	4,186.00	4,291.73	4,399.20	4,510.13	4,622.80	4,738.93	4,856.80	4,978.13	5,101.20	5,231.20
48	3,988.40	4,083.73	4,186.00	4,291.73	4,399.20	4,510.13	4,622.80	4,738.93	4,856.80	4,978.13	5,101.20	5,231.20	5,361.20
49	4,083.73	4,186.00	4,291.73	4,399.20	4,510.13	4,622.80	4,738.93	4,856.80	4,978.13	5,101.20	5,231.20	5,361.20	5,494.66
50	4,186.00	4,291.73	4,399.20	4,510.13	4,622.80	4,738.93	4,856.80	4,978.13	5,101.20	5,231.20	5,361.20	5,494.66	5,631.60
51	4,291.73	4,399.20	4,510.13	4,622.80	4,738.93	4,856.80	4,978.13	5,101.20	5,231.20	5,361.20	5,494.66	5,631.60	5,772.00
52	4,399.20	4,510.13	4,622.80	4,738.93	4,856.80	4,978.13	5,101.20	5,231.20	5,361.20	5,494.66	5,631.60	5,772.00	5,915.86
53	4,510.13	4,622.80	4,738.93	4,856.80	4,978.13	5,101.20	5,231.20	5,361.20	5,494.66	5,631.60	5,772.00	5,915.86	6,066.66
54	4,622.80	4,738.93	4,856.80	4,978.13	5,101.20	5,231.20	5,361.20	5,494.66	5,631.60	5,772.00	5,915.86	6,066.66	6,217.46
55	4,738.93	4,856.80	4,978.13	5,101.20	5,231.20	5,361.20	5,494.66	5,631.60	5,772.00	5,915.86	6,066.66	6,217.46	6,371.73
56	4,856.80	4,978.13	5,101.20	5,231.20	5,361.20	5,494.66	5,631.60	5,772.00	5,915.86	6,066.66	6,217.46	6,371.73	6,532.93
57	4,978.13	5,101.20	5,231.20	5,361.20	5,494.66	5,631.60	5,772.00	5,915.86	6,066.66	6,217.46	6,371.73	6,532.93	6,694.13
58	5,101.20	5,231.20	5,361.20	5,494.66	5,631.60	5,772.00	5,915.86	6,066.66	6,217.46	6,371.73	6,532.93	6,694.13	6,862.26
59	5,231.20	5,361.20	5,494.66	5,631.60	5,772.00	5,915.86	6,066.66	6,217.46	6,371.73	6,532.93	6,694.13	6,862.26	7,032.13

**EXHIBIT A**  
**--- NON-COMPETITIVE SERVICE POSITIONS ---**  
**CITY OF MOORPARK HOURLY SALARY SCHEDULE**  
**EFFECTIVE WITH PAYCHECK DATED JULY 17, 2015**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>	<b>STEP H</b>	<b>STEP I</b>	<b>STEP J</b>	<b>STEP K</b>	<b>STEP L</b>	<b>STEP M</b>
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	32.49	33.30	34.13	35.00	35.87	36.76	37.69	38.62	39.59	40.57	41.58	42.62	43.69
63	33.30	34.13	35.00	35.87	36.76	37.69	38.62	39.59	40.57	41.58	42.62	43.69	44.79
64	34.13	35.00	35.87	36.76	37.69	38.62	39.59	40.57	41.58	42.62	43.69	44.79	45.91
65	35.00	35.87	36.76	37.69	38.62	39.59	40.57	41.58	42.62	43.69	44.79	45.91	47.06
66	35.87	36.76	37.69	38.62	39.59	40.57	41.58	42.62	43.69	44.79	45.91	47.06	48.22
67	36.76	37.69	38.62	39.59	40.57	41.58	42.62	43.69	44.79	45.91	47.06	48.22	49.44
68	37.69	38.62	39.59	40.57	41.58	42.62	43.69	44.79	45.91	47.06	48.22	49.44	50.67
69	38.62	39.59	40.57	41.58	42.62	43.69	44.79	45.91	47.06	48.22	49.44	50.67	51.93
70	39.59	40.57	41.58	42.62	43.69	44.79	45.91	47.06	48.22	49.44	50.67	51.93	53.24
71	40.57	41.58	42.62	43.69	44.79	45.91	47.06	48.22	49.44	50.67	51.93	53.24	54.58
