

RESOLUTION NO. 080-13

**A RESOLUTION SETTING SALARIES AND
RELATED BENEFITS FOR OFFICERS AND
EMPLOYEES OF THE GENERAL SUPERVISORY,
POLICE SUPERVISORY AND MANAGEMENT UNITS.**

WHEREAS, the Charter of the City of Bakersfield, Section 12, authorizes the City Council to provide for salaries and related benefits for officers and employees of the City; and

WHEREAS, the Council has determined what such salaries and related benefits should be for such officers and employees of the City to be in effect on July 1, 2013

WHEREAS, the City has established definitions of employees and recognizes those deemed as Management, General Supervisory (to include Communications Center Supervisors) and Police Supervisory (to include Police Sergeants) to be covered within this Resolution.

SECTION 1.

Resolution No. - **059-12** and all amendments are superseded by this Resolution.

SECTION 2.

Term of Agreement

This Resolution shall commence on July 1, 2013 and expire at 12:00 midnight on June 30, 2015, for the General Supervisory, Police Supervisory, and Management Units.

SECTION 3.

Salary Schedule

Attachment "A" is the salary schedule effective July 1, 2013 through June 30, 2015 and is hereby adopted and incorporated into this Resolution as though fully set forth herein, thereafter this Resolution shall be published in printed form.

Salary ranges shall be increased on July 1, 2013 as follows:

General Supervisory and Management:	2.0%
Police Supervisory:	3.5%

CITY OF BAKERSFIELD
ORIGINAL

The City may reopen negotiations for salary adjustments if salary compaction issues are created in a department due to salary settlements for subordinate employees in that department during the term of this resolution.

SECTION 4.

Car and Mileage Allowances

A. Effective March 20, 2006, department heads who are not furnished an official City car, or regularly utilize a pool vehicle for daily business, shall be reimbursed for automobile use at the rate of ONE HUNDRED TWENTY DOLLARS (\$120.00) per week. Members of the City Council shall be reimbursed for automobile use at a rate equivalent to that designated for department heads.

B. Effective March 20, 2006, Management employees not furnished an official City car, or regularly utilize a pool vehicle for daily business and who are not department heads shall be reimbursed at the rate of twenty-five percent (25%) of the Department Head allowance.

C. Effective March 20, 2006, future automobile allowance rates will be increased annually thereafter on January 1st based upon the percentage annual increase of the IRS mileage reimbursement rate. If the IRS mileage reimbursement rate decreases in any given year, no change to the automobile allowance will be made.

D. Mileage allowances on the above where the car is in use on City business shall be allowed based upon factors of gasoline costs and maintenance costs; provided, however, that City officers named in Subsection A. shall receive mileage allowances only for out-of-town travel on City business.

E. The car allowance provided in Subsection A. shall be annually determined based upon the factors of leasing costs, gasoline costs and up-keep cost increases, if any, from year to year.

SECTION 5.

Medical and Dental Insurance

All future meeting and conferring and decisions regarding the structure of medical/dental insurance coverage shall take place through the Joint City/Employee Insurance Committee. The Committee shall consist of representatives from each Unit and the City. There shall be a good faith effort to make all decisions by October 31 of each year. Discussions as to the City's contribution toward medical/dental insurance shall continue to be determined through the formal meet and confer process between the City and the individual Units.

Medicare Coverage. Any employee eligible to receive retiree medical insurance coverage who is eligible for Medicare coverage whether through the City of Bakersfield, other employers, spouse/domestic partner coverage, or for any other reason, shall be required to obtain and utilize such coverage as a condition for receiving coverage under the City's plan.

The City shall provide the surviving spouse/domestic partner and eligible dependent (s) of any deceased employee with the health and welfare benefit contribution that had been made on behalf of the employee prior to their death.

Retiree Medical – Management, Police Supervisory and General Supervisory Units

a) Retiree Medical – Employees Hired Prior to April 1, 1996.

For retired employees hired by the City prior to April 1, 1996, who retire following fifteen (15) years of permanent service or retire due to disability, eligibility for and contributions towards retiree medical insurance shall be as originally set forth in City Council Resolution #227-88 and herein set forth:

- A. Retired employees enrolled under the City's health plan shall receive city contributions based on the following formula:

Participation in the City retiree medical insurance plan will be offered to those employees who retire following fifteen (15) years of regular service or retire due to disability. Such retirees will receive a premium subsidy based upon 3% per year of service, to the nearest quarter year, up to a maximum of 30 years (90%), of the lower of the HMO or Fee-For-Service Single rate. In no case shall a retiree in this class receive more than 90% of their applicable rate structure (i.e., single rate without Medicare rate, single with Medicare rate, etc.) in subsidies from the City.

