

Exhibit B
General Salary Table 1– Annual Salary
November 14, 2012

Annual Salary by Pay Grade and Step										
Salary Steps @ 2.5%										
Pay Grades	A	B	C	D	E	F	G	H	I	J
1	\$ 16,640.00	\$ 17,056.00	\$ 17,482.40	\$ 17,919.46	\$ 18,367.45	\$ 18,826.63	\$ 19,297.30	\$ 19,779.73	\$ 20,274.22	\$ 20,781.08
2	17,472.00	17,908.80	18,356.52	18,815.43	19,285.82	19,767.96	20,262.16	20,768.72	21,287.94	21,820.13
3	18,345.60	18,804.24	19,274.35	19,756.20	20,250.11	20,756.36	21,275.27	21,807.15	22,352.33	22,911.14
4	19,262.88	19,744.45	20,238.06	20,744.01	21,262.62	21,794.18	22,339.04	22,897.51	23,469.95	24,056.70
5	20,226.02	20,731.67	21,249.97	21,781.22	22,325.75	22,883.89	23,455.99	24,042.39	24,643.45	25,259.53
6	21,237.33	21,768.26	22,312.46	22,870.28	23,442.03	24,028.08	24,628.79	25,244.51	25,875.62	26,522.51
7	22,299.19	22,856.67	23,428.09	24,013.79	24,614.13	25,229.49	25,860.23	26,506.73	27,169.40	27,848.63
8	23,414.15	23,999.50	24,599.49	25,214.48	25,844.84	26,490.96	27,153.24	27,832.07	28,527.87	29,241.07
9	24,584.86	25,199.48	25,829.47	26,475.20	27,137.08	27,815.51	28,510.90	29,223.67	29,954.26	30,703.12
10	25,814.10	26,459.45	27,120.94	27,798.96	28,493.94	29,206.29	29,936.44	30,684.85	31,451.98	32,238.28
11	27,104.81	27,782.43	28,476.99	29,188.91	29,918.63	30,666.60	31,433.27	32,219.10	33,024.57	33,850.19
12	28,460.05	29,171.55	29,900.84	30,648.36	31,414.57	32,199.93	33,004.93	33,830.05	34,675.80	35,542.70
13	29,883.05	30,630.13	31,395.88	32,180.78	32,985.29	33,809.93	34,655.18	35,521.55	36,409.59	37,319.83
14	31,377.20	32,161.63	32,965.67	33,789.81	34,634.56	35,500.42	36,387.93	37,297.63	38,230.07	39,185.83
15	32,946.06	33,769.71	34,613.96	35,479.31	36,366.29	37,275.44	38,207.33	39,162.51	40,141.58	41,145.12
16	34,593.36	35,458.20	36,344.65	37,253.27	38,184.60	39,139.22	40,117.70	41,120.64	42,148.66	43,202.37
17	36,323.03	37,231.11	38,161.89	39,115.93	40,093.83	41,096.18	42,123.58	43,176.67	44,256.09	45,362.49
18	38,139.18	39,092.66	40,069.98	41,071.73	42,098.52	43,150.99	44,229.76	45,335.51	46,468.89	47,630.62
19	40,046.14	41,047.30	42,073.48	43,125.32	44,203.45	45,308.54	46,441.25	47,602.28	48,792.34	50,012.15
20	42,048.45	43,099.66	44,177.15	45,281.58	46,413.62	47,573.96	48,763.31	49,982.39	51,231.95	52,512.75
21	44,150.87	45,254.65	46,386.01	47,545.66	48,734.30	49,952.66	51,201.48	52,481.51	53,793.55	55,138.39
22	46,358.42	47,517.38	48,705.31	49,922.95	51,171.02	52,450.29	53,761.55	55,105.59	56,483.23	57,895.31
23	48,676.34	49,893.25	51,140.58	52,419.09	53,729.57	55,072.81	56,449.63	57,860.87	59,307.39	60,790.08
24	51,110.16	52,387.91	53,697.61	55,040.05	56,416.05	57,826.45	59,272.11	60,753.91	62,272.76	63,829.58
25	53,665.66	55,007.30	56,382.49	57,792.05	59,236.85	60,717.77	62,235.72	63,791.61	65,386.40	67,021.06
26	56,348.95	57,757.67	59,201.61	60,681.65	62,198.69	63,753.66	65,347.50	66,981.19	68,655.72	70,372.11
27	59,166.39	60,645.55	62,161.69	63,715.73	65,308.63	66,941.34	68,614.88	70,330.25	72,088.51	73,890.72
28	62,124.71	63,677.83	65,269.78	66,901.52	68,574.06	70,288.41	72,045.62	73,846.76	75,692.93	77,585.25
29	65,230.95	66,861.72	68,533.27	70,246.60	72,002.76	73,802.83	75,647.90	77,539.10	79,477.58	81,464.52
30	68,492.50	70,204.81	71,959.93	73,758.93	75,602.90	77,492.97	79,430.30	81,416.05	83,451.46	85,537.74
31	71,917.12	73,715.05	75,557.93	77,446.87	79,383.05	81,367.62	83,401.81	85,486.86	87,624.03	89,814.63
32	75,512.98	77,400.80	79,335.82	81,319.22	83,352.20	85,436.00	87,571.90	89,761.20	92,005.23	94,305.36
33	79,288.63	81,270.84	83,302.61	85,385.18	87,519.81	89,707.80	91,950.50	94,249.26	96,605.49	99,020.63
34	83,253.06	85,334.38	87,467.74	89,654.44	91,895.80	94,193.19	96,548.02	98,961.72	101,435.77	103,971.66
35	87,415.71	89,601.10	91,841.13	94,137.16	96,490.59	98,902.85	101,375.42	103,909.81	106,507.55	109,170.24
36	91,786.50	94,081.16	96,433.19	98,844.02	101,315.12	103,848.00	106,444.19	109,105.30	111,832.93	114,628.76
37	96,375.82	98,785.22	101,254.85	103,786.22	106,380.87	109,040.39	111,766.40	114,560.56	117,424.58	120,360.19
38	101,194.61	103,724.48	106,317.59	108,975.53	111,699.92	114,492.41	117,354.72	120,288.59	123,295.81	126,378.20
39	106,254.34	108,910.70	111,633.47	114,424.30	117,284.91	120,217.04	123,222.46	126,303.02	129,460.60	132,697.11
40	111,567.06	114,356.24	117,215.14	120,145.52	123,149.16	126,227.89	129,383.58	132,618.17	135,933.63	139,331.97
41	117,145.41	120,074.05	123,075.90	126,152.80	129,306.62	132,539.28	135,852.76	139,249.08	142,730.31	146,298.57
42	123,002.68	126,077.75	129,229.69	132,460.44	135,771.95	139,166.25	142,645.40	146,211.54	149,866.83	153,613.50
43	129,152.82	132,381.64	135,691.18	139,083.46	142,560.54	146,124.56	149,777.67	153,522.11	157,360.17	161,294.17
44	135,610.46	139,000.72	142,475.74	146,037.63	149,688.57	153,430.79	157,266.56	161,198.22	165,228.17	169,358.88
45	142,390.98	145,950.76	149,599.52	153,339.51	157,173.00	161,102.32	165,129.88	169,258.13	173,489.58	177,826.82