72	41.58	42.62	43.69	44.79	45.91	47.06	48.22	49.44	50.67	51.93	53.24	54.58	55.93
73	42.62	43.69	44.79	45.91	47.06	48.22	49.44	50.67	51.93	53.24	54.58	55.93	57.34
74	43.69	44.79	45.91	47.06	48.22	49.44	50.67	51.93	53.24	54.58	55.93	57.34	58.76
75	44.79	45.91	47.06	48.22	49.44	50.67	51.93	53.24	54.58	55.93	57.34	58.76	60.24
76	45.91	47.06	48.22	49.44	50.67	51.93	53.24	54.58	55.93	57.34	58.76	60.24	61.75
77	47.06	48.22	49.44	50.67	51.93	53.24	54.58	55.93	57.34	58.76	60.24	61.75	63.29
78	48.22	49.44	50.67	51.93	53.24	54.58	55.93	57.34	58.76	60.24	61.75	63.29	64.87
79	49.44	50.67	51.93	53.24	54.58	55.93	57.34	58.76	60.24	61.75	63.29	64.87	66.49
80	50.67	51.93	53.24	54.58	55.93	57.34	58.76	60.24	61.75	63.29	64.87	66.49	68.16
81	51.93	53.24	54.58	55.93	57.34	58.76	60.24	61.75	63.29	64.87	66.49	68.16	69.85
82	53.24	54.58	55.93	57.34	58.76	60.24	61.75	63.29	64.87	66.49	68.16	69.85	71.61
83	54.58	55.93	57.34	58.76	60.24	61.75	63.29	64.87	66.49	68.16	69.85	71.61	73.40
84	55.93	57.34	58.76	60.24	61.75	63.29	64.87	66.49	68.16	69.85	71.61	73.40	75.22
85	57.34	58.76	60.24	61.75	63.29	64.87	66.49	68.16	69.85	71.61	73.40	75.22	77.11
86	58.76	60.24	61.75	63.29	64.87	66.49	68.16	69.85	71.61	73.40	75.22	77.11	79.03
87	60.24	61.75	63.29	64.87	66.49	68.16	69.85	71.61	73.40	75.22	77.11	79.03	81.00

**EXHIBIT A**  
**--- NON-COMPETITIVE SERVICE POSITIONS ---**  
**CITY OF MOORPARK HOURLY SALARY SCHEDULE**  
**EFFECTIVE WITH PAYCHECK DATED JULY 17, 2015**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>	<b>STEP H</b>	<b>STEP I</b>	<b>STEP J</b>	<b>STEP K</b>	<b>STEP L</b>	<b>STEP M</b>
88	61.75	63.29	64.87	66.49	68.16	69.85	71.61	73.40	75.22	77.11	79.03	81.00	83.04
89	63.29	64.87	66.49	68.16	69.85	71.61	73.40	75.22	77.11	79.03	81.00	83.04	85.12
90	64.87	66.49	68.16	69.85	71.61	73.40	75.22	77.11	79.03	81.00	83.04	85.12	87.24
91	66.49	68.16	69.85	71.61	73.40	75.22	77.11	79.03	81.00	83.04	85.12	87.24	89.43
92	68.16	69.85	71.61	73.40	75.22	77.11	79.03	81.00	83.04	85.12	87.24	89.43	91.65
93	69.85	71.61	73.40	75.22	77.11	79.03	81.00	83.04	85.12	87.24	89.43	91.65	93.94
94	71.61	73.40	75.22	77.11	79.03	81.00	83.04	85.12	87.24	89.43	91.65	93.94	96.29
95	73.40	75.22	77.11	79.03	81.00	83.04	85.12	87.24	89.43	91.65	93.94	96.29	98.72
96	75.22	77.11	79.03	81.00	83.04	85.12	87.24	89.43	91.65	93.94	96.29	98.72	101.17
97	77.11	79.03	81.00	83.04	85.12	87.24	89.43	91.65	93.94	96.29	98.72	101.17	103.72
98	79.03	81.00	83.04	85.12	87.24	89.43	91.65	93.94	96.29	98.72	101.17	103.72	106.29
99	81.00	83.04	85.12	87.24	89.43	91.65	93.94	96.29	98.72	101.17	103.72	106.29	108.97
100	83.04	85.12	87.24	89.43	91.65	93.94	96.29	98.72	101.17	103.72	106.29	108.97	111.69

