

RESOLUTION NO. 74-64

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF RIDGECREST, CALIFORNIA, ADOPTING
A REVISED COMPENSATION PLAN FOR CITY
EMPLOYEE POSITIONS

WHEREAS, Ordinance No. 54, adopting a Personnel System, and Resolution No. 123, adopting Personnel System Rules and Regulations for the City of Ridgecrest, provide for the adoption of a plan of compensation for City employee positions; and

WHEREAS, the City Council in Resolution No. 515 adopted revised Compensation Plans; and

WHEREAS, the City Council desires to maintain a plan of compensation which is integrated with the Position Classification Plan so as to provide for fair and equitable compensation for equal service to the City; and

WHEREAS, revision of the Compensation Plan is necessary for efficient and effective administration of City government;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF RIDGECREST, CALIFORNIA, RESOLVES:

Section 1. Resolution Number 515 is hereby rescinded.

Section 2. APPLICATION. Employees in the Competitive Service of the City and such other City positions exempted from the Competitive Service by Section 6 of Ordinance No. 54 as are listed in this Resolution or its amendments, shall be compensated for service to the City according to the Plan which is herein adopted.

Section 3. COMPENSATION SCHEDULE. The basic compensation schedule shall consist of the ranges and steps listed in this section as follows:

<u>Range No.</u>	<u>Yearly Salary</u>	<u>Hourly Rate</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>
1	3216	1.54	268	281	295	310	326	342
2	3372	1.62	281	295	310	326	342	359
3	3540	1.70	295	310	326	342	359	377
4	3720	1.78	310	326	342	359	377	396
5	3912	1.88	326	342	359	377	396	416
6	4104	1.97	342	359	377	396	416	437
7	4308	2.07	359	377	396	416	437	459
8	4524	2.17	377	396	416	437	459	482
9	4752	2.28	396	416	437	459	482	506
10	4992	2.40	416	437	459	482	506	531
11	5244	2.52	437	459	482	506	531	558
12	5508	2.64	459	482	506	531	558	586
13	5784	2.78	482	506	531	558	586	615
14	6072	2.92	506	531	558	586	615	646
15	6372	3.06	531	558	586	615	646	678
16	6696	3.22	558	586	615	646	678	712
17	7032	3.38	586	615	646	678	712	748
18	7380	3.54	615	646	678	712	748	785
19	7752	3.72	646	678	712	748	785	824
20	8136	3.91	678	712	748	785	824	865
21	8544	4.10	712	748	785	824	865	908
22	8976	4.31	748	785	824	865	908	953
23	9420	4.52	785	824	865	908	953	1001
24	9888	4.75	824	865	908	953	1001	1051
25	10380	4.99	865	908	953	1001	1051	1104
26	10896	5.23	908	953	1001	1051	1104	1159
27	11436	5.49	953	1001	1051	1104	1159	1217
28	12012	5.77	1001	1051	1104	1159	1217	1278
29	12612	6.06	1051	1104	1159	1217	1278	1342
30	13248	6.37	1104	1159	1217	1278	1342	1409
31	13908	6.68	1159	1217	1278	1342	1409	1479
32	14604	7.02	1217	1278	1342	1409	1479	1553
33	15336	7.37	1278	1342	1409	1479	1553	1631
34	16104	7.74	1342	1409	1479	1553	1631	1713
35	16908	8.12	1409	1479	1553	1631	1713	1799
36	17748	8.53	1479	1553	1631	1713	1799	1889
37	18636	8.69	1553	1631	1713	1799	1889	1983
38	19572	9.41	1631	1713	1799	1889	1983	2082
39	20556	9.88	1713	1799	1889	1983	2082	2186
40	21588	10.37	1799	1889	1983	2082	2186	2295

Section 4. ALLOCATION TO RANGES AND RATES. Classes of positions in the Competitive Service and exempt positions (E) shall be allocated to ranges in the Compensation Schedule, provided in Section 3 hereof, as follows:

<u>Class Number</u>	<u>Class Title</u>	<u>Range Number</u>	<u>Range or Rate</u>
<u>Clerical, Fiscal, and Administrative Classes</u>			
001 (E)	City Councilman	None	\$150/Month
002 (E)	City Administrator (City Clerk)	None	\$20,000/Year
003 (E)	City Attorney	None	\$40/hr.plus expenses
004 (E)	City Treasurer	None	\$100/Mo.
005	Assistant City Clerk	24	\$824-\$1051
021	Finance Officer	30	\$1104-\$1342
031	Steno-Secretary	20	\$678-\$865
035	Clerk Typist III	19	\$646-\$824
036	Clerk Typist II	17	\$586-\$748
037	Clerk Typist I	15	\$531-\$678
038	Clerk Typist Trainee	12	\$459-\$586
039	Clerk-Cashier	10	\$416-\$531
051 (E)	Planning Director	32	\$1217-\$1553
053	Assistant Planner	27	\$953-\$1217
055	Junior Planner	25	\$865-\$1104

Section 4. ALLOCATION TO RANGES AND RATES (CONT'D)