- B. Forty-two (42%) percent of the actual premium for the "Fee for Service" Retiree Health Plan shall be paid by the City and the balance of the premium shall be calculated and paid pursuant to the formula in "A" above.
- C. Retired employees covered under the HMO Insurance plans shall only receive the City contributions under the formula in "A" above.

Participation in the City retiree medical insurance plan will be offered to those employees hired after April 1, 1996 and before March 22, 2006, who retire following twenty (20) years of regular service or retire due to disability. Such retirees will receive a premium subsidy based upon 3% per year of service up to a maximum of 30 years (90%), of the lower of the HMO or Fee-For-Service Single rate. In no case shall a retiree in this class receive more than 90% of their applicable rate structure (i.e. single without Medicare rate, single with Medicare rate, etc.) in subsidies from the City.

b) Any employee eligible to receive retiree medical insurance coverage who is eligible for Medicare coverage (Part A or B) whether through the City of Bakersfield, other employers, spouse coverage, or for any other reason, shall be required to obtain and utilize such coverage as a condition for receiving coverage under the City's retiree medical plan.

c.) Employees hired after April 1, 1996 shall not be eligible to receive the 42% Fee-For-Service plan subsidy.

d) Management and supervisory employees hired after February 22, 2006, shall not be eligible to receive retiree medical insurance.

SECTION 6.

Life Insurance

The City shall provide a basic term life insurance policy for employees included within this Resolution. In addition, the City shall provide contributions toward a life insurance plan as follows:

Basic Life Benefit – up to \$2,000 plus, 1 times Basic Annual Salary, rounded to the nearest \$1, 000, up to a maximum of \$100,000.

SECTION 7.

Administrative Leave

Employees covered by this resolution, excluding Police Supervisory (Police Sergeants) which are not eligible for Administrative Leave by prior agreement, may be granted administrative leave under Section 2.84.620(d) of the Bakersfield Municipal Code and Section III - 1.3.3 of the Administrative Rules with the approval of the department head and the City Manager.

The Supervisory Units may use up to 3 days consecutively of administrative leave.

SECTION 8.

Uniform and Tool Allowance

The City shall provide a uniform allowance paid on a bi-weekly basis as follows:

- A. Police Management, Police Supervisory and Fire Management, (safety members) shall receive the same allowance provide for represented Fire and Police employees.

- B. Fire and Police Communications Center Supervisors and Miscellaneous Management, who are required to wear a uniform shall be provided with FIVE HUNDRED EIGHTY DOLLARS (\$580) per year. Animal Control Supervisors required to wear a uniform shall be provided with EIGHT HUNDRED FIFTY DOLLARS (\$850) per year.
- C. General Supervisory employees required to wear uniforms will be furnished uniforms at no cost to the employee.
- D. General Supervisory employees who are required to provide a full complement of hand tools shall be reimbursed for replacement of such tools up to FOUR HUNDRED TWENTY FIVE DOLLARS (\$425) annually, effective January 1, 2007.

SECTION 9.

Accumulated Sick Leave

Payment of accumulated sick leave in event of death or resignation of a member of the Management Unit, General Supervisory Unit and Police Supervisory Unit shall be as follows:

- A. One-half ($\frac{1}{2}$) of the unused sick leave shall be paid to the member's beneficiary or estate in the event of such member's death prior to his separation from City employment after ten (10) years service.
- B. One-half ($\frac{1}{2}$) of the unused sick leave shall be paid to a Police Supervisory employee whose employment is terminated for any reason, other than discharge, after ten (10) years service. Police Supervisory employees that retire with an eligible service retirement shall be entitled to a service sick leave pay-out and receive an additional 25% of accrued sick leave compensation at the time of retirement.
- C. Seventy-five percent (75%) of the unused sick leave shall be paid to a Management Unit or General Supervisory Unit employee, whose employment is terminated for any reason, other than discharge, following five (5) years service.

SECTION 10.

Sick Leave Conversion

General Supervisory, Police Supervisory and Management employees accrue sick leave at the rate of twelve (12) days per calendar year, with a maximum accrual of one hundred twenty (120) days. An employee who has an accrued balance at the end of the calendar year, which exceeds one hundred twenty

(120) days will receive one hundred percent (100%) of his/her accruals in excess of one hundred twenty (120) days as vacation and may convert and be paid for up to seventy-five (75%) of that amount of vacation. The amount to be converted must be designated by the employee no later than the following January 31, which will be paid to employee the second pay day in February. Employees receiving the above conversion will not receive any sixty (60) to one hundred twenty (120) day conversion of sick leave for that calendar year. The previously established non-conversion sick leave "bank" will no longer exist for this group.