**EXHIBIT A**  
**--- NON-COMPETITIVE SERVICE POSITIONS ---**  
**CITY OF MOORPARK BIWEEKLY SALARY SCHEDULE**  
**EFFECTIVE WITH PAYCHECK DATED JULY 17, 2015**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>	<b>STEP H</b>	<b>STEP I</b>	<b>STEP J</b>	<b>STEP K</b>	<b>STEP L</b>	<b>STEP M</b>
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	2,599.20	2,664.00	2,730.40	2,800.00	2,869.60	2,940.80	3,015.20	3,089.60	3,167.20	3,245.60	3,326.40	3,409.60	3,495.20
63	2,664.00	2,730.40	2,800.00	2,869.60	2,940.80	3,015.20	3,089.60	3,167.20	3,245.60	3,326.40	3,409.60	3,495.20	3,583.20
64	2,730.40	2,800.00	2,869.60	2,940.80	3,015.20	3,089.60	3,167.20	3,245.60	3,326.40	3,409.60	3,495.20	3,583.20	3,672.80
65	2,800.00	2,869.60	2,940.80	3,015.20	3,089.60	3,167.20	3,245.60	3,326.40	3,409.60	3,495.20	3,583.20	3,672.80	3,764.80
66	2,869.60	2,940.80	3,015.20	3,089.60	3,167.20	3,245.60	3,326.40	3,409.60	3,495.20	3,583.20	3,672.80	3,764.80	3,857.60
67	2,940.80	3,015.20	3,089.60	3,167.20	3,245.60	3,326.40	3,409.60	3,495.20	3,583.20	3,672.80	3,764.80	3,857.60	3,955.20
68	3,015.20	3,089.60	3,167.20	3,245.60	3,326.40	3,409.60	3,495.20	3,583.20	3,672.80	3,764.80	3,857.60	3,955.20	4,053.60
69	3,089.60	3,167.20	3,245.60	3,326.40	3,409.60	3,495.20	3,583.20	3,672.80	3,764.80	3,857.60	3,955.20	4,053.60	4,154.40
70	3,167.20	3,245.60	3,326.40	3,409.60	3,495.20	3,583.20	3,672.80	3,764.80	3,857.60	3,955.20	4,053.60	4,154.40	4,259.20
71	3,245.60	3,326.40	3,409.60	3,495.20	3,583.20	3,672.80	3,764.80	3,857.60	3,955.20	4,053.60	4,154.40	4,259.20	4,366.40
72	3,326.40	3,409.60	3,495.20	3,583.20	3,672.80	3,764.80	3,857.60	3,955.20	4,053.60	4,154.40	4,259.20	4,366.40	4,474.40
73	3,409.60	3,495.20	3,583.20	3,672.80	3,764.80	3,857.60	3,955.20	4,053.60	4,154.40	4,259.20	4,366.40	4,474.40	4,587.20
74	3,495.20	3,583.20	3,672.80	3,764.80	3,857.60	3,955.20	4,053.60	4,154.40	4,259.20	4,366.40	4,474.40	4,587.20	4,700.80
75	3,583.20	3,672.80	3,764.80	3,857.60	3,955.20	4,053.60	4,154.40	4,259.20	4,366.40	4,474.40	4,587.20	4,700.80	4,819.20
76	3,672.80	3,764.80	3,857.60	3,955.20	4,053.60	4,154.40	4,259.20	4,366.40	4,474.40	4,587.20	4,700.80	4,819.20	4,940.00
77	3,764.80	3,857.60	3,955.20	4,053.60	4,154.40	4,259.20	4,366.40	4,474.40	4,587.20	4,700.80	4,819.20	4,940.00	5,063.20
78	3,857.60	3,955.20	4,053.60	4,154.40	4,259.20	4,366.40	4,474.40	4,587.20	4,700.80	4,819.20	4,940.00	5,063.20	5,189.60
79	3,955.20	4,053.60	4,154.40	4,259.20	4,366.40	4,474.40	4,587.20	4,700.80	4,819.20	4,940.00	5,063.20	5,189.60	5,319.20
80	4,053.60	4,154.40	4,259.20	4,366.40	4,474.40	4,587.20	4,700.80	4,819.20	4,940.00	5,063.20	5,189.60	5,319.20	5,452.80
81	4,154.40	4,259.20	4,366.40	4,474.40	4,587.20	4,700.80	4,819.20	4,940.00	5,063.20	5,189.60	5,319.20	5,452.80	5,588.00
