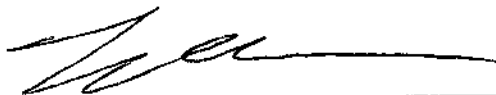


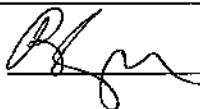
Felina Herrera Falc

Michelle Gutierrez, President, AFSCME:



Date: 6/19/19

Bernadette Salazar, HR Director: City of Santa Fe:



Date: 6/19/19

**TENTATIVE AGREEMENT**

ITEM # 19-0552

**AMENDMENT NO. 2**

**To the Agreement between the City of Santa Fe  
And the  
American Federation of State, County and Municipal Employees Local 3999  
Whole Agreement in Effect  
July 1, 2017 through June 30, 2020**

**THIS AMENDMENT** is made and entered into by and between the **City of Santa Fe** ("City") and **American Federation of State, County and Municipal Employees Local 3999** ("Union").

**WHEREAS**, the City and the Union entered into the Collective Bargaining Agreement ("CBA") effective July 1, 2017 through June 30, 2020; and

**WHEREAS**, the City engaged in a Classification and Compensation study in October 2017 and was concluded in December 2018; and

**WHEREAS**, the City Council allocated \$933,857 for the purpose of implementing the recommendations of the consultant to bring employees to the new minimum pay ranges in an effort to provide competitive salaries for City employees; and

**WHEREAS**, the City Council approved the expenditure of \$222,000 for equity pay increases for AFSCME bargaining unit employees from the \$933,857 allocated by City Council during the FY20 budget process for implementation of the Classification and Compensation Study; and

**WHEREAS**, both parties agree to implement the recommendations of the Classification and Compensation consultant and the AFSCME equity pay increases for AFSCME bargaining unit employees:

**NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

1. **ARTICLE 26 CLASSIFICATION AND PAY PLAN** is hereby amended to read as follows:

**ARTICLE 26 CLASSIFICATION AND PAY PLAN**

Section 1 Purpose

- A. The Classification and Pay Plan is intended to be employee-based as well as provide for equitable employee compensation and career growth. The plan shall also establish competitive salaries to allow the City to recruit and retain qualified employees. The expressed objectives for the Classification and Pay Plan for the City of Santa Fe are:

1. To assign appropriate range assignments based on internal equity;
2. To establish entry pay rates that respond to the need to be competitive;
3. To establish the minimum and maximum compensation values for each job; and
4. To provide pay increases which recognize employee growth and experiences on the job.

B. The Classification and Pay Plan shall define pay ranges that allow consistent salary growth for each job classification in order to recognize employee longevity and increased knowledge, skills and abilities.

#### Section 2 Base Rate Salary Adjustment - Fiscal Year 2017/2018

All bargaining unit employees who are non-probationary as of August 1, 2017 shall receive a salary adjustment of two percent (2%). The adjustment shall be effective the first full pay period in fiscal year 2017/2018 following approval of this Agreement by the City's Governing Body.

#### Section 3 Base Rate Salary Adjustment - Fiscal Year 2018/2019

All bargaining unit employees who are non-probationary as of July 1, 2018 shall receive a salary adjustment of two percent (2%). The adjustment shall be effective the first full pay period in fiscal year 2018/2019.

#### Section 4 Base Rate Salary Adjustment -Fiscal Year 2019/2020

All bargaining unit employees who are non-probationary as of July 1, 2019 shall receive a salary adjustment of two percent (2%). The adjustment shall be effective the first full pay period in fiscal year 2019/2020.

#### Section 4A Equity Pay Plan

On April 24, 2019, City Council approved the expenditure of \$222,000 for equity pay increases from the \$933,857 allocated by City Council during the budget process for implementation of the Classification and Compensation Study in FY20. Appendix B identifies the employees, classifications and the amounts of the equity salary increases. The effective date of the pay increases shall be the first full pay period after ratification by the Union and approval by City Council. These pay increases do not constitute pay inequities and these pay increases will not be subject to the grievance procedures under the collective bargaining agreement.

#### Section 4B Classification and Compensation Study Implementation

Both parties have agreed to the recommendations of the Classification and Compensation study performed by Springsted Inc. Appendix A is hereby replaced with the newly agreed upon pay plan. All bargaining unit employees whose current salary is not at the new minimum pay range shall receive a salary increase to the minimum pay range effective the first full pay period after ratification by the Union and approval by City Council. The parties acknowledge that retroactive bonuses or retroactive pay increases for services already rendered are illegal under New Mexico law. For the purposes of implementing the recommendations of the Classification and Compensation study, Appendix A.1 is attached to reflect the changes that may affect bargaining unit employees. These pay increases do not constitute pay inequities and these pay increases will not be subject to the grievance procedures under the collective bargaining agreement.

Section 5 Limited Reopener

The parties acknowledge that the two percent (2%) pay increase for the second and third years of this Agreement are contingent on the City's Governing Body appropriating sufficient unencumbered funds for the increase. The City Manager agrees to submit a budget proposal to the City's Governing Body sufficient to fund the wage increases in this Agreement. If the Governing Body appropriates additional monies beyond the two percent (2%) pay increases stated in this Agreement, the parties will return to the table to negotiate the allocation of the additional monies.

Section 6 Living Wage

Living Wage Increases will be addressed in accordance with the Living Wage Ordinance No. 2003-8 Section 28-p1.5B., as amended.

Section 7 Salary Survey

- A. In order to verify the adequacy of the City pay levels with respect to general employment and economic conditions, the Employer shall conduct a classification and compensation survey once every 3 years for implementation in the fourth (4<sup>th</sup>) year. Data obtained in this survey shall include salary ranges (minimum and maximum pay rates) for all classifications within the Classification and Pay Plan.
- B. The Employer and the Union shall meet and review the salary survey and shall mutually agree on implementation of any revision to the Pay Plan.

Section 8 Revising and Creating Classifications; and Reorganizations

When the Employer revises existing classifications, establish new classifications, or reorganizes, the Employer and Union shall meet within fourteen (14) calendar days prior to implementation and make any necessary provisions relating to:

- The impact of current and newly created job classifications, and salary; and
- Inclusion or exclusion in the bargaining unit.

Section 9 Right to Job Description

The Employer shall provide a written job description to the employee immediately upon hire and upon an employee's request. The Human Resources Department shall provide the union with a copy of each job description and update when necessary.

Section 10 Temporary Upgrades

- A. Employees shall not be required to perform duties of a higher classification as a regular assignment. However, when a bargaining unit employee is assigned to temporarily work in a higher classification, the Employer shall select a bargaining unit employee based on class seniority in accordance with Article 22, Section 2.B.

- B. The Employer shall compensate bargaining unit employees temporarily assigned to work at a higher classification for periods of five (5) consecutive work days or longer with an increase of ten percent (10%) of their wage to include all differentials and overtime pay at the rate of one-and-a-half (1 1/2) times or the beginning wage of that classification, whichever is greater, for the duration of the reassignment. The Employer shall not alternate employees to avoid paying salary upgrade.
- C. In cases where the immediate supervisor can plan in advance and assign an employee to work out of class prior to it taking effect, the immediate supervisor shall notify the Human Resources Department in writing no less than five (5) working days prior to the effective date of the reassignment so that all necessary actions may be processed. Reassignments shall be effective the first day of a pay period. In cases of emergency, the immediate supervisor shall notify the Human Resources Department at the first possible opportunity.

#### Section 11 Request for Reclassification

- A. Either the Employer, or an employee covered by this Agreement who believes that his/her actual job position is not assigned to the classification that best represents the duties assigned by the Employer, may initiate a request for a position classification review through procedures established by the Human Resources Department. Such procedures may include a desk audit of the employee's job. Employees shall request in writing such classification review through their immediate supervisor. The Employer shall forward such request to the Human Resources Department within thirty (30) calendar days.
- B. All actions related to a request for a classification review must be completed by the Employer in a period not to exceed sixty (60) calendar days from the date it was submitted to the Human Resources Department. The employee requesting the classification review shall be notified in writing by the Human Resources Department after completion of the review to inform the employee of its status (approval or disapproval), with an explanation of the decision.

#### Section 12 Reclassification


- A. If the employee's position is subsequently assigned to a different job classification and the employee meets the minimum qualifications for that position, the employee shall be paid appropriate salary for the new job classification, effective the first day of the pay period following the date the reclassification was approved by the Human Resources Director and City Manager.
- B. For the purpose of maintaining equity within the Classification and Pay Plan, a reclassification may result in a salary increase from 0-20% or the minimum of the new grade, whichever is greater. The percentage of salary increase shall be consistent with the other bargaining unit employees within the new classification, unless the employee is currently earning more than existing bargaining unit employees in the same position classification.
- C. Under no circumstance shall a reclassification result in a reduction in an employee's pay.

#### Section 13 Equity Adjustments

Equity issues shall be addressed on a case-by-case basis by the Human Resources Department and the Union.

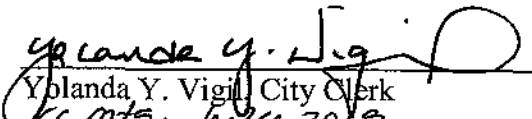
IN WITNESS THEREOF, the parties have signed their names and affixed the signature of their authorized representatives on this 28<sup>th</sup> day of June, 2019.

CITY OF SANTA FE

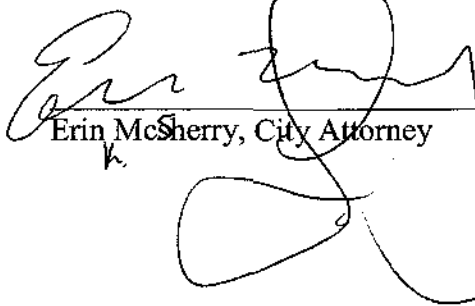
  
\_\_\_\_\_  
Alan Webber, Mayor

DATE:

ATTEST:

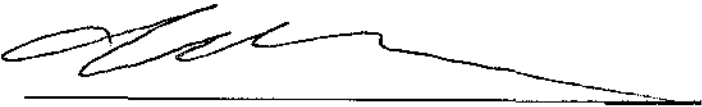
  
Yolanda Y. Vigil, City Clerk  
CC mtg. 6.24.2019  
DATE: 6-28-19

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Erin McSherry, City Attorney

Approved:

AFSCME

  
\_\_\_\_\_  
Michelle Gutierrez, AFSCME President  
Felix Herrera - for



**AFSCME Agreement July 2017-June 30, 2020 Proposal #2**

Date: 7/18/19 Time: 12:48pm Signature: [Signature]  
Date: 7/18/19 Time: 12:46pm Signature: [Signature]

Article 26 CLASSIFICATION AND PAY PLAN

Section 1 Purpose

- A. The Classification and Pay Plan is intended to be employee-based as well as provide for equitable employee compensation and career growth. The plan shall also establish competitive salaries to allow the City to recruit and retain qualified employees. The expressed objectives for the Classification and Pay Plan for the City of Santa Fe are:
1. To assign appropriate range assignments based on internal equity;
  2. To establish entry pay rates that respond to the need to be competitive;
  3. To establish the minimum and maximum compensation values for each job; and
  4. To provide pay increases which recognize employee growth and experiences on the job.
- B. The Classification and Pay Plan shall define pay ranges that allow consistent salary growth for each job classification in order to recognize employee longevity and increased knowledge, skills and abilities.

Section 2 Base Rate Salary Adjustment - Fiscal Year 2017/2018

All bargaining unit employees who are non-probationary as of August 1, 2017 shall receive a salary adjustment of two percent (2%). The adjustment shall be effective the first full pay period in fiscal year 2017/2018 following approval of this Agreement by the City's Governing Body.

Section 3 Base Rate Salary Adjustment - Fiscal Year 2018/2019

All bargaining unit employees who are non-probationary as of July 1, 2018 shall receive a salary adjustment of two percent (2%). The adjustment shall be effective the first full pay period in fiscal year 2018/2019.

[Signature]

Section 4 Base Rate Salary Adjustment –Fiscal Year 2019/2020

All bargaining unit employees who are non-probationary as of July 1, 2019 shall receive a salary adjustment of two percent (2%). The adjustment shall be effective the first full pay period in fiscal year 2019/2020.

Section 4A Equity Pay Plan

On April 24, 2019, City Council approved the expenditure of \$222,000 for equity pay increases from the \$933,857 allocated by City Council during the budget process for implementation of the Classification and Compensation Study in FY20.

Appendix B identifies the employees, classifications and the amounts of the equity salary increases. The effective date of the pay increases shall be the first full pay period after ratification by the Union and approval by City Council. –These pay increases do not constitute pay inequities and these pay increases will not be subject to the grievance procedures under the collective bargaining agreement.

Section 4B Classification and Compensation Study Implementation

Both parties have agreed to the recommendations of the Classification and Compensation study performed by Springsted Inc. Appendix A is hereby replaced with the newly agreed upon pay plan. All bargaining unit employees whose current salary is not at the new minimum pay range shall receive a salary increase to the minimum pay range effective the first full pay period after ratification by the Union and approval by City Council. The parties acknowledge that retroactive bonuses or retroactive pay increases for services already rendered are illegal under New Mexico law. For the purposes of implementing the recommendations of the Classification and Compensation study, Appendix A.1 is attached to reflect the changes that may affect bargaining unit employees. These pay increases do not constitute pay inequities and these pay increases will not be subject to the grievance procedures under the collective bargaining agreement.

Section 5 — FY17-18 Budget

~~A. The parties acknowledge that the FY17-18 budget includes approximately \$409,000 for a merit fund. The City Manager intends to propose to the City Council a plan for the utilization of this fund. Prior to presenting that plan to the City Council, the city Manager agrees to present that plan to AFSCME, meet and confer with AFSCME in good faith and consider their alternative proposals of the utilization of this fund. If the City Manager disagrees with AFSCME's alternative proposals, he will attach to his memo recommending his plan a copy of AFSCME's proposals and will reference it in his memo as an alternative option. If the City Manager has not presented his plan to AFSCME within 60 days of the execution of this Agreement, AFSCME shall have the right to represent its proposal to City Council at that time.~~

  
Page 2 of 7

~~B. The parties acknowledge that the FY17-18 budget included funding sufficient for 2% pay raises for bargaining unit members for the beginning of the fiscal year starting July 1, 2017. As the result of parties inability to reach an agreement on this contract in time for the pay increases to go into effect on July 1, 2017, money appropriated from the beginning of the fiscal year to the effective date of this CBA will remain unspent. The parties acknowledge that retroactive bonuses or retroactive pay increases for services already rendered are illegal under New Mexico law. Therefore, within two weeks of execution of the CBA, the City will provide the Union with the amount of unspent monies appropriated for AFSCME and the parties will bargaining in good faith on the expenditure of these monies.~~

Section ~~56~~ Limited Reopener

The parties acknowledge that the two percent (2%) pay increase for the second and third years of this Agreement are contingent on the City's Governing Body appropriating sufficient unencumbered funds for the increase. The City Manager agrees to submit a budget proposal to the City's Governing Body sufficient to fund the wage increases in this Agreement. If the Governing Body appropriates additional monies beyond the two percent (2%) pay increases stated in this Agreement, the parties will return to the table to negotiate the allocation of the additional monies.

Section ~~67~~ Living Wage

Living Wage Increases will be addressed in accordance with the Living Wage Ordinance No. 2003-8 Section 28-p1.5B., as amended.

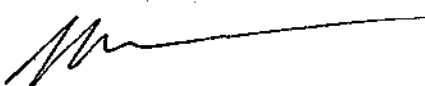
Section ~~78~~ Salary Survey

- A. In order to verify the adequacy of the City pay levels with respect to general employment and economic conditions, the Employer shall conduct a classification and compensation survey once every 3 years for implementation in the fourth (4<sup>th</sup>) year. Data obtained in this survey shall include salary ranges (minimum and maximum pay rates) for all classifications within the Classification and Pay Plan.
- B. The Employer and the Union shall meet and review the salary survey and shall mutually agree on implementation of any revision to the Pay Plan.

Section ~~89~~ Revising and Creating Classifications; and Reorganizations

When the Employer revises existing classifications, establish new classifications, or reorganizes, the Employer and Union shall meet within fourteen (14) calendar days prior to implementation and make any necessary provisions relating to:

- The impact of current and newly created job classifications, and salary; and
- Inclusion or exclusion in the bargaining unit.





Section ~~9~~<sup>10</sup> Right to Job Description

The Employer shall provide a written job description to the employee immediately upon hire and upon an employee's request. The Human Resources Department shall provide the union with a copy of each job description and update when necessary.

Section ~~10~~<sup>1</sup> Temporary Upgrades

- A. Employees shall not be required to perform duties of a higher classification as a regular assignment. However, when a bargaining unit employee is assigned to temporarily work in a higher classification, the Employer shall select a bargaining unit employee based on class seniority in accordance with Article 22, Section 2.B.
- B. The Employer shall compensate bargaining unit employees temporarily assigned to work at a higher classification for periods of five (5) consecutive work days or longer with an increase of ten percent (10%) of their wage to include all differentials and overtime pay at the rate of one-and-a half (1 1/2) times or the beginning wage of that classification, whichever is greater, for the duration of the reassignment. The Employer shall not alternate employees to avoid paying salary upgrade.
- C. In cases where the immediate supervisor can plan in advance and assign an employee to work out of class prior to it taking effect, the immediate supervisor shall notify the Human Resources Department in writing no less than five (5) working days prior to the effective date of the reassignment so that all necessary actions may be processed. Reassignments shall be effective the first day of a pay period. In cases of emergency, the immediate supervisor shall notify the Human Resources Department at the first possible opportunity.

Section ~~11~~<sup>2</sup> Request for Reclassification

- A. Either the Employer, or an employee covered by this Agreement who believes that his/her actual job position is not assigned to the classification that best represents the duties assigned by the Employer, may initiate a request for a *position classification* review through procedures established by the Human Resources Department. Such procedures may include a desk audit of the employee's job. Employees shall request in writing such classification review through their immediate supervisor. The Employer shall forward such request to the Human Resources Department within thirty (30) calendar days.
- B. All actions related to a request for a classification review must be completed by the Employer in a period not to exceed sixty (60) calendar days from the date it was submitted to the Human Resources Department. The employee requesting the classification review shall be notified in writing by the Human Resources Department after completion of the review to inform the employee of its status (approval or disapproval), with an explanation of the decision.



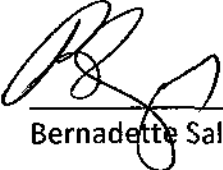
Section 123 Reclassification

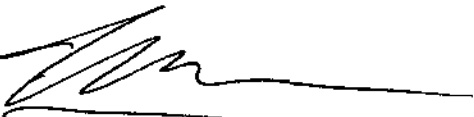
- A. If the employee's position is subsequently assigned to a different job classification and the employee meets the minimum qualifications for that position, the employee shall be paid appropriate salary for the new job classification, effective the first day of the pay period following the date the reclassification was approved by the Human Resources Director and City Manager.
- B. For the purpose of maintaining equity within the Classification and Pay Plan, a reclassification may result in a salary increase from 0-20% or the minimum of the new grade, whichever is greater. The percentage of salary increase shall be consistent with the other bargaining unit employees within the new classification, unless the employee is currently earning more than existing bargaining unit employees in the same position classification.
- C. Under no circumstance shall a reclassification result in a reduction in an employee's pay.

Section 134 Equity Adjustments

Equity issues shall be addressed on a case-by-case basis by the Human Resources Department and the Union.

\_\_\_\_\_  
Michelle Gutierrez, AFSCME President

 6/15/19  
\_\_\_\_\_  
Bernadette Salazar, HR Director

  
\_\_\_\_\_  
Felix Herrera, Lead Negotiator



APPENDIX A

AFSCME PAY RANGES EFFECTIVE JULY 1, 2014

| RANGE | MINIMUM | MID-POINT | MAXIMUM |
|-------|---------|-----------|---------|
| A16   | 12.0669 | 16.5363   | 21.0057 |
| A17   | 12.7407 | 17.7947   | 22.8486 |
| A18   | 13.9648 | 19.4203   | 24.8758 |
| A19   | 15.3114 | 21.2087   | 27.1058 |
| A20   | 16.7924 | 23.1755   | 29.5588 |
| A21   | 18.4218 | 25.3394   | 32.2570 |
| A22   | 20.2138 | 27.7195   | 35.2251 |
| A23   | 22.1852 | 30.3376   | 38.4898 |
| A24   | 24.3537 | 33.2175   | 42.0813 |
| A25   | 26.7392 | 36.3856   | 46.0319 |



**AFSCME PAY RANGES  
EFFECTIVE JULY 1, 2019**

APPENDIX A (updated 7/1/2019)

| RANGE | MINIMUM   | MIDPOINT  | MAXIMUM   |
|-------|-----------|-----------|-----------|
| 1     | \$ 12.596 | \$ 15.745 | \$ 18.894 |
| 2     | \$ 13.226 | \$ 16.532 | \$ 19.839 |
| 3     | \$ 13.887 | \$ 17.359 | \$ 20.831 |
| 4     | \$ 14.582 | \$ 18.227 | \$ 21.872 |
| 5     | \$ 15.311 | \$ 19.138 | \$ 22.966 |
| 6     | \$ 16.076 | \$ 20.095 | \$ 24.114 |
| 7     | \$ 16.880 | \$ 21.100 | \$ 25.320 |
| 8     | \$ 17.724 | \$ 22.155 | \$ 26.586 |
| 9     | \$ 18.610 | \$ 23.263 | \$ 27.915 |
| 10    | \$ 19.541 | \$ 24.426 | \$ 29.311 |
| 11    | \$ 20.518 | \$ 25.647 | \$ 30.777 |
| 12    | \$ 21.544 | \$ 26.930 | \$ 32.316 |
| 13    | \$ 22.621 | \$ 28.276 | \$ 33.931 |
| 14    | \$ 23.752 | \$ 29.690 | \$ 35.628 |
| 15    | \$ 24.940 | \$ 31.174 | \$ 37.409 |
| 16    | \$ 26.186 | \$ 32.733 | \$ 39.280 |
| 17    | \$ 27.496 | \$ 34.370 | \$ 41.244 |
| 18    | \$ 28.871 | \$ 36.088 | \$ 43.306 |
| 19    | \$ 30.314 | \$ 37.892 | \$ 45.471 |
| 20    | \$ 31.830 | \$ 39.787 | \$ 47.745 |



2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name              | Current Title                  | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title                      | New Range | Hourly Rate After Classification and Compensation Implementation |
|----------------------------|--------------------------------|---------------------|---------------------------------------|--------------------------------|-----------|--|
| GARCIA, CHRISTINA A        | ACCOUNT SPECIALIST             | \$ 16.785           | \$ 16.820                             | Account Specialist             | 8         | \$ 17.724  |
| LOVATO, LORRAINE M         | ACCOUNT SPECIALIST             | \$ 18.516           | \$ 18.539                             | Account Specialist             | 8         | \$ 18.539  |
| MARQUEZ, KATHLEEN M        | ACCOUNT SPECIALIST             | \$ 19.605           | \$ 19.629                             | Account Specialist             | 8         | \$ 19.629  |
| ROMERO, EVA R              | ACCOUNT SPECIALIST             | \$ 15.929           | \$ 15.968                             | Account Specialist             | 8         | \$ 17.724  |
| SANDOVAL, MAXINE J         | ACCOUNT SPECIALIST             | \$ 18.524           | \$ 18.547                             | Account Specialist             | 8         | \$ 18.547  |
| TAPIA, ANDREA J            | ACCOUNT SPECIALIST             | \$ 15.617           | \$ 15.653                             | Account Specialist             | 8         | \$ 17.724  |
| TSO OLIVAS, EVANGELINE     | ACCOUNT SPECIALIST             | \$ 15.929           | \$ 15.966                             | Account Specialist             | 8         | \$ 17.724  |
| ARMIJO, KIANA M            | ACCOUNT TECHNICIAN             | \$ 12.741           | \$ 13.197                             | Account Technician             | 2         | \$ 13.226  |
| CHAVEZ, LOELLA L           | ACCOUNT TECHNICIAN             | \$ 13.956           | \$ 14.121                             | Account Technician             | 2         | \$ 14.121  |
| GABALDON, RACHEL D         | ACCOUNT TECHNICIAN             | \$ 12.996           | \$ 13.332                             | Account Technician             | 2         | \$ 13.332  |
| GURULE, BRITTANY S         | ACCOUNT TECHNICIAN             | \$ 12.741           | \$ 13.213                             | Account Technician             | 2         | \$ 13.226  |
| MARIANI, LUCINDA C         | ACCOUNT TECHNICIAN             | \$ 14.606           | \$ 14.664                             | Account Technician             | 2         | \$ 14.664  |
| MARTINEZ, AURORA M         | ACCOUNT TECHNICIAN             | \$ 12.741           | \$ 13.217                             | Account Technician             | 2         | \$ 13.226  |
| ROMERO, MONICA M           | ACCOUNT TECHNICIAN             | \$ 12.996           | \$ 13.347                             | Account Technician             | 2         | \$ 13.347  |
| RUIZ, FATIMA               | ACCOUNT TECHNICIAN             | \$ 12.741           | \$ 13.195                             | Account Technician             | 2         | \$ 13.226  |
| RAY, SUSAN A               | ACCOUNTANT                     | \$ 21.870           | \$ 21.890                             | Accountant                     | 9         | \$ 21.890  |
| BARELA, JOSEPHINE C        | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | \$ 15.653                             | Administrative Assistant       | 4         | \$ 15.653  |
| BOLLETER-GONZALES, SARAH N | ADMINISTRATIVE ASSISTANT       | \$ 15.311           | \$ 15.350                             | Administrative Assistant       | 4         | \$ 15.350  |
| CONNER, KAYLA M            | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | \$ 15.969                             | Administrative Assistant       | 4         | \$ 15.969  |
| CORTEZ, BERNADETTE L       | ADMINISTRATIVE ASSISTANT       | \$ 23.685           | \$ 23.710                             | Administrative Assistant       | 4         | \$ 23.710  |
| DIAZ, JAMIE RAE LYNN       | ADMINISTRATIVE ASSISTANT       | \$ 15.311           | \$ 15.346                             | Administrative Assistant       | 4         | \$ 15.346  |
| DIAZ, LUCRECIA             | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | \$ 15.968                             | Administrative Assistant       | 4         | \$ 15.968  |
| GARCIA, ANGELINA M         | ADMINISTRATIVE ASSISTANT       | \$ 20.347           | \$ 20.371                             | Administrative Assistant       | 4         | \$ 20.371  |
| MARTINEZ, ATHENA M         | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | \$ 15.966                             | Administrative Assistant       | 4         | \$ 15.966  |
| MARTINEZ, JESSICA L        | ADMINISTRATIVE ASSISTANT       | \$ 16.420           | \$ 16.461                             | Administrative Assistant       | 4         | \$ 16.461  |
| MILLER, ANGELA C           | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | \$ 15.974                             | Administrative Assistant       | 4         | \$ 15.974  |
| MONTGOMERY, VIKKI R        | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | \$ 15.653                             | Administrative Assistant       | 4         | \$ 15.653  |
| MUNOZ, SANDRA M            | ADMINISTRATIVE ASSISTANT       | \$ 20.347           | \$ 20.371                             | Administrative Assistant       | 4         | \$ 20.371  |
| PEREA, STEPHANIE J         | ADMINISTRATIVE ASSISTANT       | \$ 15.311           | \$ 15.346                             | Administrative Assistant       | 4         | \$ 15.346  |
| ROBAL, TEBRINA Y           | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | \$ 15.653                             | Administrative Assistant       | 4         | \$ 15.653  |
| SHARIF-PETTY, MIA R        | ADMINISTRATIVE ASSISTANT       | \$ 17.489           | \$ 17.523                             | Administrative Assistant       | 4         | \$ 17.523  |
| TRUJILLO, VICTORIA E       | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | \$ 15.966                             | Administrative Assistant       | 4         | \$ 15.966  |
| VALDEZ, CHARLENE L         | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | \$ 15.653                             | Administrative Assistant       | 4         | \$ 15.653  |
| VELARDE, VICTORIA E        | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | \$ 15.652                             | Administrative Assistant       | 4         | \$ 15.652  |
| VIGIL, ANNA M              | ADMINISTRATIVE ASSISTANT       | \$ 19.316           | \$ 19.339                             | Administrative Assistant       | 4         | \$ 19.339  |
| ARGUELLO-SHAMY, MATILDA M  | ADMINISTRATIVE SECRETARY       | \$ 15.709           | \$ 15.750                             | Administrative Assistant       | 4         | \$ 15.750  |
| MONTOYA, CRISTY J          | ADMINISTRATIVE SECRETARY       | \$ 15.157           | \$ 15.198                             | Administrative Assistant       | 4         | \$ 15.198  |
| SANDOVAL, CHARLENE R       | ADMINISTRATIVE SECRETARY       | \$ 14.554           | \$ 14.606                             | Administrative Assistant       | 4         | \$ 14.606  |
| WOODMAN, DANIELLE R        | ADMINISTRATIVE SECRETARY       | \$ 19.468           | \$ 19.493                             | Administrative Assistant       | 4         | \$ 19.493  |
| MONTOYA, GENE A            | AIRPORT MAINT LEAD WORKER      | \$ 28.451           | \$ 28.476                             | Airport Maintenance Worker     | 8         | \$ 28.476  |
| TUNING, DUSTEN             | AIRPORT MAINTENANCE WORKER     | \$ 16.542           | \$ 16.579                             | Airport Maintenance Worker     | 8         | \$ 17.724  |
| ROMERO-BABCOCK, MICHELLE J | ANTI-GRAFFITI PROGRAM COORD    | \$ 26.780           | \$ 26.806                             | Anti-Graffiti Program Coordina | 13        | \$ 26.806  |
| CAMPOS, PAUL E             | APPLICATION SOFTWARE SPEC.     | \$ 35.751           | \$ 35.776                             | IT Procurement Coordinator     | 16        | \$ 35.776  |
| MILLER, EDWARD CHRISTOPHER | APPLICATION SOFTWARE SPEC.     | \$ 31.337           | \$ 31.358                             | Systems Analyst                | 18        | \$ 31.358  |
| TORTORICI, TRISTAN D       | APPLICATION SOFTWARE SPEC.     | \$ 31.347           | \$ 31.369                             | Systems Analyst                | 18        | \$ 31.369  |
| ZIMPLEMAN, DANNY J         | AQUATIC FACILITIES TECHNICIAN  | \$ 19.166           | \$ 19.189                             | Aquatic Facilities Technician  | 9         | \$ 19.189  |
| DURAN, PAULA               | ARCHAEOLOGICAL TECHNICIAN      | \$ 24.480           | \$ 24.500                             | Archaeological Technician      | 13        | \$ 24.500  |
| SAMANIEGO, MELISSA F       | ASSESSMENT TECHNICIAN          | \$ 15.045           | \$ 15.099                             | Assessment Technician          | 2         | \$ 15.099  |
| GAMINO, ELEUTERIO A        | AUTO & SEC SYSTEM ADMIN        | \$ 36.226           | \$ 36.247                             | Automation and Security Syste  | 17        | \$ 36.247  |
| FERRAN, BRANDON S          | AUTO MECHANIC                  | \$ 15.311           | \$ 15.346                             | Auto Mechanic                  | 8         | \$ 17.724  |
| QUINTANA, DUANE E          | AUTO MECHANIC                  | \$ 18.714           | \$ 18.738                             | Auto Mechanic                  | 8         | \$ 18.738  |
| ROJO VARELA, ELIER I       | AUTO MECHANIC                  | \$ 15.311           | \$ 15.346                             | Auto Mechanic                  | 8         | \$ 17.724  |
| YARDMAN, ELAINE B          | AUTOCAD DRAFTER                | \$ 25.750           | \$ 25.771                             | AutoCAD Drafter                | 7         | \$ 25.771  |
| GALLEGOS, ERIC             | AUTOMATED METER READER TECH    | \$ 19.165           | \$ 19.188                             | Automated Meter Reader Tech    | 4         | \$ 19.188  |
| VIGIL, CHRIS G             | AUTOMATED METER READER TECH    | \$ 16.031           | \$ 16.071                             | Automated Meter Reader Tech    | 4         | \$ 16.071  |
| GARCIA, BERNADETTE M       | AUTOMATED UTILITY COL. SPFC.   | \$ 16.162           | \$ 16.202                             | Utility Collections Specialist | 7         | \$ 16.880  |
| ARMSTRONG, ERIC W          | AUTOMATION & SECURITY ADMIN    | \$ 37.875           | \$ 37.898                             | Automation and Security Syste  | 17        | \$ 37.898  |
| GARCIA, MATTHEW L          | AUTOMOTIVE MECHANIC-FIRE       | \$ 15.617           | \$ 15.652                             | Automotive Mechanic- FIRE      | 8         | \$ 17.724  |
| VARGAS, LUKE L             | AUTOMOTIVE MECHANIC-FIRE       | \$ 15.311           | \$ 15.346                             | Automotive Mechanic- FIRE      | 8         | \$ 17.724  |
| GARCIA, MARK A             | BDD ADVANCE WATER TREATMENT OP | \$ 33.606           | \$ 33.630                             | BDD Advanced Water Treatme     | 10        | \$ 33.630  |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name          | Current Title                  | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title                       | New Range | Hourly Rate After Compensation Implementation |
|------------------------|--------------------------------|---------------------|---------------------------------------|---------------------------------|-----------|---|
| PRADA, BRADLEY         | BDD ADVANCE WATER TREATMENT OP | \$ 33.606           | \$ 33.628                             | BDD Advanced Water Treatme      | 10        | \$ 33.628                                     |
| ROLON, ANTHONY C       | BDD ADVANCE WATER TREATMENT OP | \$ 27.795           | \$ 27.818                             | BDD Advanced Water Treatme      | 10        | \$ 27.818                                     |
| ROSACKER, CHRIS O      | BDD ADVANCE WATER TREATMENT OP | \$ 33.606           | \$ 33.628                             | BDD Advanced Water Treatme      | 10        | \$ 33.628                                     |
| SALAYANDIA, JESUS E    | BDD ADVANCE WATER TREATMENT OP | \$ 30.380           | \$ 30.402                             | BDD Advanced Water Treatme      | 10        | \$ 30.402                                     |
| PORTILLO, JUAN J       | BDD CHARGE OPERATOR            | \$ 36.967           | \$ 36.990                             | BDD Charge Operator             | 14        | \$ 36.990                                     |
| ROMERO, JOSHUA         | BDD CHARGE OPERATOR            | \$ 36.024           | \$ 36.045                             | BDD Charge Operator             | 14        | \$ 36.045                                     |
| SANDOVAL, MATTHEW G    | BDD CHARGE OPERATOR            | \$ 37.554           | \$ 37.577                             | BDD Charge Operator             | 14        | \$ 37.577                                     |
| SUGRUE, RANDY C        | BDD CHARGE OPERATOR            | \$ 37.621           | \$ 37.645                             | BDD Charge Operator             | 14        | \$ 37.645                                     |
| GALLEGOS JR, RUBEL G   | BDD EQUIPMENT REPAIRMAN        | \$ 25.032           | \$ 25.055                             | Equipment Repairman Entry       | 4         | \$ 25.055                                     |
| GARCIA, ROBERT         | BDD EQUIPMENT REPAIRMAN        | \$ 20.965           | \$ 20.987                             | Equipment Repairman Entry       | 4         | \$ 20.987                                     |
| GONZALES, JUSTIN       | BDD EQUIPMENT REPAIRMAN        | \$ 26.045           | \$ 26.068                             | Equipment Repairman Entry       | 4         | \$ 26.068                                     |
| SANDOVAL, BENJAMIN A   | BDD EQUIPMENT REPAIRMAN        | \$ 26.045           | \$ 26.069                             | Equipment Repairman Entry       | 4         | \$ 26.069                                     |
| ROMERO, MACKIE M       | BDD FISCAL MNGER & BUS ADMIN   | \$ 35.129           | \$ 35.150                             | Fiscal Administrator            | 12        | \$ 35.150                                     |
| ARCHULETA, JASON       | BDD JOURNEYMAN INDUSTRIAL ELEC | \$ 36.967           | \$ 36.989                             | BDD Journeyman Industrial Ele   | 12        | \$ 36.989                                     |
| ROMERO, FRANCISCO      | BDD MAINT PLANNER/SCHEDULER    | \$ 24.106           | \$ 24.127                             | BDD Maintenance Planner/Sch     | 7         | \$ 24.127                                     |
| ENCINAS, CRIS D        | BDD MAINTENANCE MECHANIC       | \$ 32.398           | \$ 32.419                             | Equipment Repairman Interme     | 10        | \$ 32.419                                     |
| VALENCIA, JASON        | BDD MAINTENANCE MECHANIC       | \$ 32.460           | \$ 32.482                             | Equipment Repairman Interme     | 10        | \$ 32.482                                     |
| PADILLA, BERNARDINE R  | BDD PUBLIC RELATIONS COORDINAT | \$ 23.597           | \$ 23.618                             | Public & Community Relations    | 14        | \$ 23.752                                     |
| BOWMAN, DANIELA K      | BDD REGULATORY COMPLIANCE OFF  | \$ 33.293           | \$ 33.314                             | BDD Regulatory Compliance Of    | 15        | \$ 33.314                                     |
| GARCIA, CAESAR H       | BDD SAFETY OFF TRAINING ADMIN  | \$ 28.091           | \$ 28.112                             | BDD Safety Officer and Training | 13        | \$ 28.112                                     |
| CARTER, DANNY          | BDD WATER LAB ANALYST          | \$ 28.839           | \$ 28.861                             | Chemist                         | 13        | \$ 28.861                                     |
| ROMEROAVILA, AMANDA L  | BUILDING PERMIT EXPEDITOR      | \$ 17.370           | \$ 17.400                             | Building Permit Specialist      | 7         | \$ 17.400                                     |
| ORTIZ, ROBERT O        | BUILDING PERMIT SPECIALIST     | \$ 20.028           | \$ 20.049                             | Building Permit Specialist      | 7         | \$ 20.049                                     |
| SMITH, KEVIN P         | BUILDING PERMIT SPECIALIST     | \$ 19.640           | \$ 19.660                             | Building Permit Specialist      | 7         | \$ 19.660                                     |
| VALENTINE, RICHARD A   | BUILDING PLAN REVIEWER         | \$ 26.782           | \$ 26.804                             | Building Plan Reviewer          | 8         | \$ 26.804                                     |
| MARTINEZ, NATHAN L     | BUILDING SUPERVISOR            | \$ 15.617           | \$ 15.653                             | Custodian Lead Worker           | 6         | \$ 16.076                                     |
| NORIEGA, VIRGINIA B    | BUILDING SUPERVISOR            | \$ 19.271           | \$ 19.295                             | Custodian Lead Worker           | 6         | \$ 19.295                                     |
| OLGUIN, MICHAEL J      | BUILDING SUPERVISOR            | \$ 18.360           | \$ 18.382                             | Custodian Lead Worker           | 6         | \$ 18.382                                     |
| MARTINEZ, YOLANDA L    | CITY LAND DOCUMENTS TECH       | \$ 23.826           | \$ 23.849                             | City Land Documents Technicia   | 3         | \$ 23.849                                     |
| LAMBERT, ROBERT D      | COMMUNITY ART GALLERY MANAGER  | \$ 29.216           | \$ 29.238                             | Community Art Gallery Manag     | 12        | \$ 29.238                                     |
| MARCO, RANDALL V       | COMMUNITY RELATIONS ADV. ADMIN | \$ 26.432           | \$ 26.455                             | Public & Community Relations    | 14        | \$ 26.455                                     |
| HERNANDEZ, MANNY J     | CONSTRUCTION INSPECTOR         | \$ 22.629           | \$ 22.649                             | Construction Inspector          | 10        | \$ 22.649                                     |
| HERRERA, TOMAS L       | CONSTRUCTION INSPECTOR         | \$ 22.629           | \$ 22.653                             | Construction Inspector          | 10        | \$ 22.653                                     |
| LEYBA, DAVID           | CONSTRUCTION INSPECTOR         | \$ 23.082           | \$ 23.104                             | Construction Inspector          | 10        | \$ 23.104                                     |
| LONGACRE, IAN M        | CONSTRUCTION INSPECTOR         | \$ 23.082           | \$ 23.104                             | Construction Inspector          | 10        | \$ 23.104                                     |
| MARTINEZ, GREGORY B    | CONSTRUCTION INSPECTOR         | \$ 27.045           | \$ 27.067                             | Construction Inspector          | 10        | \$ 27.067                                     |
| MOQUINO, GARY S        | CONSTRUCTION INSPECTOR         | \$ 27.874           | \$ 27.897                             | Construction Inspector          | 10        | \$ 27.897                                     |
| RIVERA, MIKE J         | CONSTRUCTION INSPECTOR         | \$ 23.082           | \$ 23.104                             | Construction Inspector          | 10        | \$ 23.104                                     |
| ORNELAS, DIEGO K       | CONSTRUCTION LABORER           | \$ 13.000           | \$ 13.332                             | Laborer                         | 1         | \$ 13.332                                     |
| PINA, FERNANDO         | CONSTRUCTION LEAD WORKER       | \$ 16.518           | \$ 16.555                             | Construction Lead Worker        | 6         | \$ 16.555                                     |
| LOPEZ, BENNETT         | CONSTRUCTION PLANS EXAMINER II | \$ 25.847           | \$ 25.867                             | Construction Plans Examiner II  | 11        | \$ 25.867                                     |
| VIGIL, DANIEL E        | CONSTRUCTION SUPERVISOR        | \$ 23.409           | \$ 23.430                             | Construction Supervisor         | 13        | \$ 23.430                                     |
| CATANACH, YODEL M      | CONTRACT ANALYST               | \$ 29.048           | \$ 29.072                             | Contracts Administrator         | 10        | \$ 29.072                                     |
| CATANACH, ROBERTA      | CONTRACTS ADMINISTRATOR        | \$ 23.082           | \$ 23.104                             | Contracts Administrator         | 10        | \$ 23.104                                     |
| VIGIL, GAIL L          | CONTRACTS ADMINISTRATOR        | \$ 23.082           | \$ 23.106                             | Contracts Administrator         | 10        | \$ 23.106                                     |
| ARCHULETA, AMANDA J    | CONTRACTS ANALYST              | \$ 20.213           | \$ 20.234                             | Contracts Administrator         | 10        | \$ 20.234                                     |
| LUCERO, ISABEL S       | CONTRACTS ANALYST              | \$ 29.050           | \$ 29.075                             | Contracts Administrator         | 10        | \$ 29.075                                     |
| AMAYA, ANGEL           | CONVENTION SPECIALIST          | \$ 13.256           | \$ 13.596                             | Convention Specialist           | 3         | \$ 13.887                                     |
| GURULE II, SEVASTIAN E | CONVENTION SPECIALIST          | \$ 12.996           | \$ 13.348                             | Convention Specialist           | 3         | \$ 13.887                                     |
| MARTINEZ, JARED D      | CONVENTION SPECIALIST          | \$ 12.996           | \$ 13.329                             | Convention Specialist           | 3         | \$ 13.887                                     |
| MONTOYA, RYAN T        | CONVENTION SPECIALIST          | \$ 12.998           | \$ 13.388                             | Convention Specialist           | 3         | \$ 13.887                                     |
| RODRIGUEZ, MARTIN R    | CONVENTION SPECIALIST          | \$ 12.996           | \$ 13.336                             | Convention Specialist           | 3         | \$ 13.887                                     |
| HARDING, MATTHEW D     | CONVENTION SPECIALIST LEAD     | \$ 18.340           | \$ 18.360                             | Convention Specialist Lead      | 6         | \$ 18.360                                     |
| ROMERO, RAMON F        | CONVENTION SPECIALIST LEAD     | \$ 18.340           | \$ 18.360                             | Convention Specialist Lead      | 6         | \$ 18.360                                     |
| DOMINGUEZ, RAYMOND C   | COOK                           | \$ 12.554           | \$ 13.132                             | Cook                            | 2         | \$ 13.226                                     |
| ORTEGA, DOLORES M.     | COOK                           | \$ 12.554           | \$ 13.123                             | Cook                            | 2         | \$ 13.226                                     |
| TAPIA, BRENDA L        | COOK                           | \$ 12.554           | \$ 13.163                             | Cook                            | 2         | \$ 13.226                                     |
| TOYA, JOHNATHAN A      | COOK                           | \$ 13.325           | \$ 13.601                             | Cook                            | 2         | \$ 13.601                                     |
| ULIBARRI, JOLENE       | COOK                           | \$ 12.308           | \$ 12.911                             | Cook                            | 2         | \$ 13.226                                     |
| VIGIL, SAVANNA M       | CUS SERVICE REP                | \$ 15.929           | \$ 15.965                             | Customer Service Representati   | 2         | \$ 15.965                                     |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

