

Salary Schedule for Management (Department Heads) & City Council
Effective on December 20, 2023

JOB TITLE	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Elected Official	9999	Monthly	774.00					
Appointed Official	9998	Monthly	200.00					
City Manager	9990	Hourly Salary Range			37.5000	-	99.8510	
		Monthly			6,500.00	-	17,307.51	
Deputy City Manager/PW Dir	9980	Hourly	69.6886	73.1730	76.8317	80.6733	84.7070	88.9424
		Monthly	12,079.36	12,683.32	13,317.49	13,983.37	14,682.55	15,416.68
Deputy City Manager	9500	Hourly	59.3355	62.3023	65.4174	68.6883	72.1227	75.7288
		Monthly	10,284.82	10,799.07	11,339.02	11,905.97	12,501.27	13,126.33
Chief of Police	9550	Hourly	64.7409	67.9779	71.3768	74.9456	78.6929	82.6275
		Monthly	11,221.76	11,782.84	12,371.98	12,990.57	13,640.10	14,322.10
Director of Finance	9500	Hourly	59.3355	62.3023	65.4174	68.6883	72.1227	75.7288
		Monthly	10,284.82	10,799.07	11,339.02	11,905.97	12,501.27	13,126.33
Director of Community Dev	9500	Hourly	59.3355	62.3023	65.4174	68.6883	72.1227	75.7288
		Monthly	10,284.82	10,799.07	11,339.02	11,905.97	12,501.27	13,126.33
Director of Parks and Recreation	9653	Hourly	47.1269	49.4832	51.9574	54.5553	57.2831	60.1473
		Monthly	8,168.66	8,577.09	9,005.95	9,456.25	9,929.07	10,425.53
Director of Public Works	9500	Hourly	59.3355	62.3023	65.4174	68.6883	72.1227	75.7288
		Monthly	10,284.82	10,799.07	11,339.02	11,905.97	12,501.27	13,126.33

Each department head has his/her own employment contract.

RESOLUTION NO. 23-87

**A RESOLUTION OF THE RIDGECREST CITY COUNCIL APPROVING A
NEW SALARY SCHEDULE FOR THE POLICE CHIEF POSITION**

WHEREAS, Interim Police Chief Mike Scott's last day of work at the City will be on or about February 21, 2024. As a retired annuitant, Chief Scott can only work a maximum of 960 hours per year; and,

WHEREAS, the City has hired Bob Murray & Associates to assist in the recruitment of a new fulltime police chief. It is anticipated it will take approximately 3-6 months to recruit and hire a new police chief – by April 2024; and,

WHEREAS, in reviewing the police chief salary schedule, it appears to be below market rate for the local area and similar communities and needs to be increased to be competitive; and,

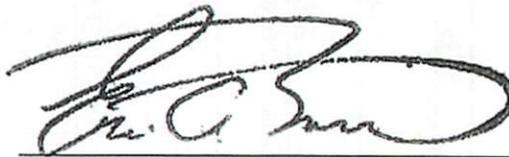
WHEREAS, since 2006, City Department Heads have received 200 hours of administrative leave per fiscal year. Normally, this leave has been cashed out or rolled into a deferred compensation plan; and,

WHEREAS, in an effort to increase the police chief salary the administrative leave benefit was converted into a 9.11% salary increase – with no increase cost to the City.

NOW, THEREFORE, BE IT RESOLVED, authorize the increase in the top step salary for the police chief position from \$157,512 to \$171,865 (Exhibit A).

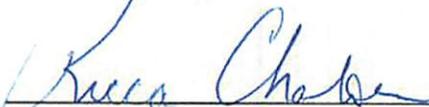
APPROVED AND ADOPTED, this 20th day of December 2023, by the following vote:

AYES: Bruen, Blades, Rajaratnam, Hayman, Gorman
NOES: None
ABSENT: None



Eric A. Bruen, Mayor

ATTEST:



