

RESOLUTION NO. 82-58

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

WHEREAS, Chapter IV of the Municipal Code provides for the adoption of a Personnel System by Resolution, and

WHEREAS, Resolution 123 adopts a Personnel System, Rules and Regulations for the City of Ridgecrest and provides for the adoption of a plan of compensation for City employee positions, and

WHEREAS, the City Council in Resolution No. 81-58 adopted a revised compensation plan, 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 the efficient and effective administration of City government;

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

Section 1. Resolution No. 81-58 is hereby rescinded.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 Chapter IV of the Municipal Code, as are listed in this Resolution or its amendments, shall be compensation for service to the City according to the Plan which is herein adopted.

Section 3. COMPENSATION SCHEDULE. This 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>Bi-Weekly</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>
9	6528	251.08	3.14	544	571	600	630	662	695
9X	6696	257.54	3.22	558	586	615	646	678	712
10	6864	264.00	3.30	571	600	630	662	695	730
10X	7032	270.46	3.38	586	615	646	678	712	748
11	7200	276.92	3.46	600	630	662	695	730	767
11X	7380	283.85	3.55	615	646	678	712	748	785
12	7560	290.77	3.63	630	662	695	730	767	805
12X	7752	298.15	3.73	646	678	712	748	785	824
13	7944	305.54	3.82	662	695	730	767	805	845
13X	8136	312.92	3.91	678	712	748	785	824	865
14	8340	320.77	4.01	695	730	767	805	845	887
14X	8544	328.62	4.11	712	748	785	824	865	908
15	8760	336.92	4.21	730	767	805	845	887	931
15X	8976	345.23	4.32	748	785	824	865	908	953
16	9204	354.00	4.43	767	805	845	887	931	978
16X	9420	362.31	4.53	785	824	865	908	953	1001
17	9660	371.54	4.64	805	845	887	931	978	1027
17X	9888	380.31	4.75	824	865	908	953	1001	1051
18	10140	390.00	4.88	845	887	931	978	1027	1078
18X	10380	399.23	4.99	865	908	953	1001	1051	1104
19	10644	409.38	5.12	887	931	978	1027	1078	1132
19X	10896	419.08	5.24	908	953	1001	1051	1104	1159
20	11172	429.69	5.37	931	978	1027	1078	1132	1189
20X	11436	439.85	5.50	953	1001	1051	1104	1159	1217
21	11736	451.38	5.64	978	1027	1078	1132	1189	1248
21X	12012	462.00	5.78	1001	1051	1104	1159	1217	1278
22	12324	474.00	5.92	1027	1078	1132	1189	1248	1310
22X	12612	485.08	6.06	1051	1104	1159	1217	1278	1342
23	12924	497.54	6.22	1078	1132	1189	1248	1310	1376
23X	13248	509.54	6.37	1104	1159	1217	1278	1342	1409
24	13584	522.46	6.53	1132	1189	1248	1310	1376	1445
24X	13908	534.92	6.69	1159	1217	1278	1342	1409	1479
25	14268	548.77	6.86	1189	1248	1310	1376	1445	1517
25X	14604	561.69	7.02	1217	1278	1342	1409	1479	1553
26	14976	576.00	7.20	1248	1310	1376	1445	1517	1593
26X	15336	589.85	7.37	1278	1342	1409	1479	1553	1631