| Employee Name                   | Current Title                  | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title                      | New Range | Hourly Rate After Classification and Compensation Implementation |
|---------------------------------|--------------------------------|---------------------|---------------------------------------|--------------------------------|-----------|--|
| BERNAL, JERIKA L                | CUST SERVICE REP               | \$ 15.617           | \$ 15.653                             | Customer Service Representati  | 2         | \$ 15.653  |
| LOPEZ, ANITA C                  | CUST SERVICE REP               | \$ 18.662           | \$ 18.686                             | Customer Service Representati  | 2         | \$ 18.686  |
| LOPEZ, LEEANN                   | CUST SERVICE REP               | \$ 15.929           | \$ 15.968                             | Customer Service Representati  | 2         | \$ 15.968  |
| PARRA, ARTURO                   | CUST SERVICE REP               | \$ 15.928           | \$ 15.965                             | Customer Service Representati  | 2         | \$ 15.965  |
| RODRIGUEZ, JESUS R              | CUST SERVICE REP               | \$ 15.929           | \$ 15.966                             | Customer Service Representati  | 2         | \$ 15.966  |
| STOUT, JOANIE E                 | CUST SERVICE REP               | \$ 15.929           | \$ 15.966                             | Customer Service Representati  | 2         | \$ 15.966  |
| ATENCIO, DANETTE P              | CUST SERVICE REP H2O           | \$ 15.929           | \$ 15.968                             | Customer Service Representati  | 2         | \$ 15.968  |
| GARCIA, ANTONIO                 | CUST SERVICE REP TRANSIT       | \$ 12.554           | \$ 13.160                             | Customer Service Representati  | 2         | \$ 13.226  |
| MONTOYA, RANDALL K              | CUST SERVICE REP TRANSIT       | \$ 12.554           | \$ 13.148                             | Customer Service Representati  | 2         | \$ 13.226  |
| SEGURA, BARBARA J               | CUST SERVICE REP TRANSIT       | \$ 13.243           | \$ 13.614                             | Customer Service Representati  | 2         | \$ 13.614  |
| ANAYA, ROBERTO J                | CUSTODIAN                      | \$ 14.179           | \$ 14.353                             | Custodian                      | 2         | \$ 14.353  |
| BOWLES, JOSEPH F                | CUSTODIAN                      | \$ 13.490           | \$ 13.760                             | Custodian                      | 2         | \$ 13.760  |
| CRAIGHEAD, BEVERLY R            | CUSTODIAN                      | \$ 12.308           | \$ 12.870                             | Custodian                      | 2         | \$ 13.226  |
| ENCINIAS, ANDREW P              | CUSTODIAN                      | \$ 12.554           | \$ 13.183                             | Custodian                      | 2         | \$ 13.226  |
| HERNANDEZ, CARLOS               | CUSTODIAN                      | \$ 12.554           | \$ 13.141                             | Custodian                      | 2         | \$ 13.226  |
| JIMENEZ, DOLORES D              | CUSTODIAN                      | \$ 13.892           | \$ 14.061                             | Custodian                      | 2         | \$ 14.061  |
| LARA, VICTOR                    | CUSTODIAN                      | \$ 12.308           | \$ 12.889                             | Custodian                      | 2         | \$ 13.226  |
| LOPEZ, DESIREE C                | CUSTODIAN                      | \$ 12.554           | \$ 13.133                             | Custodian                      | 2         | \$ 13.226  |
| LUCERO, RONALD J                | CUSTODIAN                      | \$ 12.067           | \$ 12.620                             | Custodian                      | 2         | \$ 13.226  |
| MENDOZA, ARMINDA                | CUSTODIAN                      | \$ 12.308           | \$ 12.876                             | Custodian                      | 2         | \$ 13.226  |
| MOATS, EVELYN T                 | CUSTODIAN                      | \$ 12.554           | \$ 13.130                             | Custodian                      | 2         | \$ 13.226  |
| MOYA, IGNACIO T                 | CUSTODIAN                      | \$ 13.375           | \$ 13.642                             | Custodian                      | 2         | \$ 13.642  |
| OLAGUE, DANIEL                  | CUSTODIAN                      | \$ 13.606           | \$ 13.875                             | Custodian                      | 2         | \$ 13.875  |
| ORTIZ, ANGELA M                 | CUSTODIAN                      | \$ 12.067           | \$ 12.620                             | Custodian                      | 2         | \$ 13.226  |
| REMAY, VINCE                    | CUSTODIAN                      | \$ 12.067           | \$ 12.668                             | Custodian                      | 2         | \$ 13.226  |
| RODRIGUEZ, ROGELIO              | CUSTODIAN                      | \$ 12.308           | \$ 12.877                             | Custodian                      | 2         | \$ 13.226  |
| SALAS, SALVADOR S               | CUSTODIAN                      | \$ 12.554           | \$ 13.119                             | Custodian                      | 2         | \$ 13.226  |
| SALAZAR, ANDREW                 | CUSTODIAN                      | \$ 14.294           | \$ 14.378                             | Custodian                      | 2         | \$ 14.378  |
| SANDOVAL, AGUSTINA              | CUSTODIAN                      | \$ 12.308           | \$ 12.877                             | Custodian                      | 2         | \$ 13.226  |
| SARGENT, FREDRICK M             | CUSTODIAN                      | \$ 12.067           | \$ 12.621                             | Custodian                      | 2         | \$ 13.226  |
| VALDOZ, LEWIS T                 | CUSTODIAN                      | \$ 12.554           | \$ 13.130                             | Custodian                      | 2         | \$ 13.226  |
| VALENZUELA, CAXEME V            | CUSTODIAN                      | \$ 12.067           | \$ 12.624                             | Custodian                      | 2         | \$ 13.226  |
| GARCIA, JAY S                   | CUSTODIAN LEAD WORKER          | \$ 15.054           | \$ 15.108                             | Custodian Lead Worker          | 6         | \$ 16.076  |
| LUCERO JR, RON L                | CUSTODIAN LEAD WORKER          | \$ 16.553           | \$ 16.584                             | Custodian Lead Worker          | 6         | \$ 16.584  |
| LUCERO, ALBERT V                | CUSTODIAN LEAD WORKER          | \$ 16.553           | \$ 16.584                             | Custodian Lead Worker          | 6         | \$ 16.584  |
| MARTINEZ, JUSTIN                | CUSTODIAN LEAD WORKER          | \$ 15.054           | \$ 15.106                             | Custodian Lead Worker          | 6         | \$ 16.076  |
| ARMIJO, ANTOINETTE M            | CVB FINANCIAL ANALYST          | \$ 33.917           | \$ 33.939                             | Fiscal Administrator           | 12        | \$ 33.939  |
| CANDELARIA MARTINEZ, TONIETTE D | DATABASE SPECIALIST            | \$ 20.214           | \$ 20.234                             | Account Technician             | 2         | \$ 20.234  |
| DANIELS, VINCE                  | DATABASE SPECIALIST            | \$ 24.473           | \$ 24.498                             | Account Technician             | 2         | \$ 24.498  |
| GUTIERREZ, ESTEVAN              | DATABASE SPECIALIST            | \$ 15.930           | \$ 15.968                             | Account Technician             | 2         | \$ 15.968  |
| LENGYEL, DAYLENE S              | DATABASE SPECIALIST            | \$ 16.714           | \$ 16.748                             | Account Technician             | 2         | \$ 16.748  |
| LOWRIE, KEN C                   | DATABASE SPECIALIST            | \$ 15.617           | \$ 15.653                             | Account Technician             | 2         | \$ 15.653  |
| LUGO, JORGE E                   | DATABASE SPECIALIST            | \$ 15.600           | \$ 15.635                             | Account Technician             | 2         | \$ 15.635  |
| MARTINEZ, MARIE L               | DATABASE SPECIALIST            | \$ 15.929           | \$ 15.966                             | Account Technician             | 2         | \$ 15.966  |
| MORALES, MICHELLE A             | DATABASE SPECIALIST            | \$ 15.311           | \$ 15.347                             | Account Technician             | 2         | \$ 15.347  |
| ORTEGA, FLORENCIA F             | DATABASE SPECIALIST            | \$ 17.489           | \$ 17.524                             | Account Technician             | 2         | \$ 17.524  |
| ORTIZ, BRENDA M                 | DATABASE SPECIALIST            | \$ 18.841           | \$ 18.866                             | Account Technician             | 2         | \$ 18.866  |
| PEREZ, JENNIFER                 | DATABASE SPECIALIST            | \$ 15.617           | \$ 15.653                             | Account Technician             | 2         | \$ 15.653  |
| SHAW, LEONA R                   | DATABASE SPECIALIST            | \$ 15.929           | \$ 15.968                             | Account Technician             | 2         | \$ 15.968  |
| VIGIL, GABRIEL A                | DATABASE SPECIALIST            | \$ 18.662           | \$ 18.686                             | Supply Inventory Technician    | 6         | \$ 18.686  |
| ARELLANO, RITA S                | DIGITAL DUPLICATING TECHNICIAN | \$ 14.295           | \$ 14.374                             | Digital Duplicating Technician | 2         | \$ 14.374  |
| HERRERA, PAUL A                 | DIGITAL DUPLICATING TECHNICIAN | \$ 12.308           | \$ 12.869                             | Digital Duplicating Technician | 2         | \$ 13.226  |
| RODRIGUEZ, ROBERT               | DISPATCHER                     | \$ 16.714           | \$ 16.747                             | Dispatcher                     | 2         | \$ 16.747  |
| BROWN, RICHARD D                | ECONOMIC DEV SPEC ASSOCIATE    | \$ 24.900           | \$ 24.920                             | Economic Dev Specialist        | 10        | \$ 24.920  |
| CORDOVA, JONATHAN C             | ELECTRONIC REPAIR SHOP TECH    | \$ 19.164           | \$ 19.185                             | Electronic Repair Shop Technic | 8         | \$ 19.185  |
| BEINGESSNER, DARLENE            | ENGINEER                       | \$ 37.059           | \$ 37.080                             | Engineer                       | 20        | \$ 37.080  |
| HOLLAND, II, TOWNSEND S         | ENGINEER                       | \$ 39.860           | \$ 39.883                             | Engineer                       | 20        | \$ 39.883  |
| HUEY, BILL                      | ENGINEER                       | \$ 37.824           | \$ 37.846                             | Engineer                       | 20        | \$ 37.846  |
| JOHANSEN, KRISTIN G             | ENGINEER                       | \$ 37.048           | \$ 37.069                             | Engineer                       | 20        | \$ 37.069  |
| JORGENSEN, ROBERT N             | ENGINEER                       | \$ 41.163           | \$ 41.186                             | Engineer                       | 20        | \$ 41.186  |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name            | Current Title                  | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title                      | New Range | Hourly Rate After Compensation Implementation |
|--------------------------|--------------------------------|---------------------|---------------------------------------|--------------------------------|-----------|---|
| MARTINEZ, JAMES A JR     | ENGINEER                       | \$ 36.950           | \$ 36.971                             | Engineer                       | 20        | \$ 36.971                                     |
| GAGNON, LEE R            | ENGINEER ASSOCIATE             | \$ 32.294           | \$ 32.314                             | Engineer Associate             | 12        | \$ 32.314                                     |
| FLORES, DOUGLAS K        | ENGINEERING TECHNICIAN SENIOR  | \$ 24.419           | \$ 24.445                             | Engineering Technician Senior  | 13        | \$ 24.445                                     |
| LEYBA, FRANK B           | ENGINEERING TECHNICIAN SENIOR  | \$ 27.723           | \$ 27.746                             | Engineering Technician Senior  | 13        | \$ 27.746                                     |
| MARTINEZ, RAUL           | ENGINEERING TECHNICIAN SENIOR  | \$ 24.204           | \$ 24.228                             | Engineering Technician Senior  | 13        | \$ 24.228                                     |
| MOORE, WILLIAM A         | ENGINEERING TECHNICIAN SENIOR  | \$ 21.744           | \$ 21.766                             | Engineering Technician Senior  | 13        | \$ 22.621                                     |
| OLGUIN, LORETTA S        | ENTERPRISE FUND ACCOUNTANT     | \$ 24.000           | \$ 24.020                             | Accountant                     | 9         | \$ 24.020                                     |
| LARRANAGA, DANIEL I      | ENVIRON SERV EQUIP OPER LEAD   | \$ 17.471           | \$ 17.504                             | Equipment Operator Lead Wor    | 9         | \$ 18.610                                     |
| PUGLISI, ALEX A          | ENVIRONMENTAL COMPLIANCE SPECI | \$ 43.718           | \$ 43.740                             | Environmental Compliance Spe   | 10        | \$ 43.740                                     |
| LEDoux, JOSEPH A         | EQUIPMENT MANAGER              | \$ 18.350           | \$ 18.372                             | Equipment Manager              | 11        | \$ 20.518                                     |
| PEREA, ISAAC A           | EQUIPMENT MANAGER              | \$ 18.727           | \$ 18.750                             | Equipment Manager              | 11        | \$ 20.518                                     |
| LUJAN, MATTHEW F         | EQUIPMENT OPERATOR LEAD WORKER | \$ 18.029           | \$ 18.052                             | Equipment Operator Lead Wor    | 9         | \$ 18.610                                     |
| CASIAS, JOE R            | EQUIPMENT SERVICE WORKER       | \$ 12.741           | \$ 13.196                             | Equipment Service Worker       | 5         | \$ 15.311                                     |
| CHACON, GABRIEL          | EQUIPMENT SERVICE WORKER       | \$ 18.561           | \$ 18.586                             | Equipment Service Worker       | 5         | \$ 18.586                                     |
| GUTIERREZ, OMAR          | EQUIPMENT SERVICE WORKER       | \$ 13.256           | \$ 13.596                             | Equipment Service Worker       | 5         | \$ 15.311                                     |
| KOENIG, ERIK B           | EQUIPMENT SERVICE WORKER       | \$ 13.256           | \$ 13.602                             | Equipment Service Worker       | 5         | \$ 15.311                                     |
| LUJAN, JEREMY JOSEPH     | EQUIPMENT SERVICE WORKER       | \$ 12.996           | \$ 13.331                             | Equipment Service Worker       | 5         | \$ 15.311                                     |
| VARELA, DAVID JR         | EQUIPMENT SERVICE WORKER       | \$ 13.256           | \$ 13.618                             | Equipment Service Worker       | 5         | \$ 15.311                                     |
| VIGIL-GUTIERREZ, LUPE F  | EQUIPMENT SERVICE WORKER       | \$ 12.996           | \$ 13.332                             | Equipment Service Worker       | 5         | \$ 15.311                                     |
| AGUILAR NORIEGA, AMY L   | FINANCIAL ANALYST              | \$ 27.779           | \$ 27.800                             | Financial Analyst              | 13        | \$ 27.800                                     |
| COCA-BARELA, SHIRLEY I   | FINANCIAL ANALYST              | \$ 27.821           | \$ 27.847                             | Financial Analyst              | 13        | \$ 27.847                                     |
| KULB, DAVID A            | FINANCIAL ANALYST              | \$ 27.779           | \$ 27.800                             | Financial Analyst              | 13        | \$ 27.800                                     |
| PENA, LAURIE A           | FINANCIAL ANALYST              | \$ 30.040           | \$ 30.063                             | Financial Analyst              | 13        | \$ 30.063                                     |
| PISULA, EMILY            | FINANCIAL ANALYST              | \$ 27.789           | \$ 27.810                             | Financial Analyst              | 13        | \$ 27.810                                     |
| ROMERO, DANIEL P         | GIS ANALYST                    | \$ 21.432           | \$ 21.453                             | GIS Analyst                    | 11        | \$ 21.453                                     |
| PADILLA, LEONARD         | GIS PROJECT COORDINATOR        | \$ 31.845           | \$ 31.868                             | GIS Coordinator                | 18        | \$ 31.868                                     |
| APODACA, FRED L          | GOLF COURSE MECHANIC           | \$ 23.034           | \$ 23.059                             | Golf Course Mechanic           | 8         | \$ 23.059                                     |
| MARTINEZ, GILBERT H      | GRAPHIC ARTIST                 | \$ 22.889           | \$ 22.910                             | Graphic Artist                 | 7         | \$ 22.910                                     |
| BANGERT, DALINDA K       | GREEN BUILDING CODE SPECIALIST | \$ 27.540           | \$ 27.560                             | Green Building Code Specialist | 8         | \$ 27.560                                     |
| ARMUJO, DERRIN A         | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | \$ 19.187                             | Heavy Equipment Mechanic       | 10        | \$ 19.541                                     |
| BAILON, JONATHAN         | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | \$ 19.187                             | Heavy Equipment Mechanic       | 10        | \$ 19.541                                     |
| JARAMILLO, DAVID M       | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | \$ 19.187                             | Heavy Equipment Mechanic       | 10        | \$ 19.541                                     |
| MARTINEZ, JASON H        | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | \$ 19.188                             | Heavy Equipment Mechanic       | 10        | \$ 19.541                                     |
| MONTANO, ROLAND          | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | \$ 19.187                             | Heavy Equipment Mechanic       | 10        | \$ 19.541                                     |
| MORA, MANUEL M           | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | \$ 19.187                             | Heavy Equipment Mechanic       | 10        | \$ 19.541                                     |
| NARVAIZ, RICHARD         | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | \$ 19.187                             | Heavy Equipment Mechanic       | 10        | \$ 19.541                                     |
| PAUL, MARTY              | HEAVY EQUIPMENT MECHANIC       | \$ 19.446           | \$ 19.468                             | Heavy Equipment Mechanic       | 10        | \$ 19.541                                     |
| VALLES, CARLOS E         | HEAVY EQUIPMENT MECHANIC       | \$ 18.422           | \$ 18.442                             | Heavy Equipment Mechanic       | 10        | \$ 19.541                                     |
| MASHBURN, FRED           | I & C HARDWARE & SOFTWARE TECH | \$ 32.356           | \$ 32.378                             | Instrumentation & Control Tec  | 12        | \$ 32.378                                     |
| HERING, MICHAEL J        | ICE ARENA TECHNICIAN           | \$ 23.200           | \$ 23.223                             | Recreation Technician          | 1         | \$ 23.223                                     |
| ADAMS, NANCY L           | INFORMATION SPECIALIST         | \$ 13.500           | \$ 13.744                             | Information Specialist         | 3         | \$ 13.887                                     |
| BAROS, PATRICIA A        | INFORMATION SPECIALIST         | \$ 15.190           | \$ 15.230                             | Information Specialist         | 3         | \$ 15.230                                     |
| SCHOEN, PAULA A          | INFORMATION SPECIALIST         | \$ 13.400           | \$ 13.643                             | Information Specialist         | 3         | \$ 13.887                                     |
| SOFIELD, ERIC C          | INFORMATION SPECIALIST         | \$ 14.045           | \$ 14.195                             | Information Specialist         | 3         | \$ 14.195                                     |
| KEELIN, KODY W           | INSPECTION TECH                | \$ 23.639           | \$ 23.659                             | Inspection Technician          | 6         | \$ 23.659                                     |
| MARTINEZ, JEREMY M       | INSPECTION TECH                | \$ 23.620           | \$ 23.640                             | Inspection Technician          | 6         | \$ 23.640                                     |
| TASSONE, MARC            | ITT END USER SUPPORT TECH      | \$ 25.500           | \$ 25.521                             | ITT End User Support Technicia | 10        | \$ 25.521                                     |
| BACA, GILBERT N          | JOURNEYMAN EQUIPMENT WATER OP. | \$ 27.723           | \$ 27.746                             | Equipment Repairman Lead       | 13        | \$ 27.746                                     |
| MONTOYA, FRANK R         | JOURNEYMAN EQUIPMENT WATER OP. | \$ 27.723           | \$ 27.746                             | Equipment Repairman Lead       | 13        | \$ 27.746                                     |
| ROMERO, RONALD J         | JOURNEYMAN EQUIPMENT WATER OP. | \$ 25.035           | \$ 25.060                             | Equipment Repairman Lead       | 13        | \$ 25.060                                     |
| GRIEGO, JON L            | LAND USE COMPLIANCE OFFICER    | \$ 32.659           | \$ 32.682                             | Land Use Compliance Officer    | 10        | \$ 32.682                                     |
| AMBROSINO, KYLE MARGARET | LAND USE PLANNER SENIOR        | \$ 27.819           | \$ 27.840                             | Planner Senior                 | 17        | \$ 27.840                                     |
| ESQUIBEL, DANIEL A       | LAND USE PLANNER SENIOR        | \$ 29.602           | \$ 29.625                             | Planner Senior                 | 17        | \$ 29.625                                     |
| LOGSTON, LEE R           | LAND USE PLANNER SENIOR        | \$ 27.274           | \$ 27.294                             | Planner Senior                 | 17        | \$ 27.496                                     |
| WYNANT, DONNA J          | LAND USE PLANNER SENIOR        | \$ 28.070           | \$ 28.092                             | Planner Senior                 | 17        | \$ 28.092                                     |
| CAMERON, RAMON B         | LEAD ITT END USER SUPPORT TECH | \$ 29.390           | \$ 29.410                             | ITT End User Support Technicia | 10        | \$ 29.410                                     |
| FERNANDEZ, VINCENT T     | LEAD ITT END USER SUPPORT TECH | \$ 29.390           | \$ 29.411                             | ITT End User Support Technicia | 10        | \$ 29.411                                     |
| HOWLEY, CLAUDINE N       | LEAD ITT END USER SUPPORT TECH | \$ 31.380           | \$ 31.401                             | ITT End User Support Technicia | 10        | \$ 31.401                                     |
| ARAN, ALISON J           | LIBRARIAN                      | \$ 25.937           | \$ 25.959                             | Librarian                      | 12        | \$ 25.959                                     |
| BARR, AMY                | LIBRARIAN                      | \$ 21.030           | \$ 21.052                             | Librarian                      | 12        | \$ 21.544                                     |