Exhibit B
 General Salary Table 2– Monthly Salary
 November 14, 2012

Monthly Salary by Pay Grade and Steps										
Salary Steps at 2.5%										
Pay Grades	A	B	C	D	E	F	G	H	I	J
1	\$ 1,386.67	\$ 1,421.33	\$ 1,456.87	\$ 1,493.29	\$ 1,530.62	\$ 1,568.89	\$ 1,608.11	\$ 1,648.31	\$ 1,689.52	\$ 1,731.76
2	1,456.00	1,492.40	1,529.71	1,567.95	1,607.15	1,647.33	1,688.51	1,730.73	1,773.99	1,818.34
3	1,528.80	1,567.02	1,606.20	1,646.35	1,687.51	1,729.70	1,772.94	1,817.26	1,862.69	1,909.26
4	1,605.24	1,645.37	1,686.51	1,728.67	1,771.88	1,816.18	1,861.59	1,908.13	1,955.83	2,004.72
5	1,685.50	1,727.64	1,770.83	1,815.10	1,860.48	1,906.99	1,954.67	2,003.53	2,053.62	2,104.96
6	1,769.78	1,814.02	1,859.37	1,905.86	1,953.50	2,002.34	2,052.40	2,103.71	2,156.30	2,210.21
7	1,858.27	1,904.72	1,952.34	2,001.15	2,051.18	2,102.46	2,155.02	2,208.89	2,264.12	2,320.72
8	1,951.18	1,999.96	2,049.96	2,101.21	2,153.74	2,207.58	2,262.77	2,319.34	2,377.32	2,436.76
9	2,048.74	2,099.96	2,152.46	2,206.27	2,261.42	2,317.96	2,375.91	2,435.31	2,496.19	2,558.59
10	2,151.18	2,204.95	2,260.08	2,316.58	2,374.49	2,433.86	2,494.70	2,557.07	2,621.00	2,686.52
11	2,258.73	2,315.20	2,373.08	2,432.41	2,493.22	2,555.55	2,619.44	2,684.92	2,752.05	2,820.85
12	2,371.67	2,430.96	2,491.74	2,554.03	2,617.88	2,683.33	2,750.41	2,819.17	2,889.65	2,961.89
13	2,490.25	2,552.51	2,616.32	2,681.73	2,748.77	2,817.49	2,887.93	2,960.13	3,034.13	3,109.99
14	2,614.77	2,680.14	2,747.14	2,815.82	2,886.21	2,958.37	3,032.33	3,108.14	3,185.84	3,265.49
15	2,745.51	2,814.14	2,884.50	2,956.61	3,030.52	3,106.29	3,183.94	3,263.54	3,345.13	3,428.76
16	2,882.78	2,954.85	3,028.72	3,104.44	3,182.05	3,261.60	3,343.14	3,426.72	3,512.39	3,600.20
17	3,026.92	3,102.59	3,180.16	3,259.66	3,341.15	3,424.68	3,510.30	3,598.06	3,688.01	3,780.21
18	3,178.27	3,257.72	3,339.17	3,422.64	3,508.21	3,595.92	3,685.81	3,777.96	3,872.41	3,969.22
19	3,337.18	3,420.61	3,506.12	3,593.78	3,683.62	3,775.71	3,870.10	3,966.86	4,066.03	4,167.68
20	3,504.04	3,591.64	3,681.43	3,773.47	3,867.80	3,964.50	4,063.61	4,165.20	4,269.33	4,376.06
21	3,679.24	3,771.22	3,865.50	3,962.14	4,061.19	4,162.72	4,266.79	4,373.46	4,482.80	4,594.87
22	3,863.20	3,959.78	4,058.78	4,160.25	4,264.25	4,370.86	4,480.13	4,592.13	4,706.94	4,824.61