Range No.	Yearly Salary	Bi-Weekly	Hourly Rate	Step A	Step B	Step C	Step D	Step E	Page 3
									Step F
27	15720	604.62	7.56	1310	1376	1445	1517	1593	1673
27X	16104	619.38	7.74	1342	1409	1479	1553	1631	1713
28	16512	635.08	7.94	1376	1445	1517	1593	1673	1757
28X	16908	650.31	8.12	1409	1479	1553	1631	1713	1799
29	17340	666.92	8.34	1445	1517	1593	1673	1757	1845
29X	17748	682.62	8.53	1479	1553	1631	1713	1799	1889
30	18204	700.15	8.75	1517	1593	1673	1757	1845	1937
30X	18636	716.77	8.96	1553	1631	1713	1799	1889	1983
31	19116	735.23	9.19	1593	1673	1757	1845	1937	2034
31X	19572	752.77	9.41	1631	1713	1799	1889	1983	2082
32	20076	772.15	9.65	1673	1757	1845	1937	2034	2136
32X	20556	790.62	9.88	1713	1799	1889	1983	2082	2186
33	21084	810.92	10.14	1757	1845	1937	2034	2136	2243
33X	21588	830.31	10.38	1799	1889	1983	2082	2186	2295
34	22140	851.54	10.64	1845	1937	2034	2136	2243	2355
34X	22668	871.85	10.90	1889	1983	2082	2186	2295	2410
35	23244	894.00	11.18	1937	2034	2136	2243	2355	2473
35X	23796	915.23	11.44	1983	2082	2186	2295	2410	2531
36	24408	938.77	11.73	2034	2136	2243	2355	2473	2597
36X	24984	960.92	12.01	2082	2186	2295	2410	2531	2658
37	25632	985.85	12.32	2136	2243	2355	2473	2597	2727
37X	26232	1008.92	12.61	2186	2295	2410	2531	2658	2791
38	26916	1035.23	12.94	2243	2355	2473	2597	2727	2863
38X	27540	1059.23	13.24	2295	2410	2531	2658	2791	2931
39	28260	1086.92	13.59	2355	2473	2597	2727	2863	3006
39X	28920	1112.31	13.90	2410	2531	2658	2791	2931	3078
40	29676	1141.38	14.27	2473	2597	2727	2863	3006	3156
40X	30372	1168.15	14.60	2531	2658	2791	2931	3078	3232
41	31164	1198.62	14.98	2597	2727	2863	3006	3156	3314
41X	31896	1226.77	15.33	2658	2791	2931	3078	3232	3394
42	32724	1258.62	15.73	2727	2863	3006	3156	3314	3480
42X	33492	1288.15	16.10	2791	2931	3078	3232	3394	3564
43	34356	1321.38	16.52	2863	3006	3156	3314	3480	3654
43X	35172	1352.77	16.91	2931	3078	3232	3394	3564	3742
44	36072	1387.38	17.34	3006	3156	3314	3480	3654	3837
44X	36936	1420.62	17.76	3078	3232	3394	3564	3742	3929

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>			
	Planning Commission	None	\$15/meeting
002 (E)	City Administrator	None	\$37,731/year
004 (E)	City Treasurer	None	\$184/month
005	City Clerk	36	2034/2597
006	Deputy City Clerk	25X	1217/1553
021	Finance Officer	35X	1983/2531
031	Steno-Secretary	24X	1159/1479
036	Clerk-Typist II	21X	1001/1278
037	Clerk-Typist I	19X	908/1159
038	Clerk-Typist Trainee	11X	615/785
040	Receptionist-Typist	21X	1001/1278
051	Planning Director	38	2243/2863
053	Assistant Planner	32X	1713/2186
055	Junior Planner	24X	1159/1479
057	Code Enforcement Officer	22X	1051/1342
022	Account Clerk	21X	1001/1278
<u>PUBLIC WORKS CLASSES</u>			
101 (E)	Director of Public Works/City Engineer	None	\$34,420
106	Senior Engineering Aide	28X	1409/1799
108	Engineering Aide	22X	1051/1342
109	Engineering Technician II	33X	1799/2295
111	Engineering Inspector	32X	1713/2186