2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name             | Current Title                  | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title                       | New Range | Hourly Rate After Classification and Compensation Implementation |
|---------------------------|--------------------------------|---------------------|---------------------------------------|---------------------------------|-----------|--|
| COOK, WALTER N            | LIBRARIAN                      | \$ 21.030           | \$ 21.051                             | Librarian                       | 12        | \$ 21.544  |
| DONLAN, JEFFREY P         | LIBRARIAN                      | \$ 20.214           | \$ 20.234                             | Librarian                       | 12        | \$ 21.544  |
| FINNEY, TIANA N           | LIBRARIAN                      | \$ 20.214           | \$ 20.235                             | Librarian                       | 12        | \$ 21.544  |
| GULLIFORD, JESSICA M      | LIBRARIAN                      | \$ 21.030           | \$ 21.051                             | Librarian                       | 12        | \$ 21.544  |
| JAUREGUIBERRY, LOUISE C   | LIBRARIAN                      | \$ 21.030           | \$ 21.051                             | Librarian                       | 12        | \$ 21.544  |
| MARTINEZ, KRISTEN N       | LIBRARIAN                      | \$ 21.030           | \$ 21.051                             | Librarian                       | 12        | \$ 21.544  |
| MESSER, BARBARA           | LIBRARIAN                      | \$ 21.030           | \$ 21.051                             | Librarian                       | 12        | \$ 21.544  |
| PINKSTON, JOHN            | LIBRARIAN                      | \$ 21.030           | \$ 21.052                             | Librarian                       | 12        | \$ 21.544  |
| REICH, MICHELE G          | LIBRARIAN                      | \$ 21.030           | \$ 21.051                             | Librarian                       | 12        | \$ 21.544  |
| REILLY, ADAM J            | LIBRARIAN                      | \$ 21.030           | \$ 21.051                             | Librarian                       | 12        | \$ 21.544  |
| CHAVEZ, HENRY G           | LIBRARIAN ASSISTANT            | \$ 16.230           | \$ 16.273                             | Library Technician              | 3         | \$ 16.273  |
| LUJAN, MARY C             | LIBRARIAN ASSISTANT            | \$ 15.929           | \$ 15.966                             | Library Technician              | 3         | \$ 15.966  |
| MANGES, MARY R            | LIBRARIAN ASSISTANT            | \$ 16.162           | \$ 16.202                             | Library Technician              | 3         | \$ 16.202  |
| MARTINEZ, THERESE         | LIBRARIAN ASSISTANT            | \$ 15.929           | \$ 15.968                             | Library Technician              | 3         | \$ 15.968  |
| REYNOLDS, SUSAN L         | LIBRARIAN ASSISTANT            | \$ 16.226           | \$ 16.266                             | Library Technician              | 3         | \$ 16.266  |
| VIGIL, FRANCINE B         | LIBRARIAN ASSISTANT            | \$ 15.929           | \$ 15.968                             | Library Technician              | 3         | \$ 15.968  |
| ANDERSON, RONALD N        | LIBRARY TECHNICIAN             | \$ 12.554           | \$ 13.170                             | Library Technician              | 3         | \$ 13.887  |
| ATENCIO, MEGAN K          | LIBRARY TECHNICIAN             | \$ 12.067           | \$ 12.621                             | Library Technician              | 3         | \$ 13.887  |
| BYRNE, STELLA L           | LIBRARY TECHNICIAN             | \$ 12.308           | \$ 12.865                             | Library Technician              | 3         | \$ 13.887  |
| CASTILLO, HERIBERTO       | LIBRARY TECHNICIAN             | \$ 12.554           | \$ 13.141                             | Library Technician              | 3         | \$ 13.887  |
| CONRAD, ANN E             | LIBRARY TECHNICIAN             | \$ 12.554           | \$ 13.126                             | Library Technician              | 3         | \$ 13.887  |
| DEMELLA, LOUIS R          | LIBRARY TECHNICIAN             | \$ 12.554           | \$ 13.140                             | Library Technician              | 3         | \$ 13.887  |
| DOMINICK, THERESA M       | LIBRARY TECHNICIAN             | \$ 12.735           | \$ 13.357                             | Library Technician              | 3         | \$ 13.887  |
| EARNSHAW, TANA M          | LIBRARY TECHNICIAN             | \$ 12.554           | \$ 13.142                             | Library Technician              | 3         | \$ 13.887  |
| GALLEGOS, ANGELO C        | LIBRARY TECHNICIAN             | \$ 12.067           | \$ 12.621                             | Library Technician              | 3         | \$ 13.887  |
| GRIEGO, SUSAN R           | LIBRARY TECHNICIAN             | \$ 12.554           | \$ 13.141                             | Library Technician              | 3         | \$ 13.887  |
| HEACOX, MARY K            | LIBRARY TECHNICIAN             | \$ 12.554           | \$ 13.133                             | Library Technician              | 3         | \$ 13.887  |
| MARIMAN, DENISE M         | LIBRARY TECHNICIAN             | \$ 12.067           | \$ 12.620                             | Library Technician              | 3         | \$ 13.887  |
| MCDEARMID, ELIZABETH T    | LIBRARY TECHNICIAN             | \$ 12.308           | \$ 12.883                             | Library Technician              | 3         | \$ 13.887  |
| MCPAHAN, DIAMOND J        | LIBRARY TECHNICIAN             | \$ 12.067           | \$ 12.620                             | Library Technician              | 3         | \$ 13.887  |
| OREILLY, LYDIA K          | LIBRARY TECHNICIAN             | \$ 12.067           | \$ 12.621                             | Library Technician              | 3         | \$ 13.887  |
| SALGADO, VICTORIA         | LIBRARY TECHNICIAN             | \$ 12.735           | \$ 13.441                             | Library Technician              | 3         | \$ 13.887  |
| VALDEZ-STEHLER, MARGARITA | LIBRARY TECHNICIAN             | \$ 17.284           | \$ 17.320                             | Library Technician              | 3         | \$ 17.320  |
| VELASCO, MARIE P          | LIBRARY TECHNICIAN             | \$ 12.554           | \$ 13.131                             | Library Technician              | 3         | \$ 13.887  |
| VERHAAGEN, CHELSEA M      | LIBRARY TECHNICIAN             | \$ 12.308           | \$ 12.869                             | Library Technician              | 3         | \$ 13.887  |
| VIGIL, SHIRLEY            | LIBRARY TECHNICIAN             | \$ 12.554           | \$ 13.135                             | Library Technician              | 3         | \$ 13.887  |
| GURULE, GERALDINE A       | LUD PROJECT ADMINISTRATOR      | \$ 23.319           | \$ 23.342                             | Project Administrator           | 16        | \$ 26.186  |
| ALARID, ANYA N            | MARKETING & SPECIAL EVENTS ADM | \$ 19.192           | \$ 19.215                             | Marketing & Special Events Co   | 8         | \$ 19.215  |
| SANCHEZ, CARLOS M         | MARKETING & SPECIAL EVENTS ADM | \$ 17.471           | \$ 17.502                             | Marketing & Special Events Co   | 8         | \$ 17.724  |
| ARCHULETA, JOHNNY O       | MECH STRUCT SPECIALIST         | \$ 17.128           | \$ 17.160                             | Mechanical Structural Specialis | 7         | \$ 17.160  |
| CROWE JR, JESSE JAMES     | MECH STRUCT SPECIALIST         | \$ 17.128           | \$ 17.160                             | Mechanical Structural Specialis | 7         | \$ 17.160  |
| LOPEZ, RANDY K            | MECH STRUCT SPECIALIST         | \$ 17.471           | \$ 17.509                             | Mechanical Structural Specialis | 7         | \$ 17.509  |
| MEDINA, RICHARD           | MECH STRUCT SPECIALIST         | \$ 26.530           | \$ 26.553                             | Mechanical Structural Specialis | 7         | \$ 26.553  |
| MONTOYA, MARK             | MECH STRUCT SPECIALIST         | \$ 17.835           | \$ 17.872                             | Mechanical Structural Specialis | 7         | \$ 17.872  |
| ORTEGA, MICHAEL D         | MECH STRUCT SPECIALIST         | \$ 17.471           | \$ 17.505                             | Mechanical Structural Specialis | 7         | \$ 17.505  |
| ROMERO, PATRICK L         | MECH STRUCT SPECIALIST         | \$ 18.317           | \$ 18.339                             | Mechanical Structural Specialis | 7         | \$ 18.339  |
| VELARDE, MANUEL C         | MECH STRUCT SPECIALIST         | \$ 20.386           | \$ 20.411                             | Mechanical Structural Specialis | 7         | \$ 20.411  |
| LOVATO, PORFIRIO D        | MECH STRUCT SPECIALIST SR      | \$ 24.200           | \$ 24.221                             | Mechanical Structural Specialis | 11        | \$ 24.221  |
| ANDERSON, JACKIE L        | MECHANICAL STRUCT SPEC SENIOR  | \$ 24.189           | \$ 24.210                             | Mechanical Structural Specialis | 11        | \$ 24.210  |
| CATANACH, JIMMY JR        | MECHANICAL STRUCT SPEC SENIOR  | \$ 23.950           | \$ 23.975                             | Mechanical Structural Specialis | 11        | \$ 23.975  |
| SANDOVAL, THEODORO        | MECHANICAL STRUCT SPEC SENIOR  | \$ 21.349           | \$ 21.371                             | Mechanical Structural Specialis | 11        | \$ 21.371  |
| SUAREZ JR, ROLANDO        | MECHANICAL STRUCT SPECIALIST   | \$ 17.128           | \$ 17.158                             | Mechanical Structural Specialis | 7         | \$ 17.158  |
| MARTINEZ, JOHN A          | METER READER                   | \$ 17.080           | \$ 17.116                             | Meter Reader                    | 3         | \$ 17.116  |
| SANCHEZ, GERARD S         | MOW DRIVER                     | \$ 12.554           | \$ 13.122                             | Transit Driver I                | 2         | \$ 13.226  |
| SILVA, MICHAEL F          | MOW DRIVER                     | \$ 12.554           | \$ 13.122                             | Transit Driver I                | 2         | \$ 13.226  |
| ABEYTA, JOSEPH M          | MULTIMEDIA PRODUCTION MANAGER  | \$ 35.742           | \$ 35.765                             | Multimedia Production Manag     | 11        | \$ 35.765  |
| DOBBS, GALEN L            | NETWORK ENGINEER               | \$ 36.760           | \$ 36.780                             | Network Engineer                | 18        | \$ 36.780  |
| ROMERO, EDWARD H          | NETWORK ENGINEER               | \$ 36.768           | \$ 36.792                             | Network Engineer                | 18        | \$ 36.792  |
| DE WAART, MARCO           | NETWORK SPECIALIST             | \$ 27.482           | \$ 27.504                             | Webmaster                       | 12        | \$ 27.504  |
| STRAMEL, MONICA YVETTE    | OFFICE ASSISTANT               | \$ 13.000           | \$ 13.338                             | Office Assistant                | 1         | \$ 13.338  |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name          | Current Title                  | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title                     | New Range | Hourly Rate After Classification and Compensation Implementation |
|------------------------|--------------------------------|---------------------|---------------------------------------|-------------------------------|-----------|--|
| DIAZ, DANIEL R         | ORDINANCE ENFORCEMENT SPEC.    | \$ 18.790           | \$ 18.810                             | Ordinance Enforcement Specia  | 7         | \$ 18.810  |
| GARCIA, VIDAL J        | ORDINANCE ENFORCEMENT SPEC.    | \$ 19.166           | \$ 19.190                             | Ordinance Enforcement Specia  | 7         | \$ 19.190  |
| GRIEGO, ELOY J         | ORDINANCE ENFORCEMENT SPEC.    | \$ 18.790           | \$ 18.811                             | Ordinance Enforcement Specia  | 7         | \$ 18.811  |
| PADILLA, ANTOINETTE R  | ORDINANCE ENFORCEMENT SPEC.    | \$ 21.335           | \$ 21.359                             | Ordinance Enforcement Specia  | 7         | \$ 21.359  |
| SALAZAR, ALEJANDRINO L | ORDINANCE ENFORCEMENT SPEC.    | \$ 18.790           | \$ 18.811                             | Ordinance Enforcement Specia  | 7         | \$ 18.811  |
| SEIDERER, MARYANNE     | ORDINANCE ENFORCEMENT SPEC.    | \$ 27.866           | \$ 27.891                             | Ordinance Enforcement Specia  | 7         | \$ 27.891  |
| SENA, JASON D          | ORDINANCE ENFORCEMENT SPEC.    | \$ 19.166           | \$ 19.191                             | Ordinance Enforcement Specia  | 7         | \$ 19.191  |
| LUCERO, HENRY G        | OUTREACH COORDINATOR           | \$ 21.850           | \$ 21.871                             | Marketing & Special Events Co | 8         | \$ 21.871  |
| KAVANAUGH, TIMOTHY M   | PAINT TECHNICIAN               | \$ 15.929           | \$ 15.969                             | Paint Technician              | 7         | \$ 16.880  |
| GALLEGOS, GENO D       | PAINT TECHNICIAN SENIOR        | \$ 14.529           | \$ 14.581                             | Paint Technician Senior       | 9         | \$ 18.610  |
| JARAMILLO, ANTHONY A   | PAINT TECHNICIAN SENIOR        | \$ 18.863           | \$ 18.887                             | Paint Technician Senior       | 9         | \$ 18.887  |
| MARTINEZ, JEFFREY M    | PAINT TECHNICIAN SENIOR        | \$ 19.890           | \$ 19.914                             | Paint Technician Senior       | 9         | \$ 19.914  |
| ABEYTA, KATHERINE      | PARATRANSIT OPERATOR           | \$ 12.554           | \$ 13.155                             | Transit Driver II             | 4         | \$ 14.582  |
| ACEVEDO, DOMINICK E    | PARATRANSIT OPERATOR           | \$ 12.067           | \$ 12.621                             | Transit Driver II             | 4         | \$ 14.582  |
| ANDERLE, TYSON         | PARATRANSIT OPERATOR           | \$ 12.554           | \$ 13.152                             | Transit Driver II             | 4         | \$ 14.582  |
| BACA, MICHAEL G        | PARATRANSIT OPERATOR           | \$ 12.554           | \$ 13.132                             | Transit Driver II             | 4         | \$ 14.582  |
| BAILON, BIANCA RENEE   | PARATRANSIT OPERATOR           | \$ 12.308           | \$ 12.869                             | Transit Driver II             | 4         | \$ 14.582  |
| BERRY, MICHAEL A       | PARATRANSIT OPERATOR           | \$ 12.067           | \$ 12.623                             | Transit Driver II             | 4         | \$ 14.582  |
| BRAVO, RENE E          | PARATRANSIT OPERATOR           | \$ 12.067           | \$ 12.620                             | Transit Driver II             | 4         | \$ 14.582  |
| CAMP, NORMAN REY       | PARATRANSIT OPERATOR           | \$ 12.308           | \$ 12.878                             | Transit Driver II             | 4         | \$ 14.582  |
| CANO, ERICK N          | PARATRANSIT OPERATOR           | \$ 12.554           | \$ 13.130                             | Transit Driver II             | 4         | \$ 14.582  |
| DEAN, EDSON E          | PARATRANSIT OPERATOR           | \$ 12.067           | \$ 12.621                             | Transit Driver II             | 4         | \$ 14.582  |
| DRAKE, PATRICK W       | PARATRANSIT OPERATOR           | \$ 12.554           | \$ 13.122                             | Transit Driver II             | 4         | \$ 14.582  |
| FLORES, CHARLES E      | PARATRANSIT OPERATOR           | \$ 12.554           | \$ 13.133                             | Transit Driver II             | 4         | \$ 14.582  |
| HURTADO, JEFFERY       | PARATRANSIT OPERATOR           | \$ 12.554           | \$ 13.167                             | Transit Driver II             | 4         | \$ 14.582  |
| ORTEGA, PETER A        | PARATRANSIT OPERATOR           | \$ 12.554           | \$ 13.160                             | Transit Driver II             | 4         | \$ 14.582  |
| ORTIZ, LEANDRO A       | PARATRANSIT OPERATOR           | \$ 12.067           | \$ 12.654                             | Transit Driver II             | 4         | \$ 14.582  |
| RIOS, PETER C          | PARATRANSIT OPERATOR           | \$ 12.605           | \$ 13.290                             | Transit Driver II             | 4         | \$ 14.582  |
| RUIZ PARRA, DAVID F    | PARATRANSIT OPERATOR           | \$ 12.067           | \$ 12.521                             | Transit Driver II             | 4         | \$ 14.582  |
| VALENCIA, ANDREW P     | PARATRANSIT OPERATOR           | \$ 12.554           | \$ 13.178                             | Transit Driver II             | 4         | \$ 14.582  |
| CORIZ, RAMON J         | PARKING ATTENDANT              | \$ 13.325           | \$ 13.606                             | Parking Attendant             | 2         | \$ 13.606  |
| HERNANDEZ, CLAUDIA O   | PARKING ATTENDANT              | \$ 13.550           | \$ 13.836                             | Parking Attendant             | 2         | \$ 13.836  |
| HERNANDEZ, FELIPE J    | PARKING ATTENDANT              | \$ 12.844           | \$ 13.358                             | Parking Attendant             | 2         | \$ 13.358  |
| LUCERO, ANGELA O       | PARKING ATTENDANT              | \$ 13.325           | \$ 13.606                             | Parking Attendant             | 2         | \$ 13.606  |
| LUCERO, MIGUEL N       | PARKING ATTENDANT              | \$ 12.554           | \$ 13.193                             | Parking Attendant             | 2         | \$ 13.226  |
| MILLER, DANETTE M      | PARKING ATTENDANT              | \$ 12.554           | \$ 13.166                             | Parking Attendant             | 2         | \$ 13.226  |
| MONTOYA, RUDOLFO       | PARKING ATTENDANT              | \$ 16.037           | \$ 16.077                             | Parking Attendant             | 2         | \$ 16.077  |
| RIVERA, ANTHONY        | PARKING ATTENDANT              | \$ 12.554           | \$ 13.162                             | Parking Attendant             | 2         | \$ 13.226  |
| TAYLOR, BENJAMIN R     | PARKING ATTENDANT              | \$ 12.308           | \$ 12.867                             | Parking Attendant             | 2         | \$ 13.226  |
| VALENCIA, CARLA        | PARKING ATTENDANT              | \$ 12.554           | \$ 13.166                             | Parking Attendant             | 2         | \$ 13.226  |
| CHRISTY, BENJAMIN L    | PARKING ATTENDANT SHIFT SUPVR. | \$ 17.850           | \$ 17.880                             | Parking Attendant Shift Supvr | 6         | \$ 17.880  |
| SANDOVAL, KRISTOFFER   | PARKING ATTENDANT SHIFT SUPVR. | \$ 17.500           | \$ 17.532                             | Parking Attendant Shift Supvr | 6         | \$ 17.532  |
| CLOKEY, THOMAS         | PARKING ENFORCEMENT OFFICER    | \$ 12.996           | \$ 13.332                             | Parking Enforcement Officer   | 2         | \$ 13.332  |
| GALLEGOS, MICHAEL C    | PARKING ENFORCEMENT OFFICER    | \$ 16.132           | \$ 16.174                             | Parking Enforcement Officer   | 2         | \$ 16.174  |
| GARCIA, KARMELA        | PARKING ENFORCEMENT OFFICER    | \$ 12.996           | \$ 13.332                             | Parking Enforcement Officer   | 2         | \$ 13.332  |
| MAY, BRANDON T         | PARKING ENFORCEMENT OFFICER    | \$ 12.996           | \$ 13.333                             | Parking Enforcement Officer   | 2         | \$ 13.333  |
| PADILLA, LEON E        | PARKING ENFORCEMENT OFFICER    | \$ 13.256           | \$ 13.606                             | Parking Enforcement Officer   | 2         | \$ 13.606  |
| ROMERO, ANDRES R       | PARKING ENFORCEMENT OFFICER    | \$ 13.256           | \$ 13.652                             | Parking Enforcement Officer   | 2         | \$ 13.652  |
| VALDEZ, ANDREW L       | PARKING ENFORCEMENT OFFICER    | \$ 14.606           | \$ 14.661                             | Parking Enforcement Officer   | 2         | \$ 14.661  |
| VIGIL, CARLA D         | PARKING ENFORCEMENT OFFICER    | \$ 16.422           | \$ 16.465                             | Parking Enforcement Officer   | 2         | \$ 16.465  |
| ROUGEMONT, KARL L      | PARKING FIELD COLLECTOR        | \$ 12.067           | \$ 12.646                             | Parking Field Collector       | 2         | \$ 13.226  |
| HOLMES, RANDAL L       | PARKING FIELD COLLECTOR/ANALYS | \$ 15.065           | \$ 15.102                             | Parking Field Collector       | 2         | \$ 15.102  |
| BAROS, SUZETTE O       | PARKING PERMIT COORDINATOR     | \$ 14.566           | \$ 14.617                             | Parking Supervisor            | 8         | \$ 17.724  |
| GONZALES, CRESTINO C   | PARKING TECHNICIAN             | \$ 12.308           | \$ 12.868                             | Parking Attendant             | 2         | \$ 13.226  |
| MONDRAGON, JEROME T    | PARKING TECHNICIAN             | \$ 12.554           | \$ 13.173                             | Parking Attendant             | 2         | \$ 13.226  |
| PANOSH, DAVID L        | PARKING TECHNICIAN             | \$ 17.004           | \$ 17.041                             | Parking Attendant             | 2         | \$ 17.041  |
| SALAS, ORLANDO H       | PARKING TECHNICIAN             | \$ 13.448           | \$ 13.720                             | Parking Attendant             | 2         | \$ 13.720  |
| VIGIL, MARK E          | PARKING TECHNICIAN SENIOR      | \$ 22.838           | \$ 22.864                             | Parking Attendant Senior      | 3         | \$ 22.864  |
| ARCHULETA, PETE S      | PARKS EQUIPMENT OPERATOR       | \$ 14.529           | \$ 14.583                             | Parks Equipment Operator      | 7         | \$ 16.880  |
| GALINDO, JOSE P        | PARKS EQUIPMENT OPERATOR       | \$ 14.529           | \$ 14.584                             | Parks Equipment Operator      | 7         | \$ 16.880  |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

