

**Ridgecrest City Council
Successor Redevelopment Agency
Financing Authority
Housing Authority
AGENDA**

January 7, 2026
Closed Session 5:00 p.m.
Regular Session 6:00 p.m.

CITY COUNCIL

Travis Endicott, Mayor

Kyle Blades, Mayor Pro-Tem

Solomon P. Rajaratnam, Vice Mayor

L. Scott Hayman, Council Member

John 'Skip' Gorman, Council Member

Ron Strand, City Manager

Keith Lemieux, City Attorney
Martin Koczanowicz, City Attorney



**City Hall, Council Chambers
100 West California Avenue
Ridgecrest CA 93555**

Ricca Charlton, CMC
City Clerk

rcharlon@ridgecrest-ca.gov
(760) 499-5002

In compliance with the Americans with Disabilities Act, if you are a disabled person and you need a disability-related modification or accommodation to participate in the meeting, please contact Ricca Charlton at (760) 499-5002. Requests must be made as early as possible and at least one full business day before the start of the meeting.

Watch meetings on-line:

All of our meetings are streamed live at <https://ridgecrest-ca.gov/369/Watch> or on YouTube at <https://www.youtube.com/cityofridgecrest/live> and are also available for playback after the meeting.

Call in for public comments:

To participate with verbal comments, *please call (760) 499-5010*. This phone line will allow only one caller at a time, so if the line is busy, please continue to dial. We will be allowing a 20-30 second delay between callers to give time for media delays and callers to dial in. If you wish to comment on multiple items you will need to call in as each item is presented.

*Agendas are available on the City Website
<https://www.ridgecrest-ca.gov/council-agendas>*

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NOTICE AND CALL OF A **SPECIAL CLOSED SESSION MEETING** OF THE
RIDGECREST CITY COUNCIL / SUCCESSOR REDEVELOPMENT AGENCY /
HOUSING AUTHORITY / FINANCING AUTHORITY

TO THE MEMBERS OF THE RIDGECREST CITY COUNCIL / SUCCESSOR
REDEVELOPMENT AGENCY / HOUSING AUTHORITY / FINANCING AUTHORITY,
PUBLIC AND CITY CLERK:

PUBLIC NOTICE that a **SPECIAL CLOSED SESSION MEETING** of the Ridgecrest City
Council/Successor Redevelopment Agency/Housing Authority/Financing Authority is hereby
called on:

Wednesday, January 7, 2026 @ 5:00 p.m.
City Council Chambers
100 W. California Avenue
Ridgecrest, California

Said **SPECIAL CLOSED SESSION MEETING** shall be for the purpose of:

CONFERENCE WITH LEGAL COUNSEL GOV CODE SECTION 54956.9 (b)
Potential Litigation (1 case)

Closed Session held pursuant to California Government Code Section 54957 Subpart (b):
PUBLIC EMPLOYEE PERFORMANCE EVALUATION
Title: City Manager

Dated: December 22, 2025

Travis Endicott, Mayor / Chair

ATTEST:

Ricca Charlon, City Clerk

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**RIDGECREST CITY COUNCIL
SUCCESSOR REDEVELOPMENT AGENCY
FINANCING AUTHORITY
HOUSING AUTHORITY
AGENDA**

Wednesday, January 7, 2026

**Closed Session – 5:00 p.m.
Regular Session – 6:00 p.m.**

CALL TO ORDER

ROLL CALL

APPROVAL OF AGENDA

CLOSED SESSION

CONFERENCE WITH LEGAL COUNSEL GOV CODE SECTION 54956.9 (b)
Potential Litigation (1 case)

Closed Session held pursuant to California Government Code Section 54957 Subpart (b): PUBLIC EMPLOYEE PERFORMANCE EVALUATION
Title: City Manager

REGULAR SESSION

- Pledge Of Allegiance
- Invocation

PRESENTATIONS

Ridgecrest Tourism Improvement District Annual Report 2024-25

K. Crutcher

ATTORNEY REPORT OUT OF CLOSED SESSION

PUBLIC COMMENT OF ITEMS NOT ON THE AGENDA - Persons wishing to address the Council on matters that are within the Council's jurisdiction and DO NOT ALREADY APPEAR ON THE AGENDA, may do so at this time.

COUNCIL ANNOUNCEMENTS/DIRECTION

CONSENT CALENDAR – All Matters Listed Under The Consent Calendar Are To Be Considered Routine And Enacted By One Motion Unless Pulled By A Council Member Or A Member Of The Public.