SECTION 11.

Holidays

A. All eligible management and supervisory employees shall observe the following eight-hour holidays with pay:

Martin Luther King Day
President's Day
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Day
New Year's Day
Three Floating Holidays, as provided below.

Employees shall also receive every day designated by the City Council as special holidays in commemoration or in memorial of an extraordinary occurrence as paid holidays.

During the time of any leave of absence without pay employees will not be eligible for Holiday Pay.

B. Whenever a holiday falls on a Sunday, the following Monday shall be observed. Whenever a holiday falls on a Saturday, the previous Friday shall be observed as a holiday.

C. Employees assigned to seven-day per week shift schedules shall observe the actual, not the observed holiday.

D. Floating Holidays. Each employee in the General Supervisory, Police Supervisory and Management Units not working on a shift basis, who is employed by the City when floating holiday is credited, shall be eligible for

floating holiday(s). Floating holiday(s) must have prior departmental approval and shall be consistent with the efficient operation of the affected department and its activities.

Floating holidays shall be utilized as follows on years that Christmas and New Years fall on:

Saturday, Sunday, or Monday, three floating holidays will be credited to employees.

Tuesday, Wednesday, or Friday, Christmas and New Years eve will be observed as full day holidays and one floating holiday will be credited each employee.

Thursday, the Fridays following Christmas and New Years will be observed as full day holidays and one floating holiday will be credited each employee.

Floating holidays not observed as Christmas or New Year's Eve shall be credited and available by July 1 of each year.

E. Whenever a holiday falls on a Sunday, the following Monday shall be observed. Whenever a holiday falls on a Saturday, none of the above shall be observed as a holiday.

Employees assigned to seven-day per week shift schedules shall observe the actual, not the observed holiday.

F. Eligibility. All probationary and full-time employees except those employees who are absent without pay one-half (1/2) day or more immediately before and/or after the holiday, shall be eligible to observe holidays in the manner herein provided.

G. Holiday Work. When General Supervisory and Police Supervisory are required to work on a holiday, the eligible employee shall be credited for the holiday once at the straight time rate and shall be credited once again for the actual time worked as overtime at the employee's applicable overtime rate. General Supervisory Unit employees working on a holiday designated in Subsection A. shall be credited for overtime at time and one-half.

H. Holidays on Day Off. When a holiday falls on an employee's scheduled day off, the eligible employee shall be credited for the holiday as overtime at the straight time rate.

I. Designated Holidays and Manner of Payment for Holiday Work on Shift Basis –All eligible employees in the Fire/Police (Safety) Management, Police Supervisory and Communications Center Supervisory Unit working on a shift

basis, without regard to holidays, are entitled to thirteen (13) holidays to be paid at straight time.

SECTION 12.

RETIREMENT

In addition to amounts presently paid by City, the City shall pay the following contribution to PERS (Public Employees Retirement System) normally paid by the employee:

A. Public Employees Retirement System Contribution

1. General Supervisory - At the beginning of the employees sixth (6th) cumulative year of service, the city shall pay (8%) on behalf of the employee. Those hired after January 1, 2013 and are not legacy members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will pay half of normal pension cost as established by CalPERS upon hire.
2. Police Supervisory - At the beginning of the employees sixth (6th) cumulative year of service, the city shall pay (9%) on behalf of the employee for those hired prior to January 1, 2011. Those hired after January 1, 2011, and prior to January 1, 2013, will pay 100% of the PERS member contribution. Those hired after January 1, 2013 and are not legacy members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will pay half of normal pension cost as established by CalPERS upon hire. Effective July 1, 2013 Police Sergeants hired before January 1, 2011 will contribute 0.5% towards pension cost.
3. Police and Fire Management (Safety) - The City shall pay nine percent (9%) on behalf of the employee for those hired prior to January 1, 2011. Those hired after January 1, 2011, and prior to January 1, 2013, will pay 100% of the PERS member contribution. Those hired after January 1, 2013 and are not legacy members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will pay half of normal pension cost as established by CalPERS upon hire.
4. Management Unit, except Police and Fire Management (Safety) – The City shall pay eight percent (8%) on behalf of the employee. Those hired after January 1, 2013 and are not legacy members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will pay half of normal pension cost as established by CalPERS upon hire. Employer Paid Member Contributions (EPMC) shall be reported as salary earnings for retirement credit for Management, Police Supervisory and General Supervisory beginning January 1, 2003, for those employees with five (5) years or more cumulative employment with the City.