Ricca Charlon, CMC
City Clerk

Salary Schedule for Mid-Management

Effective on July 1, 2023

JOB TITLE	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Administrative Analyst III	8653	Hourly	37.3577	39.2256	41.1869	43.2462	45.4085	47.6789	48.8709	50.0927	51.3450	52.6286	53.9443
		Monthly	6,475.33	6,799.10	7,139.06	7,496.01	7,870.81	8,264.34	8,470.96	8,682.73	8,899.80	9,122.29	9,350.35
Assistant Finance Director	8636	Hourly	38.1709	40.0794	42.0834	44.1876	46.3970	48.7169	49.9348	51.1832	52.4628	53.7744	55.1188
		Monthly	6,616.29	6,947.10	7,294.46	7,659.18	8,042.15	8,444.26	8,655.37	8,871.75	9,093.55	9,320.90	9,553.93
City Clerk	8636	Hourly	38.1709	40.0794	42.0834	44.1876	46.3970	48.7169	49.9348	51.1832	52.4628	53.7744	55.1188
		Monthly	6,616.29	6,947.10	7,294.46	7,659.18	8,042.15	8,444.26	8,655.37	8,871.75	9,093.55	9,320.90	9,553.93
City Planner	8653	Hourly	37.3577	39.2256	41.1869	43.2462	45.4085	47.6789	48.8709	50.0927	51.3450	52.6286	53.9443
		Monthly	6,475.33	6,799.10	7,139.06	7,496.01	7,870.81	8,264.34	8,470.96	8,682.73	8,899.80	9,122.29	9,350.35
Chief Plant Operator	8593	Hourly	41.2329	43.2945	45.4592	47.7322	50.1188	52.6247					
		Monthly	7,147.04	7,504.38	7,879.59	8,273.58	8,687.26	9,121.61					
Comm & Econ Development Manager	8636	Hourly	38.1709	40.0794	42.0834	44.1876	46.3970	48.7169	49.9348	51.1832	52.4628	53.7744	55.1188
		Monthly	6,616.29	6,947.10	7,294.46	7,659.18	8,042.15	8,444.26	8,655.37	8,871.75	9,093.55	9,320.90	9,553.93
Information Technology Manager	8653	Hourly	37.3577	39.2256	41.1869	43.2462	45.4085	47.6789	48.8709	50.0927	51.3450	52.6286	53.9443
		Monthly	6,475.33	6,799.10	7,139.06	7,496.01	7,870.81	8,264.34	8,470.96	8,682.73	8,899.80	9,122.29	9,350.35
Parks Maintenance Supervisor	8598	Hourly	34.7008	36.4358	38.2576	40.1705	42.1790	44.2880	45.3952				
		Monthly	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,676.59	7,868.50				
Police Captain	8877	Hourly	44.8068	47.0471	49.3995	51.8695	54.4630	57.1862	58.6159	60.0813	61.5833	63.1229	64.7010
		Monthly	7,766.51	8,154.83	8,562.58	8,990.71	9,440.25	9,912.27	10,160.09	10,414.09	10,674.44	10,941.30	11,214.84
Public Works Supervisor	8598	Hourly	34.7008	36.4358	38.2576	40.1705	42.1790	44.2880	45.3952				
		Monthly	6,014.81	6,315.54	6,631.32	6,962.89	7,311.03	7,676.59	7,868.50				
Senior Engineer	8667	Hourly	36.7224	38.5585	40.4864	42.5107	44.6362	46.8680	48.0397	49.2407	50.4717	51.7335	53.0268
		Monthly	6,365.22	6,683.47	7,017.64	7,368.52	7,736.94	8,123.79	8,326.88	8,535.05	8,748.43	8,967.14	9,191.31
Transit Services Coordinator	8667	Hourly	36.7224	38.5585	40.4864	42.5107	44.6362	46.8680	48.0397	49.2407	50.4717	51.7335	53.0268
		Monthly	6,365.22	6,683.47	7,017.64	7,368.52	7,736.94	8,123.79	8,326.88	8,535.05	8,748.43	8,967.14	9,191.31