1. *Proposed Action To Approve Draft Minutes Of The Ridgecrest City Council* **Charlon**
2. *Resolution To Update And Adopt Salary Schedule Per Public Employee Retirement Law* **Brewton**

COMMITTEE REPORTS

Economic Development Committee

Members: Kyle Blades and Solomon Rajaratnam
Meeting: 1st Monday of the month @ 5:15 p.m.
Location: City Hall Conference Room B, 1st Floor
➤ **Report from January 5, 2026**

Finance Committee

Members: Solomon Rajaratnam and Scott Hayman
Meeting: 2nd Tuesday each month at 5:30 p.m.
Location: City Hall Conference Room B, 1st Floor
➤ **Next meeting January 13, 2026**

Infrastructure Committee

Members: Mayor Endicott and Kyle Blades
Meeting: 4th Thursday each month at 5:00 p.m.
Location: City Hall Conference Room B, 1st Floor
➤ **Next meeting January 22, 2026**

Parks, Recreation, and Quality of Life Committee

Members: Mayor Endicott and Scott Hayman
Meeting: 1st Tuesday each month at 5:30 p.m.
Location: City Hall Council Chambers
➤ **Report from January 6, 2026**

OTHER COMMITTEES, BOARDS, OR COMMISSIONS

CITY MANAGER REPORT

FUTURE AGENDA ITEMS

MAYOR AND COUNCIL COMMENTS

ADJOURNMENT

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2024-2025

RIDGECREST TOURISM IMPROVEMENT DISTRICT
FY 2024-2025 ANNUAL REPORT

Submitted to the City of Ridgecrest pursuant to Streets and Highways Code section 36650, for the period from October 1, 2024 through September 30, 2025.

April 22, 2025

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Prepared by
Civitas



(800)999-7781
civitasadvisors.com

II. IMPROVEMENTS AND ACTIVITIES

The improvements and activities to be provided for FY 2024/2025 are consistent with the RTID Management District Plan (Plan).

Assessment funds will be spent on specific benefits conferred or privileges granted directly to the payors that are not provided to those not charged, and which do not exceed the reasonable cost to the City of conferring the benefits or granting the privileges. The privileges and services provided with the RTID funds are sales and marketing programs available only to assessed businesses, which are designed to increase room night sales and revenue therefrom. A description of the proposed activities is below.

Sales, Marketing & Events

A sales and marketing program will promote assessed businesses as tourist, meeting, and event destinations. The sales and marketing program will have a central theme of promoting Ridgecrest as a desirable place for overnight visits. The program will have the goal of increasing overnight visitation and room night sales at assessed businesses, and may include the following activities:

- Digital marketing efforts, including advertising and social media, to increase awareness and optimize Internet presence to drive overnight visitation and room sales to assessed businesses;
- Print ads in magazines and newspapers, television ads, and radio ads targeted at potential visitors to drive overnight visitation and room sales to assessed businesses;
- Attendance of trade shows to promote assessed businesses;
- Sales blitzes for assessed businesses;
- Familiarization tours of assessed businesses;
- Preparation and production of collateral promotional materials such as brochures, flyers and maps featuring assessed businesses;
- Coordinated promotions with visitor-attracting businesses, events, and attractions targeted at increasing overnight visitation to assessed businesses;
- Attendance of professional industry conferences and affiliation events to promote assessed businesses;
- Sponsorship and promotion of events marketed to overnight visitors encouraging them to stay at assessed businesses;
- Lead generation activities designed to attract tourists and group events to assessed businesses;
- Director of Sales and General Manager meetings to plan and coordinate tourism promotion efforts for assessed businesses; and
- Development and maintenance of a website designed to promote assessed businesses.

Administration

In order to provide the sales and marketing services, the Ridgecrest Area Convention and Visitors Bureau (RACVB) will incur various administrative costs, such as staffing, rent, advocacy, insurance, legal, and accounting fees.

City Collection Fee

The City shall retain a fee to cover its actual costs of assessment collection and administration.

Contingency/Reserve

In order to ensure effective provision of services, a contingency will be established to account for uncollected assessments or unanticipated program costs. If there are contingency funds collected, they may be held in a reserve fund or utilized for other program, administration, or renewal costs at the discretion of the RACVB Board. Policies relating to contributions to the reserve fund, the target amount of the reserve fund, and expenditure of the reserve fund shall be set by the RACVB Board. The reserve fund may be spent on programs described in the Plan in any proportion deemed appropriate by the RACVB Board.

