

**MEMORANDUM OF UNDERSTANDING
BETWEEN**

THE CITY OF LOMPOC

AND

**THE INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL UNION 1245**



Effective January 1, 2015 Through June 30, 2017

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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LOMPOC
AND
EMPLOYEES REPRESENTED BY
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL
UNION 1245, AFL-CIO.**

PREAMBLE

This Memorandum of Understanding (“MOU”) is entered into with reference to the following facts:

- A.** The City of Lompoc (hereinafter “City”) and representatives of the International Brotherhood Of Electrical Workers, Local 1245 (hereinafter “IBEW 1245” or “Union”) have met on a number of occasions and have conferred in good faith exchanging proposals concerning wages, hours and other terms and conditions of employment of employees represented by the Union.
- B.** The representatives of the City and of the Union have reached agreement concerning wages, hours and other terms and conditions of employment, and jointly prepared this MOU. The deal points of this MOU was ratified by the Union on March 19, 2015 and the MOU is therefore jointly presented to City Council of the City of Lompoc for determination at its regularly scheduled meeting on April 7, 2015 pursuant to Government Code section 3505.1.

ARTICLE 1. COMPLETE UNDERSTANDING OF THE PARTIES

This MOU is intended to set forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety. This Article is not intended to negate or eliminate past practice as a factor establishing agreement in practice between the parties, if not specifically addressed in this MOU or the City’s Personnel Rules.

ARTICLE 2. CITY COUNCIL APPROVAL

It is understood and agreed that this MOU is of no force or effect until approved and/or adopted by resolution of the City Council of the City of Lompoc pursuant to Government Code section 3505.1.

ARTICLE 3. RECOGNITION

The City confirms its recognition of the Union as the sole majority representative, pursuant to the recognition provisions of Resolution No. 2041, for all employees serving in the classifications included in the Operations and Maintenance Unit as set forth in "Attachment A" hereto and in the Clerical Unit as set forth in "Attachment B" hereto and the ensuing Attachments as designated, excluding temporary employees, other than those employees appointed to a permanent part-time, job share, budgeted position on a regular (non-temporary) basis from a certified eligibility list for the classification of the position.

ARTICLE 4. SALARIES AND COMPENSATION

4.1 Salary Range Cost Of Living Adjustments (COLA):

- a. **FY 2014/15.:** New salary ranges shall be implemented the first full pay cycle following adoption of this MOU by City Council but made retroactive to the beginning of the payroll period commencing January 10, 2015 as set forth for the existing or concurrently established classifications listed in Attachments A and B of this MOU, representing a total of a **one percent (1%) increase** above the salary and compensation plan in effect prior to the January 10, 2015 payroll period, but with some classifications receiving greater salary equity adjustments as reflected in the attached salary tables comprising Attachment C of this MOU and as discussed section 4.2 below.
- b. **FY 2015/16:** Effective the first full payroll period commencing June 13, 2015, new salary ranges shall be implemented as set forth for the established classifications listed in Attachments D and E of this MOU, representing a **two percent (2%) increase** above the salary and compensation plan in effect prior to the June 13, 2015 payroll period. In addition, there will be an updated salary table including the newly created Accounting Technician series effective the first full payroll period commencing June 27, 2015 as reflected in Attachment F.
- c. **FY 2016/17:** Effective the first full payroll period commencing June 11, 2016, new salary ranges shall be implemented as set forth for the established classifications listed in Attachments G and H of this MOU, providing for a new Salary Range Step F which is five percent (5%) above the then existing Step E in effect prior to the June 11, 2016 payroll period. It is agreed between the parties, after implementation of the new Step F, the City Administrator shall have sole authority and discretion to eliminate Step A from the Salary Range Step progression without further meet and confer with Union and Union waives any and all statutory or case law meet and confer obligation or any other objection to the elimination of Step A at any time thereafter.

4.2 Classification Equity Adjustments:

- a. **Wastewater Plant Operator:** In addition to the one percent (1%) COLA effective the beginning of the payroll period commencing January 10, 2015, the Wastewater Plant Operator II incumbents currently in possession of the requisite Grade III certification shall be reclassified to the Wastewater Plant Operator III classification with a ten percent (10%) pay increase, effective the first full pay period following Council approval of this MOU. A revised series specification will be drafted and reviewed by the Union for approval at a later date.
- b. **Building Maintenance Worker assigned to City Pool:** In addition to the one percent (1%) COLA effective the beginning of the payroll period commencing January 10, 2015, the Senior Building Maintenance Worker position assigned to the City pool shall be reclassified to a Senior Recreation Facilities Maintenance Worker with a five percent (5%) pay increase effective the first full pay period after City Council approval of this MOU. The new Series Specification for this position as proposed by the City on 2-20-2015 has been approved by Union.
- c. **Police Department OSA reclassification to Police Records Technician I-II:** In addition to the one percent (1%) COLA effective the beginning of the payroll period commencing January 10, 2015, the Police Department OSA incumbents shall be reclassified to Police Records Technicians I or II classification, whichever classification provides a 2.5% salary increase equity adjustment, *i.e.*, OSA II incumbents shall be reclassified to the Police Records Technician I classification with a salary range 2.5% above the OSA II job class salary range and the OSA III incumbents shall be reclassified to the Police Records Technician II with a salary range 2.5% above the OSA III job class salary range. The new Series Specification provided to the Union by the City on 3-09-15 has been approved by the Union. The PD OSA reclassifications and equity adjustments shall become effective the first pay period following Council approval of this MOU.
- d. **Finance Technician reclassification to Accounting Technician I-II:** In addition to the one percent (1%) COLA effective the beginning of the payroll period commencing January 10, 2015, the City shall reclassify the Finance Technician and Payroll Technician incumbents to Accounting Technician I, effective the payroll period beginning June 27, 2015, with a salary range for the Accounting Technician I classification two percent (2%) above the then current salary range for Accounting Technician/Payroll Technician salary ranges and providing a flexible career ladder and salary range for potential future advancement to Accounting Technician II, at a salary range that is five percent (5%) above the salary range for Accounting Technician I.

Advancement of incumbents to the journey-level Accounting Technician II classification will occur upon demonstration and verification of an employee's proficiency in at least three support areas of the Finance division. Since there is not sufficient time to immediately create validated in-house testing modules or other examination methods to validate such proficiency, the parties agree that the City shall use a performance evaluation period of a maximum of six (6) months, starting from the employee's reclassification date, to cross train and observe employee's performance of essential functions for verification of the current incumbent's abilities to progress up the career ladder to the Accounting Technician II level. The career ladder advancement will be in conformance with the requirements established by Chapter 53 of the Personnel Procedures Manual, which includes: acquisition of the appropriate training, education, experience and/or certification; satisfactory performance of essential functions; and Management discretion. Consequently, those employees who possess the requisite education (*i.e.*, college credits, associate's degree, and/or certificate accounting technician [CAT] certification) AND experience, and/or experience substitution with verification of employee's proficiency in at least three support areas in the Finance division, may require less than six (6) months to demonstrate the required skill set for career ladder advancement to the Accounting Technician II level.

The new Series Specification for Accounting Technician I & II has been approved by the parties. As a consequence of the new Accounting Technician series classifications, the single job class of Accounting Technician and Payroll Technician classifications will be deleted from the Classification and Compensation Plans, effective the payroll period beginning June 27, 2015.

- e. **Fleet Mechanic Reclassification to Fleet Technician I and II:** The parties reserve the possible reclassification of the Fleet Mechanic classification to Fleet Technician I and II after further job audit and negotiation during the term of this MOU with the parties' agreeing to a re-opener to consider implementing this reclassification along with a commensurate equity compensation adjustment upon mutual agreement of the parties. City and Union will initiate a work group audit within ninety (90) days of City Council approval of this MOU.

4.3 Call-in Allowance: The definition of “call-in” and “report to work” will include any necessary interactive communication to or from an employee on a work related emergency. Employee will be compensated at the straight time rate for all time required to respond to the emergency which gave rise to the call, up to a maximum of 30 minutes. The reason for the call along with any other documentation deemed necessary by the City will be submitted for each emergency call. This policy shall only apply to Water, Wastewater, Electric, and Equipment Maintenance Divisions.

a. Not on Standby: When a regular full-time employee who is not on standby pay is called in to work and reports for work on a day other than his regularly scheduled work day, he/she shall be provided with and assigned to at least a minimum of two (2) hours work. In the event such work is not available, the employee shall be paid a minimum reporting allowance equal to two (2) hours pay at his/her regular hourly rate.

b. On Standby: When a regular full-time employee on standby pay is called in to work and reports for work on a day other than his/her regularly scheduled work day, he/she shall be provided with and assigned to at least a minimum of two (2) hours work. In the event such work is not available, the employee shall be paid a minimum reporting allowance equal to two (2) hours pay at his/her regular hourly rate.

c. Return Call-Back: If an employee, who was called back and has completed his/her assignment and left work, is again called back, he/she will not receive another minimum if the return is within the original minimum. An early call-in of up to two hours prior to scheduled start of work shift shall not be considered a call-in.

d. Standby Pay: When a regular full-time employee is required and assigned to be available for immediate emergency call-back at times that the employee is not otherwise on duty, the employee shall be compensated for such standby hours at two (2) hours straight time pay or equivalent time off for each eight (8) hours of assigned standby time.

4.4 Call-back Allowance: The definition of “call-back” and “report to work” will include any necessary interactive communication to or from an employee on a work related emergency. Employee will be compensated at the straight time rate for all time required to respond to the emergency which gave rise to the call, up to a maximum of 30 minutes. The reason for the call along with any other documentation deemed necessary by the City will be submitted for each emergency call. The policy shall only apply to Water, Wastewater, Electric, and Equipment Maintenance Divisions.

a. Not on Standby: When a regular full-time employee not on standby pay is called back to work and reports to work following completion of his/her regular shift, having left the premises in the interim, he/she shall be provided

with and assigned to at least a minimum of two (2) hours work. In the event such work is not available, the employee shall be paid a minimum amount equal to two (2) hours pay at his/her regular hourly rate.

- b. On Standby:** When a regular full-time employee on standby pay is called back to work and reports to work following completion of his/her regular shift, having left the premises in the interim, he/she shall be provided with and assigned to at least a minimum of two (2) hours work. In the event such work is not available, the employee shall be paid a minimum amount equal to two (2) hours pay at his/her regular hourly rate.
- c. Return Call-In:** If an employee, who was called back and has completed his/her assignment and left work, is again called back, he/she will not receive another minimum if the return is within the original minimum. An early call-in of up to two hours prior to scheduled start of a work shift shall not be considered a call-in.

- 4.5 Prearranged Work after Shift:** Employees who are required to report for prearranged work (whether on their non-work days, or on their regular work day having left the premises for at least 30 minutes) shall be provided with and assigned one-hour work. In the event such work is not available, employee shall be paid a minimum amount equal to one-hour pay.

If actual time worked is 40 minutes or greater, then the employee will be paid at one and one-half ($\frac{1}{2}$) times the hourly rate for actual hours worked.

- 4.6 Bilingual Pay:** Individuals determined to be qualified by the City will be eligible for one hundred dollars (\$100) per month bilingual pay. Qualifications for this pay shall be based on regular use of bilingual language skills in their capacity as an employee. Further, employees will be required to pass a City-administered proficiency exam to qualify and may be retested annually. The City will determine which positions will qualify and which languages will be included in this program. Any bargaining unit employee may request that his/her position be evaluated for bilingual pay eligibility.

- 4.7 Solid Waste Division Hazardous Material Certification Premium Pay:** City and Union agree that the incumbent Household Hazardous Waste Technician currently in possession of a Hazardous Waste certificate shall receive a five percent (5%) above base salary incentive pay for this voluntary certification, said premium pay is limited to this one incumbent Union represented employee. This provision to be effective first full pay period after City Council approval of this MOU, not retroactively.

4.8 Electrical Line Worker Rubber Gloving Certification & Pay:

- a. 12-kV Certified Electrical Line Worker and 12-kV Certified Lead Electrical Line Worker classifications have their own rate of pay delineated as 12-kV Certified Electrical Line Worker and 12-kV Certified Lead Electrical Line Worker in the salary Attachments to this MOU. Any Electrical Line Worker or Lead Electrical Line Worker hired or currently working without a 12-kV Line Worker Rubber Glove Certification will be compensated at the rate of pay delineated as (non-12-kV) Electrical Line Worker or (non-12-kV) Lead Electrical Line Worker in the Attachments to this MOU. Unless otherwise negotiated, the rate of pay for the certified 12-kV Lead Electrical Line Worker and certified 12-kV Electrical Line Worker shall be maintained at ten percent (10%) above the non-certified 12-kV Lead Electrical Line Worker and Electrical Line Worker respectively, as long as this program remains in place.
- b. All current Electrical Line Worker and Lead Electrical Line Worker classifications and employees in those classifications must have a Northwest Lineman's College (or equivalent) 12-kV Line Worker Rubber Gloving Certification. Any newly hired Electrical Line Worker and Lead Electrical Line Worker employees shall have six (6) months to obtain a Northwest Lineman's College (or equivalent) 12-kV Line Worker Rubber Gloving Certification.
- c. The City will pay for the initial 12-kV Line Worker Rubber Gloving Certification training one (1) time. All other training required for initial certification will be at the expense of the employee.

4.9 Tree Trimmer Power Line Clearance Work Premium Pay: Contingent upon supervisor's approval, employees in the classifications of Tree/Senior/Lead Trimmer, who possess the appropriate line clearance training and certificates, shall receive a five percent (5%) above base salary premium pay for performing assigned tree trimming power line clearance duties. Reporting/tracking of these premium work hours is required and a minimum of one (1) hour is required for receipt of such premium pay. This provision to be effective first full pay period after City Council approval of this MOU, not retroactively .

4.10 Electrical Substation Technician WiFi Repair/Maintenance Premium Pay: Employees in the classification of Electrical Substation Technician who are assigned to perform WiFi repair/maintenance duties shall receive a five percent (5%) above base salary premium pay for actual hours worked performing such duties.

4.11 Shift Differential Pay: Employees that are required to work rotating or fixed shifts shall receive one-dollar and twenty-five cent (\$1.25) per hour for swing shift and one dollar and seventy-five cents (\$1.75) per hour for midnight shift ("graveyard") assignment. This pay shall be an addition to the employee's hourly base pay for the affected shift schedule. Overtime pay, holiday pay, standby pay, etc. would reflect

this shift differential for affected pay periods. Payoffs and buy-backs of accumulated holiday pay, annual leave, ATO, sick leave, etc. would not include shift differential, even if paid while the employee is working a shift eligible for shift differential. This provision does not apply to custodial employees as they are assigned shift work as a condition of hire and are compensated for that work in their base pay.

4.12 Electronic Payroll Transfer: Wages shall be paid by an electronic payroll transfer system.

ARTICLE 5. CALPERS-RETIREMENT CONTRIBUTION AND CALPERS OPTIONAL BENEFITS

5.1 CALPERS FORMULA AND CONTRIBUTION: The pension reforms required by the California Public Employees' Pension Reform Act of 2013 (Article 4 (commencing with Section 7522) of Chapter 21 of Division 7 of Title 1 of the Government Code) (hereinafter "PEPRA") have been implemented as shall be any amendments thereto or related statutes that are enacted with similar mandatory provisions. Implementation of any pension reforms that are not made mandatory by PEPRA or required by law shall still necessitate that the City and IBEW 1245 representatives meet and confer over such non-mandatory changes before they may be implemented as required by the Meyers-Milias-Brown Act (Government Code Sections 3500-3511)(hereinafter the "MMBA").

IBEW 1245 represented Unit employees hired by the City prior to November 19, 2011, shall receive the "2.7% at age 55 Full Formula" (Government Code Section 21354.5) retirement benefit.

IBEW 1245 represented employees hired prior to November 19, 2011, shall pay their full CalPERS member contributions required by CalPERS for participation in the 2.7 @ 55 retirement plan, which is currently 8% of reportable earnings. The City does not and shall not make any Employer Paid Members Contribution (hereinafter "EPMC") for Union represented employees. Employees shall have the option to have a salary adjustment in the form of a tax deferred income payment for their CalPERS member contribution in accordance with the provisions of Internal Revenue Code Section 414(h)(2).

IBEW 1245 represented employees hired on or after November 19, 2011 and prior to January 1, 2013, shall receive the "2% at age 60 Full Formula" (Government Code Section 21353) retirement benefit with final compensation determined based upon the highest average pay rate and qualifying special compensation during any consecutive three year period. These employees pay their full CalPERS member contribution in an amount defined by statute (currently seven percent (7%)) and are not entitled to any City EPMC payments.

As defined under the PEPRA, all IBEW 1245 represented employees hired on or after January 1, 2013 and determined by CalPERS to be "Non-Classic" CalPERS member employees shall receive the "2% at age 62 formula" retirement benefit with

their final compensation calculated based upon the average full-time monthly pay rate for the highest thirty-six (36) consecutive months. In conjunction with this retirement formula, these employees will pay fifty-percent (50%) of the normal cost as determined by CalPERS.

As defined under the PEPRA and determined by CalPERS, all IBEW 1245 represented employees hired on or after January 1, 2013 and determined by CalPERS to be "Classic" CalPERS members, shall receive the CalPERS plan benefit formula that they would have been eligible for had they been hired on December 31, 2012, which means the same formula as those hired on or after November 19, 2011 and prior to January 1, 2013. Thus, Classic CalPERS members shall receive the "2% at age 60 Full Formula" (Government Code Section 21353) retirement benefit with final compensation determined based upon the highest average pay rate and qualifying special compensation during any consecutive three-year period. These employees shall also pay the entire CalPERS employee contribution, currently at seven (7%) percent and have no entitlement to any City EPMC payment.

5.2 The City provides the following CalPERS optional benefits:

- a. **Credit for Unused Sick Leave & Highest Year:** This transfers unused accumulated sick leave into service credit at retirement, and the "one-year highest compensation" CalPERS benefits.
- b. **CalPERS Service Credit for Military Service:** This allows employees to elect the purchase of up to four years of service credit for continuous active military service prior to employment.
- c. **CalPERS Post Retirement Survivor's Allowance:** Post Retirement Survivor's Allowance to Continue After Remarriage (Section 21266).
- d. **CalPERS 1959 Survivor's Benefit:** Third level benefits provide maximum monthly benefit of \$840 per month (provided for pre-retirement survivors [spouse and dependent children]). City will meet and confer with IBEW regarding any cost increases, which may occur in this benefit in the future.

ARTICLE 6. HEALTH AND WELFARE BENEFITS

6.1 Premiums: The City will pay health and dental premiums at the following contribution rate for regular status full time employees as follows:

	CITY COSTS HEALTH			CITY COSTS DENTAL
	Flex Credit Contribution	Direct Contribution to CalPERS	Total City Contribution	Total City Contribution
One Party	\$309.70	\$122.00	\$431.70*	\$14.64
Two Party	\$739.76	\$122.00	\$861.76*	\$27.47
Family	\$964.13	\$122.00	\$1,086.13*	\$43.23
Employee/Children	N/A	N/A	N/A	\$29.39

*Includes vision hardware

The City participates in the CalPERS Health Benefit Program, with the “unequal contribution option” at the CalPERS minimum contribution rate (MEC), which is annually adjusted based on the rules outlined by California Public Employees Retirement Law, §22892. In accordance with California Public Employees Retirement Law, §22892, the City’s minimum contribution (MEC) toward retirees shall be increased annually until such time as the contribution for active employees and retirees are equal. The CalPERS Health Program plan year is from January 1 through December 31. Premiums will be deducted the month in advance consistent with the existing health insurance plan.

The City will contribute the benefit amount identified above. The flexible credit amount will be used within a flexible benefit (“cafeteria”) plan, for the duration of this MOU, one hundred and twenty-two dollars (\$122.00) per month will be a direct City health contribution. Employees will pay a monthly processing fee for the cafeteria plan administrator’s services. An additional fee will be charged to those employees who also elect to have a medical reimbursement account or a dependent care reimbursement amount. Increases in such fees shall be the employee’s responsibility.

In the event that the City pays a higher premium contribution for employee health and welfare premium costs for employees represented by any other recognized employee organization during the term of this MOU, then the City agrees to re-open this MOU to meet and confer with Union to consider a similar increase for Union represented employees.

6.2 Job Share/Part-Time Employees:

- a. Eligible job share or permanent part-time employees in permanent budgeted positions working less than full time shall receive a prorated City contribution for health and dental based on the proportional hours worked per week in relation to a full-time forty (40) hour work schedule. For year 2015, a twenty (20) hour per week employee enrolling in one party coverage will receive a one hundred and twenty-two dollars (\$122.00) per month direct health contribution and a prorated flexible credit (50% of full time benefit allocation less \$122.00 – 20 hour/week employee flexible credit) for the composite health and vision hardware insurance.
- b. Permanent part-time and job share employees who do not enroll in the health and vision plan may have the one-party flexible health credit (prorated, based on hours per week) applied to use toward the cost of their dental premium for one-party, two-party, or family dental coverage.

6.3 Primary Health and Dental Plans: The City's primary health and dental plan providers, will be Blue Shield (HMO) under the CalPERS Health Program, and Delta Dental.

6.4 Current Level of Coverage: The City shall continue for the term of this memorandum to provide medical and dental plans at the current level of coverage for regular full-time employees and eligible job share and regular status part-time employees in budgeted positions to the extent provided by the CalPERS Health Program.

6.5 Selection of Health and Dental Carriers: The City will notify and discuss with the Union prior to the selection of health and dental carriers, however the City reserves its right to select the provider of health insurance and dental insurance during the term of this MOU.

6.6 Leave of Absence Without Pay - Health and Dental Coverage:

- a. **Work Related Injury/Illness:** Employees on a leave of absence without pay due to a work related injury or illness will have one hundred percent (100%) of their health and dental insurance premiums paid during the first six (6) months by the City, including the employees share. During the seventh (7th) month and thereafter, the employee will pay one hundred percent (100%) of the City group health and dental insurance premiums.
- b. **Non-Work Related Injury/Illness:** Employees on a leave of absence without pay due to a non-job related illness or injury, who meet eligibility criteria under the federal Family and Medical Leave Act, will continue to have their health, dental and employee assistance program premiums paid by the City at the active employee rate for twelve (12) weeks or three (3) months, whichever is greater.

6.7 COBRA: The City will provide optional continuation of health insurance benefits to eligible employees separating from City service according to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

6.8 Retiree Health and Dental Insurance:

a. Coverage: The City will offer extended health and dental insurance coverage to retirees who meet the current eligibility standard. City participation towards the cost of the coverage will be computed based upon the following formula:

PERCENTAGE	YEARS OF SERVICE
50	15
52.5	16
55	17
57.5	18
60	19
62.5	20
65	21
67.5	22
70	23
72.5	24
75	25

b. Health: The amount of City participation will be based upon the City's primary health plan provider.

c. Dental: The amount of City participation will be based upon the City's primary dental provider.

d. Retirees who meet current MOU eligibility standards for City health contribution (retired after December 15, 1990 and at least 50 years of age) shall be eligible to receive a benefit contribution under the CalPERS Health Program until age 65. Such retirees shall receive a 50% contribution with 15 years of service, increasing by two and one-half percent (2½%) for each year of service up to the maximum 75% contribution at 25 years (as detailed above). In converting to the CalPERS Health Program, the benefit contribution will be based on the primary health plan for active employees. The City participates in the CalPERS Health Benefit Program, with the "unequal contribution option" establishing a minimum monthly employer contribution (MEC) in a lesser amount for retirees than for active employees as defined by California Public Employees Retirement Law, §22892(c). The City will provide the minimum monthly employer direct health insurance contribution (MEC) and the balance will be in a flexible credit allocation in a flexible benefit plan. The amount of the direct health insurance contribution (MEC) will increase annually according to California Public Employees Retirement Law, §22892(c) until reaching the active employee direct

contribution equivalent. The flexible credit allocation will be adjusted to provide a total contribution not to exceed the contribution specified in the MOU. Retirees will pay a monthly processing fee for the flexible benefit administration.

e. Criteria: Current standards for eligibility for retiree health and dental benefits are as follows:

- (1) Employees must be covered by the City group health and dental insurance program at the time of retirement.
- (2) Employees must have a minimum of ten consecutive years of full-time permanent service with the City of Lompoc and be at least 50 years of age.
- (3) Employees eligible for a CalPERS Disability Retirement with a minimum of twenty (20) consecutive years of full-time permanent service with the City of Lompoc, regardless of age.
- (4) Benefits will be as similar as possible to those offered under the active employee plan.
- (5) In the event of the death of a retired City employee who is covered under this program or other qualifying event, any dependent will be allowed to continue existing coverage for 18 to 36 months payable at 102% of the full premium in accordance with the Consolidated Omnibus Budget Reconciliation Action (COBRA) regulations.
- (6) Coverage for retired employees and dependents will cease when the employee reaches age 65 or becomes eligible for Medicare, whichever occurs first. Coverage for dependents will also cease when the retiree becomes ineligible for continued coverage or the dependent reaches age 65 or becomes eligible for Medicare, whichever occurs first. If a change in federal regulations increases the eligibility age for Medicare, the City will meet and confer with the Union.
- (7) If a retired employee is ineligible for Medicare benefits because the City of Lompoc did not participate in the Social Security system, the retired employee will be removed from the City health plan at age 65 and he/she will be reimbursed for the cost of part A Medicare premiums.

f. Retiree Medicare Supplement Reimbursement Employees who retire on or after December 15, 1990 with a minimum of 15 years of continuous service with the City, and retired employees, who on December 15, 1990 are members of the City's Health Insurance Plan, will be reimbursed up to \$100

per month for Medicare Supplement Insurance when eligible for Medicare coverage. Reimbursement may be made for a spouse's Medicare supplement; however, the total reimbursement for retiree and spouse may not exceed \$100.00 per month.

6.9 State Disability Insurance: Employees in the bargaining unit will be given an opportunity to participate in the State Disability Insurance (SDI) program if a majority of those members choose to participate. The cost of this program will be the sole responsibility of the employee. The City will arrange for the coverage to be effective thirty (30) days after notification by the Union of the results of the election.

6.10 Life Insurance:

- a. **Level of Coverage:** The City agrees to provide at its cost the life insurance benefit equal to one times annual salary for regular full-time employees and job share or regular part-time employees in permanent budgeted position covered by this MOU.
- b. **Chosen By:** The City reserves its right to determine the provider of life insurance.

6.11 Long-term Disability Insurance:

- a. **Level of Coverage:** The City agrees to provide at its cost the present long-term disability plan, for regular full-time employees and job share or regular part-time employees in permanent budgeted positions.
- b. **Chosen By:** The City reserves its right to determine the provider of long-term disability insurance.
- c. **Maximum Benefit:** The maximum monthly benefit shall be \$3,000 per month based on maximum insured salary of \$4,500 per month.

6.12 Flexible Spending Account: The City will provide a Flexible Spending Account program (tax deferred employee contribution) that can be applied to specific expenses, e.g. childcare, medical expenses not covered by insurance plan, and orthodontic work.

ARTICLE 7. HOURS AND OVERTIME

7.1 Normal Work Schedule: An employee will normally work eight (8) hours in a workday and five (5) days in a workweek and shall normally receive two (2) consecutive days off, but not necessarily in the same workweek. Employees in the Water Treatment Plant may work 6 shifts on and 2 shifts off.

7.2 Compressed Work Schedule: The City may authorize other than a normal work schedule, such as a "4/10" or "9/80" schedule, when the department head and City Administrator finds such work schedule is consistent with the operational needs,

efficiency and cost effectiveness of the department and the City. Such schedules shall be consistent with the Fair Labor Standard Act and shall not result in an increase in overtime hours. Current agreements for compressed work schedules are provided to the Chief Steward and available in the Human Resources Department. These agreements shall not confer any rights to such employees to continuation of compressed work schedules and the City reserves the right to return to a normal work schedule at any time.

7.3 Overtime:

- a. **Overtime Work:** This Article is intended only to be construed as a basis for overtime and shall not be construed as a guarantee of hours of work per day or per week. Overtime shall not be paid more than once for the same hours worked. Overtime shall be paid only if authorized and assigned.
- b. **Distribution of Overtime Work:** All overtime work to which overtime pay is applicable shall be distributed as equally as possible among all employees within a reasonable period of time and within the classifications in the divisions affected, provided the employee is capable of performing the work. Employees may request to review logs of overtime offered/charged once per quarter upon seventy-two (72) hours notice to their supervisor. If a non-bargaining unit employee is called in to work, that employee will assess the problem and take appropriate action. If the condition requires work in excess of one hour, a qualified bargaining unit employee will be called in to work.
- c. **Overtime Pay:** Employees shall be paid one and one-half times their regular hourly rate of pay for all hours worked in excess of eight (8) hours in a work day or forty (40) hours in a work week. Employees shall be paid two times their regular hour rate of pay for all hours in excess of four (4) hours beyond their regular daily work schedule [or twelve (12) consecutive hours in any work period effective April 7, 2015]. For employees working a regular straight-time twelve (12) hour daily work schedule, employees shall be paid one and one-half times their regular hourly rate of pay for all hours worked in excess of twelve (12) hours, and two times their regular hourly rate of pay for all hours worked in excess of fourteen (14) consecutive hours effective April 7, 2015. The employee may at his/her option be compensated at the end of the payroll period in which it is earned for overtime either in the form of pay or compensatory time off for overtime earned and accrued up to a maximum of eighty (80) hours. Overtime in excess of eighty (80) hours will be compensated for in pay. No credit for overtime will be given for less than eight (8) minutes of overtime work following the end of the employee's regular shift. When authorized and assigned, overtime will be computed to the nearest 15 minute increment as follows:

Overtime worked	Overtime Computed
8+ minutes =	$\frac{1}{4}$ hour
23 + minutes =	$\frac{1}{2}$ hour
38 + minutes =	$\frac{3}{4}$ hour

d. **FLSA “Week Averaging” Overtime Computation:** For the purposes of overtime calculations during scheduled swing or midnight shifts for Waste Water Operators or Water Treatment Operators “Week Averaging” calculations shall not be utilized, and instead the applicable shift differential shall be added to the Operator’s regular base rate of pay prior to the calculation of their overtime payments for all overtime worked during scheduled swing or midnight shifts.

e. **Yearly Pay-Off:** Employees may be paid for a maximum of forty (40)-hours of accrued compensatory time off by providing notice to the Human Resources Office on the form provided by the City for this purpose. Compensation shall be determined by multiplying the number of hours for which compensation is requested by the employee’s regular hourly wage. The required notice by the employee must be given between October 15 and 31 of each year and will be paid on the second payday in November.

f. **Meals On Extended Overtime:**

- (1) In cases of emergency or when otherwise necessary, when a full-time City employee is required to remain on duty after the close of the employee’s normal work day and the employee works overtime in excess of two (2) hours, the employee shall receive a meal period of thirty (30) minutes on the City’s time. Every four (4) hours thereafter until the overtime work is concluded, the employee working overtime shall receive a meal period of thirty (30)-minutes on the City’s time.