5. The City implemented the PERS option 2 Death Benefit for Miscellaneous Management and General Supervisory on March 30, 2009 and for Fire Management (Safety) on April 11, 2011. Police Management and Supervisory (Safety) is in the process of being implemented by CalPERS upon agreement reached with Police Safety on March 6, 2013.

B. Public Employees Retirement System Formulas

1. Management and General Supervisory (excluding Safety) - Employees hired prior to December 20, 2008 will be eligible for the 3% @ age 60 plan and retirement is based on one year compensation. Those hired on, or after, December 20, 2008 are eligible for the 2.7% @ age 55 plan and retirement is based on three year compensation. Those hired after January 1, 2013 and are not legacy members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will be eligible for the 2% @ 62 plan and retirement is based on three year compensation.
2. Police and Fire Management (Safety) and Police Supervisory - Those hired prior to January 1, 2011 will be eligible for 3% @ age 50 and retirement is based on one year compensation. Those hired on, or after, January 1, 2011 will be eligible for 2% @ age 50 and retirement is based on three year compensation. Those hired after January 1, 2013 and are not legacy members as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) will be eligible for the 2.7% @ 57 plan and retirement based on three year compensation.

SECTION 13.

Longevity Pay

The City shall compensate employees for longevity as follows:

A. General Supervisory Units - Effective the first full pay period in April 1984, the City will institute a Longevity Pay Program for Unit members as follows (the amounts are not cumulative):

1. Ten (10) or more uninterrupted years of City employment - two percent (2%) of base pay.
2. Fifteen (15) or more uninterrupted years of City employment - four percent (4%) of base pay.
3. Twenty (20) or more uninterrupted years of City employment - six percent (6%) of base pay.

Employees hired after January 1, 1985, shall not be eligible for longevity pay.

SECTION 14.

Incentive Pay

City shall contribute an additional five percent (5%) of employee's base salary to all Police Management and Police Supervisory employees possessing either an Intermediate or Advanced Certificate, or both, issued by the Police Officers Standards and Training Commission (P.O.S.T.).

Police Sergeants in possession of a POST Supervisory Certificate shall receive an additional five (5%) of base pay (total of 10%). Employees promoting to Police Supervisory receiving incentive pay for an advanced certificate shall continue to receive the pay for up to 24 months pending qualification for the Supervisory Certificate. Maximum incentive pay in all cases is (10%) ten percent.

City shall contribute an additional five percent (5%) of employee's base salary to Fire Management personnel holding an Associate in Arts Degree which fulfills all requirements of a Fire Science Certificate and five (5) years employment with the Bakersfield Fire Department, or two and one-half percent (2½%) of employee's base salary for those safety personnel in the Bakersfield Fire Department who have obtained a Fire Science Certificate requiring thirty (30) units and eight (8) years employment of Fire Management Certificate requiring twenty-one (21) units and eight (8) years employment with the department.

SECTION 15.

Hazard Pay: Police Supervisory

Hazardous duty pay for motorcycle duty, SWAT and bomb squad members shall be One Hundred Forty (\$140.00) dollars per month.

SECTION 16.

Shift Differential

General Supervisory employees shall receive an increased shift differential of \$.90 per hour 3 p.m. to midnight and \$1.25 between 12 midnight and 7 a.m., effective January 1, 2007.

SECTION 17.

Stand-By Pay

Effective March 22, 2006, General Supervisory and Police Supervisory employees designated by management who are directed to remain on stand-by, pursuant to Section 2.84.270 of the Bakersfield Municipal Code, shall receive FORTY DOLLARS (\$40.00) per each eight (8) hours on stand-by or fraction thereof.

Police Supervisory called back for court appearance shall receive a minimum of three (3) hours compensation.

SECTION 18.

Additional Working Shift Compensation

In consideration for working an additional full shift, in addition to regularly scheduled duty shifts, Police Lieutenants will be compensated at straight time for each such additional full shift worked.

SECTION 19.

Overtime: Supervising Fire Dispatchers

Supervising Fire Dispatchers will be compensated for overtime worked at time and one-half.

SECTION 20.

Overtime: Communications Center Supervisors

Effective March 20, 2006, Communications Center Supervisors will be compensated for overtime worked at a straight hourly rate and will receive an additional 3.5% of salary in lieu of overtime at time and one half.