III. COST

FY 2024/2025 Projections

The cost of providing improvements and activities for FY 2024/2025 is consistent with the Plan. The anticipated total assessment budget for FY 2024/2025 is \$1,075,600 in anticipated collections. The categorical breakdown is below. All budget category allocations are within the authorized fifteen percent (15%) adjustment of the total budget from the prior year.

Category	%	% Change	FY 2024/2025 Budgeted \$
Sales, Marketing, & Events	69%	-	\$ 742,164
Administration	25%	-	\$ 268,900
Contingency/Reserve	3%	-	\$ 32,268
City Fee	3%	-	\$ 32,268
Totals	100.0%		\$ 1,075,600

IV. ASSESSMENT

There is no change in the method and basis of levying the assessment.

Assessment

The annual assessment rate shall be 5.75 percent of gross room rental revenue. Based on the benefit received, the assessment shall not be collected on: stays of more than thirty (30) consecutive days; stays by any officer or employee of a foreign government who is exempt by reason of express provision of Federal law or international treaty; and stays pursuant to contracts executed prior to October 1, 2012.

The term “gross room rental revenue” as used herein means: the consideration charged, whether or not received, for the occupancy of space in a lodging business value in money, whether to be received in money, goods, labor or otherwise, including all receipts, cash, credits and property and services of any kind or nature, without any deduction therefrom whatsoever. Gross room rental revenue shall not include any federal, state or local taxes collected, including but not limited to transient occupancy taxes. The assessment shall not be considered revenue for any purposes, including calculation of transient occupancy taxes.

The assessment is levied upon and a direct obligation of the assessed lodging business. However, the assessed lodging business may, at its discretion, pass the assessment on to customers. The amount of assessment, if passed on to each customer, shall be disclosed in advance and separately stated from the amount of rent charged and any other applicable taxes, and each customer shall receive a receipt for payment from the business. The assessment shall be disclosed as the “RTID Assessment.” The assessment is imposed solely upon, and is the sole obligation of the assessed lodging business even if it is passed on to customers.

Bonds shall not be issued.

Penalties and Interest

The City shall be responsible for collection of delinquent assessments. The RTID shall reimburse the City for any costs associated with collecting unpaid assessments. If sums in excess of the delinquent RTID assessment are sought to be recovered in the same collection action by the City, the RTID shall bear its pro rata share of such collection costs. Assessed businesses which are delinquent in paying the assessment shall be responsible for paying:

1. *Original Delinquency:* any lodging business which fails to remit any assessment imposed within the time required shall pay a penalty of ten percent (10%) of the amount of the assessment in addition to the amount of the assessment.
2. *Fraud:* If the City determines that the nonpayment of any remittance due is due to fraud, a penalty of twenty-five percent (25%) of the amount of the assessment shall be added thereto in addition to the penalties stated in subsection 1 above.
3. *Interest:* In addition to the penalties imposed, any lodging business which fails to remit any assessment imposed shall pay interest at the rate of one-half of one percent (0.5%) per month or fraction thereof on the amount of the assessment, exclusive of penalties, from the date on which the remittance first became delinquent until paid.
4. *Penalties Merged With Assessment:* Every penalty imposed and such interest as accrues shall become a part of the assessment herein required to be paid.

Time and Manner for Collecting Assessments

The RTID assessment will be implemented beginning October 1, 2023 and will continue for 10 years through September 30, 2033. The City will be responsible for collecting the assessment on a monthly basis (including any delinquencies, penalties and interest) from each lodging business. The City shall take all reasonable efforts to collect the assessments from each lodging business. The City shall forward the assessments collected to the Owners' Association.

V. SURPLUS AND OTHER FUNDING

Surplus

There is a \$200,000 surplus to be carried over from the previous Fiscal Year for FY 2024/2025.