| Employee Name           | Current Title                 | Current Hourly Rate | Hourly Rate               |  | New Title                    | New Range | Hourly Rate                                    |       |
|-------------------------|-------------------------------|---------------------|---------------------------|--|------------------------------|-----------|--|-------|
|                         |                               |                     | After Equity Pay Increase |  |                              |           | Classification and Compensation Implementation | After |
| CORDOVA, LAWRENCE G     | PARKS MAINTENANCE WKR. SENIOR | \$ 14.606           | \$ 14.664                 |  | Parks Maintenance Worker Ser | 4         | \$ 14.664                                      |       |
| JARAMILLO, VINCENT M    | PARKS MAINTENANCE WKR. SENIOR | \$ 13.256           | \$ 13.625                 |  | Parks Maintenance Worker Ser | 4         | \$ 14.582                                      |       |
| LOPEZ, VINCENT J        | PARKS MAINTENANCE WKR. SENIOR | \$ 15.690           | \$ 15.731                 |  | Parks Maintenance Worker Ser | 4         | \$ 15.731                                      |       |
| MILLER, GEORGE S        | PARKS MAINTENANCE WKR. SENIOR | \$ 12.996           | \$ 13.424                 |  | Parks Maintenance Worker Ser | 4         | \$ 14.582                                      |       |
| OJINAGA, STEVEN         | PARKS MAINTENANCE WKR. SENIOR | \$ 13.256           | \$ 13.624                 |  | Parks Maintenance Worker Ser | 4         | \$ 14.582                                      |       |
| ORTEGA, MATTHEW B       | PARKS MAINTENANCE WKR. SENIOR | \$ 13.256           | \$ 13.599                 |  | Parks Maintenance Worker Ser | 4         | \$ 14.582                                      |       |
| PAYNE, DARREN           | PARKS MAINTENANCE WKR. SENIOR | \$ 13.256           | \$ 13.602                 |  | Parks Maintenance Worker Ser | 4         | \$ 14.582                                      |       |
| PAYNE, DERREK A         | PARKS MAINTENANCE WKR. SENIOR | \$ 12.996           | \$ 13.339                 |  | Parks Maintenance Worker Ser | 4         | \$ 14.582                                      |       |
| ROMERO, JOURDAN L       | PARKS MAINTENANCE WKR. SENIOR | \$ 13.256           | \$ 13.599                 |  | Parks Maintenance Worker Ser | 4         | \$ 14.582                                      |       |
| ALVAREZ, GREGORY L      | PARKS MAINTENANCE WORKER      | \$ 13.256           | \$ 13.635                 |  | Parks Maintenance Worker     | 2         | \$ 13.635                                      |       |
| BACA, MICHAEL S         | PARKS MAINTENANCE WORKER      | \$ 12.060           | \$ 12.619                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| CORRAL, LORENZO         | PARKS MAINTENANCE WORKER      | \$ 12.554           | \$ 13.136                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| DIAZ, CRISTIAN J        | PARKS MAINTENANCE WORKER      | \$ 12.067           | \$ 12.623                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| DURAN, DAVID M          | PARKS MAINTENANCE WORKER      | \$ 12.067           | \$ 12.622                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| ENRIQUEZ, OSCAR D       | PARKS MAINTENANCE WORKER      | \$ 12.308           | \$ 12.868                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| FIERRO, MARCOS E        | PARKS MAINTENANCE WORKER      | \$ 12.067           | \$ 12.628                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| GALLEGOS, JAVIER        | PARKS MAINTENANCE WORKER      | \$ 12.554           | \$ 13.160                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| GONZALES, EMILIO A      | PARKS MAINTENANCE WORKER      | \$ 12.060           | \$ 12.621                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| GRIEGO, DANNY J         | PARKS MAINTENANCE WORKER      | \$ 12.554           | \$ 13.284                 |  | Parks Maintenance Worker     | 2         | \$ 13.284                                      |       |
| LOPEZ, ANDRES A         | PARKS MAINTENANCE WORKER      | \$ 12.067           | \$ 12.627                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| LOVATO, BENNIE RAY      | PARKS MAINTENANCE WORKER      | \$ 12.067           | \$ 12.623                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| LOVATO, ELOY M          | PARKS MAINTENANCE WORKER      | \$ 12.308           | \$ 12.914                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| MONTANO, FREDDY A       | PARKS MAINTENANCE WORKER      | \$ 12.735           | \$ 13.396                 |  | Parks Maintenance Worker     | 2         | \$ 13.396                                      |       |
| MONTOYA, MARTIN B       | PARKS MAINTENANCE WORKER      | \$ 12.070           | \$ 12.661                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| ORTEGA, DANIEL L        | PARKS MAINTENANCE WORKER      | \$ 12.067           | \$ 12.686                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| PETRY, LEO J            | PARKS MAINTENANCE WORKER      | \$ 12.308           | \$ 12.890                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| ROMERO, JACOB D         | PARKS MAINTENANCE WORKER      | \$ 14.606           | \$ 14.664                 |  | Parks Maintenance Worker     | 2         | \$ 14.664                                      |       |
| ROMERO, RUDY L          | PARKS MAINTENANCE WORKER      | \$ 12.067           | \$ 12.708                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| ROYBAL, PAUL E          | PARKS MAINTENANCE WORKER      | \$ 15.263           | \$ 15.304                 |  | Parks Maintenance Worker     | 2         | \$ 15.304                                      |       |
| SANCHEZ, JUAN J         | PARKS MAINTENANCE WORKER      | \$ 12.067           | \$ 12.624                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| VALLES, FRANCISCO JOSE  | PARKS MAINTENANCE WORKER      | \$ 12.067           | \$ 12.624                 |  | Parks Maintenance Worker     | 2         | \$ 13.226                                      |       |
| PEREA, STEPHANIE J      | PERMIT TECH                   | \$ 19.833           | \$ 19.857                 |  | Permit Technician            | 3         | \$ 19.857                                      |       |
| RODRIGUEZ, JANE F       | PERMIT TECH                   | \$ 17.726           | \$ 17.760                 |  | Permit Technician            | 3         | \$ 17.760                                      |       |
| HIMENEZ, RONALD M       | PIPEFITTER APPRENTICE         | \$ 15.133           | \$ 15.173                 |  | Pipefitter Entry             | 4         | \$ 15.173                                      |       |
| APODACA, ERIC B         | PIPEFITTER I                  | \$ 17.410           | \$ 17.442                 |  | Pipefitter Basic             | 7         | \$ 17.442                                      |       |
| LUCERO, JOSEPH W        | PIPEFITTER I                  | \$ 17.411           | \$ 17.442                 |  | Pipefitter Basic             | 7         | \$ 17.442                                      |       |
| CHAVEZ, CHRISTOPHER M   | PIPEFITTER II                 | \$ 21.849           | \$ 21.872                 |  | Pipefitter Intermediate      | 10        | \$ 21.872                                      |       |
| BORREGO, ANGELO E       | PIPEFITTER III                | \$ 30.057           | \$ 30.081                 |  | Pipefitter Lead              | 13        | \$ 30.081                                      |       |
| SAIZ, MAX PATRICK       | PIPEFITTER III                | \$ 24.904           | \$ 24.928                 |  | Pipefitter Lead              | 13        | \$ 24.928                                      |       |
| VARELA, MATTHEW P       | PIPEFITTER III                | \$ 30.449           | \$ 30.472                 |  | Pipefitter Lead              | 13        | \$ 30.472                                      |       |
| VIGIL, GENE P           | PIPEFITTER III                | \$ 24.888           | \$ 24.911                 |  | Pipefitter Lead              | 13        | \$ 24.911                                      |       |
| BEAM, JACQUELINE        | PLANNER                       | \$ 24.480           | \$ 24.500                 |  | Planner                      | 14        | \$ 24.500                                      |       |
| GEMORA, CARLOS E        | PLANNER                       | \$ 24.480           | \$ 24.500                 |  | Planner                      | 14        | \$ 24.500                                      |       |
| GABALDON, MARTIN G      | PLANNER TECHNICIAN SENIOR     | \$ 19.156           | \$ 19.177                 |  | Planner Technician           | 4         | \$ 19.177                                      |       |
| MARTINEZ, CHRISTOPHER   | PLANNER TECHNICIAN SENIOR     | \$ 24.307           | \$ 24.330                 |  | Planner Technician           | 4         | \$ 24.330                                      |       |
| MCCULLEY, LANI JO       | PLANNER TECHNICIAN SENIOR     | \$ 19.166           | \$ 19.188                 |  | Planner Technician           | 4         | \$ 19.188                                      |       |
| SARGENT, MARISA G       | PLANNER TECHNICIAN SENIOR     | \$ 21.202           | \$ 21.224                 |  | Planner Technician           | 4         | \$ 21.224                                      |       |
| ABEYTA, SHELLEY M       | POLICE PROGRAM COORDINATOR    | \$ 21.328           | \$ 21.350                 |  | Program Coordinator          | 8         | \$ 21.350                                      |       |
| GRUNDLER, AMANDA R      | POLICE PROGRAM COORDINATOR    | \$ 23.306           | \$ 23.328                 |  | Program Coordinator          | 8         | \$ 23.328                                      |       |
| SALAZAR, NATHAN P       | PROCUREMENT ANALYST           | \$ 23.500           | \$ 23.520                 |  | Procurement Analyst          | 7         | \$ 23.520                                      |       |
| BROOKS, MARK E          | PROJECT ADMINISTRATOR         | \$ 29.964           | \$ 29.989                 |  | Project Administrator        | 16        | \$ 29.989                                      |       |
| QUESADA-ORTIZ, LINDA M  | PROJECT MANAGER               | \$ 22.185           | \$ 22.209                 |  | Project Specialist           | 8         | \$ 22.209                                      |       |
| ARMILLO, AMANDA P       | PROJECT SPECIALIST            | \$ 22.394           | \$ 22.418                 |  | Project Specialist           | 8         | \$ 22.418                                      |       |
| CHAVEZ, NICHOLAS D      | PROJECT SPECIALIST            | \$ 19.114           | \$ 19.136                 |  | Project Specialist           | 8         | \$ 19.136                                      |       |
| ESPARZA, JESSIE B       | PROJECT SPECIALIST            | \$ 20.964           | \$ 20.987                 |  | Project Specialist           | 8         | \$ 20.987                                      |       |
| GURULE, MICHELLE A      | PROJECT SPECIALIST            | \$ 20.964           | \$ 20.989                 |  | Project Specialist           | 8         | \$ 20.989                                      |       |
| GUTIERREZ, P MICHELLE M | PROJECT SPECIALIST            | \$ 24.004           | \$ 24.028                 |  | Project Specialist           | 8         | \$ 24.028                                      |       |
| MAES, MONIQUE M         | PROJECT SPECIALIST            | \$ 22.289           | \$ 22.313                 |  | Project Specialist           | 8         | \$ 22.313                                      |       |
| MARTINEZ, FLORA L       | PROJECT SPECIALIST            | \$ 23.242           | \$ 23.266                 |  | Project Specialist           | 8         | \$ 23.266                                      |       |
| TAPIA, DAVID C          | PROJECT SPECIALIST            | \$ 23.242           | \$ 23.266                 |  | Project Specialist           | 8         | \$ 23.266                                      |       |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name               | Current Title                  | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title                       | New Range | Hourly Rate After Compensation Implementation |
|-----------------------------|--------------------------------|---------------------|---------------------------------------|---------------------------------|-----------|---|
| VIGIL, EDWARD J             | PROPERTY MANAGER               | \$ 30.320           | \$ 30.342                             | Property Manager                | 17        | \$ 30.342                                     |
| MARTINEZ, GARY F            | PUBLIC UTILITIES INSPECTOR     | \$ 28.787           | \$ 28.810                             | Public Utilities Inspector      | 10        | \$ 28.810                                     |
| DILLON, JOHN C              | PW PROJECT ADMINISTRATOR       | \$ 32.565           | \$ 32.586                             | Project Administrator           | 16        | \$ 32.586                                     |
| GROSSE, CARYN               | PW PROJECT ADMINISTRATOR       | \$ 29.377           | \$ 29.398                             | Project Administrator           | 16        | \$ 29.398                                     |
| KLUCK, JASON                | PW PROJECT ADMINISTRATOR       | \$ 34.479           | \$ 34.501                             | Project Administrator           | 16        | \$ 34.501                                     |
| PIKE, DAVID N               | PW PROJECT ADMINISTRATOR       | \$ 37.503           | \$ 37.527                             | Project Administrator           | 16        | \$ 37.527                                     |
| SIQUEIROS, ROBERT M         | PW PROJECT ADMINISTRATOR       | \$ 40.048           | \$ 40.073                             | Project Administrator           | 16        | \$ 40.073                                     |
| TEMPLE, CURT E              | PW PROJECT ADMINISTRATOR       | \$ 29.376           | \$ 29.396                             | Project Administrator           | 16        | \$ 29.396                                     |
| CAMPION, RYAN A             | RADIO MAINTENANCE TECHNICIAN   | \$ 24.408           | \$ 24.429                             | Radio Maintenance Technician    | 9         | \$ 24.429                                     |
| GALLEGOS, JOE M             | RADIO MAINTENANCE TECHNICIAN   | \$ 26.827           | \$ 26.850                             | Radio Maintenance Technician    | 9         | \$ 26.850                                     |
| ORTIZ, DOROTHY R            | RECORDS TECHNICIAN             | \$ 19.055           | \$ 19.080                             | Records Technician              | 1         | \$ 19.080                                     |
| RICO, TARA R                | RECORDS TECHNICIAN             | \$ 12.996           | \$ 13.331                             | Records Technician              | 1         | \$ 13.331                                     |
| RIVERA, KIMBERLY A          | RECORDS TECHNICIAN             | \$ 13.757           | \$ 13.920                             | Records Technician              | 1         | \$ 13.920                                     |
| SANCHEZ, APRIL S            | RECORDS TECHNICIAN             | \$ 16.051           | \$ 16.092                             | Records Technician              | 1         | \$ 16.092                                     |
| SEGURA, MARLENE M           | RECORDS TECHNICIAN             | \$ 15.363           | \$ 15.404                             | Records Technician              | 1         | \$ 15.404                                     |
| VIALPANDO, ANGEL            | RECORDS TECHNICIAN             | \$ 13.757           | \$ 13.923                             | Records Technician              | 1         | \$ 13.923                                     |
| WENDT, HEATHER N            | RECORDS TECHNICIAN             | \$ 13.256           | \$ 13.610                             | Records Technician              | 1         | \$ 13.610                                     |
| ARAGON, CHRISTINA A         | RECORDS TECHNICIAN LEAD        | \$ 20.934           | \$ 20.959                             | Records Technician Lead         | 7         | \$ 20.959                                     |
| CHAVEZ, KEVIN               | RECREATION COORDINATOR         | \$ 15.300           | \$ 15.337                             | Recreation Coordinator          | 7         | \$ 16.880                                     |
| GABALDON, DIEGO R           | RECREATION COORDINATOR         | \$ 15.300           | \$ 15.338                             | Recreation Coordinator          | 7         | \$ 16.880                                     |
| HERNANDEZ, FERNANDO B       | RECREATION COORDINATOR         | \$ 21.187           | \$ 21.213                             | Recreation Coordinator          | 7         | \$ 21.213                                     |
| LUCERO, JOSHUA M            | RECREATION COORDINATOR         | \$ 14.769           | \$ 14.824                             | Recreation Coordinator          | 7         | \$ 16.880                                     |
| MONDRAGON, GLORIA E         | RECREATION COORDINATOR         | \$ 15.300           | \$ 15.339                             | Recreation Coordinator          | 7         | \$ 16.880                                     |
| MONTANO, PHILLIP G          | RECREATION COORDINATOR         | \$ 15.300           | \$ 15.339                             | Recreation Coordinator          | 7         | \$ 16.880                                     |
| ROYBAL, DAX D               | RECREATION COORDINATOR         | \$ 15.300           | \$ 15.341                             | Recreation Coordinator          | 7         | \$ 16.880                                     |
| FRESQUEZ, VINCENT S         | RECREATION TECHNICIAN          | \$ 12.067           | \$ 12.669                             | Recreation Technician           | 1         | \$ 12.669                                     |
| LOPEZ, VICTOR M             | RECREATION TECHNICIAN          | \$ 12.554           | \$ 13.125                             | Recreation Technician           | 1         | \$ 13.125                                     |
| LOPEZ, ELLIA                | REGISTRATION RECORDS SPEC      | \$ 15.870           | \$ 15.907                             | Registration Records Specialist | 6         | \$ 16.076                                     |
| DUPREE, BENI-LEIGH V        | REGISTRATION RECORDS SPEC.     | \$ 15.870           | \$ 15.914                             | Registration Records Specialist | 6         | \$ 16.076                                     |
| TRUJILLO, MIKAYLA J         | REGISTRATION RECORDS SPEC.     | \$ 15.617           | \$ 15.654                             | Registration Records Specialist | 6         | \$ 16.076                                     |
| ANAYA, CATHY B              | RESPITE CARE PROVIDER          | \$ 12.308           | \$ 12.866                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| ANDERSON, TAMMY             | RESPITE CARE PROVIDER          | \$ 12.554           | \$ 13.153                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| C DE VACA, DELILAH          | RESPITE CARE PROVIDER          | \$ 12.554           | \$ 13.150                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| CARDIEL-GRIEGO, DEBBIE L    | RESPITE CARE PROVIDER          | \$ 13.325           | \$ 13.602                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| LUCERO, CHRISTOPHER L       | RESPITE CARE PROVIDER          | \$ 13.325           | \$ 13.641                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| ORNELAS, YESSENIA           | RESPITE CARE PROVIDER          | \$ 12.067           | \$ 12.624                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| SANCHEZ, MARK A             | RESPITE CARE PROVIDER          | \$ 12.554           | \$ 13.153                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| MAHER, JERRITT P            | RINK ATTENDANT LEAD WORKER     | \$ 13.140           | \$ 13.472                             | Recreation Technician           | 1         | \$ 13.472                                     |
| ROYBAL, KENNETH A           | RINK ATTENDANT LEAD WORKER     | \$ 13.260           | \$ 13.615                             | Recreation Technician           | 1         | \$ 13.615                                     |
| LOVATO-ARMSTRONG, TRISTON R | RSVP & COMMUNITY RELAT ADM     | \$ 21.030           | \$ 21.051                             | Public & Community Relations    | 14        | \$ 23.752                                     |
| BACA, MONA A                | SALES & MARKETING ASSISTANT    | \$ 18.191           | \$ 18.213                             | Sales & Marketing Assistant     | 2         | \$ 18.213                                     |
| HERRERA, FELIX C            | SENIOR APP SOFTWARE SPECIALIST | \$ 37.067           | \$ 37.090                             | System Administrator            | 20        | \$ 37.090                                     |
| BAREFOOT, SOFIA B           | SENIOR SERVICES CARE ATTENDANT | \$ 12.554           | \$ 13.119                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| DEAN, DIANNE G              | SENIOR SERVICES CARE ATTENDANT | \$ 12.735           | \$ 13.360                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| GEORGE, DARLENE R           | SENIOR SERVICES CARE ATTENDANT | \$ 12.554           | \$ 13.129                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| GONZALES, ANJELICA F        | SENIOR SERVICES CARE ATTENDANT | \$ 12.308           | \$ 12.862                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| MAESTAS, USA L              | SENIOR SERVICES CARE ATTENDANT | \$ 12.554           | \$ 13.130                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| TRUJILLO, VALERIE J         | SENIOR SERVICES CARE ATTENDANT | \$ 12.554           | \$ 13.158                             | Respite Care Provider           | 5         | \$ 15.311                                     |
| BELL, DONALD                | SENIOR SERVICES DRIVER         | \$ 12.554           | \$ 13.155                             | Transit Driver I                | 2         | \$ 13.226                                     |
| ROYBAL, ORLANDO             | SENIOR SERVICES DRIVER         | \$ 12.554           | \$ 13.153                             | Transit Driver I                | 2         | \$ 13.226                                     |
| WRIGHT, WANDA               | SENIOR SERVICES DRIVER         | \$ 12.308           | \$ 12.865                             | Transit Driver I                | 2         | \$ 13.226                                     |
| CARTA, SAUL                 | SENIOR SERVICES PROGRAM COORD. | \$ 16.792           | \$ 16.827                             | Senior Services Program Coord   | 8         | \$ 17.724                                     |
| CHAVEZ, WILLIE A            | SENIOR SERVICES PROGRAM COORD. | \$ 17.469           | \$ 17.500                             | Senior Services Program Coord   | 8         | \$ 17.724                                     |
| ROMERO, MARISA V            | SENIOR SERVICES PROGRAM COORD. | \$ 17.471           | \$ 17.506                             | Senior Services Program Coord   | 8         | \$ 17.724                                     |
| VILLA, CRISTINA A           | SENIOR SERVICES PROGRAM COORD. | \$ 17.726           | \$ 17.762                             | Senior Services Program Coord   | 8         | \$ 17.762                                     |
| CHAVEZ, LOUIE T             | SENIOR SERVICES TRANSIT OPER.  | \$ 16.808           | \$ 16.844                             | Transit Driver III              | 6         | \$ 16.844                                     |
| FRANCO, MICHAEL A           | SENIOR SERVICES TRANSIT OPER.  | \$ 14.739           | \$ 14.796                             | Transit Driver III              | 6         | \$ 16.076                                     |
| KENNEDY, DAVID M            | SENIOR SERVICES TRANSIT OPER.  | \$ 14.916           | \$ 14.973                             | Transit Driver III              | 6         | \$ 16.076                                     |
| LUJAN, JOSE P               | SENIOR SERVICES TRANSIT OPER.  | \$ 14.529           | \$ 14.581                             | Transit Driver III              | 6         | \$ 16.076                                     |
| MARTINEZ, WESLEY F          | SENIOR SERVICES TRANSIT OPER.  | \$ 14.244           | \$ 14.395                             | Transit Driver III              | 6         | \$ 16.076                                     |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name            | Current Title                  | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title                     | New Range | Hourly Rate After Classification and Compensation Implementation |
|--------------------------|--------------------------------|---------------------|---------------------------------------|-------------------------------|-----------|--|
| MENDONCA, CARLOS M       | SENIOR SERVICES TRANSIT OPER.  | \$ 14.529           | \$ 14.582                             | Transit Driver III            | 6         | \$ 16.076  |
| RODRIGUEZ, MONIQUE C     | SENIOR SERVICES TRANSIT OPER.  | \$ 14.244           | \$ 14.407                             | Transit Driver III            | 6         | \$ 16.076  |
| ROMERO, SHARON C         | SENIOR SERVICES TRANSIT OPER.  | \$ 14.244           | \$ 14.391                             | Transit Driver III            | 6         | \$ 16.076  |
| VARGAS, KATHLEEN D       | SENIOR SERVICES TRANSIT OPER.  | \$ 18.306           | \$ 18.330                             | Transit Driver III            | 6         | \$ 18.330  |
| VIGIL, JOHN G            | SENIOR SERVICES TRANSIT OPER.  | \$ 16.837           | \$ 16.873                             | Transit Driver III            | 6         | \$ 16.873  |
| DOMINGUEZ, SAMUEL        | SERVER ENGINEER                | \$ 30.396           | \$ 30.416                             | Server Engineer               | 18        | \$ 30.416  |
| MARTINEZ, MARIO D        | SERVER ENGINEER                | \$ 31.004           | \$ 31.025                             | Server Engineer               | 18        | \$ 31.025  |
| APODACA, VINCE J         | SIGN TECHNICIAN SENIOR         | \$ 20.220           | \$ 20.244                             | Sign Technician Senior        | 9         | \$ 20.244  |
| BARELA, MARK F           | SIGN TECHNICIAN SENIOR         | \$ 22.572           | \$ 22.597                             | Sign Technician Senior        | 9         | \$ 22.597  |
| VARELA, DAVID J          | SIGN TECHNICIAN SENIOR         | \$ 22.577           | \$ 22.602                             | Sign Technician Senior        | 9         | \$ 22.602  |
| KSIAZEK, RICHARD J       | SIGNAL TECHNICIAN              | \$ 15.311           | \$ 15.346                             | Signal Technician             | 10        | \$ 19.541  |
| GRIEGO, ISAAC D          | SIGNAL TECHNICIAN SENIOR       | \$ 23.076           | \$ 23.098                             | Signal Technician Senior      | 11        | \$ 23.098  |
| MANZANARES, ADRIAN M     | SIGNAL TECHNICIAN SENIOR       | \$ 18.422           | \$ 18.444                             | Signal Technician Senior      | 11        | \$ 20.518  |
| RODRIGUEZ, ROBERT L      | SIGNAL TECHNICIAN SENIOR       | \$ 18.790           | \$ 18.811                             | Signal Technician Senior      | 11        | \$ 20.518  |
| PADILLA, ANTHONY D       | SIGNAL TECHNICIAN TRAINEE      | \$ 15.311           | \$ 15.348                             | Signal Technician Trainee     | 4         | \$ 15.348  |
| LOPEZ, BARBARA V         | SPECIAL EVENTS COORDINATOR     | \$ 27.318           | \$ 27.342                             | Marketing & Special Events Co | 8         | \$ 27.342  |
| FINLEY, MARIA P          | SPECIAL PROJECTS ADMINISTRATOR | \$ 24.311           | \$ 24.334                             | Project Administrator         | 16        | \$ 26.186  |
| GLORIOSO MOSS, ROMELLA S | SPECIAL PROJECTS ADMINISTRATOR | \$ 22.629           | \$ 22.649                             | Project Administrator         | 16        | \$ 26.186  |
| NORIEGA, LISA M          | SPECIAL PROJECTS ADMINISTRATOR | \$ 23.834           | \$ 23.857                             | Project Administrator         | 16        | \$ 26.186  |
| STACK, JONNA LEIGH       | SPECIAL PROJECTS ADMINISTRATOR | \$ 22.185           | \$ 22.205                             | Project Administrator         | 16        | \$ 26.186  |
| TRUJILLO, RICHARD A      | SPECIAL PROJECTS COORDINATOR   | \$ 24.043           | \$ 24.069                             | Project Administrator         | 16        | \$ 26.186  |
| ARMUJO, TERRANCE A       | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | \$ 15.967                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| GALLEGOS, JAMES          | STREETS EQUIPMENT OPERATOR     | \$ 15.928           | \$ 15.967                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| GUTIERREZ, RAY A         | STREETS EQUIPMENT OPERATOR     | \$ 16.271           | \$ 16.311                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| HERNANDEZ, APOLLO J      | STREETS EQUIPMENT OPERATOR     | \$ 17.448           | \$ 17.483                             | Streets Equipment Operator    | 7         | \$ 17.483  |
| KAVANAUGH, BILLY         | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | \$ 15.967                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| LOPEZ, TED J             | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | \$ 15.965                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| MAESE, RICHARD P         | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | \$ 15.967                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| MALCZEWSKI, MATTHEW A    | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | \$ 15.968                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| ORTIZ, JODY              | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | \$ 15.965                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| VARELA, EUVERIO          | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | \$ 15.968                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| VIGIL, TIM D             | STREETS EQUIPMENT OPERATOR     | \$ 16.167           | \$ 16.208                             | Streets Equipment Operator    | 7         | \$ 16.880  |
| ARMUJO, MARCOS S         | STREETS MAINT. WORKER SENIOR   | \$ 14.260           | \$ 14.407                             | Streets Maintenance Worker S  | 3         | \$ 14.407  |
| BENAVIDEZ, ROBERT J      | STREETS MAINT. WORKER SENIOR   | \$ 14.280           | \$ 14.434                             | Streets Maintenance Worker S  | 3         | \$ 14.434  |
| GURULE, STEVEN G         | STREETS MAINTENANCE WORKER     | \$ 12.990           | \$ 13.327                             | Streets Maintenance Worker    | 2         | \$ 13.327  |
| LOPEZ JR, RALPH A        | STREETS MAINTENANCE WORKER     | \$ 12.990           | \$ 13.330                             | Streets Maintenance Worker    | 2         | \$ 13.330  |
| SUAREZ, DANIEL C         | STREETS MAINTENANCE WORKER     | \$ 12.990           | \$ 13.322                             | Streets Maintenance Worker    | 2         | \$ 13.322  |
| VALENCIA, MICHAEL L      | STREETS MAINTENANCE WORKER     | \$ 12.990           | \$ 13.326                             | Streets Maintenance Worker    | 2         | \$ 13.326  |
| ESQUIBEL, MARCOS         | STREETS SUPERVISOR             | \$ 19.112           | \$ 19.133                             | Streets Supervisor            | 11        | \$ 20.518  |
| MONTOYA, BRYAN R         | STREETS SUPERVISOR             | \$ 24.228           | \$ 24.252                             | Streets Supervisor            | 11        | \$ 24.252  |
| ORTIZ, LEONARD A         | STREETS SUPERVISOR             | \$ 23.963           | \$ 23.988                             | Streets Supervisor            | 11        | \$ 23.988  |
| RAMONE, GERALD F         | STREETS SUPERVISOR             | \$ 23.973           | \$ 23.997                             | Streets Supervisor            | 11        | \$ 23.997  |
| TRUJILLO, FELIPE C       | STREETS SUPERVISOR             | \$ 19.414           | \$ 19.439                             | Streets Supervisor            | 11        | \$ 20.518  |
| BLEA, BEN A              | SUPPLY INVENTORY SUPERVISOR    | \$ 16.000           | \$ 16.037                             | Supply Inventory Supervisor   | 11        | \$ 20.518  |
| DELORA, ENRIQUE S        | SUPPLY INVENTORY SUPERVISOR    | \$ 17.413           | \$ 17.450                             | Supply Inventory Supervisor   | 11        | \$ 20.518  |
| ATENCIO, CARL M          | SUPPLY INVENTORY TECH          | \$ 13.840           | \$ 14.008                             | Supply Inventory Technician   | 6         | \$ 16.076  |
| GONZALES, MANUEL I       | SUPPLY INVENTORY TECH          | \$ 13.000           | \$ 13.332                             | Supply Inventory Technician   | 6         | \$ 16.076  |
| CLOKEY, HERMAN G         | SUPPLY INVENTORY TECHNICIAN    | \$ 12.741           | \$ 13.193                             | Supply Inventory Technician   | 6         | \$ 16.076  |
| BOLLETER, ERNST J        | SWIM INSTRUCTOR                | \$ 13.256           | \$ 13.592                             | Swim Instructor               | 5         | \$ 15.311  |
| CASTILLO, LUIS A         | SWIM INSTRUCTOR                | \$ 13.256           | \$ 13.608                             | Swim Instructor               | 5         | \$ 15.311  |
| GARCIA, JAMEE L          | SWIM INSTRUCTOR                | \$ 13.220           | \$ 13.600                             | Swim Instructor               | 5         | \$ 15.311  |
| GOUDRIAAN, MAROSA        | SWIM INSTRUCTOR                | \$ 13.000           | \$ 13.343                             | Swim Instructor               | 5         | \$ 15.311  |
| GUARDADO, ANDY           | SWIM INSTRUCTOR                | \$ 13.256           | \$ 13.602                             | Swim Instructor               | 5         | \$ 15.311  |
| PORTER, TAOS J           | SWIM INSTRUCTOR                | \$ 13.256           | \$ 13.606                             | Swim Instructor               | 5         | \$ 15.311  |
| ROMERO, JOHNNY L         | SWIM INSTRUCTOR                | \$ 16.326           | \$ 16.368                             | Swim Instructor               | 5         | \$ 16.368  |
| TAPIA, PAUL              | SWIM INSTRUCTOR                | \$ 16.592           | \$ 16.628                             | Swim Instructor               | 5         | \$ 16.628  |
| TRUJILLO, KEVIN          | SWIM INSTRUCTOR                | \$ 12.996           | \$ 13.337                             | Swim Instructor               | 5         | \$ 15.311  |
| ESCUADERO, ANNETTE R     | SWIM POOL LIFEGUARD            | \$ 12.308           | \$ 12.869                             | Swim Pool Lifeguard           | 3         | \$ 13.887  |
| LUCERO, TERESA A         | SWIM POOL LIFEGUARD            | \$ 12.554           | \$ 13.152                             | Swim Pool Lifeguard           | 3         | \$ 13.887  |
| MANSKE, COLE S           | SWIM POOL LIFEGUARD            | \$ 12.067           | \$ 12.622                             | Swim Pool Lifeguard           | 3         | \$ 13.887  |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name           | Current Title          | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title              | New Range | Hourly Rate After Classification and Compensation Implementation |
|-------------------------|------------------------|---------------------|---------------------------------------|------------------------|-----------|--|
| PADILLA, ANDREA M       | SWIM POOL LIFEGUARD    | \$ 12.067           | \$ 12.643                             | Swim Pool Lifeguard    | 3         | \$ 13.887  |
| RUEDA, ALEJANDRO        | SWIM POOL LIFEGUARD    | \$ 12.308           | \$ 12.876                             | Swim Pool Lifeguard    | 3         | \$ 13.887  |
| SANDOVAL, CELINE R      | SWIM POOL LIFEGUARD    | \$ 12.067           | \$ 12.621                             | Swim Pool Lifeguard    | 3         | \$ 13.887  |
| TRIGG, ERIC J           | SWIM POOL LIFEGUARD    | \$ 12.554           | \$ 13.125                             | Swim Pool Lifeguard    | 3         | \$ 13.887  |
| ARAGON, GREGORY L       | SWM EQUIPMENT OPERATOR | \$ 22.695           | \$ 22.720                             | SWM Equipment Operator | 7         | \$ 22.720  |
| CHAVEZ, GABRIEL M       | SWM EQUIPMENT OPERATOR | \$ 15.617           | \$ 15.653                             | SWM Equipment Operator | 7         | \$ 16.880  |
| CHAVEZ, RICHARD D       | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.967                             | SWM Equipment Operator | 7         | \$ 16.880  |
| DALTON, WALTER W        | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.968                             | SWM Equipment Operator | 7         | \$ 16.880  |
| DEHERRERA, DARREN RAY   | SWM EQUIPMENT OPERATOR | \$ 15.617           | \$ 15.653                             | SWM Equipment Operator | 7         | \$ 16.880  |
| DENKO, MARK             | SWM EQUIPMENT OPERATOR | \$ 17.160           | \$ 17.195                             | SWM Equipment Operator | 7         | \$ 17.195  |
| DIMAS, JOSEPH J         | SWM EQUIPMENT OPERATOR | \$ 15.617           | \$ 15.653                             | SWM Equipment Operator | 7         | \$ 16.880  |
| DURAN, RUSSELL P        | SWM EQUIPMENT OPERATOR | \$ 19.033           | \$ 19.057                             | SWM Equipment Operator | 7         | \$ 19.057  |
| GARCIA, FRANK J         | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.975                             | SWM Equipment Operator | 7         | \$ 16.880  |
| LEVASSEUR, MARK L       | SWM EQUIPMENT OPERATOR | \$ 16.162           | \$ 16.204                             | SWM Equipment Operator | 7         | \$ 15.880  |
| LOPEZ, DOMINIC A        | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.968                             | SWM Equipment Operator | 7         | \$ 16.880  |
| LOPEZ, PATRICIO J       | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.965                             | SWM Equipment Operator | 7         | \$ 16.880  |
| MENDOZA-UMANA, LESTER D | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.966                             | SWM Equipment Operator | 7         | \$ 16.880  |
| PACHECO, TOMMY          | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.965                             | SWM Equipment Operator | 7         | \$ 16.880  |
| RAMIREZ JR, CARLOS      | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.967                             | SWM Equipment Operator | 7         | \$ 16.880  |
| ROMERO, ERIC M          | SWM EQUIPMENT OPERATOR | \$ 16.965           | \$ 17.000                             | SWM Equipment Operator | 7         | \$ 17.000  |
| ROMERO, GILBERT J       | SWM EQUIPMENT OPERATOR | \$ 18.868           | \$ 18.895                             | SWM Equipment Operator | 7         | \$ 18.895  |
| ROYBAL, DANNY M         | SWM EQUIPMENT OPERATOR | \$ 18.310           | \$ 18.334                             | SWM Equipment Operator | 7         | \$ 18.334  |
| ROYBAL, KEVIN           | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.965                             | SWM Equipment Operator | 7         | \$ 16.880  |
| RUIZ, MARCIAL E         | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.974                             | SWM Equipment Operator | 7         | \$ 16.880  |
| SANCHEZ, ABRAN J        | SWM EQUIPMENT OPERATOR | \$ 17.522           | \$ 17.556                             | SWM Equipment Operator | 7         | \$ 17.556  |
| SENA, ISIDRO N          | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.966                             | SWM Equipment Operator | 7         | \$ 16.880  |
| SENA, KEVIN J           | SWM EQUIPMENT OPERATOR | \$ 15.617           | \$ 15.653                             | SWM Equipment Operator | 7         | \$ 16.880  |
| SOLIS, SERGIO           | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.967                             | SWM Equipment Operator | 7         | \$ 16.880  |
| VALDEZ, ALBERT A        | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.965                             | SWM Equipment Operator | 7         | \$ 16.880  |
| VALENCIA, ISAAC R       | SWM EQUIPMENT OPERATOR | \$ 15.617           | \$ 15.654                             | SWM Equipment Operator | 7         | \$ 16.880  |
| VELASCO, ANTONIO D      | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.966                             | SWM Equipment Operator | 7         | \$ 16.880  |
| VIGIL, ARCY D           | SWM EQUIPMENT OPERATOR | \$ 20.328           | \$ 20.352                             | SWM Equipment Operator | 7         | \$ 20.352  |
| VIGIL, CRAIG            | SWM EQUIPMENT OPERATOR | \$ 15.929           | \$ 15.968                             | SWM Equipment Operator | 7         | \$ 16.880  |
| VIGIL, MANUEL R         | SWM EQUIPMENT OPERATOR | \$ 18.007           | \$ 18.031                             | SWM Equipment Operator | 7         | \$ 18.031  |
| MARTINEZ, JASON F       | SWM MAINTENANCE WORKER | \$ 15.929           | \$ 15.969                             | SWM Maintenance Worker | 5         | \$ 15.969  |
| MUNOZ, CARLOS R         | SWM MAINTENANCE WORKER | \$ 16.259           | \$ 16.301                             | SWM Maintenance Worker | 5         | \$ 16.301  |
| SANDOVAL, LLOYD         | SWM MAINTENANCE WORKER | \$ 13.256           | \$ 13.621                             | SWM Maintenance Worker | 5         | \$ 15.311  |
| SANDOVAL, RICOH         | SWM MAINTENANCE WORKER | \$ 12.996           | \$ 13.331                             | SWM Maintenance Worker | 5         | \$ 15.311  |
| LUCERO, LADD L          | TRAFFIC TECHNICIAN     | \$ 24.106           | \$ 24.127                             | Traffic Technician     | 6         | \$ 24.127  |
| ALVAREZ, JOE M          | TRANSIT OPERATOR       | \$ 16.883           | \$ 16.919                             | Transit Driver III     | 6         | \$ 16.919  |
| AMODIO, ALDO U          | TRANSIT OPERATOR       | \$ 13.965           | \$ 14.111                             | Transit Driver III     | 6         | \$ 16.076  |
| ARMIJO, ROBERT M        | TRANSIT OPERATOR       | \$ 14.529           | \$ 14.584                             | Transit Driver III     | 6         | \$ 16.076  |
| BOWLES, ANTHONY M       | TRANSIT OPERATOR       | \$ 14.529           | \$ 14.581                             | Transit Driver III     | 6         | \$ 16.076  |
| BRIGGS, JOHN D          | TRANSIT OPERATOR       | \$ 14.529           | \$ 14.584                             | Transit Driver III     | 6         | \$ 16.076  |
| CHAVEZ, HUGO            | TRANSIT OPERATOR       | \$ 14.529           | \$ 14.584                             | Transit Driver III     | 6         | \$ 16.076  |
| COLLINS, FREDDIE        | TRANSIT OPERATOR       | \$ 14.244           | \$ 14.392                             | Transit Driver III     | 6         | \$ 16.076  |
| COLLINS, KIRK M         | TRANSIT OPERATOR       | \$ 14.529           | \$ 14.582                             | Transit Driver III     | 6         | \$ 16.076  |
| ESCAMILLA, JACHIN A     | TRANSIT OPERATOR       | \$ 13.965           | \$ 14.111                             | Transit Driver III     | 6         | \$ 16.076  |
| ESQUIBEL, JAMIE G       | TRANSIT OPERATOR       | \$ 14.244           | \$ 14.391                             | Transit Driver III     | 6         | \$ 16.076  |
| ESQUIBEL, ROBERT R      | TRANSIT OPERATOR       | \$ 14.739           | \$ 14.795                             | Transit Driver III     | 6         | \$ 16.076  |
| FEIND, MICHAEL          | TRANSIT OPERATOR       | \$ 14.529           | \$ 14.584                             | Transit Driver III     | 6         | \$ 16.076  |
| GALLEGOS, JERRY M       | TRANSIT OPERATOR       | \$ 13.965           | \$ 14.114                             | Transit Driver III     | 6         | \$ 16.076  |
| GONZALES, THOMAS A      | TRANSIT OPERATOR       | \$ 13.965           | \$ 14.111                             | Transit Driver III     | 6         | \$ 16.076  |
| GORMAN, JOSEPH A        | TRANSIT OPERATOR       | \$ 15.583           | \$ 15.629                             | Transit Driver III     | 6         | \$ 16.076  |
| GURULE, ALVINO S        | TRANSIT OPERATOR       | \$ 14.529           | \$ 14.582                             | Transit Driver III     | 6         | \$ 16.076  |
| HALL, JOHN R            | TRANSIT OPERATOR       | \$ 18.811           | \$ 18.835                             | Transit Driver III     | 6         | \$ 18.835  |
| IRIZARRY, ALBERT        | TRANSIT OPERATOR       | \$ 14.529           | \$ 14.581                             | Transit Driver III     | 6         | \$ 16.076  |
| JARAMILLO, MARCUS J     | TRANSIT OPERATOR       | \$ 13.965           | \$ 14.111                             | Transit Driver III     | 6         | \$ 16.076  |
| LUCERO, DAVID L         | TRANSIT OPERATOR       | \$ 13.960           | \$ 14.122                             | Transit Driver III     | 6         | \$ 16.076  |
| LUCERO, JASON           | TRANSIT OPERATOR       | \$ 14.529           | \$ 14.580                             | Transit Driver III     | 6         | \$ 16.076  |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name          | Current Title                  | Current Hourly Rate | Hourly Rate      |          | New Title                     | New Range | Hourly Rate |  |
|------------------------|--------------------------------|---------------------|------------------|----------|-------------------------------|-----------|-------------|--|
|                        |                                |                     | After Equity Pay | Increase |                               |           | After       | Classification and Compensation Implementation |
| MARTINEZ, EMMA J       | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.580        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| MONTANO, LOREN V       | TRANSIT OPERATOR               | \$ 13.965           | \$ 14.111        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| MONTOYA, EDWARD J      | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.585        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| MUNIZ, JOE             | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.582        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| NARVAIZ, LUCAS A       | TRANSIT OPERATOR               | \$ 13.965           | \$ 14.111        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| NIELSEN, HARVEY C      | TRANSIT OPERATOR               | \$ 18.825           | \$ 18.850        |          | Transit Driver III            | 6         | \$ 18.850   |  |
| ORTIZ, TONY            | TRANSIT OPERATOR               | \$ 17.605           | \$ 17.641        |          | Transit Driver III            | 6         | \$ 17.641   |  |
| ROMERO, AMANDA R       | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.584        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| ROMERO, RICHARD        | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.584        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| SANDOVAL, JOSEPH A     | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.581        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| SANTOS LOPEZ, HILSIAS  | TRANSIT OPERATOR               | \$ 14.244           | \$ 14.391        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| SEDILLOS, RUBEN S      | TRANSIT OPERATOR               | \$ 13.965           | \$ 14.112        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| SENA, CHRIS M          | TRANSIT OPERATOR               | \$ 14.739           | \$ 14.795        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| SERRANO, MARCOS        | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.584        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| STRACHAN, ANDREW F     | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.580        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| URBAN, TED I           | TRANSIT OPERATOR               | \$ 18.824           | \$ 18.849        |          | Transit Driver III            | 6         | \$ 18.849   |  |
| VALDEZ, ORLANDO J      | TRANSIT OPERATOR               | \$ 16.007           | \$ 16.053        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| VALENCIA, RONALD P     | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.588        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| VELARDE, PETE L        | TRANSIT OPERATOR               | \$ 15.583           | \$ 15.624        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| YNIGUEZ, TONY          | TRANSIT OPERATOR               | \$ 14.529           | \$ 14.585        |          | Transit Driver III            | 6         | \$ 16.076   |  |
| ENCINAS, KAREN N       | TRANSIT SHUTTLE OPERATOR       | \$ 14.244           | \$ 14.392        |          | Transit Driver I              | 2         | \$ 14.392   |  |
| MARTINEZ, PHILLIP A    | TRANSIT SHUTTLE OPERATOR       | \$ 14.529           | \$ 14.584        |          | Transit Driver I              | 2         | \$ 14.584   |  |
| QUINTANA, ROBERT E     | TRANSIT SHUTTLE OPERATOR       | \$ 14.529           | \$ 14.582        |          | Transit Driver I              | 2         | \$ 14.582   |  |
| LUJAN, PATRICK F       | UTILITY BILLING INVESTIGATOR   | \$ 21.272           | \$ 21.295        |          | Utility Billing Investigator  | 8         | \$ 21.295   |  |
| MORA, SUSAN            | UTILITY BILLING INVESTIGATOR   | \$ 19.115           | \$ 19.137        |          | Utility Billing Investigator  | 8         | \$ 19.137   |  |
| PACHECO, PATRICIO M    | WATER CONSERVATION SPECIALIST  | \$ 20.196           | \$ 20.217        |          | Water Conservation Specialist | 5         | \$ 20.217   |  |
| MARQUEZ, DORA A        | WATER DEVELOP PROJ SPECIALIST  | \$ 30.551           | \$ 30.575        |          | Project Specialist            | 8         | \$ 30.575   |  |
| MARTINEZ, PETER A      | WATER EQUIPMENT ENGINEER       | \$ 30.213           | \$ 30.238        |          | Equipment Repairman Lead      | 13        | \$ 30.238   |  |
| OLIVAS, JOE W          | WATER EQUIPMENT ENGINEER       | \$ 30.203           | \$ 30.224        |          | Equipment Repairman Lead      | 13        | \$ 30.224   |  |
| MARTINEZ, NOEL         | WATER EQUIPMENT JOURNEYMAN     | \$ 29.810           | \$ 29.830        |          | Equipment Repairman Lead      | 13        | \$ 29.830   |  |
| MENDONCA, ORLANDO S    | WATER EQUIPMENT JOURNEYMAN     | \$ 30.411           | \$ 30.434        |          | Equipment Repairman Lead      | 13        | \$ 30.434   |  |
| ORTIZ, ERNEST L        | WATER LINE LOCATOR             | \$ 19.293           | \$ 19.316        |          | Water Line Locator            | 5         | \$ 19.316   |  |
| TRUJILLO, RICHARD D    | WATER LINE LOCATOR             | \$ 17.726           | \$ 17.763        |          | Water Line Locator            | 5         | \$ 17.763   |  |
| LUJAN, JOHN A          | WATER PROGRAM TECHNICIAN       | \$ 30.449           | \$ 30.472        |          | Water Program Technician      | 11        | \$ 30.472   |  |
| HOOK, ALAN G           | WATER RESOURCE COORD ASSIST    | \$ 28.839           | \$ 28.861        |          | Water Resources Coordinator   | 10        | \$ 28.861   |  |
| VIGIL, MYALEE K        | WATER SAFETY INSTRUCTOR        | \$ 13.256           | \$ 13.597        |          | Swim Instructor               | 5         | \$ 15.311   |  |
| FREITAS, CYNDI         | WATER SYSTEMS OPERATOR II      | \$ 19.876           | \$ 19.898        |          | Water Operator Intermediate   | 9         | \$ 19.898   |  |
| SALAYANDIA, HECTOR N   | WATER SYSTEMS OPERATOR III     | \$ 22.795           | \$ 22.816        |          | Water Operator Intermediate   | 9         | \$ 22.816   |  |
| AGUIRRE, JOAQUIN S     | WATER SYSTEMS OPERATOR IV      | \$ 30.449           | \$ 30.472        |          | Water Operator Lead           | 13        | \$ 30.472   |  |
| CHAVEZ, LAUREN A       | WATER SYSTEMS OPERATOR IV      | \$ 26.818           | \$ 26.838        |          | Water Operator Lead           | 13        | \$ 26.838   |  |
| CORDOVA, MARK D        | WATER SYSTEMS OPERATOR IV      | \$ 30.151           | \$ 30.175        |          | Water Operator Lead           | 13        | \$ 30.175   |  |
| MASCARENAS, BRIAN E    | WATER SYSTEMS OPERATOR IV      | \$ 27.810           | \$ 27.832        |          | Water Operator Lead           | 13        | \$ 27.832   |  |
| PEREA, JAMES M         | WATER SYSTEMS OPERATOR IV      | \$ 26.816           | \$ 26.836        |          | Water Operator Lead           | 13        | \$ 26.836   |  |
| ALVARADO, BERNARDINO V | WATER SYSTEMS OPERATORLABORER  | \$ 13.432           | \$ 13.700        |          | Laborer                       | 1         | \$ 13.700   |  |
| LOPEZ, FELIPE          | WATER SYSTEMS OPERATORLABORER  | \$ 14.613           | \$ 14.671        |          | Laborer                       | 1         | \$ 14.671   |  |
| QUINTANA, RICHARD E    | WELDER                         | \$ 20.363           | \$ 20.388        |          | Welder                        | 8         | \$ 20.388   |  |
| VALENCIA, REYNALDO     | WELDER                         | \$ 26.576           | \$ 26.601        |          | Welder                        | 8         | \$ 26.601   |  |
| CHAVARRIA, PORFIRIO N  | WILDLAND URBAN INTERFACE SPECI | \$ 29.639           | \$ 29.662        |          | Wildland Urban Interface Spec | 12        | \$ 29.662   |  |
| ERDMANN, PARRY A       | WTR CONSERVATION SPECIALIST SR | \$ 30.400           | \$ 30.421        |          | Water Conservation Specialist | 5         | \$ 30.421   |  |
| TORRES, MARIO A        | WTR CONSRVTN ENFERCMNT OFFICER | \$ 13.256           | \$ 13.597        |          | Wtr Conservation Enforcement  | 4         | \$ 14.582   |  |
| ARCHULETA, JOSEPH J    | WWM CHEMIST                    | \$ 28.798           | \$ 28.822        |          | Chemist                       | 13        | \$ 28.822   |  |
| RUIZ, AUGUSTIN F       | WWM CHEMIST                    | \$ 27.111           | \$ 27.134        |          | Chemist                       | 13        | \$ 27.134   |  |
| MARES, JEFFREY A       | WWM COMPOST OPERATOR           | \$ 21.138           | \$ 21.162        |          | Field Operator Basic          | 7         | \$ 21.162   |  |
| MARTINEZ, LOREN D      | WWM COMPOST OPERATOR           | \$ 19.934           | \$ 19.957        |          | Field Operator Basic          | 7         | \$ 19.957   |  |
| GRIEGO, DANIEL         | WWM EQUIPMENT OPERATOR         | \$ 17.435           | \$ 17.468        |          | WWM Equipment Operator        | 7         | \$ 17.468   |  |
| VIGIL, RANDY           | WWM EQUIPMENT SPECIALIST       | \$ 18.727           | \$ 18.748        |          | WWM Equipment Specialist      | 4         | \$ 18.748   |  |
| GARCIA, VINCENT R      | WWM FIELD OPERATOR APPRENTICE  | \$ 14.529           | \$ 14.585        |          | Field Operator Entry          | 4         | \$ 14.585   |  |
| LOVATO, CELSO T        | WWM FIELD OPERATOR APPRENTICE  | \$ 14.529           | \$ 14.584        |          | Field Operator Entry          | 4         | \$ 14.584   |  |
| RIVERA, PETER P        | WWM FIELD OPERATOR APPRENTICE  | \$ 14.244           | \$ 14.404        |          | Field Operator Entry          | 4         | \$ 14.582   |  |
| VIGIL, JOHN ARSENIO    | WWM FIELD OPERATOR APPRENTICE  | \$ 14.244           | \$ 14.396        |          | Field Operator Entry          | 4         | \$ 14.582   |  |