SECTION 21.

Residency Requirement

The residency requirement for General Supervisory Unit employees shall be amended to require that employees maintain residency within forty five (45) minutes normal driving time from City Hall. Normal driving time shall be defined as driving the most direct route at the posted speed limit. Employees must comply with the residency requirement within six months of passing probation.

SECTION 22.

Physical Assessment Program

Up to one time each eighteen (18) month period starting January 1, 1995 for Police Supervisory Unit (Non-Safety) employees and starting January 1, 1996 for Management Unit employees, the City will offer these employees the opportunity to receive a comprehensive physical assessment and follow-up counseling session. The Assessment will measure:

- Cardiovascular fitness
- Blood pressure
- Blood composition (cholesterol, etc.)
- Body composition
- Muscular endurance
- Flexibility

Starting September 27, 2011 Police Supervisory (Police Sergeants) will be eligible for a physical assessment at least once during each fiscal year. The assessment will include those items listed above in addition to a PSA (for employees 45 years of age or older, upon specific request).

When indicated by initial results, follow-up testing will be performed. Results of the assessment will be confidential and for the individual employee's use only. The City will receive composite data to be used in evaluating the need for training, seminars, etc. The program will be provided on work time and will be voluntary.

SECTION 23.

Witness/Jury Duty

The City shall amend its Administrative Policy and Procedure regarding jury duty to provide for paid leave when an employee is subpoenaed to appear as a witness in court in Kern County on matters of civic concern. Examples of matters of civic concern would include criminal matters, accidents, etc.

SECTION 24.

Vacation

Annual vacation accrual will be as set forth in the Bakersfield Municipal Code, Section 2.84.350. The maximum vacation accrual allowed will be three (3) years plus after ten (10) years of service to three (3) years plus 9 days, to allow for possible sick leave conversion.

SECTION 25.

Unit Representation Change

Effective June 1, 1992, the Communications Center Supervisors will become part of the Police Supervisory Unit as Non-Safety members.

Effective January 1, 2005 employees of the Communications Supervisory classification were incorporated into the General Supervisory group. This was in relationship to the Police Sergeants being granted representation through the Bakersfield Police Officer Association.

The Police Sergeants were covered by this resolution prior to 2005 but had left after formal request, and approval, of the City Manager in April 2004. The Police Sergeants were returned under this resolution as, Police Supervisory Unit, after formal request was made to the City Manager and approved effective September 27, 2011.

SECTION 26.

Payroll

Effective immediately, all payroll changes shall take place at the nearest pay period. The City no longer processes early release of vacation checks.

Direct Deposit - Effective January 8, 1996, all Management employees shall participate in direct deposit for payroll purposes.

SECTION 27.

Bi-lingual Pay

Police Supervisory Unit and Communications Center Supervisor employees capable of speaking Spanish shall be eligible to receive an additional FORTY DOLLARS (\$40.00) per pay period. During the time of any leave of absence without pay employees will not be eligible for bilingual pay. All personnel shall utilize any language skills they possess to the best of their ability in handling their responsibilities on a non regular basis without compensation. To be eligible, an employee must: 1) Pass the test demonstrating conversational fluency in Spanish; 2) Pass periodic retests in language skills; and 3) Serve as translators as required. fluency in Spanish; 2) Pass periodic retests in language skills; and 3) Serve as translators as required.

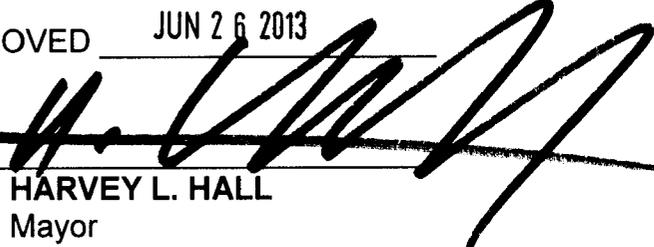
Additional languages may be added by the Chief of Police. Notwithstanding the above, all personnel shall utilize any language skills they possess to the best of their ability in handling their responsibilities. In case of an emergency, all employees will use whatever language skills they possess to assist to the maximum extent possible.