<u>Class Number</u>	<u>Class Title</u>	<u>Range Number</u>	<u>Range or Rate</u>
<u>PUBLIC WORKS CLASSES (Con'd)</u>			
121	Superintendent of Streets	35X	1983/2531
122	Street Maintenance Foreman	30X	1553/1983
133	Heavy Equipment Operator	28X	1409/1799
134	Light Equipment Operator	26X	1278/1631
164	Automotive Mechanic	30X	1553/1983
187	Maintenance Worker Trainee	11X	615/785
190	Superintendent of Wastewater Treatment Facilities	35X	1983/2531
193	Wastewater Operator I	27X	1342/1713
194	Wastewater Operator II	28X	1409/1799
195	Wastewater Operator in Training	23X	1104/1409
198	Maintenance Man	23X	1104/1409
<u>PUBLIC SAFETY CLASSES</u>			
401 (E)	Chief of Police	None	\$35,082/year
403	Police Lieutenant	35X	1983/2531
405	Police Sergeant	32X	1713/2186
407	Police Agent	29X	1479/1889
409	Police Patrol Officer	28X	1409/1799
410	Records/Communication Supervisor	24X	1159/1479
412	Police Dispatcher	22X	1051/1342
413	Police Matron	16X	785/1001
421	School Crossing Guard	10	571/730
430	Chief Animal Control Officer	27X	1342/1713
435	Animal Control Officer	24X	1159/1479
436	Police Reserves	28X	1409/1799
437	Jailer	22X	1051/1342

<u>Class Number</u>	<u>Class Title</u>	<u>Range Number</u>	<u>Range or Rate</u>
<u>PUBLIC SAFETY CLASSES (cont'd)</u>			
461	Chief Building Inspector	34X	1889/2410
462	Deputy Building Inspector	30	1517/1937
463	Environmental Improvement Inspector	22X	1051/1342
<u>PARKS AND RECREATION CLASSES</u>			
901 (E)	Director of Parks & Recreation	36	2034/2597
902	Nutrition Program Project Director	29	1445/1845
908	Senior Recreation Leader	20X	953/1217
909	Gymnastics Supervisor	24	1132/1445

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 5% above an employee's present salary step.

Section 6. ADVANCEMENT WITHIN RANGES.

(a) A full-time probationary or permanent employee shall be eligible, subject to the provision of Section 7, for advancement to the next higher step in the range assigned his class at any time within the first year that his supervisor and the City Administrator feel his performance has warranted it. All probationary employees shall be reviewed in the presence of his supervisor and the City Administrator no later than one year after his hire date.

(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 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. The employee shall be eligible for subsequent salary step increases no later than one year after date of his appointment.

(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 FOR OUTSTANDING PERFORMANCE. The City Administrator, upon the recommendation of a Department Head, may advance an employee to the next highest step within the range for the employee's class as a reward for outstanding performance but only after the employee has served a minimum of three months in the step from which he is to be advanced.

Section 9. 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 10. EFFECTIVE DATE OF ADVANCEMENT. The effective date of advancement to the next highest salary step shall be the first date of the pay period following the employee's review date.

Section 11. 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 12. 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.

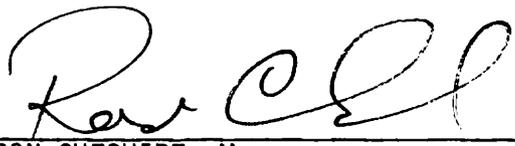
Section 13. PAY PERIODS. Pay periods shall be established by the City Administrator at time periods convenient for City Administration, provided that there be at least two pay days per month.

Section 14. 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 15. EFFECTIVE DATE. All sections of this Resolution shall become effective the first day of the pay period following June 30, 1982.

APPROVED AND ADOPTED THIS 17th day of November, 1982, by the following roll call vote:

AYES:	Mayor Cheshire, Councilmembers Bergens and Rieger
NOES:	Vice-Mayor Webb, Councilmember Padgett
ABSENT:	None
ABSTAIN:	None

  
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 RON CHESHIRE, Mayor

ATTEST:

  
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 JACQUELINE C. REED, City Clerk