

# City of Ridgcrest Salary Schedule

Effective as of 01/05/2026

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	-	-	80.0000	-	-	108.9474	-	-	-	-	-	-	-	-	-
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	13,129.46	16,756.86	75.7469	79.5342	83.5109	87.6864	92.0707	96.6742	-	-	-	-	-	-	-	-	-
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	9,583.86	13,839.04	55.2915	58.0561	60.9589	64.0068	67.2071	70.5675	72.3317	74.1400	75.9935	77.8933	79.8406	-	-	-	-
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	35.0849	35.9620	36.8611	37.7826	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	5,983.05	7,636.06	34.5176	36.2435	38.0557	39.9585	41.9564	44.0542	-	-	-	-	-	-	-	-	-
Police Officer Trainee	PEAR	4237	4,384.24	4,384.24	25.2937	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Police Sergeant	PEAR	5867	8,096.50	9,372.71	46.7106	49.0461	51.4984	54.0733	-	-	-	-	-	-	-	-	-	-	-
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	25.3549	25.9888	26.6385	27.3045	-	-
Transit Driver	UFCW	2140	3,667.40	5,295.73	21.1581	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	-	-	-	-	-	-	-	-
Maintenance Worker II	UFCW	2170	3,275.05	4,501.28	18.8945	19.8392	20.8312	21.8728	22.9664	24.1147	24.7176	-	-	-	-	-	-	-	-
Maintenance Worker III	UFCW	3183	3,610.74	4,962.65	20.8312	21.8728	22.9664	24.1147	25.2024	26.5864	27.2511	-	-	-	-	-	-	-	-
Assistant Planning Technician	UFCW	2201	3,119.64	4,504.73	17.9979	18.8978	19.8427	20.8348	21.8765	22.9703	23.5446	24.1332	24.7365	-	-	-	-	-	-
Associate Planning Technician	UFCW	3265	4,283.95	6,499.17	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	-	-
Police Clerk	UFCW	3150																	

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Effective as of 01/05/2026

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***
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.