-----o0o-----

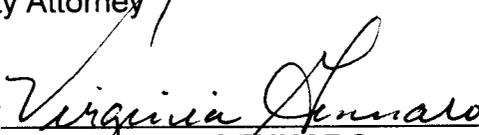
I HEREBY CERTIFY that the foregoing Resolution was passed and adopted by the Council of the City of Bakersfield at a regular meeting thereof held on JUN 26 2013, by the following vote:

<u>AYES:</u>	COUNCILMEMBER RIVERA, MAXWELL, WEIR, ✓ ✓ ✓	SULLIVAN, JOHNSON ✓ ✓
NOES:	COUNCIL MEMBER <u>None</u>	
ABSTAIN:	COUNCIL MEMBER <u>None</u>	
<u>ABSENT:</u>	COUNCIL MEMBER <u>Smith, Hanson</u>	


ROBERTA GAFFORD
CITY CLERK AND EX OFFICIO of the
Council of the City of Bakersfield

APPROVED JUN 26 2013
By 
HARVEY L. HALL
Mayor

APPROVED AS TO FORM:
VIRGINIA GENNARO
City Attorney

By 
VIRGINIA GENNARO
City Attorney

Attachment: Attachment "A"

CITY OF BAKERSFIELD
ORIGINAL

PROGRAM PRSALSCH Salary Schedule - HR

POSITION #	POSITION TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STATUS	OT
57950	ACCOUNTANT II	G23	29.4420 5103.27	30.9160 5358.77	32.4670 5627.61	34.0900 5908.93	35.7900 6203.59	C	
57960	ACCOUNTING SUPERVISOR	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	
56130	ADMINISTRATIVE ANALYST III	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	
89320	ADMINISTRATIVE ANALYST III	M04	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	D	
59020	AIRPORT SUPERVISOR	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	
57180	ANIMAL CONTROL SUPERVISOR	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	O	
57130	APPLICATIONS SYSTEMS SUPV	G38	33.7770 5854.67	35.4640 6147.09	37.2380 6454.58	39.1040 6778.02	41.0600 7117.06	C	
88330	ASSISTANT BUILDING DIRECTOR	M33	48.5400 8413.59	50.9710 8834.97	53.5150 9275.93	56.1930 9740.11	59.0060 10227.70	D	
88090	ASSISTANT CITY ATTORNEY	M60	56.7900 9843.59	59.6320 10336.21	62.6160 10853.43	65.7490 11396.49	69.0360 11966.23	D	
57440	ASSISTANT CITY CLERK	G25	29.8030 5165.85	31.2950 5424.46	32.8580 5695.38	34.5050 5980.86	36.2300 6279.86	O	
89120	ASSISTANT CITY MANAGER	M60	56.7900 9843.59	59.6320 10336.21	62.6160 10853.43	65.7490 11396.49	69.0360 11966.23	D	
88070	ASSISTANT FINANCE DIRECTOR	M24	44.4420 7703.27	46.6630 8088.25	49.0000 8493.33	51.4480 8917.65	54.0190 9363.29	D	
88120	ASSISTANT FIRE CHIEF	M45	54.8000 9498.66	57.5490 9975.15	60.4210 10472.97	63.4380 10995.91	66.6200 11547.46	D	
88122	ASSISTANT FIRE CHIEF-SUPPRESS	M03	39.1440 9498.94	41.1010 9973.84	43.1560 10472.52	45.3170 10996.92	47.5790 11545.83	C	
88320	ASSISTANT PLANNING DIRECTOR	M24	44.4420 7703.27	46.6630 8088.25	49.0000 8493.33	51.4480 8917.65	54.0190 9363.29	O	
88520	ASSISTANT POLICE CHIEF	M66	61.2920 10623.94	64.3590 11155.55	67.5790 11713.69	70.9590 12299.55	74.5100 12915.06	D	