The City will reimburse for meals eaten that were paid for by the employee during authorized meal periods during extended overtime. Receipts are not required; the City will rely on the individual’s integrity to claim what was actually spent **up to \$20.00** for the meal and tip. One half (1/2) hour meal period will be paid, either when employee eats, or it will be added to the overtime hours worked **if paid meal period is not taken and worked instead. NOTE: if paid meal break is taken, the extra $\frac{1}{2}$ hour paid meal time overtime will not be added to overtime hours worked.**

The employee cannot receive BOTH the reimbursed meal and the additional time for the meal break added to the overtime. The exception to the above is if the employee is told to go home at the point that the meal break would occur, then the employee is due the $\frac{1}{2}$

hour add-on meal break plus he/she would be reimbursed for a meal that he/she decided to purchase at that time.

- (2) The provisions of this section do not apply to employees on standby or employees called back or called in to work. Except that if, after being called back in to work whether on standby or not, the employee works four (4) consecutive hours, excluding unpaid meal breaks, then the provisions of this section will become applicable. This does not, however, apply to prearranged work.

- g. Rest Period:** The City and the Union mutually agree that when an employee has worked for eight (8) hours or more at the overtime rate during the sixteen-hour period immediately preceding the beginning of his/her regular work hours on a work day, he/she shall be eligible for rest period of at least six (6) hours on the completion of such overtime work. However, if in the opinion of the City an emergency exists, work shall continue until employee can be relieved by City. The meal paid shall be used as time worked for determining rest period.

ARTICLE 8. CITY RIGHTS

The Union recognizes that the City has and will continue to retain, whether exercised or not, the unilateral and exclusive right to operate, administer and manage its municipal services and work force performing those services in all respects subject to this MOU.

The City has and will continue to retain exclusive decision-making authority on matters not officially and expressly modified by specific provisions of this MOU.

The exclusive rights of the City shall include, but not be limited to, the right to determine the organization of City government and the purpose and mission of its constituent agencies, to set standards of service to be offered to the public, and through its management officials to exercise control and discretion over its organization and operations, to increase or decrease the work force, to establish and effect administrative and employment rules and regulations consistent with law and specific provisions of this MOU, to recruit and select applicants for positions, to promote, transfer, and assign employees, to direct its employees, to classify and reclassify positions, to take disciplinary action for just cause, to relieve its employees from duty because of lack of work or for other legitimate reasons, to determine whether goods or services shall be made, purchased or contracted for, to determine the methods, means and personnel by which the City's services are to be provided, including the right to schedule and assign work and overtime, and to otherwise act in the interest of efficient service to the community.

ARTICLE 9. PROMOTION

The City will make a good faith effort to promote from within the City's workforce whenever possible. If the vacancy is not filled from within, the Human Resources Officer shall arrange for an open competitive examination and certification of an open competitive list.

ARTICLE 10. GRIEVANCE PROCEDURE

10.1 Definition/parameters:

A grievance is a written allegation by an employee or group of employees, and/or a Union Shop Steward, of an alleged violation, misinterpretation, or misapplication of the MOU, City rules or regulations, department-wide policy, or appeal of disciplinary action. Complaints relating to Equal Employment Opportunity (including applicant examination and selection) shall be processed pursuant to established City complaint procedures in these areas.

Performance evaluation ratings and commentary shall not be subject to the grievance procedure except as otherwise stated in paragraph one above. Rejections of original probationary appointments are not appealable in accordance with Personnel Rule IX, section 3. Employees represented under this MOU shall exclusively utilize the grievance procedure provided under this Article, and shall have no rights to pursue grievances or appeals under the Personnel Rules XIV "Grievance Procedures" or XV "Personnel Appeals."

10.2 Time Limits and Waiver of Grievance Steps:

- a. **Conditions:** It is agreed that harmonious relations between the parties require prompt handling and disposition of grievances. Failure of the grievant to comply with the time limits specified in this Article shall constitute abandonment of the grievance. Failure of the City representatives to comply with time limits specified shall entitle the grievant to appeal to the next step. However, the time limits specified may be extended by mutual agreement of the employee and his/her designated representative and the City supervisor/manager involved at that step of the grievance process.
- b. **Job Termination Grievances:** Grievances regarding disciplinary actions involving termination shall be submitted directly to the department head at Step 3 within five (5) working days after receiving the Notice of Termination.
- c. **Waiver of Step One Informal Resolution:** When the "Skelly" Pre-action meeting; made available in cases of certain suspensions, demotions, discharges or disciplinary reductions in pay is utilized by the employee, the informal grievance step required under Article 10-3a Step One - Immediate Supervisor (1) Informal Resolution will be waived. Step One Informal Resolution may also be waived by written agreement of the parties.

10.3 Procedure:

a. **Step One - Immediate Supervisor**

Informal Resolution: It is the responsibility of bargaining unit members, and/or a Union Shop Steward, who believe they have a bona fide complaint to promptly inform and discuss it with their immediate supervisor. Every effort should be made to find an acceptable solution at the lowest possible level of supervision. Such discussion shall be initiated within ten (10) working days of the incident complained of, or within ten (10) working days from the date the employee should have reasonably become aware of the incident. The supervisor shall give the employee, and/or Union Shop Steward, an oral reply within three (3) working days of the discussion.

b. **Step Two - Division Head:** If the supervisor's decision does not satisfy the grievant, he/she may file a written grievance with the division head within ten (10) working days after receipt of the supervisors' decision. The written grievance shall contain a clear, concise statement of facts on which it is based, the specific provision of the rules, policies, or MOU said to be violated, and the specific remedy sought. The division head shall consider and discuss the grievance with the grievant and his/her representative, and shall within ten (10) working days of receiving the written grievance, submit his/her response in writing to the grievant and his/her representative.

c. **Step Three-Department Head:** If the written response of the division head is not satisfactory, the grievant may file the written grievance with the department head within ten (10) working days after the grievant's receipt of the division head's decision. Within seven (7) working days of having received the Step 3 grievance, the department head or his/her designee shall set a meeting with the grievant, the grievant's representative(s), and other personnel, as necessary, to investigate and consider the grievance. Within ten (10) working days of the meeting the department head shall submit his/her response to the grievant and the grievant's representative(s).

d. **Step Four - City Administrator or Designated Representative:** If the response at Step 3 does not result in resolution of the grievance, the employee may submit the grievance to the City Administrator or designated representative within ten (10) working days of the receipt of the Step 3 response. Within ten (10) working days, the City Administrator or designated representative shall set a meeting with the grievant, his/her representative, and other personnel, as necessary, to consider the grievance. Within ten (10) working days of the meeting, the City Administrator or his/her designated representative shall submit his/her response to the grievant and the grievant's representative(s).

e. Step Five – Arbitration:

- (1) If the grievant is not satisfied with the disposition of the grievance at Step 4, the Union may submit the grievance to advisory arbitration. The Union, and only the Union may elect to submit the grievance to advisory arbitration and shall notify the City in writing within 15 working days after receipt of the Step 4 decision.
- (2) In the event the parties are unable mutually to agree upon an arbitrator, they shall request that the panel of seven (7) names be submitted to both parties by the California State Conciliation Service. Upon receipt of the list of names, the parties shall alternately delete names from the list until only one remains, and said last name shall be selected as the arbitrator.
- (3) The arbitrator's recommendation shall be advisory only, subject to the provisions below, and shall be in writing and shall set forth the arbitrator's finding of fact, reasoning, conclusions and recommended remedy, if any. The arbitrator's authority shall be limited to deciding the issues submitted by the parties; and the arbitrator shall have no power or authority to add to, subtract from, alter, delete, amend or modify the terms of this Agreement or the written policies, rules, regulations, procedures, ordinances, and/or resolutions of the City.
- (4) All costs for the services of the arbitrator, including but not limited to, per diem expenses, travel and subsistence expenses and the cost of any hearing room will be borne equally by the City and the Union. If the parties agree to request a stenographic transcript of the hearing, then the cost of said transcript should also be borne equally by the City and the Union. All other costs will be borne by the party incurring them.
- (5) Arbitrator's recommendation shall be in the form of a recommendation to the City Council. However, if the City Council declines to review the arbitrator's recommendations, the recommendation shall be binding upon both the City and the Union.
- (6) If the City Council decides to review the arbitrator's recommendations, it must undertake such review no later than the second regularly scheduled Council meeting following issuance of the recommendation. At a minimum, such review shall include a review of the hearing record and briefs submitted by the respective parties. The Council may, if it deems appropriate, permit oral arguments by representatives of the parties as well as asking for additional written or oral evidence. In the event of such request, the presentation of argument and/or evidence must be in the presence of both parties. Within thirty (30) working days after receiving the record, the City

Council shall render a decision on the matter, which decision shall be final and binding on all parties subject to the following provision: In order to reject the advisory arbitrator's recommendations, the City Council's vote must be by a margin of four to one or better. If the Council does not render such a decision within the specified time limits, then it shall be deemed to have adopted the arbitrator's recommendations.

- (7) If the City Council rejects the advisory arbitrator's recommendation, then the City will pay the entire cost for the services of the arbitrator, including per diem expenses, travel, and subsistence expenses. The City will also pay one-half of related court reporting services, when requested by the Union.

10.4 Grievance Representatives

- a. Employees may represent themselves at all stages of the procedure or, at their election, be represented by a Union steward.
- b. An employee who reasonably believes that an interrogation may result in disciplinary action is entitled to be represented by a union representative, attorney or other individual should such a request be made by the employee.
- c. Union grievance representatives have the right to paid release time under the grievance procedure herein subject to the following:
 - (1) The Union may designate up to 12 employees as stewards to serve as grievance representatives. Each steward, except the Chief Steward, will be assigned to a specific job site. Employees shall not be represented by more than one steward, except for the Chief Steward. The Union shall notify the City Administrator and the Human Resources Manager in writing of any changes in the designated stewards and their assigned job site representation. There will be no obligation on the City to change or adjust normal departmental scheduling or assignments of personnel as a result of such designations. Such designations shall be made from amongst employees regularly working at the job sites within the proximate geographic area where they are intended to service grievances.
 - (2) One such representative may attend mutually scheduled grievance meetings and hearings with management representatives without loss of pay or benefits. In no event shall this paid release time be used for any other purpose, such as gathering information, interviewing the grievant or witnesses, or preparing a presentation.

- (3) Accredited non-employee representatives may be admitted to the buildings and grounds of the City during working hours for the purpose of assisting in the adjustment of grievances, so long as such will not unreasonably interfere with work operations or the safety and security of the work site. Such representative will check in with the supervisor involved and will be required to conform with the reasonable directions of the supervisor concerning timing and duration of the visit, and the operational and safety procedures to be complied with.

ARTICLE 11. NO STRIKE

Participation in any job action by an employee pertaining to his employment with the City of Lompoc shall constitute grounds for disciplinary action up to and including termination. The City will give disciplined employees due process rights as is required by law. As used herein, job action includes any strike, slow down, stoppage of work, curtailment of production, concerted refusal of overtime, refusal to operate designated equipment, refusal to perform customary duties due to any labor dispute, any concerted refusal to appear at any assigned work station because of claimed or asserted sicknesses or disabilities, and withholding of services or other interference with City operations, including compliance with the request of other employees and/or labor organizations to engage in any or all of the preceding activities.

In the event of such activities, the Union shall immediately instruct any person engaging in such conduct that they are in violation of the MOU and that they should immediately cease in engaging in such conduct and resume full and faithful performance of their job duties.

In addition to any other lawful remedies or disciplinary action available to the City, the City may in addition to the above, invoke any and all legal and civil remedies available to it under applicable law, this agreement and the City's Employee/Employer Relations Resolution. If a job action exists as defined above, the City Administrator may also terminate dues deductions and service fees, replace terminated employees permanently with other workers, lock out employees and/or restrict the use of any City facility of any nature whatsoever.

At such time as the term of this MOU is expired, and negotiation and impasse procedure obligations in connection with a successor agreement are exhausted, the prohibition against such job actions are no longer in effect, except where public health and safety may be in jeopardy as determined by the City. This provision shall survive beyond the term of the MOU by mutual agreement of the parties.

ARTICLE 12. SENIORITY

12.1 Definition: For purposes of this Article, unless otherwise specified, seniority is defined as length of total service in an IBEW 1245 classification with the City from date of hire. No employee shall acquire any seniority until he/she has satisfactorily completed his/her probationary period. When the employee has satisfactorily completed his/her probationary period, seniority shall date back to the date of hire or rehire, as long as rehire date does not exceed 24 months.

- a. A rehired employee will retain his/her seniority, less time off job, as long as he/she rehires within 24 months.
- b. An employee in an IBEW 1245 represented classification who becomes a full-time, permanent part-time, or job-share employee shall be credited with seniority based on the following formula:
 - (4) 1000 part-time hours per fiscal year = .5 years of seniority
 - (5) 1500 part-time hours per fiscal year = .75 years of seniority
 - (6) 2000 part-time hours per fiscal year = 1.0 years of seniority

Accrued part-time seniority may be applied to layoff, bumping, recall, and re-employment rights.

12.2 Termination: Seniority shall be terminated by:

- a. Discharge for cause;
- b. Voluntary quit, resignation or retirement, unless rehired within 24 months;
- c. Absence from work for three successive working days without notifying the City unless satisfactory evidence of inability to report is shown.
- d. Failure to contact the City within five (5) working days and reporting to work within ten (10) working days after being notified by registered or certified mail at his or her last known address to report for work following a layoff; unless an extension of time to report for work has been granted by the City in writing. It shall be the employee's sole responsibility to keep the City informed of any changes in address.
- e. Absence on layoff or on account of illness or injury not suffered on the job, for a period of one year, not counting time spent in military service other than Reserve or National Guard duty.

12.3 Layoff/recall:

- a. Subject to the provisions below, in cases of layoff and recall, normally the employee or employees with the least total service in the affected classification(s) will be laid-off first; and recalled on the basis of greatest length of total service in the affected classification(s).
- b. Employees with the greatest length of service in a department whose classifications are to be affected by a layoff may, to avoid a layoff, bump laterally or downward into another classification within the same department, provided he/she is qualified to perform the duties and responsibilities of the other classification, and provided further that the employee affected by the bumping has less departmental seniority. Under no circumstances shall this clause be interpreted or applied to provide for upward bumping rights. For purposes of this clause a "division" of the Utility department or the Community Services department shall be deemed to be a "department".
- c. If an employee subject to layoff cannot bump within their department, and if that employee has held a permanent position in another department, he/she may bump into a vacant position of that classification in the department or bump an employee in that classification in the department with less City seniority, providing he/she has the skills and abilities to perform the current duties and responsibilities of the position and meets the current qualification requirements.
- d. When, in the judgment and discretion of the City, an employee with lesser seniority has critical skills and abilities required by the City under the circumstances, then the City may retain and/or reclassify such employees even though it means laying off or failing to recall employees with greater seniority. "Critical skills" shall mean those skills, which cannot be acquired by a typical employee within a thirty-day period.
- e. All efforts will be made by the City to give 30 days-notice prior to the effective date of layoff.

12.4 Re-employment List: The names of probationary and permanent employees who have been laid off shall be placed on a re-employment list for the classification and any lower classifications in the classification series from which they were laid off in order of total continuous cumulative time served in probationary and permanent status. Their names shall remain on the reemployment list for a period of 36 months, if they remain in City service after placement in another position, or 24 months if laid off from City service, unless such persons are re-employed sooner.

Employees who have experienced a demotion as a result of a reduction in force shall also have their names placed on such a re-employment list for the classification from which they were demoted (or a lower classification if part of a classification series).

- 12.5 Recall:** Recall of employees who have been laid off will be done by restricted certified mail. The notices will be sent to the last known address of the affected employee. The employee has the sole responsibility to keep the City informed of any changes of address. After receipt of the notice, the employee must contact the City within five (5) working days and report to work within ten (10) working days, unless an extension of time to report for work has been granted by the City of Lompoc.
- 12.6 Seniority During and after Layoff:** In the event of layoff and recall from a re-employment list, the employee will retain his/her seniority date, accrue vacation leave at the same rate, and will have any unused sick leave restored.
- 12.7 Seniority List:** The City shall provide the Union, by January 31st and July 31st of each calendar year, the names and date of hire of each IBEW 1245 bargaining unit member.

ARTICLE 13. HOLIDAYS

13.1 Observed:

- a. Regular full-time employees shall be eligible for the following paid holidays:

January 1
Third Monday in January - Martin Luther King Day
Third Monday in February
Last Monday in May
July 4
First Monday in September - Labor Day
November 11
Thanksgiving Day
Friday following Thanksgiving Day
December 24
December 25
One "floating" holiday
Easter Sunday for Landfill Personnel: To be paid only to those Landfill employees that would otherwise be regularly scheduled to work on that day.

- b. Any public holiday(s) which may be proclaimed by the President or Governor and City Council or Mayor of the City of Lompoc.
- c. When a holiday falls on a Saturday, the preceding Friday shall be observed. When a holiday falls on a Sunday the following Monday shall be observed.
- d. Regular full-time employees hired on or after January 1st but before June 30 of the calendar year shall be entitled to a full eight (8) hour "floating" holiday as listed above in 13.1a. Regular full-time employees hired on or after July 1st but before December 1st of the calendar year shall be entitled to only a

four (4) hour “floating” holiday as listed above in 13.1a. Regular full-time employees hired on or after December 1st but before January 1st of the calendar year shall not be entitled to a “floating” holiday as listed above in 13.1a for that calendar year.

- e. **Non-Shift Employees:** Employees who are not assigned to divisions operating on a 24-hour basis or schedule shall observe December 24 as follows:

If December 24th is on:	Holiday Observed on:
Wednesday	Friday
Thursday	Thursday
Friday	Thursday
Saturday	Friday
Sunday	Tuesday
Monday	Monday
Tuesday	Tuesday

13.2 Holiday Scheduling: With the exception of employees in the Water and Wastewater Treatment Plants or other departments operating on a 24-hour basis or schedule, regular full-time employees shall, normally not be required to be on duty on holidays unless the employees services are required in the interests of the public health, safety or general welfare.

13.3 Holiday Pay: However, whenever employees are required to work on observed holidays they shall be compensated at the rate of one and one-half ($\frac{1}{2}$) times their regular hourly rate. When employees are required to work on the actual holiday, they are eligible for two times their regular hourly rate. In addition, at the discretion of the department head, the employee may either receive eight (8) hours of additional compensation or eight (8) hours of equivalent time off at the straight time rate. When employees work on an observed holiday, which is also the actual holiday, they will receive the compensation under the actual holiday provision, but not the compensation under the observed and actual holiday provisions. Any holiday time accrual may not exceed eighty (80) hours.

- a. **Call-Ins On Holiday:** When regular full-time employees are called into work on a Holiday all hours worked as a result of the call-in will be at the overtime rate until the employee’s regular shift begins.
- b. **Holiday Accrual/Pay-Off:** Holiday accrual in excess of eighty (80) hours will be compensated for in pay. In addition, employees may be paid for a maximum of 30 hours accrued holiday time-off by providing notice to the Human Resources Office on appropriate forms. Compensation shall be determined by multiplying the number of hours for which compensation is requested by the employee’s regular hourly wage. The required notice by the

employee must be given between October 15 and 30 of each year and will be paid on the second payday in November.

c. Requirements to Receive Pay: In order to receive holiday pay, on a holiday not worked, the employee must work his/her full regularly scheduled shift before and after the holiday. Otherwise, the holiday will be charged to the employees sick leave balance.

(1) The following exceptions, for not working the full regular shift before and after a holiday will be allowed:

(a) Effective April 7, 2015, employee may be required to provide written verification from a doctor of employee's illness or disability at the discretion of the employee's supervisor.

(b) Emergency medical care with written verification.

(c) When a holiday occurs during an employee authorized vacation, bereavement leave, jury duty or military leave.

(d) When an employee is sent home by the supervisor due to an obvious illness that is impairing the employee's performance.

(e) Employees who utilize sick leave for part of the day for a doctor's visit before or after the Holiday and provide doctor's verification of the visit shall have the right to qualify for holiday time.

(2) Holiday pay will not be charged to sick leave when these exceptions are met, it will be charged to holiday leave.

ARTICLE 14. BEREAVEMENT LEAVE

14.1 Defined: Regular full-time employees are entitled to up to five (5) days paid leave to attend or arrange for the funeral of the following immediate family members (whether by kindred or affinity): spouse, son, daughter, father, mother, brother, sister, grandfather, grandmother and grandchildren. Permanent part-time and job share employees shall receive prorated leave time. The City Administrator or his designee shall determine the length of such leave with due regard for the relationship of the deceased to the employee and necessary travel, if any. In no event shall such leave exceed five (5) days.

14.2 Guardianship: A person who acted as the employee's sole or primary guardian during the employee's childhood shall also qualify as an immediate family member for purposes of the bereavement leave qualification.

14.3 Other Circumstances: If the employee is the sole guardian of a person, eligibility for bereavement leave may be authorized on a case-by-case basis at the discretion of the City Administrator or designee.

ARTICLE 15. SICK LEAVE AND VACATION LEAVE

15.1 Accrual and Use of Paid Sick Leave: Accrual and use of paid sick leave is limited to unit employees who work more than 1,040 hours per year, and who, on account of the employees physical disability (not intentionally occasioned or inflicted by the employee) is prevented from performing his/her regular duties.

15.2 Accumulated Sick Leave Credits: Such credits under this Article are intended as an insurance benefit provided by the City to protect employees during bona fide physical disability causing the employee to be unable to perform his/her regular duties.

15.3 Family Sick Leave: Regular full-time employees will be eligible to use up to 50% of their annual sick leave accrual to care for dependent child, spouse or parent due to illness.

If an IBEW 1245 unit employee has an accrued balance of 24 days (192 hours) of sick leave, he/she shall be eligible to use an additional day (for a total of 7 days for full-time employees) for family sick leave. The accrued balance will be evaluated based on the pay period prior to the family sick leave use.

Eligibility for family sick leave use based on accrued sick leave balance will be as follows:

SICK LEAVE BALANCE

FAMILY SICK LEAVE ELIGIBILITY

6+ Days	48 Hours
24	192
36	288
48	384
60	480
72	576
84	672

6+ Days	48 Hours
7	56
8	64
9	72
10	80
11	88
12	96

15.4 Sick Leave Accumulation: Full-time unit members shall accumulate 3.692 hours of sick leave credit for every completed bi-weekly payroll period. Job Share and regular status part-time employees who occupy a budgeted position will accrue sick leave on a pro-rated basis determined by the number of hours worked.

15.5 Notification of Sick Leave: Any employee who is unable to report for work due to illness or is delayed, is responsible for insuring that his/her immediate supervisor is notified as far in advance of the start of the employees scheduled shift or within one

hour prior to or after the starting time, or in an emergency situation as soon as is practical. Supervisors shall post or distribute the names of contact persons, alternate contacts and phone numbers.

- 15.6 Declaration of Sick Leave:** The City may require a declaration from the employee and/or the employee's physician and/or other verification concerning the employee's disability.
- 15.7 Denial of Sick Leave:** Sick leave shall not be granted, and may be denied, retroactively, where there is evidence of malingering, false application for such leave, or other misuse or abuse of the privileges of sick leave; no compensation will be paid under such circumstances, and such actions on the part of the employee may be grounds for disciplinary action up to and including dismissal.
- 15.8 Non-accrual of Sick Leave:** Sick leave shall not accrue to an employee:
- a. **Paid Leave:** During the employee's absence on paid leave status when the employment terminates or is to terminate at the end of such leave;
 - b. **Unpaid Leave:** During the employee's absence on unpaid leave status; or
 - c. **Unauthorized Leave:** During any period of unauthorized leave.
- 15.9 Sick Leave under Workers' Compensation:** An employee receiving temporary disability payments under the workers' compensation laws may use a prorated portion of accumulated sick leave in order to maintain regular income.
- 15.10 Abuse of Sick Leave:** The Union shall support the City in efforts to reduce improper and/or excessive use of sick leave.
- 15.11 Sick Leave Incentive:** Union represented employees with a minimum of one (1) year full-time or part-time budgeted regular, and job share status employment shall be eligible for an annual payment of \$300, if their sick leave utilization for the calendar year (prior 12 months) is three equivalent regular work days or less. The payment shall be calculated after the first pay period ending in December. It will be paid on the second pay period ending in December. Effective April 7, 2015, Union represented employees who have five (5) years consecutive sick leave incentive eligibility shall be entitled to a \$200 increased sick leave incentive for a total sick leave incentive of \$500 annually to be calculated after the first pay period ending in December and paid on the second pay period ending in December.
- 15.12 Vacation Leave Accrual:** Full-time regular status employees who have served more than six months in the City service shall be eligible for vacation leave with pay. Vacation credits will be granted to such employees who have worked less than six months upon receiving a permanent appointment. Job share or regular part-time employees occupying a budgeted position will be credited vacation on a pro-rated basis determined by the number of hours worked. Other eligible employees who

work less than full-time, but more than 1040 hours during a fiscal year shall be credited vacation on a prorated basis on hours in excess of 1040. Vacation Leave Benefits will accrue to full-time, regular status employees on the following schedule:

Years of Service:	Days/Year accrual:
1-5	10
6	11
7	12
8	13
9	14
10	15
11	16
12	17
13	18
14	19
15	20
16-24	21
25	22

Part-time, temporary service in a IBEW 1245 classification shall be credited on prorated basis toward service time for vacation accrual rate (see Article 12-1b), as long as no break in service. Employees reinstated within 24 months after resigning from City service shall be credited with their prior service time for determining their vacation accrual rate.

15.13 Catastrophic Leave:

- a. Catastrophic Defined:** A serious or catastrophic illness or injury is defined as an adverse medical condition in which a physician has verified that an employee will be absent from work for more than 20 consecutive work days.
- b. Donations:** A Catastrophic Leave Donation Policy will be implemented providing the transfer of vacation leave, compensatory time, or holiday leave time, from one employee to an employee with a serious or catastrophic illness who has exhausted all leave balances, subject to a maximum credit of 520 hours.

15.14 Excess Vacation: Accumulation of vacation time is computed annually effective the first pay period ending after January 1 of each year. On that date any employee who has accumulated vacation time in excess of the amount allocated for two years of continuous service will stop accruing vacation leave until their balance is below the maximum. If there are special circumstances preventing employees from scheduling all excess vacation before such date, they may request carryover approval from the City Administrator. Employees should specify in a memo sent to the Department Head the circumstances preventing vacation use and the time frame in which vacation will be reduced below the maximum. The Department head will then forward the request to the City Administrator and a copy to the Human Resources

Director with his/her recommendations. The City Administrator will notify the employee and the Human Resources Department of his/her decision on the request.

15.15 Compensation for Unused Vacation Leave: Employees may elect to cash in up to five (5) days equal to a maximum forty (40) hours of unused vacation time once per calendar year during the first payroll in December by providing notice, no later than the last pay date in November, to the Human Resources Office on the appropriate forms. Compensation shall be determined by multiplying the number of hours for which compensation is requested by the employee's regular hourly wage.

ARTICLE 16. WORKING OUT OF CLASS

16.1 Qualifications:

- a. Any person temporarily appointed to serve in a higher classification and serving continuously in said classification for 10 work days, or 80 hours of working on a compressed work schedule, shall receive the compensation established for the higher classification retroactive, back to and including the first work day.
- b. Holidays which fall during the ten (10) day qualifying period prior to establishing eligibility for "Out of Class" pay shall be counted as a workday for purposes of meeting the 10-day time line.
- c. Employees absent during the qualifying 10 workday periods shall receive credit for those days worked prior to the absence if he/she returns to out-of-class position on the first day back to work. If the employees returns to work in their regular classification and is reassigned out-of-class at a future date, a new 10-day qualifying period must be met.
- d. Absences due to illness or an injury of less than four hours for eight-hour work days (or 4½ hours for 9-hour days; 5 hours for 10-hour work days) will be counted as a day worked for purposes of the qualifying 10-day period.

16.2 Exceptions: Once an employee has qualified for acting pay in a specific assignment for a total of 10 work days during the calendar year, he/she will be eligible for acting pay in same assignment beginning with the third day in acting status during the remainder of the calendar year. If at the beginning of a new calendar year, an employee has met the qualifications for working out of class pay for the previous calendar year and is currently serving in that capacity, he/she shall continue to be eligible until termination of that assignment.

If serving in an acting assignment for at least nine (9) pay periods, an employee shall be eligible to receive holiday and ATO payoffs at the compensation rate for his/her acting assignment.

ARTICLE 17. PAYROLL DEDUCTIONS – UNION DUES

17.1 The City and IBEW 1245 have a negotiated agency shop agreement for all IBEW 1245 represented employees pursuant to Government Code Section 3502.5 as follows:

- a.** As used in this MOU, "agency shop" means an arrangement that requires from and after the thirty-first (31st) day of employment an employee in the represented bargaining units, as a condition of continued employment, either to join IBEW 1245 as the recognized employee organization or to pay IBEW 1245 a service fee in an amount not to exceed the standard initiation fee, periodic dues, and general assessments of IBEW 1245.
- b.** An employee who is a member of a bona fide religion, body, or sect that has historically held conscientious objections to joining or financially supporting public employee organizations shall not be required to join or financially support IBEW 1245 as a condition of employment. The employee shall be required, in lieu of periodic dues, initiation fees, or agency shop fees, to pay sums equal to the dues, initiation fees, or agency shop fees to a nonreligious, non-labor charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code, chosen by the employee from the following list of three of these funds: (1) American Heart Association, (2) Boys and Girls Club of Lompoc, or (3) United Way. Proof of the payments shall be made by the employee to the City on a monthly basis as a condition of continued exemption from the requirement of financial support to IBEW 1245.
- c.** IBEW 1245 shall keep an adequate itemized record of its financial transactions and shall make available annually, to the City, and to the employees who are members of IBEW 1245, within 60 days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or corresponding principal officer, or by a certified public accountant. An employee organization required to file financial reports under the federal Labor-Management Reporting and Disclosure Act of 1959 (29 U.S.C. Sec. 401 et seq.) or required to file financial reports under Section 3546.5, may satisfy the financial reporting requirement of this section by providing the City with a copy of the financial reports.
- d.** The City agrees to have agency shop dues deduction from each IBEW 1245 member's first and second paycheck of each month and remit to IBEW 1245 all such monies as are authorized in writing by the employees using dues deduction authorization forms provided by the City and the amounts to be deducted for Union dues shall be certified to the City by the appropriate Union official.
- e.** IBEW 1245 shall have a duty to defend and shall indemnify and hold harmless the City against any liability arising from a claim, demand, or other

action relating to dues deduction, agency shop, or any provision or obligation set forth in this Article.