2019 AFSCME CLASSIFICATION AND COMPENSATION LISTING

Appendix A1

| Employee Name            | Current Title                 | Current Hourly Rate | Hourly Rate After Equity Pay Increase | New Title                   | New Range | Hourly Rate After Classification and Compensation Implementation |
|--------------------------|-------------------------------|---------------------|---------------------------------------|-----------------------------|-----------|--|
| ARAGON, ANDREW J         | WWM FIELD OPERATOR I          | \$ 16.022           | \$ 16.059                             | Field Operator Basic        | 7         | \$ 16.880  |
| MAYRANT, DAVID A         | WWM FIELD OPERATOR I          | \$ 16.022           | \$ 16.058                             | Field Operator Basic        | 7         | \$ 16.880  |
| ORTIZ, ESTEVAN N         | WWM FIELD OPERATOR I          | \$ 16.022           | \$ 16.060                             | Field Operator Basic        | 7         | \$ 16.880  |
| CANDELARIA, CARLOS D     | WWM FIELD OPERATOR II         | \$ 20.550           | \$ 20.570                             | Field Operator Lead         | 11        | \$ 20.570  |
| BOWLES-VIGIL, LOREN PAUL | WWM INSPECTION SENIOR         | \$ 21.897           | \$ 21.921                             | WWM Inspection Senior       | 10        | \$ 21.921  |
| GONZALES, RAYMOND A      | WWM PLANT OPERATOR APPRENTICE | \$ 14.848           | \$ 14.905                             | Waste Operator Entry        | 3         | \$ 14.905  |
| MADRID, GEORGE S         | WWM PLANT OPERATOR APPRENTICE | \$ 15.069           | \$ 15.106                             | Waste Operator Entry        | 3         | \$ 15.106  |
| MARTINEZ, JEREMY L       | WWM PLANT OPERATOR APPRENTICE | \$ 14.557           | \$ 14.614                             | Waste Operator Entry        | 3         | \$ 14.614  |
| MARTINEZ, STEVE A        | WWM PLANT OPERATOR APPRENTICE | \$ 15.069           | \$ 15.109                             | Waste Operator Entry        | 3         | \$ 15.109  |
| LEYBA, LEROY J           | WWM PLANT OPERATOR I          | \$ 18.384           | \$ 18.407                             | Waste Operator Basic        | 8         | \$ 18.407  |
| BLAKE, JAMES R           | WWM PLANT OPERATOR III        | \$ 21.114           | \$ 21.137                             | Waste Operator Advanced     | 10        | \$ 21.137  |
| RODRIGUEZ, CESAR M       | WWM PLANT OPERATOR III        | \$ 20.962           | \$ 20.984                             | Waste Operator Advanced     | 10        | \$ 20.984  |
| CARBAJAL, JAVIER         | WWM PLANT OPERATOR IV         | \$ 25.705           | \$ 25.728                             | Waste Operator Lead         | 13        | \$ 25.728  |
| CASIAS, CARLOS R         | WWM PLANT OPERATOR IV         | \$ 25.430           | \$ 25.453                             | Waste Operator Lead         | 13        | \$ 25.453  |
| LUJAN, RONALD W          | WWM PLANT OPERATOR IV         | \$ 24.710           | \$ 24.730                             | Waste Operator Lead         | 13        | \$ 24.730  |
| VARGAS, JERRY P          | WWM PLANT OPERATOR IV         | \$ 25.527           | \$ 25.550                             | Waste Operator Lead         | 13        | \$ 25.550  |
| VIALPANDO, DAVID         | WWM SUPPLY INVENTORY SUPER    | \$ 18.204           | \$ 18.230                             | Supply Inventory Supervisor | 11        | \$ 20.518  |
| BUSTOS, MELISSA A        | YOUTH PROGRAM CORRINATOR      | \$ 19.066           | \$ 19.090                             | Youth Program Coordinator   | 8         | \$ 19.090  |
| BROWN, KEVIN C           | YOUTH SPECIALIST              | \$ 12.741           | \$ 13.200                             | Youth Specialist            | 3         | \$ 13.887  |
| GARDUÑO, JAMES O         | YOUTH SPECIALIST              | \$ 13.557           | \$ 13.845                             | Youth Specialist            | 3         | \$ 13.887  |
| LOVATO, CORRINA          | YOUTH SPECIALIST              | \$ 13.256           | \$ 13.678                             | Youth Specialist            | 3         | \$ 13.887  |
| MONDRAGON, JEROME M      | YOUTH SPECIALIST              | \$ 13.448           | \$ 13.721                             | Youth Specialist            | 3         | \$ 13.887  |
| MONTANO, KATHLEEN        | YOUTH SPECIALIST              | \$ 13.256           | \$ 13.608                             | Youth Specialist            | 3         | \$ 13.887  |
| STANFIELD BOZA, KYLUN W  | YOUTH SPECIALIST              | \$ 12.741           | \$ 13.213                             | Youth Specialist            | 3         | \$ 13.887  |



2019 AFSCME EQUITY PAY PLAN

| Employee Name              | Current Title                  | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|----------------------------|--------------------------------|---------------------|------------------|------------------|------------------------------------|---|
| GARCIA, CHRISTINA A        | ACCOUNT SPECIALIST             | \$ 16.785           | 0.03             | 1.1624           | \$ 0.035                           | \$ 16.820                                 |
| LOVATO, LORRAINE M         | ACCOUNT SPECIALIST             | \$ 18.516           | 0.02             | 1.1624           | \$ 0.023                           | \$ 18.539                                 |
| MARQUEZ, KATHLEEN M        | ACCOUNT SPECIALIST             | \$ 19.605           | 0.02             | 1.1816           | \$ 0.024                           | \$ 19.629                                 |
| ROMERO, EVA R              | ACCOUNT SPECIALIST             | \$ 15.929           | 0.035            | 1.1104           | \$ 0.039                           | \$ 15.968                                 |
| SANDOVAL, MAXINE J         | ACCOUNT SPECIALIST             | \$ 18.524           | 0.02             | 1.1744           | \$ 0.023                           | \$ 18.547                                 |
| TAPIA, ANDREA J            | ACCOUNT SPECIALIST             | \$ 15.617           | 0.035            | 1.02             | \$ 0.036                           | \$ 15.653                                 |
| TSO OLIVAS, EVANGELINE     | ACCOUNT SPECIALIST             | \$ 15.929           | 0.035            | 1.0488           | \$ 0.037                           | \$ 15.966                                 |
| ARMUO, KIANA M             | ACCOUNT TECHNICIAN             | \$ 12.741           | 0.45             | 1.0128           | \$ 0.456                           | \$ 13.197                                 |
| CHAVEZ, LOELLA L           | ACCOUNT TECHNICIAN             | \$ 13.956           | 0.145            | 1.1392           | \$ 0.165                           | \$ 14.121                                 |
| GABALDON, RACHEL D         | ACCOUNT TECHNICIAN             | \$ 12.996           | 0.33             | 1.0184           | \$ 0.336                           | \$ 13.332                                 |
| GURULE, BRITTANY S         | ACCOUNT TECHNICIAN             | \$ 12.741           | 0.45             | 1.048            | \$ 0.472                           | \$ 13.213                                 |
| MARIANI, LUCINDA C         | ACCOUNT TECHNICIAN             | \$ 14.606           | 0.05             | 1.1552           | \$ 0.058                           | \$ 14.664                                 |
| MARTINEZ, AURORA M         | ACCOUNT TECHNICIAN             | \$ 12.741           | 0.45             | 1.0576           | \$ 0.476                           | \$ 13.217                                 |
| ROMERO, MONICA M           | ACCOUNT TECHNICIAN             | \$ 12.996           | 0.33             | 1.064            | \$ 0.351                           | \$ 13.347                                 |
| RUIZ, FATIMA               | ACCOUNT TECHNICIAN             | \$ 12.741           | 0.45             | 1.0088           | \$ 0.454                           | \$ 13.195                                 |
| RAY, SUSAN A               | ACCOUNTANT                     | \$ 21.870           | 0.02             | 1.0104           | \$ 0.020                           | \$ 21.890                                 |
| BARELA, JOSEPHINE C        | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | 0.035            | 1.0168           | \$ 0.036                           | \$ 15.653                                 |
| BOLLETER-GONZALES, SARAH N | ADMINISTRATIVE ASSISTANT       | \$ 15.311           | 0.035            | 1.1136           | \$ 0.039                           | \$ 15.350                                 |
| CONNER, KAYLA M            | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | 0.035            | 1.1528           | \$ 0.040                           | \$ 15.969                                 |
| CORTEZ, BERNADETTE L       | ADMINISTRATIVE ASSISTANT       | \$ 23.685           | 0.02             | 1.2384           | \$ 0.025                           | \$ 23.710                                 |
| DIAZ, JAMIE RAE LYNN       | ADMINISTRATIVE ASSISTANT       | \$ 15.311           | 0.035            | 1.0056           | \$ 0.035                           | \$ 15.346                                 |
| DIAZ, LUCRECIA             | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | 0.035            | 1.1072           | \$ 0.039                           | \$ 15.968                                 |
| GARCIA, ANGELINA M         | ADMINISTRATIVE ASSISTANT       | \$ 20.347           | 0.02             | 1.1816           | \$ 0.024                           | \$ 20.371                                 |
| MARTINEZ, ATHENA M         | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | 0.035            | 1.0504           | \$ 0.037                           | \$ 15.966                                 |
| MARTINEZ, JESSICA L        | ADMINISTRATIVE ASSISTANT       | \$ 16.420           | 0.035            | 1.172            | \$ 0.041                           | \$ 16.461                                 |
| MILLER, ANGELA C           | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | 0.035            | 1.2816           | \$ 0.045                           | \$ 15.974                                 |
| MONTGOMERY, VIKKI R        | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | 0.035            | 1.036            | \$ 0.036                           | \$ 15.653                                 |
| MUNOZ, SANDRA M            | ADMINISTRATIVE ASSISTANT       | \$ 20.347           | 0.02             | 1.1872           | \$ 0.024                           | \$ 20.371                                 |
| PEREA, STEPHANIE J         | ADMINISTRATIVE ASSISTANT       | \$ 15.311           | 0.035            | 1.0104           | \$ 0.035                           | \$ 15.346                                 |
| ROIBAL, TEBRINA Y          | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | 0.035            | 1.0184           | \$ 0.036                           | \$ 15.653                                 |
| SHARIF-PETTY, MIA R        | ADMINISTRATIVE ASSISTANT       | \$ 17.489           | 0.03             | 1.1232           | \$ 0.034                           | \$ 17.523                                 |
| TRUJILLO, VICTORIA E       | ADMINISTRATIVE ASSISTANT       | \$ 15.929           | 0.035            | 1.0488           | \$ 0.037                           | \$ 15.966                                 |
| VALDEZ, CHARLENE L         | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | 0.035            | 1.0192           | \$ 0.036                           | \$ 15.653                                 |
| VELARDE, VICTORIA E        | ADMINISTRATIVE ASSISTANT       | \$ 15.617           | 0.035            | 1.0136           | \$ 0.035                           | \$ 15.652                                 |
| VIGIL, ANNA M              | ADMINISTRATIVE ASSISTANT       | \$ 19.316           | 0.02             | 1.164            | \$ 0.023                           | \$ 19.339                                 |
| ARGUELLO-SHAMY, MATILDA M  | ADMINISTRATIVE SECRETARY       | \$ 15.709           | 0.035            | 1.1816           | \$ 0.041                           | \$ 15.750                                 |
| MONTOYA, CRISTY J          | ADMINISTRATIVE SECRETARY       | \$ 15.157           | 0.035            | 1.16             | \$ 0.041                           | \$ 15.198                                 |
| SANDOVAL, CHARLENE R       | ADMINISTRATIVE SECRETARY       | \$ 14.554           | 0.05             | 1.0312           | \$ 0.052                           | \$ 14.606                                 |
| WOODMAN, DANIELLE R        | ADMINISTRATIVE SECRETARY       | \$ 19.468           | 0.02             | 1.2424           | \$ 0.025                           | \$ 19.493                                 |
| MONTOYA, GENE A            | AIRPORT MAINT LEAD WORKER      | \$ 28.451           | 0.02             | 1.2664           | \$ 0.025                           | \$ 28.476                                 |
| TUNING, DUSTEN             | AIRPORT MAINTENANCE WORKER     | \$ 16.542           | 0.035            | 1.0584           | \$ 0.037                           | \$ 16.579                                 |
| ROMERO-BABCOCK, MICHELLE J | ANTI-GRAFFITI PROGRAM COORD    | \$ 26.780           | 0.02             | 1.2864           | \$ 0.026                           | \$ 26.806                                 |
| CAMPOS, PAUL E             | APPLICATION SOFTWARE SPEC.     | \$ 35.751           | 0.02             | 1.2368           | \$ 0.025                           | \$ 35.776                                 |
| MILLER, EDWARD CHRISTOPHER | APPLICATION SOFTWARE SPEC.     | \$ 31.337           | 0.02             | 1.028            | \$ 0.021                           | \$ 31.358                                 |
| TORTORICI, TRISTAN D       | APPLICATION SOFTWARE SPEC.     | \$ 31.347           | 0.02             | 1.1152           | \$ 0.022                           | \$ 31.369                                 |
| ZIMPLEMAN, DANNY J         | AQUATIC FACILITIES TECHNICIAN  | \$ 19.166           | 0.02             | 1.172            | \$ 0.023                           | \$ 19.189                                 |
| DURAN, PAUL A              | ARCHAEOLOGICAL TECHNICIAN      | \$ 24.480           | 0.02             | 1.0192           | \$ 0.020                           | \$ 24.500                                 |
| SAMANIEGO, MELISSA F       | ASSESSMENT TECHNICIAN          | \$ 15.045           | 0.05             | 1.0864           | \$ 0.054                           | \$ 15.099                                 |
| GAMINO, ELEUTERIO A        | AUTO & SEC SYSTEM ADMIN        | \$ 36.226           | 0.02             | 1.0744           | \$ 0.021                           | \$ 36.247                                 |
| FERRAN, BRANDON S          | AUTO MECHANIC                  | \$ 15.311           | 0.035            | 1.0064           | \$ 0.035                           | \$ 15.346                                 |
| QUINTANA, DUANE E          | AUTO MECHANIC                  | \$ 18.714           | 0.02             | 1.1936           | \$ 0.024                           | \$ 18.738                                 |
| ROJO VARELA, ELIER I       | AUTO MECHANIC                  | \$ 15.311           | 0.035            | 1.0048           | \$ 0.035                           | \$ 15.346                                 |
| YARDMAN, ELAINE B          | AUTOCAD DRAFTER                | \$ 25.750           | 0.02             | 1.0304           | \$ 0.021                           | \$ 25.771                                 |
| GALLEGOS, ERIK             | AUTOMATED METER READER TECH    | \$ 19.165           | 0.02             | 1.1656           | \$ 0.023                           | \$ 19.188                                 |
| VIGIL, CHRIS G             | AUTOMATED METER READER TECH    | \$ 16.031           | 0.035            | 1.1376           | \$ 0.040                           | \$ 16.071                                 |
| GARCIA, BERNADETTE M       | AUTOMATED UTILITY COL. SPEC.   | \$ 16.162           | 0.035            | 1.1424           | \$ 0.040                           | \$ 16.202                                 |
| ARMSTRONG, ERIC W          | AUTOMATION & SECURITY ADMIN    | \$ 37.875           | 0.02             | 1.172            | \$ 0.023                           | \$ 37.898                                 |
| GARCIA, MATTHEW L          | AUTOMOTIVE MECHANIC-FIRE       | \$ 15.617           | 0.035            | 1.0136           | \$ 0.035                           | \$ 15.652                                 |
| VARGAS, LUKE L             | AUTOMOTIVE MECHANIC-FIRE       | \$ 15.311           | 0.035            | 1.0104           | \$ 0.035                           | \$ 15.346                                 |
| GARCIA, MARK A             | BDD ADVANCE WATER TREATMENT OP | \$ 33.606           | 0.02             | 1.2104           | \$ 0.024                           | \$ 33.630                                 |
| PRADA, BRADLEY             | BDD ADVANCE WATER TREATMENT OP | \$ 33.606           | 0.02             | 1.0792           | \$ 0.022                           | \$ 33.628                                 |
| ROLON, ANTHONY C           | BDD ADVANCE WATER TREATMENT OP | \$ 27.795           | 0.02             | 1.1656           | \$ 0.023                           | \$ 27.818                                 |

2019 AFSCME EQUITY PAY PLAN

Appendix B

| Employee Name          | Current Title                  | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly                      | New Hourly                     |
|------------------------|--------------------------------|---------------------|------------------|------------------|-----------------------------|--------------------------------|
|                        |                                |                     |                  |                  | Increment From Both Factors | Rate After Equity Pay Increase |
| ROSACKER, CHRIS O      | BDD ADVANCE WATER TREATMENT OP | \$ 33.606           | 0.02             | 1.0776           | \$ 0.022                    | \$ 33.628                      |
| SALAYANDIA, JESUS E    | BDD ADVANCE WATER TREATMENT OP | \$ 30.380           | 0.02             | 1.1248           | \$ 0.022                    | \$ 30.402                      |
| PORTILLO, JUAN J       | BDD CHARGE OPERATOR            | \$ 36.967           | 0.02             | 1.1632           | \$ 0.023                    | \$ 36.990                      |
| ROMERO, JOSHUA         | BDD CHARGE OPERATOR            | \$ 36.024           | 0.02             | 1.06             | \$ 0.021                    | \$ 36.045                      |
| SANDOVAL, MATTHEW G    | BDD CHARGE OPERATOR            | \$ 37.554           | 0.02             | 1.1632           | \$ 0.023                    | \$ 37.577                      |
| SUGRUE, RANDY C        | BDD CHARGE OPERATOR            | \$ 37.621           | 0.02             | 1.1832           | \$ 0.024                    | \$ 37.645                      |
| GALLEGOS JR, RUBEL G   | BDD EQUIPMENT REPAIRMAN        | \$ 25.032           | 0.02             | 1.1624           | \$ 0.023                    | \$ 25.055                      |
| GARCIA, ROBERT         | BDD EQUIPMENT REPAIRMAN        | \$ 20.965           | 0.02             | 1.0952           | \$ 0.022                    | \$ 20.987                      |
| GONZALES, JUSTIN       | BDD EQUIPMENT REPAIRMAN        | \$ 26.045           | 0.02             | 1.1328           | \$ 0.023                    | \$ 26.068                      |
| SANDOVAL, BENJAMIN A   | BDD EQUIPMENT REPAIRMAN        | \$ 26.045           | 0.02             | 1.1904           | \$ 0.024                    | \$ 26.069                      |
| ROMERO, MACKIE M       | BDD FISCAL MNGER & BUS ADMIN   | \$ 35.129           | 0.02             | 1.056            | \$ 0.021                    | \$ 35.150                      |
| ARCHULETA, JASON       | BDD JOURNEYMAN INDUSTRIAL ELEC | \$ 36.967           | 0.02             | 1.0992           | \$ 0.022                    | \$ 36.989                      |
| ROMERO, FRANCISCO      | BDD MAINT PLANNER/SCHEDULER    | \$ 24.106           | 0.02             | 1.056            | \$ 0.021                    | \$ 24.127                      |
| ENCINIAS, CRIS D       | BDD MAINTENANCE MECHANIC       | \$ 32.398           | 0.02             | 1.0392           | \$ 0.021                    | \$ 32.419                      |
| VALENCIA, JASON        | BDD MAINTENANCE MECHANIC       | \$ 32.460           | 0.02             | 1.076            | \$ 0.022                    | \$ 32.482                      |
| PADILLA, BERNARDINE R  | BDD PUBLIC RELATIONS COORDINAT | \$ 23.597           | 0.02             | 1.0496           | \$ 0.021                    | \$ 23.618                      |
| BOWMAN, DANIELA K      | BDD REGULATORY COMPLIANCE OFF  | \$ 33.293           | 0.02             | 1.0496           | \$ 0.021                    | \$ 33.314                      |
| GARCIA, CAESAR H       | BDD SAFETY OFF TRAINING ADMIN  | \$ 28.091           | 0.02             | 1.0496           | \$ 0.021                    | \$ 28.112                      |
| CARTER, DANNY          | BDD WATER LAB ANALYST          | \$ 28.839           | 0.02             | 1.0792           | \$ 0.022                    | \$ 28.861                      |
| ROMEROAVILA, AMANDA L  | BUILDING PERMIT EXPEDITOR      | \$ 17.370           | 0.03             | 1.012            | \$ 0.030                    | \$ 17.400                      |
| ORTIZ, ROBERT O        | BUILDING PERMIT SPECIALIST     | \$ 20.028           | 0.02             | 1.028            | \$ 0.021                    | \$ 20.049                      |
| SMITH, KEVIN P         | BUILDING PERMIT SPECIALIST     | \$ 19.640           | 0.02             | 1.0136           | \$ 0.020                    | \$ 19.660                      |
| VALENTINE, RICHARD A   | BUILDING PLAN REVIEWER         | \$ 26.782           | 0.02             | 1.124            | \$ 0.022                    | \$ 26.804                      |
| MARTINEZ, NATHAN L     | BUILDING SUPERVISOR            | \$ 15.617           | 0.035            | 1.0168           | \$ 0.036                    | \$ 15.653                      |
| NORIEGA, VIRGINIA B    | BUILDING SUPERVISOR            | \$ 19.271           | 0.02             | 1.184            | \$ 0.024                    | \$ 19.295                      |
| OLGUIN, MICHAEL J      | BUILDING SUPERVISOR            | \$ 18.360           | 0.02             | 1.124            | \$ 0.022                    | \$ 18.382                      |
| MARTINEZ, YOLANDA L    | CITY LAND DOCUMENTS TECH       | \$ 23.826           | 0.02             | 1.172            | \$ 0.023                    | \$ 23.849                      |
| LAMBERT, ROBERT D      | COMMUNITY ART GALLERY MANAGER  | \$ 29.216           | 0.02             | 1.1056           | \$ 0.022                    | \$ 29.238                      |
| MARCO, RANDALL V       | COMMUNITY RELATIONS ADV. ADMIN | \$ 26.432           | 0.02             | 1.1384           | \$ 0.023                    | \$ 26.455                      |
| HERNANDEZ, MANNY J     | CONSTRUCTION INSPECTOR         | \$ 22.629           | 0.02             | 1.0216           | \$ 0.020                    | \$ 22.649                      |
| HERRERA, TOMAS L       | CONSTRUCTION INSPECTOR         | \$ 22.629           | 0.02             | 1.184            | \$ 0.024                    | \$ 22.653                      |
| LEYBA, DAVID           | CONSTRUCTION INSPECTOR         | \$ 23.082           | 0.02             | 1.1008           | \$ 0.022                    | \$ 23.104                      |
| LONGACRE, IAN M        | CONSTRUCTION INSPECTOR         | \$ 23.082           | 0.02             | 1.104            | \$ 0.022                    | \$ 23.104                      |
| MARTINEZ, GREGORY B    | CONSTRUCTION INSPECTOR         | \$ 27.045           | 0.02             | 1.1248           | \$ 0.022                    | \$ 27.067                      |
| MOQUINO, GARY S        | CONSTRUCTION INSPECTOR         | \$ 27.874           | 0.02             | 1.14             | \$ 0.023                    | \$ 27.897                      |
| RIVERA, MIKE J         | CONSTRUCTION INSPECTOR         | \$ 23.082           | 0.02             | 1.1024           | \$ 0.022                    | \$ 23.104                      |
| ORNELAS, DIEGO K       | CONSTRUCTION LABORER           | \$ 13.000           | 0.33             | 1.0064           | \$ 0.332                    | \$ 13.332                      |
| PINA, FERNANDO         | CONSTRUCTION LEAD WORKER       | \$ 16.518           | 0.035            | 1.0688           | \$ 0.037                    | \$ 16.555                      |
| LOPEZ, BENNETT         | CONSTRUCTION PLANS EXAMINER II | \$ 25.847           | 0.02             | 1.02             | \$ 0.020                    | \$ 25.867                      |
| VIGIL, DANIEL E        | CONSTRUCTION SUPERVISOR        | \$ 23.409           | 0.02             | 1.0664           | \$ 0.021                    | \$ 23.430                      |
| CATANACH, YODEL M      | CONTRACT ANALYST               | \$ 29.048           | 0.02             | 1.2056           | \$ 0.024                    | \$ 29.072                      |
| CATANACH, ROBERTA      | CONTRACTS ADMINISTRATOR        | \$ 23.082           | 0.02             | 1.0992           | \$ 0.022                    | \$ 23.104                      |
| VIGIL, GAIL L          | CONTRACTS ADMINISTRATOR        | \$ 23.082           | 0.02             | 1.1848           | \$ 0.024                    | \$ 23.106                      |
| ARCHULETA, AMANDA J    | CONTRACTS ANALYST              | \$ 20.213           | 0.02             | 1.0488           | \$ 0.021                    | \$ 20.234                      |
| LUCERO, ISABEL S       | CONTRACTS ANALYST              | \$ 29.050           | 0.02             | 1.2672           | \$ 0.025                    | \$ 29.075                      |
| AMAYA, ANGEL           | CONVENTION SPECIALIST          | \$ 13.256           | 0.33             | 1.0288           | \$ 0.340                    | \$ 13.596                      |
| GURULE II, SEVASTIAN E | CONVENTION SPECIALIST          | \$ 12.996           | 0.33             | 1.0672           | \$ 0.352                    | \$ 13.348                      |
| MARTINEZ, JARED D      | CONVENTION SPECIALIST          | \$ 12.996           | 0.33             | 1.0104           | \$ 0.333                    | \$ 13.329                      |
| MONTOYA, RYAN T        | CONVENTION SPECIALIST          | \$ 12.998           | 0.33             | 1.1816           | \$ 0.390                    | \$ 13.388                      |
| RODRIGUEZ, MARTIN R    | CONVENTION SPECIALIST          | \$ 12.996           | 0.33             | 1.0288           | \$ 0.340                    | \$ 13.336                      |
| HARDING, MATTHEW D     | CONVENTION SPECIALIST LEAD     | \$ 18.340           | 0.02             | 1.0136           | \$ 0.020                    | \$ 18.360                      |
| ROMERO, RAMON F        | CONVENTION SPECIALIST LEAD     | \$ 18.340           | 0.02             | 1.0192           | \$ 0.020                    | \$ 18.360                      |
| DOMINGUEZ, RAYMOND C   | COOK                           | \$ 12.554           | 0.55             | 1.0504           | \$ 0.578                    | \$ 13.132                      |
| ORTEGA, DOLORES M.     | COOK                           | \$ 12.554           | 0.55             | 1.0352           | \$ 0.569                    | \$ 13.123                      |
| TAPIA, BRENDA L        | COOK                           | \$ 12.554           | 0.55             | 1.1072           | \$ 0.609                    | \$ 13.163                      |
| TOYA, JOHNATHAN A      | COOK                           | \$ 13.325           | 0.24             | 1.1504           | \$ 0.276                    | \$ 13.601                      |
| ULIBARRI, JOLENE       | COOK                           | \$ 12.308           | 0.55             | 1.096            | \$ 0.603                    | \$ 12.911                      |
| VIGIL, SAVANNA M       | CUS SERVICE REP                | \$ 15.929           | 0.035            | 1.024            | \$ 0.036                    | \$ 15.965                      |
| BERNAL, JERIKA L       | CUST SERVICE REP               | \$ 15.617           | 0.035            | 1.0224           | \$ 0.036                    | \$ 15.653                      |
| LOPEZ, ANITA C         | CUST SERVICE REP               | \$ 18.662           | 0.02             | 1.1768           | \$ 0.024                    | \$ 18.686                      |
| LOPEZ, LEEANN          | CUST SERVICE REP               | \$ 15.929           | 0.035            | 1.112            | \$ 0.039                    | \$ 15.968                      |
| PARRA, ARTURO          | CUST SERVICE REP               | \$ 15.928           | 0.035            | 1.0664           | \$ 0.037                    | \$ 15.965                      |