PROGRAM PRSALSCH

Salary Schedule - HR

POSITION #	POSITION TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STATUS	OT
57150	ASSISTANT SUPERINTENDENT	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	
89330	ASSISTANT TO THE CITY MANAGER	M12	42.6500 7392.66	44.7840 7762.55	47.0240 8150.82	49.3750 8558.33	51.8450 8986.46	D	
88250	ASSOCIATE ATTORNEY	M02	31.7390 5501.42	33.3320 5777.54	34.9980 6066.31	36.7480 6369.65	38.5890 6688.75	D	
89900	ASST DIR OF INFORMATION TECH	M06	38.6900 6706.26	40.6210 7040.97	42.6500 7392.66	44.7890 7763.42	47.0260 8151.17	D	
88900	ASST DIRECTOR REC & PARKS	M29	47.1010 8164.17	49.4540 8572.02	51.9280 9000.85	54.5240 9450.82	57.2530 9923.85	D	
88050	ASST PUBLIC WORKS DIRECTOR	M54	55.9480 9697.65	58.7450 10182.46	61.6850 10692.06	64.7710 11226.97	68.0100 11788.39	O D	
87890	ASST TO THE PUBLIC WORKS DIR	M06	38.6900 6706.26	40.6210 7040.97	42.6500 7392.66	44.7890 7763.42	47.0260 8151.17	D	
57400	AUDITORIUM STAGE MANAGER	G25	29.8030 5165.85	31.2950 5424.46	32.8580 5695.38	34.5050 5980.86	36.2300 6279.86	C C	
58620	BLDG INSP III - PLMBG & MECH	G40	34.2420 5935.27	35.9580 6232.71	37.7590 6544.89	39.6430 6871.45	41.6300 7215.86	C	
58600	BLDG INSPECTOR III	G40	34.2420 5935.27	35.9580 6232.71	37.7590 6544.89	39.6430 6871.45	41.6300 7215.86	C	
58610	BLDG INSPECTOR III - ELEC SPEC	G40	34.2420 5935.27	35.9580 6232.71	37.7590 6544.89	39.6430 6871.45	41.6300 7215.86	C	
57100	BOX OFFICE MANAGER - CGCC	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	C C	
57090	BOX OFFICE SUPERVISOR	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	C C	
89150	BUILDING DIRECTOR	M48	52.7220 9138.47	55.3570 9595.21	58.1280 10075.51	61.0340 10579.22	64.0870 11108.41	D	
58609	BUILDING INSPECTOR III - TEMP	610	34.2420					C	
57880	BUSINESS MANAGER	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	



PROGRAM PRSALSCH

Salary Schedule - HR

POSITION #	POSITION TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STATUS	OT
88500	C V B MANAGER	M18	42,715.00 7403.93	44,856.00 7775.03	47,100.00 8163.99	49,452.00 8571.67	51,930.00 9001.19	D	
57270	CHIEF CODE ENFORCEMENT OFFICER	G52	37,093.00 6429.45	38,947.00 6750.81	40,898.00 7088.98	42,944.00 7443.62	45,095.00 7816.46	C	
89200	CITY ATTORNEY	M83	89,858.00 15575.38					D	
89250	CITY CLERK	M09	41,447.00 7184.14	43,519.00 7543.29	45,696.00 7920.63	47,980.00 8316.53	50,382.00 8732.87	D	
89300	CITY MANAGER	M89	113,342.00 19645.94					D	
89960	CITY TREASURER	M09	41,447.00 7184.14	43,519.00 7543.29	45,696.00 7920.63	47,980.00 8316.53	50,382.00 8732.87	D	
58360	CIVIL ENGINEER III	G60	40,083.00 6947.71	42,088.00 7295.25	44,195.00 7660.46	46,408.00 8044.05	48,725.00 8445.66	C	
58369	CIVIL ENGINEER III - TEMP	G60	40,083.00					C	
88380	CIVIL ENGINEER IV	M42	50,491.00 8751.77	53,014.00 9189.09	55,669.00 9649.29	58,450.00 10131.33	61,375.00 10638.33	D	
57260	CODE ENFORCEMENT OFFR III	G40	34,242.00 5935.27	35,958.00 6232.71	37,759.00 6544.89	39,643.00 6871.45	41,630.00 7215.86	C	
89340	COMM DEVELOPMENT COORDINATOR	G55	39,292.00 6810.61	41,259.00 7151.55	43,324.00 7509.49	45,490.00 7884.93	47,763.00 8278.91	D	
79950	COMMUNICATIONS CENTER SUPV	N15	27,287.00 4729.74	28,656.00 4967.03	30,086.00 5214.90	31,593.00 5476.11	33,175.00 5750.33	C	
89940	COMMUNICATIONS COORDINATOR	M08	40,621.00 7040.97	42,650.00 7392.66	44,784.00 7762.55	47,024.00 8150.82	49,375.00 8558.33	D	
57900	COMMUNICATIONS ENGINEER	G45	34,924.00 6053.49	36,670.00 6356.13	38,506.00 6674.37	40,432.00 7008.21	42,457.00 7359.21	C	
79970	COMMUNICATIONS OPERATIONS SUPV	N45	35,316.00 6121.43	37,081.00 6427.37	38,935.00 6748.73	40,887.00 7087.07	42,930.00 7441.19	C	
89460	COMMUNITY DEVELOPMENT DIRECTOR	M71	61,766.00 10706.10	64,857.00 11241.87	68,099.00 11803.82	71,506.00 12394.37	75,083.00 13014.38	D	