Other Funding

Other funding for FY 2024/2025 is estimated at \$24,200. The sources and amounts of other funding are estimated in the table below:

Source	Amount
Membership dues	\$ 3,000
Merchandise sales income	\$ 21,200
Total	\$ 24,200

APPENDIX 1 – ASSESSED BUSINESSES

Business Name	Address	City, State Zip
A Nights Inn	706 N. Balsam Street	Ridgecrest CA 93555
American Inn & Suites	553 S. China Lake Blvd.	Ridgecrest CA 93555
Baymont by Wyndham Ridgecrest	131 S. China Lake Blvd.	Ridgecrest CA 93555
Best Western China Lake Inn	400 S. China Lake Blvd.	Ridgecrest CA 93555
Clarion Inn	901 N. China Lake Blvd.	Ridgecrest CA 93555
Clarion Pointe	535 S. China Lake Blvd.	Ridgecrest, CA 93555
Days Inn by Wyndham	201 W. Inyokern Rd.	Ridgecrest CA 93555
Hampton Inn & Suites	104 E. Sydnor Ave.	Ridgecrest CA 93555
Red Roof Inn	1050 N. Norma St.	Ridgecrest CA 93555
Holiday Inn Express	1010 N China Lake Blvd	Ridgecrest CA 93555
Howard Johnson	831 N. China Lake Blvd.	Ridgecrest CA 93555
Motel 6	6 329 E. Ridgecrest Blvd.	Ridgecrest CA 93555
OYO Hotel Europa	131 W. Upjohn Ave.	Ridgecrest CA 93555
Quality Inn	507 S. China Lake Blvd.	Ridgecrest CA 93555
Hotel Ridgecrest	416 S. China Lake Blvd.	Ridgecrest CA 93555
Springhill Suites	113 E. Sydnor Ave.	Ridgecrest CA 93555
Super 8	426 S. China Lake Blvd.	Ridgecrest CA 93555
Travel Suites Hotel	535 S. China Lake Blvd.	Ridgecrest CA 93555

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Ridgecrest City Council
Successor Redevelopment Agency
Financing Authority
Housing Authority
STAFF REPORT

SUBJECT: Proposed Action To Approve Draft Minutes Of The Ridgecrest City Council Regular Meeting December 17, 2025

PRESENTED BY: Ricca Charlon, City Clerk

SUMMARY:

Draft Minutes of the City Council / Successor Redevelopment Agency / Housing Authority / Financing Authority Regular Meeting December 17, 2025

FISCAL IMPACT: None

ACTION REQUESTED: Approve minutes

CITY MANAGER'S RECOMMENDATION: Action as requested

Submitted by: Ricca Charlon

Action Date: Jan 7, 2026

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**RIDGECREST CITY COUNCIL
SUCCESSOR REDEVELOPMENT AGENCY
FINANCING AUTHORITY
HOUSING AUTHORITY
DRAFT MINUTES**

Wednesday, December 17, 2025

**Closed Session – 5:30 p.m.
Regular Session – 6:00 p.m.**

This meeting was recorded and will be on file in the Office of the City Clerk for a certain period of time from date of approval by the Ridgecrest City Successor Agency/Financing Authority/Housing Authority. Meetings are recorded solely for the purpose of preparation of minutes.

ROLL CALL – 5:30 p.m.

Council Present: Mayor Endicott; Mayor Pro-Tem Blades; Vice Mayor Rajaratnam; Council Member Hayman; Council Member Gorman

Absent: None

Staff Present: City Attorney M. Koczanowicz; City Manager Strand; City Clerk Charlon

APPROVAL OF AGENDA - Motion To Approve - Hayman – Rajaratnam – 5 ayes

CLOSED SESSION

CONFERENCE WITH LEGAL COUNSEL GOV CODE SECTION 54956.9 (b)
Potential Litigation (2 cases)

ATTORNEY REPORT OUT OF CLOSED SESSION – No reportable action

**PUBLIC COMMENT OF ITEMS NOT ON THE AGENDA – M. Licitra, B. Licitra, T. Wiknich,
Unknown speaker**

COUNCIL ANNOUNCEMENTS/DIRECTION

CONSENT CALENDAR

1. Proposed Action To Approve Draft Minutes Of The Ridgecrest City Council **Charlon**

2. A Resolution Of The City Council Of The City Of Ridgecrest To Amend The Zero Tolerance Drug And Alcohol Testing Policy Inclusive Of Attachments **Reed**

3. A Resolution Of The Ridgecrest City Council Setting A Date For The Unmet Transit Needs Hearing **Transit**

Public Comment – T. Wiknich

Motion To Approve Consent Calendar - Hayman - Blades – 5 ayes

DISCUSSION / ACTION ITEMS

4. Request For The Permanent Revocation Of Business Licenses For Motel-6 And Clarion Pointe Hotels (Ridgecrest Municipal Code Section 9-236) **Attorney**

Public Comment - None

Motion To Approve - Blades - Gorman– 5 ayes

5. A Resolution Of The Ridgecrest City Council Approving An Amendment To The Professional Services Agreement With Flewelling & Moody, Inc., For Consulting Services For A Value Engineering Study **Roberts**

Public Comment - None

Motion To Approve - Blades - Hayman– 5 ayes

6. Discussion Regarding The Board Of The Indian Wells Valley Groundwater Authority (IWVGA) Regular Meeting And/or The Potential Removal from, or Different Placement Of This Item On The City Council Agenda **Hayman / Blades**

Public Comment – T. Wiknich, M. Sinnott

COMMITTEE REPORTS

Economic Development Committee

Members: Kyle Blades and Solomon Rajaratnam

Meeting: 1st Monday of the month @ 5:15 p.m.