2019 AFSCME EQUITY PAY PLAN

Appendix B

| Employee Name                 | Current Title                  | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|-------------------------------|--------------------------------|---------------------|------------------|------------------|------------------------------------|---|
| RODRIGUEZ, JESUS R            | CUST SERVICE REP               | \$ 15.929           | 0.035            | 1.0432           | \$ 0.037                           | \$ 15.966                                 |
| STOUT, JOANIE E               | CUST SERVICE REP               | \$ 15.929           | 0.035            | 1.0472           | \$ 0.037                           | \$ 15.966                                 |
| ATENCIO, DANETTE P            | CUST SERVICE REP H2O           | \$ 15.929           | 0.035            | 1.1136           | \$ 0.039                           | \$ 15.968                                 |
| GARCIA, ANTONIO               | CUST SERVICE REP TRANSIT       | \$ 12.554           | 0.55             | 1.1024           | \$ 0.606                           | \$ 13.160                                 |
| MONTOYA, RANDALL K            | CUST SERVICE REP TRANSIT       | \$ 12.554           | 0.55             | 1.08             | \$ 0.594                           | \$ 13.148                                 |
| SEGURA, BARBARA J             | CUST SERVICE REP TRANSIT       | \$ 13.243           | 0.33             | 1.124            | \$ 0.371                           | \$ 13.614                                 |
| ANAYA, ROBERTO J              | CUSTODIAN                      | \$ 14.179           | 0.145            | 1.2              | \$ 0.174                           | \$ 14.353                                 |
| BOWLES, JOSEPH F              | CUSTODIAN                      | \$ 13.490           | 0.24             | 1.1256           | \$ 0.270                           | \$ 13.760                                 |
| CRAIGHEAD, BEVERLY R          | CUSTODIAN                      | \$ 12.308           | 0.55             | 1.0216           | \$ 0.562                           | \$ 12.870                                 |
| ENCINIAS, ANDREW P            | CUSTODIAN                      | \$ 12.554           | 0.55             | 1.144            | \$ 0.629                           | \$ 13.183                                 |
| HERNANDEZ, CARLOS             | CUSTODIAN                      | \$ 12.554           | 0.55             | 1.0672           | \$ 0.587                           | \$ 13.141                                 |
| JIMENEZ, DOLORES D            | CUSTODIAN                      | \$ 13.892           | 0.145            | 1.1648           | \$ 0.169                           | \$ 14.061                                 |
| LARA, VICTOR                  | CUSTODIAN                      | \$ 12.308           | 0.55             | 1.0568           | \$ 0.581                           | \$ 12.889                                 |
| LOPEZ, DESIREE C              | CUSTODIAN                      | \$ 12.554           | 0.55             | 1.052            | \$ 0.579                           | \$ 13.133                                 |
| LUCERO, RONALD J              | CUSTODIAN                      | \$ 12.067           | 0.55             | 1.0056           | \$ 0.553                           | \$ 12.620                                 |
| MENDOZA, ARMINDA              | CUSTODIAN                      | \$ 12.308           | 0.55             | 1.0328           | \$ 0.568                           | \$ 12.876                                 |
| MOATS, EVELYN T               | CUSTODIAN                      | \$ 12.554           | 0.55             | 1.0472           | \$ 0.576                           | \$ 13.130                                 |
| MOYA, IGNACIO T               | CUSTODIAN                      | \$ 13.375           | 0.24             | 1.112            | \$ 0.267                           | \$ 13.642                                 |
| OLAGUE, DANIEL                | CUSTODIAN                      | \$ 13.606           | 0.24             | 1.1216           | \$ 0.269                           | \$ 13.875                                 |
| ORTIZ, ANGELA M               | CUSTODIAN                      | \$ 12.067           | 0.55             | 1.0056           | \$ 0.553                           | \$ 12.620                                 |
| REMAY, VINCE                  | CUSTODIAN                      | \$ 12.067           | 0.55             | 1.0928           | \$ 0.601                           | \$ 12.668                                 |
| RODRIGUEZ, ROGELIO            | CUSTODIAN                      | \$ 12.308           | 0.55             | 1.0344           | \$ 0.569                           | \$ 12.877                                 |
| SALAS, SALVADOR S             | CUSTODIAN                      | \$ 12.554           | 0.55             | 1.028            | \$ 0.565                           | \$ 13.119                                 |
| SALAZAR, ANDREW               | CUSTODIAN                      | \$ 14.294           | 0.07             | 1.2056           | \$ 0.084                           | \$ 14.378                                 |
| SANDOVAL, AGUSTINA            | CUSTODIAN                      | \$ 12.308           | 0.55             | 1.0344           | \$ 0.569                           | \$ 12.877                                 |
| SARGENT, FREDRICK M           | CUSTODIAN                      | \$ 12.067           | 0.55             | 1.008            | \$ 0.554                           | \$ 12.621                                 |
| VALDOZ, LEWIS T               | CUSTODIAN                      | \$ 12.554           | 0.55             | 1.048            | \$ 0.576                           | \$ 13.130                                 |
| VALENZUELA, CAXEME V          | CUSTODIAN                      | \$ 12.067           | 0.55             | 1.012            | \$ 0.557                           | \$ 12.624                                 |
| GARCIA, JAY S                 | CUSTODIAN LEAD WORKER          | \$ 15.054           | 0.05             | 1.0816           | \$ 0.054                           | \$ 15.108                                 |
| LUCERO JR, RON L              | CUSTODIAN LEAD WORKER          | \$ 16.553           | 0.03             | 1.0488           | \$ 0.031                           | \$ 16.584                                 |
| LUCERO, ALBERT V              | CUSTODIAN LEAD WORKER          | \$ 16.553           | 0.03             | 1.0424           | \$ 0.031                           | \$ 16.584                                 |
| MARTINEZ, JUSTIN              | CUSTODIAN LEAD WORKER          | \$ 15.054           | 0.05             | 1.0304           | \$ 0.052                           | \$ 15.106                                 |
| ARMIJO, ANTOINETTE M          | CVB FINANCIAL ANALYST          | \$ 33.917           | 0.02             | 1.1224           | \$ 0.022                           | \$ 33.939                                 |
| CANDELARIA MARTINEZ, TONIETTE | DATABASE SPECIALIST            | \$ 20.214           | 0.02             | 1.016            | \$ 0.020                           | \$ 20.234                                 |
| DANIELS, VINCE                | DATABASE SPECIALIST            | \$ 24.473           | 0.02             | 1.2624           | \$ 0.025                           | \$ 24.498                                 |
| GUTIERREZ, ESTEVAN            | DATABASE SPECIALIST            | \$ 15.930           | 0.035            | 1.076            | \$ 0.038                           | \$ 15.968                                 |
| LENGYEL, DAYLENE S            | DATABASE SPECIALIST            | \$ 16.714           | 0.03             | 1.148            | \$ 0.034                           | \$ 16.748                                 |
| LOWRIE, KEN C                 | DATABASE SPECIALIST            | \$ 15.617           | 0.035            | 1.0384           | \$ 0.036                           | \$ 15.653                                 |
| LUGO, JORGE E                 | DATABASE SPECIALIST            | \$ 15.600           | 0.035            | 1.0064           | \$ 0.035                           | \$ 15.635                                 |
| MARTINEZ, MARIE L             | DATABASE SPECIALIST            | \$ 15.929           | 0.035            | 1.0648           | \$ 0.037                           | \$ 15.966                                 |
| MORALES, MICHELLE A           | DATABASE SPECIALIST            | \$ 15.311           | 0.035            | 1.0352           | \$ 0.036                           | \$ 15.347                                 |
| ORTEGA, FLORENCIA F           | DATABASE SPECIALIST            | \$ 17.489           | 0.03             | 1.1672           | \$ 0.035                           | \$ 17.524                                 |
| ORTIZ, BRENDA M               | DATABASE SPECIALIST            | \$ 18.841           | 0.02             | 1.232            | \$ 0.025                           | \$ 18.866                                 |
| PEREZ, JENNIFER               | DATABASE SPECIALIST            | \$ 15.617           | 0.035            | 1.016            | \$ 0.036                           | \$ 15.653                                 |
| SHAW, LEONA R                 | DATABASE SPECIALIST            | \$ 15.929           | 0.035            | 1.1168           | \$ 0.039                           | \$ 15.968                                 |
| VIGIL, GABRIEL A              | DATABASE SPECIALIST            | \$ 18.662           | 0.02             | 1.1752           | \$ 0.024                           | \$ 18.686                                 |
| ARELLANO, RITA S              | DIGITAL DUPLICATING TECHNICIAN | \$ 14.295           | 0.07             | 1.1336           | \$ 0.079                           | \$ 14.374                                 |
| HERRERA, PAUL A               | DIGITAL DUPLICATING TECHNICIAN | \$ 12.308           | 0.55             | 1.0208           | \$ 0.561                           | \$ 12.869                                 |
| RODRIGUEZ, ROBERT             | DISPATCHER                     | \$ 16.714           | 0.03             | 1.116            | \$ 0.033                           | \$ 16.747                                 |
| BROWN, RICHARD D              | ECONOMIC DEV SPEC ASSOCIATE    | \$ 24.900           | 0.02             | 1.0128           | \$ 0.020                           | \$ 24.920                                 |
| CORDOVA, JONATHAN C           | ELECTRONIC REPAIR SHOP TECH    | \$ 19.164           | 0.02             | 1.04             | \$ 0.021                           | \$ 19.185                                 |
| BEINGESSNER, DARLENE          | ENGINEER                       | \$ 37.059           | 0.02             | 1.0632           | \$ 0.021                           | \$ 37.080                                 |
| HOLLAND III, TOWNSEND S       | ENGINEER                       | \$ 39.860           | 0.02             | 1.1656           | \$ 0.023                           | \$ 39.883                                 |
| HUEY, BILL                    | ENGINEER                       | \$ 37.824           | 0.02             | 1.112            | \$ 0.022                           | \$ 37.846                                 |
| JOHANSEN, KRISTIN G           | ENGINEER                       | \$ 37.048           | 0.02             | 1.0256           | \$ 0.021                           | \$ 37.069                                 |
| JORGENSEN, ROBERT N           | ENGINEER                       | \$ 41.163           | 0.02             | 1.172            | \$ 0.023                           | \$ 41.186                                 |
| MARTINEZ, JAMES A JR          | ENGINEER                       | \$ 36.950           | 0.02             | 1.0656           | \$ 0.021                           | \$ 36.971                                 |
| GAGNON, LEE R                 | ENGINEER ASSOCIATE             | \$ 32.294           | 0.02             | 1.0248           | \$ 0.020                           | \$ 32.314                                 |
| FLORES, DOUGLAS K             | ENGINEERING TECHNICIAN SENIOR  | \$ 24.419           | 0.02             | 1.2872           | \$ 0.026                           | \$ 24.445                                 |
| LEYBA, FRANK B                | ENGINEERING TECHNICIAN SENIOR  | \$ 27.723           | 0.02             | 1.172            | \$ 0.023                           | \$ 27.746                                 |
| MARTINEZ, RAUL                | ENGINEERING TECHNICIAN SENIOR  | \$ 24.204           | 0.02             | 1.1976           | \$ 0.024                           | \$ 24.228                                 |
| MOORE, WILLIAM A              | ENGINEERING TECHNICIAN SENIOR  | \$ 21.744           | 0.02             | 1.096            | \$ 0.022                           | \$ 21.766                                 |

2019 AFSCME EQUITY PAY PLAN

Appendix B

| Employee Name            | Current Title                  | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|--------------------------|--------------------------------|---------------------|------------------|------------------|------------------------------------|---|
| OLGUIN, LORETTA S        | ENTERPRISE FUND ACCOUNTANT     | \$ 24.000           | 0.02             | 1.0128           | \$ 0.020                           | \$ 24.020                                 |
| LARRANAGA, DANIEL I      | ENVIRON SERV EQUIP OPER LEAD   | \$ 17.471           | 0.03             | 1.0984           | \$ 0.033                           | \$ 17.504                                 |
| PUGLISI, ALEX A          | ENVIRONMENTAL COMPLIANCE SPECI | \$ 43.718           | 0.02             | 1.0816           | \$ 0.022                           | \$ 43.740                                 |
| LEDoux, JOSEPH A         | EQUIPMENT MANAGER              | \$ 18.350           | 0.02             | 1.0928           | \$ 0.022                           | \$ 18.372                                 |
| PEREA, ISAAC A           | EQUIPMENT MANAGER              | \$ 18.727           | 0.02             | 1.16             | \$ 0.023                           | \$ 18.750                                 |
| LUJAN, MATTHEW F         | EQUIPMENT OPERATOR LEAD WORKER | \$ 18.029           | 0.02             | 1.1536           | \$ 0.023                           | \$ 18.052                                 |
| CASIAS, JOE R            | EQUIPMENT SERVICE WORKER       | \$ 12.741           | 0.45             | 1.012            | \$ 0.455                           | \$ 13.196                                 |
| CHACON, GABRIEL          | EQUIPMENT SERVICE WORKER       | \$ 18.561           | 0.02             | 1.2456           | \$ 0.025                           | \$ 18.586                                 |
| GUTIERREZ, QMAR          | EQUIPMENT SERVICE WORKER       | \$ 13.256           | 0.33             | 1.0296           | \$ 0.340                           | \$ 13.596                                 |
| KOENIG, ERIK B           | EQUIPMENT SERVICE WORKER       | \$ 13.256           | 0.33             | 1.048            | \$ 0.346                           | \$ 13.602                                 |
| LUJAN, JEREMY JOSEPH     | EQUIPMENT SERVICE WORKER       | \$ 12.996           | 0.33             | 1.0152           | \$ 0.335                           | \$ 13.331                                 |
| VARELA, DAVID JR         | EQUIPMENT SERVICE WORKER       | \$ 13.256           | 0.33             | 1.0968           | \$ 0.362                           | \$ 13.618                                 |
| VIGIL-GUTIERREZ, LUPE F  | EQUIPMENT SERVICE WORKER       | \$ 12.996           | 0.33             | 1.0192           | \$ 0.336                           | \$ 13.332                                 |
| AGUILAR NORIEGA, AMY L   | FINANCIAL ANALYST              | \$ 27.779           | 0.02             | 1.0272           | \$ 0.021                           | \$ 27.800                                 |
| COCA-BARELA, SHIRLEY I   | FINANCIAL ANALYST              | \$ 27.821           | 0.02             | 1.2848           | \$ 0.026                           | \$ 27.847                                 |
| KULB, DAVID A            | FINANCIAL ANALYST              | \$ 27.779           | 0.02             | 1.032            | \$ 0.021                           | \$ 27.800                                 |
| PENA, LAURIE A           | FINANCIAL ANALYST              | \$ 30.040           | 0.02             | 1.1264           | \$ 0.023                           | \$ 30.063                                 |
| PISULA, EMILY            | FINANCIAL ANALYST              | \$ 27.789           | 0.02             | 1.0336           | \$ 0.021                           | \$ 27.810                                 |
| ROMERO, DANIEL P         | GIS ANALYST                    | \$ 21.432           | 0.02             | 1.0648           | \$ 0.021                           | \$ 21.453                                 |
| PADILLA, LEONARD         | GIS PROJECT COORDINATOR        | \$ 31.845           | 0.02             | 1.1336           | \$ 0.023                           | \$ 31.868                                 |
| APODACA, FRED L          | GOLF COURSE MECHANIC           | \$ 23.034           | 0.02             | 1.2328           | \$ 0.025                           | \$ 23.059                                 |
| MARTINEZ, GILBERT H      | GRAPHIC ARTIST                 | \$ 22.889           | 0.02             | 1.052            | \$ 0.021                           | \$ 22.910                                 |
| BANGERT, DALINDA K       | GREEN BUILDING CODE SPECIALIST | \$ 27.540           | 0.02             | 1.0144           | \$ 0.020                           | \$ 27.560                                 |
| ARMIJO, DERRIN A         | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | 0.02             | 1.0576           | \$ 0.021                           | \$ 19.187                                 |
| BAILON, JONATHAN         | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | 0.02             | 1.056            | \$ 0.021                           | \$ 19.187                                 |
| JARAMILLO, DAVID M       | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | 0.02             | 1.0568           | \$ 0.021                           | \$ 19.187                                 |
| MARTINEZ, JASON H        | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | 0.02             | 1.0952           | \$ 0.022                           | \$ 19.188                                 |
| MONTANO, ROLAND          | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | 0.02             | 1.0448           | \$ 0.021                           | \$ 19.187                                 |
| MORA, MANUEL M           | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | 0.02             | 1.0328           | \$ 0.021                           | \$ 19.187                                 |
| NARVAIZ, RICHARD         | HEAVY EQUIPMENT MECHANIC       | \$ 19.166           | 0.02             | 1.0448           | \$ 0.021                           | \$ 19.187                                 |
| PAUL, MARTY              | HEAVY EQUIPMENT MECHANIC       | \$ 19.446           | 0.02             | 1.124            | \$ 0.022                           | \$ 19.468                                 |
| VALLES, CARLOS E         | HEAVY EQUIPMENT MECHANIC       | \$ 18.422           | 0.02             | 1.0128           | \$ 0.020                           | \$ 18.442                                 |
| MASHBURN, FRED           | I & C HARDWARE & SOFTWARE TECH | \$ 32.356           | 0.02             | 1.0752           | \$ 0.022                           | \$ 32.378                                 |
| HERING, MICHAEL J        | ICE ARENA TECHNICIAN           | \$ 23.200           | 0.02             | 1.1672           | \$ 0.023                           | \$ 23.223                                 |
| ADAMS, NANCY L           | INFORMATION SPECIALIST         | \$ 13.500           | 0.24             | 1.0152           | \$ 0.244                           | \$ 13.744                                 |
| BAROS, PATRICIA A        | INFORMATION SPECIALIST         | \$ 15.190           | 0.035            | 1.1536           | \$ 0.040                           | \$ 15.230                                 |
| SCHOEN, PAULA A          | INFORMATION SPECIALIST         | \$ 13.400           | 0.24             | 1.0112           | \$ 0.243                           | \$ 13.643                                 |
| SOFIELD, ERIC C          | INFORMATION SPECIALIST         | \$ 14.045           | 0.145            | 1.0352           | \$ 0.150                           | \$ 14.195                                 |
| KEELIN, KODY W           | INSPECTION TECH                | \$ 23.639           | 0.02             | 1.0208           | \$ 0.020                           | \$ 23.659                                 |
| MARTINEZ, JEREMY M       | INSPECTION TECH                | \$ 23.620           | 0.02             | 1.0056           | \$ 0.020                           | \$ 23.640                                 |
| TASSONE, MARC            | ITT END USER SUPPORT TECH      | \$ 25.500           | 0.02             | 1.0288           | \$ 0.021                           | \$ 25.521                                 |
| BACA, GILBERT N          | JOURNEYMAN EQUIPMENT WATER OP. | \$ 27.723           | 0.02             | 1.172            | \$ 0.023                           | \$ 27.746                                 |
| MONTOYA, FRANK R         | JOURNEYMAN EQUIPMENT WATER OP. | \$ 27.723           | 0.02             | 1.172            | \$ 0.023                           | \$ 27.746                                 |
| ROMERO, RONALD J         | JOURNEYMAN EQUIPMENT WATER OP. | \$ 25.035           | 0.02             | 1.2384           | \$ 0.025                           | \$ 25.060                                 |
| GRIEGO, JON L            | LAND USE COMPLIANCE OFFICER    | \$ 32.659           | 0.02             | 1.1328           | \$ 0.023                           | \$ 32.682                                 |
| AMBROSINO, KYLE MARGARET | LAND USE PLANNER SENIOR        | \$ 27.819           | 0.02             | 1.0488           | \$ 0.021                           | \$ 27.840                                 |
| ESQUIBEL, DANIELA        | LAND USE PLANNER SENIOR        | \$ 29.602           | 0.02             | 1.1328           | \$ 0.023                           | \$ 29.625                                 |
| LOGSTON, LEE R           | LAND USE PLANNER SENIOR        | \$ 27.274           | 0.02             | 1.016            | \$ 0.020                           | \$ 27.294                                 |
| WYNANT, DONNA J          | LAND USE PLANNER SENIOR        | \$ 28.070           | 0.02             | 1.1184           | \$ 0.022                           | \$ 28.092                                 |
| CAMERON, RAMON B         | LEAD ITT END USER SUPPORT TECH | \$ 29.390           | 0.02             | 1.012            | \$ 0.020                           | \$ 29.410                                 |
| FERNANDEZ, VINCENT T     | LEAD ITT END USER SUPPORT TECH | \$ 29.390           | 0.02             | 1.0368           | \$ 0.021                           | \$ 29.411                                 |
| HOWLEY, CLAUDINE N       | LEAD ITT END USER SUPPORT TECH | \$ 31.380           | 0.02             | 1.0728           | \$ 0.021                           | \$ 31.401                                 |
| ARAN, ALISON J           | LIBRARIAN                      | \$ 25.937           | 0.02             | 1.1232           | \$ 0.022                           | \$ 25.959                                 |
| BARR, AMY                | LIBRARIAN                      | \$ 21.030           | 0.02             | 1.0792           | \$ 0.022                           | \$ 21.052                                 |
| COOK, WALTER N           | LIBRARIAN                      | \$ 21.030           | 0.02             | 1.0704           | \$ 0.021                           | \$ 21.051                                 |
| DONLAN, JEFFREY P        | LIBRARIAN                      | \$ 20.214           | 0.02             | 1.0096           | \$ 0.020                           | \$ 20.234                                 |
| FINNEY, TIANA N          | LIBRARIAN                      | \$ 20.214           | 0.02             | 1.032            | \$ 0.021                           | \$ 20.235                                 |
| GULLIFORD, JESSICA M     | LIBRARIAN                      | \$ 21.030           | 0.02             | 1.0496           | \$ 0.021                           | \$ 21.051                                 |
| JAUREGIBERRY, LOUISE C   | LIBRARIAN                      | \$ 21.030           | 0.02             | 1.0712           | \$ 0.021                           | \$ 21.051                                 |
| MARTINEZ, KRISTEN N      | LIBRARIAN                      | \$ 21.030           | 0.02             | 1.0456           | \$ 0.021                           | \$ 21.051                                 |
| MESSER, BARBARA          | LIBRARIAN                      | \$ 21.030           | 0.02             | 1.068            | \$ 0.021                           | \$ 21.051                                 |
| PINKSTON, JOHN           | LIBRARIAN                      | \$ 21.030           | 0.02             | 1.1112           | \$ 0.022                           | \$ 21.052                                 |

2019 AFSCME EQUITY PAY PLAN

Appendix B

| Employee Name             | Current Title                  | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|---------------------------|--------------------------------|---------------------|------------------|------------------|------------------------------------|---|
| REICH, MICHELE G          | LIBRARIAN                      | \$ 21.030           | 0.02             | 1.048            | \$ 0.021                           | \$ 21.051                                 |
| REILLY, ADAM J            | LIBRARIAN                      | \$ 21.030           | 0.02             | 1.064            | \$ 0.021                           | \$ 21.051                                 |
| CHAVEZ, HENRY G           | LIBRARIAN ASSISTANT            | \$ 16.230           | 0.035            | 1.2192           | \$ 0.043                           | \$ 16.273                                 |
| LUJAN, MARY C             | LIBRARIAN ASSISTANT            | \$ 15.929           | 0.035            | 1.0664           | \$ 0.037                           | \$ 15.966                                 |
| MANGES, MARY R            | LIBRARIAN ASSISTANT            | \$ 16.162           | 0.035            | 1.1368           | \$ 0.040                           | \$ 16.202                                 |
| MARTINEZ, THERESE         | LIBRARIAN ASSISTANT            | \$ 15.929           | 0.035            | 1.1112           | \$ 0.039                           | \$ 15.968                                 |
| REYNOLDS, SUSAN L         | LIBRARIAN ASSISTANT            | \$ 16.226           | 0.035            | 1.1384           | \$ 0.040                           | \$ 16.266                                 |
| VIGIL, FRANCINE B         | LIBRARIAN ASSISTANT            | \$ 15.929           | 0.035            | 1.1176           | \$ 0.039                           | \$ 15.968                                 |
| ANDERSON, RONALD N        | LIBRARY TECHNICIAN             | \$ 12.554           | 0.55             | 1.1208           | \$ 0.616                           | \$ 13.170                                 |
| ATENCIO, MEGAN K          | LIBRARY TECHNICIAN             | \$ 12.067           | 0.55             | 1.0064           | \$ 0.554                           | \$ 12.621                                 |
| BYRNE, STELLA L           | LIBRARY TECHNICIAN             | \$ 12.308           | 0.55             | 1.0136           | \$ 0.557                           | \$ 12.865                                 |
| CASTILLO, HERIBERTO       | LIBRARY TECHNICIAN             | \$ 12.554           | 0.55             | 1.0664           | \$ 0.587                           | \$ 13.141                                 |
| CONRAD, ANN E             | LIBRARY TECHNICIAN             | \$ 12.554           | 0.55             | 1.0408           | \$ 0.572                           | \$ 13.126                                 |
| DEMELLA, LOUIS R          | LIBRARY TECHNICIAN             | \$ 12.554           | 0.55             | 1.0648           | \$ 0.586                           | \$ 13.140                                 |
| DOMINICK, THERESA M       | LIBRARY TECHNICIAN             | \$ 12.735           | 0.55             | 1.1304           | \$ 0.622                           | \$ 13.357                                 |
| EARNSHAW, TANA M          | LIBRARY TECHNICIAN             | \$ 12.554           | 0.55             | 1.0696           | \$ 0.588                           | \$ 13.142                                 |
| GALLEGOS, ANGELO C        | LIBRARY TECHNICIAN             | \$ 12.067           | 0.55             | 1.0064           | \$ 0.554                           | \$ 12.621                                 |
| GRIEGO, SUSAN R           | LIBRARY TECHNICIAN             | \$ 12.554           | 0.55             | 1.0664           | \$ 0.587                           | \$ 13.141                                 |
| HEACOX, MARY K            | LIBRARY TECHNICIAN             | \$ 12.554           | 0.55             | 1.052            | \$ 0.579                           | \$ 13.133                                 |
| MARIMAN, DENISE M         | LIBRARY TECHNICIAN             | \$ 12.067           | 0.55             | 1.0056           | \$ 0.553                           | \$ 12.620                                 |
| MCDEARMID, ELIZABETH T    | LIBRARY TECHNICIAN             | \$ 12.308           | 0.55             | 1.0448           | \$ 0.575                           | \$ 12.883                                 |
| MCMAHAN, DIAMOND J        | LIBRARY TECHNICIAN             | \$ 12.067           | 0.55             | 1.0048           | \$ 0.553                           | \$ 12.620                                 |
| OREILLY, LYDIA K          | LIBRARY TECHNICIAN             | \$ 12.067           | 0.55             | 1.0064           | \$ 0.554                           | \$ 12.621                                 |
| SALGADO, VICTORIA         | LIBRARY TECHNICIAN             | \$ 12.735           | 0.55             | 1.2832           | \$ 0.706                           | \$ 13.441                                 |
| VALDEZ-STEHLER, MARGARITA | LIBRARY TECHNICIAN             | \$ 17.284           | 0.03             | 1.204            | \$ 0.036                           | \$ 17.320                                 |
| VELASCO, MARIE P          | LIBRARY TECHNICIAN             | \$ 12.554           | 0.55             | 1.0488           | \$ 0.577                           | \$ 13.131                                 |
| VERHAAGEN, CHELSEA M      | LIBRARY TECHNICIAN             | \$ 12.308           | 0.55             | 1.0208           | \$ 0.561                           | \$ 12.869                                 |
| VIGIL, SHIRLEY            | LIBRARY TECHNICIAN             | \$ 12.554           | 0.55             | 1.0568           | \$ 0.581                           | \$ 13.135                                 |
| GURULE, GERALDINE A       | LUD PROJECT ADMINISTRATOR      | \$ 23.319           | 0.02             | 1.1424           | \$ 0.023                           | \$ 23.342                                 |
| ALARID, ANYA N            | MARKETING & SPECIAL EVENTS ADM | \$ 19.192           | 0.02             | 1.1712           | \$ 0.023                           | \$ 19.215                                 |
| SANCHEZ, CARLOS M         | MARKETING & SPECIAL EVENTS ADM | \$ 17.471           | 0.03             | 1.0456           | \$ 0.031                           | \$ 17.502                                 |
| ARCHULETA, JOHNNY O       | MECH STRUCT SPECIALIST         | \$ 17.128           | 0.03             | 1.0544           | \$ 0.032                           | \$ 17.160                                 |
| CROWE JR, JESSE JAMES     | MECH STRUCT SPECIALIST         | \$ 17.128           | 0.03             | 1.052            | \$ 0.032                           | \$ 17.160                                 |
| LOPEZ, RANDY K            | MECH STRUCT SPECIALIST         | \$ 17.471           | 0.03             | 1.2768           | \$ 0.038                           | \$ 17.509                                 |
| MEDINA, RICHARD           | MECH STRUCT SPECIALIST         | \$ 26.530           | 0.02             | 1.1704           | \$ 0.023                           | \$ 26.553                                 |
| MONTOYA, MARK             | MECH STRUCT SPECIALIST         | \$ 17.835           | 0.03             | 1.2304           | \$ 0.037                           | \$ 17.872                                 |
| ORTEGA, MICHAEL D         | MECH STRUCT SPECIALIST         | \$ 17.471           | 0.03             | 1.1304           | \$ 0.034                           | \$ 17.505                                 |
| ROMERO, PATRICK L         | MECH STRUCT SPECIALIST         | \$ 18.317           | 0.02             | 1.124            | \$ 0.022                           | \$ 18.339                                 |
| VELARDE, MANUEL C         | MECH STRUCT SPECIALIST         | \$ 20.386           | 0.02             | 1.2296           | \$ 0.025                           | \$ 20.411                                 |
| LOVATO, PORFIRIO D        | MECH STRUCT SPECIALIST SR      | \$ 24.200           | 0.02             | 1.0696           | \$ 0.021                           | \$ 24.221                                 |
| ANDERSON, JACKIE L        | MECHANICAL STRUCT SPEC SENIOR  | \$ 24.189           | 0.02             | 1.052            | \$ 0.021                           | \$ 24.210                                 |
| CATANACH, JIMMY JR        | MECHANICAL STRUCT SPEC SENIOR  | \$ 23.950           | 0.02             | 1.2272           | \$ 0.025                           | \$ 23.975                                 |
| SANDOVAL, THEODORO        | MECHANICAL STRUCT SPEC SENIOR  | \$ 21.349           | 0.02             | 1.1032           | \$ 0.022                           | \$ 21.371                                 |
| SUAREZ JR, ROLANDO        | MECHANICAL STRUCT SPECIALIST   | \$ 17.128           | 0.03             | 1.0144           | \$ 0.030                           | \$ 17.158                                 |
| MARTINEZ, JOHN A          | METER READER                   | \$ 17.080           | 0.03             | 1.1968           | \$ 0.036                           | \$ 17.116                                 |
| SANCHEZ, GERARD S         | MOW DRIVER                     | \$ 12.554           | 0.55             | 1.0328           | \$ 0.568                           | \$ 13.122                                 |
| SILVA, MICHAEL F          | MOW DRIVER                     | \$ 12.554           | 0.55             | 1.032            | \$ 0.568                           | \$ 13.122                                 |
| ABEYTA, JOSEPH M          | MULTIMEDIA PRODUCTION MANAGER  | \$ 35.742           | 0.02             | 1.1632           | \$ 0.023                           | \$ 35.765                                 |
| DOBBS, GALEN L            | NETWORK ENGINEER               | \$ 36.760           | 0.02             | 1.0056           | \$ 0.020                           | \$ 36.780                                 |
| ROMERO, EDWARD H          | NETWORK ENGINEER               | \$ 36.768           | 0.02             | 1.2072           | \$ 0.024                           | \$ 36.792                                 |
| DE WAART, MARCO           | NETWORK SPECIALIST             | \$ 27.482           | 0.02             | 1.1032           | \$ 0.022                           | \$ 27.504                                 |
| STRAMEL, MONICA YVETTE    | OFFICE ASSISTANT               | \$ 13.000           | 0.33             | 1.024            | \$ 0.338                           | \$ 13.338                                 |
| DIAZ, DANIEL R            | ORDINANCE ENFORCEMENT SPEC.    | \$ 18.790           | 0.02             | 1.0152           | \$ 0.020                           | \$ 18.810                                 |
| GARCIA, VIDAL J           | ORDINANCE ENFORCEMENT SPEC.    | \$ 19.166           | 0.02             | 1.1912           | \$ 0.024                           | \$ 19.190                                 |
| GRIEGO, ELOY J            | ORDINANCE ENFORCEMENT SPEC.    | \$ 18.790           | 0.02             | 1.0336           | \$ 0.021                           | \$ 18.811                                 |
| PADILLA, ANTOINETTE R     | ORDINANCE ENFORCEMENT SPEC.    | \$ 21.335           | 0.02             | 1.1856           | \$ 0.024                           | \$ 21.359                                 |
| SALAZAR, ALEJANDRINO L    | ORDINANCE ENFORCEMENT SPEC.    | \$ 18.790           | 0.02             | 1.0432           | \$ 0.021                           | \$ 18.811                                 |
| SEIDERER, MARYANNE        | ORDINANCE ENFORCEMENT SPEC.    | \$ 27.865           | 0.02             | 1.24             | \$ 0.025                           | \$ 27.891                                 |
| SENA, JASON D             | ORDINANCE ENFORCEMENT SPEC.    | \$ 19.166           | 0.02             | 1.2296           | \$ 0.025                           | \$ 19.191                                 |
| LUCERO, HENRY G           | OUTREACH COORDINATOR           | \$ 21.850           | 0.02             | 1.0512           | \$ 0.021                           | \$ 21.871                                 |
| KAVANAUGH, TIMOTHY M      | PAINT TECHNICIAN               | \$ 15.929           | 0.035            | 1.1456           | \$ 0.040                           | \$ 15.969                                 |

