

2021-2022

Mid Management
Compensation Plan

July 1, 2021 – June 30, 2022



City of Ridgecrest

2021-2022

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MID-MANAGEMENT PLAN
July 1, 2021 – June 30, 2022

I. Position List

The Mid-Management employees consist of the follow positions:

Accounting Supervisor	Parks Maintenance Supervisor
Assistant Finance Director	Police Captain
Assistant PW Dir/City Engineer	Police Clerk Supervisor
Chief Plant Operator	Public Works Supervisor
City Clerk	Recreation Supervisor
Comm & Econ Development Manager	Transit Services Coordinator
Information Technology Manager	

II. SALARY SCHEDULE

Mid-Management employees shall be compensated in accordance with the published Salary Schedule. Available to view on the city’s website.

III. LONGEVITY PAY

Mid-Management employees who have served the City for twenty (20) years shall receive two and one half percent (2.5%) of base pay per year in additional compensation thereafter until separation of service or transferring to a position not represented by this compensation agreement.

IV. HEALTH BENEFITS

Effective July 1, 2021, the City will contribute to the cafeteria program for each employee enrolled in the City sponsored CalPERS Health Plan:

Table #1				
	Tier 1	Tier 2	Tier 3	Tier 4
	Outside Medical	Emp.	Emp. + 1	Emp. + 2+
Monthly	\$400	\$727	\$1046	\$1336

The employee, through authorized payroll deduction, shall contribute any additional required premium. Employees hired after July 1, 2021, who elect not to enroll in the city sponsored CalPERS Health Plan, shall receive a cash out of \$400 per month upon evidence semiannually of enrollment in a major medical insurance plan.

Employees hired before July 1, 2021, who elect not to enroll in the City sponsored CalPERS Health Plan, shall receive a cash out pursuant to Table #2 per month upon evidence semiannually of enrollment in a major medical insurance plan.

Table #2		
	Tier 1	Tier 2
	Outside Med	Outside Med w/City Dental
Monthly	\$450	\$575

V. SCHEDULING

The Department Head, with the approval of the City Manager, retains the right to make assignments and scheduling decisions, including the right to change the starting and ending times of employees' shifts, based upon the needs of the department and the community. As such, the Department Head will be responsible for all decisions concerning staffing levels and the specific hours of individual shifts as well as special assignments.

VI. HOLIDAYS

Mid-Management will observe the following holidays. However, if a holiday falls on a Friday, the holiday will be observed the preceding regular scheduled workday. The Liberal City Holiday after Thanksgiving and Christmas may be taken as a Liberal Holiday the week of or the week immediately following the actual Holiday Date.

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Liberal City Holiday (the day after Thanksgiving)
- Christmas Day
- Liberal City Holiday (the day after Christmas)
- 24 Floating Holiday Hours
- Any holiday proclaimed by the Mayor

The City of Ridgecrest will provide all full time employees floating holidays that are accrued based on hours paid and can be used when employees have a need to be off work for any reason. A new full time employee receives a one-time advance of 24 hours of floating holiday. In addition, employees will accrue floating holiday hours at the rate of 0.01154 hour per one hour paid with a maximum of .923 hour per pay period or 24 hours per year.

Employees may carry over unused FLOATING HOLIDAYS from one fiscal year to the next with a maximum of 48 hours. At any one time employees can only have a maximum of 48 hours in the bank and accrual will start again once their accrued balance drops below the cap.

All FLOATING HOLIDAYS must be scheduled in advance and approved by the supervisor except in cases of sudden illness or emergency. Floating holiday hours may be used in combination with other accrued leave hours such vacation leave, sick leave, comp time and admin leave in order to get a full day's worth of paid time off. Any employees who separate from the City service shall receive pay for all unused accrued floating holiday.

VII. ADMINISTRATIVE LEAVE

Employees serving in Mid-Management positions as listed in Section 1 are considered salary exempt employees. As such, these employees are not eligible to receive overtime or compensatory time. In recognition of the additional hours they may serve above and beyond their regularly scheduled hours, the City will provide one hundred twenty (120) hours of paid Administrative Leave per fiscal year. This leave may be taken in the year it is earned. Unused Administrative Leave does not accrue from year to year. Administrative leave may not be cashed out at termination or retirement except as provided below. Newly hired member of this group receives the pro-rated number of admin leave hours based on the number of hours he/she would have worked for the fiscal year.