- 17.2** Job share and part-time permanent employees who work less than full-time, but more than 1040 hours during a fiscal year shall be required to pay to the Union a proportionate representative service fee to IBEW 1245 as stated above. For these employees proportionate share shall be allocated based on their hours worked as a proportionate share of a regular full-time employees hours worked. A job share employee working half time would pay one-half the cost of the representation service fee not to exceed the maximum representation fee amount.
- 17.3** Prior to an employee becoming obligated hereunder to pay any portion of a service fee, IBEW 1245 must have given sufficient financial information to potential objectors to allow them to gauge the propriety of IBEW 1245's representation service fee. As used herein, potential objectors shall mean any unit employee who is subject to the representation service fee. This information shall be updated annually and made available in accordance with Government Section 3502.5(d). The financial information must be an adequate disclosure that would include major categories of expenses (for collective bargaining and contract administration for which the non-member can be charged) as well as verification by an independent auditor. The financial information must apply to the local expenditures as well as uses made by State and national affiliations to whom the local union transmits a portion of the funds.
- 17.4** The unit employee who is subject to the payment of a representation service fee hereunder shall have the right to object to any part of that fee payable by him or her which is claimed to represent the employees additional pro rata share of expenditures by the Union that is in aid to activities or causes of a partisan, political, or ideological nature, or that is applied towards the cost of benefits available only to members of the Union, or that is utilized for expenditures that are not necessarily or reasonably incurred for the purpose of performing the duties incident to meeting and conferring or administering the MOU.
- 17.5** The potential objectors will then be in a position to object to specific expenditures. If the Union does not accommodate the service fee payer's objection, the Union shall thereupon deposit the disputed share of the service fee in an interest-bearing escrow account that is under the control of a disinterested third party. The objector is thereupon constitutionally entitled to a reasonably prompt decision by an impartial decision-maker. The impartial decision maker will be jointly selected by the Union and the objecting employee.
- 17.6** The representation service fee arrangement provided by this Article may be rescinded by a secret ballot majority vote of all unit employees, provided that (1) one year has elapsed subsequent to the initial election approving the service fee; (2) a request for such vote is supported by a petition containing the signatures of at least

25% of the employees in the unit; (3) in no event shall there be more than one vote taken during any one contract year. The sufficiency of petitions shall be determined and the election conducted by the State Mediation & Conciliation Service (SMCS) or any other entity or individuals agreed to by the Union and the City. If there is no agreement, the election shall be conducted by the SMCS. Any costs of the election shall be shared equally.

- 17.7** The City will include a notice in full-time regular status job announcements that the identified classification is union represented and following completion of their thirtieth (30th) day of employment employees must pay either union dues or a union service representation fee.

ARTICLE 18. PROTECTIVE CLOTHING

- 18.1 Gloves:** The City will provide gloves to employees where needed as determined and authorized by their department directors. Gloves will only be worn while performing City authorized functions. Employees shall be responsible for loss of gloves while under his/her control. This does not include normal wear or work-related damage.

18.2 Boots:

- a. General:** The City will provide safety boots every 12 months for employees in classifications whose regular job duties necessitate safety boots as determined by the City. Employees are expected to maintain safety boots in reasonable condition. The maximum allowable amount for such boots will be one-hundred and fifty dollars (\$150).

As it is the supervisor's responsibility to track purchases, prior to making any purchase, employees must obtain written supervisory authorization.

If an employee makes a pre-approved/qualifying purchase that meets ANSI and departmental standards from a vendor that does not have a valid open purchase order with the City of Lompoc, reimbursement for such purchases can be made by check request through the individual department. Likewise, online purchases of boots may be done using a City Purchasing Card Account (a City Credit Card) in accordance with the Purchasing Card Policy and Procedures. For proximal vendors of common use - Purchase Order numbers may be established through normal departmental processes and letters prepared for employee identification and purchase.

Unless making a web-based purchase wherein a City credit card is utilized, it is the employee's responsibility to obtain this equipment outside of normal work hours unpaid.

- b. Ergonomic:** Customer Service Workers will also be provided with appropriate ergonomic footwear, as determined by the City, every twelve (12) months.
- c. Replacement:** At supervisor's discretion, replacements of boot or ergonomic footwear for Customer Service Workers can occur earlier than every twelve (12) months on the basis of extraordinary wear or damage from job duties, or later than every twelve (12) months on the basis of lack of wear or use.

18.3 Uniforms: The following regulations will apply to the use of City furnished and maintained uniforms by all City employees:

- a.** The uniform is to be worn only while performing City authorized work related functions. This includes the commute to and from work.
- b.** The employee is required to wear the provided uniform while engaged in Department business. The exception to this rule is where, due to no fault of the employee, a clean uniform is not available.
- c.** Each employee is responsible for obtaining clean uniform sets at the location designated by each Department Head.
- d.** Each employee is responsible for returning soiled uniforms to the designated location for pick-up by the uniform service. Number of returned uniforms must be verified by the Division Head or his authorized representative.
- e.** The employee is responsible for verification of the number of uniform sets received and any deviation from the number of sets shown delivered should be immediately brought to the attention of the Division Head or his authorized representative.
- f.** The employee shall be responsible for the loss of uniforms while under his control. This does not include normal wear nor work related damage.

ARTICLE 19. POSTING OF NOTICE

The Union shall have the right to use the City's interoffice mail system and post on bulletin boards designated by City in the space set aside for Union matters, notices of Union meetings, elections, results of elections, and any other matters pertaining to normal, regular and lawful Union business. Any Union activity addressed in this Article must be conducted on the employee's own time.

ARTICLE 20. CONFIRMATION OF REQUIRED DRIVER'S LICENSE

20.1 Confirmation of required driver's license: It is agreed that the City shall have the right, upon request, to demand confirmation that any employee, whose job description includes the requirement that the employee possesses a valid and appropriate driver's license, possess such a license. The employee shall cooperate

with the City in filing any request for information required by the Department of Motor Vehicles. All employees required to maintain a valid California Driver's License by job description shall participate in the DMV Employer Pull Notice (EPN) Program, with the exception that the parties shall meet and confer regarding any Class C unit member who objects to consenting to same.

20.2 If your license is suspended or revoked: Employees who drive City vehicles or personal vehicles in the course of their job duties, must notify their department head if their license is suspended or revoked.

ARTICLE 21. USE OF CITY RECREATIONAL FACILITIES

As City recreation facilities become available, employees in the bargaining unit will be given the opportunity to participate at no charge. Employees will be notified of the specific facilities covered by this Article.

ARTICLE 22. DRUG AND ALCOHOL TESTING REQUIREMENTS

Employees who are required to have a commercial driver's license, and have been issued a valid commercial driver's license, are subject to the alcohol and drug testing rules published by the Federal Highway Administration and the U.S. Department of Transportation of February 15, 1994.

ARTICLE 23. TRANSMISSION OF DOCUMENTS

The City will provide the Union with a mailbox in the City Hall mailroom to be used for transmission of Union/City business.

ARTICLE 24. PERSONNEL PROCEDURES MANUAL

24.1 The City will provide the Chief Steward with a hard copy and revisions of the Personnel Procedures Manual. The Personnel Procedures Manual and MOU will be available on the City intranet.

24.2 The City will provide the Union with any changes to the Personnel Procedures Manual involving a mandatory subject of bargaining.

ARTICLE 25. JOB DESCRIPTION NOTIFICATION

25.1 Employee Notification: When a change in an employee's job specification is approved by City Council, if the education, certification, or other minimum qualifications are changed, the division manager, or designee, shall inform current employees of the actions necessary to meet the new qualifications. This will include the time limit for obtaining the new qualifications.

25.2 New Requirements Policy: When City management staff receives notification of new requirements for drivers' licenses or certificates/licenses for employment, they shall notify all employees affected by the new requirements. The notification will

include the specific requirement, the reason for the requirement, the specific date when the requirement must be met (a reasonable time frame will be stipulated), and the consequences if the requirement is not met by the deadline.

If an employee is unable to meet the requirements due to a disability as defined by the American with Disabilities Act, his/her case, including potential accommodations, may be considered and reviewed by the division manager.

25.3 New and Changed Classification Specifications: The City shall notify the Union in advance of any new or change in a IBEW 1245 classification that affects a term or condition of employment or salary range, and will provide the Union with an opportunity to meet/confer on these issues.

25.4 New Qualification/Certification Meet & Confer: The City and Union shall meet and confer regarding any new qualification or certification required for a position or class of positions by law, regulation, or City determined operational need, including the need for any compensation adjustment as a result of the additional qualification or certification.

ARTICLE 26. TUITION REIMBURSEMENT

The City will provide tuition reimbursement for college courses in accordance with Personnel Procedures Manual Chapter 43 "Tuition Reimbursement for College/University Courses." In addition, the City will provide community college students up to 100% tuition reimbursement and 100% reimbursement for required course books per semester. (Course syllabus and receipts identifying books purchased are required for books).

ARTICLE 27. TRAINING

- a. The parties recognize that training programs and the advancement of employees to positions of higher skills are matters of great importance and interest to the City, the Union, and the employees covered by this MOU. However, the City shall retain the right to determine what training is required for the employee to improve his/her performance on the job. Such training may include requests by Department Heads for additional training of current employees, subject to the approval of the City Administrator.
- b. Direct costs for all training or instruction required by the City shall be paid for by the City.

ARTICLE 28. LABOR MANAGEMENT COMMITTEE

The City and the Union agree to form a Joint Labor-Management Committee to study issues of mutual concern and develop strategies. Such meetings may be held quarterly. The party requesting a labor-management meeting shall provide the other an agenda at least seven (7) calendar days prior to the scheduled date. The dates and times of the meeting(s) will be mutually agreed upon by the members of the committee.

Membership shall consist of two (2) employee representatives appointed by the Union, the Human Resources Manager (or designee) and a management employee designated by the Human Resources Manager (or designee). The committee may also include the City Administrator (or designee). Other employee(s) may attend by mutual agreement of the parties; a paid IBEW staff representative may also attend.

It is expressly understood the purpose of the labor-management meetings(s) is to discuss and provide information, and not to change, eliminate or add to the provisions of this Agreement. Joint recommendations of labor & management shall be referred to the City Administrator for review and appropriate action.

ARTICLE 29. NOTIFICATIONS OF EMPLOYMENT/CONTRACTING OUT

Notices of demotions, dismissals, disciplinary reductions in pay, and suspensions will be in writing and served personally on the employee. Notices will be sent by certified mail to the last known address when they cannot be personally served.

The City will notify the Union of any proposed contracting out of services currently performed, when such contracting out would displace or financially impact an incumbent bargaining unit employee. The City will allow the Union the opportunity to discuss alternatives to the proposed contracting out prior to submission of recommendations to the Lompoc City Council.

ARTICLE 30. EMPLOYEE RIGHTS

Employees of the City of Lompoc shall have the right to form, join, and participate in the activities of employee organizations of their own choosing, for the purposes of representation on matters of employer-employee relations, including wage, hours, and other terms and conditions of employment. Employees of the City also shall have the right to refuse to join or participate in the activities of employee organizations. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City or by the Union because of the exercise of these rights.

ARTICLE 31. STEWARD RELEASE TIME FOR UNION BUSINESS & TRAINING

- a. Notice:** With a minimum of three day notice to the City by the Union, the City shall make a good faith effort to release Shop Stewards to attend to Union business in accordance with the entirety of this Article.
- b. Shop Steward Release:** Subject to notification and operational feasibility in Article 31 a. above, the City shall release Shop Stewards for Union business. Subsequent to receiving an itemized billing from the City, the Union shall reimburse the City for all regular hours, including fringe benefit costs, associated with the duration of the Union Business and/or training release.
- c. Shop Steward Training Release:** Subject to Union presentation and City management approval of an annual schedule, as well as operational

feasibility at the time of the specified training, the City shall make a good faith effort to release Union Shop Stewards for the annually approved Union Shop Steward training.

- d. **Wages and Benefits While on Union Business:** When, at the request of the Union, an employee is off of work for Union business as described herein, the City shall allow the Shop Steward to utilize available accrued vacation or ATO time for the time off. Upon receipt of invoice from the City itemizing costs incurred for wages, employment taxes, payroll liabilities, and employee benefits related to the vacation or ATO time used, the Union shall reimburse the City 100% of the itemized costs invoiced. Upon receipt of payment made by the Union, the City will reinstate a like amount of vacation or ATO time utilized by the Shop Steward for such Union business. If a Shop Steward does not have enough vacation or ATO time accrued to compensate for the time off, such time off will be unpaid beyond the available vacation or ATO time accrued.
- e. **Grievance and Disciplinary Appeal Release Time Separate:** The release time described in this Article is in addition to and separate and apart from the release time afforded by the grievance and disciplinary appeal procedures defined in this MOU and provided for by applicable law.
- f. **Union Leave of Absence:** City shall at the request of the Union grant a "Union Leave of Absence" without pay to one employee for the purpose of engaging in Union business. Such "Union Leave" shall be for a period or periods not to exceed a total of 72 consecutive months. An employee who has returned to work for the City following an absence on "Union Leave" in excess of six months shall not be granted another "Union Leave" until such employee has worked for a period equivalent to the time of the last continuous absence while on "Union Leave." Subsequent to receiving an itemized billing from the City, the Union shall reimburse the City for all regular hours, including fringe benefit costs, associated with the Union Business Leave of Absence. In the event there are disputes over the City's itemized billing, the City Administrator shall meet with both parties and make a final decision on the itemized billing matter.

ARTICLE 32. SUPPORT OF AGREEMENT

By entering into this MOU, the City and the Union have arrived at a final understanding through the meet and confer process, resolving any differences, which may have arisen during that process. Accordingly, it is agreed that the Union will support this MOU for its term and will not appear before any public bodies to seek change or improvement in any matter subject to the meet and confer process except by mutual agreement of the City and the Union.

ARTICLE 33. SAVINGS CLAUSE

It is understood and agreed that this MOU is subject to all current and future applicable federal and state laws and regulations, and city ordinances affecting public health and safety. If any part or provision of this MOU is in conflict or inconsistent with such above applicable laws, rules and regulations or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdictions, such part or provisions shall be suspended and superseded by any such applicable law or regulations and the remainder of the MOU shall not be affected thereby.

ARTICLE 34. DURATION OF AGREEMENT

- a. The terms and conditions of this Agreement shall remain in full force and effect commencing from the date of determination/approval by City Council and shall terminate at midnight on June 30, 2017.
- b. In addition to any specific re-openers listed herein this MOU, the City and the Union shall each have the opportunity to also reopen this MOU during its term to negotiate the following matters;
 - (1) Updating and modifying the City's Employer-Employee Relations Resolution; and
 - (2) Updating and modifying the City's Personnel Rules and Regulations.

ARTICLE 35. RATIFICATION AND IMPLEMENTATION

By signing this MOU, IBEW 1245 represents that its members have ratified the MOU and that IBEW 1245 jointly recommends the MOU to the City Council for determination, consideration and adoption. By signing this MOU, the City designated negotiation team and the City Administrator represent that they jointly recommend the MOU to the City Council for determination, consideration and adoption.

IN WITNESS WHEREOF, the parties hereto agree to the language of this Memorandum of Understanding. Executed on this 1st day of April, 2015.

CITY OF LOMPOC:


Patrick Wiemiller, City Administrator


Brad Wilkie, Management Serv. Director


Colin Tanner, Deputy City Attorney


Gabriel Garcia, HR Manager

IBEW LOCAL UNION 1245:


Tom Dalzell, Business Manager



Ray Thomas, Asst. Business Manager

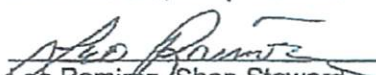

Patrick Duffy, Business Representative


Mark Taylor, Business Representative



Jaime Tinoco, Chair/Chief Steward


Karen Niemi, Shop Steward


John Daniels, Shop Steward


Leo Ramirez, Shop Steward


Travis Kalin, Shop Steward


Theresa Hernandez, Shop Steward


Ko Sumaryadi, Shop Steward


Gary Silbaugh, Shop Steward

Effective Retroactive to Jan-10-2015
IBEW 1% COLA - Operations & Maintenance Unit

Attachment #1

CITY OF LOMPOC

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Apprentice Electrical Line Worker	040	1	PERS	BASE	4556.2513	4784.0638	5023.2670	5274.4304	5538.1519
Effective Jan-10-2015 1.000% IBEW	040	1	110	MO.	4,556	4,784	5,023	5,274	5,538
W/C EEO-CL OT STBY PROB JOB-FLAGS	040	1	112	HR.	26.286	27.600	28.980	30.429	31.951
7539 G 1 1 1 QN	040	1	113	BW.	2,102.89	2,208.03	2,318.43	2,434.35	2,556.07
Apprentice Electrical Sub-Station Technician	042	1	PERS	BASE	4784.6112	5023.8417	5275.0338	5538.7855	5815.7248
Effective Jan-10-2015 1.000% IBEW	042	1	110	MO.	4,785	5,024	5,275	5,539	5,816
W/C EEO-CL OT STBY PROB JOB-FLAGS	042	1	112	HR.	27.604	28.984	30.433	31.955	33.552
7539 G 1 1 1 N	042	1	113	BW.	2,208.28	2,318.70	2,434.63	2,556.36	2,684.18
Building Maintenance Worker	105	1	PERS	BASE	2768.3693	2906.7878	3052.1272	3204.7335	3364.9702
Effective Jan-10-2015 1.000% IBEW	105	1	110	MO.	2,768	2,907	3,052	3,205	3,365
W/C EEO-CL OT STBY PROB JOB-FLAGS	105	1	112	HR.	15.971	16.770	17.608	18.489	19.413
9420 H 1 0 1	105	1	113	BW.	1,277.71	1,341.59	1,408.67	1,479.11	1,553.06
Buyer	113	1	PERS	BASE	3877.6405	4071.5226	4275.0987	4488.8536	4713.2963
Effective Jan-10-2015 1.000% IBEW	113	1	110	MO.	3,878	4,072	4,275	4,489	4,713
W/C EEO-CL OT STBY PROB JOB-FLAGS	113	1	112	HR.	22.371	23.490	24.664	25.897	27.192
8810 C 1 0 1 W	113	1	113	BW.	1,789.68	1,879.16	1,973.12	2,071.78	2,175.37
Buyer/Purchasing Assistant	114	1	PERS	BASE	3437.5788	3609.4577	3789.9306	3979.4271	4178.3985
Effective Jan-10-2015 1.000% IBEW	114	1	110	MO.	3,438	3,609	3,790	3,979	4,178
W/C EEO-CL OT STBY PROB JOB-FLAGS	114	1	112	HR.	19.832	20.824	21.865	22.958	24.106
8810 F 1 0 1	114	1	113	BW.	1,586.57	1,665.90	1,749.20	1,836.66	1,928.49
Buyer-WareHouser	115	1	PERS	BASE	3305.3642	3470.6324	3644.1640	3826.3722	4017.6908
Effective Jan-10-2015 1.000% IBEW	115	1	110	MO.	3,305	3,471	3,644	3,826	4,018
W/C EEO-CL OT STBY PROB JOB-FLAGS	115	1	112	HR.	19.069	20.023	21.024	22.075	23.179
9420 G 1 0 1 W	115	1	113	BW.	1,525.55	1,601.83	1,681.92	1,766.02	1,854.32
Custodian	190	1	PERS	BASE	2637.0444	2768.8967	2907.3415	3052.7086	3205.3440
Effective Jan-10-2015 1.000% IBEW	190	1	110	MO.	2,637	2,769	2,907	3,053	3,205
W/C EEO-CL OT STBY PROB JOB-FLAGS	190	1	112	HR.	15.214	15.974	16.773	17.612	18.492
9420 H 1 0 1	190	1	113	BW.	1,217.10	1,277.95	1,341.85	1,408.94	1,479.39
Customer Service Worker I	203	1	PERS	BASE	3052.1273	3204.7337	3364.9703	3533.2189	3709.8798
Effective Jan-10-2015 1.000% IBEW	203	1	110	MO.	3,052	3,205	3,365	3,533	3,710
W/C EEO-CL OT STBY PROB JOB-FLAGS	203	1	112	HR.	17.608	18.489	19.413	20.384	21.403
9420 G 1 0 1	203	1	113	BW.	1,408.67	1,479.11	1,553.06	1,630.72	1,712.25
Customer Service Worker II	204	1	PERS	BASE	3400.1770	3570.1859	3748.6951	3936.1299	4132.9364
Effective Jan-10-2015 1.000% IBEW	204	1	110	MO.	3,400	3,570	3,749	3,936	4,133
W/C EEO-CL OT STBY PROB JOB-FLAGS	204	1	112	HR.	19.616	20.597	21.627	22.708	23.844
9420 G 1 0 1	204	1	113	BW.	1,569.31	1,647.78	1,730.17	1,816.68	1,907.51
Customer Service Worker III	206	1	PERS	BASE	3663.6802	3846.8642	4039.2074	4241.1678	4453.2262
Effective Jan-10-2015 1.000% IBEW	206	1	110	MO.	3,664	3,847	4,039	4,241	4,453
W/C EEO-CL OT STBY PROB JOB-FLAGS	206	1	112	HR.	21.137	22.193	23.303	24.468	25.692
9420 G 1 1 1	206	1	113	BW.	1,690.93	1,775.48	1,864.25	1,957.46	2,055.34
Development Services Assistant I	212	1	PERS	BASE	2844.4788	2986.7027	3136.0378	3292.8397	3457.4817
Effective Jan-10-2015 1.000% IBEW	212	1	110	MO.	2,844	2,987	3,136	3,293	3,457
W/C EEO-CL OT STBY PROB JOB-FLAGS	212	1	112	HR.	16.410	17.231	18.093	18.997	19.947
8810 C 1 0 1	212	1	113	BW.	1,312.84	1,378.48	1,447.40	1,519.77	1,595.76
Development Services Assistant II	213	1	PERS	BASE	3076.1555	3229.9632	3391.4614	3561.0345	3739.0862
Effective Jan-10-2015 1.000% IBEW	213	1	110	MO.	3,076	3,230	3,391	3,561	3,739
W/C EEO-CL OT STBY PROB JOB-FLAGS	213	1	112	HR.	17.747	18.634	19.566	20.544	21.572
8810 C 1 0 1	213	1	113	BW.	1,419.76	1,490.75	1,565.29	1,643.55	1,725.73

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Electrical Meter Maintenance Technician	219	1	PERS	BASE	3211.8710	3372.4646	3541.0878	3718.1422	3904.0493
Effective Jan-10-2015 1.000% IBEW	219	1	110	MO.	3,212	3,372	3,541	3,718	3,904
W/C EEO-CL OT STBY PROB JOB-FLAGS	219	1	112	HR.	18.530	19.457	20.429	21.451	22.523
7539 G 1 0 1	219	1	113	BW.	1,482.40	1,556.52	1,634.35	1,716.07	1,801.87
Electrical Ground Support Worker	225	1	PERS	BASE	3718.6353	3904.5671	4099.7955	4304.7852	4520.0245
Effective Jan-10-2015 1.000% IBEW	225	1	110	MO.	3,719	3,905	4,100	4,305	4,520
W/C EEO-CL OT STBY PROB JOB-FLAGS	225	1	112	HR.	21.454	22.526	23.653	24.835	26.077
7539 G 1 0 1 N	225	1	113	BW.	1,716.29	1,802.11	1,892.21	1,986.82	2,086.17
Electrical Line Worker	230	1	PERS	BASE	5289.8185	5554.3095	5832.0249	6123.6262	6429.8075
Effective Jan-10-2015 1.000% IBEW	230	1	010	MO.	5,290	5,554	5,832	6,124	6,430
W/C EEO-CL OT STBY PROB JOB-FLAGS	230	1	112	HR.	30.518	32.044	33.646	35.329	37.095
7539 G 1 1 1 QN	230	1	113	BW.	2,441.45	2,563.53	2,691.70	2,826.29	2,967.60
12-kV Electrical Line Worker	231	1	PERS	BASE	5818.8004	6109.7404	6415.2274	6735.9888	7072.7882
Effective Jan-10-2015 1.000% IBEW	231	1	110	MO.	5,819	6,110	6,415	6,736	7,073
W/C EEO-CL OT STBY PROB JOB-FLAGS	231	1	112	HR.	33.570	35.249	37.011	38.861	40.805
7539 G 1 1 1 NQ	231	1	113	BW.	2,685.60	2,819.88	2,960.87	3,108.92	3,264.36
Electrical/Mechanical Trainee	232	1	PERS	BASE	2981.8893	3130.9838	3287.5330	3451.9096	3624.5051
Effective Jan-10-2015 1.000% IBEW	232	1	110	MO.	2,982	3,131	3,288	3,452	3,625
W/C EEO-CL OT STBY PROB JOB-FLAGS	232	1	112	HR.	17.203	18.063	18.967	19.915	20.911
9420 G 1 0 1	232	1	113	BW.	1,376.26	1,445.07	1,517.32	1,593.19	1,672.85
Electrical/Mechanical Tech I	233	1	PERS	BASE	3969.5505	4168.0280	4376.4294	4595.2509	4825.0134
Effective Jan-10-2015 1.000% IBEW	233	1	110	MO.	3,970	4,168	4,376	4,595	4,825
W/C EEO-CL OT STBY PROB JOB-FLAGS	233	1	112	HR.	22.901	24.046	25.249	26.511	27.837
9420 G 1 0 1 N	233	1	113	BW.	1,832.10	1,923.71	2,019.89	2,120.89	2,226.93
Electrical/Mechanical Tech II	234	1	PERS	BASE	4167.9527	4376.3504	4595.1679	4824.9263	5066.1726
Effective Jan-10-2015 1.000% IBEW	234	1	110	MO.	4,168	4,376	4,595	4,825	5,066
W/C EEO-CL OT STBY PROB JOB-FLAGS	234	1	112	HR.	24.046	25.248	26.511	27.836	29.228
9420 G 1 0 1 N	234	1	113	BW.	1,923.67	2,019.85	2,120.85	2,226.89	2,338.23
Electrical/Mechanical Tech III	236	1	PERS	BASE	4377.8946	4596.7894	4826.6288	5067.9603	5321.3583
Effective Jan-10-2015 1.000% IBEW	236	1	110	MO.	4,378	4,597	4,827	5,068	5,321
W/C EEO-CL OT STBY PROB JOB-FLAGS	236	1	112	HR.	25.257	26.520	27.846	29.238	30.700
9420 G 1 0 1 N	236	1	113	BW.	2,020.57	2,121.60	2,227.67	2,339.06	2,456.01
Electrical Substation Technician	246	1	PERS	BASE	5555.7174	5833.5033	6125.1784	6431.4373	6753.0092
Effective Jan-10-2015 1.000% IBEW	246	1	110	MO.	5,556	5,834	6,125	6,431	6,753
W/C EEO-CL OT STBY PROB JOB-FLAGS	246	1	112	HR.	32.052	33.655	35.338	37.104	38.960
7539 G 1 0 1	246	1	113	BW.	2,564.18	2,692.39	2,827.01	2,968.36	3,116.77
Equipment Mechanic	270	1	PERS	BASE	3435.6922	3607.4768	3787.8506	3977.2431	4176.1053
Effective Jan-10-2015 1.000% IBEW	270	1	110	MO.	3,436	3,607	3,788	3,977	4,176
W/C EEO-CL OT STBY PROB JOB-FLAGS	270	1	112	HR.	19.821	20.812	21.853	22.946	24.093
9420 G 1 0 1 N	270	1	113	BW.	1,585.70	1,664.99	1,748.24	1,835.65	1,927.43
Equipment Mechanic Trainee	272	1	PERS	BASE	2544.8925	2672.1372	2805.7440	2946.0312	3093.3328
Effective Jan-10-2015 1.000% IBEW	272	1	110	MO.	2,545	2,672	2,806	2,946	3,093
W/C EEO-CL OT STBY PROB JOB-FLAGS	272	1	112	HR.	14.682	15.416	16.187	16.996	17.846
9420 H 1 0 1 N	272	1	113	BW.	1,174.57	1,233.29	1,294.96	1,359.71	1,427.69
Equipment Operator	275	1	PERS	BASE	3211.8710	3372.4646	3541.0878	3718.1422	3904.0493
Effective Jan-10-2015 1.000% IBEW	275	1	110	MO.	3,212	3,372	3,541	3,718	3,904
W/C EEO-CL OT STBY PROB JOB-FLAGS	275	1	112	HR.	18.530	19.457	20.429	21.451	22.523
9420 G 1 0 1	275	1	113	BW.	1,482.40	1,556.52	1,634.35	1,716.07	1,801.87
Heavy Equipment Mechanic	315	1	PERS	BASE	3827.7119	4019.0975	4220.0523	4431.0550	4652.6077
Effective Jan-10-2015 1.000% IBEW	315	1	110	MO.	3,828	4,019	4,220	4,431	4,653
W/C EEO-CL OT STBY PROB JOB-FLAGS	315	1	112	HR.	22.083	23.187	24.346	25.564	26.842
9420 G 1 1 1 N	315	1	113	BW.	1,766.64	1,854.97	1,947.72	2,045.10	2,147.36

