

RESOLUTION NO. 96-47

**A RESOLUTION OF THE RIDGECREST CITY COUNCIL
ADOPTING A REVISED COMPENSATION PLAN FOR MID-
MANAGEMENT AND CONFIDENTIAL EMPLOYEE
POSITIONS IN THE CITY OF RIDGECREST.**

THE RIDGECREST CITY COUNCIL HEREBY RESOLVES as follows:

Section 1. Salaries

There shall be no salary (step, longevity or merit) increases or cost of living increases in Fiscal Years 1996-97 or 1997-98. However, each member will receive a one time bonus of 4.5 percent for FY 96-97. Payment of said bonus shall be made on the first full pay period, of July, 1996. A guarantee of a minimum of a 2 percent one time bonus for FY 97-98. Payment of said bonus shall be made on the first full pay period, of July, 1997.

(a) Mid-Management employees shall be compensated as follows:

POSITION	RATE
Accounting/MIS Manager	3470-4427
Chief Building Official	3043-3881
Parks Supervisor	2968-3788
Police Lieutenant	3883-4957
Public Works Supervisor	2968-3788
Support Services Manager	3707-4741
Wastewater Facilities Supervisor	2897-3699

(b) Confidential employees shall be compensated as follows:

POSITION	RATE
Accountant	2408-3071
Account Clerk	1576-2009
Administrative Aide - Finance	2589-3304
Executive Secretary	2060-2628
Personnel Analyst	2720-3470
Secretary	1736-2215
Senior Secretary - Police Department	1915-2444

Section 2. Furlough Time

There will not be any furlough time in FY 96-97 or FY 97-98.

Section 3. FICA Pick-Up

The City will continue to pick up 100% of both the employer and employee contribution to FICA.

Section 4. Health Benefits

The City will contribute a maximum of \$450 per month pre-tax, per employee for health insurance for employees and their dependents to use within the cafeteria plan. Any additional required premium shall be contributed by the employee through authorized payroll deduction. Employees shall be permitted to utilize all or part of the City-funded \$450 per month to obtain medical, dental, vision, group life insurance as well as placing these monies in the dependent care account or reimbursement medical expenses account. The whole amount or unused balance may be cashed out by the employee.

Section 5. Annual Evaluations and Performance Plans

Each employee will be evaluated annually at the end of each fiscal year. Any resulting change in pay will take effect the first pay period of the new fiscal year. 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 annual evaluation. Employees must receive a rating of "Satisfactory" or better on their evaluation to receive an annual, longevity or merit salary increase.

In conjunction with the annual evaluation process, the supervisor and employee will share responsibility to create a Performance Plan. This Plan is a written document to define several goals for the employee to work on during the prospective year. The Plan has the flexibility to be changed when circumstance arise that may affect the ability of the employee to accomplish the stated goals, but any changes shall be approved by the department head after consultation with the employee and supervisor. The employee's success with the Performance Plan will be one element of consideration by the supervisor when completing the annual evaluation.

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 the employee is to be advanced. No salary advancement shall be made so as to exceed the maximum step established in the compensation schedule for the class to which the employee's position is allocated.

Section 6. Subsequent Events

Within ninety (90) days of the signed Resolution, the City, Mid-Management and Confidential agreement to investigate modifying the PERS retirement contract to include options for; military buy-back and survivor benefits

Section 7. Layoffs

We understand in the event further budget cutbacks become necessary, the Mid-Management/Confidential employees would prefer to take furlough time instead of laying off employees within this group.

Section 8. Holiday

When a holiday falls on a day of the week that the employee is regularly scheduled to work nine (9) hours, that employee will receive nine (9) hours of holiday pay for that day and will not be required to utilize an hour of vacation leave, compensatory time off or unpaid leave to receive the full benefit of the holiday.

Section 9. Effective Date

All sections in this Resolution shall become effective July, 1996.

Section 10. Repeals

Sections 1, 2, 6, 8, and 9 of Resolution 95-38 are hereby repealed.

Sections 1, 2, 3, and 4 of Resolution 94-28 are hereby repealed.

Sections 15, 16, and 17 of Resolution No. 89-74 are hereby repealed.

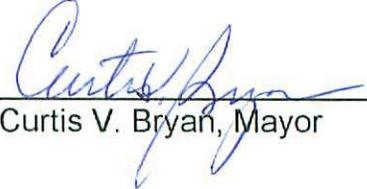
APPROVED AND ADOPTED THIS 3rd day of July, 1996, by the following vote:

Ayes: Mayor Bryan, Council Members Auld, Bitney, Lalor and Parode.

Noes: None.

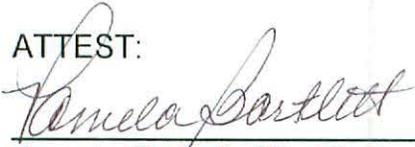
Abstain: None.

Absent: None.



Curtis V. Bryan, Mayor

ATTEST:



Pamela Bartlett, City Clerk