All members of the Mid-Management Group may elect to cash-out or defer into their 457(b) plan or any combination thereof, any available amount of their Administrative Leave up to the full 120 hours. A request for such action may be made once or twice each fiscal year either during the month of December or during the month of June. The request for liquidation must be forwarded to the City Manager, two weeks prior to the 1st of the month the member wants the liquidation to occur, for approval.

During emergency situations special compensation may be provided to Mid-Management employees at the discretion of the City Manager and upon recommendation of the Department Head.

VIII. ANNUAL VACATION LEAVE

The purpose of annual vacation leave is to enable each eligible employee annually to return to work mentally and physically refreshed. All employees covered by this

agreement shall be entitled to take annual vacation leave with pay, except employees who have served the City less than six months, or who are not eligible.

Commencing with the successful completion of six months of service, the employee may take annual vacation leave up to the amount accumulated when the leave is initiated. Each eligible employee shall accrue annual vacation at the rate indicated in Exhibit "A" attached, earning a maximum of 200 hours per year.

No employee shall accrue more than twice his/her annual vacation leave accrual rate; at which time accrual shall cease until unused vacation accrual is below the maximum accrual.

Any person who separates from City service shall receive pay for all unused, accrued vacation.

IX. SICK LEAVE

As per the Personnel Rules & Personnel Policies

Employees shall be able to accumulate all earned sick leave for the purpose of actual physical illness or disability.

Employees who have less than five years of service shall not be entitled to cash out of his/her sick leave accrual at the time of termination of employment by resignation or removal from City service. Employees who have five years or more of service, depending on his/her years of service, shall be entitled to accumulate for conversion purposes, between 320 to 960 hours, and the table below will show the percentage he/she is entitled to cash out at the time of termination of employment by resignation or removal from City service.

Confidential Accumulated Sick Leave Cash Out Table		
Years of Service	Maximum Hours	Cash Out Value
Less than 5	none	none
5 + less than 10	320 hours	75%
10 + less than 15	640 hours	75%
15 + less than 20	960 hours	75%
20 +	960 hours	100%

If an employee is absent on sick leave, he/she shall notify his/her immediate supervisor or the personnel officer prior to the time set for beginning his/her daily duties. The employee may be required to file a physician's certificate with his/her Department Head.

Accrued sick leave may be taken in case of an employee's presence being required elsewhere because of sickness, disability or death of a members of

his/her immediate family. The City agrees to follow applicable laws pertaining to the use of sick leave for family medical leave.

An employee receiving temporary disability payments under the Worker's Compensation Laws may use accumulated sick leave in order to continue to maintain his/her regular income.

X. BEREAVEMENT LEAVE

Any Member may be allowed to be absent from duty for up to three consecutive working days without loss of pay because of the death of a member of Member's immediate family per occurrence. When circumstances require absence in excess of three consecutive working days, the City Manager may allow the use of accrued annual leave, or accrued family sick leave to supplement the three working days provided in this section. For the purpose of this section, "immediate family" shall include the spouse or registered domestic partner, child (including step-children), parents (including step-parents and parents-in-law), siblings (including step-siblings and siblings-in-law), grandparents (including grand parents-in-law), and other cohabitants living full-time in the same household as the member acting as a family unit.

XI. WORKERS COMPENSATION

In the event of an industrial injury to a Mid-Management member, the City will make employee whole for lost wages not paid by worker's compensation up to the first three days per accepted claim.

XII. RETIREMENT

The City agrees to provide all eligible members who are considered "classic members" based on PEPRA rules with a retirement plan with the benefit factor of 2.7% at 55 thru CalPERS. For members who fall under the "new member" classification of PEPRA, the City agrees to provide them with a retirement plan with the benefit factor of 2% at 62.

The members of this group thru payroll deduction agree to pay the required employee contribution rates. Those rates are currently: 8% for "classic" members of this group and 6.25% for the "new" members.

The city will pay the actuarially determined minimum employer contribution rates for both member classifications.