Salary Schedule for Confidential Group
Effective on July 1, 2023

TITLE	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Account Clerk	6468	Hourly	17.4201	18.2911	19.2057	20.1660	21.1743	22.2330	22.7888	23.3585	23.9425		
		Monthly	3,019.48	3,170.46	3,328.99	3,495.44	3,670.21	3,853.72	3,950.06	4,048.81	4,150.03		
Accounts Payable Technician	6568	Hourly	17.4202	18.2912	19.2058	20.1661	21.1744	22.2331	22.7889	23.3586	23.9426	24.5412	25.1547
		Monthly	3,019.50	3,170.47	3,329.01	3,495.46	3,670.23	3,853.74	3,950.08	4,048.82	4,150.05	4,253.81	4,360.15
Accountant	7559	Hourly	28.5486	29.9760	31.4748	33.0485	34.7009	36.4359	37.3468	38.2805	39.2375	40.2184	41.2239
		Monthly	4,948.42	5,195.84	5,455.63	5,728.41	6,014.82	6,315.56	6,473.45	6,635.29	6,801.17	6,971.19	7,145.48
Administrative Analyst I	6663	Hourly	25.2517	26.5143	27.8400	29.2320	30.6936	32.2283	33.0340	33.8599	34.7064	35.5741	36.4635
		Monthly	4,376.96	4,595.81	4,825.60	5,066.88	5,320.22	5,586.24	5,725.89	5,869.05	6,015.78	6,166.18	6,320.34
Administrative Analyst II	7680	Hourly	29.5685	31.0469	32.5992	34.2292	35.9407	37.7377	38.6811	39.6481	40.6393	41.6553	42.6967
		Monthly	5,125.21	5,381.46	5,650.53	5,933.06	6,229.72	6,541.20	6,704.72	6,872.34	7,044.15	7,220.25	7,400.76
Cultural Affairs Coordinator	6539	Hourly	18.3031	19.2183	20.1792	21.1882	22.2476	23.3600	23.9440	24.5426	25.1562	25.7851	26.4297
		Monthly	3,172.54	3,331.17	3,497.73	3,672.62	3,856.25	4,049.07	4,150.29	4,254.05	4,360.41	4,469.42	4,581.15
Human Resources Administrator	7680	Hourly	29.5685	31.0469	32.5992	34.2292	35.9407	37.7377	38.6811	39.6481	40.6393	41.6553	42.6967
		Monthly	5,125.21	5,381.46	5,650.53	5,933.06	6,229.72	6,541.20	6,704.72	6,872.34	7,044.15	7,220.25	7,400.76
Information Systems Specialist	7625	Hourly	29.5685	31.0469	32.5992	34.2292	35.9407	37.7377	38.6811	39.6481	40.6393	41.6553	42.6967
		Monthly	5,125.21	5,381.46	5,650.53	5,933.06	6,229.72	6,541.20	6,704.72	6,872.34	7,044.15	7,220.25	7,400.76
Information Systems Technician	6625	Hourly	19.8450	20.8373	21.8792	22.9732	24.1219	25.3280	25.9612	26.6102	27.2755	27.9574	28.6563
		Monthly	3,439.80	3,611.80	3,792.39	3,982.02	4,181.13	4,390.19	4,499.94	4,612.43	4,727.75	4,845.95	4,967.09
Junior Accountant	6555	Hourly	23.1620	24.3201	25.5361	26.8129	28.1535	29.5612	30.3002	31.0577	31.8341	32.6300	33.4458
		Monthly	4,014.75	4,215.48	4,426.26	4,647.57	4,879.94	5,123.94	5,252.03	5,383.33	5,517.91	5,655.87	5,797.27
Payroll Technician	7591	Hourly	25.8093	27.0998	28.4548	29.8775	31.3714	32.9400	33.7635	34.6076	35.4728	36.3596	37.2686
		Monthly	4,473.61	4,697.30	4,932.17	5,178.77	5,437.71	5,709.60	5,852.34	5,998.65	6,148.62	6,302.33	6,459.89
Police Clerk Supervisor	7804	Hourly	25.2517	26.5143	27.8400	29.2320	30.6936	32.2283	33.0340	33.8599	34.7064	35.5741	36.4635
		Monthly	4,376.96	4,595.81	4,825.60	5,066.88	5,320.22	5,586.24	5,725.89	5,869.05	6,015.78	6,166.18	6,320.34
Recreation Assistant	6170	Hourly	17.3644	18.2326	19.1442	20.1014	21.1065	22.1618	22.7158	23.2837	23.8658	24.4624	25.0740
		Monthly	3,009.83	3,160.32	3,318.33	3,484.24	3,658.46	3,841.38	3,937.41	4,035.84	4,136.74	4,240.15	4,346.16
Transit Dispatcher	6181	Hourly	19.1569	20.1147	21.1204	22.1764	23.2852	24.4495	25.0607	25.6872	26.3294		
		Monthly	3,320.53	3,486.55	3,660.87	3,843.91	4,036.10	4,237.91	4,343.85	4,452.45	4,563.76		
Transit Road Safety/ Driver Trainer	6130	Hourly	18.6430	19.5752	20.5540	21.5817	22.6608	23.7938	24.3886	24.9983	25.6233		
		Monthly	3,231.45	3,393.03	3,562.69	3,740.83	3,927.87	4,124.26	4,227.36	4,333.04	4,441.37		
WasteWater Foreman	7270	Hourly	33.2056	34.8659	36.6092	38.4397	40.3617	42.3798					
		Monthly	5,755.64	6,043.42	6,345.59	6,662.88	6,996.03	7,345.83					