82	4,259.20	4,366.40	4,474.40	4,587.20	4,700.80	4,819.20	4,940.00	5,063.20	5,189.60	5,319.20	5,452.80	5,588.00	5,728.80
83	4,366.40	4,474.40	4,587.20	4,700.80	4,819.20	4,940.00	5,063.20	5,189.60	5,319.20	5,452.80	5,588.00	5,728.80	5,872.00
84	4,474.40	4,587.20	4,700.80	4,819.20	4,940.00	5,063.20	5,189.60	5,319.20	5,452.80	5,588.00	5,728.80	5,872.00	6,017.60
85	4,587.20	4,700.80	4,819.20	4,940.00	5,063.20	5,189.60	5,319.20	5,452.80	5,588.00	5,728.80	5,872.00	6,017.60	6,168.80
86	4,700.80	4,819.20	4,940.00	5,063.20	5,189.60	5,319.20	5,452.80	5,588.00	5,728.80	5,872.00	6,017.60	6,168.80	6,322.40
87	4,819.20	4,940.00	5,063.20	5,189.60	5,319.20	5,452.80	5,588.00	5,728.80	5,872.00	6,017.60	6,168.80	6,322.40	6,480.00

**EXHIBIT A**  
**--- NON-COMPETITIVE SERVICE POSITIONS ---**  
**CITY OF MOORPARK BIWEEKLY SALARY SCHEDULE**  
**EFFECTIVE WITH PAYCHECK DATED JULY 17, 2015**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>	<b>STEP H</b>	<b>STEP I</b>	<b>STEP J</b>	<b>STEP K</b>	<b>STEP L</b>	<b>STEP M</b>
88	4,940.00	5,063.20	5,189.60	5,319.20	5,452.80	5,588.00	5,728.80	5,872.00	6,017.60	6,168.80	6,322.40	6,480.00	6,643.20
89	5,063.20	5,189.60	5,319.20	5,452.80	5,588.00	5,728.80	5,872.00	6,017.60	6,168.80	6,322.40	6,480.00	6,643.20	6,809.60
90	5,189.60	5,319.20	5,452.80	5,588.00	5,728.80	5,872.00	6,017.60	6,168.80	6,322.40	6,480.00	6,643.20	6,809.60	6,979.20
91	5,319.20	5,452.80	5,588.00	5,728.80	5,872.00	6,017.60	6,168.80	6,322.40	6,480.00	6,643.20	6,809.60	6,979.20	7,154.40
92	5,452.80	5,588.00	5,728.80	5,872.00	6,017.60	6,168.80	6,322.40	6,480.00	6,643.20	6,809.60	6,979.20	7,154.40	7,332.00
93	5,588.00	5,728.80	5,872.00	6,017.60	6,168.80	6,322.40	6,480.00	6,643.20	6,809.60	6,979.20	7,154.40	7,332.00	7,515.20
94	5,728.80	5,872.00	6,017.60	6,168.80	6,322.40	6,480.00	6,643.20	6,809.60	6,979.20	7,154.40	7,332.00	7,515.20	7,703.20
95	5,872.00	6,017.60	6,168.80	6,322.40	6,480.00	6,643.20	6,809.60	6,979.20	7,154.40	7,332.00	7,515.20	7,703.20	7,897.60
96	6,017.60	6,168.80	6,322.40	6,480.00	6,643.20	6,809.60	6,979.20	7,154.40	7,332.00	7,515.20	7,703.20	7,897.60	8,093.60
97	6,168.80	6,322.40	6,480.00	6,643.20	6,809.60	6,979.20	7,154.40	7,332.00	7,515.20	7,703.20	7,897.60	8,093.60	8,297.60
98	6,322.40	6,480.00	6,643.20	6,809.60	6,979.20	7,154.40	7,332.00	7,515.20	7,703.20	7,897.60	8,093.60	8,297.60	8,503.20
99	6,480.00	6,643.20	6,809.60	6,979.20	7,154.40	7,332.00	7,515.20	7,703.20	7,897.60	8,093.60	8,297.60	8,503.20	8,717.60
100	6,643.20	6,809.60	6,979.20	7,154.40	7,332.00	7,515.20	7,703.20	7,897.60	8,093.60	8,297.60	8,503.20	8,717.60	8,935.20