23	4,056.36	4,157.77	4,261.71	4,368.26	4,477.46	4,589.40	4,704.14	4,821.74	4,942.28	5,065.84
24	4,259.18	4,365.66	4,474.80	4,586.67	4,701.34	4,818.87	4,939.34	5,062.83	5,189.40	5,319.13
25	4,472.14	4,583.94	4,698.54	4,816.00	4,936.40	5,059.81	5,186.31	5,315.97	5,448.87	5,585.09
26	4,695.75	4,813.14	4,933.47	5,056.80	5,183.22	5,312.81	5,445.63	5,581.77	5,721.31	5,864.34
27	4,930.53	5,053.80	5,180.14	5,309.64	5,442.39	5,578.45	5,717.91	5,860.85	6,007.38	6,157.56
28	5,177.06	5,306.49	5,439.15	5,575.13	5,714.50	5,857.37	6,003.80	6,153.90	6,307.74	6,465.44
29	5,435.91	5,571.81	5,711.11	5,853.88	6,000.23	6,150.24	6,303.99	6,461.59	6,623.13	6,788.71
30	5,707.71	5,850.40	5,996.66	6,146.58	6,300.24	6,457.75	6,619.19	6,784.67	6,954.29	7,128.15
31	5,993.09	6,142.92	6,296.49	6,453.91	6,615.25	6,780.64	6,950.15	7,123.90	7,302.00	7,484.55
32	6,292.75	6,450.07	6,611.32	6,776.60	6,946.02	7,119.67	7,297.66	7,480.10	7,667.10	7,858.78
33	6,607.39	6,772.57	6,941.88	7,115.43	7,293.32	7,475.65	7,662.54	7,854.11	8,050.46	8,251.72
34	6,937.75	7,111.20	7,288.98	7,471.20	7,657.98	7,849.43	8,045.67	8,246.81	8,452.98	8,664.31
35	7,284.64	7,466.76	7,653.43	7,844.76	8,040.88	8,241.90	8,447.95	8,659.15	8,875.63	9,097.52
36	7,648.87	7,840.10	8,036.10	8,237.00	8,442.93	8,654.00	8,870.35	9,092.11	9,319.41	9,552.40
37	8,031.32	8,232.10	8,437.90	8,648.85	8,865.07	9,086.70	9,313.87	9,546.71	9,785.38	10,030.02
38	8,432.88	8,643.71	8,859.80	9,081.29	9,308.33	9,541.03	9,779.56	10,024.05	10,274.65	10,531.52
39	8,854.53	9,075.89	9,302.79	9,535.36	9,773.74	10,018.09	10,268.54	10,525.25	10,788.38	11,058.09
40	9,297.25	9,529.69	9,767.93	10,012.13	10,262.43	10,518.99	10,781.97	11,051.51	11,327.80	11,611.00
41	9,762.12	10,006.17	10,256.32	10,512.73	10,775.55	11,044.94	11,321.06	11,604.09	11,894.19	12,191.55
42	10,250.22	10,506.48	10,769.14	11,038.37	11,314.33	11,597.19	11,887.12	12,184.29	12,488.90	12,801.12
43	10,762.73	11,031.80	11,307.60	11,590.29	11,880.05	12,177.05	12,481.47	12,793.51	13,113.35	13,441.18
44	11,300.87	11,583.39	11,872.98	12,169.80	12,474.05	12,785.90	13,105.55	13,433.18	13,769.01	14,113.24
45	11,865.92	12,162.56	12,466.63	12,778.29	13,097.75	13,425.19	13,760.82	14,104.84	14,457.47	14,818.90