Salary Schedule for PEAR

Effective on July 1, 2023

JOB TITLE	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Animal Control Officer	4772	Hourly	18.5823	19.5114	20.4870	21.5114	22.5870	23.7164	24.3093	24.9170		
		Monthly	3,220.93	3,381.98	3,551.08	3,728.64	3,915.08	4,110.84	4,213.61	4,318.95		
Animal Control Supervisor	5802	Hourly	22.4358	23.5576	24.7355	25.9723	27.2709	28.6344	29.3503	30.0841	30.8362	31.6071
		Monthly	3,888.87	4,083.32	4,287.49	4,501.87	4,726.96	4,963.30	5,087.39	5,214.58	5,344.94	5,478.56
Community Service Officer	4221	Hourly	19.3349	20.3016	21.3167	22.3825	23.5016	24.6767	25.2936	25.9259	26.5740	27.2384
		Monthly	3,351.38	3,518.94	3,694.89	3,879.63	4,073.61	4,277.29	4,384.22	4,493.82	4,606.16	4,721.32
Police Dispatch	5816	Hourly	20.5923	21.6219	22.7030	23.8382	25.0301	26.2816	26.9386	27.6121	28.3024	29.0100
		Monthly	3,569.33	3,747.80	3,935.19	4,131.95	4,338.55	4,555.48	4,669.36	4,786.10	4,905.75	5,028.40
Kennel Attendant	4762	Hourly	17.1625	18.0206	18.9216	19.8677	20.8611	21.9042				
		Monthly	2,974.83	3,123.57	3,279.74	3,443.73	3,615.92	3,796.73				
Property Evidence Clerk	4151	Hourly	19.3709	20.3394	21.3564	22.4242	23.5454	24.7227	25.3408	25.9743		
		Monthly	3,357.62	3,525.50	3,701.78	3,886.86	4,081.20	4,285.27	4,392.41	4,502.21		
Police Officer	4837	Hourly	29.5022	30.9773	32.5262	34.1525	35.8601	37.6531				
		Monthly	5,113.71	5,369.40	5,637.87	5,919.77	6,215.75	6,526.54				
Police Officer Trainee	4237	Hourly	25.2937									
		Monthly	4,384.24									
Police Sergeant	5867	Hourly	39.9236	41.9198	44.0158	46.2166						
		Monthly	6,920.09	7,266.10	7,629.41	8,010.88						