2019 AFSCME EQUITY PAY PLAN

Appendix B

| Employee Name        | Current Title                  | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|----------------------|--------------------------------|---------------------|------------------|------------------|------------------------------------|---|
| GALLEGOS, GENO D     | PAINT TECHNICIAN SENIOR        | \$ 14.529           | 0.05             | 1.0392           | \$ 0.052                           | \$ 14.581                                 |
| JARAMILLO, ANTHONY A | PAINT TECHNICIAN SENIOR        | \$ 18.863           | 0.02             | 1.2088           | \$ 0.024                           | \$ 18.887                                 |
| MARTINEZ, JEFFREY M  | PAINT TECHNICIAN SENIOR        | \$ 19.890           | 0.02             | 1.192            | \$ 0.024                           | \$ 19.914                                 |
| ABEYTA, KATHERINE    | PARATRANSIT OPERATOR           | \$ 12.554           | 0.55             | 1.0936           | \$ 0.601                           | \$ 13.155                                 |
| ACEVEDO, DOMINICK E  | PARATRANSIT OPERATOR           | \$ 12.067           | 0.55             | 1.0072           | \$ 0.554                           | \$ 12.621                                 |
| ANDERLE, TYSON       | PARATRANSIT OPERATOR           | \$ 12.554           | 0.55             | 1.0872           | \$ 0.598                           | \$ 13.152                                 |
| BACA, MICHAEL G      | PARATRANSIT OPERATOR           | \$ 12.554           | 0.55             | 1.0504           | \$ 0.578                           | \$ 13.132                                 |
| BAILON, BIANCA RENEE | PARATRANSIT OPERATOR           | \$ 12.308           | 0.55             | 1.02             | \$ 0.561                           | \$ 12.869                                 |
| BERRY, MICHAEL A     | PARATRANSIT OPERATOR           | \$ 12.067           | 0.55             | 1.0112           | \$ 0.556                           | \$ 12.623                                 |
| BRAVO, RENE E        | PARATRANSIT OPERATOR           | \$ 12.067           | 0.55             | 1.0056           | \$ 0.553                           | \$ 12.620                                 |
| CAMP, NORMAN REY     | PARATRANSIT OPERATOR           | \$ 12.308           | 0.55             | 1.0368           | \$ 0.570                           | \$ 12.878                                 |
| CANO, ERICK N        | PARATRANSIT OPERATOR           | \$ 12.554           | 0.55             | 1.0464           | \$ 0.576                           | \$ 13.130                                 |
| DEAN, EDSON E        | PARATRANSIT OPERATOR           | \$ 12.067           | 0.55             | 1.008            | \$ 0.554                           | \$ 12.621                                 |
| DRAKE, PATRICK W     | PARATRANSIT OPERATOR           | \$ 12.554           | 0.55             | 1.0336           | \$ 0.568                           | \$ 13.122                                 |
| FLORES, CHARLES E    | PARATRANSIT OPERATOR           | \$ 12.554           | 0.55             | 1.0528           | \$ 0.579                           | \$ 13.133                                 |
| HURTADO, JEFFERY     | PARATRANSIT OPERATOR           | \$ 12.554           | 0.55             | 1.1144           | \$ 0.613                           | \$ 13.167                                 |
| ORTEGA, PETER A      | PARATRANSIT OPERATOR           | \$ 12.554           | 0.55             | 1.1024           | \$ 0.606                           | \$ 13.160                                 |
| ORTIZ, LEANDRO A     | PARATRANSIT OPERATOR           | \$ 12.067           | 0.55             | 1.0672           | \$ 0.587                           | \$ 12.654                                 |
| RIOS, PETER C        | PARATRANSIT OPERATOR           | \$ 12.605           | 0.55             | 1.2456           | \$ 0.685                           | \$ 13.290                                 |
| RUIZ PARRA, DAVID F  | PARATRANSIT OPERATOR           | \$ 12.067           | 0.55             | 1.0072           | \$ 0.554                           | \$ 12.621                                 |
| VALENCIA, ANDREW P   | PARATRANSIT OPERATOR           | \$ 12.554           | 0.55             | 1.1352           | \$ 0.624                           | \$ 13.178                                 |
| CORIZ, RAMON J       | PARKING ATTENDANT              | \$ 13.325           | 0.24             | 1.172            | \$ 0.281                           | \$ 13.606                                 |
| HERNANDEZ, CLAUDIA O | PARKING ATTENDANT              | \$ 13.550           | 0.24             | 1.1904           | \$ 0.286                           | \$ 13.836                                 |
| HERNANDEZ, FELIPE J  | PARKING ATTENDANT              | \$ 12.844           | 0.45             | 1.1432           | \$ 0.514                           | \$ 13.358                                 |
| LUCERO, ANGELA O     | PARKING ATTENDANT              | \$ 13.325           | 0.24             | 1.1688           | \$ 0.281                           | \$ 13.606                                 |
| LUCERO, MIGUEL N     | PARKING ATTENDANT              | \$ 12.554           | 0.55             | 1.1616           | \$ 0.639                           | \$ 13.193                                 |
| MILLER, DANETTE M    | PARKING ATTENDANT              | \$ 12.554           | 0.55             | 1.1136           | \$ 0.612                           | \$ 13.166                                 |
| MONTOYA, RUDOLFO     | PARKING ATTENDANT              | \$ 16.037           | 0.035            | 1.144            | \$ 0.040                           | \$ 16.077                                 |
| RIVERA, ANTHONY      | PARKING ATTENDANT              | \$ 12.554           | 0.55             | 1.1048           | \$ 0.608                           | \$ 13.162                                 |
| TAYLOR, BENJAMIN R   | PARKING ATTENDANT              | \$ 12.308           | 0.55             | 1.016            | \$ 0.559                           | \$ 12.867                                 |
| VALENCIA, CARLA      | PARKING ATTENDANT              | \$ 12.554           | 0.55             | 1.112            | \$ 0.612                           | \$ 13.166                                 |
| CHRISTY, BENJAMIN L  | PARKING ATTENDANT SHIFT SUPVR. | \$ 17.850           | 0.03             | 1.016            | \$ 0.030                           | \$ 17.880                                 |
| SANDOVAL, KRISTOFFER | PARKING ATTENDANT SHIFT SUPVR. | \$ 17.500           | 0.03             | 1.072            | \$ 0.032                           | \$ 17.532                                 |
| CLOKEY, THOMAS       | PARKING ENFORCEMENT OFFICER    | \$ 12.996           | 0.33             | 1.0184           | \$ 0.336                           | \$ 13.332                                 |
| GALLEGOS, MICHAEL C  | PARKING ENFORCEMENT OFFICER    | \$ 16.132           | 0.035            | 1.2016           | \$ 0.042                           | \$ 16.174                                 |
| GARCIA, KARMELA      | PARKING ENFORCEMENT OFFICER    | \$ 12.996           | 0.33             | 1.0168           | \$ 0.336                           | \$ 13.332                                 |
| MAY, BRANDON T       | PARKING ENFORCEMENT OFFICER    | \$ 12.996           | 0.33             | 1.0216           | \$ 0.337                           | \$ 13.333                                 |
| PADILLA, LEON E      | PARKING ENFORCEMENT OFFICER    | \$ 13.256           | 0.33             | 1.0592           | \$ 0.350                           | \$ 13.606                                 |
| ROMERO, ANDRES R     | PARKING ENFORCEMENT OFFICER    | \$ 13.256           | 0.33             | 1.2              | \$ 0.396                           | \$ 13.652                                 |
| VALDEZ, ANDREW L     | PARKING ENFORCEMENT OFFICER    | \$ 14.606           | 0.05             | 1.1072           | \$ 0.055                           | \$ 14.661                                 |
| VIGIL, CARLA D       | PARKING ENFORCEMENT OFFICER    | \$ 16.422           | 0.035            | 1.2208           | \$ 0.043                           | \$ 16.465                                 |
| ROUGEMONT, KARL L    | PARKING FIELD COLLECTOR        | \$ 12.067           | 0.55             | 1.052            | \$ 0.579                           | \$ 12.646                                 |
| HOLMES, RANDAL L     | PARKING FIELD COLLECTOR/ANALYS | \$ 15.065           | 0.035            | 1.068            | \$ 0.037                           | \$ 15.102                                 |
| BAROS, SUZETTE O     | PARKING PERMIT COORDINATOR     | \$ 14.566           | 0.05             | 1.0232           | \$ 0.051                           | \$ 14.617                                 |
| GONZALES, CRESTINO C | PARKING TECHNICIAN             | \$ 12.308           | 0.55             | 1.0176           | \$ 0.560                           | \$ 12.868                                 |
| MONDRAGON, JEROME T  | PARKING TECHNICIAN             | \$ 12.554           | 0.55             | 1.1248           | \$ 0.619                           | \$ 13.173                                 |
| PANOSH, DAVID L      | PARKING TECHNICIAN             | \$ 17.004           | 0.03             | 1.2496           | \$ 0.037                           | \$ 17.041                                 |
| SALAS, ORLANDO H     | PARKING TECHNICIAN             | \$ 13.448           | 0.24             | 1.1328           | \$ 0.272                           | \$ 13.720                                 |
| VIGIL, MARK E        | PARKING TECHNICIAN SENIOR      | \$ 22.838           | 0.02             | 1.2944           | \$ 0.026                           | \$ 22.864                                 |
| ARCHULETA, PETE S    | PARKS EQUIPMENT OPERATOR       | \$ 14.529           | 0.05             | 1.0832           | \$ 0.054                           | \$ 14.583                                 |
| GALINDO, JOSE P      | PARKS EQUIPMENT OPERATOR       | \$ 14.529           | 0.05             | 1.0968           | \$ 0.055                           | \$ 14.584                                 |
| CORDOVA, LAWRENCE G  | PARKS MAINTENANCE WKR. SENIOR  | \$ 14.606           | 0.05             | 1.164            | \$ 0.058                           | \$ 14.664                                 |
| JARAMILLO, VINCENT M | PARKS MAINTENANCE WKR. SENIOR  | \$ 13.256           | 0.33             | 1.1184           | \$ 0.369                           | \$ 13.625                                 |
| LOPEZ, VINCENT J     | PARKS MAINTENANCE WKR. SENIOR  | \$ 15.690           | 0.035            | 1.1832           | \$ 0.041                           | \$ 15.731                                 |
| MILLER, GEORGE S     | PARKS MAINTENANCE WKR. SENIOR  | \$ 12.996           | 0.33             | 1.2984           | \$ 0.428                           | \$ 13.424                                 |
| OJINAGA, STEVEN      | PARKS MAINTENANCE WKR. SENIOR  | \$ 13.256           | 0.33             | 1.1144           | \$ 0.368                           | \$ 13.624                                 |
| ORTEGA, MATTHEW B    | PARKS MAINTENANCE WKR. SENIOR  | \$ 13.256           | 0.33             | 1.04             | \$ 0.343                           | \$ 13.599                                 |
| PAYNE, DARREN        | PARKS MAINTENANCE WKR. SENIOR  | \$ 13.256           | 0.33             | 1.0488           | \$ 0.346                           | \$ 13.602                                 |
| PAYNE, DERREK A      | PARKS MAINTENANCE WKR. SENIOR  | \$ 12.996           | 0.33             | 1.0392           | \$ 0.343                           | \$ 13.339                                 |
| ROMERO, JOURDAN L    | PARKS MAINTENANCE WKR. SENIOR  | \$ 13.256           | 0.33             | 1.04             | \$ 0.343                           | \$ 13.599                                 |
| ALVAREZ, GREGORY L   | PARKS MAINTENANCE WORKER       | \$ 13.256           | 0.33             | 1.148            | \$ 0.379                           | \$ 13.635                                 |
| BACA, MICHAEL S      | PARKS MAINTENANCE WORKER       | \$ 12.060           | 0.55             | 1.0168           | \$ 0.559                           | \$ 12.619                                 |

2019 AFSCME EQUITY PAY PLAN

Appendix B

| Employee Name           | Current Title                | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|-------------------------|------------------------------|---------------------|------------------|------------------|------------------------------------|---|
| CORRAL, LORENZO         | PARKS MAINTENANCE WORKER     | \$ 12.554           | 0.55             | 1.0576           | \$ 0.582                           | \$ 13.136                                 |
| DIAZ, CRISTIAN J        | PARKS MAINTENANCE WORKER     | \$ 12.067           | 0.55             | 1.0104           | \$ 0.556                           | \$ 12.623                                 |
| DURAN, DAVID M          | PARKS MAINTENANCE WORKER     | \$ 12.067           | 0.55             | 1.0096           | \$ 0.555                           | \$ 12.622                                 |
| ENRIQUEZ, OSCAR D       | PARKS MAINTENANCE WORKER     | \$ 12.308           | 0.55             | 1.0176           | \$ 0.560                           | \$ 12.868                                 |
| FIERRO, MARCOS E        | PARKS MAINTENANCE WORKER     | \$ 12.067           | 0.55             | 1.02             | \$ 0.561                           | \$ 12.628                                 |
| GALLEGOS, JAVIER        | PARKS MAINTENANCE WORKER     | \$ 12.554           | 0.55             | 1.1016           | \$ 0.606                           | \$ 13.160                                 |
| GONZALES, EMILIO A      | PARKS MAINTENANCE WORKER     | \$ 12.060           | 0.55             | 1.02             | \$ 0.561                           | \$ 12.621                                 |
| GRIEGO, DANNY J         | PARKS MAINTENANCE WORKER     | \$ 12.554           | 0.55             | 1.328            | \$ 0.730                           | \$ 13.284                                 |
| LOPEZ, ANDRES A         | PARKS MAINTENANCE WORKER     | \$ 12.067           | 0.55             | 1.0184           | \$ 0.560                           | \$ 12.627                                 |
| LOVATO, BENNIE RAY      | PARKS MAINTENANCE WORKER     | \$ 12.067           | 0.55             | 1.0104           | \$ 0.556                           | \$ 12.623                                 |
| LOVATO, ELOY M          | PARKS MAINTENANCE WORKER     | \$ 12.308           | 0.55             | 1.1024           | \$ 0.606                           | \$ 12.914                                 |
| MONTANO, FREDDY A       | PARKS MAINTENANCE WORKER     | \$ 12.735           | 0.55             | 1.2016           | \$ 0.661                           | \$ 13.396                                 |
| MONTOYA, MARTIN B       | PARKS MAINTENANCE WORKER     | \$ 12.070           | 0.55             | 1.0752           | \$ 0.591                           | \$ 12.661                                 |
| ORTEGA, DANIEL L        | PARKS MAINTENANCE WORKER     | \$ 12.067           | 0.55             | 1.1256           | \$ 0.619                           | \$ 12.686                                 |
| PETRY, LEO J            | PARKS MAINTENANCE WORKER     | \$ 12.308           | 0.55             | 1.0576           | \$ 0.582                           | \$ 12.890                                 |
| ROMERO, JACOB D         | PARKS MAINTENANCE WORKER     | \$ 14.606           | 0.05             | 1.164            | \$ 0.058                           | \$ 14.664                                 |
| ROMERO, RUDY L          | PARKS MAINTENANCE WORKER     | \$ 12.067           | 0.55             | 1.1656           | \$ 0.641                           | \$ 12.708                                 |
| ROYBAL, PAUL E          | PARKS MAINTENANCE WORKER     | \$ 15.263           | 0.035            | 1.1744           | \$ 0.041                           | \$ 15.304                                 |
| SANCHEZ, JUAN J         | PARKS MAINTENANCE WORKER     | \$ 12.067           | 0.55             | 1.012            | \$ 0.557                           | \$ 12.624                                 |
| VALLES, FRANCISCO JOSE  | PARKS MAINTENANCE WORKER     | \$ 12.067           | 0.55             | 1.012            | \$ 0.557                           | \$ 12.624                                 |
| PEREA, STEPHANIE J      | PERMIT TECH                  | \$ 19.833           | 0.02             | 1.1896           | \$ 0.024                           | \$ 19.857                                 |
| RODRIGUEZ, JANE F       | PERMIT TECH                  | \$ 17.726           | 0.03             | 1.1496           | \$ 0.034                           | \$ 17.760                                 |
| JIMENEZ, RONALD M       | PIPEFITTER APPRENTICE        | \$ 15.133           | 0.035            | 1.132            | \$ 0.040                           | \$ 15.173                                 |
| APODACA, ERIC B         | PIPEFITTER I                 | \$ 17.410           | 0.03             | 1.0712           | \$ 0.032                           | \$ 17.442                                 |
| LUCERO, JOSEPH W        | PIPEFITTER I                 | \$ 17.411           | 0.03             | 1.0464           | \$ 0.031                           | \$ 17.442                                 |
| CHAVEZ, CHRISTOPHER M   | PIPEFITTER II                | \$ 21.849           | 0.02             | 1.144            | \$ 0.023                           | \$ 21.872                                 |
| BORREGO, ANGELO E       | PIPEFITTER III               | \$ 30.057           | 0.02             | 1.1952           | \$ 0.024                           | \$ 30.081                                 |
| SAIZ, MAX PATRICK       | PIPEFITTER III               | \$ 24.904           | 0.02             | 1.2016           | \$ 0.024                           | \$ 24.928                                 |
| VARELA, MATTHEW P       | PIPEFITTER III               | \$ 30.449           | 0.02             | 1.172            | \$ 0.023                           | \$ 30.472                                 |
| VIGIL, GENE P           | PIPEFITTER III               | \$ 24.888           | 0.02             | 1.1648           | \$ 0.023                           | \$ 24.911                                 |
| BEAM, JACQUELINE        | PLANNER                      | \$ 24.480           | 0.02             | 1.02             | \$ 0.020                           | \$ 24.500                                 |
| GEMORA, CARLOS E        | PLANNER                      | \$ 24.480           | 0.02             | 1.0136           | \$ 0.020                           | \$ 24.500                                 |
| GABALDON, MARTIN G      | PLANNER TECHNICIAN SENIOR    | \$ 19.156           | 0.02             | 1.0464           | \$ 0.021                           | \$ 19.177                                 |
| MARTINEZ, CHRISTOPHER   | PLANNER TECHNICIAN SENIOR    | \$ 24.307           | 0.02             | 1.1472           | \$ 0.023                           | \$ 24.330                                 |
| MCCULLEY, LANI JO       | PLANNER TECHNICIAN SENIOR    | \$ 19.166           | 0.02             | 1.1032           | \$ 0.022                           | \$ 19.188                                 |
| SARGENT, MARISA G       | PLANNER TECHNICIAN SENIOR    | \$ 21.202           | 0.02             | 1.1232           | \$ 0.022                           | \$ 21.224                                 |
| ABEYTA, SHELLEY M       | POLICE PROGRAM COORDINATOR   | \$ 21.328           | 0.02             | 1.1056           | \$ 0.022                           | \$ 21.350                                 |
| GRUNDLER, AMANDA R      | POLICE PROGRAM COORDINATOR   | \$ 23.306           | 0.02             | 1.1216           | \$ 0.022                           | \$ 23.328                                 |
| SALAZAR, NATHAN P       | PROCUREMENT ANALYST          | \$ 23.500           | 0.02             | 1.0104           | \$ 0.020                           | \$ 23.520                                 |
| BROOKS, MARK E          | PROJECT ADMINISTRATOR        | \$ 29.964           | 0.02             | 1.2696           | \$ 0.025                           | \$ 29.989                                 |
| QUESADA-ORTIZ, LINDA M  | PROJECT MANAGER              | \$ 22.185           | 0.02             | 1.176            | \$ 0.024                           | \$ 22.209                                 |
| ARMIJO, AMANDA P        | PROJECT SPECIALIST           | \$ 22.394           | 0.02             | 1.1816           | \$ 0.024                           | \$ 22.418                                 |
| CHAVEZ, NICHOLAS D      | PROJECT SPECIALIST           | \$ 19.114           | 0.02             | 1.1216           | \$ 0.022                           | \$ 19.136                                 |
| ESPARZA, JESSIE B       | PROJECT SPECIALIST           | \$ 20.964           | 0.02             | 1.1264           | \$ 0.023                           | \$ 20.987                                 |
| GURULE, MICHELLE A      | PROJECT SPECIALIST           | \$ 20.964           | 0.02             | 1.2608           | \$ 0.025                           | \$ 20.989                                 |
| GUTIERREZ, P MICHELLE M | PROJECT SPECIALIST           | \$ 24.004           | 0.02             | 1.2056           | \$ 0.024                           | \$ 24.028                                 |
| MAES, MONIQUE M         | PROJECT SPECIALIST           | \$ 22.289           | 0.02             | 1.184            | \$ 0.024                           | \$ 22.313                                 |
| MARTINEZ, FLORA L       | PROJECT SPECIALIST           | \$ 23.242           | 0.02             | 1.1816           | \$ 0.024                           | \$ 23.266                                 |
| TAPIA, DAVID C          | PROJECT SPECIALIST           | \$ 23.242           | 0.02             | 1.2008           | \$ 0.024                           | \$ 23.266                                 |
| VIGIL, EDWARD J         | PROPERTY MANAGER             | \$ 30.320           | 0.02             | 1.1096           | \$ 0.022                           | \$ 30.342                                 |
| MARTINEZ, GARY F        | PUBLIC UTILITIES INSPECTOR   | \$ 28.787           | 0.02             | 1.1696           | \$ 0.023                           | \$ 28.810                                 |
| DILLON, JOHN C          | PW PROJECT ADMINISTRATOR     | \$ 32.565           | 0.02             | 1.0576           | \$ 0.021                           | \$ 32.586                                 |
| GROSSE, CARYN           | PW PROJECT ADMINISTRATOR     | \$ 29.377           | 0.02             | 1.064            | \$ 0.021                           | \$ 29.398                                 |
| KLUCK, JASON            | PW PROJECT ADMINISTRATOR     | \$ 34.479           | 0.02             | 1.0928           | \$ 0.022                           | \$ 34.501                                 |
| PIKE, DAVID N           | PW PROJECT ADMINISTRATOR     | \$ 37.503           | 0.02             | 1.1936           | \$ 0.024                           | \$ 37.527                                 |
| SIQUEIROS, ROBERT M     | PW PROJECT ADMINISTRATOR     | \$ 40.048           | 0.02             | 1.228            | \$ 0.025                           | \$ 40.073                                 |
| TEMPLE, CURT E          | PW PROJECT ADMINISTRATOR     | \$ 29.376           | 0.02             | 1.0176           | \$ 0.020                           | \$ 29.396                                 |
| CAMPION, RYAN A         | RADIO MAINTENANCE TECHNICIAN | \$ 24.408           | 0.02             | 1.0488           | \$ 0.021                           | \$ 24.429                                 |
| GALLEGOS, JOE M         | RADIO MAINTENANCE TECHNICIAN | \$ 26.827           | 0.02             | 1.1552           | \$ 0.023                           | \$ 26.850                                 |
| ORTIZ, DOROTHY R        | RECORDS TECHNICIAN           | \$ 19.055           | 0.02             | 1.2264           | \$ 0.025                           | \$ 19.080                                 |
| RICO, TARA R            | RECORDS TECHNICIAN           | \$ 12.996           | 0.33             | 1.016            | \$ 0.335                           | \$ 13.331                                 |
| RIVERA, KIMBERLY A      | RECORDS TECHNICIAN           | \$ 13.757           | 0.145            | 1.1208           | \$ 0.163                           | \$ 13.920                                 |

2019 AFSCME EQUITY PAY PLAN

Appendix B

| Employee Name               | Current Title                  | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|-----------------------------|--------------------------------|---------------------|------------------|------------------|------------------------------------|---|
| SANCHEZ, APRIL S            | RECORDS TECHNICIAN             | \$ 16.051           | 0.035            | 1.1856           | \$ 0.041                           | \$ 16.092                                 |
| SEGURA, MARLENE M           | RECORDS TECHNICIAN             | \$ 15.363           | 0.035            | 1.1744           | \$ 0.041                           | \$ 15.404                                 |
| VIALPANDO, ANGEL            | RECORDS TECHNICIAN             | \$ 13.757           | 0.145            | 1.144            | \$ 0.166                           | \$ 13.923                                 |
| WENDT, HEATHER N            | RECORDS TECHNICIAN             | \$ 13.256           | 0.33             | 1.0728           | \$ 0.354                           | \$ 13.610                                 |
| ARAGON, CHRISTINA A         | RECORDS TECHNICIAN LEAD        | \$ 20.934           | 0.02             | 1.2456           | \$ 0.025                           | \$ 20.959                                 |
| CHAVEZ, KEVIN               | RECREATION COORDINATOR         | \$ 15.300           | 0.035            | 1.0608           | \$ 0.037                           | \$ 15.337                                 |
| GABALDON, DIEGO R           | RECREATION COORDINATOR         | \$ 15.300           | 0.035            | 1.0768           | \$ 0.038                           | \$ 15.338                                 |
| HERNANDEZ, FERNANDO B       | RECREATION COORDINATOR         | \$ 21.187           | 0.02             | 1.2792           | \$ 0.026                           | \$ 21.213                                 |
| LUCERO, JOSHUA M            | RECREATION COORDINATOR         | \$ 14.769           | 0.05             | 1.1048           | \$ 0.055                           | \$ 14.824                                 |
| MONDRAGON, GLORIA E         | RECREATION COORDINATOR         | \$ 15.300           | 0.035            | 1.1192           | \$ 0.039                           | \$ 15.339                                 |
| MONTANO, PHILLIP G          | RECREATION COORDINATOR         | \$ 15.300           | 0.035            | 1.124            | \$ 0.039                           | \$ 15.339                                 |
| ROYBAL, DAX D               | RECREATION COORDINATOR         | \$ 15.300           | 0.035            | 1.1824           | \$ 0.041                           | \$ 15.341                                 |
| FRESQUEZ, VINCENT S         | RECREATION TECHNICIAN          | \$ 12.067           | 0.55             | 1.0952           | \$ 0.602                           | \$ 12.669                                 |
| LOPEZ, VICTOR M             | RECREATION TECHNICIAN          | \$ 12.554           | 0.55             | 1.0384           | \$ 0.571                           | \$ 13.125                                 |
| LOPEZ, ELLIA                | REGISTRATION RECORDS SPEC      | \$ 15.870           | 0.035            | 1.0648           | \$ 0.037                           | \$ 15.907                                 |
| DUPREE, BENI-LEIGH V        | REGISTRATION RECORDS SPEC.     | \$ 15.870           | 0.035            | 1.2688           | \$ 0.044                           | \$ 15.914                                 |
| TRUJILLO, MIKAYLA J         | REGISTRATION RECORDS SPEC.     | \$ 15.617           | 0.035            | 1.048            | \$ 0.037                           | \$ 15.654                                 |
| ANAYA, CATHY B              | RESPIRE CARE PROVIDER          | \$ 12.308           | 0.55             | 1.0152           | \$ 0.558                           | \$ 12.866                                 |
| ANDERSON, TAMMY             | RESPIRE CARE PROVIDER          | \$ 12.554           | 0.55             | 1.0896           | \$ 0.599                           | \$ 13.153                                 |
| C DE VACA, DELILAH          | RESPIRE CARE PROVIDER          | \$ 12.554           | 0.55             | 1.084            | \$ 0.596                           | \$ 13.150                                 |
| CARDIEL-GRIEGO, DEBBIE L    | RESPIRE CARE PROVIDER          | \$ 13.325           | 0.24             | 1.1536           | \$ 0.277                           | \$ 13.602                                 |
| LUCERO, CHRISTOPHER I       | RESPIRE CARE PROVIDER          | \$ 13.325           | 0.24             | 1.3176           | \$ 0.316                           | \$ 13.641                                 |
| ORNELAS, YESSENIA           | RESPIRE CARE PROVIDER          | \$ 12.067           | 0.55             | 1.0128           | \$ 0.557                           | \$ 12.624                                 |
| SANCHEZ, MARK A             | RESPIRE CARE PROVIDER          | \$ 12.554           | 0.55             | 1.0896           | \$ 0.599                           | \$ 13.153                                 |
| MAHER, JERRITT P            | RINK ATTENDANT LEAD WORKER     | \$ 13.140           | 0.33             | 1.0048           | \$ 0.332                           | \$ 13.472                                 |
| ROYBAL, KENNETH A           | RINK ATTENDANT LEAD WORKER     | \$ 13.260           | 0.33             | 1.0768           | \$ 0.355                           | \$ 13.615                                 |
| LOVATO-ARMSTRONG, TRISTON R | RSVP & COMMUNITY RELAT ADM     | \$ 21.030           | 0.02             | 1.0408           | \$ 0.021                           | \$ 21.051                                 |
| BACA, MONA A                | SALES & MARKETING ASSISTANT    | \$ 18.191           | 0.02             | 1.096            | \$ 0.022                           | \$ 18.213                                 |
| HERRERA, FELIX C            | SENIOR APP SOFTWARE SPECIALIST | \$ 37.067           | 0.02             | 1.1568           | \$ 0.023                           | \$ 37.090                                 |
| BAREFOOT, SOFIA B           | SENIOR SERVICES CARE ATTENDANT | \$ 12.554           | 0.55             | 1.0272           | \$ 0.565                           | \$ 13.119                                 |
| DEAN, DIANNE G              | SENIOR SERVICES CARE ATTENDANT | \$ 12.735           | 0.55             | 1.1368           | \$ 0.625                           | \$ 13.360                                 |
| GEORGE, DARLENE R           | SENIOR SERVICES CARE ATTENDANT | \$ 12.554           | 0.55             | 1.0448           | \$ 0.575                           | \$ 13.129                                 |
| GONZALES, ANIELICA F        | SENIOR SERVICES CARE ATTENDANT | \$ 12.308           | 0.55             | 1.008            | \$ 0.554                           | \$ 12.862                                 |
| MAESTAS, LISA L             | SENIOR SERVICES CARE ATTENDANT | \$ 12.554           | 0.55             | 1.048            | \$ 0.576                           | \$ 13.130                                 |
| TRUJILLO, VALERIE J         | SENIOR SERVICES CARE ATTENDANT | \$ 12.554           | 0.55             | 1.0976           | \$ 0.604                           | \$ 13.158                                 |
| BELL, DONALD                | SENIOR SERVICES DRIVER         | \$ 12.554           | 0.55             | 1.092            | \$ 0.601                           | \$ 13.155                                 |
| ROYBAL, ORLANDO             | SENIOR SERVICES DRIVER         | \$ 12.554           | 0.55             | 1.0888           | \$ 0.599                           | \$ 13.153                                 |
| WRIGHT, WANDA               | SENIOR SERVICES DRIVER         | \$ 12.308           | 0.55             | 1.0136           | \$ 0.557                           | \$ 12.865                                 |
| CARTA, SAUL                 | SENIOR SERVICES PROGRAM COORD. | \$ 16.792           | 0.03             | 1.1816           | \$ 0.035                           | \$ 16.827                                 |
| CHAVEZ, WILLIE A            | SENIOR SERVICES PROGRAM COORD. | \$ 17.469           | 0.03             | 1.0496           | \$ 0.031                           | \$ 17.500                                 |
| ROMERO, MARISA V            | SENIOR SERVICES PROGRAM COORD. | \$ 17.471           | 0.03             | 1.1528           | \$ 0.035                           | \$ 17.506                                 |
| VILLA, CRISTINA A           | SENIOR SERVICES PROGRAM COORD. | \$ 17.726           | 0.03             | 1.2008           | \$ 0.036                           | \$ 17.762                                 |
| CHAVEZ, LOUIE T             | SENIOR SERVICES TRANSIT OPER.  | \$ 16.808           | 0.03             | 1.192            | \$ 0.036                           | \$ 16.844                                 |
| FRANCO, MICHAEL A           | SENIOR SERVICES TRANSIT OPER.  | \$ 14.739           | 0.05             | 1.1328           | \$ 0.057                           | \$ 14.796                                 |
| KENNEDY, DAVID M            | SENIOR SERVICES TRANSIT OPER.  | \$ 14.916           | 0.05             | 1.148            | \$ 0.057                           | \$ 14.973                                 |
| LUJAN, JOSE P               | SENIOR SERVICES TRANSIT OPER.  | \$ 14.529           | 0.05             | 1.048            | \$ 0.052                           | \$ 14.581                                 |
| MARTINEZ, WESLEY F          | SENIOR SERVICES TRANSIT OPER.  | \$ 14.244           | 0.145            | 1.0424           | \$ 0.151                           | \$ 14.395                                 |
| MENDONCA, CARLOS M          | SENIOR SERVICES TRANSIT OPER.  | \$ 14.529           | 0.05             | 1.064            | \$ 0.053                           | \$ 14.582                                 |
| RODRIGUEZ, MONIQUE C        | SENIOR SERVICES TRANSIT OPER.  | \$ 14.244           | 0.145            | 1.124            | \$ 0.163                           | \$ 14.407                                 |
| ROMERO, SHARON C            | SENIOR SERVICES TRANSIT OPER.  | \$ 14.244           | 0.145            | 1.016            | \$ 0.147                           | \$ 14.391                                 |
| VARGAS, KATHLEEN D          | SENIOR SERVICES TRANSIT OPER.  | \$ 18.306           | 0.02             | 1.2016           | \$ 0.024                           | \$ 18.330                                 |
| VIGIL, JOHN G               | SENIOR SERVICES TRANSIT OPER.  | \$ 16.837           | 0.03             | 1.1848           | \$ 0.036                           | \$ 16.873                                 |
| DOMINGUEZ, SAMUEL           | SERVER ENGINEER                | \$ 30.396           | 0.02             | 1.008            | \$ 0.020                           | \$ 30.416                                 |
| MARTINEZ, MARIO D           | SERVER ENGINEER                | \$ 31.004           | 0.02             | 1.032            | \$ 0.021                           | \$ 31.025                                 |
| APODACA, VINCE J            | SIGN TECHNICIAN SENIOR         | \$ 20.220           | 0.02             | 1.2224           | \$ 0.024                           | \$ 20.244                                 |
| BARELA, MARK F              | SIGN TECHNICIAN SENIOR         | \$ 22.572           | 0.02             | 1.2296           | \$ 0.025                           | \$ 22.597                                 |
| VARELA, DAVID J             | SIGN TECHNICIAN SENIOR         | \$ 22.577           | 0.02             | 1.2544           | \$ 0.025                           | \$ 22.602                                 |
| KSIAZEK, RICHARD J          | SIGNAL TECHNICIAN              | \$ 15.311           | 0.035            | 1.012            | \$ 0.035                           | \$ 15.346                                 |
| GRIEGO, ISAAC D             | SIGNAL TECHNICIAN SENIOR       | \$ 23.076           | 0.02             | 1.1248           | \$ 0.022                           | \$ 23.098                                 |
| MANZANARES, ADRIAN M        | SIGNAL TECHNICIAN SENIOR       | \$ 18.422           | 0.02             | 1.108            | \$ 0.022                           | \$ 18.444                                 |
| RODRIGUEZ, ROBERT L         | SIGNAL TECHNICIAN SENIOR       | \$ 18.790           | 0.02             | 1.048            | \$ 0.021                           | \$ 18.811                                 |
| PADILLA, ANTHONY D          | SIGNAL TECHNICIAN TRAINEE      | \$ 15.311           | 0.035            | 1.048            | \$ 0.037                           | \$ 15.348                                 |