**EXHIBIT A**  
**--- NON-COMPETITIVE SERVICE POSITIONS ---**  
**CITY OF MOORPARK MONTHLY SALARY SCHEDULE**  
**EFFECTIVE WITH PAYCHECK DATED JULY 17, 2015**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>	<b>STEP H</b>	<b>STEP I</b>	<b>STEP J</b>	<b>STEP K</b>	<b>STEP L</b>	<b>STEP M</b>
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	5,631.60	5,772.00	5,915.86	6,066.66	6,217.46	6,371.73	6,532.93	6,694.13	6,862.26	7,032.13	7,207.20	7,387.46	7,572.93
63	5,772.00	5,915.86	6,066.66	6,217.46	6,371.73	6,532.93	6,694.13	6,862.26	7,032.13	7,207.20	7,387.46	7,572.93	7,763.60
64	5,915.86	6,066.66	6,217.46	6,371.73	6,532.93	6,694.13	6,862.26	7,032.13	7,207.20	7,387.46	7,572.93	7,763.60	7,957.73
65	6,066.66	6,217.46	6,371.73	6,532.93	6,694.13	6,862.26	7,032.13	7,207.20	7,387.46	7,572.93	7,763.60	7,957.73	8,157.06
66	6,217.46	6,371.73	6,532.93	6,694.13	6,862.26	7,032.13	7,207.20	7,387.46	7,572.93	7,763.60	7,957.73	8,157.06	8,358.13
67	6,371.73	6,532.93	6,694.13	6,862.26	7,032.13	7,207.20	7,387.46	7,572.93	7,763.60	7,957.73	8,157.06	8,358.13	8,569.60
68	6,532.93	6,694.13	6,862.26	7,032.13	7,207.20	7,387.46	7,572.93	7,763.60	7,957.73	8,157.06	8,358.13	8,569.60	8,782.80
69	6,694.13	6,862.26	7,032.13	7,207.20	7,387.46	7,572.93	7,763.60	7,957.73	8,157.06	8,358.13	8,569.60	8,782.80	9,001.20
70	6,862.26	7,032.13	7,207.20	7,387.46	7,572.93	7,763.60	7,957.73	8,157.06	8,358.13	8,569.60	8,782.80	9,001.20	9,228.26
71	7,032.13	7,207.20	7,387.46	7,572.93	7,763.60	7,957.73	8,157.06	8,358.13	8,569.60	8,782.80	9,001.20	9,228.26	9,460.53
72	7,207.20	7,387.46	7,572.93	7,763.60	7,957.73	8,157.06	8,358.13	8,569.60	8,782.80	9,001.20	9,228.26	9,460.53	9,694.53
73	7,387.46	7,572.93	7,763.60	7,957.73	8,157.06	8,358.13	8,569.60	8,782.80	9,001.20	9,228.26	9,460.53	9,694.53	9,938.93
74	7,572.93	7,763.60	7,957.73	8,157.06	8,358.13	8,569.60	8,782.80	9,001.20	9,228.26	9,460.53	9,694.53	9,938.93	10,185.06
75	7,763.60	7,957.73	8,157.06	8,358.13	8,569.60	8,782.80	9,001.20	9,228.26	9,460.53	9,694.53	9,938.93	10,185.06	10,441.60
76	7,957.73	8,157.06	8,358.13	8,569.60	8,782.80	9,001.20	9,228.26	9,460.53	9,694.53	9,938.93	10,185.06	10,441.60	10,703.33
77	8,157.06	8,358.13	8,569.60	8,782.80	9,001.20	9,228.26	9,460.53	9,694.53	9,938.93	10,185.06	10,441.60	10,703.33	10,970.26
78	8,358.13	8,569.60	8,782.80	9,001.20	9,228.26	9,460.53	9,694.53	9,938.93	10,185.06	10,441.60	10,703.33	10,970.26	11,244.13
79	8,569.60	8,782.80	9,001.20	9,228.26	9,460.53	9,694.53	9,938.93	10,185.06	10,441.60	10,703.33	10,970.26	11,244.13	11,524.93
80	8,782.80	9,001.20	9,228.26	9,460.53	9,694.53	9,938.93	10,185.06	10,441.60	10,703.33	10,970.26	11,244.13	11,524.93	11,814.40
81	9,001.20	9,228.26	9,460.53	9,694.53	9,938.93	10,185.06	10,441.60	10,703.33	10,970.26	11,244.13	11,524.93	11,814.40	12,107.33
82	9,228.26	9,460.53	9,694.53	9,938.93	10,185.06	10,441.60	10,703.33	10,970.26	11,244.13	11,524.93	11,814.40	12,107.33	12,412.40