<u>Class Number</u>	<u>Class Title</u>	<u>Range Number</u>	<u>Range or Rate</u>
<u>Public Works Classes</u>			
101 (E)	Director of Public Works City Engineer	None	\$140/day plus expenses
104	Engineering Assistant	31	\$1159-\$1479
105	Engineering Design Draftsman	28	\$1001-\$1278
106	Engineering Surveyor	28	\$1001-\$1278
108	Engineering Aide	19	\$646-\$824
111	Engineering Inspector	27	\$953-\$1217
121	Superintendent of Streets	31	\$1159-\$1479
122	Street Maintenance Foreman	26	\$908-\$1159
129	Street Maintenance Man	19	\$646-\$824
133	Heavy Equipment Operator	23	\$785-\$1001
133A	Heavy Equipment Operator Trainee	19	\$646-\$824
134	Light Equipment Operator	21	\$712-\$908
164	Automotive Mechanic	25	\$865-\$1104
165	Vehicle Maintenance Man	17	\$586-\$748
185	Building Maintenance Man	19	\$646-\$824
187	Laborer	17	\$586-\$748
190 (E)	Superintendent of Sewers	32	\$1217-\$1553
193	Sewer Treatment Plant Operator	24	\$824-\$1051
198	Sewer Maintenance Man	19	\$646-\$824

Section 4. ALLOCATION TO RANGES AND RATES (CONT'D)

<u>Class Number</u>	<u>Class Title</u>	<u>Range Number</u>	<u>Range or Rate</u>
<u>Public Safety Classes</u>			
311 (E)	Fire Chief	None	Kern County Fire Chief, No Compensation
321 (E)	Fire Marshall	None	Kern County Fire Marshall, No Compensation
401 (E)	Chief of Police	None	\$1588/mo.
403	Police Lieutenant	32	\$1217-\$1553
405	Police Sergeant	28	\$1001-\$1278
407	Police Detective	26	\$908-\$1159
409	Police Patrolman	24	\$824-\$1051
409A	Police Patrolman Trainee	20	\$678-\$865
410	Chief Police Dispatcher	19	\$646-\$824
412	Police Dispatcher	18	\$615-\$785
413	Police Matron	14	\$506-\$646
421 (E)	School Crossing Guard	7	\$359-\$459
430	Chief Animal Control Officer	23	\$785-\$1001
435	Animal Control Officer	21	\$712-\$908
436	Animal Sheltermaster	17	\$586-\$748
461 (E)	Chief Building Inspector	30	\$1104-\$1409
462	Deputy Building Inspector	27	\$953-\$1217
463	Environmental Improvement Insp.	19	\$646-\$824
<u>Parks and Recreation Classes</u>			
901 (E)	Director of Parks and Recreation	29	\$1051-\$1342
908	Senior Recreation Leader	17	\$586-\$748
920	Park Maintenance Man	19	\$646-\$824

Section 5. ALLOCATION TO STEPS. The Personnel Officer on the effective date of this Resolution shall allocate employee positions to steps within the ranges specified in this Compensation Plan. Such step increases shall not exceed two steps above an employee's present salary step except in accordance with Section 6b (promotions).

Section 6. ADVANCEMENT WITHIN RANGES.

a. A full-time probationary or permanent employee shall be eligible, subject to the provisions of Section 7, for advancement to the next highest step in the range assigned his class on the anniversary date of his original appointment or of his last salary step increase.

b. A full-time permanent employee promoted to another class shall be advanced one salary step from his pre-promotion salary step unless the entry level step in the class to which he is promoted is greater than five percent above his pre-promotion salary step, in which case he will be placed in the first step of the class to which he is promoted. Subsequent salary step increases shall occur on the anniversary date of his appointment to the new class in accordance with paragraph "a" above.

c. A part-time employee, other than a seasonal recreation employee, shall be eligible, subject to the provisions of Section 7, for advancement to the next highest step in the range assigned his class after having served in that part-time position for a total of 2,080 hours since his appointment or since his last step increase.

Section 7. 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 his department head to the City Administrator, length of service, performance record, special training undertaken, or other pertinent evidence.

Section 8. ADVANCEMENT BEYOND CLASS RANGE. No salary advancement shall be made so as to exceed the maximum step established in the Compensation Schedule, Section 3, for the class to which the employee's position is allocated.

Section 9. EFFECTIVE DATE OF ADVANCEMENT. The effective date of advancement to the next highest salary step shall be the first day of the pay period closest to the date of completion of the length of service required for advancement as specified in Section 6 herein.

Section 10. ORIGINAL APPOINTMENTS. An employee will normally be placed in Step A of his position's class range upon original appointment, except that employees may be placed in a higher step of the same range after consideration of previous experience and qualifications and upon approval of the City Administrator.

Section 11. TEMPORARY EMPLOYEES. A temporary employee filling a classified or exempt position on a temporary full or part time basis shall be compensated at an hourly rate equivalent to one of the steps within that position's class range on the Compensation Schedule.

Section 12. PAY PERIODS. Pay periods shall be established by the City Administrator at time periods convenient for City administration provided that there be at least two pay days per month.

Section 13. NEW CLASSES. Section 4 of this Resolution shall be amended by the City Council to reflect the compensation of any new class added to the Position Classification Plan and to reflect any elimination of classes from that Plan.

Section 14. EFFECTIVE DATE. This Resolution shall become effective the first day of the pay period following June 30, 1974.

APPROVED AND ADOPTED THIS 21st DAY OF AUGUST, 1974, by the following vote:

AYES: Mayor Shacklett, Councilwoman Green, Councilmen Edwards, Mettenburg and Wilson.

NOES: None

ABSENT: None

ATTEST:

Ernest A. Thompson
ERNEST A. THOMPSON, Clerk



Re Shacklett

REX E. SHACKLETT, Mayor