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Heavy Equipment Operator	320	1	PERS	BASE	3541.5574	3718.6352	3904.5670	4099.7953	4304.7851
Effective Jan-10-2015 1.000% IBEW	320	1	110	MO.	3,542	3,719	3,905	4,100	4,305
W/C EEO-CL OT STBY PROB JOB-FLAGS	320	1	112	HR.	20.432	21.454	22.526	23.653	24.835
9420 G 1 0 1 N	320	1	113	BW.	1,634.56	1,716.29	1,802.11	1,892.21	1,986.82
Household Hazardous Waste Technician	322	1	PERS	BASE	3507.3976	3682.7675	3866.9059	4060.2511	4263.2637
Effective Jan-10-2015 1.000% IBEW	322	1	110	MO.	3,507	3,683	3,867	4,060	4,263
W/C EEO-CL OT STBY PROB JOB-FLAGS	322	1	112	HR.	20.235	21.247	22.309	23.425	24.596
9410 C 1 0 1	322	1	113	BW.	1,618.80	1,699.74	1,784.73	1,873.96	1,967.66
Instrumentation Technician	325	1	PERS	BASE	3723.1119	3909.2675	4104.7309	4309.9674	4525.4658
Effective Jan-10-2015 1.000% IBEW	325	1	110	MO.	3,723	3,909	4,105	4,310	4,525
W/C EEO-CL OT STBY PROB JOB-FLAGS	325	1	112	HR.	21.479	22.553	23.681	24.865	26.108
9420 C 1 0 1	325	1	113	BW.	1,718.36	1,804.28	1,894.49	1,989.22	2,088.68
Laboratory Technician Trainee	349	1	PERS	BASE	2728.9018	2865.3469	3008.6142	3159.0450	3316.9972
Effective Jan-10-2015 1.000% IBEW	349	1	110	MO.	2,729	2,865	3,009	3,159	3,317
W/C EEO-CL OT STBY PROB JOB-FLAGS	349	1	112	HR.	15.744	16.531	17.357	18.225	19.137
9420 C 1 1 1	349	1	113	BW.	1,259.49	1,322.47	1,388.59	1,458.02	1,530.92
Laboratory Technician I	351	1	PERS	BASE	3536.7399	3713.5769	3899.2558	4094.2186	4298.9295
Effective Jan-10-2015 1.000% IBEW	351	1	110	MO.	3,537	3,714	3,899	4,094	4,299
W/C EEO-CL OT STBY PROB JOB-FLAGS	351	1	112	HR.	20.404	21.424	22.496	23.620	24.802
9420 C 1 1 1	351	1	113	BW.	1,632.34	1,713.96	1,799.66	1,889.64	1,984.12
Laboratory Technician II	352	1	PERS	BASE	3713.3611	3899.0291	4093.9806	4298.6796	4513.6136
Effective Jan-10-2015 1.000% IBEW	352	1	110	MO.	3,713	3,899	4,094	4,299	4,514
W/C EEO-CL OT STBY PROB JOB-FLAGS	352	1	112	HR.	21.423	22.494	23.619	24.800	26.040
9420 C 1 1 1	352	1	113	BW.	1,713.86	1,799.55	1,889.53	1,984.01	2,083.21
Landfill Attendant	355	1	PERS	BASE	3054.4089	3207.1293	3367.4858	3535.8601	3712.6531
Effective Jan-10-2015 1.000% IBEW	355	1	110	MO.	3,054	3,207	3,367	3,536	3,713
W/C EEO-CL OT STBY PROB JOB-FLAGS	355	1	112	HR.	17.622	18.503	19.428	20.399	21.419
9420 H 1 0 1	355	1	113	BW.	1,409.73	1,480.21	1,554.22	1,631.94	1,713.53
Landfill Coordinator	357	1	PERS	BASE	3054.4089	3207.1293	3367.4858	3535.8601	3712.6531
Effective Jan-10-2015 1.000% IBEW	357	1	110	MO.	3,054	3,207	3,367	3,536	3,713
W/C EEO-CL OT STBY PROB JOB-FLAGS	357	1	112	HR.	17.622	18.503	19.428	20.399	21.419
9420 H 1 0 1 N	357	1	113	BW.	1,409.73	1,480.21	1,554.22	1,631.94	1,713.53
Lead Custodian	365	1	PERS	BASE	3086.6169	3240.9477	3402.9951	3573.1449	3751.8021
Effective Jan-10-2015 1.000% IBEW	365	1	110	MO.	3,087	3,241	3,403	3,573	3,752
W/C EEO-CL OT STBY PROB JOB-FLAGS	365	1	112	HR.	17.807	18.698	19.633	20.614	21.645
9420 H 1 0 1	365	1	113	BW.	1,424.59	1,495.82	1,570.61	1,649.14	1,731.60
Lead Customer Service Worker	367	1	PERS	BASE	3323.0660	3489.2193	3663.6803	3846.8643	4039.2075
Effective Jan-10-2015 1.000% IBEW	367	1	110	MO.	3,323	3,489	3,664	3,847	4,039
W/C EEO-CL OT STBY PROB JOB-FLAGS	367	1	112	HR.	19.172	20.130	21.137	22.193	23.303
9420 G 1 0 1	367	1	113	BW.	1,533.72	1,610.41	1,690.93	1,775.48	1,864.25
Lead Electrical Line Worker	370	1	PERS	BASE	5702.6260	5987.7573	6287.1452	6601.5025	6931.5776
Effective Jan-10-2015 1.000% IBEW	370	1	110	MO.	5,703	5,988	6,287	6,602	6,932
W/C EEO-CL OT STBY PROB JOB-FLAGS	370	1	112	HR.	32.900	34.545	36.272	38.086	39.990
7539 G 1 1 1 QN	370	1	113	BW.	2,631.98	2,763.58	2,901.76	3,046.85	3,199.19
12-kV Lead Electrical Line Worker	371	1	PERS	BASE	6272.8886	6586.5330	6915.8597	7261.6527	7624.7353
Effective Jan-10-2015 1.000% IBEW	371	1	110	MO.	6,273	6,587	6,916	7,262	7,625
W/C EEO-CL OT STBY PROB JOB-FLAGS	371	1	112	HR.	36.190	37.999	39.899	41.894	43.989
7539 G 1 1 1 NQ	371	1	113	BW.	2,895.18	3,039.94	3,191.94	3,351.53	3,519.11
Lead Electrical Substation Tech	373	1	PERS	BASE	5843.5133	6135.6889	6442.4734	6764.5970	7102.8269
Effective Jan-10-2015 1.000% IBEW	373	1	110	MO.	5,844	6,136	6,442	6,765	7,103
W/C EEO-CL OT STBY PROB JOB-FLAGS	373	1	112	HR.	33.713	35.398	37.168	39.027	40.978
7539 G 1 1 1 NQ	373	1	113	BW.	2,697.01	2,831.86	2,973.45	3,122.12	3,278.23

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Lead Equipment Mechanic	375	1	PERS	BASE	4013.2411	4213.9031	4424.5983	4645.8282	4878.1196
Effective Jan-10-2015 1.000% IBEW	375	1	110	MO.	4,013	4,214	4,425	4,646	4,878
W/C EEO-CL OT STBY PROB JOB-FLAGS	375	1	112	HR.	23.153	24.311	25.527	26.803	28.143
9420 G 1 1 1 N	375	1	113	BW.	1,852.27	1,944.88	2,042.12	2,144.23	2,251.44
Lead Facilities Maintenance Worker	380	1	PERS	BASE	3372.9118	3541.5574	3718.6353	3904.5670	4099.7954
Effective Jan-10-2015 1.000% IBEW	380	1	110	MO.	3,373	3,542	3,719	3,905	4,100
W/C EEO-CL OT STBY PROB JOB-FLAGS	380	1	112	HR.	19.459	20.432	21.454	22.526	23.653
9420 G 1 0 1 N	380	1	113	BW.	1,556.73	1,634.56	1,716.29	1,802.11	1,892.21
Lead Landfill Operator	383	1	PERS	BASE	3792.2699	3981.8834	4180.9776	4390.0265	4609.5278
Effective Jan-10-2015 1.000% IBEW	383	1	110	MO.	3,792	3,982	4,181	4,390	4,610
W/C EEO-CL OT STBY PROB JOB-FLAGS	383	1	112	HR.	21.878	22.972	24.121	25.327	26.593
9420 G 1 0 1	383	1	113	BW.	1,750.28	1,837.79	1,929.68	2,026.17	2,127.47
Lead Park Maintenance Worker	390	1	PERS	BASE	3372.9118	3541.5574	3718.6353	3904.5670	4099.7954
Effective Jan-10-2015 1.000% IBEW	390	1	110	MO.	3,373	3,542	3,719	3,905	4,100
W/C EEO-CL OT STBY PROB JOB-FLAGS	390	1	112	HR.	19.459	20.432	21.454	22.526	23.653
9420 G 1 0 1 N	390	1	113	BW.	1,556.73	1,634.56	1,716.29	1,802.11	1,892.21
Lead Sanitation Worker	392	1	PERS	BASE	3541.5574	3718.6353	3904.5671	4099.7954	4304.7852
Effective Jan-10-2015 1.000% IBEW	392	1	110	MO.	3,542	3,719	3,905	4,100	4,305
W/C EEO-CL OT STBY PROB JOB-FLAGS	392	1	112	HR.	20.432	21.454	22.526	23.653	24.835
9420 H 1 0 1 N	392	1	113	BW.	1,634.56	1,716.29	1,802.11	1,892.21	1,986.82
Lead Sign And Paint Worker	393	1	PERS	BASE	3631.4565	3813.0293	4003.6808	4203.8649	4414.0581
Effective Jan-10-2015 1.000% IBEW	393	1	110	MO.	3,631	3,813	4,004	4,204	4,414
W/C EEO-CL OT STBY PROB JOB-FLAGS	393	1	112	HR.	20.951	21.998	23.098	24.253	25.466
9420 G 1 0 1 N3	393	1	113	BW.	1,676.06	1,759.86	1,847.85	1,940.25	2,037.26
Lead Street Maintenance Worker	394	1	PERS	BASE	3631.4565	3813.0293	4003.6808	4203.8649	4414.0581
Effective Jan-10-2015 1.000% IBEW	394	1	110	MO.	3,631	3,813	4,004	4,204	4,414
W/C EEO-CL OT STBY PROB JOB-FLAGS	394	1	112	HR.	20.951	21.998	23.098	24.253	25.466
9420 H 1 0 1	394	1	113	BW.	1,676.06	1,759.86	1,847.85	1,940.25	2,037.26
Lead Tree Trimmer	396	1	PERS	BASE	3474.0992	3647.8042	3830.1944	4021.7041	4222.7893
Effective Jan-10-2015 1.000% IBEW	396	1	110	MO.	3,474	3,648	3,830	4,022	4,223
W/C EEO-CL OT STBY PROB JOB-FLAGS	396	1	112	HR.	20.043	21.045	22.097	23.202	24.362
9421 G 1 0 1 N	396	1	113	BW.	1,603.43	1,683.60	1,767.78	1,856.17	1,948.98
Lead Water Plant Technician	398	1	PERS	BASE	4460.1602	4683.1682	4917.3266	5163.1930	5421.3526
Effective Jan-10-2015 1.000% IBEW	398	1	110	MO.	4,460	4,683	4,917	5,163	5,421
W/C EEO-CL OT STBY PROB JOB-FLAGS	398	1	112	HR.	25.732	27.018	28.369	29.788	31.277
9420 G 1 1 1	398	1	113	BW.	2,058.54	2,161.46	2,269.54	2,383.01	2,502.16
Lead Water Distribution Operator	401	1	PERS	BASE	4053.3856	4256.0549	4468.8576	4692.3005	4926.9155
Effective Jan-10-2015 1.000% IBEW	401	1	110	MO.	4,053	4,256	4,469	4,692	4,927
W/C EEO-CL OT STBY PROB JOB-FLAGS	401	1	112	HR.	23.385	24.554	25.782	27.071	28.425
9420 G 1 1 1	401	1	113	BW.	1,870.79	1,964.33	2,062.55	2,165.68	2,273.96
Maintenance Worker	460	1	PERS	BASE	2768.3693	2906.7878	3052.1272	3204.7335	3364.9702
Effective Jan-10-2015 1.000% IBEW	460	1	110	MO.	2,768	2,907	3,052	3,205	3,365
W/C EEO-CL OT STBY PROB JOB-FLAGS	460	1	112	HR.	15.971	16.770	17.608	18.489	19.413
9420 H 1 1 1 N	460	1	113	BW.	1,277.71	1,341.59	1,408.67	1,479.11	1,553.06
Maintenance Worker Trainee	465	1	PERS	BASE	2214.7254	2325.4617	2441.7348	2563.8215	2692.0126
Effective Jan-10-2015 1.000% IBEW	465	1	110	MO.	2,215	2,325	2,442	2,564	2,692
W/C EEO-CL OT STBY PROB JOB-FLAGS	465	1	112	HR.	12.777	13.416	14.087	14.791	15.531
9420 H 1 0 1 N	465	1	113	BW.	1,022.18	1,073.29	1,126.95	1,183.30	1,242.47
Parks Maintenance Specialist	494	1	PERS	BASE	3200.3682	3360.3867	3528.4060	3704.8263	3890.0676
Effective Jan-10-2015 1.000% IBEW	494	1	110	MO.	3,200	3,360	3,528	3,705	3,890
W/C EEO-CL OT STBY PROB JOB-FLAGS	494	1	112	HR.	18.464	19.387	20.356	21.374	22.443
9420 H 1 0 1 N	494	1	113	BW.	1,477.09	1,550.95	1,628.50	1,709.92	1,795.42

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Park Maintenance Worker	500	1	PERS	BASE	2768.3693	2906.7878	3052.1272	3204.7335	3364.9702
Effective Jan-10-2015 1.000% IBEW	500	1	110	MO.	2,768	2,907	3,052	3,205	3,365
W/C EEO-CL OT STBY PROB JOB-FLAGS	500	1	112	HR.	15.971	16.770	17.608	18.489	19.413
9420 H 1 0 1 N	500	1	113	BW.	1,277.71	1,341.59	1,408.67	1,479.11	1,553.06
Park Ranger	502	1	PERS	BASE	2979.1799	3128.1389	3284.5459	3448.7731	3621.2118
Effective Jan-10-2015 1.000% IBEW	502	1	110	MO.	2,979	3,128	3,285	3,449	3,621
W/C EEO-CL OT STBY PROB JOB-FLAGS	502	1	112	HR.	17.188	18.047	18.949	19.897	20.892
9420 H 1 0 1	502	1	113	BW.	1,375.01	1,443.76	1,515.94	1,591.74	1,671.33
Radio Repair Technician I	591	1	PERS	BASE	3382.8863	3552.0306	3729.6321	3916.1137	4111.9194
Effective Jan-10-2015 1.000% IBEW	591	1	110	MO.	3,383	3,552	3,730	3,916	4,112
W/C EEO-CL OT STBY PROB JOB-FLAGS	591	1	112	HR.	19.517	20.492	21.517	22.593	23.723
9410 C 1 0 1	591	1	113	BW.	1,561.33	1,639.40	1,721.37	1,807.44	1,897.81
Radio Repair Technician II	592	1	PERS	BASE	3721.7575	3907.8454	4103.2376	4308.3995	4523.8195
Effective Jan-10-2015 1.000% IBEW	592	1	110	MO.	3,722	3,908	4,103	4,308	4,524
W/C EEO-CL OT STBY PROB JOB-FLAGS	592	1	112	HR.	21.472	22.545	23.673	24.856	26.099
9410 C 1 0 1	592	1	113	BW.	1,717.73	1,803.62	1,893.80	1,988.49	2,087.92
Radio Repair Technician III	593	1	PERS	BASE	4093.6419	4298.3240	4513.2402	4738.9022	4975.8473
Effective Jan-10-2015 1.000% IBEW	593	1	110	MO.	4,094	4,298	4,513	4,739	4,976
W/C EEO-CL OT STBY PROB JOB-FLAGS	593	1	112	HR.	23.617	24.798	26.038	27.340	28.707
9410 C 1 0 1	593	1	113	BW.	1,889.37	1,983.84	2,083.03	2,187.19	2,296.54
Sanitation Worker	635	1	PERS	BASE	2906.7879	3052.1272	3204.7336	3364.9703	3533.2188
Effective Jan-10-2015 1.000% IBEW	635	1	110	MO.	2,907	3,052	3,205	3,365	3,533
W/C EEO-CL OT STBY PROB JOB-FLAGS	635	1	112	HR.	16.770	17.608	18.489	19.413	20.384
9420 H 1 0 1 N	635	1	113	BW.	1,341.59	1,408.67	1,479.11	1,553.06	1,630.72
Senior Building Maintenance Worker	655	1	PERS	BASE	3055.9427	3208.7398	3369.1768	3537.6356	3714.5174
Effective Jan-10-2015 1.000% IBEW	655	1	110	MO.	3,056	3,209	3,369	3,538	3,715
W/C EEO-CL OT STBY PROB JOB-FLAGS	655	1	112	HR.	17.630	18.512	19.438	20.409	21.430
9420 H 1 0 1	655	1	113	BW.	1,410.44	1,480.96	1,555.00	1,632.75	1,714.39
Senior Custodian	663	1	PERS	BASE	2768.5614	2906.9895	3052.3390	3204.9559	3365.2037
Effective Jan-10-2015 1.000% IBEW	663	1	110	MO.	2,769	2,907	3,052	3,205	3,365
W/C EEO-CL OT STBY PROB JOB-FLAGS	663	1	112	HR.	15.972	16.771	17.610	18.490	19.415
9420 H 1 0 1	663	1	113	BW.	1,277.80	1,341.69	1,408.77	1,479.21	1,553.17
Senior Electric Meter Maintenance Te	664	1	PERS	BASE	3372.9118	3541.5574	3718.6353	3904.5670	4099.7954
Effective Jan-10-2015 1.000% IBEW	664	1	110	MO.	3,373	3,542	3,719	3,905	4,100
W/C EEO-CL OT STBY PROB JOB-FLAGS	664	1	112	HR.	19.459	20.432	21.454	22.526	23.653
7539 G 1 0 1	664	1	113	BW.	1,556.73	1,634.56	1,716.29	1,802.11	1,892.21
Senior Maintenance Worker	670	1	PERS	BASE	3055.9427	3208.7398	3369.1768	3537.6356	3714.5174
Effective Jan-10-2015 1.000% IBEW	670	1	110	MO.	3,056	3,209	3,369	3,538	3,715
W/C EEO-CL OT STBY PROB JOB-FLAGS	670	1	112	HR.	17.630	18.512	19.438	20.409	21.430
9420 H 1 1 1 N	670	1	113	BW.	1,410.44	1,480.96	1,555.00	1,632.75	1,714.39
Senior Parks Maintenance Worker	680	1	PERS	BASE	3055.9427	3208.7398	3369.1768	3537.6356	3714.5174
Effective Jan-10-2015 1.000% IBEW	680	1	110	MO.	3,056	3,209	3,369	3,538	3,715
W/C EEO-CL OT STBY PROB JOB-FLAGS	680	1	112	HR.	17.630	18.512	19.438	20.409	21.430
9420 H 1 0 1 N	680	1	113	BW.	1,410.44	1,480.96	1,555.00	1,632.75	1,714.39
Senior Sanitation Worker	685	1	PERS	BASE	3208.7398	3369.1768	3537.6356	3714.5174	3900.2433
Effective Jan-10-2015 1.000% IBEW	685	1	110	MO.	3,209	3,369	3,538	3,715	3,900
W/C EEO-CL OT STBY PROB JOB-FLAGS	685	1	112	HR.	18.512	19.438	20.409	21.430	22.501
9420 H 1 0 1 N	685	1	113	BW.	1,480.96	1,555.00	1,632.75	1,714.39	1,800.11
Senior Tree Trimmer	695	1	PERS	BASE	3308.2271	3473.6384	3647.3204	3829.6864	4021.1707
Effective Jan-10-2015 1.000% IBEW	695	1	110	MO.	3,308	3,474	3,647	3,830	4,021
W/C EEO-CL OT STBY PROB JOB-FLAGS	695	1	112	HR.	19.086	20.040	21.042	22.094	23.199
9421 H 1 0 1 N	695	1	113	BW.	1,526.87	1,603.22	1,683.38	1,767.55	1,855.92

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Senior Wastewater Collection Worker	704	1	PERS	BASE	3673.0607	3856.7137	4049.5494	4252.0269	4464.6282
Effective Jan-10-2015 1.000% IBEW	704	1	110	MO.	3,673	3,857	4,050	4,252	4,465
W/C EEO-CL OT STBY PROB JOB-FLAGS	704	1	112	HR.	21.191	22.250	23.363	24.531	25.757
9420 H 1 1 1 N	704	1	113	BW.	1,695.26	1,780.02	1,869.02	1,962.47	2,060.60
Senior Wastewater Plant Operator	706	1	PERS	BASE	4142.4011	4349.5211	4566.9972	4795.3470	5035.1144
Effective Jan-10-2015 1.000% IBEW	706	1	110	MO.	4,142	4,350	4,567	4,795	5,035
W/C EEO-CL OT STBY PROB JOB-FLAGS	706	1	112	HR.	23.898	25.093	26.348	27.665	29.049
9420 G 1 0 1	706	1	113	BW.	1,911.88	2,007.47	2,107.84	2,213.24	2,323.90
Senior Water Meter Maintenance Techn	708	1	PERS	BASE	3673.0607	3856.7137	4049.5494	4252.0269	4464.6282
Effective Jan-10-2015 1.000% IBEW	708	1	110	MO.	3,673	3,857	4,050	4,252	4,465
W/C EEO-CL OT STBY PROB JOB-FLAGS	708	1	112	HR.	21.191	22.250	23.363	24.531	25.757
9420 G 1 0 1	708	1	113	BW.	1,695.26	1,780.02	1,869.02	1,962.47	2,060.60
Senior Water Distribution Operator	709	1	PERS	BASE	3673.0607	3856.7137	4049.5494	4252.0269	4464.6282
Effective Jan-10-2015 1.000% IBEW	709	1	110	MO.	3,673	3,857	4,050	4,252	4,465
W/C EEO-CL OT STBY PROB JOB-FLAGS	709	1	112	HR.	21.191	22.250	23.363	24.531	25.757
9420 H 1 1 1	709	1	113	BW.	1,695.26	1,780.02	1,869.02	1,962.47	2,060.60
Senior Water Plant Operator	716	1	PERS	BASE	4142.4011	4349.5211	4566.9972	4795.3470	5035.1144
Effective Jan-10-2015 1.000% IBEW	716	1	110	MO.	4,142	4,350	4,567	4,795	5,035
W/C EEO-CL OT STBY PROB JOB-FLAGS	716	1	112	HR.	23.898	25.093	26.348	27.665	29.049
9420 G 1 1 1	716	1	113	BW.	1,911.88	2,007.47	2,107.84	2,213.24	2,323.90
Senior Water Plant Technician	718	1	PERS	BASE	4167.7555	4376.1433	4594.9505	4824.6980	5065.9329
Effective Jan-10-2015 1.000% IBEW	718	1	110	MO.	4,168	4,376	4,595	4,825	5,066
W/C EEO-CL OT STBY PROB JOB-FLAGS	718	1	112	HR.	24.045	25.247	26.509	27.835	29.227
9420 G 1 1 1	718	1	113	BW.	1,923.58	2,019.76	2,120.75	2,226.78	2,338.12
Tree Trimmer	755	1	PERS	BASE	3147.6208	3305.0018	3470.2519	3643.7645	3825.9527
Effective Jan-10-2015 1.000% IBEW	755	1	110	MO.	3,148	3,305	3,470	3,644	3,826
W/C EEO-CL OT STBY PROB JOB-FLAGS	755	1	112	HR.	18.159	19.067	20.021	21.022	22.073
9421 H 1 0 1	755	1	123	BW.	1,452.75	1,525.39	1,601.65	1,681.74	1,765.82
Warehouser	778	1	PERS	BASE	2667.4408	2800.8129	2940.8535	3087.8962	3242.2910
Effective Jan-10-2015 1.000% IBEW	778	1	110	MO.	2,667	2,801	2,941	3,088	3,242
W/C EEO-CL OT STBY PROB JOB-FLAGS	778	1	112	HR.	15.389	16.159	16.966	17.815	18.706
9420 H 1 0 1	778	1	113	BW.	1,231.13	1,292.68	1,357.32	1,425.18	1,496.44
Wastewater Collection Worker	783	1	PERS	BASE	3326.3800	3492.6990	3667.3340	3850.7007	4043.2357
Effective Jan-10-2015 1.000% IBEW	783	1	110	MO.	3,326	3,493	3,667	3,851	4,043
W/C EEO-CL OT STBY PROB JOB-FLAGS	783	1	112	HR.	19.191	20.150	21.158	22.216	23.326
9420 H 1 1 1 N	783	1	113	BW.	1,535.25	1,612.01	1,692.62	1,777.25	1,866.11
Wastewater Plant Operator (In Training)	784	1	PERS	BASE	3042.3713	3194.4898	3354.2143	3521.9250	3698.0213
Effective Jan-10-2015 1.000% IBEW	784	1	110	MO.	3,042	3,194	3,354	3,522	3,698
W/C EEO-CL OT STBY PROB JOB-FLAGS	784	1	112	HR.	17.552	18.430	19.351	20.319	21.335
9420 G 1 1 1	784	1	113	BW.	1,404.17	1,474.38	1,548.10	1,625.50	1,706.78
Wastewater Plant Operator I	791	1	PERS	BASE	3756.8959	3944.7407	4141.9778	4349.0767	4566.5305
Effective Jan-10-2015 1.000% IBEW	791	1	110	MO.	3,757	3,945	4,142	4,349	4,567
W/C EEO-CL OT STBY PROB JOB-FLAGS	791	1	112	HR.	21.674	22.758	23.896	25.091	26.345
9420 G 1 1 1	791	1	113	BW.	1,733.95	1,820.65	1,911.68	2,007.27	2,107.63
Wastewater Plant Operator II	792	1	PERS	BASE	3944.6696	4141.9031	4348.9983	4566.4482	4794.7706
Effective Jan-10-2015 1.000% IBEW	792	1	110	MO.	3,945	4,142	4,349	4,566	4,795
W/C EEO-CL OT STBY PROB JOB-FLAGS	792	1	112	HR.	22.758	23.896	25.090	26.345	27.662
9420 G 1 1 1 3	792	1	113	BW.	1,820.62	1,911.65	2,007.23	2,107.59	2,212.97
Water Distribution Operator	801	1	PERS	BASE	3326.3800	3492.6990	3667.3340	3850.7007	4043.2357
Effective Jan-10-2015 1.000% IBEW	801	1	110	MO.	3,326	3,493	3,667	3,851	4,043
W/C EEO-CL OT STBY PROB JOB-FLAGS	801	1	112	HR.	19.191	20.150	21.158	22.216	23.326
9420 H 1 1 1	801	1	113	BW.	1,535.25	1,612.01	1,692.62	1,777.25	1,866.11

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Water Meter Maintenance Technician	803	1	PERS	BASE	3326.3800	3492.6990	3667.3340	3850.7007	4043.2357
Effective Jan-10-2015 1.000% IBEW	803	1	110	MO.	3,326	3,493	3,667	3,851	4,043
W/C EEO-CL OT STBY PROB JOB-FLAGS	803	1	112	HR.	19.191	20.150	21.158	22.216	23.326
9420 G 1 0 1	803	1	113	BW.	1,535.25	1,612.01	1,692.62	1,777.25	1,866.11
Water Plant Operator (In Training)	804	1	PERS	BASE	3042.3713	3194.4898	3354.2143	3521.9250	3698.0213
Effective Jan-10-2015 1.000% IBEW	804	1	110	MO.	3,042	3,194	3,354	3,522	3,698
W/C EEO-CL OT STBY PROB JOB-FLAGS	804	1	112	HR.	17.552	18.430	19.351	20.319	21.335
9420 G 1 0 1	804	1	113	BW.	1,404.17	1,474.38	1,548.10	1,625.50	1,706.78
Water Plant Technician	808	1	PERS	BASE	3969.2911	4167.7556	4376.1434	4594.9506	4824.6981
Effective Jan-10-2015 1.000% IBEW	808	1	110	MO.	3,969	4,168	4,376	4,595	4,825
W/C EEO-CL OT STBY PROB JOB-FLAGS	808	1	112	HR.	22.900	24.045	25.247	26.509	27.835
9420 G 1 1 1	808	1	113	BW.	1,831.98	1,923.58	2,019.76	2,120.75	2,226.78
Water Plant Operator I	811	1	PERS	BASE	3756.8959	3944.7407	4141.9778	4349.0767	4566.5305
Effective Jan-10-2015 1.000% IBEW	811	1	110	MO.	3,757	3,945	4,142	4,349	4,567
W/C EEO-CL OT STBY PROB JOB-FLAGS	811	1	112	HR.	21.674	22.758	23.896	25.091	26.345
9420 G 1 1 1	811	1	113	BW.	1,733.95	1,820.65	1,911.68	2,007.27	2,107.63
Water Plant Operator II	812	1	PERS	BASE	3944.6696	4141.9031	4348.9983	4566.4482	4794.7706
Effective Jan-10-2015 1.000% IBEW	812	1	110	MO.	3,945	4,142	4,349	4,566	4,795
W/C EEO-CL OT STBY PROB JOB-FLAGS	812	1	112	HR.	22.758	23.896	25.090	26.345	27.662
9420 G 1 1 1	812	1	113	BW.	1,820.62	1,911.65	2,007.23	2,107.59	2,212.97
Water Resources Protection Technician	820	1	PERS	BASE	3973.5586	4172.2365	4380.8483	4599.8908	4829.8853
Effective Jan-10-2015 1.000% IBEW	820	1	110	MO.	3,974	4,172	4,381	4,600	4,830
W/C EEO-CL OT STBY PROB JOB-FLAGS	820	1	112	HR.	22.924	24.071	25.274	26.538	27.865
9420 C 1 0 1	820	1	113	BW.	1,833.95	1,925.65	2,021.93	2,123.03	2,229.18

**Effective Retroactive to Jan-10-2015
IBEW 1% COLA - Clerical Unit**

Attachment #2

CITY OF LOMPOC

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Account Clerk	005	3	PERS	BASE	2426.3495	2547.6670	2675.0503	2808.8029	2949.2430
Effective Jan-10-2015 1.000% IBEW	005	3	110	MO.	2,426	2,548	2,675	2,809	2,949
W/C EEO-CL OT STBY PROB JOB-FLAGS	005	3	112	HR.	13.998	14.698	15.433	16.205	17.015
8810 F 1 0 1	005	3	113	BW.	1,119.85	1,175.85	1,234.64	1,296.37	1,361.19
Accounting Technician	020	3	PERS	BASE	3321.4681	3487.5415	3661.9185	3845.0145	4037.2652
Effective Jan-10-2015 1.000% IBEW	020	3	110	MO.	3,321	3,488	3,662	3,845	4,037
W/C EEO-CL OT STBY PROB JOB-FLAGS	020	3	112	HR.	19.162	20.120	21.126	22.183	23.292
8810 C 1 0 1	020	3	113	BW.	1,532.99	1,609.63	1,690.12	1,774.62	1,863.35
Collection Accounts Coordinator	163	3	PERS	BASE	3095.7200	3250.5060	3413.0313	3583.6829	3762.8670
Effective Jan-10-2015 1.000% IBEW	163	3	110	MO.	3,096	3,251	3,413	3,584	3,763
W/C EEO-CL OT STBY PROB JOB-FLAGS	163	3	112	HR.	17.860	18.753	19.691	20.675	21.709
8810 F 1 0 1	163	3	123	BW.	1,428.79	1,500.23	1,575.25	1,654.01	1,736.71
GIS Assistant	317	3	PERS	BASE	2865.0285	3008.2800	3158.6940	3316.6287	3482.4601
Effective Jan-10-2015 1.000% IBEW	317	3	110	MO.	2,865	3,008	3,159	3,317	3,482
W/C EEO-CL OT STBY PROB JOB-FLAGS	317	3	112	HR.	16.529	17.355	18.223	19.134	20.091
8810 C 1 0 1	317	3	113	BW.	1,322.32	1,388.44	1,457.86	1,530.75	1,607.29
Intermediate Account Clerk	330	3	PERS	BASE	2663.8845	2797.0788	2936.9327	3083.7793	3237.9683
Effective Jan-10-2015 1.000% IBEW	330	3	110	MO.	2,664	2,797	2,937	3,084	3,238
W/C EEO-CL OT STBY PROB JOB-FLAGS	330	3	112	HR.	15.369	16.137	16.944	17.791	18.681
8810 F 1 0 1	330	3	113	BW.	1,229.49	1,290.96	1,355.51	1,423.28	1,494.45
Intermediate Treasury Clerk	333	3	PERS	BASE	2663.8845	2797.0788	2936.9327	3083.7793	3237.9683
Effective Jan-10-2015 1.000% IBEW	333	3	110	MO.	2,664	2,797	2,937	3,084	3,238
W/C EEO-CL OT STBY PROB JOB-FLAGS	333	3	112	HR.	15.369	16.137	16.944	17.791	18.681
8810 F 1 0 1	333	3	113	BW.	1,229.49	1,290.96	1,355.51	1,423.28	1,494.45
Office Staff Assistant I	486	3	PERS	BASE	2463.0564	2586.2092	2715.5196	2851.2956	2993.8604
Effective Jan-10-2015 1.000% IBEW	486	3	110	MO.	2,463	2,586	2,716	2,851	2,994
W/C EEO-CL OT STBY PROB JOB-FLAGS	486	3	112	HR.	14.210	14.920	15.666	16.450	17.272
8810 F 1 0 1	486	3	113	BW.	1,136.80	1,193.64	1,253.32	1,315.98	1,381.78
Office Staff Assistant II	487	3	PERS	BASE	2708.9633	2844.4114	2986.6320	3135.9636	3292.7618
Effective Jan-10-2015 1.000% IBEW	487	3	110	MO.	2,709	2,844	2,987	3,136	3,293
W/C EEO-CL OT STBY PROB JOB-FLAGS	487	3	112	HR.	15.629	16.410	17.231	18.092	18.997
8810 F 1 0 1	487	3	113	BW.	1,250.29	1,312.81	1,378.45	1,447.37	1,519.74
Office Staff Assistant III	488	3	PERS	BASE	2844.5446	2986.7718	3136.1104	3292.9159	3457.5617
Effective Jan-10-2015 1.000% IBEW	488	3	110	MO.	2,845	2,987	3,136	3,293	3,458
W/C EEO-CL OT STBY PROB JOB-FLAGS	488	3	112	HR.	16.411	17.231	18.093	18.998	19.947
8810 F 1 0 1	488	3	113	BW.	1,312.87	1,378.51	1,447.44	1,519.81	1,595.80
Office Staff Assistant IV	489	3	PERS	BASE	3136.1102	3292.9157	3457.5615	3630.4395	3811.9615
Effective Jan-10-2015 1.000% IBEW	489	3	110	MO.	3,136	3,293	3,458	3,630	3,812
W/C EEO-CL OT STBY PROB JOB-FLAGS	489	3	112	HR.	18.093	18.998	19.947	20.945	21.992
8810 F 1 0 1	489	3	113	BW.	1,447.44	1,519.81	1,595.80	1,675.59	1,759.37
Payroll Technician	492	3	PERS	BASE	3321.8370	3487.9288	3662.3253	3845.4415	4037.7136
Effective Jan-10-2015 1.000% IBEW	492	3	110	MO.	3,322	3,488	3,662	3,845	4,038
W/C EEO-CL OT STBY PROB JOB-FLAGS	492	3	112	HR.	19.164	20.123	21.129	22.185	23.295
8810 C 1 0 1	492	3	113	BW.	1,533.16	1,609.81	1,690.30	1,774.82	1,863.56