Location: City Hall Conference Room B, 1st Floor

➤ **Next meeting January 5, 2026**

Finance Committee

Members: Solomon Rajaratnam and Scott Hayman

Meeting: 2nd Tuesday each month at 5:30 p.m.

Location: City Hall Conference Room B, 1st Floor

➤ **Report from December 9, 2025**

Infrastructure Committee

Members: Mayor Endicott and Kyle Blades

Meeting: 4th Thursday each month at 5:00 p.m.

Location: City Hall Conference Room B, 1st Floor

➤ **Next meeting January 22, 2026**

Parks, Recreation, and Quality of Life Committee

Members: Mayor Endicott and Scott Hayman

Meeting: 1st Tuesday each month at 5:30 p.m.

Location: City Hall Council Chambers

➤ **Next meeting January 6, 2026**

OTHER COMMITTEES, BOARDS, OR COMMISSIONS

CITY MANAGER REPORT

FUTURE AGENDA ITEMS

MAYOR AND COUNCIL COMMENTS

ADJOURNMENT – 7:50 p.m.

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**Ridgecrest City Council
Successor Redevelopment Agency
Financing Authority
Housing Authority
STAFF REPORT**

SUBJECT: Resolution To Update And Adopt Salary Schedule Per Public Employee Retirement Law

PRESENTED BY: Kelly Brewton, Director of Finance

SUMMARY:

This resolution formally adopts the attached salary schedules in order for the City to be in compliance with Title 2, Section 570.5 of the California Code of Regulations.

Changes from the previously adopted salary schedule are adjustments to those steps that fall below the California minimum.

The change in minimum wage was not known during the annual budget for FY 2025-2026; therefore, the increase was not budgeted. The only position effected by the minimum wage increase is the Recreation Leader I and is a Part-Time position, the increase to FY26 budgeted wages is estimated to be \$1,300.00.

FISCAL IMPACT:

\$1,300 from unallocated General Fund

ACTION REQUESTED:

Approve resolution to adopt salary schedules.

CITY MANAGER'S RECOMMENDATION:

Action as requested

Submitted by: Kelly Brewton, Finance Director
(Revised Jan2019)

Action Date: January 07, 2026

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RESOLUTION NO. 26-xx

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIDGECREST APPROVING THE ATTACHED SALARY SCHEDULES FOR EMPLOYEE CLASSIFICATIONS PER CALIFORNIA PUBLIC EMPLOYEE RETIREMENT LAW

WHEREAS, Title 2 Section 570.5 of the California Code of Regulations requires the City of Ridgecrest Salary Schedule be approved by the governing body in accordance with the requirement of the applicable public meeting laws; and,

WHEREAS, an updated position Salary Schedule will be submitted to Council for approval when changes occur; and,

WHEREAS, the attached Salary Schedule identifies all the positions established and approved by the City Council and will be accessible for public review through the City of Ridgecrest internet website; and,

WHEREAS the Salary Schedule shows the grade/step pay rates for all City of Ridgecrest approved and established job positions; and,

WHEREAS the Salary Schedule has been updated based on current California minimum wages.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Ridgecrest hereby adopts the attached Salary Schedules as required by Title 2, Section 570.5 of the California Code of Regulations.

