

City of Ridgcrest Salary Schedule

Effective as of 01/22/2026

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	19,750.00	-	-	80.0000	-	113.9423	-	-	-	-	-	-	-	-
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	4,160.15	17.4202	18.2912	19.2058	20.1661	21.1744	22.2331	22.7889	23.3586	23.9426	24.5412	25.1547	-	-
Accounts Recievable 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	-	-	29.8071	30.5523
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	30.7433	32.3120	33.1198	33.9478	34.7965	35.6664	36.5581
Fleet Mechanic III	UFCW	3145	4,388.31	6,657.54	25.3172	26.5831	27.9123	29.3079	30.7433	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	25.3204	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	-	-	25.3549	25.9888
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	3,119.10	4,731.98	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
Traffic Engineer	UFCW	3295	5,684.81	8,624.41	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
Wastewater Operator I	UFCW																

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Effective as of 01/22/2026

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.