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Printer and Web Technician	572	3	PERS	BASE	3226.5136	3387.8392	3557.2312	3735.0928	3921.8474
Effective Jan-10-2015 1.000% IBEW	572	3	110	MO.	3,227	3,388	3,557	3,735	3,922
W/C EEO-CL OT STBY PROB JOB-FLAGS	572	3	112	HR.	18.615	19.545	20.522	21.549	22.626
8810 G 1 0 1	572	3	113	BW.	1,489.16	1,563.62	1,641.80	1,723.89	1,810.08
Purchasing Assistant	595	3	PERS	BASE	2770.1078	2908.6132	3054.0439	3206.7461	3367.0834
Effective Jan-10-2015 1.000% IBEW	595	3	110	MO.	2,770	2,909	3,054	3,207	3,367
W/C EEO-CL OT STBY PROB JOB-FLAGS	595	3	112	HR.	15.981	16.780	17.619	18.500	19.425
8810 F 1 0 1	595	3	113	BW.	1,278.51	1,342.44	1,409.56	1,480.04	1,554.04
Senior Account Clerk	645	3	PERS	BASE	2921.5499	3067.6274	3221.0088	3382.0592	3551.1622
Effective Jan-10-2015 1.000% IBEW	645	3	110	MO.	2,922	3,068	3,221	3,382	3,551
W/C EEO-CL OT STBY PROB JOB-FLAGS	645	3	112	HR.	16.855	17.698	18.583	19.512	20.487
8810 F 1 0 1	645	3	113	BW.	1,348.41	1,415.83	1,486.62	1,560.95	1,639.00
Senior Treasury Clerk	692	3	PERS	BASE	2921.5499	3067.6274	3221.0088	3382.0592	3551.1622
Effective Jan-10-2015 1.000% IBEW	692	3	110	MO.	2,922	3,068	3,221	3,382	3,551
W/C EEO-CL OT STBY PROB JOB-FLAGS	692	3	112	HR.	16.855	17.698	18.583	19.512	20.487
8810 F 1 0 1	692	3	113	BW.	1,348.41	1,415.83	1,486.62	1,560.95	1,639.00
Treasury Clerk	748	3	PERS	BASE	2426.3495	2547.6670	2675.0503	2808.8029	2949.2430
Effective Jan-10-2015 1.000% IBEW	748	3	110	MO.	2,426	2,548	2,675	2,809	2,949
W/C EEO-CL OT STBY PROB JOB-FLAGS	748	3	112	HR.	13.998	14.698	15.433	16.205	17.015
8810 F 1 0 1	748	3	113	BW.	1,119.85	1,175.85	1,234.64	1,296.37	1,361.19

**New Classes Effective Apr-18-2015
IBEW 1245 Operations and Maintenance Unit**

Attachment #3

CITY OF LOMPOC

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Household Hazardous Waste Technician	322	1	PERS	BASE	3507.3976	3682.7675	3866.9059	4060.2511	4263.2637
Effective Jan-10-2015 1.000% IBEW	322	1	110	MO.	3,507	3,683	3,867	4,060	4,263
W/C EEO-CL OT STBY PROB JOB-FLAGS	322	1	112	HR.	20.235	21.247	22.309	23.425	24.596
9410 C 1 0 1	322	1	113	BW.	1,618.80	1,699.74	1,784.73	1,873.96	1,967.66
With 5% Hazardous Waste Materials Certification	332	1		BASE	3682.7675	3866.9059	4060.2512	4263.2637	4476.4269
Effective Apr-18-2015 5.0000%IBEW	332	1	110	MO.	3,683	3,867	4,060	4,263	4,476
	332	1		HR.	21.247	22.309	23.425	24.596	25.826
	332	1		BW.	1,699.74	1,784.73	1,873.96	1,967.66	2,066.04
Recreation Facilities Maintenance Worker	603	1	PERS	BASE	3055.9427	3208.7398	3369.1768	3537.6356	3,714.5174
Effective Apr-18-2015	603	1	110	MO.	3,056	3,209	3,369	3,538	3,715
W/C EEO-CL OT STBY PROB JOB-FLAGS	603	1	112	HR.	17.630	18.512	19.438	20.409	21.430
9420 C 1 0 1	603	1	113	BW.	1,410.44	1,480.96	1,555.00	1,632.75	1,714.39
Senior Recreation Facilities Maintenance Worker	675	1	PERS	BASE	3208.7398	3369.1768	3537.6356	3714.5174	3900.2433
Effective Apr-18-2015	675	1	110	MO.	3,209	3,369	3,538	3,715	3,900
W/C EEO-CL OT STBY PROB JOB-FLAGS	675	1	112	HR.	18.512	19.438	20.409	21.430	22.501
9420 H 1 0 1	675	1	113	BW.	1,480.96	1,555.00	1,632.75	1,714.39	1,800.11
Wastewater Plant Operator III	793	1	PERS	BASE	4339.1366	4556.0935	4783.8981	5023.0930	5274.2477
Effective Apr-18-2015	793	1	110	MO.	4,339	4,556	4,784	5,023	5,274
W/C EEO-CL OT STBY PROB JOB-FLAGS	793	1	112	HR.	25.033	26.285	27.599	28.979	30.428
9420 G 1 1 1	793	1	113	BW.	2,002.68	2,102.81	2,207.95	2,318.35	2,434.27

**New Classes Effective Apr-18-2015
IBEW 1245 Clerical Unit**

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Police Records Technician I	568	3	PERS	BASE	2776.6874	2915.5218	3061.2979	3214.3628	3375.0809
Effective Apr-18-2015	568	3	110	MO.	2,777	2,916	3,061	3,214	3,375
W/C EEO-CL OT STBY PROB JOB-FLAGS	568	3	112	HR.	16.019	16.820	17.661	18.544	19.472
8810 F 1 0 1	568	3	113	BW.	1,281.55	1,345.63	1,412.91	1,483.55	1,557.73
Police Records Technician II	569	3	PERS	BASE	2915.6581	3061.4411	3214.5131	3375.2388	3544.0007
Effective Apr-18-2015	569	3	110	MO.	2,916	3,061	3,215	3,375	3,544
W/C EEO-CL OT STBY PROB JOB-FLAGS	569	3	112	HR.	16.821	17.662	18.545	19.473	20.446
8810 F 1 0 1	569	3	113	BW.	1,345.69	1,412.97	1,483.62	1,557.80	1,635.69

Effective June 13, 2015

Attachment #4

IBEW 2% COLA - Operations & Maintenance Unit

CITY OF LOMPOC

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Apprentice Electrical Line Worker	040	1	PERS	BASE	4647.3763	4879.7451	5123.7323	5379.9190	5648.9149
Effective Jun-13-2015 2.000% IBEW	040	1	110	MO.	4,647	4,880	5,124	5,380	5,649
W/C EEO-CL OT STBY PROB JOB-FLAGS	040	1	112	HR.	26.812	28.152	29.560	31.038	32.590
7539 G 1 1 1 Q N	040	1	113	BW.	2,144.94	2,252.19	2,364.80	2,483.04	2,607.19
Apprentice Electrical Sub-Station Technician	042	1	PERS	BASE	4880.3034	5124.3186	5380.5345	5649.5612	5932.0393
Effective Jun-13-2015 2.000% IBEW	042	1	110	MO.	4,880	5,124	5,381	5,650	5,932
W/C EEO-CL OT STBY PROB JOB-FLAGS	042	1	112	HR.	28.156	29.563	31.042	32.594	34.223
7539 G 1 1 1 N	042	1	113	BW.	2,252.45	2,365.07	2,483.32	2,607.49	2,737.86
Building Maintenance Worker	105	1	PERS	BASE	2823.7367	2964.9235	3113.1697	3268.8282	3432.2696
Effective Jun-13-2015 2.000% IBEW	105	1	110	MO.	2,824	2,965	3,113	3,269	3,432
W/C EEO-CL OT STBY PROB JOB-FLAGS	105	1	112	HR.	16.291	17.105	17.961	18.859	19.802
9420 H 1 0 1	105	1	113	BW.	1,303.26	1,368.43	1,436.85	1,508.69	1,584.12
Buyer	113	1	PERS	BASE	3955.1933	4152.9530	4360.6006	4578.6307	4807.5622
Effective Jun-13-2015 2.000% IBEW	113	1	110	MO.	3,955	4,153	4,361	4,579	4,808
W/C EEO-CL OT STBY PROB JOB-FLAGS	113	1	112	HR.	22.818	23.959	25.157	26.415	27.736
8810 C 1 0 1 W	113	1	113	BW.	1,825.47	1,916.75	2,012.58	2,113.21	2,218.87
Buyer/Purchasing Assistant	114	1	PERS	BASE	3506.3304	3681.6469	3865.7293	4059.0157	4261.9665
Effective Jun-13-2015 2.000% IBEW	114	1	110	MO.	3,506	3,682	3,866	4,059	4,262
W/C EEO-CL OT STBY PROB JOB-FLAGS	114	1	112	HR.	20.229	21.240	22.302	23.417	24.588
8810 F 1 0 1	114	1	113	BW.	1,618.31	1,699.22	1,784.18	1,873.39	1,967.06
Buyer-WareHouser	115	1	PERS	BASE	3371.4714	3540.0450	3717.0473	3902.8996	4098.0446
Effective Jun-13-2015 2.000% IBEW	115	1	110	MO.	3,371	3,540	3,717	3,903	4,098
W/C EEO-CL OT STBY PROB JOB-FLAGS	115	1	112	HR.	19.451	20.423	21.445	22.517	23.643
9420 G 1 0 1 W	115	1	113	BW.	1,556.06	1,633.87	1,715.56	1,801.34	1,891.41
Custodian	190	1	PERS	BASE	2689.7853	2824.2746	2965.4883	3113.7628	3269.4509
Effective Jun-13-2015 2.000% IBEW	190	1	110	MO.	2,690	2,824	2,965	3,114	3,269
W/C EEO-CL OT STBY PROB JOB-FLAGS	190	1	112	HR.	15.518	16.294	17.109	17.964	18.862
9420 H 1 0 1	190	1	113	BW.	1,241.44	1,303.51	1,368.69	1,437.12	1,508.98
Customer Service Worker I	203	1	PERS	BASE	3113.1698	3268.8283	3432.2698	3603.8832	3784.0774
Effective Jun-13-2015 2.000% IBEW	203	1	110	MO.	3,113	3,269	3,432	3,604	3,784
W/C EEO-CL OT STBY PROB JOB-FLAGS	203	1	112	HR.	17.961	18.859	19.802	20.792	21.831
9420 G 1 0 1	203	1	113	BW.	1,436.85	1,508.69	1,584.12	1,663.33	1,746.50
Customer Service Worker II	204	1	PERS	BASE	3468.1805	3641.5895	3823.6690	4014.8525	4215.5951
Effective Jun-13-2015 2.000% IBEW	204	1	110	MO.	3,468	3,642	3,824	4,015	4,216
W/C EEO-CL OT STBY PROB JOB-FLAGS	204	1	112	HR.	20.009	21.009	22.060	23.163	24.321
9420 G 1 0 1	204	1	113	BW.	1,600.70	1,680.73	1,764.77	1,853.01	1,945.66
Customer Service Worker III	206	1	PERS	BASE	3736.9538	3923.8015	4119.9916	4325.9911	4542.2907
Effective Jun-13-2015 2.000% IBEW	206	1	110	MO.	3,737	3,924	4,120	4,326	4,542
W/C EEO-CL OT STBY PROB JOB-FLAGS	206	1	112	HR.	21.559	22.637	23.769	24.958	26.206
9420 G 1 1 1	206	1	113	BW.	1,724.75	1,810.99	1,901.53	1,996.61	2,096.44
Development Services Assistant I	212	1	PERS	BASE	2901.3683	3046.4367	3198.7585	3358.6965	3526.6313
Effective Jun-13-2015 2.000% IBEW	212	1	110	MO.	2,901	3,046	3,199	3,359	3,527
W/C EEO-CL OT STBY PROB JOB-FLAGS	212	1	112	HR.	16.739	17.576	18.454	19.377	20.346
8810 C 1 0 1	212	1	113	BW.	1,339.09	1,406.05	1,476.35	1,550.17	1,627.68
Development Services Assistant II	213	1	PERS	BASE	3137.6786	3294.5625	3459.2906	3632.2551	3813.8679
Effective Jun-13-2015 2.000% IBEW	213	1	110	MO.	3,138	3,295	3,459	3,632	3,814
W/C EEO-CL OT STBY PROB JOB-FLAGS	213	1	112	HR.	18.102	19.007	19.957	20.955	22.003
8810 C 1 0 1	213	1	113	BW.	1,448.16	1,520.57	1,596.60	1,676.43	1,760.25

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Electrical Meter Maintenance Technician	219	1	PERS	BASE	3276.1085	3439.9139	3611.9096	3792.5050	3982.1303
Effective Jun-13-2015 2.000% IBEW	219	1	110	MO.	3,276	3,440	3,612	3,793	3,982
W/C EEO-CL OT STBY PROB JOB-FLAGS	219	1	112	HR.	18.901	19.846	20.838	21.880	22.974
7539 G 1 0 1	219	1	113	BW.	1,512.05	1,587.65	1,667.04	1,750.39	1,837.91
Electrical Ground Support Worker	225	1	PERS	BASE	3793.0081	3982.6585	4181.7914	4390.8810	4610.4250
Effective Jun-13-2015 2.000% IBEW	225	1	110	MO.	3,793	3,983	4,182	4,391	4,610
W/C EEO-CL OT STBY PROB JOB-FLAGS	225	1	112	HR.	21.883	22.977	24.126	25.332	26.599
7539 G 1 0 1 N	225	1	113	BW.	1,750.62	1,838.15	1,930.06	2,026.56	2,127.89
Electrical Line Worker	230	1	PERS	BASE	5395.6150	5665.3957	5948.6655	6246.0988	6558.4037
Effective Jun-13-2015 2.000% IBEW	230	1	010	MO.	5,396	5,665	5,949	6,246	6,558
W/C EEO-CL OT STBY PROB JOB-FLAGS	230	1	112	HR.	31.129	32.685	34.319	36.035	37.837
7539 G 1 1 1 QN	230	1	113	BW.	2,490.28	2,614.80	2,745.54	2,882.81	3,026.96
12-kV Electrical Line Worker	231	1	PERS	BASE	5935.1764	6231.9352	6543.5320	6870.7086	7214.2440
Effective Jun-13-2015 2.000% IBEW	231	1	110	MO.	5,935	6,232	6,544	6,871	7,214
W/C EEO-CL OT STBY PROB JOB-FLAGS	231	1	112	HR.	34.241	35.953	37.751	39.639	41.621
7539 G 1 1 1 NQ	231	1	113	BW.	2,739.31	2,876.28	3,020.09	3,171.10	3,329.65
Electrical/Mechanical Trainee	232	1	PERS	BASE	3041.5271	3193.6035	3353.2836	3520.9478	3696.9952
Effective Jun-13-2015 2.000% IBEW	232	1	110	MO.	3,042	3,194	3,353	3,521	3,697
W/C EEO-CL OT STBY PROB JOB-FLAGS	232	1	112	HR.	17.547	18.425	19.346	20.313	21.329
9420 G 1 0 1	232	1	113	BW.	1,403.78	1,473.97	1,547.67	1,625.05	1,706.31
Electrical/Mechanical Tech I	233	1	PERS	BASE	4048.9415	4251.3886	4463.9580	4687.1559	4921.5137
Effective Jun-13-2015 2.000% IBEW	233	1	110	MO.	4,049	4,251	4,464	4,687	4,922
W/C EEO-CL OT STBY PROB JOB-FLAGS	233	1	112	HR.	23.359	24.527	25.754	27.041	28.393
9420 G 1 0 1 N	233	1	113	BW.	1,868.74	1,962.18	2,060.29	2,163.30	2,271.47
Electrical/Mechanical Tech II	234	1	PERS	BASE	4251.3118	4463.8774	4687.0713	4921.4249	5167.4961
Effective Jun-13-2015 2.000% IBEW	234	1	110	MO.	4,251	4,464	4,687	4,921	5,167
W/C EEO-CL OT STBY PROB JOB-FLAGS	234	1	112	HR.	24.527	25.753	27.041	28.393	29.812
9420 G 1 0 1 N	234	1	113	BW.	1,962.14	2,060.25	2,163.26	2,271.43	2,385.00
Electrical/Mechanical Tech III	236	1	PERS	BASE	4465.4526	4688.7252	4923.1615	5169.3195	5427.7855
Effective Jun-13-2015 2.000% IBEW	236	1	110	MO.	4,465	4,689	4,923	5,169	5,428
W/C EEO-CL OT STBY PROB JOB-FLAGS	236	1	112	HR.	25.762	27.050	28.403	29.823	31.314
9420 G 1 0 1 N	236	1	113	BW.	2,060.98	2,164.03	2,272.23	2,385.84	2,505.13
Electrical Substation Technician	246	1	PERS	BASE	5666.8317	5950.1733	6247.6820	6560.0661	6888.0694
Effective Jun-13-2015 2.000% IBEW	246	1	110	MO.	5,667	5,950	6,248	6,560	6,888
W/C EEO-CL OT STBY PROB JOB-FLAGS	246	1	112	HR.	32.693	34.328	36.044	37.847	39.739
7539 G 1 0 1	246	1	113	BW.	2,615.46	2,746.23	2,883.55	3,027.72	3,179.11
Equipment Mechanic	270	1	PERS	BASE	3504.4060	3679.6263	3863.6076	4056.7880	4259.6274
Effective Jun-13-2015 2.000% IBEW	270	1	110	MO.	3,504	3,680	3,864	4,057	4,260
W/C EEO-CL OT STBY PROB JOB-FLAGS	270	1	112	HR.	20.218	21.229	22.290	23.405	24.575
9420 G 1 0 1 N	270	1	113	BW.	1,617.42	1,698.29	1,783.20	1,872.36	1,965.98
Equipment Mechanic Trainee	272	1	PERS	BASE	2595.7904	2725.5800	2861.8590	3004.9519	3155.1995
Effective Jun-13-2015 2.000% IBEW	272	1	110	MO.	2,596	2,726	2,862	3,005	3,155
W/C EEO-CL OT STBY PROB JOB-FLAGS	272	1	112	HR.	14.976	15.724	16.511	17.336	18.203
9420 H 1 0 1 N	272	1	113	BW.	1,198.06	1,257.96	1,320.86	1,386.90	1,456.25
Equipment Operator	275	1	PERS	BASE	3276.1085	3439.9139	3611.9096	3792.5050	3982.1303
Effective Jun-13-2015 2.000% IBEW	275	1	110	MO.	3,276	3,440	3,612	3,793	3,982
W/C EEO-CL OT STBY PROB JOB-FLAGS	275	1	112	HR.	18.901	19.846	20.838	21.880	22.974
9420 G 1 0 1	275	1	113	BW.	1,512.05	1,587.65	1,667.04	1,750.39	1,837.91
Heavy Equipment Mechanic	315	1	PERS	BASE	3904.2661	4099.4795	4304.4534	4519.6761	4745.6599
Effective Jun-13-2015 2.000% IBEW	315	1	110	MO.	3,904	4,099	4,304	4,520	4,746
W/C EEO-CL OT STBY PROB JOB-FLAGS	315	1	112	HR.	22.525	23.651	24.833	26.075	27.379
9420 G 1 1 1 N	315	1	113	BW.	1,801.97	1,892.07	1,986.67	2,086.00	2,190.30

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TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Heavy Equipment Operator	320	1	PERS	BASE	3612.3885	3793.0079	3982.6583	4181.7912	4390.8808
Effective Jun-13-2015 2.000% IBEW	320	1	110	MO.	3,612	3,793	3,983	4,182	4,391
W/C EEO-CL OT STBY PROB JOB-FLAGS	320	1	112	HR.	20.841	21.883	22.977	24.126	25.332
9420 G 1 0 1 N	320	1	113	BW.	1,667.26	1,750.62	1,838.15	1,930.06	2,026.56
Household Hazardous Waste Technician	322	1	PERS	BASE	3577.5456	3756.4228	3944.2440	4141.4562	4348.5290
Effective Jun-13-2015 2.000% IBEW	322	1	110	MO.	3,578	3,756	3,944	4,141	4,349
W/C EEO-CL OT STBY PROB JOB-FLAGS	322	1	112	HR.	20.640	21.672	22.755	23.893	25.088
9410 C 1 0 1	322	1	113	BW.	1,651.17	1,733.73	1,820.42	1,911.44	2,007.01
With 5% Hazardous Waste Materials Certification	332	1	PERS	BASE	3756.4228	3944.2439	4141.4561	4348.5290	4565.9554
Effective Jun-13-2015	332	1	110	MO.	3,756	3,944	4,141	4,349	4,566
	332	1	112	HR.	21.672	22.755	23.893	25.088	26.342
	332	1	113	BW.	1,733.73	1,820.42	1,911.44	2,007.01	2,107.36
Instrumentation Technician	325	1	PERS	BASE	3797.5741	3987.4528	4186.8255	4396.1668	4615.9751
Effective Jun-13-2015 2.000% IBEW	325	1	110	MO.	3,798	3,987	4,187	4,396	4,616
W/C EEO-CL OT STBY PROB JOB-FLAGS	325	1	112	HR.	21.909	23.005	24.155	25.363	26.631
9420 C 1 0 1	325	1	113	BW.	1,752.73	1,840.36	1,932.38	2,029.00	2,130.45
Laboratory Technician Trainee	349	1	PERS	BASE	2783.4798	2922.6538	3068.7865	3222.2258	3383.3371
Effective Jun-13-2015 2.000% IBEW	349	1	110	MO.	2,783	2,923	3,069	3,222	3,383
W/C EEO-CL OT STBY PROB JOB-FLAGS	349	1	112	HR.	16.059	16.861	17.705	18.590	19.519
9420 C 1 1 1	349	1	113	BW.	1,284.68	1,348.92	1,416.36	1,487.18	1,561.54
Laboratory Technician I	351	1	PERS	BASE	3607.4747	3787.8485	3977.2409	4176.1030	4384.9081
Effective Jun-13-2015 2.000% IBEW	351	1	110	MO.	3,607	3,788	3,977	4,176	4,385
W/C EEO-CL OT STBY PROB JOB-FLAGS	351	1	112	HR.	20.812	21.853	22.946	24.093	25.298
9420 C 1 1 1	351	1	113	BW.	1,664.99	1,748.24	1,835.65	1,927.43	2,023.80
Laboratory Technician II	352	1	PERS	BASE	3787.6283	3977.0097	4175.8602	4384.6532	4603.8859
Effective Jun-13-2015 2.000% IBEW	352	1	110	MO.	3,788	3,977	4,176	4,385	4,604
W/C EEO-CL OT STBY PROB JOB-FLAGS	352	1	112	HR.	21.852	22.944	24.092	25.296	26.561
9420 C 1 1 1	352	1	113	BW.	1,748.14	1,835.54	1,927.32	2,023.69	2,124.87
Landfill Attendant	355	1	PERS	BASE	3115.4971	3271.2720	3434.8356	3606.5773	3786.9062
Effective Jun-13-2015 2.000% IBEW	355	1	110	MO.	3,115	3,271	3,435	3,607	3,787
W/C EEO-CL OT STBY PROB JOB-FLAGS	355	1	112	HR.	17.974	18.873	19.816	20.807	21.848
9420 H 1 0 1	355	1	113	BW.	1,437.92	1,509.82	1,585.31	1,664.57	1,747.80
Landfill Coordinator	357	1	PERS	BASE	3115.4971	3271.2720	3434.8356	3606.5773	3786.9062
Effective Jun-13-2015 2.000% IBEW	357	1	110	MO.	3,115	3,271	3,435	3,607	3,787
W/C EEO-CL OT STBY PROB JOB-FLAGS	357	1	112	HR.	17.974	18.873	19.816	20.807	21.848
9420 H 1 0 1 N	357	1	113	BW.	1,437.92	1,509.82	1,585.31	1,664.57	1,747.80
Lead Custodian	365	1	PERS	BASE	3148.3492	3305.7666	3471.0550	3644.6077	3826.8381
Effective Jun-13-2015 2.000% IBEW	365	1	110	MO.	3,148	3,306	3,471	3,645	3,827
W/C EEO-CL OT STBY PROB JOB-FLAGS	365	1	112	HR.	18.164	19.072	20.025	21.027	22.078
9420 H 1 0 1	365	1	113	BW.	1,453.08	1,525.74	1,602.03	1,682.13	1,766.23
Lead Customer Service Worker	367	1	PERS	BASE	3389.5274	3559.0037	3736.9539	3923.8016	4119.9917
Effective Jun-13-2015 2.000% IBEW	367	1	110	MO.	3,390	3,559	3,737	3,924	4,120
W/C EEO-CL OT STBY PROB JOB-FLAGS	367	1	112	HR.	19.555	20.533	21.559	22.637	23.769
9420 G 1 0 1	367	1	113	BW.	1,564.40	1,642.62	1,724.75	1,810.99	1,901.53
Lead Electrical Line Worker	370	1	PERS	BASE	5816.6786	6107.5125	6412.8882	6733.5326	7070.2092
Effective Jun-13-2015 2.000% IBEW	370	1	110	MO.	5,817	6,108	6,413	6,734	7,070
W/C EEO-CL OT STBY PROB JOB-FLAGS	370	1	112	HR.	33.558	35.236	36.997	38.847	40.790
7539 G 1 1 1 QN	370	1	113	BW.	2,684.62	2,818.85	2,959.79	3,107.78	3,263.17
12-kV Lead Electrical Line Worker	371	1	PERS	BASE	6398.3464	6718.2637	7054.1769	7406.8857	7777.2300
Effective Jun-13-2015 2.000% IBEW	371	1	110	MO.	6,398	6,718	7,054	7,407	7,777
W/C EEO-CL OT STBY PROB JOB-FLAGS	371	1	112	HR.	36.914	38.759	40.697	42.732	44.869
7539 G 1 1 1 NQ	371	1	113	BW.	2,953.08	3,100.74	3,255.77	3,418.56	3,589.49