APPROVED AND ADOPTED, this 7th day of January 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Travis Endicott, Mayor

ATTEST:

Ricca Charlon, CMC
City Clerk

City of Ridgecrest Salary Schedule

Effective as of 01/01/2026

JOB TITLE	BARGAINING GROUP	GRADE	Monthly Total		Hourly Base Salary													
			Min	Max	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12**	STEP 13***	
Elected Official	City Council	9999	774.00	774.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Appointed Official	Planning Commission	9998	200.00	200.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
City Manager	Management *	9990	13,866.67	18,884.22	80,000.00-108,947.4													
Deputy City Manager/PW Dir	Management *	9980	13,179.78	16,821.13	76.0372	79.8391	83.8311	88.0227	92.4238	97.0450	-	-	-	-	-	-	-	-
Deputy City Manager	Management *	9500	11,221.76	14,322.10	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275	-	-	-	-	-	-	-	-
Chief of Police	Management *	9550	11,221.76	14,322.10	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275	-	-	-	-	-	-	-	-
Director of Finance	Management *	9500	11,221.76	14,322.10	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275	-	-	-	-	-	-	-	-
Director of Community Dev	Management *	9500	11,221.76	14,322.10	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275	-	-	-	-	-	-	-	-
Director of Parks and Recreation	Management *	9653	8,912.83	11,375.29	51.4202	53.9912	56.6908	59.5253	62.5016	65.6267	-	-	-	-	-	-	-	-
Director of Public Works	Management *	9500	11,221.76	14,322.10	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275	-	-	-	-	-	-	-	-
Accounting Supervisor	Mid-Management	8598	6,343.81	8,298.89	36.5989	38.4288	40.3502	42.3677	44.4861	46.7104	47.8782	-	-	-	-	-	-	-
Administrative Analyst III	Mid-Management	8653	6,829.54	9,861.83	39.4012	41.3713	43.4399	45.6119	47.8925	50.2871	51.5443	52.8329	54.1537	55.5075	56.8952	-	-	-
Assistant Finance Director	Mid-Management	8636	6,978.19	10,076.47	40.2588	42.2717	44.3853	46.6046	48.9348	51.3815	52.6660	53.9827	55.3323	56.7156	58.1335	-	-	-
City Clerk	Mid-Management	8636	6,978.19	10,076.47	40.2588	42.2717	44.3853	46.6046	48.9348	51.3815	52.6660	53.9827	55.3323	56.7156	58.1335	-	-	-
City Planner	Mid-Management	8653	6,829.54	9,861.83	39.4012	41.3713	43.4399	45.6119	47.8925	50.2871	51.5443	52.8329	54.1537	55.5075	56.8952	-	-	-
Chief Plant Operator	Mid-Management	8593	7,537.97	9,620.57	43.4883	45.6627	47.9458	50.3431	52.8603	55.5033	-	-	-	-	-	-	-	-
Comm & Econ Development Manager	Mid-Management	8636	6,978.19	10,076.47	40.2588	42.2717	44.3853	46.6046	48.9348	51.3815	52.6660	53.9827	55.3323	56.7156	58.1335	-	-	-
Information Technology Manager	Mid-Management	8653	6,829.54	9,861.83	39.4012	41.3713	43.4399	45.6119	47.8925	50.2871	51.5443	52.8329	54.1537	55.5075	56.8952	-	-	-
Parks Maintenance Supervisor	Mid-Management	8598	6,343.81	8,298.89	36.5989	38.4288	40.3502	42.3677	44.4861	46.7104	47.8782	-	-	-	-	-	-	-
Police Captain	Mid-Management	8877	8,191.33	11,828.27	47.2577	49.6206	52.1016	54.7067	57.4420	60.3141	61.8220	63.3676	64.9518	66.5756	68.2400	-	-	-
Public Works Supervisor	Mid-Management	8598	6,343.81	8,298.89	36.5989	38.4288	40.3502	42.3677	44.4861	46.7104	47.8782	-	-	-	-	-	-	-
Senior Engineer	Mid-Management	8667	6,713.39	9,694.13	38.7311	40.6677	42.7011	44.8362	47.0780	49.4319	50.6677	51.9344	53.2328	54.5636	55.9277	-	-	-
Transit Services Coordinator	Mid-Management	8667	6,713.39	9,694.13	38.7311	40.6677	42.7011	44.8362	47.0780	49.4319	50.6677	51.9344	53.2328	54.5636	55.9277	-	-	-
Account Clerk	Confidential	6468	3,019.48	4,150.03	17.4201	18.2911	19.2057	20.1660	21.1743	22.2330	22.7888	23.3585	23.9425	-	-	-	-	-
Accounts Payable Technician	Confidential	6568	3,019.50	4,360.15	17.4202	18.2912	19.2058	20.1661	21.1744	22.2331	22.7889	23.3586	23.9426	24.5412	25.1547	-	-	-
Accounts Receivable Specialist	Confidential	6555	4,014.75	5,797.27	23.1620	24.3201	25.5361	26.8129	28.1535	29.5612	30.3002	31.0577	31.8341	32.6300	33.4458	-	-	-
Accountant	Confidential	7559	4,948.42	7,145.48	28.5486	29.9760	31.4748	33.0485	34.7009	36.4359	37.3468	38.2805	39.2375	40.2184	41.2239	-	-	-
Administrative Analyst I	Confidential	6663	4,376.96	6,320.34	25.2517	26.5143	27.8400	29.2320	30.6936	32.2283	33.0340	33.8599	34.7064	35.5741	36.4635	-	-	-
