

**MOORPARK CITY COUNCIL
AGENDA REPORT**

TO: Honorable City Council

FROM: Steven Kueny, City Manager *SK*

PREPARED BY: Deborah S. Traffenstedt, Assistant City Manager *DST*

DATE: November 12, 2015 (CC Regular Meeting of 11/18/15)

SUBJECT: Consider Reorganization and Promotions and Adoption of a Revised Salary Plan Resolution with Changes to Position Titles and Salary Ranges and Including Minimum Wage Adjustments, and Rescinding Resolution No. 2015-3448

BACKGROUND

The City's staffing levels, reporting relationships, and organization of responsibilities are monitored and adjustments are periodically made to address changing workloads, assignments, needs and priorities and to achieve operational improvements. When staff vacancies occur, we also evaluate the current workload, assignments and reporting relationship to see if any adjustments are warranted. Several times vacancies have either not been filled or filled at a lower classification. For example, nine Non-Competitive Service (Management) positions have been left vacant since 2008 through attrition. The concern of staff retention and succession planning, including preparing current staff for promotional opportunities and assumption of more difficult and greater responsibilities, are also considered. The proposals contained in this report are a result of such analysis with the goal of achieving management and organizational improvements as well as reducing overall expenditures. This report recommends certain changes to department responsibilities and positions, including promotions, as discussed below. The proposed changes require amendment to the Salary Plan Resolution to modify some position titles and salary ranges and add new position titles (reference attached draft Salary Plan Resolution).

Additionally, the Salary Plan Resolution is proposed to be amended to revise hourly rates for some positions consistent with the new minimum wage that will be effective January 1, 2016.

DISCUSSION

Reorganization

As the City Council is aware, the City currently has multiple position vacancies in the Community Development Department; Finance Department; Parks, Recreation and Community Services Department; and Public Works Department. Additionally, nine Non-Competitive Service (Management) positions have not been filled over the last several years, requiring shifting of assignments and responsibilities to other Management staff. Attached is a draft Salary Plan Resolution that proposes changes to position titles and salary ranges for various Non-Competitive Service (Management) positions and also includes one new Competitive Service (non-exempt) position. The intent of the proposed range changes is to achieve better consistency between the grouping of positions at the same or similar ranges based on level of responsibility and complexity of assignments, supervision responsibilities, essential functions, and required knowledge and skills, including education and training. A higher salary range encourages staff retention through the opportunity for merit raise increases. Some new positions are proposed to be created, but not used at this time, to allow for future promotional opportunities for experienced staff, which is also intended to encourage staff retention.

Both the Finance Director and Parks and Recreation Director salary ranges are proposed to be revised to the same level as the other department head positions (Range 87). A Deputy Director position is proposed to be added at Range 79 to allow for a promotional and staff retention opportunity. This new Deputy Director position is proposed to be used as a potential promotional opportunity in various departments. As an example of how the new position is intended to be used, the current Budget & Finance Manager is proposed to be promoted to a Finance Deputy Director position. A vacant Senior Account Technician (Competitive Service) position is proposed to be filled with an Accountant I (Management) position.

A new Economic Development and Planning Manager position is proposed to be added at Range 75, and the intent is to promote the current Planning Manager to the new position. Other new Non-Competitive Service (Management) positions include a Public Works Manager at Range 75 and a Senior Housing Analyst at Range 67. There is no intent to currently use the Public Works Manager position; however, it is intended to provide a promotional opportunity in the future. Staff does intend to recruit for a Senior Housing Analyst in lieu of the hiring of an Economic Development and Housing Manager. With the promotion of the current Planning Manager to an Economic Development and Planning Manager, approximately one-third of his work time is expected to be dedicated to economic development, which is equivalent to the amount of time spent on economic development by the prior Economic Development and Housing Manager. The new Senior Housing Analyst will assume the affordable housing related workload that previously occupied approximately two-thirds of the prior

Economic Development and Housing Manager's work time over the last several years, and will also assist with other related assignments including code compliance. The Senior Management Analyst position (Range 67) will be vacant in January 2016 due to a proposed retirement, and that position will not be filled. With the elimination of that position in the Community Development Department, the total overall Management positions eliminated since 2008 will increase to ten. As previously stated, one will be replaced if the current recruitment for Accountant I is successful.

