

RESOLUTION NO. 196

A RESOLUTION OF THE CITY COUNCIL OF  
THE CITY OF RIDGECREST ADOPTING A  
RECREATION PERSONNEL COMPENSATION  
SCHEDULE

WHEREAS, Resolution No. 181 adopts a Compensation Plan for City employee positions, and

WHEREAS, Resolution No. 181 does not provide for a schedule for compensating seasonal and part-time Recreation Department personnel, and

WHEREAS, the City Council desires to adopt a schedule of compensating seasonal and part-time Recreation Department personnel which is integrated with the City's Compensation Plan,

NOW, THEREFORE, the City Council of the City of Ridgecrest resolves:

Section 1. APPLICATION: The provisions of this Resolution shall apply only to seasonal and part-time personnel employed for service in the Recreation Department. It shall not apply to full-time Recreation Department personnel eligible to be classified in the Competitive Service of the City of Ridgecrest as defined in the Personnel Rules and Regulations.

Section 2. ALLOCATION TO COMPENSATION SCHEDULE: Personnel appointed for seasonal or part-time employment in the City of Ridgecrest Recreation Department shall be employed by use of the following position titles and shall be compensated according to hourly rates specified for the ranges of the City's Compensation Schedule as listed below next to position titles:

<u>Position Title</u>	<u>Range No.</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>
Recreation Director	14	2.92	3.06	3.22	3.38	3.54	3.72
Assistant Director	10	2.40	2.52	2.64	2.78	2.92	3.06
Pool Manager	10	2.40	2.52	2.64	2.78	2.92	3.06
Recreation Specialist	10	2.40	2.52	2.64	2.78	2.92	3.06
Recreation Leader II	5	1.88	1.97	2.07	2.17	2.28	2.40
Recreation Leader I	1	1.54	1.62	1.70	1.78	1.88	1.97
Senior Lifeguard	5	1.88	1.97	2.07	2.17	2.28	2.40
Junior Lifeguard	1	1.54	1.62	1.70	1.78	1.88	1.97

<u>Position Title</u>	<u>Range No.</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>
Clerk-Cashier	1	1.54	1.62	1.70	1.78	1.88	1.97
Softball Official	None	Flat Rate \$6.00 per game					
Basketball Official	None	Flat Rate \$4.00 per game					
Custodian	1	1.54	1.62	1.70	1.78	1.88	1.97

Section 3. ALLOCATION TO STEPS: An employee, upon original employment, shall normally be compensated at Step A of the range for his position title, except that employees may be placed in a higher step of the same range after consideration of previous experience and qualifications and upon approval by the City Council after recommendation by the City Administrator.

Section 4. ADVANCEMENT WITHIN RANGES: Advancement for any employee from Step A to Step F within any range in the Compensation Schedule shall be by action of the Personnel Officer, after recommendation of the Recreation Director and upon approval of the City Administrator, after such employee has served the City a minimum of two consecutive summer recreation seasons. Such employee must also have worked a minimum of one hundred twenty (120) working hours before advancement.

Section 5. ADVANCEMENT NOT AUTOMATIC: Advancement from step to step in any range shall not be automatic but shall depend upon increased service value of an employee to the City as exemplified by the recommendation of the Recreation Director to the City Administrator, length of service, performance record, special training undertaken, additional off-the-job experience, or other pertinent evidence.

Section 6. ADVANCEMENT BEYOND CLASS RANGE: No compensation step advancement shall be made so as to exceed the maximum step established in the Compensation Schedule for the position which the employee occupies.

Section 7. EFFECTIVE DATE OF ADVANCEMENT: The effective date of advancement to the next highest step shall be the first day of employment in the summer recreation season during which the employee is eligible for advancement according to Section 4 of this Resolution. Employees on the City's payroll on a year-round, part-time basis who are eligible for advancement in accordance with Section 4 of this Resolution shall be advanced to the next highest step on the first day of employment of seasonal personnel for the summer recreation season.

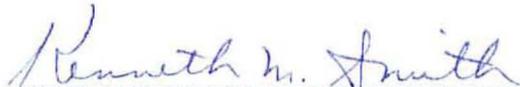
Section 8. HOURLY COMPENSATION - COMPENSATORY TIME OFF:  
Seasonal and part-time Recreation Department employees shall be compensated at an hourly rate for all hours worked or at a fraction of an hourly rate for a fraction of an hour worked. Such employees shall not be eligible for compensatory time off or other paid absences.

APPROVED AND ADOPTED THIS 15th day of June, 1967, by the following vote:

AYES: Mayor Smith, Councilmen Fox, Jules, and Kessler

NOES: None

ABSENT: Councilman Shacklett

  
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KENNETH M. SMITH  
Mayor

ATTEST:

  
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JAMES R. HECK  
City Clerk