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Lead Electrical Substation Tech	373	1	PERS	BASE	5960.3835	6258.4027	6571.3228	6899.8890	7244.8834
Effective Jun-13-2015 2.000% IBEW	373	1	110	MO.	5,960	6,258	6,571	6,900	7,245
W/C EEO-CL OT STBY PROB JOB-FLAGS	373	1	112	HR.	34.387	36.106	37.911	39.807	41.797
7539 G 1 1 1 NQ	373	1	113	BW.	2,750.95	2,888.49	3,032.92	3,184.56	3,343.79
Lead Equipment Mechanic	375	1	PERS	BASE	4093.5059	4298.1812	4513.0902	4738.7448	4975.6820
Effective Jun-13-2015 2.000% IBEW	375	1	110	MO.	4,094	4,298	4,513	4,739	4,976
W/C EEO-CL OT STBY PROB JOB-FLAGS	375	1	112	HR.	23.616	24.797	26.037	27.339	28.706
9420 G 1 1 1 N	375	1	113	BW.	1,889.31	1,983.78	2,082.96	2,187.11	2,296.47
Lead Facilities Maintenance Worker	380	1	PERS	BASE	3440.3701	3612.3886	3793.0080	3982.6584	4181.7913
Effective Jun-13-2015 2.000% IBEW	380	1	110	MO.	3,440	3,612	3,793	3,983	4,182
W/C EEO-CL OT STBY PROB JOB-FLAGS	380	1	112	HR.	19.848	20.841	21.883	22.977	24.126
9420 G 1 0 1 N	380	1	113	BW.	1,587.86	1,667.26	1,750.62	1,838.15	1,930.06
Lead Landfill Operator	383	1	PERS	BASE	3868.1154	4061.5211	4264.5972	4477.8270	4701.7184
Effective Jun-13-2015 2.000% IBEW	383	1	110	MO.	3,868	4,062	4,265	4,478	4,702
W/C EEO-CL OT STBY PROB JOB-FLAGS	383	1	112	HR.	22.316	23.432	24.603	25.834	27.125
9420 G 1 0 1	383	1	113	BW.	1,785.28	1,874.55	1,968.28	2,066.69	2,170.02
Lead Park Maintenance Worker	390	1	PERS	BASE	3440.3701	3612.3886	3793.0080	3982.6584	4181.7913
Effective Jun-13-2015 2.000% IBEW	390	1	110	MO.	3,440	3,612	3,793	3,983	4,182
W/C EEO-CL OT STBY PROB JOB-FLAGS	390	1	112	HR.	19.848	20.841	21.883	22.977	24.126
9420 G 1 0 1 N	390	1	113	BW.	1,587.86	1,667.26	1,750.62	1,838.15	1,930.06
Lead Sanitation Worker	392	1	PERS	BASE	3612.3886	3793.0080	3982.6584	4181.7913	4390.8809
Effective Jun-13-2015 2.000% IBEW	392	1	110	MO.	3,612	3,793	3,983	4,182	4,391
W/C EEO-CL OT STBY PROB JOB-FLAGS	392	1	112	HR.	20.841	21.883	22.977	24.126	25.332
9420 H 1 0 1 N	392	1	113	BW.	1,667.26	1,750.62	1,838.15	1,930.06	2,026.56
Lead Sign And Paint Worker	393	1	PERS	BASE	3704.0857	3889.2900	4083.7545	4287.9422	4502.3393
Effective Jun-13-2015 2.000% IBEW	393	1	110	MO.	3,704	3,889	4,084	4,288	4,502
W/C EEO-CL OT STBY PROB JOB-FLAGS	393	1	112	HR.	21.370	22.438	23.560	24.738	25.975
9420 G 1 0 1 N3	393	1	113	BW.	1,709.58	1,795.06	1,884.81	1,979.05	2,078.00
Lead Street Maintenance Worker	394	1	PERS	BASE	3704.0857	3889.2900	4083.7545	4287.9422	4502.3393
Effective Jun-13-2015 2.000% IBEW	394	1	110	MO.	3,704	3,889	4,084	4,288	4,502
W/C EEO-CL OT STBY PROB JOB-FLAGS	394	1	112	HR.	21.370	22.438	23.560	24.738	25.975
9420 H 1 0 1	394	1	113	BW.	1,709.58	1,795.06	1,884.81	1,979.05	2,078.00
Lead Tree Trimmer	396	1	PERS	BASE	3543.5812	3720.7603	3906.7983	4102.1382	4307.2451
Effective Jun-13-2015 2.000% IBEW	396	1	110	MO.	3,544	3,721	3,907	4,102	4,307
W/C EEO-CL OT STBY PROB JOB-FLAGS	396	1	112	HR.	20.444	21.466	22.539	23.666	24.849
9421 G 1 0 1 N	396	1	113	BW.	1,635.50	1,717.27	1,803.14	1,893.29	1,987.96
Lead Water Plant Technician	398	1	PERS	BASE	4549.3634	4776.8316	5015.6732	5266.4569	5529.7797
Effective Jun-13-2015 2.000% IBEW	398	1	110	MO.	4,549	4,777	5,016	5,266	5,530
W/C EEO-CL OT STBY PROB JOB-FLAGS	398	1	112	HR.	26.246	27.559	28.937	30.383	31.903
9420 G 1 1 1	398	1	113	BW.	2,099.71	2,204.69	2,314.93	2,430.67	2,552.21
Lead Water Distribution Operator	401	1	PERS	BASE	4134.4533	4341.1759	4558.2347	4786.1465	5025.4538
Effective Jun-13-2015 2.000% IBEW	401	1	110	MO.	4,134	4,341	4,558	4,786	5,025
W/C EEO-CL OT STBY PROB JOB-FLAGS	401	1	112	HR.	23.853	25.045	26.298	27.612	28.993
9420 G 1 1 1	401	1	113	BW.	1,908.21	2,003.62	2,103.80	2,208.99	2,319.44
Maintenance Worker	460	1	PERS	BASE	2823.7367	2964.9235	3113.1697	3268.8282	3432.2696
Effective Jun-13-2015 2.000% IBEW	460	1	110	MO.	2,824	2,965	3,113	3,269	3,432
W/C EEO-CL OT STBY PROB JOB-FLAGS	460	1	112	HR.	16.291	17.105	17.961	18.859	19.802
9420 H 1 1 1 N	460	1	113	BW.	1,303.26	1,368.43	1,436.85	1,508.69	1,584.12
Maintenance Worker Trainee	465	1	PERS	BASE	2259.0200	2371.9710	2490.5695	2615.0980	2745.8529
Effective Jun-13-2015 2.000% IBEW	465	1	110	MO.	2,259	2,372	2,491	2,615	2,746
W/C EEO-CL OT STBY PROB JOB-FLAGS	465	1	112	HR.	13.033	13.684	14.369	15.087	15.841
9420 H 1 0 1 N	465	1	113	BW.	1,042.62	1,094.76	1,149.49	1,206.97	1,267.32

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Parks Maintenance Specialist	494	1	PERS	BASE	3264.3756	3427.5944	3598.9741	3778.9229	3967.8690
Effective Jun-13-2015 2.000% IBEW	494	1	110	MO.	3,264	3,428	3,599	3,779	3,968
W/C EEO-CL OT STBY PROB JOB-FLAGS	494	1	112	HR.	18.833	19.775	20.763	21.801	22.892
9420 H 1 0 1 N	494	1	113	BW.	1,506.63	1,581.97	1,661.06	1,744.12	1,831.32
Park Maintenance Worker	500	1	PERS	BASE	2823.7367	2964.9235	3113.1697	3268.8282	3432.2696
Effective Jun-13-2015 2.000% IBEW	500	1	110	MO.	2,824	2,965	3,113	3,269	3,432
W/C EEO-CL OT STBY PROB JOB-FLAGS	500	1	112	HR.	16.291	17.105	17.961	18.859	19.802
9420 H 1 0 1 N	500	1	113	BW.	1,303.26	1,368.43	1,436.85	1,508.69	1,584.12
Park Ranger	502	1	PERS	BASE	3038.7635	3190.7017	3350.2367	3517.7486	3693.6360
Effective Jun-13-2015 2.000% IBEW	502	1	110	MO.	3,039	3,191	3,350	3,518	3,694
W/C EEO-CL OT STBY PROB JOB-FLAGS	502	1	112	HR.	17.531	18.408	19.328	20.295	21.309
9420 H 1 0 1	502	1	113	BW.	1,402.51	1,472.63	1,546.26	1,623.58	1,704.76
Radio Repair Technician I	591	1	PERS	BASE	3450.5440	3623.0712	3804.2248	3994.4360	4194.1578
Effective Jun-13-2015 2.000% IBEW	591	1	110	MO.	3,451	3,623	3,804	3,994	4,194
W/C EEO-CL OT STBY PROB JOB-FLAGS	591	1	112	HR.	19.907	20.902	21.947	23.045	24.197
9410 C 1 0 1	591	1	113	BW.	1,592.56	1,672.19	1,755.80	1,843.59	1,935.77
Radio Repair Technician II	592	1	PERS	BASE	3796.1927	3986.0023	4185.3024	4394.5675	4614.2959
Effective Jun-13-2015 2.000% IBEW	592	1	110	MO.	3,796	3,986	4,185	4,395	4,614
W/C EEO-CL OT STBY PROB JOB-FLAGS	592	1	112	HR.	21.901	22.996	24.146	25.353	26.621
9410 C 1 0 1	592	1	113	BW.	1,752.09	1,839.69	1,931.68	2,028.26	2,129.68
Radio Repair Technician III	593	1	PERS	BASE	4175.5147	4384.2904	4603.5049	4833.6802	5075.3642
Effective Jun-13-2015 2.000% IBEW	593	1	110	MO.	4,176	4,384	4,604	4,834	5,075
W/C EEO-CL OT STBY PROB JOB-FLAGS	593	1	112	HR.	24.090	25.294	26.559	27.887	29.281
9410 C 1 0 1	593	1	113	BW.	1,927.16	2,023.52	2,124.69	2,230.93	2,342.48
Recreation Facilities Maintenance Worker	603	1	PERS	BASE	3117.0615	3272.9145	3436.5603	3608.3883	3788.8077
Effective Jun-13-2015 2.000% IBEW	603	1	110	MO.	3,117	3,273	3,437	3,608	3,789
W/C EEO-CL OT STBY PROB JOB-FLAGS	603	1	112	HR.	17.983	18.882	19.826	20.818	21.859
9420 C 1 0 1	603	1	113	BW.	1,438.64	1,510.58	1,586.10	1,665.41	1,748.68
Sanitation Worker	635	1	PERS	BASE	2964.9236	3113.1698	3268.8283	3432.2697	3603.8832
Effective Jun-13-2015 2.000% IBEW	635	1	110	MO.	2,965	3,113	3,269	3,432	3,604
W/C EEO-CL OT STBY PROB JOB-FLAGS	635	1	112	HR.	17.105	17.961	18.859	19.802	20.792
9420 H 1 0 1 N	635	1	113	BW.	1,368.43	1,436.85	1,508.69	1,584.12	1,663.33
Senior Building Maintenance Worker	655	1	PERS	BASE	3117.0615	3272.9145	3436.5603	3608.3883	3788.8077
Effective Jun-13-2015 2.000% IBEW	655	1	110	MO.	3,117	3,273	3,437	3,608	3,789
W/C EEO-CL OT STBY PROB JOB-FLAGS	655	1	112	HR.	17.983	18.882	19.826	20.818	21.859
9420 H 1 0 1	655	1	113	BW.	1,438.64	1,510.58	1,586.10	1,665.41	1,748.68
Senior Custodian	663	1	PERS	BASE	2823.9327	2965.1293	3113.3858	3269.0550	3432.5078
Effective Jun-13-2015 2.000% IBEW	663	1	110	MO.	2,824	2,965	3,113	3,269	3,433
W/C EEO-CL OT STBY PROB JOB-FLAGS	663	1	112	HR.	16.292	17.107	17.962	18.860	19.803
9420 H 1 0 1	663	1	113	BW.	1,303.35	1,368.52	1,436.95	1,508.79	1,584.23
Senior Electric Meter Maintenance Technician	664	1	PERS	BASE	3440.3701	3612.3886	3793.0080	3982.6584	4181.7913
Effective Jun-13-2015 2.000% IBEW	664	1	110	MO.	3,440	3,612	3,793	3,983	4,182
W/C EEO-CL OT STBY PROB JOB-FLAGS	664	1	112	HR.	19.848	20.841	21.883	22.977	24.126
7539 G 1 0 1	664	1	113	BW.	1,587.86	1,667.26	1,750.62	1,838.15	1,930.06
Senior Maintenance Worker	670	1	PERS	BASE	3117.0615	3272.9145	3436.5603	3608.3883	3788.8077
Effective Jun-13-2015 2.000% IBEW	670	1	110	MO.	3,117	3,273	3,437	3,608	3,789
W/C EEO-CL OT STBY PROB JOB-FLAGS	670	1	112	HR.	17.983	18.882	19.826	20.818	21.859
9420 H 1 1 1 N	670	1	113	BW.	1,438.64	1,510.58	1,586.10	1,665.41	1,748.68
Senior Recreation Facilities Maintenance Worker	675	1	PERS	BASE	3272.9146	3436.5604	3608.3884	3788.8078	3978.2482
Effective Jun-13-2015 2.000% IBEW	675	1	110	MO.	3,273	3,437	3,608	3,789	3,978
W/C EEO-CL OT STBY PROB JOB-FLAGS	675	1	112	HR.	18.882	19.826	20.818	21.859	22.951
9420 H 1 0 1	675	1	113	BW.	1,510.58	1,586.10	1,665.41	1,748.68	1,836.11

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Senior Parks Maintenance Worker	680	1	PERS	BASE	3117.0615	3272.9145	3436.5603	3608.3883	3788.8077
Effective Jun-13-2015 2.000% IBEW	680	1	110	MO.	3,117	3,273	3,437	3,608	3,789
W/C EEO-CL OT STBY PROB JOB-FLAGS	680	1	112	HR.	17.983	18.882	19.826	20.818	21.859
9420 H 1 0 1 N	680	1	113	BW.	1,438.64	1,510.58	1,586.10	1,665.41	1,748.68
Senior Sanitation Worker	685	1	PERS	BASE	3272.9146	3436.5604	3608.3884	3788.8078	3978.2482
Effective Jun-13-2015 2.000% IBEW	685	1	110	MO.	3,273	3,437	3,608	3,789	3,978
W/C EEO-CL OT STBY PROB JOB-FLAGS	685	1	112	HR.	18.882	19.826	20.818	21.859	22.951
9420 H 1 0 1 N	685	1	113	BW.	1,510.58	1,586.10	1,665.41	1,748.68	1,836.11
Senior Tree Trimmer	695	1	PERS	BASE	3374.3916	3543.1112	3720.2668	3906.2801	4101.5941
Effective Jun-13-2015 2.000% IBEW	695	1	110	MO.	3,374	3,543	3,720	3,906	4,102
W/C EEO-CL OT STBY PROB JOB-FLAGS	695	1	112	HR.	19.468	20.441	21.463	22.536	23.663
9421 H 1 0 1 N	695	1	113	BW.	1,557.41	1,635.28	1,717.05	1,802.90	1,893.04
Senior Wastewater Collection Worker	704	1	PERS	BASE	3746.5219	3933.8480	4130.5404	4337.0674	4553.9208
Effective Jun-13-2015 2.000% IBEW	704	1	110	MO.	3,747	3,934	4,131	4,337	4,554
W/C EEO-CL OT STBY PROB JOB-FLAGS	704	1	112	HR.	21.615	22.695	23.830	25.022	26.273
9420 H 1 1 1 N	704	1	113	BW.	1,729.16	1,815.62	1,906.40	2,001.72	2,101.81
Senior Wastewater Plant Operator	706	1	PERS	BASE	4225.2491	4436.5116	4658.3371	4891.2540	5135.8167
Effective Jun-13-2015 2.000% IBEW	706	1	110	MO.	4,225	4,437	4,658	4,891	5,136
W/C EEO-CL OT STBY PROB JOB-FLAGS	706	1	112	HR.	24.376	25.595	26.875	28.219	29.630
9420 G 1 0 1	706	1	113	BW.	1,950.11	2,047.62	2,150.00	2,257.50	2,370.38
			1						
Senior Water Meter Maintenance Technician	708	1	PERS	BASE	3746.5219	3933.8480	4130.5404	4337.0674	4553.9208
Effective Jun-13-2015 2.000% IBEW	708	1	110	MO.	3,747	3,934	4,131	4,337	4,554
W/C EEO-CL OT STBY PROB JOB-FLAGS	708	1	112	HR.	21.615	22.695	23.830	25.022	26.273
9420 G 1 0 1	708	1	113	BW.	1,729.16	1,815.62	1,906.40	2,001.72	2,101.81
Senior Water Distribution Operator	709	1	PERS	BASE	3746.5219	3933.8480	4130.5404	4337.0674	4553.9208
Effective Jun-13-2015 2.000% IBEW	709	1	110	MO.	3,747	3,934	4,131	4,337	4,554
W/C EEO-CL OT STBY PROB JOB-FLAGS	709	1	112	HR.	21.615	22.695	23.830	25.022	26.273
9420 H 1 1 1	709	1	113	BW.	1,729.16	1,815.62	1,906.40	2,001.72	2,101.81
Senior Water Plant Operator	716	1	PERS	BASE	4225.2491	4436.5116	4658.3371	4891.2540	5135.8167
Effective Jun-13-2015 2.000% IBEW	716	1	110	MO.	4,225	4,437	4,658	4,891	5,136
W/C EEO-CL OT STBY PROB JOB-FLAGS	716	1	112	HR.	24.376	25.595	26.875	28.219	29.630
9420 G 1 1 1	716	1	113	BW.	1,950.11	2,047.62	2,150.00	2,257.50	2,370.38
Senior Water Plant Technician	718	1	PERS	BASE	4251.1107	4463.6662	4686.8495	4921.1920	5167.2516
Effective Jun-13-2015 2.000% IBEW	718	1	110	MO.	4,251	4,464	4,687	4,921	5,167
W/C EEO-CL OT STBY PROB JOB-FLAGS	718	1	112	HR.	24.526	25.752	27.040	28.391	29.811
9420 G 1 1 1	718	1	113	BW.	1,962.05	2,060.15	2,163.16	2,271.32	2,384.89
Tree Trimmer	755	1	PERS	BASE	3210.5732	3371.1019	3539.6570	3716.6398	3902.4718
Effective Jun-13-2015 2.000% IBEW	755	1	110	MO.	3,211	3,371	3,540	3,717	3,902
W/C EEO-CL OT STBY PROB JOB-FLAGS	755	1	112	HR.	18.523	19.449	20.421	21.442	22.514
9421 H 1 0 1	755	1	123	BW.	1,481.80	1,555.89	1,633.69	1,715.37	1,801.14
			1						
Warehouser	778	1	PERS	BASE	2720.7896	2856.8291	2999.6706	3149.6541	3307.1368
Effective Jun-13-2015 2.000% IBEW	778	1	110	MO.	2,721	2,857	3,000	3,150	3,307
W/C EEO-CL OT STBY PROB JOB-FLAGS	778	1	112	HR.	15.697	16.482	17.306	18.171	19.080
9420 H 1 0 1	778	1	113	BW.	1,255.75	1,318.54	1,384.46	1,453.69	1,526.37
Wastewater Collection Worker	783	1	PERS	BASE	3392.9076	3562.5530	3740.6806	3927.7147	4124.1004
Effective Jun-13-2015 2.000% IBEW	783	1	110	MO.	3,393	3,563	3,741	3,928	4,124
W/C EEO-CL OT STBY PROB JOB-FLAGS	783	1	112	HR.	19.574	20.553	21.581	22.660	23.793
9420 H 1 1 1 N	783	1	113	BW.	1,565.96	1,644.26	1,726.47	1,812.79	1,903.43
Wastewater Plant Operator (In Training)	784	1	PERS	BASE	3103.2187	3258.3796	3421.2986	3592.3635	3771.9817
Effective Jun-13-2015 2.000% IBEW	784	1	110	MO.	3,103	3,258	3,421	3,592	3,772
W/C EEO-CL OT STBY PROB JOB-FLAGS	784	1	112	HR.	17.903	18.798	19.738	20.725	21.761
9420 G 1 1 1	784	1	113	BW.	1,432.25	1,503.87	1,579.06	1,658.01	1,740.91

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Wastewater Plant Operator I	791	1	PERS	BASE	3832.0339	4023.6355	4224.8173	4436.0582	4657.8611
Effective Jun-13-2015 2.000% IBEW	791	1	110	MO.	3,832	4,024	4,225	4,436	4,658
W/C EEO-CL OT STBY PROB JOB-FLAGS	791	1	112	HR.	22.108	23.213	24.374	25.593	26.872
9420 G 1 1 1	791	1	113	BW.	1,768.63	1,857.06	1,949.92	2,047.41	2,149.78
Wastewater Plant Operator II	792	1	PERS	BASE	4023.5630	4224.7412	4435.9782	4657.7771	4890.6660
Effective Jun-13-2015 2.000% IBEW	792	1	110	MO.	4,024	4,225	4,436	4,658	4,891
W/C EEO-CL OT STBY PROB JOB-FLAGS	792	1	112	HR.	23.213	24.374	25.592	26.872	28.215
9420 G 1 1 1 3	792	1	113	BW.	1,857.03	1,949.88	2,047.37	2,149.74	2,257.23
Wastewater Plant Operator III	793	1	PERS	BASE	4425.9194	4647.2154	4879.5761	5123.5550	5379.7327
Effective Jun-13-2015 2.000% IBEW	793	1	110	MO.	4,426	4,647	4,880	5,124	5,380
W/C EEO-CL OT STBY PROB JOB-FLAGS	793	1	112	HR.	25.534	26.811	28.151	29.559	31.037
9420 G 1 1 1	793	1	113	BW.	2,042.73	2,144.87	2,252.11	2,364.72	2,482.95
Water Distribution Operator	801	1	PERS	BASE	3392.9076	3562.5530	3740.6806	3927.7147	4124.1004
Effective Jun-13-2015 2.000% IBEW	801	1	110	MO.	3,393	3,563	3,741	3,928	4,124
W/C EEO-CL OT STBY PROB JOB-FLAGS	801	1	112	HR.	19.574	20.553	21.581	22.660	23.793
9420 H 1 1 1	801	1	113	BW.	1,565.96	1,644.26	1,726.47	1,812.79	1,903.43
Water Meter Maintenance Technician	803	1	PERS	BASE	3392.9076	3562.5530	3740.6806	3927.7147	4124.1004
Effective Jun-13-2015 2.000% IBEW	803	1	110	MO.	3,393	3,563	3,741	3,928	4,124
W/C EEO-CL OT STBY PROB JOB-FLAGS	803	1	112	HR.	19.574	20.553	21.581	22.660	23.793
9420 G 1 0 1	803	1	113	BW.	1,565.96	1,644.26	1,726.47	1,812.79	1,903.43
Water Plant Operator (In Training)	804	1	PERS	BASE	3103.2187	3258.3796	3421.2986	3592.3635	3771.9817
Effective Jun-13-2015 2.000% IBEW	804	1	110	MO.	3,103	3,258	3,421	3,592	3,772
W/C EEO-CL OT STBY PROB JOB-FLAGS	804	1	112	HR.	17.903	18.798	19.738	20.725	21.761
9420 G 1 0 1	804	1	113	BW.	1,432.25	1,503.87	1,579.06	1,658.01	1,740.91
Water Plant Technician	808	1	PERS	BASE	4048.6769	4251.1108	4463.6663	4686.8496	4921.1921
Effective Jun-13-2015 2.000% IBEW	808	1	110	MO.	4,049	4,251	4,464	4,687	4,921
W/C EEO-CL OT STBY PROB JOB-FLAGS	808	1	112	HR.	23.358	24.526	25.752	27.040	28.391
9420 G 1 1 1	808	1	113	BW.	1,868.62	1,962.05	2,060.15	2,163.16	2,271.32
Water Plant Operator I	811	1	PERS	BASE	3832.0339	4023.6355	4224.8173	4436.0582	4657.8611
Effective Jun-13-2015 2.000% IBEW	811	1	110	MO.	3,832	4,024	4,225	4,436	4,658
W/C EEO-CL OT STBY PROB JOB-FLAGS	811	1	112	HR.	22.108	23.213	24.374	25.593	26.872
9420 G 1 1 1	811	1	113	BW.	1,768.63	1,857.06	1,949.92	2,047.41	2,149.78
Water Plant Operator II	812	1	PERS	BASE	4023.5630	4224.7412	4435.9782	4657.7771	4890.6660
Effective Jun-13-2015 2.000% IBEW	812	1	110	MO.	4,024	4,225	4,436	4,658	4,891
W/C EEO-CL OT STBY PROB JOB-FLAGS	812	1	112	HR.	23.213	24.374	25.592	26.872	28.215
9420 G 1 1 1	812	1	113	BW.	1,857.03	1,949.88	2,047.37	2,149.74	2,257.23
Water Resources Protection Technician	820	1	PERS	BASE	4053.0298	4255.6812	4468.4653	4691.8886	4926.4830
Effective Jun-13-2015 2.000% IBEW	820	1	110	MO.	4,053	4,256	4,468	4,692	4,926
W/C EEO-CL OT STBY PROB JOB-FLAGS	820	1	112	HR.	23.383	24.552	25.780	27.069	28.422
9420 C 1 0 1	820	1	113	BW.	1,870.63	1,964.16	2,062.37	2,165.49	2,273.76

Effective June 13, 2015
IBEW 2% COLA - Clerical Unit

Attachment #5

CITY OF LOMPOC

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Account Clerk	005	3	PERS	BASE	2474.8765	2598.6204	2728.5514	2864.9790	3008.2279
Effective Jun-13-2015 2.000% IBEW	005	3	110	MO.	2,475	2,599	2,729	2,865	3,008
W/C EEO-CL OT STBY PROB JOB-FLAGS	005	3	112	HR.	14.278	14.992	15.742	16.529	17.355
8810 F 1 0 1	005	3	113	BW.	1,142.25	1,199.36	1,259.33	1,322.30	1,388.41
Accounting Technician	020	3	PERS	BASE	3387.8974	3557.2923	3735.1569	3921.9148	4118.0105
Effective Jun-13-2015 2.000% IBEW	020	3	110	MO.	3,388	3,557	3,735	3,922	4,118
W/C EEO-CL OT STBY PROB JOB-FLAGS	020	3	112	HR.	19.546	20.523	21.549	22.626	23.758
8810 C 1 0 1	020	3	113	BW.	1,563.64	1,641.83	1,723.92	1,810.11	1,900.62
Collection Accounts Coordinator	163	3	PERS	BASE	3157.6344	3315.5161	3481.2919	3655.3565	3838.1243
Effective Jun-13-2015 2.000% IBEW	163	3	110	MO.	3,158	3,316	3,481	3,655	3,838
W/C EEO-CL OT STBY PROB JOB-FLAGS	163	3	112	HR.	18.217	19.128	20.084	21.089	22.143
8810 F 1 0 1	163	3	123	BW.	1,457.37	1,530.24	1,606.75	1,687.09	1,771.44
GIS Assistant	317	3	PERS	BASE	2922.3291	3068.4456	3221.8678	3382.9612	3552.1093
Effective Jun-13-2015 2.000% IBEW	317	3	110	MO.	2,922	3,068	3,222	3,383	3,552
W/C EEO-CL OT STBY PROB JOB-FLAGS	317	3	112	HR.	16.860	17.703	18.588	19.517	20.493
8810 C 1 0 1	317	3	113	BW.	1,348.77	1,416.21	1,487.02	1,561.37	1,639.44
Intermediate Account Clerk	330	3	PERS	BASE	2717.1623	2853.0204	2995.6714	3145.4550	3302.7277
Effective Jun-13-2015 2.000% IBEW	330	3	110	MO.	2,717	2,853	2,996	3,145	3,303
W/C EEO-CL OT STBY PROB JOB-FLAGS	330	3	112	HR.	15.676	16.460	17.283	18.147	19.054
8810 F 1 0 1	330	3	113	BW.	1,254.07	1,316.78	1,382.62	1,451.75	1,524.34
Intermediate Treasury Clerk	333	3	PERS	BASE	2717.1623	2853.0204	2995.6714	3145.4550	3302.7277
Effective Jun-13-2015 2.000% IBEW	333	3	110	MO.	2,717	2,853	2,996	3,145	3,303
W/C EEO-CL OT STBY PROB JOB-FLAGS	333	3	112	HR.	15.676	16.460	17.283	18.147	19.054
8810 F 1 0 1	333	3	113	BW.	1,254.07	1,316.78	1,382.62	1,451.75	1,524.34
Office Staff Assistant I	486	3	PERS	BASE	2512.3175	2637.9334	2769.8300	2908.3215	3053.7376
Effective Jun-13-2015 2.000% IBEW	486	3	110	MO.	2,512	2,638	2,770	2,908	3,054
W/C EEO-CL OT STBY PROB JOB-FLAGS	486	3	112	HR.	14.494	15.219	15.980	16.779	17.618
8810 F 1 0 1	486	3	113	BW.	1,159.53	1,217.51	1,278.38	1,342.30	1,409.42
Office Staff Assistant II	487	3	PERS	BASE	2763.1425	2901.2996	3046.3646	3198.6829	3358.6170
Effective Jun-13-2015 2.000% IBEW	487	3	110	MO.	2,763	2,901	3,046	3,199	3,359
W/C EEO-CL OT STBY PROB JOB-FLAGS	487	3	112	HR.	15.941	16.738	17.575	18.454	19.377
8810 F 1 0 1	487	3	113	BW.	1,275.30	1,339.06	1,406.01	1,476.32	1,550.13
Office Staff Assistant III	488	3	PERS	BASE	2901.4354	3046.5072	3198.8326	3358.7742	3526.7129
Effective Jun-13-2015 2.000% IBEW	488	3	110	MO.	2,901	3,047	3,199	3,359	3,527
W/C EEO-CL OT STBY PROB JOB-FLAGS	488	3	112	HR.	16.739	17.576	18.455	19.378	20.346
8810 F 1 0 1	488	3	113	BW.	1,339.12	1,406.08	1,476.38	1,550.20	1,627.71
Office Staff Assistant IV	489	3	PERS	BASE	3198.8323	3358.7740	3526.7127	3703.0483	3888.2007
Effective Jun-13-2015 2.000% IBEW	489	3	110	MO.	3,199	3,359	3,527	3,703	3,888
W/C EEO-CL OT STBY PROB JOB-FLAGS	489	3	112	HR.	18.455	19.378	20.346	21.364	22.432
8810 F 1 0 1	489	3	113	BW.	1,476.38	1,550.20	1,627.71	1,709.10	1,794.55
Payroll Technician	492	3	PERS	BASE	3388.2737	3557.6874	3735.5718	3922.3504	4118.4679
Effective Jun-13-2015 2.000% IBEW	492	3	110	MO.	3,388	3,558	3,736	3,922	4,118
W/C EEO-CL OT STBY PROB JOB-FLAGS	492	3	112	HR.	19.548	20.525	21.551	22.629	23.760
8810 C 1 0 1	492	3	113	BW.	1,563.82	1,642.01	1,724.11	1,810.32	1,900.83
Police Records Technician I	568	3	PERS	BASE	2832.2211	2973.8322	3122.5238	3278.6500	3442.5825
Effective Jun-13-2015 2.000% IBEW	568	3	110	MO.	2,832	2,974	3,123	3,279	3,443
W/C EEO-CL OT STBY PROB JOB-FLAGS	568	3	112	HR.	16.340	17.157	18.015	18.915	19.861
8810 F 1 0 1	568	3	113	BW.	1,307.18	1,372.54	1,441.16	1,513.22	1,588.88

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Police Records Technician II	569	3	PERS	BASE	2973.9713	3122.6699	3278.8034	3442.7435	3614.8807
Effective Jun-13-2015 2.000% IBEW	569	3	110	MO.	2,974	3,123	3,279	3,443	3,615
W/C EEO-CL OT STBY PROB JOB-FLAGS	569	3	112	HR.	17.158	18.015	18.916	19.862	20.855
8810 F 1 0 1	569	3	113	BW.	1,372.60	1,441.23	1,513.29	1,588.96	1,668.41
Printer and Web Technician	572	3	PERS	BASE	3291.0438	3455.5960	3628.3758	3809.7946	4000.2843
Effective Jun-13-2015 2.000% IBEW	572	3	110	MO.	3,291	3,456	3,628	3,810	4,000
W/C EEO-CL OT STBY PROB JOB-FLAGS	572	3	112	HR.	18.987	19.936	20.933	21.980	23.079
8810 G 1 0 1	572	3	113	BW.	1,518.94	1,594.89	1,674.63	1,758.37	1,846.29
Purchasing Assistant	595	3	PERS	BASE	2825.5100	2966.7855	3115.1248	3270.8810	3434.4251
Effective Jun-13-2015 2.000% IBEW	595	3	110	MO.	2,826	2,967	3,115	3,271	3,434
W/C EEO-CL OT STBY PROB JOB-FLAGS	595	3	112	HR.	16.301	17.116	17.972	18.870	19.814
8810 F 1 0 1	595	3	113	BW.	1,304.08	1,369.29	1,437.75	1,509.64	1,585.12
Senior Account Clerk	645	3	PERS	BASE	2979.9809	3128.9799	3285.4289	3449.7004	3622.1854
Effective Jun-13-2015 2.000% IBEW	645	3	110	MO.	2,980	3,129	3,285	3,450	3,622
W/C EEO-CL OT STBY PROB JOB-FLAGS	645	3	112	HR.	17.192	18.052	18.954	19.902	20.897 0
8810 F 1 0 1	645	3	113	BW.	1,375.38	1,444.14	1,516.35	1,592.17	1,671.78
Senior Treasury Clerk	692	3	PERS	BASE	2979.9809	3128.9799	3285.4289	3449.7004	3622.1854
Effective Jun-13-2015 2.000% IBEW	692	3	110	MO.	2,980	3,129	3,285	3,450	3,622
W/C EEO-CL OT STBY PROB JOB-FLAGS	692	3	112	HR.	17.192	18.052	18.954	19.902	20.897
8810 F 1 0 1	692	3	113	BW.	1,375.38	1,444.14	1,516.35	1,592.17	1,671.78
Treasury Clerk	748	3	PERS	BASE	2474.8765	2598.6204	2728.5514	2864.9790	3008.2279
Effective Jun-13-2015 2.000% IBEW	748	3	110	MO.	2,475	2,599	2,729	2,865	3,008
W/C EEO-CL OT STBY PROB JOB-FLAGS	748	3	112	HR.	14.278	14.992	15.742	16.529	17.355
8810 F 1 0 1	748	3	113	BW.	1,142.25	1,199.36	1,259.33	1,322.30	1,388.41