Exhibit B
 General Salary Table 3— Hourly Rates
 November 14, 2012

Hourly Salary by Pay Grade and Steps										
Salary Steps @ 2.5%										
Pay Grades	A	B	C	D	E	F	G	H	I	J
1	\$ 8.00	\$ 8.20	\$ 8.41	\$ 8.62	\$ 8.83	\$ 9.05	\$ 9.28	\$ 9.51	\$ 9.75	\$ 9.99
2	8.40	8.61	8.83	9.05	9.27	9.50	9.74	9.98	10.23	10.49
3	8.82	9.04	9.27	9.50	9.74	9.98	10.23	10.48	10.75	11.01
4	9.26	9.49	9.73	9.97	10.22	10.48	10.74	11.01	11.28	11.57
5	9.72	9.97	10.22	10.47	10.73	11.00	11.28	11.56	11.85	12.14
6	10.21	10.47	10.73	11.00	11.27	11.55	11.84	12.14	12.44	12.75
7	10.72	10.99	11.26	11.55	11.83	12.13	12.43	12.74	13.06	13.39
8	11.26	11.54	11.83	12.12	12.43	12.74	13.05	13.38	13.72	14.06
9	11.82	12.12	12.42	12.73	13.05	13.37	13.71	14.05	14.40	14.76
10	12.41	12.72	13.04	13.36	13.70	14.04	14.39	14.75	15.12	15.50
11	13.03	13.36	13.69	14.03	14.38	14.74	15.11	15.49	15.88	16.27
12	13.68	14.02	14.38	14.73	15.10	15.48	15.87	16.26	16.67	17.09
13	14.37	14.73	15.09	15.47	15.86	16.25	16.66	17.08	17.50	17.94
14	15.09	15.46	15.85	16.25	16.65	17.07	17.49	17.93	18.38	18.84
15	15.84	16.24	16.64	17.06	17.48	17.92	18.37	18.83	19.30	19.78
16	16.63	17.05	17.47	17.91	18.36	18.82	19.29	19.77	20.26	20.77
17	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	21.28	21.81
18	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90
19	19.25	19.73	20.23	20.73	21.25	21.78	22.33	22.89	23.46	24.04
20	20.22	20.72	21.24	21.77	22.31	22.87	23.44	24.03	24.63	25.25
21	21.23	21.76	22.30	22.86	23.43	24.02	24.62	25.23	25.86	26.51
22	22.29	22.84	23.42	24.00	24.60	25.22	25.85	26.49	27.16	27.83
23	23.40	23.99	24.59	25.20	25.83	26.48	27.14	27.82	28.51	29.23
24	24.57	25.19	25.82	26.46	27.12	27.80	28.50	29.21	29.94	30.69
25	25.80	26.45	27.11	27.78	28.48	29.19	29.92	30.67	31.44	32.22
26	27.09	27.77	28.46	29.17	29.90	30.65	31.42	32.20	33.01	33.83
27	28.45	29.16	29.89	30.63	31.40	32.18	32.99	33.81	34.66	35.52
28	29.87	30.61	31.38	32.16	32.97	33.79	34.64	35.50	36.39	37.30
29	31.36	32.15	32.95	33.77	34.62	35.48	36.37	37.28	38.21	39.17
30	32.93	33.75	34.60	35.46	36.35	37.26	38.19	39.14	40.12	41.12
31	34.58	35.44	36.33	37.23	38.16	39.12	40.10	41.10	42.13	43.18
32	36.30	37.21	38.14	39.10	40.07	41.08	42.10	43.15	44.23	45.34
33	38.12	39.07	40.05	41.05	42.08	43.13	44.21	45.31	46.44	47.61
34	40.03	41.03	42.05	43.10	44.18	45.29	46.42	47.58	48.77	49.99
35	42.03	43.08	44.15	45.26	46.39	47.55	48.74	49.96	51.21	52.49
36	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.45	53.77	55.11
37	46.33	47.49	48.68	49.90	51.14	52.42	53.73	55.08	56.45	57.87
38	48.65	49.87	51.11	52.39	53.70	55.04	56.42	57.83	59.28	60.76
39	51.08	52.36	53.67	55.01	56.39	57.80	59.24	60.72	62.24	63.80
40	53.64	54.98	56.35	57.76	59.21	60.69	62.20	63.76	65.35	66.99
41	56.32	57.73	59.17	60.65	62.17	63.72	65.31	66.95	68.62	70.34
42	59.14	60.61	62.13	63.68	65.27	66.91	68.58	70.29	72.05	73.85
43	62.09	63.65	65.24	66.87	68.54	70.25	72.01	73.81	75.65	77.55
44	65.20	66.83	68.50	70.21	71.97	73.76	75.61	77.50	79.44	81.42
45	68.46	70.17	71.92	73.72	75.56	77.45	79.39	81.37	83.41	85.49