Changes to the salary ranges for various Non-Competitive Service (Management) positions are proposed to be revised for consistency with the level of responsibility assigned to these positions, including both increases and decreases to the salary ranges as shown on the attached draft Salary Plan Resolution for the positions of Finance Director, Parks and Recreation Director, Information Systems Manager, Parks and Landscape Manager, Recreation/Community Services Manager, Senior Civil Engineer, Economic Development and Housing Manager, and Planning Manager.

One new Competitive Service position is proposed to be created, which is a Planning Technician position, which is shown as added to the Salary Plan at Range 43. The Community Development Technician position at Range 45 on the Salary Plan will be deleted, which position has never been used. The part-time Intern position in the Community Development Department will be eliminated with the addition of the new full-time Planning Technician position.

Some of the proposed Management position range changes will result in a promotion, as further explained in the Summary of Department Changes section, below. It is important to note that there have been ten Competitive Service promotions in the past two years. Additionally, one full-time Competitive Service Maintenance Worker position was also added in the Public Works Department in 2014. As stated previously, nine Management positions have been eliminated since 2008, and even with the current proposed changes, the total number of Management positions left vacant will remain at nine.

The 2015-2016 Memorandum of Understanding with SEIU Local 721 requires the City to conduct a total compensation salary study by March 1, 2016, and this compensation and salary survey will provide the opportunity to determine whether other revisions to salaries are appropriate in conjunction with 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, the proposed reorganization requires City Council action for approving changes to the Salary Plan (see attached draft resolution), and will also require modification to the Classification Plan for job descriptions and the modification of the Management Benefits Resolution for position titles. The corresponding update to the Classification Plan and Management Benefits Resolutions will be scheduled for the next regular City Council meeting.

Minimum Wage

The amended Salary Plan includes the elimination of all salary steps below the new minimum wage of \$10.00 per hour, which is effective January 1, 2016, in compliance with Section 1182.12 of the California Labor Code. There are only two part-time hourly positions directly affected by the increased minimum wage, although staff will review all of the comparable part-time employee salaries to confirm whether any other adjustments may be appropriate. Affected employees will receive a revised hourly wage prior to January 1, 2016.

Department Changes

The proposed promotions discussed in this report along with Salary Plan and Classification Plan revisions will be implemented in calendar years 2015 and 2016 as described in this report. The proposed new positions as well as revisions to existing job descriptions that are discussed in this report require City Council approval of amended Salary Plan and Classification Resolutions before the changes can be implemented. The draft Salary Plan resolution is attached. A revised Classification Plan resolution will be scheduled for a subsequent agenda. An update to the Management Benefits Resolution will also be required. A recap of proposed Salary Plan position changes follows, including explanation of changes that will result in promotion.

Administrative Services Department

The pay range for Information Systems Manager will be increased from Range 71 to Range 75. This change to the salary range is not considered a promotion.

Community Development Department

Currently, the Community Development Department staffing includes the Community Development Director, Planning Manager, Senior Management Analyst, Associate Planner I, Code Compliance Technician I, Vector/Animal Control Specialist, Vector/Animal Control Technician II, Office Assistant II, two Administrative Assistant II's, and a temporary part-time Intern. The Economic Development and Housing Manager position (previously the Redevelopment Manager position at Range 77) is currently vacant and will not be filled, and instead the proposal is to create a new Economic Development and Planning Manager position (at Range 75) and promote the current Planning Manager from Range 73 to the new position at Range 75. A new Senior Housing Analyst position is also proposed at Range 67. The Senior Management Analyst position (Range 67) will be vacant in January 2016 due to a proposed retirement, and that position will not be filled. Instead, staff is proposing to create a Planning Technician position at Range 43, and the temporary, part-time Intern position will be eliminated. The Community Development Technician position at Range 45 will

be eliminated as it has never been utilized. The Planning Technician position is more commonly used.