New Classes Effective June 27, 2015
IBEW 1245 - Clerical Unit

Attachment #6

CITY OF LOMPOC

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E
Accounting Technician I	021	3	PERS	BASE	3455.6554	3628.4381	3809.8600	4000.3530	4200.3707
Effective Jun-27-2015	021	3	110	MO.	3,456	3,628	3,810	4,000	4,200
W/C EEO-CL OT STBY PROB JOB-FLAGS	021	3	112	HR.	19.936	20.933	21.980	23.079	24.233
8810 C 1 0 1	021	3	113	BW.	1,594.92	1,674.66	1,758.40	1,846.32	1,938.63
Accounting Technician II	022	3	PERS	BASE	3628.4381	3809.8600	4000.3530	4200.3707	4410.3892
Effective Jun-27-2015	022	3	110	MO.	3,628	3,810	4,000	4,200	4,410
W/C EEO-CL OT STBY PROB JOB-FLAGS	022	3	112	HR.	20.933	21.980	23.079	24.233	25.445
8810 C 1 0 1	022	3	113	BW.	1,674.66	1,758.40	1,846.32	1,938.63	2,035.56

Effective June 11, 2016

Attachment #7

IBEW F Step - Operations & Maintenance Unit

CITY OF LOMPOC

TITLE and JOB CATEGORY	JOB CAT	U	PERS	STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F
Apprentice Electrical Line Worker	040	1	PERS	BASE 4647.3762	4879.7450	5123.7323	5379.9189	5648.9149	5931.3606
Effective Jun-11-2016 F Step IBEW	040	1	110	MO. 4,647	4,880	5,124	5,380	5,649	5,931
W/C EEO-CL OT STBY PROB JOB-FLAGS	040	1	112	HR. 26.812	28.152	29.560	31.038	32.590	34.219
7539 G 1 1 1 QN*	040	1	113	BW. 2,144.94	2,252.19	2,364.80	2,483.04	2,607.19	2,737.55
Apprentice Electrical Sub-Station Technician	042	1	PERS	BASE 4880.3034	5124.3186	5380.5345	5649.5613	5932.0393	6228.6413
Effective Jun-11-2016 F Step IBEW	042	1	110	MO. 4,880	5,124	5,381	5,650	5,932	6,229
W/C EEO-CL OT STBY PROB JOB-FLAGS	042	1	112	HR. 28.156	29.563	31.042	32.594	34.223	35.934
7539 G 1 1 1 N*	042	1	113	BW. 2,252.45	2,365.07	2,483.32	2,607.49	2,737.86	2,874.76
Building Maintenance Worker	105	1	PERS	BASE 2823.7367	2964.9235	3113.1697	3268.8282	3432.2696	3603.8831
Effective Jun-11-2016 F Step IBEW	105	1	110	MO. 2,824	2,965	3,113	3,269	3,432	3,604
W/C EEO-CL OT STBY PROB JOB-FLAGS	105	1	112	HR. 16.291	17.105	17.961	18.859	19.802	20.792
9420 H 1 0 1 *	105	1	113	BW. 1,303.26	1,368.43	1,436.85	1,508.69	1,584.12	1,663.33
Buyer	113	1	PERS	BASE 3955.1933	4152.9530	4360.6006	4578.6307	4807.5622	5047.9403
Effective Jun-11-2016 F Step IBEW	113	1	110	MO. 3,955	4,153	4,361	4,579	4,808	5,048
W/C EEO-CL OT STBY PROB JOB-FLAGS	113	1	112	HR. 22.818	23.959	25.157	26.415	27.736	29.123
8810 C 1 0 1 W*	113	1	113	BW. 1,825.47	1,916.75	2,012.58	2,113.21	2,218.87	2,329.82
Buyer/Purchasing Assistant	114	1	PERS	BASE 3506.3304	3681.6469	3865.7292	4059.0157	4261.9665	4475.0648
Effective Jun-11-2016 F Step IBEW	114	1	110	MO. 3,506	3,682	3,866	4,059	4,262	4,475
W/C EEO-CL OT STBY PROB JOB-FLAGS	114	1	112	HR. 20.229	21.240	22.302	23.417	24.588	25.818
8810 F 1 0 1 *	114	1	113	BW. 1,618.31	1,699.22	1,784.18	1,873.39	1,967.06	2,065.41
Buyer-WareHouser	115	1	PERS	BASE 3371.4714	3540.0450	3717.0472	3902.8996	4098.0446	4302.9468
Effective Jun-11-2016 F Step IBEW	115	1	110	MO. 3,371	3,540	3,717	3,903	4,098	4,303
W/C EEO-CL OT STBY PROB JOB-FLAGS	115	1	112	HR. 19.451	20.423	21.445	22.517	23.643	24.825
9420 G 1 0 1 W*	115	1	113	BW. 1,556.06	1,633.87	1,715.56	1,801.34	1,891.41	1,985.98
Custodian	190	1	PERS	BASE 2689.7853	2824.2746	2965.4883	3113.7627	3269.4509	3432.9234
Effective Jun-11-2016 F Step IBEW	190	1	110	MO. 2,690	2,824	2,965	3,114	3,269	3,433
W/C EEO-CL OT STBY PROB JOB-FLAGS	190	1	112	HR. 15.518	16.294	17.109	17.964	18.862	19.805
9420 H 1 0 1 *	190	1	113	BW. 1,241.44	1,303.51	1,368.69	1,437.12	1,508.98	1,584.43
Customer Service Worker I	203	1	PERS	BASE 3113.1699	3268.8284	3432.2698	3603.8833	3784.0774	3973.2813
Effective Jun-11-2016 F Step IBEW	203	1	110	MO. 3,113	3,269	3,432	3,604	3,784	3,973
W/C EEO-CL OT STBY PROB JOB-FLAGS	203	1	112	HR. 17.961	18.859	19.802	20.792	21.831	22.923
9420 G 1 0 1 *	203	1	113	BW. 1,436.85	1,508.69	1,584.12	1,663.33	1,746.50	1,833.82
Customer Service Worker II	204	1	PERS	BASE 3468.1806	3641.5896	3823.6691	4014.8525	4215.5951	4426.3749
Effective Jun-11-2016 F Step IBEW	204	1	110	MO. 3,468	3,642	3,824	4,015	4,216	4,426
W/C EEO-CL OT STBY PROB JOB-FLAGS	204	1	112	HR. 20.009	21.009	22.060	23.163	24.321	25.537
9420 G 1 0 1 *	204	1	113	BW. 1,600.70	1,680.73	1,764.77	1,853.01	1,945.66	2,042.94
Customer Service Worker III	206	1	PERS	BASE 3736.9538	3923.8015	4119.9915	4325.9911	4542.2907	4769.4052
Effective Jun-11-2016 F Step IBEW	206	1	110	MO. 3,737	3,924	4,120	4,326	4,542	4,769
W/C EEO-CL OT STBY PROB JOB-FLAGS	206	1	112	HR. 21.559	22.637	23.769	24.958	26.206	27.516
9420 G 1 1 1 *	206	1	113	BW. 1,724.75	1,810.99	1,901.53	1,996.61	2,096.44	2,201.26
Development Services Assistant I	212	1	PERS	BASE 2901.3683	3046.4367	3198.7586	3358.6965	3526.6313	3702.9629
Effective Jun-11-2016 F Step IBEW	212	1	110	MO. 2,901	3,046	3,199	3,359	3,527	3,703
W/C EEO-CL OT STBY PROB JOB-FLAGS	212	1	112	HR. 16.739	17.576	18.454	19.377	20.346	21.363
8810 C 1 0 1 *	212	1	113	BW. 1,339.09	1,406.05	1,476.35	1,550.17	1,627.68	1,709.06
Development Services Assistant II	213	1	PERS	BASE 3137.6786	3294.5625	3459.2906	3632.2551	3813.8679	4004.5613
Effective Jun-11-2016 F Step IBEW	213	1	110	MO. 3,138	3,295	3,459	3,632	3,814	4,005
W/C EEO-CL OT STBY PROB JOB-FLAGS	213	1	112	HR. 18.102	19.007	19.957	20.955	22.003	23.103
8810 C 1 0 1 *	213	1	113	BW. 1,448.16	1,520.57	1,596.60	1,676.43	1,760.25	1,848.26
Electrical Meter Maintenance Technic	219	1	PERS	BASE 3276.1084	3439.9139	3611.9096	3792.5050	3982.1303	4181.2368
Effective Jun-11-2016 F Step IBEW	219	1	110	MO. 3,276	3,440	3,612	3,793	3,982	4,181

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F
W/C EEO-CL OT STBY PROB JOB-FLAGS	219	1	112	HR.	18.901	19.846	20.838	21.880	22.974	24.123
7539 G 1 0 1 *	219	1	113	BW.	1,512.05	1,587.65	1,667.04	1,750.39	1,837.91	1,929.80
Electrical Ground Support Worker	225	1	PERS	BASE	3793.0081	3982.6585	4181.7914	4390.8810	4610.4250	4840.9463
Effective Jun-11-2016 F Step IBEW	225	1	110	MO.	3,793	3,983	4,182	4,391	4,610	4,841
W/C EEO-CL OT STBY PROB JOB-FLAGS	225	1	112	HR.	21.883	22.977	24.126	25.332	26.599	27.929
7539 G 1 0 1 N*	225	1	113	BW.	1,750.62	1,838.15	1,930.06	2,026.56	2,127.89	2,234.28
Electrical Line Worker	230	1	PERS	BASE	5395.6150	5665.3957	5948.6655	6246.0988	6558.4037	6886.3239
Effective Jun-11-2016 F Step IBEW	230	1	010	MO.	5,396	5,665	5,949	6,246	6,558	6,886
W/C EEO-CL OT STBY PROB JOB-FLAGS	230	1	112	HR.	31.129	32.685	34.319	36.035	37.837	39.729
7539 G 1 1 1 QN*	230	1	113	BW.	2,490.28	2,614.80	2,745.54	2,882.81	3,026.96	3,178.30
12-kV Electrical Line Worker	231	1	PERS	BASE	5935.1764	6231.9352	6543.5320	6870.7086	7214.2440	7574.9562
Effective Jun-11-2016 F Step IBEW	231	1	110	MO.	5,935	6,232	6,544	6,871	7,214	7,575
W/C EEO-CL OT STBY PROB JOB-FLAGS	231	1	112	HR.	34.241	35.953	37.751	39.639	41.621	43.702
7539 G 1 1 1 NQ	231	1	113	BW.	2,739.31	2,876.28	3,020.09	3,171.10	3,329.65	3,496.13
Electrical/Mechanical Trainee	232	1	PERS	BASE	3041.5271	3193.6035	3353.2837	3520.9478	3696.9952	3881.8450
Effective Jun-11-2016 F Step IBEW	232	1	110	MO.	3,042	3,194	3,353	3,521	3,697	3,882
W/C EEO-CL OT STBY PROB JOB-FLAGS	232	1	112	HR.	17.547	18.425	19.346	20.313	21.329	22.395
9420 G 1 0 1 *	232	1	113	BW.	1,403.78	1,473.97	1,547.67	1,625.05	1,706.31	1,791.62
Electrical/Mechanical Tech I	233	1	PERS	BASE	4048.9415	4251.3886	4463.9580	4687.1559	4921.5137	5167.5894
Effective Jun-11-2016 F Step IBEW	233	1	110	MO.	4,049	4,251	4,464	4,687	4,922	5,168
W/C EEO-CL OT STBY PROB JOB-FLAGS	233	1	112	HR.	23.359	24.527	25.754	27.041	28.393	29.813
9420 G 1 0 1 N*	233	1	113	BW.	1,868.74	1,962.18	2,060.29	2,163.30	2,271.47	2,385.04
Electrical/Mechanical Tech II	234	1	PERS	BASE	4251.3118	4463.8774	4687.0713	4921.4249	5167.4961	5425.8709
Effective Jun-11-2016 F Step IBEW	234	1	110	MO.	4,251	4,464	4,687	4,921	5,167	5,426
W/C EEO-CL OT STBY PROB JOB-FLAGS	234	1	112	HR.	24.527	25.753	27.041	28.393	29.812	31.303
9420 G 1 0 1 N*	234	1	113	BW.	1,962.14	2,060.25	2,163.26	2,271.43	2,385.00	2,504.25
Electrical/Mechanical Tech III	236	1	PERS	BASE	4465.4526	4688.7252	4923.1615	5169.3195	5427.7855	5699.1748
Effective Jun-11-2016 F Step IBEW	236	1	110	MO.	4,465	4,689	4,923	5,169	5,428	5,699
W/C EEO-CL OT STBY PROB JOB-FLAGS	236	1	112	HR.	25.762	27.050	28.403	29.823	31.314	32.880
9420 G 1 0 1 N*	236	1	113	BW.	2,060.98	2,164.03	2,272.23	2,385.84	2,505.13	2,630.39
Electrical Substation Technician	246	1	PERS	BASE	5666.8318	5950.1734	6247.6820	6560.0661	6888.0694	7232.4729
Effective Jun-11-2016 F Step IBEW	246	1	110	MO.	5,667	5,950	6,248	6,560	6,888	7,232
W/C EEO-CL OT STBY PROB JOB-FLAGS	246	1	112	HR.	32.693	34.328	36.044	37.847	39.739	41.726
7539 G 1 0 1 *	246	1	113	BW.	2,615.46	2,746.23	2,883.55	3,027.72	3,179.11	3,338.06
Equipment Mechanic	270	1	PERS	BASE	3504.4060	3679.6263	3863.6076	4056.7880	4259.6274	4472.6088
Effective Jun-11-2016 F Step IBEW	270	1	110	MO.	3,504	3,680	3,864	4,057	4,260	4,473
W/C EEO-CL OT STBY PROB JOB-FLAGS	270	1	112	HR.	20.218	21.229	22.290	23.405	24.575	25.804
9420 G 1 0 1 N*	270	1	113	BW.	1,617.42	1,698.29	1,783.20	1,872.36	1,965.98	2,064.28
Equipment Mechanic Trainee	272	1	PERS	BASE	2595.7905	2725.5800	2861.8590	3004.9519	3155.1995	3312.9595
Effective Jun-11-2016 F Step IBEW	272	1	110	MO.	2,596	2,726	2,862	3,005	3,155	3,313
W/C EEO-CL OT STBY PROB JOB-FLAGS	272	1	112	HR.	14.976	15.724	16.511	17.336	18.203	19.113
9420 H 1 0 1 N*	272	1	113	BW.	1,198.06	1,257.96	1,320.86	1,386.90	1,456.25	1,529.06
Equipment Operator	275	1	PERS	BASE	3276.1084	3439.9139	3611.9096	3792.5050	3982.1303	4181.2368
Effective Jun-11-2016 F Step IBEW	275	1	110	MO.	3,276	3,440	3,612	3,793	3,982	4,181
W/C EEO-CL OT STBY PROB JOB-FLAGS	275	1	112	HR.	18.901	19.846	20.838	21.880	22.974	24.123
9420 G 1 0 1 *	275	1	113	BW.	1,512.05	1,587.65	1,667.04	1,750.39	1,837.91	1,929.80
Heavy Equipment Mechanic	315	1	PERS	BASE	3904.2661	4099.4795	4304.4534	4519.6761	4745.6599	4982.9429
Effective Jun-11-2016 F Step IBEW	315	1	110	MO.	3,904	4,099	4,304	4,520	4,746	4,983
W/C EEO-CL OT STBY PROB JOB-FLAGS	315	1	112	HR.	22.525	23.651	24.833	26.075	27.379	28.748
9420 G 1 1 1 N*	315	1	113	BW.	1,801.97	1,892.07	1,986.67	2,086.00	2,190.30	2,299.82

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F
Heavy Equipment Operator	320	1	PERS	BASE	3612.3885	3793.0079	3982.6583	4181.7912	4390.8808	4610.4248
Effective Jun-11-2016 F Step IBEW	320	1	110	MO.	3,612	3,793	3,983	4,182	4,391	4,610
W/C EEO-CL OT STBY PROB JOB-FLAGS	320	1	112	HR.	20.841	21.883	22.977	24.126	25.332	26.599
9420 G 1 0 1 N*	320	1	113	BW.	1,667.26	1,750.62	1,838.15	1,930.06	2,026.56	2,127.89
Household Hazardous Waste Technician	322	1	PERS	BASE	3577.5456	3756.4229	3944.2440	4141.4562	4348.5290	4565.9555
Effective Jun-11-2016 F Step IBEW	322	1	110	MO.	3,578	3,756	3,944	4,141	4,349	4,566
W/C EEO-CL OT STBY PROB JOB-FLAGS	322	1	112	HR.	20.640	21.672	22.755	23.893	25.088	26.342
9410 C 1 0 1 *	322	1	113	BW.	1,651.17	1,733.73	1,820.42	1,911.44	2,007.01	2,107.36
5% Hazardous Waste Materials Certification	332	1	PERS	BASE	3756.4228	3944.2440	4141.4562	4348.5290	4565.9554	4794.2532
Effective Jun-11-2016 F Step IBEW	332	1	110	MO.	3,756	3,944	4,141	4,349	4,566	4,794
	332	1	112	HR.	21.672	22.755	23.893	25.088	26.342	27.659
	332	1	113	BW.	1,733.73	1,820.42	1,911.44	2,007.01	2,107.36	2,212.73
Instrumentation Technician	325	1	PERS	BASE	3797.5742	3987.4529	4186.8255	4396.1668	4615.9751	4846.7739
Effective Jun-11-2016 F Step IBEW	325	1	110	MO.	3,798	3,987	4,187	4,396	4,616	4,847
W/C EEO-CL OT STBY PROB JOB-FLAGS	325	1	112	HR.	21.909	23.005	24.155	25.363	26.631	27.962
9420 C 1 0 1 *	325	1	113	BW.	1,752.73	1,840.36	1,932.38	2,029.00	2,130.45	2,236.97
Laboratory Technician Trainee	349	1	PERS	BASE	2783.4798	2922.6538	3068.7865	3222.2259	3383.3371	3552.5040
Effective Jun-11-2016 F Step IBEW	349	1	110	MO.	2,783	2,923	3,069	3,222	3,383	3,553
W/C EEO-CL OT STBY PROB JOB-FLAGS	349	1	112	HR.	16.059	16.861	17.705	18.590	19.519	20.495
9420 C 1 1 1 *	349	1	113	BW.	1,284.68	1,348.92	1,416.36	1,487.18	1,561.54	1,639.62
Laboratory Technician I	351	1	PERS	BASE	3607.4747	3787.8485	3977.2409	4176.1029	4384.9081	4604.1535
Effective Jun-11-2016 F Step IBEW	351	1	110	MO.	3,607	3,788	3,977	4,176	4,385	4,604
W/C EEO-CL OT STBY PROB JOB-FLAGS	351	1	112	HR.	20.812	21.853	22.946	24.093	25.298	26.562
9420 C 1 1 1 *	351	1	113	BW.	1,664.99	1,748.24	1,835.65	1,927.43	2,023.80	2,124.99
Laboratory Technician II	352	1	PERS	BASE	3787.6283	3977.0097	4175.8602	4384.6532	4603.8859	4834.0802
Effective Jun-11-2016 F Step IBEW	352	1	110	MO.	3,788	3,977	4,176	4,385	4,604	4,834
W/C EEO-CL OT STBY PROB JOB-FLAGS	352	1	112	HR.	21.852	22.944	24.092	25.296	26.561	27.889
9420 C 1 1 1 *	352	1	113	BW.	1,748.14	1,835.54	1,927.32	2,023.69	2,124.87	2,231.11
Landfill Attendant	355	1	PERS	BASE	3115.4971	3271.2719	3434.8355	3606.5773	3786.9062	3976.2515
Effective Jun-11-2016 F Step IBEW	355	1	110	MO.	3,115	3,271	3,435	3,607	3,787	3,976
W/C EEO-CL OT STBY PROB JOB-FLAGS	355	1	112	HR.	17.974	18.873	19.816	20.807	21.848	22.940
9420 H 1 0 1 *	355	1	113	BW.	1,437.92	1,509.82	1,585.31	1,664.57	1,747.80	1,835.19
Landfill Coordinator	357	1	PERS	BASE	3115.4971	3271.2719	3434.8355	3606.5773	3786.9062	3976.2515
Effective Jun-11-2016 F Step IBEW	357	1	110	MO.	3,115	3,271	3,435	3,607	3,787	3,976
W/C EEO-CL OT STBY PROB JOB-FLAGS	357	1	112	HR.	17.974	18.873	19.816	20.807	21.848	22.940
9420 H 1 0 1 N*	357	1	113	BW.	1,437.92	1,509.82	1,585.31	1,664.57	1,747.80	1,835.19
Lead Custodian	365	1	PERS	BASE	3148.3492	3305.7666	3471.0550	3644.6077	3826.8381	4018.1800
Effective Jun-11-2016 F Step IBEW	365	1	110	MO.	3,148	3,306	3,471	3,645	3,827	4,018
W/C EEO-CL OT STBY PROB JOB-FLAGS	365	1	112	HR.	18.164	19.072	20.025	21.027	22.078	23.182
9420 H 1 0 1 *	365	1	113	BW.	1,453.08	1,525.74	1,602.03	1,682.13	1,766.23	1,854.54
Lead Customer Service Worker	367	1	PERS	BASE	3389.5274	3559.0037	3736.9539	3923.8016	4119.9917	4325.9913
Effective Jun-11-2016 F Step IBEW	367	1	110	MO.	3,390	3,559	3,737	3,924	4,120	4,326
W/C EEO-CL OT STBY PROB JOB-FLAGS	367	1	112	HR.	19.555	20.533	21.559	22.637	23.769	24.958
9420 G 1 0 1 *	367	1	113	BW.	1,564.40	1,642.62	1,724.75	1,810.99	1,901.53	1,996.61
Lead Electrical Line Worker	370	1	PERS	BASE	5816.6786	6107.5126	6412.8882	6733.5326	7070.2092	7423.7197
Effective Jun-11-2016 F Step IBEW	370	1	110	MO.	5,817	6,108	6,413	6,734	7,070	7,424
W/C EEO-CL OT STBY PROB JOB-FLAGS	370	1	112	HR.	33.558	35.236	36.997	38.847	40.790	42.829
7539 G 1 1 1 QN*	370	1	113	BW.	2,684.62	2,818.85	2,959.79	3,107.78	3,263.17	3,426.33
12-kV Lead Electrical Line Worker	371	1	PERS	BASE	6398.3464	6718.2637	7054.1769	7406.8857	7777.2300	8166.0915
Effective Jun-11-2016 F Step IBEW	371	1	110	MO.	6,398	6,718	7,054	7,407	7,777	8,166
W/C EEO-CL OT STBY PROB JOB-FLAGS	371	1	112	HR.	36.914	38.759	40.697	42.732	44.869	47.112
7539 G 1 1 1 NQ*	371	1	113	BW.	2,953.08	3,100.74	3,255.77	3,418.56	3,589.49	3,768.97

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F
Lead Electrical Substation Tech	373	1	PERS	BASE	5960.3835	6258.4027	6571.3228	6899.8890	7244.8834	7607.1276
Effective Jun-11-2016 F Step IBEW	373	1	110	MO.	5,960	6,258	6,571	6,900	7,245	7,607
W/C EEO-CL OT STBY PROB JOB-FLAGS	373	1	112	HR.	34.387	36.106	37.911	39.807	41.797	43.887
7539 G 1 1 1 NQ*	373	1	113	BW.	2,750.95	2,888.49	3,032.92	3,184.56	3,343.79	3,510.98
Lead Equipment Mechanic	375	1	PERS	BASE	4093.5059	4298.1812	4513.0902	4738.7448	4975.6820	5224.4661
Effective Jun-11-2016 F Step IBEW	375	1	110	MO.	4,094	4,298	4,513	4,739	4,976	5,224
W/C EEO-CL OT STBY PROB JOB-FLAGS	375	1	112	HR.	23.616	24.797	26.037	27.339	28.706	30.141
9420 G 1 1 1 N*	375	1	113	BW.	1,889.31	1,983.78	2,082.96	2,187.11	2,296.47	2,411.29
Lead Facilities Maintenance Worker	380	1	PERS	BASE	3440.3701	3612.3886	3793.0080	3982.6584	4181.7913	4390.8809
Effective Jun-11-2016 F Step IBEW	380	1	110	MO.	3,440	3,612	3,793	3,983	4,182	4,391
W/C EEO-CL OT STBY PROB JOB-FLAGS	380	1	112	HR.	19.848	20.841	21.883	22.977	24.126	25.332
9420 G 1 0 1 N*	380	1	113	BW.	1,587.86	1,667.26	1,750.62	1,838.15	1,930.06	2,026.56
Lead Landfill Operator	383	1	PERS	BASE	3868.1153	4061.5211	4264.5972	4477.8270	4701.7184	4936.8043
Effective Jun-11-2016 F Step IBEW	383	1	110	MO.	3,868	4,062	4,265	4,478	4,702	4,937
W/C EEO-CL OT STBY PROB JOB-FLAGS	383	1	112	HR.	22.316	23.432	24.603	25.834	27.125	28.482
9420 G 1 0 1 *	383	1	113	BW.	1,785.28	1,874.55	1,968.28	2,066.69	2,170.02	2,278.53
Lead Park Maintenance Worker	390	1	PERS	BASE	3440.3701	3612.3886	3793.0080	3982.6584	4181.7913	4390.8809
Effective Jun-11-2016 F Step IBEW	390	1	110	MO.	3,440	3,612	3,793	3,983	4,182	4,391
W/C EEO-CL OT STBY PROB JOB-FLAGS	390	1	112	HR.	19.848	20.841	21.883	22.977	24.126	25.332
9420 G 1 0 1 N*	390	1	113	BW.	1,587.86	1,667.26	1,750.62	1,838.15	1,930.06	2,026.56
Lead Sanitation Worker	392	1	PERS	BASE	3612.3885	3793.0080	3982.6584	4181.7913	4390.8809	4610.4249
Effective Jun-11-2016 F Step IBEW	392	1	110	MO.	3,612	3,793	3,983	4,182	4,391	4,610
W/C EEO-CL OT STBY PROB JOB-FLAGS	392	1	112	HR.	20.841	21.883	22.977	24.126	25.332	26.599
9420 H 1 0 1 N*	392	1	113	BW.	1,667.26	1,750.62	1,838.15	1,930.06	2,026.56	2,127.89
Lead Sign And Paint Worker	393	1	PERS	BASE	3704.0857	3889.2900	4083.7545	4287.9422	4502.3393	4727.4563
Effective Jun-11-2016 F Step IBEW	393	1	110	MO.	3,704	3,889	4,084	4,288	4,502	4,727
W/C EEO-CL OT STBY PROB JOB-FLAGS	393	1	112	HR.	21.370	22.438	23.560	24.738	25.975	27.274
9420 G 1 0 1 N3*	393	1	113	BW.	1,709.58	1,795.06	1,884.81	1,979.05	2,078.00	2,181.90
Lead Street Maintenance Worker	394	1	PERS	BASE	3704.0857	3889.2900	4083.7545	4287.9422	4502.3393	4727.4563
Effective Jun-11-2016 F Step IBEW	394	1	110	MO.	3,704	3,889	4,084	4,288	4,502	4,727
W/C EEO-CL OT STBY PROB JOB-FLAGS	394	1	112	HR.	21.370	22.438	23.560	24.738	25.975	27.274
9420 H 1 0 1 *	394	1	113	BW.	1,709.58	1,795.06	1,884.81	1,979.05	2,078.00	2,181.90
Lead Tree Trimmer	396	1	PERS	BASE	3543.5812	3720.7603	3906.7983	4102.1382	4307.2451	4522.6074
Effective Jun-11-2016 F Step IBEW	396	1	110	MO.	3,544	3,721	3,907	4,102	4,307	4,523
W/C EEO-CL OT STBY PROB JOB-FLAGS	396	1	112	HR.	20.444	21.466	22.539	23.666	24.849	26.092
9421 G 1 0 1 N*	396	1	113	BW.	1,635.50	1,717.27	1,803.14	1,893.29	1,987.96	2,087.36
Lead Water Plant Technician	398	1	PERS	BASE	4549.3635	4776.8316	5015.6732	5266.4569	5529.7797	5806.2687
Effective Jun-11-2016 F Step IBEW	398	1	110	MO.	4,549	4,777	5,016	5,266	5,530	5,806
W/C EEO-CL OT STBY PROB JOB-FLAGS	398	1	112	HR.	26.246	27.559	28.937	30.383	31.903	33.498
9420 G 1 1 1 *	398	1	113	BW.	2,099.71	2,204.69	2,314.93	2,430.67	2,552.21	2,679.82
Lead Water Distribution Operator	401	1	PERS	BASE	4134.4533	4341.1760	4558.2347	4786.1465	5025.4538	5276.7265
Effective Jun-11-2016 F Step IBEW	401	1	110	MO.	4,134	4,341	4,558	4,786	5,025	5,277
W/C EEO-CL OT STBY PROB JOB-FLAGS	401	1	112	HR.	23.853	25.045	26.298	27.612	28.993	30.443
9420 G 1 1 1 *	401	1	113	BW.	1,908.21	2,003.62	2,103.80	2,208.99	2,319.44	2,435.41
Maintenance Worker	460	1	PERS	BASE	2823.7367	2964.9235	3113.1697	3268.8282	3432.2696	3603.8831
Effective Jun-11-2016 F Step IBEW	460	1	110	MO.	2,824	2,965	3,113	3,269	3,432	3,604
W/C EEO-CL OT STBY PROB JOB-FLAGS	460	1	112	HR.	16.291	17.105	17.961	18.859	19.802	20.792
9420 H 1 1 1 N*	460	1	113	BW.	1,303.26	1,368.43	1,436.85	1,508.69	1,584.12	1,663.33
Maintenance Worker Trainee	465	1	PERS	BASE	2259.0199	2371.9709	2490.5695	2615.0980	2745.8529	2883.1455
Effective Jun-11-2016 F Step IBEW	465	1	110	MO.	2,259	2,372	2,491	2,615	2,746	2,883
W/C EEO-CL OT STBY PROB JOB-FLAGS	465	1	112	HR.	13.033	13.684	14.369	15.087	15.841	16.634
9420 H 1 0 1 N*	465	1	113	BW.	1,042.62	1,094.76	1,149.49	1,206.97	1,267.32	1,330.68