Administrative Analyst II	Confidential	7680	5,125.21	7,400.76	29.5685	31.0469	32.5992	34.2292	35.9407	37.7377	38.6811	39.6481	40.6393	41.6553	42.6967	-	-	-
Cultural Affairs Coordinator	Confidential	6539	3,172.54	4,581.15	18.3031	19.2183	20.1792	21.1882	22.2476	23.3600	23.9440	24.5426	25.1562	25.7851	26.4297	-	-	-
Human Resources Administrator	Confidential	7680	5,125.21	7,400.76	29.5685	31.0469	32.5992	34.2292	35.9407	37.7377	38.6811	39.6481	40.6393	41.6553	42.6967	-	-	-
Information Systems Specialist	Confidential	7625	5,125.21	7,400.76	29.5685	31.0469	32.5992	34.2292	35.9407	37.7377	38.6811	39.6481	40.6393	41.6553	42.6967	-	-	-
Information Systems Technician	Confidential	6625	3,439.80	4,967.09	19.8450	20.8373	21.8792	22.9732	24.1219	25.3280	25.9612	26.6102	27.2755	27.9574	28.6563	-	-	-
Junior Accountant	Confidential	6555	4,014.75	5,797.27	23.1620	24.3201	25.5361	26.8129	28.1535	29.5612	30.3002	31.0577	31.8341	32.6300	33.4458	-	-	-
Payroll Technician	Confidential	7591	4,473.61	6,459.89	25.8093	27.0998	28.4548	29.8775	31.3714	32.9400	33.7635	34.6076	35.4728	36.3596	37.2686	-	-	-
Police Clerk Supervisor	Confidential	7804	4,376.96	6,320.34	25.2517	26.5143	27.8400	29.2320	30.6936	32.2283	33.0340	33.8599	34.7064	35.5741	36.4635	-	-	-
Recreation Assistant	Confidential	6170	3,009.83	4,346.16	17.3644	18.2326	19.1442	20.1014	21.1065	22.1618	22.7158	23.2837	23.8658	24.4624	25.0740	-	-	-
Transit Administrator/Dispatcher	Confidential	7181	4,648.71	6,712.71	26.8195	28.1605	29.5685	31.0469	32.5992	34.2292	35.8849	35.9620	36.8611	37.8226	38.7272	-	-	-
Transit Operations Supervisor	Confidential	7130	5,125.21	7,400.76	29.5685	31.0469	32.5992	34.2292	35.9407	37.7377	38.6811	39.6481	40.6393	41.6553	42.6967	-	-	-
WasteWater Foreman	Confidential	7270	5,755.64	7,345.83	33.2056	34.8659	36.6092	38.4397	40.3617	42.3798	-	-	-	-	-	-	-	-
Animal Control Officer	PEAR	4772	3,220.93	4,318.95	18.5823	19.5114	20.4870	21.5114	22.5870	23.7164	24.3093	24.9170	-	-	-	-	-	-
Animal Control Supervisor	PEAR	5802	3,888.87	5,478.56	22.4358	23.5576	24.7355	25.9723	27.2709	28.6344	29.3503	30.0841	30.8362	31.6071	-	-	-	-
Community Service Officer	PEAR	4221	3,351.38	4,721.32	19.3349	20.3016	21.3167	22.3825	23.5016	24.6767	25.2936	25.9259	26.5740	27.2384	-	-	-	-
Police Dispatch	PEAR	5816	3,569.33	5,028.40	20.5923	21.6219	22.7030	23.8382	25.0301	26.2816	26.9386	27.6121	28.3024	29.0100	-	-	-	-
Kennel Attendant	PEAR	4762	2,974.83	3,796.73	17.1625	18.0206	18.9216	19.8677	20.8611	21.9042	-	-	-	-	-	-	-	-
Property Evidence Clerk	PEAR	4151	3,357.62	4,502.21	19.3709	20.3394	21.3564	22.4242	23.5454	24.7227	25.3408	25.9743	-	-	-	-	-	-
Police Officer	PEAR	4837	5,113.71	6,526.54	29.5022	30.9773	32.5262	34.1525	35.8601	37.6531	-	-	-	-	-	-	-	-
Police Officer Trainee	PEAR	4237	4,384.24	4,384.24	25.2937	-	-	-	-	-	-	-	-	-	-	-	-	-
Police Sergeant	PEAR	5867	6,920.09	8,010.88	39.9236	41.9198	44.0158	46.2166	-	-	-	-	-	-	-	-	-	-
Code Enforcement Officer	UFCW	3221	3,686.52	5,592.83	21.2684	22.3318	23.4484	24.6208	25.8518	27.1444	27.8230	28.5186	29.2316	29.9624	30.7115	31.4793	32.2663	-
Community Dev Technician	UFCW	2201	3,119.64	4,732.78	17.9979	18.8978	19.8427	20.8348	21.8765	22.9703	23.5446	24.1332	24.7365	-	-	-	-	-
Transit Driver	UFCW	2140	3,667.40	5,295.73	21.4581	22.2160	23.3268	24.4931	25.7178	27.0037	27.6788	28.3708	29.0801	-	-	-	-	-
Engineer I	UFCW	2280	4,707.27	7,141.42	27.1573	28.5152	29.9410	31.4381	33.0100	34.6605	35.5270	36.4152	37.3256	38.2587	39.2152	40.1956	41.2005	-
Engineer II	UFCW	2285	5,425.94	8,231.70	31.3035	32.8687	34.5121	36.2377	38.0496	39.9521	40.9509	41.9747	43.0241	44.0997	45.2022	46.3323	47.4906	-
Fleet Mechanic I	UFCW	2245	3,592.21	5,449.69	20.7243	21.7605	22.8485	23.9909	25.1904	26.4499	27.1111	27.7889	28.4836	29.1957	29.9256	30.6737	31.4405	-
Fleet Mechanic II	UFCW	3245	3,980.32	6,038.57	22.9634	24.1116	25.3172	26.5831	27.9123	29.3079	30.0406	30.7916	31.5614	32.3504	33.1592	33.9882	34.8379	-
Fleet Mechanic III	UFCW	3145	4,388.31	6,657.54	25.3172	26.5831	27.9123	29.3079	30.7733	32.3120	33.1198	33.9478	34.7965	35.6664	36.5581	37.4721	38.4089	-
Maintenance Worker I	UFCW	2150	2,970.57	4,082.80	17.1379	17.9948	18.8945	19.8392	20.8312	21.8728	22.4196	-	-	-	-			