Finance Department

The Finance Director salary range will be revised from Range 83 to Range 87 to be consistent with the salary range for other department head positions. This change to the salary range is not considered a promotion. A new position of Deputy Director is proposed to be created on the Salary Plan at Range 79. The current Budget and Finance Manager is proposed to be promoted from Range 75 to a Finance Deputy Director position at Range 79. Additionally, the Finance Department currently has a vacancy for the position of Senior Account Technician (a Competitive Service position), and the intent is that this position will not be filled. There is a need for a higher-level position to share the increasing workload of the current Budget and Finance Manager. The intent is to fill the current vacancy with an Accountant I. The Finance Department previously had both a Senior Account Technician and an Accountant I, but the Accountant I position was left vacant after the retirement of the then incumbent. Now with the vacancy in the Senior Account Technician position, the intent is to re-hire for the Accountant I position. The total number of positions will remain the same.

Parks, Recreation, and Community Services Department

The Parks and Recreation Director salary range will be revised from Range 83 to Range 87 to be consistent with the salary range for other department head positions. This change to the salary range is not considered a promotion. The pay range for Recreation/Community Services Manager is proposed to be increased from Range 71 to Range 75. The intent is to promote the current Administrative Services Manager in the Administrative Services Department to the Recreation/Community Services Manager position. The Library Division will then be transferred from the Administrative Services Department. Additionally, the new Recreation/Community Services Manager will assume responsibility for the Arts in Public Places Program and other tasks currently assigned to other staff in this department. The Department's Senior Management Analyst will be promoted to the position of Program Manager. The incumbent has continued to assume a higher level of responsibility consistent with the current Program Managers in the Public Works and Administrative Services Departments. The Program Manager for the Parks, Recreation and Community Services Department will assume the property management, acquisition, and development/disposition responsibilities of the former Economic Development and Housing Manager. The two promotions will each include a 5 percent increase in salary. The revision to the Parks and Landscape Manager salary range from 77 to 75 will not affect any current employee, since the position is not currently budgeted.

Public Works Department

Proposed range changes for the positions of Assistant City Engineer and Senior Civil Engineer will not affect any current employee. These positions are not currently budgeted. A Public Works Manager position has been added at Range 75 for consistency with similar positions in other departments; however, there is no intent to use the new position at this time.

Summary of Department Changes

1. Administrative Services Department: Revise salary range for the Information Systems Manager from Range 71 to Range 75.
2. Community Development Department: Leave vacant the Economic Development and Housing Manager position, promote Planning Manager to new Economic Development and Planning Manager position at Range 75, eliminate the Senior Management Analyst position in January 2016, add new Senior Housing Analyst position at Range 67, add new Planning Technician position at Range 43, and eliminate position of Community Development Technician at Range 45 (which position is not used), and eliminate part-time Intern position. The assignments of the prior Economic Development and Housing Manager are going to be divided between the Economic Development and Planning Manager and Senior Housing Analyst in the Community Development Department, and additionally the Program Manager in the Parks, Recreation and Community Services Department
3. Finance Department: Revise salary range for Finance Director to Range 87, promote Budget and Finance Manager to new Finance Deputy Director position at Range 79, and fill the vacant Senior Account Technician position (Range 53) with an Accountant I (Range 62).
4. Parks, Recreation and Community Services Department: Revise salary range for Parks and Recreation Director to Range 87, promote current Administrative Services Manager (Administrative Services Department) to Recreation/Community Services Manager and change the salary range for that position from Range 71 to 75, and promote Senior Management Analyst to Program Manager at Range 71. The proposed range change for the Parks and Landscape Manager will not affect any current employee, and there is no intent to use this position at this time.
5. Public Works Department: The proposed range changes for Assistant City Engineer and Senior Civil Engineer and the new Public Works Manager position will not affect any current employee, and there is no intent to use these positions at this time.