83	9,460.53	9,694.53	9,938.93	10,185.06	10,441.60	10,703.33	10,970.26	11,244.13	11,524.93	11,814.40	12,107.33	12,412.40	12,722.66
84	9,694.53	9,938.93	10,185.06	10,441.60	10,703.33	10,970.26	11,244.13	11,524.93	11,814.40	12,107.33	12,412.40	12,722.66	13,038.13
85	9,938.93	10,185.06	10,441.60	10,703.33	10,970.26	11,244.13	11,524.93	11,814.40	12,107.33	12,412.40	12,722.66	13,038.13	13,365.73
86	10,185.06	10,441.60	10,703.33	10,970.26	11,244.13	11,524.93	11,814.40	12,107.33	12,412.40	12,722.66	13,038.13	13,365.73	13,698.53
87	10,441.60	10,703.33	10,970.26	11,244.13	11,524.93	11,814.40	12,107.33	12,412.40	12,722.66	13,038.13	13,365.73	13,698.53	14,040.00

**EXHIBIT A**  
**--- NON-COMPETITIVE SERVICE POSITIONS ---**  
**CITY OF MOORPARK MONTHLY SALARY SCHEDULE**  
**EFFECTIVE WITH PAYCHECK DATED JULY 17, 2015**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>	<b>STEP G</b>	<b>STEP H</b>	<b>STEP I</b>	<b>STEP J</b>	<b>STEP K</b>	<b>STEP L</b>	<b>STEP M</b>
88	10,703.33	10,970.26	11,244.13	11,524.93	11,814.40	12,107.33	12,412.40	12,722.66	13,038.13	13,365.73	13,698.53	14,040.00	14,393.60
89	10,970.26	11,244.13	11,524.93	11,814.40	12,107.33	12,412.40	12,722.66	13,038.13	13,365.73	13,698.53	14,040.00	14,393.60	14,754.13
90	11,244.13	11,524.93	11,814.40	12,107.33	12,412.40	12,722.66	13,038.13	13,365.73	13,698.53	14,040.00	14,393.60	14,754.13	15,121.60
91	11,524.93	11,814.40	12,107.33	12,412.40	12,722.66	13,038.13	13,365.73	13,698.53	14,040.00	14,393.60	14,754.13	15,121.60	15,501.20
92	11,814.40	12,107.33	12,412.40	12,722.66	13,038.13	13,365.73	13,698.53	14,040.00	14,393.60	14,754.13	15,121.60	15,501.20	15,886.00
93	12,107.33	12,412.40	12,722.66	13,038.13	13,365.73	13,698.53	14,040.00	14,393.60	14,754.13	15,121.60	15,501.20	15,886.00	16,282.93
94	12,412.40	12,722.66	13,038.13	13,365.73	13,698.53	14,040.00	14,393.60	14,754.13	15,121.60	15,501.20	15,886.00	16,282.93	16,690.26
95	12,722.66	13,038.13	13,365.73	13,698.53	14,040.00	14,393.60	14,754.13	15,121.60	15,501.20	15,886.00	16,282.93	16,690.26	17,111.46
96	13,038.13	13,365.73	13,698.53	14,040.00	14,393.60	14,754.13	15,121.60	15,501.20	15,886.00	16,282.93	16,690.26	17,111.46	17,536.13
97	13,365.73	13,698.53	14,040.00	14,393.60	14,754.13	15,121.60	15,501.20	15,886.00	16,282.93	16,690.26	17,111.46	17,536.13	17,978.13
98	13,698.53	14,040.00	14,393.60	14,754.13	15,121.60	15,501.20	15,886.00	16,282.93	16,690.26	17,111.46	17,536.13	17,978.13	18,423.60
99	14,040.00	14,393.60	14,754.13	15,121.60	15,501.20	15,886.00	16,282.93	16,690.26	17,111.46	17,536.13	17,978.13	18,423.60	18,888.13
100	14,393.60	14,754.13	15,121.60	15,501.20	15,886.00	16,282.93	16,690.26	17,111.46	17,536.13	17,978.13	18,423.60	18,888.13	19,359.60