Exhibit C
 General Benefits Schedule
 Part 1 of 2
 November 14, 2012

Group	Salary Increase	Vacation	Sick Leave	Holidays	Management Leave	Retirement Plan*	Medical, Dental and Vision	Disability Insurance	Deferred Coi
Executive Employees	Per Contract	Per Contract	Per Contract	11 days per ord. 53, 2.07.080(C)(i)	Per Contract	2.7 % at age 55, City paid per Ord. 53 2.07.130.(b). City Share @ 18.46% Employee Share @ 8.0%	Per Contract	Per Contract	Per Contract
Management Employees	Merit adjustment after 12 months of service based on performance evaluation and recommended by Dept Head and approved by City Manager. Ord. 53, 2.07.030(C).	80 hours per year, increasing based on years of service per Ord. 53 2.07.080(d). Maximum accrual 240 hours, 40 hours cash out annually first pay-period in December.	8 hours per month, 240 hours maximum accrual per Ord. 53 2.07.080(e).	11 days per ord. 53, 2.07.080(C)(i)	Department Heads - 40 hours per calendar year. Per Ord. 53 sect 2.07.080(k)	2.7 % at age 55, City paid per Ord. 53 2.07.130.(b). City Share @ 18.46% Employee Share @ 8.0%	City Contribution of \$1,200.00 per month towards CalPERS Health Program and Guidance Dental and Vision Programs.	N/A	N/A
General Employees	Merit adjustment after 12 months of service based on performance evaluation and recommended by Dept Head and approved by City Manager. Ord. 53, 2.07.030(C).	80 hours per year, increasing based on years of service per Ord. 53 2.07.080(d). Maximum accrual 240 hours, 40 hours cash out annually first pay-period in December.	8 hours per month, 240 hours maximum accrual per Ord. 53 2.07.080(e).	11 days per ord. 53, 2.07.080(C)(i)	none	2.7 % at age 55, City paid per Ord. 53 2.07.130.(b). City Share @ 18.46% Employee Share @ 8.0%	City Contribution of \$1,200.00 per month towards CalPERS Health Program and Guidance Dental and Vision Programs.	N/A	N/A

* This provision applies to all employees hired before January 1, 2013. Employees hired after January 1, 2013 will be subject to the provisions of the California Public Employees Pension Reform Act of 2013.