FISCAL IMPACT

The proposed Salary Plan and staffing changes and promotions will not result in a net increase in the General Fund costs for the current fiscal year. In addition, the staff vacancies are expected to result in some savings to all affected funds. Promotion raises are typically a 5% increase in pay, but not to exceed the top step in the salary range. Due to staff vacancies, promotion raises are not expected to require a budget amendment; however, staff will review the need for additional funding at the time of the annual mid-year budget adjustment report to the City Council, which would be scheduled in 2016, prior to development of the new Fiscal Year 2016-17 budget. Changes to the Salary Plan that increase salary ranges are expected to result in increased salary costs over time, based on the potential for annual merit raises of 5 percent, not to exceed the top step in the salary range. With the retirement of the Senior Management Analyst in the Community Development Department, and the position not being filled, there will be long-term savings of approximately \$100,000 per year.

The changes to the Hourly Positions Salary Schedules to implement the new minimum wage do not require a Budget amendment, because only a few part-time Recreation positions are affected, and there are salary savings for the Recreation Division that will pay for the minor salary adjustments.

STAFF RECOMMENDATION

1. Authorize promotions as recommended in the agenda report;
2. Adopt the revised Salary Plan Resolution; and
3. Direct staff to schedule amendment of the City's Classification Plan and Management Benefits Resolutions for a subsequent agenda to implement the corresponding changes for position titles and job descriptions.

Attachment: Draft 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. 2015-343548

WHEREAS, the City Council at its meeting on ~~October 7~~ November 18, 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~~ include the elimination of all salary steps below the new minimum wage of \$10.00 that is required to be effective January 1, 2016. Additionally, the revised salary plan includes changes in position titles and salary ranges, as described in an agenda report for the November 18 regular City Council meeting.

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
Retired Annuitant Licensed Civil Engineer	99
Assistant City Manager	91
Deputy City Manager	89
Administrative Services Director	87
City Engineer/Public Works Director	87
Community Development Director	87
Finance Director	87
Parks and Recreation 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 9
Deputy Director	79
Parks and Landscape Manager	77
Senior Civil Engineer	77
Budget and Finance Manager	75
Economic Development and Planning Manager	75
Information Systems Manager	75
Parks and Landscape Manager	75
Public Works Manager	75
Recreation/Community Services Manager	75

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

<u>Non-Competitive Service Positions*</u>	<u>Salary Range</u>
Senior Civil Engineer	75
Economic Development and Housing Manager	73
Planning Manager	73
Administrative Services Manager	71
Assistant to City Manager	71
Economic Development and Housing Manager	71
Finance/Accounting Manager	71
Information Systems Manager	71
Recreation/Community Services Manager	71
Planning Manager	71
Program Manager	71
Accountant II	67
Associate Civil Engineer	67
City Clerk	67
Landscape/Parks Maintenance Superintendent	67
Principal Planner	67
Public Works Superintendent/Inspector	67
Recreation Services Manager	67
Senior Housing Analyst	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

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

<u>Competitive Service Positions</u>	<u>Salary Range</u>
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
Community Development Technician	45
Irrigation Specialist	45
Code Compliance Technician I	43
Maintenance Worker III	43
Planning Technician	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

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

<u>Hourly Positions**</u>	<u>Salary Range</u>
Crossing Guard	18
Box Office Cashier	14
Clerical Aide II	14
Recreation Leader I	14
Laborer/Custodian I	10
Clerical Aide I	6
Recreation Aide	6

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

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

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

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 approved 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. Implementation of this Salary Plan shall be effective beginning with the paycheck dated December 4, 2015.

SECTION 89. Resolution No. 2015-343548 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 upon the effective pay period for this revised Salary Plan, with the paycheck dated December 4, 2015.

SECTION 910. 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 ~~7~~¹⁸th day of ~~Octo~~^{November}, 2015.

Janice S. Parvin, Mayor

ATTEST:

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/DECEMBER 4, 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~~ DECEMBER 4, 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/DECEMBER 4, 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	--	--	--	--	--	--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 WITH PAYCHECK DATED DECEMBER 4, 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 WITH PAYCHECK DATED DECEMBER 4, 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	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 WITH PAYCHECK DATED DECEMBER 4, 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/DECEMBER 4, 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
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~~ DECEMBER 4, 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
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/DECEMBER 4, 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
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~~ DECEMBER 4, 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
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/DECEMBER 4, 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
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~~DECEMBER 4, 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
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

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