Salary Schedule for UFCW Local 8

Effective on July 1, 2023

Corrected 8/02/2023

TITLE	GRADE		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***
Code Enforcement Officer	3221	Hourly	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
		Monthly	3,686.52	3,870.85	4,064.39	4,267.61	4,480.98	4,705.03	4,822.65	4,943.22	5,066.81	5,193.48	5,323.33	5,456.41	5,592.83
Community Dev Technician	2201	Hourly	17.9979	18.8978	19.8427	20.8348	21.8765	22.9703	23.5446	24.1332	24.7365	25.3549	25.9888	26.6385	27.3045
		Monthly	3,119.64	3,275.62	3,439.40	3,611.37	3,791.93	3,981.52	4,081.06	4,183.09	4,287.66	4,394.85	4,504.73	4,617.34	4,732.78
Transit Driver	2140	Hourly	18.3983	19.3182	20.2841	21.2983	22.3632	23.4814	24.0684	24.6701	25.2869			25.9191	26.5671
		Monthly	3,189.04	3,348.49	3,515.91	3,691.71	3,876.29	4,070.11	4,171.86	4,276.15	4,383.06			4,492.64	4,604.96
Engineer I	2280	Hourly	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
		Monthly	4,707.27	4,942.63	5,189.77	5,449.27	5,721.73	6,007.82	6,158.01	6,311.97	6,469.77	6,631.51	6,797.30	6,967.24	7,141.42
Engineer II	2285	Hourly	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
		Monthly	5,425.94	5,697.24	5,982.10	6,281.20	6,595.26	6,925.03	7,098.16	7,275.61	7,457.51	7,643.95	7,835.05	8,030.93	8,231.70
Fleet Mechanic I	2245	Hourly	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
		Monthly	3,592.21	3,771.82	3,960.41	4,158.42	4,366.34	4,584.65	4,699.26	4,816.74	4,937.16	5,060.59	5,187.10	5,316.77	5,449.69
Fleet Mechanic II	3245	Hourly	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
		Monthly	3,980.32	4,179.34	4,388.31	4,607.74	4,838.13	5,080.04	5,207.04	5,337.21	5,470.64	5,607.40	5,747.59	5,891.29	6,038.57
Fleet Mechanic III	3145	Hourly	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
		Monthly	4,388.31	4,607.74	4,838.13	5,080.04	5,334.04	5,600.75	5,740.77	5,884.29	6,031.39	6,182.18	6,336.74	6,495.16	6,657.54
Maintenance Worker I	2150	Hourly	17.1379	17.9948	18.8945	19.8392	20.8312	21.8728	22.4196					22.9801	23.5546
		Monthly	2,970.57	3,119.10	3,275.05	3,438.79	3,610.74	3,791.29	3,886.06					3,983.22	4,082.80
Maintenance Worker II	2170	Hourly	18.8945	19.8392	20.8312	21.8728	22.9664	24.1147	24.7176					25.3355	25.9689
		Monthly	3,275.05	3,438.79	3,610.74	3,791.29	3,980.84	4,179.88	4,284.38					4,391.49	4,501.28
Maintenance Worker III	3183	Hourly	20.8312	21.8728	22.9664	24.1147	25.3204	26.5864	27.2511					27.9324	28.6307
		Monthly	3,610.74	3,791.29	3,980.84	4,179.88	4,388.87	4,608.31	4,723.52					4,841.62	4,962.65
Assistant Planning Technician	2201	Hourly	17.9979	18.8978	19.8427	20.8348	21.8765	22.9703	23.5446	24.1332	24.7365			25.3549	25.9888
		Monthly	3,119.64	3,275.62	3,439.40	3,611.37	3,791.93	3,981.52	4,081.06	4,183.09	4,287.66			4,394.85	4,504.73
Associate Planning Technician	3265	Hourly	24.7151	25.9509	27.2484	28.6108	30.0413	31.5434	32.3320	33.1403	33.9688	34.8180	35.6885	36.5807	37.4952
		Monthly	4,283.95	4,498.16	4,723.06	4,959.21	5,207.16	5,467.52	5,604.21	5,744.32	5,887.93	6,035.12	6,186.01	6,340.65	6,499.17
Police Clerk	3150	Hourly	17.9948	18.8945	19.8392	20.8312	21.8728	22.9664	23.5406	24.1291	24.7323	25.3506	25.9844	26.6340	27.2999
		Monthly	3,119.10	3,275.05	3,438.79	3,610.74	3,791.29	3,980.84	4,080.37	4,182.38	4,286.93	4,394.10	4,503.96	4,616.56	4,731.98
Traffic Engineer	3295	Hourly	32.7970	34.4369	36.1587	37.9666	39.8649	41.8581	42.9046	43.9772	45.0766	46.2035	47.3586	48.5426	49.7562
		Monthly	5,684.81	5,969.06	6,267.51	6,580.88	6,909.92	7,255.40	7,436.80	7,622.71	7,813.28	8,008.61	8,208.82	8,414.05	8,624.41
Wastewater Operator I	2195	Hourly	24.2847	25.4989	26.7738	28.1125	29.5181							30.2561	31.0125
		Monthly	4,209.35	4,419.81	4,640.79	4,872.83	5,116.47							5,244.39	5,375.50
Wastewater Operator II	2215	Hourly	26.0965	27.4013	28.7714	30.2100	31.7205							32.5135	33.3263
		Monthly	4,523.39	4,749.56	4,987.04	5,236.40	5,498.22							5,635.67	5,776.56
Wastewater Operator III	3270	Hourly	30.3457	31.8630	33.4562	35.1290	36.8855							37.8076	38.7528
		Monthly	5,259.92	5,522.92	5,799.07	6,089.03	6,393.49							6,553.32	6,717.15
Wastewater Inspector	2185	Hourly	24.8129	26.0535	27.3562	28.7240	30.1602							30.9142	31.6871
		Monthly	4,300.90	4,515.94	4,741.74	4,978.83	5,227.77							5,358.46	5,492.43
Wastewater Trainee	2175	Hourly	19.1743	20.1330	21.1397	22.1967									
		Monthly	3,323.55	3,489.72	3,664.21	3,847.43									

** 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.

Salary Schedule for Part-time
Effective on February 7, 2024

TITLE	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Recreation Leader I	1020	Hourly	16.5375	17.3644	18.2326	19.1442	20.1014	21.1065	21.6342	22.1751			
Recreation Leader II	1021	Hourly	17.0888	17.9432	18.8404	19.7824	20.7715	21.8101	22.3554	22.9143			
Recreation Leader III	1022	Hourly	17.6400	18.5220	19.4481	20.4205	21.4415	22.5136	23.0764	23.6533			
P/T PACT Coordinator	1035	Hourly	16.9455	17.7928	18.6824	19.6165	20.5973	21.6272	22.1679	22.7221	23.2902		
P/T Background Investigator	1040	Hourly	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	1063	Hourly	25.2517	26.5143	27.84	29.232	30.6936	32.2283	33.034	33.8599	34.7064	35.5741	36.4635