XIII. ANNUAL EVALUATIONS & PERFORMANCE PLANS

As per the Personnel Rules & Personnel Policies

In conjunction with the annual evaluating process, the supervisor and employee will share responsibility to create a Performance Plan. This Plan is a written document to define several goals for the employee to work on during the prospective year. The Plan has the flexibility to be changed when circumstance arise that may affect the ability of the employee to accomplish the stated goals, but any changes shall be approved by the Department Head after consultation with the employee and supervisor. The employee's success with the performance Plan will be one element of consideration by the supervisor when completing the annual evaluation.

The City Manager, upon the recommendation of a Department Head, may advance an employee to the next highest step within the range of the employee's class as a reward for outstanding performance but only after the employee has served a minimum of three months in the step from which the employee is to be advanced. No salary advancement shall be made so as to exceed the maximum step established in the compensation schedule for the class to which the employee's position is allocated.

XIV. OUT OF CLASS TEMPORARY APPOINTMENT

The Department Head, with approval of the City Manager, retains the right to temporarily assign an employee to an acting position within the department. The City reserves the right, within its sole discretion, to assign employees within this unit to work outside of their regular classification. The employee shall meet all eligibility requirements for the position. An employee who has been temporarily appointed to an out of class temporary position in a higher classification for a period of over forty (40) consecutive hours shall be compensated, beginning at the 1st hour, with a 5% pay increase, in recognition of extra duties performed.

XV. UNIFORM ALLOWANCE

Designated Employees

The City shall provide uniforms, or uniform service, to each employee required by the City to be "uniformed." Employees designated as "uniformed" are those required to wear uniforms as a condition of employment. In addition, The City will pay the cost for cleaning uniforms through the designated service.

PERS Reporting shall be as follows: The City shall report to PERS the cost of uniforms, for employees required by the City to be uniformed. The cost of uniforms for reporting purposes shall be \$10.00 per pay period.

XVI. TUITION REIMBURSEMENT

The purpose is to encourage employees to pursue courses of study or technical training that will enable them to become more proficient in their jobs.

Eligibility – All permanent, full-time employees.

Applicability

- (a) The course or training must be directly applicable to the member's current job classification or related to a position to which the member might reasonably aspire within CITY's organizational structure, including management positions, as determined by the City Manager.
- (b) All coursework must be completed during non-working hours at no additional cost to CITY.

Authorization

- (a) An eligible member participating in the reimbursement program must submit a request and receive the corresponding approval for tuition/fee reimbursement from the City Manager via the member's Department Head for a course or training meeting the above criteria, prior to registering for the course or training.
- (b) All degree coursework must be from an educational institution currently accredited by an accrediting organization recognized by the secretary of the U.S. Department of Education.
- (c) If approved by the City Manager, and upon successful completion of the course of study with a satisfactory or better grade (e.g. letter grade of C or better on a scale of A-F, grade of pass on a scale of pass-fail), the member will be reimbursed for 100% of tuition/fee and/or books up to the maximum authorized amount.
- (d) The member is responsible for the cost of all books, tuition, fees, and related charges in excess of the reimbursement limit.
- (e) The maximum annual reimbursement per member for approved coursework shall be \$500 and may be allocated to the specific cost areas listed in the tuition reimbursement request approved by the City Manager and as budget is available.

XVII. USE OF KERR MCGEE CENTER FACILITIES

Mid-Management employees and their immediate families (spouse, registered domestic partner, and dependent children) shall be permitted to use the Kerr McGee physical activity facility at no charge, providing that said activity is not being directed by an instructor for which a special fee is being charged of others.

XVIII. EFFECTIVE DATE

This Agreement becomes effective upon adoption by the City Council.

XIX. REPEALS

All previous compensation plans for Mid-Management employees are hereby repealed.

THIS AMENDED COMPENSATION PLAN WAS ADOPTED by the City Council of the City of Ridgecrest, California at their regular meeting on August 18, 2021.



Ronald Strand
City Manager

EXHIBIT "A"

**VACATION SCHEDULE
MID MANAGEMENT EMPLOYEES**

0-4	3.08	80
5-9	4.62	120
10-14	6.16	160
15+	7.70	200