2019 AFSCME EQUITY PAY PLAN

| Employee Name            | Current Title                  | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|--------------------------|--------------------------------|---------------------|------------------|------------------|------------------------------------|---|
| LOPEZ, BARBARA V         | SPECIAL EVENTS COORDINATOR     | \$ 27.318           | 0.02             | 1.2136           | \$ 0.024                           | \$ 27.342                                 |
| FINLEY, MARIA P          | SPECIAL PROJECTS ADMINISTRATOR | \$ 24.311           | 0.02             | 1.1368           | \$ 0.023                           | \$ 24.334                                 |
| GLORIOSO MOSS, ROMELLA S | SPECIAL PROJECTS ADMINISTRATOR | \$ 22.629           | 0.02             | 1.0208           | \$ 0.020                           | \$ 22.649                                 |
| NORIEGA, LISA M          | SPECIAL PROJECTS ADMINISTRATOR | \$ 23.834           | 0.02             | 1.1536           | \$ 0.023                           | \$ 23.857                                 |
| STACK, JONNA LEIGH       | SPECIAL PROJECTS ADMINISTRATOR | \$ 22.185           | 0.02             | 1.0072           | \$ 0.020                           | \$ 22.205                                 |
| TRUJILLO, RICHARD A      | SPECIAL PROJECTS COORDINATOR   | \$ 24.043           | 0.02             | 1.296            | \$ 0.026                           | \$ 24.069                                 |
| ARMUO, TERRANCE A        | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | 0.035            | 1.0952           | \$ 0.038                           | \$ 15.967                                 |
| GALLEGOS, JAMES          | STREETS EQUIPMENT OPERATOR     | \$ 15.928           | 0.035            | 1.1104           | \$ 0.039                           | \$ 15.967                                 |
| GUTIERREZ, RAY A         | STREETS EQUIPMENT OPERATOR     | \$ 16.271           | 0.035            | 1.1464           | \$ 0.040                           | \$ 16.311                                 |
| HERNANDEZ, APOLLO J      | STREETS EQUIPMENT OPERATOR     | \$ 17.448           | 0.03             | 1.1552           | \$ 0.035                           | \$ 17.483                                 |
| KAVANAUGH, BILLY         | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | 0.035            | 1.0912           | \$ 0.038                           | \$ 15.967                                 |
| LOPEZ, TED J             | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | 0.035            | 1.0416           | \$ 0.036                           | \$ 15.965                                 |
| MAESE, RICHARD P         | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | 0.035            | 1.096            | \$ 0.038                           | \$ 15.967                                 |
| MALCZEWSKI, MATTHEW A    | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | 0.035            | 1.1224           | \$ 0.039                           | \$ 15.968                                 |
| ORTIZ, JODY              | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | 0.035            | 1.0376           | \$ 0.036                           | \$ 15.965                                 |
| VARELA, ELVERIO          | STREETS EQUIPMENT OPERATOR     | \$ 15.929           | 0.035            | 1.104            | \$ 0.039                           | \$ 15.968                                 |
| VIGIL, TIM D             | STREETS EQUIPMENT OPERATOR     | \$ 16.167           | 0.035            | 1.172            | \$ 0.041                           | \$ 16.208                                 |
| ARMUO, MARCOS S          | STREETS MAINT. WORKER SENIOR   | \$ 14.260           | 0.145            | 1.0136           | \$ 0.147                           | \$ 14.407                                 |
| BENAVIDEZ, ROBERT J      | STREETS MAINT. WORKER SENIOR   | \$ 14.280           | 0.145            | 1.0624           | \$ 0.154                           | \$ 14.434                                 |
| GURULE, STEVEN G         | STREETS MAINTENANCE WORKER     | \$ 12.990           | 0.33             | 1.02             | \$ 0.337                           | \$ 13.327                                 |
| LOPEZ JR, RALPH A        | STREETS MAINTENANCE WORKER     | \$ 12.990           | 0.33             | 1.0288           | \$ 0.340                           | \$ 13.330                                 |
| SUAREZ, DANIEL C         | STREETS MAINTENANCE WORKER     | \$ 12.990           | 0.33             | 1.0056           | \$ 0.332                           | \$ 13.322                                 |
| VALENCIA, MICHAEL L      | STREETS MAINTENANCE WORKER     | \$ 12.990           | 0.33             | 1.0192           | \$ 0.336                           | \$ 13.326                                 |
| ESQUIBEL, MARCOS         | STREETS SUPERVISOR             | \$ 19.112           | 0.02             | 1.044            | \$ 0.021                           | \$ 19.133                                 |
| MONTOYA, BRYAN R         | STREETS SUPERVISOR             | \$ 24.228           | 0.02             | 1.22             | \$ 0.024                           | \$ 24.252                                 |
| ORTIZ, LEONARD A         | STREETS SUPERVISOR             | \$ 23.963           | 0.02             | 1.24             | \$ 0.025                           | \$ 23.988                                 |
| RAMONE, GERALD F         | STREETS SUPERVISOR             | \$ 23.973           | 0.02             | 1.192            | \$ 0.024                           | \$ 23.997                                 |
| TRUJILLO, FELIPE C       | STREETS SUPERVISOR             | \$ 19.414           | 0.02             | 1.2576           | \$ 0.025                           | \$ 19.439                                 |
| BLEA, BEN A              | SUPPLY INVENTORY SUPERVISOR    | \$ 16.000           | 0.035            | 1.052            | \$ 0.037                           | \$ 16.037                                 |
| DELORA, ENRIQUE S        | SUPPLY INVENTORY SUPERVISOR    | \$ 17.413           | 0.03             | 1.2256           | \$ 0.037                           | \$ 17.450                                 |
| ATENCIO, CARL M          | SUPPLY INVENTORY TECH          | \$ 13.840           | 0.145            | 1.1552           | \$ 0.168                           | \$ 14.008                                 |
| GONZALES, MANUEL I       | SUPPLY INVENTORY TECH          | \$ 13.000           | 0.33             | 1.0064           | \$ 0.332                           | \$ 13.332                                 |
| CLOKEY, HERMAN G         | SUPPLY INVENTORY TECHNICIAN    | \$ 12.741           | 0.45             | 1.0048           | \$ 0.452                           | \$ 13.193                                 |
| BOLLETER, ERNST J        | SWIM INSTRUCTOR                | \$ 13.256           | 0.33             | 1.0192           | \$ 0.336                           | \$ 13.592                                 |
| CASTILLO, LUIS A         | SWIM INSTRUCTOR                | \$ 13.256           | 0.33             | 1.0672           | \$ 0.352                           | \$ 13.608                                 |
| GARCIA, JAMEE L          | SWIM INSTRUCTOR                | \$ 13.220           | 0.33             | 1.1528           | \$ 0.380                           | \$ 13.600                                 |
| GOUDRIAAN, MAROSA        | SWIM INSTRUCTOR                | \$ 13.000           | 0.33             | 1.0384           | \$ 0.343                           | \$ 13.343                                 |
| GUARDADO, ANDY           | SWIM INSTRUCTOR                | \$ 13.256           | 0.33             | 1.0472           | \$ 0.346                           | \$ 13.602                                 |
| PORTER, TAOS J           | SWIM INSTRUCTOR                | \$ 13.256           | 0.33             | 1.06             | \$ 0.350                           | \$ 13.606                                 |
| ROMERO, JOHNNY L         | SWIM INSTRUCTOR                | \$ 16.326           | 0.035            | 1.192            | \$ 0.042                           | \$ 16.368                                 |
| TAPIA, PAUL              | SWIM INSTRUCTOR                | \$ 16.592           | 0.03             | 1.2056           | \$ 0.036                           | \$ 16.628                                 |
| TRUJILLO, KEVIN          | SWIM INSTRUCTOR                | \$ 12.996           | 0.33             | 1.0344           | \$ 0.341                           | \$ 13.337                                 |
| ESCUADERO, ANNETTE R     | SWIM POOL LIFEGUARD            | \$ 12.308           | 0.55             | 1.02             | \$ 0.561                           | \$ 12.869                                 |
| LUCERO, TERESA A         | SWIM POOL LIFEGUARD            | \$ 12.554           | 0.55             | 1.0864           | \$ 0.598                           | \$ 13.152                                 |
| MANSKE, COLE S           | SWIM POOL LIFEGUARD            | \$ 12.067           | 0.55             | 1.0088           | \$ 0.555                           | \$ 12.622                                 |
| PADILLA, ANDREA M        | SWIM POOL LIFEGUARD            | \$ 12.067           | 0.55             | 1.048            | \$ 0.576                           | \$ 12.643                                 |
| RUEDA, ALEJANDRO         | SWIM POOL LIFEGUARD            | \$ 12.308           | 0.55             | 1.032            | \$ 0.568                           | \$ 12.876                                 |
| SANDOVAL, CELINE R       | SWIM POOL LIFEGUARD            | \$ 12.067           | 0.55             | 1.0064           | \$ 0.554                           | \$ 12.621                                 |
| TRIGG, ERIK J            | SWIM POOL LIFEGUARD            | \$ 12.554           | 0.55             | 1.0384           | \$ 0.571                           | \$ 13.125                                 |
| ARAGON, GREGORY L        | SWM EQUIPMENT OPERATOR         | \$ 22.695           | 0.02             | 1.2464           | \$ 0.025                           | \$ 22.720                                 |
| CHAVEZ, GABRIEL M        | SWM EQUIPMENT OPERATOR         | \$ 15.617           | 0.035            | 1.0264           | \$ 0.036                           | \$ 15.653                                 |
| CHAVEZ, RICHARD D        | SWM EQUIPMENT OPERATOR         | \$ 15.929           | 0.035            | 1.0896           | \$ 0.038                           | \$ 15.967                                 |
| DALTON, WALTER W         | SWM EQUIPMENT OPERATOR         | \$ 15.929           | 0.035            | 1.1264           | \$ 0.039                           | \$ 15.968                                 |
| DEHERRERA, DARREN RAY    | SWM EQUIPMENT OPERATOR         | \$ 15.617           | 0.035            | 1.0264           | \$ 0.036                           | \$ 15.653                                 |
| DENKO, MARK              | SWM EQUIPMENT OPERATOR         | \$ 17.160           | 0.03             | 1.1808           | \$ 0.035                           | \$ 17.195                                 |
| DIMAS, JOSEPH J          | SWM EQUIPMENT OPERATOR         | \$ 15.617           | 0.035            | 1.0216           | \$ 0.036                           | \$ 15.653                                 |
| DURAN, RUSSELL P         | SWM EQUIPMENT OPERATOR         | \$ 19.033           | 0.02             | 1.2088           | \$ 0.024                           | \$ 19.057                                 |
| GARCIA, FRANK J          | SWM EQUIPMENT OPERATOR         | \$ 15.929           | 0.035            | 1.3096           | \$ 0.046                           | \$ 15.975                                 |
| LEVASSEUR, MARK L        | SWM EQUIPMENT OPERATOR         | \$ 16.162           | 0.035            | 1.1896           | \$ 0.042                           | \$ 16.204                                 |
| LOPEZ, DOMINIC A         | SWM EQUIPMENT OPERATOR         | \$ 15.929           | 0.035            | 1.1072           | \$ 0.039                           | \$ 15.968                                 |
| LOPEZ, PATRICIO J        | SWM EQUIPMENT OPERATOR         | \$ 15.929           | 0.035            | 1.0264           | \$ 0.036                           | \$ 15.965                                 |
| MENDOZA-UMANA, LESTER D  | SWM EQUIPMENT OPERATOR         | \$ 15.929           | 0.035            | 1.0488           | \$ 0.037                           | \$ 15.966                                 |

2019 AFSCME EQUITY PAY PLAN

Appendix B

| Employee Name         | Current Title          | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|-----------------------|------------------------|---------------------|------------------|------------------|------------------------------------|---|
| PACHECO, TOMMY        | SWM EQUIPMENT OPERATOR | \$ 15.929           | 0.035            | 1.0288           | \$ 0.036                           | \$ 15.965                                 |
| RAMIREZ JR, CARLOS    | SWM EQUIPMENT OPERATOR | \$ 15.929           | 0.035            | 1.0872           | \$ 0.038                           | \$ 15.967                                 |
| ROMERO, ERIC M        | SWM EQUIPMENT OPERATOR | \$ 16.965           | 0.03             | 1.16             | \$ 0.035                           | \$ 17.000                                 |
| ROMERO, GILBERT J     | SWM EQUIPMENT OPERATOR | \$ 18.868           | 0.02             | 1.3552           | \$ 0.027                           | \$ 18.895                                 |
| ROYBAL, DANNY M       | SWM EQUIPMENT OPERATOR | \$ 18.310           | 0.02             | 1.1944           | \$ 0.024                           | \$ 18.334                                 |
| ROYBAL, KEVIN         | SWM EQUIPMENT OPERATOR | \$ 15.929           | 0.035            | 1.0304           | \$ 0.036                           | \$ 15.965                                 |
| RUIZ, MARCIAL E       | SWM EQUIPMENT OPERATOR | \$ 15.929           | 0.035            | 1.2784           | \$ 0.045                           | \$ 15.974                                 |
| SANCHEZ, ABRAN J      | SWM EQUIPMENT OPERATOR | \$ 17.522           | 0.03             | 1.1464           | \$ 0.034                           | \$ 17.556                                 |
| SENA, ISIDRO N        | SWM EQUIPMENT OPERATOR | \$ 15.929           | 0.035            | 1.0664           | \$ 0.037                           | \$ 15.966                                 |
| SENA, KEVIN J         | SWM EQUIPMENT OPERATOR | \$ 15.617           | 0.035            | 1.0216           | \$ 0.036                           | \$ 15.653                                 |
| SOLIS, SERGIO         | SWM EQUIPMENT OPERATOR | \$ 15.929           | 0.035            | 1.0888           | \$ 0.038                           | \$ 15.967                                 |
| VALDEZ, ALBERT A      | SWM EQUIPMENT OPERATOR | \$ 15.929           | 0.035            | 1.036            | \$ 0.036                           | \$ 15.965                                 |
| VALENCIA, ISAAC R     | SWM EQUIPMENT OPERATOR | \$ 15.617           | 0.035            | 1.048            | \$ 0.037                           | \$ 15.654                                 |
| VELASCO, ANTONIO D    | SWM EQUIPMENT OPERATOR | \$ 15.929           | 0.035            | 1.0536           | \$ 0.037                           | \$ 15.966                                 |
| VIGIL, ARCY D         | SWM EQUIPMENT OPERATOR | \$ 20.328           | 0.02             | 1.2224           | \$ 0.024                           | \$ 20.352                                 |
| VIGIL, CRAIG          | SWM EQUIPMENT OPERATOR | \$ 15.929           | 0.035            | 1.1072           | \$ 0.039                           | \$ 15.968                                 |
| VIGIL, MANUEL R       | SWM EQUIPMENT OPERATOR | \$ 18.007           | 0.02             | 1.1832           | \$ 0.024                           | \$ 18.031                                 |
| MARTINEZ, JASON F     | SWM MAINTENANCE WORKER | \$ 15.929           | 0.035            | 1.1504           | \$ 0.040                           | \$ 15.969                                 |
| MUNOZ, CARLOS R       | SWM MAINTENANCE WORKER | \$ 16.259           | 0.035            | 1.1936           | \$ 0.042                           | \$ 16.301                                 |
| SANDOVAL, LLOYD       | SWM MAINTENANCE WORKER | \$ 13.256           | 0.33             | 1.1072           | \$ 0.365                           | \$ 13.621                                 |
| SANDOVAL, RICOH       | SWM MAINTENANCE WORKER | \$ 12.996           | 0.33             | 1.0144           | \$ 0.335                           | \$ 13.331                                 |
| LUCERO, LADD L        | TRAFFIC TECHNICIAN     | \$ 24.106           | 0.02             | 1.0416           | \$ 0.021                           | \$ 24.127                                 |
| ALVAREZ, JOE M        | TRANSIT OPERATOR       | \$ 16.883           | 0.03             | 1.1872           | \$ 0.036                           | \$ 16.919                                 |
| AMODIO, ALDO U        | TRANSIT OPERATOR       | \$ 13.965           | 0.145            | 1.0048           | \$ 0.146                           | \$ 14.111                                 |
| ARMUJO, ROBERT M      | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.096            | \$ 0.055                           | \$ 14.584                                 |
| BOWLES, ANTHONY M     | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.0352           | \$ 0.052                           | \$ 14.581                                 |
| BRIGGS, JOHN D        | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.1064           | \$ 0.055                           | \$ 14.584                                 |
| CHAVEZ, HUGO          | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.1008           | \$ 0.055                           | \$ 14.584                                 |
| COLLINS, FREDDIE      | TRANSIT OPERATOR       | \$ 14.244           | 0.145            | 1.02             | \$ 0.148                           | \$ 14.392                                 |
| COLLINS, KIRK M       | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.0528           | \$ 0.053                           | \$ 14.582                                 |
| ESCAMILLA, JACHIN A   | TRANSIT OPERATOR       | \$ 13.965           | 0.145            | 1.0072           | \$ 0.146                           | \$ 14.111                                 |
| ESQUIBEL, JAMIE G     | TRANSIT OPERATOR       | \$ 14.244           | 0.145            | 1.0168           | \$ 0.147                           | \$ 14.391                                 |
| ESQUIBEL, ROBERT R    | TRANSIT OPERATOR       | \$ 14.739           | 0.05             | 1.1248           | \$ 0.056                           | \$ 14.795                                 |
| FEIND, MICHAEL        | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.104            | \$ 0.055                           | \$ 14.584                                 |
| GALLEGOS, JERRY M     | TRANSIT OPERATOR       | \$ 13.965           | 0.145            | 1.0256           | \$ 0.149                           | \$ 14.114                                 |
| GONZALES, THOMAS A    | TRANSIT OPERATOR       | \$ 13.965           | 0.145            | 1.0048           | \$ 0.146                           | \$ 14.111                                 |
| GORMAN, JOSEPH A      | TRANSIT OPERATOR       | \$ 15.583           | 0.035            | 1.304            | \$ 0.046                           | \$ 15.629                                 |
| GURULE, ALVINO S      | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.0576           | \$ 0.053                           | \$ 14.582                                 |
| HALL, JOHN R          | TRANSIT OPERATOR       | \$ 18.811           | 0.02             | 1.2232           | \$ 0.024                           | \$ 18.835                                 |
| IRIZARRY, ALBERT      | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.036            | \$ 0.052                           | \$ 14.581                                 |
| JARAMILLO, MARCUS J   | TRANSIT OPERATOR       | \$ 13.965           | 0.145            | 1.0056           | \$ 0.146                           | \$ 14.111                                 |
| LUCERO, DAVID L       | TRANSIT OPERATOR       | \$ 13.960           | 0.145            | 1.1144           | \$ 0.162                           | \$ 14.122                                 |
| LUCERO, JASON         | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.0232           | \$ 0.051                           | \$ 14.580                                 |
| MARTINEZ, EMMA J      | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.0264           | \$ 0.051                           | \$ 14.580                                 |
| MONTANO, LOREN V      | TRANSIT OPERATOR       | \$ 13.965           | 0.145            | 1.0072           | \$ 0.146                           | \$ 14.111                                 |
| MONTOYA, EDWARD J     | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.1208           | \$ 0.056                           | \$ 14.585                                 |
| MUNIZ, JOE            | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.0624           | \$ 0.053                           | \$ 14.582                                 |
| NARVAIZ, LUCAS A      | TRANSIT OPERATOR       | \$ 13.965           | 0.145            | 1.0072           | \$ 0.146                           | \$ 14.111                                 |
| NIELSEN, HARVEY C     | TRANSIT OPERATOR       | \$ 18.825           | 0.02             | 1.2256           | \$ 0.025                           | \$ 18.850                                 |
| ORTIZ, TONY           | TRANSIT OPERATOR       | \$ 17.605           | 0.03             | 1.2112           | \$ 0.036                           | \$ 17.641                                 |
| ROMERO, AMANDA R      | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.1024           | \$ 0.055                           | \$ 14.584                                 |
| ROMERO, RICHARD       | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.0944           | \$ 0.055                           | \$ 14.584                                 |
| SANDOVAL, JOSEPH A    | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.0464           | \$ 0.052                           | \$ 14.581                                 |
| SANTOS LOPEZ, HILSIAS | TRANSIT OPERATOR       | \$ 14.244           | 0.145            | 1.0136           | \$ 0.147                           | \$ 14.391                                 |
| SEDILLOS, RUBEN S     | TRANSIT OPERATOR       | \$ 13.965           | 0.145            | 1.0112           | \$ 0.147                           | \$ 14.112                                 |
| SENA, CHRIS M         | TRANSIT OPERATOR       | \$ 14.739           | 0.05             | 1.1232           | \$ 0.056                           | \$ 14.795                                 |
| SERRANO, MARCOS       | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.1024           | \$ 0.055                           | \$ 14.584                                 |
| STRACHAN, ANDREW F    | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.0288           | \$ 0.051                           | \$ 14.580                                 |
| URBAN, TED L          | TRANSIT OPERATOR       | \$ 18.824           | 0.02             | 1.228            | \$ 0.025                           | \$ 18.849                                 |
| VALDEZ, ORLANDO J     | TRANSIT OPERATOR       | \$ 16.007           | 0.035            | 1.3096           | \$ 0.046                           | \$ 16.053                                 |
| VALENCIA, RONALD P    | TRANSIT OPERATOR       | \$ 14.529           | 0.05             | 1.1888           | \$ 0.059                           | \$ 14.588                                 |
| VELARDE, PETE L       | TRANSIT OPERATOR       | \$ 15.583           | 0.035            | 1.164            | \$ 0.041                           | \$ 15.624                                 |

2019 AFSCME EQUITY PAY PLAN

| Employee Name            | Current Title                  | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|--------------------------|--------------------------------|---------------------|------------------|------------------|------------------------------------|---|
| YNIGUEZ, TONY            | TRANSIT OPERATOR               | \$ 14.529           | 0.05             | 1.1104           | \$ 0.056                           | \$ 14.585                                 |
| ENCINAS, KAREN N         | TRANSIT SHUTTLE OPERATOR       | \$ 14.244           | 0.145            | 1.0216           | \$ 0.148                           | \$ 14.392                                 |
| MARTINEZ, PHILLIP A      | TRANSIT SHUTTLE OPERATOR       | \$ 14.529           | 0.05             | 1.1016           | \$ 0.055                           | \$ 14.584                                 |
| QUINTANA, ROBERT E       | TRANSIT SHUTTLE OPERATOR       | \$ 14.529           | 0.05             | 1.0592           | \$ 0.053                           | \$ 14.582                                 |
| LUJAN, PATRICK F         | UTILITY BILLING INVESTIGATOR   | \$ 21.272           | 0.02             | 1.1656           | \$ 0.023                           | \$ 21.295                                 |
| MORA, SUSAN              | UTILITY BILLING INVESTIGATOR   | \$ 19.115           | 0.02             | 1.1104           | \$ 0.022                           | \$ 19.137                                 |
| PACHECO, PATRICIO M      | WATER CONSERVATION SPECIALIST  | \$ 20.196           | 0.02             | 1.0288           | \$ 0.021                           | \$ 20.217                                 |
| MARQUEZ, DORA A          | WATER DEVELOP PROJ SPECIALIST  | \$ 30.551           | 0.02             | 1.1816           | \$ 0.024                           | \$ 30.575                                 |
| MARTINEZ, PETER A        | WATER EQUIPMENT ENGINEER       | \$ 30.213           | 0.02             | 1.2376           | \$ 0.025                           | \$ 30.238                                 |
| OLIVAS, JOE W            | WATER EQUIPMENT ENGINEER       | \$ 30.203           | 0.02             | 1.04             | \$ 0.021                           | \$ 30.224                                 |
| MARTINEZ, NOEL           | WATER EQUIPMENT JOURNEYMAN     | \$ 29.810           | 0.02             | 1.008            | \$ 0.020                           | \$ 29.830                                 |
| MENDONCA, ORLANDO S      | WATER EQUIPMENT JOURNEYMAN     | \$ 30.411           | 0.02             | 1.1696           | \$ 0.023                           | \$ 30.434                                 |
| ORTIZ, ERNEST L          | WATER LINE LOCATOR             | \$ 19.293           | 0.02             | 1.1712           | \$ 0.023                           | \$ 19.316                                 |
| TRUJILLO, RICHARD D      | WATER LINE LOCATOR             | \$ 17.726           | 0.03             | 1.244            | \$ 0.037                           | \$ 17.763                                 |
| LUJAN, JOHN A            | WATER PROGRAM TECHNICIAN       | \$ 30.449           | 0.02             | 1.172            | \$ 0.023                           | \$ 30.472                                 |
| HOOK, ALAN G             | WATER RESOURCE COORD ASSIST    | \$ 28.839           | 0.02             | 1.1184           | \$ 0.022                           | \$ 28.861                                 |
| VIGIL, MYALEE K          | WATER SAFETY INSTRUCTOR        | \$ 13.256           | 0.33             | 1.0328           | \$ 0.341                           | \$ 13.597                                 |
| FREITAS, CYNDI           | WATER SYSTEMS OPERATOR II      | \$ 19.876           | 0.02             | 1.1128           | \$ 0.022                           | \$ 19.898                                 |
| SALAYANDIA, HECTOR N     | WATER SYSTEMS OPERATOR III     | \$ 22.795           | 0.02             | 1.0464           | \$ 0.021                           | \$ 22.816                                 |
| AGUIRRE, JOAQUIN S       | WATER SYSTEMS OPERATOR IV      | \$ 30.449           | 0.02             | 1.172            | \$ 0.023                           | \$ 30.472                                 |
| CHAVEZ, LAUREN A         | WATER SYSTEMS OPERATOR IV      | \$ 26.818           | 0.02             | 1.0216           | \$ 0.020                           | \$ 26.838                                 |
| CORDOVA, MARK D          | WATER SYSTEMS OPERATOR IV      | \$ 30.151           | 0.02             | 1.1776           | \$ 0.024                           | \$ 30.175                                 |
| MASCARENAS, BRIAN E      | WATER SYSTEMS OPERATOR IV      | \$ 27.810           | 0.02             | 1.12             | \$ 0.022                           | \$ 27.832                                 |
| PEREA, JAMES M           | WATER SYSTEMS OPERATOR IV      | \$ 26.816           | 0.02             | 1.0136           | \$ 0.020                           | \$ 26.836                                 |
| ALVARADO, BERNARDINO V   | WATER SYSTEMS OPERATORLABORER  | \$ 13.432           | 0.24             | 1.1176           | \$ 0.268                           | \$ 13.700                                 |
| LOPEZ, FELIPE            | WATER SYSTEMS OPERATORLABORER  | \$ 14.613           | 0.05             | 1.1656           | \$ 0.058                           | \$ 14.671                                 |
| QUINTANA, RICHARD E      | WELDER                         | \$ 20.363           | 0.02             | 1.2504           | \$ 0.025                           | \$ 20.388                                 |
| VALENCIA, REYNALDO       | WELDER                         | \$ 26.576           | 0.02             | 1.2664           | \$ 0.025                           | \$ 26.601                                 |
| CHAVARRIA, PORFIRIO N    | WILDLAND URBAN INTERFACE SPECI | \$ 29.639           | 0.02             | 1.1336           | \$ 0.023                           | \$ 29.662                                 |
| ERDMANN, PARRY A         | WTR CONSERVATION SPECIALIST SR | \$ 30.400           | 0.02             | 1.052            | \$ 0.021                           | \$ 30.421                                 |
| TORRES, MARIO A          | WTR CONSRVTN ENFRMNT OFFICER   | \$ 13.256           | 0.33             | 1.032            | \$ 0.341                           | \$ 13.597                                 |
| ARCHULETA, JOSEPH J      | WWM CHEMIST                    | \$ 28.798           | 0.02             | 1.1864           | \$ 0.024                           | \$ 28.822                                 |
| RUIZ, AUGUSTIN F         | WWM CHEMIST                    | \$ 27.111           | 0.02             | 1.1704           | \$ 0.023                           | \$ 27.134                                 |
| MARES, JEFFREY A         | WWM COMPOST OPERATOR           | \$ 21.138           | 0.02             | 1.184            | \$ 0.024                           | \$ 21.162                                 |
| MARTINEZ, LOREN D        | WWM COMPOST OPERATOR           | \$ 19.934           | 0.02             | 1.1416           | \$ 0.023                           | \$ 19.957                                 |
| GRIEGO, DANIEL           | WWM EQUIPMENT OPERATOR         | \$ 17.435           | 0.03             | 1.1016           | \$ 0.033                           | \$ 17.468                                 |
| VIGIL, RANDY             | WWM EQUIPMENT SPECIALIST       | \$ 18.727           | 0.02             | 1.0296           | \$ 0.021                           | \$ 18.748                                 |
| GARCIA, VINCENT R        | WWM FIELD OPERATOR APPRENTICE  | \$ 14.529           | 0.05             | 1.1144           | \$ 0.056                           | \$ 14.585                                 |
| LOVATO, CELSO T          | WWM FIELD OPERATOR APPRENTICE  | \$ 14.529           | 0.05             | 1.104            | \$ 0.055                           | \$ 14.584                                 |
| RIVERA, PETER P          | WWM FIELD OPERATOR APPRENTICE  | \$ 14.244           | 0.145            | 1.1048           | \$ 0.160                           | \$ 14.404                                 |
| VIGIL, JOHN ARSENIO      | WWM FIELD OPERATOR APPRENTICE  | \$ 14.244           | 0.145            | 1.0472           | \$ 0.152                           | \$ 14.396                                 |
| ARAGON, ANDREW J         | WWM FIELD OPERATOR I           | \$ 16.022           | 0.035            | 1.0712           | \$ 0.037                           | \$ 16.059                                 |
| MAYRANT, DAVID A         | WWM FIELD OPERATOR I           | \$ 16.022           | 0.035            | 1.0264           | \$ 0.036                           | \$ 16.058                                 |
| ORTIZ, ESTEVAN N         | WWM FIELD OPERATOR I           | \$ 16.022           | 0.035            | 1.0864           | \$ 0.038                           | \$ 16.060                                 |
| CANDELARIA, CARLOS D     | WWM FIELD OPERATOR II          | \$ 20.550           | 0.02             | 1.012            | \$ 0.020                           | \$ 20.570                                 |
| BOWLES-VIGIL, LOREN PAUL | WWM INSPECTION SENIOR          | \$ 21.897           | 0.02             | 1.2016           | \$ 0.024                           | \$ 21.921                                 |
| GONZALES, RAYMOND A      | WWM PLANT OPERATOR APPRENTICE  | \$ 14.848           | 0.05             | 1.1456           | \$ 0.057                           | \$ 14.905                                 |
| MADRID, GEORGE S         | WWM PLANT OPERATOR APPRENTICE  | \$ 15.069           | 0.035            | 1.0584           | \$ 0.037                           | \$ 15.106                                 |
| MARTINEZ, JEREMY L       | WWM PLANT OPERATOR APPRENTICE  | \$ 14.557           | 0.05             | 1.1328           | \$ 0.057                           | \$ 14.614                                 |
| MARTINEZ, STEVE A        | WWM PLANT OPERATOR APPRENTICE  | \$ 15.069           | 0.035            | 1.1552           | \$ 0.040                           | \$ 15.109                                 |
| LEYBA, LEROY J           | WWM PLANT OPERATOR I           | \$ 18.384           | 0.02             | 1.1712           | \$ 0.023                           | \$ 18.407                                 |
| BLAKE, JAMES R           | WWM PLANT OPERATOR III         | \$ 21.114           | 0.02             | 1.1632           | \$ 0.023                           | \$ 21.137                                 |
| RODRIGUEZ, CESAR M       | WWM PLANT OPERATOR III         | \$ 20.962           | 0.02             | 1.1136           | \$ 0.022                           | \$ 20.984                                 |
| CARBAJAL, JAVIER         | WWM PLANT OPERATOR IV          | \$ 25.705           | 0.02             | 1.1584           | \$ 0.023                           | \$ 25.728                                 |
| CASIAS, CARLOS R         | WWM PLANT OPERATOR IV          | \$ 25.430           | 0.02             | 1.1512           | \$ 0.023                           | \$ 25.453                                 |
| LUJAN, RONALD W          | WWM PLANT OPERATOR IV          | \$ 24.710           | 0.02             | 1.0088           | \$ 0.020                           | \$ 24.730                                 |
| VARGAS, JERRY P          | WWM PLANT OPERATOR IV          | \$ 25.527           | 0.02             | 1.1536           | \$ 0.023                           | \$ 25.550                                 |
| VIALPANDO, DAVID         | WWM SUPPLY INVENTORY SUPER     | \$ 18.204           | 0.02             | 1.312            | \$ 0.026                           | \$ 18.230                                 |
| BUSTOS, MELISSA A        | YOUTH PROGRAM CORRINATOR       | \$ 19.066           | 0.02             | 1.1856           | \$ 0.024                           | \$ 19.090                                 |
| BROWN, KEVIN C           | YOUTH SPECIALIST               | \$ 12.741           | 0.45             | 1.0192           | \$ 0.459                           | \$ 13.200                                 |
| GARDUNO, JAMES O         | YOUTH SPECIALIST               | \$ 13.557           | 0.24             | 1.2008           | \$ 0.288                           | \$ 13.845                                 |
| LOVATO, CORRINA          | YOUTH SPECIALIST               | \$ 13.256           | 0.33             | 1.2776           | \$ 0.422                           | \$ 13.678                                 |

2019 AFSCME EQUITY PAY PLAN

Appendix B

| Employee Name           | Current Title    | Current Hourly Rate | Equity Increment | Seniority Factor | Hourly Increment From Both Factors | New Hourly Rate After Equity Pay Increase |
|-------------------------|------------------|---------------------|------------------|------------------|------------------------------------|---|
| MONDRAGON, JEROME M     | YOUTH SPECIALIST | \$ 13.448           | 0.24             | 1.1392           | \$ 0.273                           | \$ 13.721                                 |
| MONTANO, KATHLEEN       | YOUTH SPECIALIST | \$ 13.256           | 0.33             | 1.068            | \$ 0.352                           | \$ 13.608                                 |
| STANFIELD BOZA, KYLUN W | YOUTH SPECIALIST | \$ 12.741           | 0.45             | 1.048            | \$ 0.472                           | \$ 13.213                                 |