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F
Parks Maintenance Specialist	494	1	PERS	BASE	3264.3757	3427.5945	3598.9742	3778.9229	3967.8690	4166.2625
Effective Jun-11-2016 F Step IBEW	494	1	110	MO.	3,264	3,428	3,599	3,779	3,968	4,166
W/C EEO-CL OT STBY PROB JOB-FLAGS	494	1	112	HR.	18.833	19.775	20.763	21.801	22.892	24.036
9420 H 1 0 1 N*	494	1	113	BW.	1,506.63	1,581.97	1,661.07	1,744.12	1,831.32	1,922.89
Park Maintenance Worker	500	1	PERS	BASE	2823.7367	2964.9235	3113.1697	3268.8282	3432.2696	3603.8831
Effective Jun-11-2016 F Step IBEW	500	1	110	MO.	2,824	2,965	3,113	3,269	3,432	3,604
W/C EEO-CL OT STBY PROB JOB-FLAGS	500	1	112	HR.	16.291	17.105	17.961	18.859	19.802	20.792
9420 H 1 0 1 N*	500	1	113	BW.	1,303.26	1,368.43	1,436.85	1,508.69	1,584.12	1,663.33
Park Ranger	502	1	PERS	BASE	3038.7635	3190.7017	3350.2367	3517.7486	3693.6360	3878.3178
Effective Jun-11-2016 F Step IBEW	502	1	110	MO.	3,039	3,191	3,350	3,518	3,694	3,878
W/C EEO-CL OT STBY PROB JOB-FLAGS	502	1	112	HR.	17.531	18.408	19.328	20.295	21.309	22.375
9420 H 1 0 1 *	502	1	113	BW.	1,402.51	1,472.63	1,546.26	1,623.58	1,704.76	1,789.99
Radio Repair Technician I	591	1	PERS	BASE	3450.5440	3623.0712	3804.2248	3994.4360	4194.1578	4403.8657
Effective Jun-11-2016 F Step IBEW	591	1	110	MO.	3,451	3,623	3,804	3,994	4,194	4,404
W/C EEO-CL OT STBY PROB JOB-FLAGS	591	1	112	HR.	19.907	20.902	21.947	23.045	24.197	25.407
9410 C 1 0 1 *	591	1	113	BW.	1,592.56	1,672.19	1,755.80	1,843.59	1,935.77	2,032.55
Radio Repair Technician II	592	1	PERS	BASE	3796.1927	3986.0023	4185.3024	4394.5675	4614.2959	4845.0107
Effective Jun-11-2016 F Step IBEW	592	1	110	MO.	3,796	3,986	4,185	4,395	4,614	4,845
W/C EEO-CL OT STBY PROB JOB-FLAGS	592	1	112	HR.	21.901	22.996	24.146	25.353	26.621	27.952
9410 C 1 0 1 *	592	1	113	BW.	1,752.09	1,839.69	1,931.68	2,028.26	2,129.68	2,236.16
Radio Repair Technician III	593	1	PERS	BASE	4175.5147	4384.2904	4603.5049	4833.6802	5075.3642	5329.1324
Effective Jun-11-2016 F Step IBEW	593	1	110	MO.	4,176	4,384	4,604	4,834	5,075	5,329
W/C EEO-CL OT STBY PROB JOB-FLAGS	593	1	112	HR.	24.090	25.294	26.559	27.887	29.281	30.745
9410 C 1 0 1 *	593	1	113	BW.	1,927.16	2,023.52	2,124.69	2,230.93	2,342.48	2,459.60
Recreation Facilities Maintenance Worker	603	1	PERS	BASE	3117.0615	3272.9146	3436.5603	3608.3883	3788.8077	3978.2481
Effective Jun-11-2016 F Step IBEW	603	1	110	MO.	3,117	3,273	3,437	3,608	3,789	3,978
W/C EEO-CL OT STBY PROB JOB-FLAGS	603	1	112	HR.	17.983	18.882	19.826	20.818	21.859	22.951
9420 C 1 0 1 *	603	1	113	BW.	1,438.64	1,510.58	1,586.10	1,665.41	1,748.68	1,836.11
Sanitation Worker	635	1	PERS	BASE	2964.9237	3113.1698	3268.8283	3432.2698	3603.8832	3784.0774
Effective Jun-11-2016 F Step IBEW	635	1	110	MO.	2,965	3,113	3,269	3,432	3,604	3,784
W/C EEO-CL OT STBY PROB JOB-FLAGS	635	1	112	HR.	17.105	17.961	18.859	19.802	20.792	21.831
9420 H 1 0 1 N*	635	1	113	BW.	1,368.43	1,436.85	1,508.69	1,584.12	1,663.33	1,746.50
Senior Building Maintenance Worker	655	1	PERS	BASE	3117.0615	3272.9146	3436.5603	3608.3883	3788.8077	3978.2481
Effective Jun-11-2016 F Step IBEW	655	1	110	MO.	3,117	3,273	3,437	3,608	3,789	3,978
W/C EEO-CL OT STBY PROB JOB-FLAGS	655	1	112	HR.	17.983	18.882	19.826	20.818	21.859	22.951
9420 H 1 0 1 *	655	1	113	BW.	1,438.64	1,510.58	1,586.10	1,665.41	1,748.68	1,836.11
Senior Custodian	663	1	PERS	BASE	2823.9327	2965.1293	3113.3858	3269.0551	3432.5078	3604.1332
Effective Jun-11-2016 F Step IBEW	663	1	110	MO.	2,824	2,965	3,113	3,269	3,433	3,604
W/C EEO-CL OT STBY PROB JOB-FLAGS	663	1	112	HR.	16.292	17.107	17.962	18.860	19.803	20.793
9420 H 1 0 1 *	663	1	113	BW.	1,303.35	1,368.52	1,436.95	1,508.79	1,584.23	1,663.45
Senior Electric Meter Maintenance Technician	664	1	PERS	BASE	3440.3701	3612.3886	3793.0080	3982.6584	4181.7913	4390.8809
Effective Jun-11-2016 F Step IBEW	664	1	110	MO.	3,440	3,612	3,793	3,983	4,182	4,391
W/C EEO-CL OT STBY PROB JOB-FLAGS	664	1	112	HR.	19.848	20.841	21.883	22.977	24.126	25.332
7539 G 1 0 1 *	664	1	113	BW.	1,587.86	1,667.26	1,750.62	1,838.15	1,930.06	2,026.56
Senior Maintenance Worker	670	1	PERS	BASE	3117.0615	3272.9146	3436.5603	3608.3883	3788.8077	3978.2481
Effective Jun-11-2016 F Step IBEW	670	1	110	MO.	3,117	3,273	3,437	3,608	3,789	3,978
W/C EEO-CL OT STBY PROB JOB-FLAGS	670	1	112	HR.	17.983	18.882	19.826	20.818	21.859	22.951
9420 H 1 1 1 N*	670	1	113	BW.	1,438.64	1,510.58	1,586.10	1,665.41	1,748.68	1,836.11
Senior Recreation Facilities Maintenance Worker	675	1	PERS	BASE	3272.9146	3436.5604	3608.3884	3788.8078	3978.2482	4177.1606
Effective Jun-11-2016 F Step IBEW	675	1	110	MO.	3,273	3,437	3,608	3,789	3,978	4,177
W/C EEO-CL OT STBY PROB JOB-FLAGS	675	1	112	HR.	18.882	19.826	20.818	21.859	22.951	24.099
9420 H 1 0 1 *	675	1	113	BW.	1,510.58	1,586.10	1,665.41	1,748.68	1,836.11	1,927.92

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F
Senior Parks Maintenance Worker	680	1	PERS	BASE	3117.0615	3272.9146	3436.5603	3608.3883	3788.8077	3978.2481
Effective Jun-11-2016 F Step IBEW	680	1	110	MO.	3,117	3,273	3,437	3,608	3,789	3,978
W/C EEO-CL OT STBY PROB JOB-FLAGS	680	1	112	HR.	17.983	18.882	19.826	20.818	21.859	22.951
9420 H 1 0 1 N*	680	1	113	BW.	1,438.64	1,510.58	1,586.10	1,665.41	1,748.68	1,836.11
Senior Sanitation Worker	685	1	PERS	BASE	3272.9146	3436.5604	3608.3884	3788.8078	3978.2482	4177.1606
Effective Jun-11-2016 F Step IBEW	685	1	110	MO.	3,273	3,437	3,608	3,789	3,978	4,177
W/C EEO-CL OT STBY PROB JOB-FLAGS	685	1	112	HR.	18.882	19.826	20.818	21.859	22.951	24.099
9420 H 1 0 1 N*	685	1	113	BW.	1,510.58	1,586.10	1,665.41	1,748.68	1,836.11	1,927.92
Senior Tree Trimmer	695	1	PERS	BASE	3374.3916	3543.1112	3720.2668	3906.2801	4101.5941	4306.6738
Effective Jun-11-2016 F Step IBEW	695	1	110	MO.	3,374	3,543	3,720	3,906	4,102	4,307
W/C EEO-CL OT STBY PROB JOB-FLAGS	695	1	112	HR.	19.468	20.441	21.463	22.536	23.663	24.846
9421 H 1 0 1 N*	695	1	113	BW.	1,557.41	1,635.28	1,717.05	1,802.90	1,893.04	1,987.70
Senior Wastewater Collection Worker	704	1	PERS	BASE	3746.5219	3933.8480	4130.5404	4337.0674	4553.9208	4781.6168
Effective Jun-11-2016 F Step IBEW	704	1	110	MO.	3,747	3,934	4,131	4,337	4,554	4,782
W/C EEO-CL OT STBY PROB JOB-FLAGS	704	1	112	HR.	21.615	22.695	23.830	25.022	26.273	27.586
9420 H 1 1 1 N*	704	1	113	BW.	1,729.16	1,815.62	1,906.40	2,001.72	2,101.81	2,206.90
Senior Wastewater Plant Operator	706	1	PERS	BASE	4225.2491	4436.5115	4658.3371	4891.2540	5135.8167	5392.6075
Effective Jun-11-2016 F Step IBEW	706	1	110	MO.	4,225	4,437	4,658	4,891	5,136	5,393
W/C EEO-CL OT STBY PROB JOB-FLAGS	706	1	112	HR.	24.376	25.595	26.875	28.219	29.630	31.111
9420 G 1 0 1 *	706	1	113	BW.	1,950.11	2,047.62	2,150.00	2,257.50	2,370.38	2,488.90
Senior Water Meter Maintenance Techn	708	1	PERS	BASE	3746.5219	3933.8480	4130.5404	4337.0674	4553.9208	4781.6168
Effective Jun-11-2016 F Step IBEW	708	1	110	MO.	3,747	3,934	4,131	4,337	4,554	4,782
W/C EEO-CL OT STBY PROB JOB-FLAGS	708	1	112	HR.	21.615	22.695	23.830	25.022	26.273	27.586
9420 G 1 0 1 *	708	1	113	BW.	1,729.16	1,815.62	1,906.40	2,001.72	2,101.81	2,206.90
Senior Water Distribution Operator	709	1	PERS	BASE	3746.5219	3933.8480	4130.5404	4337.0674	4553.9208	4781.6168
Effective Jun-11-2016 F Step IBEW	709	1	110	MO.	3,747	3,934	4,131	4,337	4,554	4,782
W/C EEO-CL OT STBY PROB JOB-FLAGS	709	1	112	HR.	21.615	22.695	23.830	25.022	26.273	27.586
9420 H 1 1 1 *	709	1	113	BW.	1,729.16	1,815.62	1,906.40	2,001.72	2,101.81	2,206.90
Senior Water Plant Operator	716	1	PERS	BASE	4225.2491	4436.5115	4658.3371	4891.2540	5135.8167	5392.6075
Effective Jun-11-2016 F Step IBEW	716	1	110	MO.	4,225	4,437	4,658	4,891	5,136	5,393
W/C EEO-CL OT STBY PROB JOB-FLAGS	716	1	112	HR.	24.376	25.595	26.875	28.219	29.630	31.111
9420 G 1 1 1 *	716	1	113	BW.	1,950.11	2,047.62	2,150.00	2,257.50	2,370.38	2,488.90
Senior Water Plant Technician	718	1	PERS	BASE	4251.1107	4463.6662	4686.8495	4921.1920	5167.2516	5425.6142
Effective Jun-11-2016 F Step IBEW	718	1	110	MO.	4,251	4,464	4,687	4,921	5,167	5,426
W/C EEO-CL OT STBY PROB JOB-FLAGS	718	1	112	HR.	24.526	25.752	27.040	28.391	29.811	31.302
9420 G 1 1 1 *	718	1	113	BW.	1,962.05	2,060.15	2,163.16	2,271.32	2,384.89	2,504.13
Tree Trimmer	755	1	PERS	BASE	3210.5732	3371.1019	3539.6570	3716.6398	3902.4718	4097.5954
Effective Jun-11-2016 F Step IBEW	755	1	110	MO.	3,211	3,371	3,540	3,717	3,902	4,098
W/C EEO-CL OT STBY PROB JOB-FLAGS	755	1	112	HR.	18.523	19.449	20.421	21.442	22.514	23.640
9421 H 1 0 1 *	755	1	123	BW.	1,481.80	1,555.89	1,633.69	1,715.37	1,801.14	1,891.20
Warehouser	778	1	PERS	BASE	2720.7896	2856.8291	2999.6705	3149.6541	3307.1368	3472.4936
Effective Jun-11-2016 F Step IBEW	778	1	110	MO.	2,721	2,857	3,000	3,150	3,307	3,472
W/C EEO-CL OT STBY PROB JOB-FLAGS	778	1	112	HR.	15.697	16.482	17.306	18.171	19.080	20.034
9420 H 1 0 1 *	778	1	113	BW.	1,255.75	1,318.54	1,384.46	1,453.69	1,526.37	1,602.69
Wastewater Collection Worker	783	1	PERS	BASE	3392.9076	3562.5530	3740.6806	3927.7146	4124.1004	4330.3054
Effective Jun-11-2016 F Step IBEW	783	1	110	MO.	3,393	3,563	3,741	3,928	4,124	4,330
W/C EEO-CL OT STBY PROB JOB-FLAGS	783	1	112	HR.	19.574	20.553	21.581	22.660	23.793	24.983
9420 H 1 1 1 N*	783	1	113	BW.	1,565.96	1,644.26	1,726.47	1,812.79	1,903.43	1,998.60
Wastewater Plant Operator (In Training)	784	1	PERS	BASE	3103.2187	3258.3796	3421.2986	3592.3635	3771.9817	3960.5808
Effective Jun-11-2016 F Step IBEW	784	1	110	MO.	3,103	3,258	3,421	3,592	3,772	3,961
W/C EEO-CL OT STBY PROB JOB-FLAGS	784	1	112	HR.	17.903	18.798	19.738	20.725	21.761	22.850
9420 G 1 1 1 *	784	1	113	BW.	1,432.25	1,503.87	1,579.06	1,658.01	1,740.91	1,827.96

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F
Wastewater Plant Operator I	791	1	PERS	BASE	3832.0339	4023.6356	4224.8174	4436.0582	4657.8611	4890.7542
Effective Jun-11-2016 F Step IBEW	791	1	110	MO.	3,832	4,024	4,225	4,436	4,658	4,891
W/C EEO-CL OT STBY PROB JOB-FLAGS	791	1	112	HR.	22.108	23.213	24.374	25.593	26.872	28.216
9420 G 1 1 1 *	791	1	113	BW.	1,768.63	1,857.06	1,949.92	2,047.41	2,149.78	2,257.27
Wastewater Plant Operator II	792	1	PERS	BASE	4023.5630	4224.7412	4435.9782	4657.7771	4890.6660	5135.1993
Effective Jun-11-2016 F Step IBEW	792	1	110	MO.	4,024	4,225	4,436	4,658	4,891	5,135
W/C EEO-CL OT STBY PROB JOB-FLAGS	792	1	112	HR.	23.213	24.374	25.592	26.872	28.215	29.626
9420 G 1 1 1 3*	792	1	113	BW.	1,857.03	1,949.88	2,047.37	2,149.74	2,257.23	2,370.09
Wastewater Plant Operator III	793	1	PERS	BASE	4425.9194	4647.2153	4879.5761	5123.5549	5379.7327	5648.7193
Effective Jun-11-2016 F Step IBEW	793	1	110	MO.	4,426	4,647	4,880	5,124	5,380	5,649
W/C EEO-CL OT STBY PROB JOB-FLAGS	793	1	112	HR.	25.534	26.811	28.151	29.559	31.037	32.589
9420 G 1 1 1 *	793	1	113	BW.	2,042.73	2,144.87	2,252.11	2,364.72	2,482.95	2,607.10
Water Distribution Operator	801	1	PERS	BASE	3392.9076	3562.5530	3740.6806	3927.7146	4124.1004	4330.3054
Effective Jun-11-2016 F Step IBEW	801	1	110	MO.	3,393	3,563	3,741	3,928	4,124	4,330
W/C EEO-CL OT STBY PROB JOB-FLAGS	801	1	112	HR.	19.574	20.553	21.581	22.660	23.793	24.983
9420 H 1 1 1 *	801	1	113	BW.	1,565.96	1,644.26	1,726.47	1,812.79	1,903.43	1,998.60
Water Meter Maintenance Technician	803	1	PERS	BASE	3392.9076	3562.5530	3740.6806	3927.7146	4124.1004	4330.3054
Effective Jun-11-2016 F Step IBEW	803	1	110	MO.	3,393	3,563	3,741	3,928	4,124	4,330
W/C EEO-CL OT STBY PROB JOB-FLAGS	803	1	112	HR.	19.574	20.553	21.581	22.660	23.793	24.983
9420 G 1 0 1 *	803	1	113	BW.	1,565.96	1,644.26	1,726.47	1,812.79	1,903.43	1,998.60
Water Plant Operator (In Training)	804	1	PERS	BASE	3103.2187	3258.3796	3421.2986	3592.3635	3771.9817	3960.5808
Effective Jun-11-2016 F Step IBEW	804	1	110	MO.	3,103	3,258	3,421	3,592	3,772	3,961
W/C EEO-CL OT STBY PROB JOB-FLAGS	804	1	112	HR.	17.903	18.798	19.738	20.725	21.761	22.850
9420 G 1 0 1 *	804	1	113	BW.	1,432.25	1,503.87	1,579.06	1,658.01	1,740.91	1,827.96
Water Plant Technician	808	1	PERS	BASE	4048.6769	4251.1108	4463.6663	4686.8496	4921.1921	5167.2517
Effective Jun-11-2016 F Step IBEW	808	1	110	MO.	4,049	4,251	4,464	4,687	4,921	5,167
W/C EEO-CL OT STBY PROB JOB-FLAGS	808	1	112	HR.	23.358	24.526	25.752	27.040	28.391	29.811
9420 G 1 1 1 *	808	1	113	BW.	1,868.62	1,962.05	2,060.15	2,163.16	2,271.32	2,384.89
Water Plant Operator I	811	1	PERS	BASE	3832.0339	4023.6356	4224.8174	4436.0582	4657.8611	4890.7542
Effective Jun-11-2016 F Step IBEW	811	1	110	MO.	3,832	4,024	4,225	4,436	4,658	4,891
W/C EEO-CL OT STBY PROB JOB-FLAGS	811	1	112	HR.	22.108	23.213	24.374	25.593	26.872	28.216
9420 G 1 1 1 *	811	1	113	BW.	1,768.63	1,857.06	1,949.92	2,047.41	2,149.78	2,257.27
Water Plant Operator II	812	1	PERS	BASE	4023.5630	4224.7412	4435.9782	4657.7771	4890.6660	5135.1993
Effective Jun-11-2016 F Step IBEW	812	1	110	MO.	4,024	4,225	4,436	4,658	4,891	5,135
W/C EEO-CL OT STBY PROB JOB-FLAGS	812	1	112	HR.	23.213	24.374	25.592	26.872	28.215	29.626
9420 G 1 1 1 *	812	1	113	BW.	1,857.03	1,949.88	2,047.37	2,149.74	2,257.23	2,370.09
Water Resources Protection Technician	820	1	PERS	BASE	4053.0298	4255.6813	4468.4653	4691.8886	4926.4830	5172.8072
Effective Jun-11-2016 F Step IBEW	820	1	110	MO.	4,053	4,256	4,468	4,692	4,926	5,173
W/C EEO-CL OT STBY PROB JOB-FLAGS	820	1	112	HR.	23.383	24.552	25.780	27.069	28.422	29.843
9420 C 1 0 1 *	820	1	113	BW.	1,870.63	1,964.16	2,062.37	2,165.49	2,273.76	2,387.45

Effective June 11, 2016
IBEW F Step - Clerical Unit

Attachment #8

CITY OF LOMPOC

TITLE and JOB CATEGORY	JOB CAT	U	PERS		STEP-A	STEP-B	STEP-C	STEP-D	STEP-E	STEP-F
Account Clerk	005	3	PERS	BASE	2474.8765	2598.6204	2728.5514	2864.9790	3008.2279	3158.6393
Effective Jun-11-2016 F Step IBEW	005	3	110	MO.	2,475	2,599	2,729	2,865	3,008	3,159
W/C EEO-CL OT STBY PROB JOB-FLAGS	005	3	112	HR.	14.278	14.992	15.742	16.529	17.355	18.223
8810 F 1 0 1 *	005	3	113	BW.	1,142.25	1,199.36	1,259.33	1,322.30	1,388.41	1,457.83
Accounting Technician I	021	3	PERS	BASE	3455.6553	3628.4381	3809.8600	4000.3530	4200.3707	4410.3892
Effective Jun-11-2016 F Step IBEW	021	3	110	MO.	3,456	3,628	3,810	4,000	4,200	4,410
W/C EEO-CL OT STBY PROB JOB-FLAGS	021	3	112	HR.	19.936	20.933	21.980	23.079	24.233	25.445
8810 C 1 0 1 *	021	3	113	BW.	1,594.92	1,674.66	1,758.40	1,846.32	1,938.63	2,035.56
Accounting Technician II	022	3	PERS	BASE	3628.4381	3809.8600	4000.3531	4200.3707	4410.3892	4630.9087
Effective Jun-11-2016 F Step IBEW	022	3	110	MO.	3,628	3,810	4,000	4,200	4,410	4,631
W/C EEO-CL OT STBY PROB JOB-FLAGS	022	3	112	HR.	20.933	21.980	23.079	24.233	25.445	26.717
8810 C 1 0 1 *	022	3	113	BW.	1,674.66	1,758.40	1,846.32	1,938.63	2,035.56	2,137.34
Collection Accounts Coordinator	163	3	PERS	BASE	3157.6343	3315.5161	3481.2919	3655.3565	3838.1243	4030.0305
Effective Jun-11-2016 F Step IBEW	163	3	110	MO.	3,158	3,316	3,481	3,655	3,838	4,030
W/C EEO-CL OT STBY PROB JOB-FLAGS	163	3	112	HR.	18.217	19.128	20.084	21.089	22.143	23.250
8810 F 1 0 1 *	163	3	123	BW.	1,457.37	1,530.24	1,606.75	1,687.09	1,771.44	1,860.01
GIS Assistant	317	3	PERS	BASE	2922.3291	3068.4456	3221.8679	3382.9613	3552.1093	3729.7148
Effective Jun-11-2016 F Step IBEW	317	3	110	MO.	2,922	3,068	3,222	3,383	3,552	3,730
W/C EEO-CL OT STBY PROB JOB-FLAGS	317	3	112	HR.	16.860	17.703	18.588	19.517	20.493	21.518
8810 C 1 0 1 *	317	3	113	BW.	1,348.77	1,416.21	1,487.02	1,561.37	1,639.44	1,721.41
Intermediate Account Clerk	330	3	PERS	BASE	2717.1623	2853.0204	2995.6714	3145.4550	3302.7277	3467.8641
Effective Jun-11-2016 F Step IBEW	330	3	110	MO.	2,717	2,853	2,996	3,145	3,303	3,468
W/C EEO-CL OT STBY PROB JOB-FLAGS	330	3	112	HR.	15.676	16.460	17.283	18.147	19.054	20.007
8810 F 1 0 1 *	330	3	113	BW.	1,254.07	1,316.78	1,382.62	1,451.75	1,524.34	1,600.55
Intermediate Treasury Clerk	333	3	PERS	BASE	2717.1623	2853.0204	2995.6714	3145.4550	3302.7277	3467.8641
Effective Jun-11-2016 F Step IBEW	333	3	110	MO.	2,717	2,853	2,996	3,145	3,303	3,468
W/C EEO-CL OT STBY PROB JOB-FLAGS	333	3	112	HR.	15.676	16.460	17.283	18.147	19.054	20.007
8810 F 1 0 1 *	333	3	113	BW.	1,254.07	1,316.78	1,382.62	1,451.75	1,524.34	1,600.55
Office Staff Assistant I	486	3	PERS	BASE	2512.3175	2637.9334	2769.8300	2908.3215	3053.7376	3206.4245
Effective Jun-11-2016 F Step IBEW	486	3	110	MO.	2,512	2,638	2,770	2,908	3,054	3,206
W/C EEO-CL OT STBY PROB JOB-FLAGS	486	3	112	HR.	14.494	15.219	15.980	16.779	17.618	18.499
8810 F 1 0 1 *	486	3	113	BW.	1,159.53	1,217.51	1,278.38	1,342.30	1,409.42	1,479.89
Office Staff Assistant II	487	3	PERS	BASE	2763.1426	2901.2997	3046.3647	3198.6829	3358.6170	3526.5479
Effective Jun-11-2016 F Step IBEW	487	3	110	MO.	2,763	2,901	3,046	3,199	3,359	3,527
W/C EEO-CL OT STBY PROB JOB-FLAGS	487	3	112	HR.	15.941	16.738	17.575	18.454	19.377	20.345
8810 F 1 0 1 *	487	3	113	BW.	1,275.30	1,339.06	1,406.01	1,476.32	1,550.13	1,627.64
Office Staff Assistant III	488	3	PERS	BASE	2901.4354	3046.5072	3198.8325	3358.7741	3526.7129	3703.0485
Effective Jun-11-2016 F Step IBEW	488	3	110	MO.	2,901	3,047	3,199	3,359	3,527	3,703
W/C EEO-CL OT STBY PROB JOB-FLAGS	488	3	112	HR.	16.739	17.576	18.455	19.378	20.346	21.364
8810 F 1 0 1 *	488	3	113	BW.	1,339.12	1,406.08	1,476.38	1,550.20	1,627.71	1,709.10
Office Staff Assistant IV	489	3	PERS	BASE	3198.8323	3358.7739	3526.7126	3703.0483	3888.2007	4082.6107
Effective Jun-11-2016 F Step IBEW	489	3	110	MO.	3,199	3,359	3,527	3,703	3,888	4,083
W/C EEO-CL OT STBY PROB JOB-FLAGS	489	3	112	HR.	18.455	19.378	20.346	21.364	22.432	23.554
8810 F 1 0 1 *	489	3	113	BW.	1,476.38	1,550.20	1,627.71	1,709.10	1,794.55	1,884.28
Police Records Technician I	568	3	PERS	BASE	2832.2211	2973.8322	3122.5238	3278.6500	3442.5825	3614.7116
Effective Jun-11-2016 F Step IBEW	568	3	110	MO.	2,832	2,974	3,123	3,279	3,443	3,615
W/C EEO-CL OT STBY PROB JOB-FLAGS	568	3	112	HR.	16.340	17.157	18.015	18.915	19.861	20.854
8810 F 1 0 1 *	568	3	113	BW.	1,307.18	1,372.54	1,441.16	1,513.22	1,588.88	1,668.33
Police Records Technician II	569	3	PERS	BASE	2973.9713	3122.6698	3278.8033	3442.7435	3614.8807	3795.6247
Effective Jun-11-2016 F Step IBEW	569	3	110	MO.	2,974	3,123	3,279	3,443	3,615	3,796
W/C EEO-CL OT STBY PROB JOB-FLAGS	569	3	112	HR.	17.158	18.015	18.916	19.862	20.855	21.898
8810 F 1 0 1 *	569	3	113	BW.	1,372.60	1,441.23	1,513.29	1,588.96	1,668.41	1,751.83

Printer and Web Technician	572	3	PERS	BASE	3291.0438	3455.5960	3628.3758	3809.7946	4000.2843	4200.2985
Effective Jun-11-2016 F Step IBEW	572	3	110	MO.	3,291	3,456	3,628	3,810	4,000	4,200
W/C EEO-CL OT STBY PROB JOB-FLAGS	572	3	112	HR.	18.987	19.936	20.933	21.980	23.079	24.232
8810 G 1 0 1 *	572	3	113	BW.	1,518.94	1,594.89	1,674.63	1,758.37	1,846.29	1,938.60
Purchasing Assistant	595	3	PERS	BASE	2825.5101	2966.7856	3115.1248	3270.8811	3434.4251	3606.1464
Effective Jun-11-2016 F Step IBEW	595	3	110	MO.	2,826	2,967	3,115	3,271	3,434	3,606
W/C EEO-CL OT STBY PROB JOB-FLAGS	595	3	112	HR.	16.301	17.116	17.972	18.870	19.814	20.805
8810 F 1 0 1 *	595	3	113	BW.	1,304.08	1,369.29	1,437.75	1,509.64	1,585.12	1,664.38
Senior Account Clerk	645	3	PERS	BASE	2979.9809	3128.9800	3285.4290	3449.7004	3622.1854	3803.2947
Effective Jun-11-2016 F Step IBEW	645	3	110	MO.	2,980	3,129	3,285	3,450	3,622	3,803
W/C EEO-CL OT STBY PROB JOB-FLAGS	645	3	112	HR.	17.192	18.052	18.954	19.902	20.897	21.942
8810 F 1 0 1 *	645	3	113	BW.	1,375.38	1,444.14	1,516.35	1,592.17	1,671.78	1,755.37
Senior Treasury Clerk	692	3	PERS	BASE	2979.9809	3128.9800	3285.4290	3449.7004	3622.1854	3803.2947
Effective Jun-11-2016 F Step IBEW	692	3	110	MO.	2,980	3,129	3,285	3,450	3,622	3,803
W/C EEO-CL OT STBY PROB JOB-FLAGS	692	3	112	HR.	17.192	18.052	18.954	19.902	20.897	21.942
8810 F 1 0 1 *	692	3	113	BW.	1,375.38	1,444.14	1,516.35	1,592.17	1,671.78	1,755.37
Treasury Clerk	748	3	PERS	BASE	2474.8765	2598.6204	2728.5514	2864.9790	3008.2279	3158.6393
Effective Jun-11-2016 F Step IBEW	748	3	110	MO.	2,475	2,599	2,729	2,865	3,008	3,159
W/C EEO-CL OT STBY PROB JOB-FLAGS	748	3	112	HR.	14.278	14.992	15.742	16.529	17.355	18.223
8810 F 1 0 1 *	748	3	113	BW.	1,142.25	1,199.36	1,259.33	1,322.30	1,388.41	1,457.83