City of Ridgecrest Salary Schedule

Effective as of 01/01/2026

JOB TITLE	BARGAINING GROUP	GRADE	Monthly Total		Hourly Base Salary												
			Min	Max	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12**	STEP 13***
Wastewater Trainee	UFCW	2175	3,323.55	3,847.43	19.1743	20.1330	21.1397	22.1967	-	-	-	-	-	-	-	-	-
Recreation Leader I	Part- Time	1020			16.9000	17.7450	18.6323	19.5639	20.5421	21.5692	22.1084	22.6611	-	-	-	-	-
Recreation Leader II	Part- Time	1021			17.0888	17.9432	18.8404	19.7824	20.7715	21.8101	22.3554	22.9143	-	-	-	-	-
Recreation Leader III	Part- Time	1022			17.6400	18.5220	19.4481	20.4205	21.4415	22.5136	23.0764	23.6533	-	-	-	-	-
P/T PACT Coordinator	Part- Time	1035			16.9455	17.7928	18.6824	19.6165	20.5973	21.6272	22.1679	22.7221	23.2902	-	-	-	-
P/T Background Investigator	Part- Time	1040			21.2684	22.3318	23.4484	24.6208	25.8518	27.1444	27.8230	28.5186	29.2316	29.9624	30.7115	-	-
P/T Administrative Analyst I	Part- Time	1063			25.2517	26.5143	27.8400	29.2320	30.6936	32.2283	33.0340	33.8599	34.7064	35.5741	36.4635	-	-
Community Development Clerk	Part- Time	1037			18.8404	19.7824	20.7715	21.8101	22.9006	24.0456	24.6467	25.2629	25.8945	26.5419	27.2054	-	-

* Each department head has their own employment contract

** To be eligible in this step, the employee must be employed by the City for over 15 years and at least one year in top step.

*** To be eligible in this step, the employee must be employed by the City for over 20 years and at least one year in step 12.

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