PROGRAM PRSALSCH Salary Schedule - HR

POSITION #	POSITION TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STATUS	OT
89100	COMMUNITY SERVICES MANAGER	M69	57.6740	60.5580	63.5910	66.7700	70.1100	C	D
			9996.82	10496.71	11022.43	11573.46	12152.39		
88460	CONSTRUCTION SUPERINTENDENT	M18	42.7150	44.8560	47.1000	49.4520	51.9300	D	
			7403.93	7775.03	8163.99	8571.67	9001.19		
88030	CONVENTION CTR SUPERINTENDENT	M18	42.7150	44.8560	47.1000	49.4520	51.9300	C	D
			7403.93	7775.03	8163.99	8571.67	9001.19		
51440	CRIME PREVENTION SUPERVISOR	G45	34.9240	36.6700	38.5060	40.4320	42.4570	C	
			6053.49	6356.13	6674.37	7008.21	7359.21		
88240	DEPUTY CITY ATTORNEY I	M15	41.0430	43.0930	45.2500	47.5160	49.8900	C	D
			7114.11	7469.45	7843.33	8236.10	8647.59		
88260	DEPUTY CITY ATTORNEY I	M39	49.5190	52.0010	54.6050	57.3330	60.2040	D	
			8583.29	9013.50	9464.86	9937.71	10435.35		
88080	DEPUTY CITY ATTORNEY II	M54	55.9480	58.7450	61.6850	64.7710	68.0100	D	
			9697.65	10182.46	10692.06	11226.97	11788.39		
88280	DEPUTY FIRE CHIEF	M57	59.3230	62.2950	65.4100	68.6800	72.1150	D	
			10282.65	10797.79	11337.73	11904.53	12499.93		
88200	DIR OF FIRE PREV/ENV SERVICES	M18	42.7150	44.8560	47.1000	49.4520	51.9300	D	
			7403.93	7775.03	8163.99	8571.67	9001.19		
89870	DIR OF INFORMATION TECHNOLOGY	M42	50.4910	53.0140	55.6690	58.4500	61.3750	D	
			8751.77	9189.09	9649.29	10131.33	10638.33		
58200	DIRECTOR OF ENVIRONMENTAL SVS	G60	40.0830	42.0880	44.1950	46.4080	48.7250	C	C
			6947.71	7295.25	7660.46	8044.05	8445.66		
88040	DIRECTOR OF OPERATIONS - PARKS	M18	42.7150	44.8560	47.1000	49.4520	51.9300	O	D
			7403.93	7775.03	8163.99	8571.67	9001.19		
89000	DIRECTOR RECREATION & PARKS	M71	61.7660	64.8570	68.0990	71.5060	75.0830	D	
			10706.10	11241.87	11803.82	12394.37	13014.38		
89360	ECONOMIC DEVELOPMENT DIRECTOR	M71	61.7660	64.8570	68.0990	71.5060	75.0830	C	D
			10706.10	11241.87	11803.82	12394.37	13014.38		
58300	ENGINEER III - WASTEWATER	G60	40.0830	42.0880	44.1950	46.4080	48.7250	C	
			6947.71	7295.25	7660.46	8044.05	8445.66		
88390	ENGINEERING SERVICES MANAGER	M48	52.7220	55.3570	58.1280	61.0340	64.0870	C	D
			9138.47	9595.21	10075.51	10579.22	11108.41		



PROGRAM PRSALSCH

Salary Schedule - HR

POSITION #	POSITION TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STATUS	OT
55300	ENGINEERING TECHNICIAN II	G40	34.2420 5935.27	35.9580 6232.71	37.7590 6544.89	39.6430 6871.45	41.6300 7215.86	C	C
57000	EVENTS SUPERVISOR	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	C	C
89350	FINANCE DIRECTOR	M71	61.7660 10706.10	64.8570 11241.87	68.0990 11803.82	71.5060 12394.37	75.0830 13014.38	D	
88130	FIRE BATTALION CHIEF - DAYS	M21	41.2260 7145.83	43.2870 7503.07	45.4570 7879.21	47.7330 8273.71	50.1110 8685.90	C	D
88132	FIRE BATTALION CHIEF-SUPPRESS	M01	29.4430 7144.83	30.9200 7503.25	32.4660 7878.41	34.0940 8273.47	35.7950 8686.25	C	D
89400	FIRE CHIEF	M74	68.1390 11810.75	71.5440 12400.95	75.1290 13022.35	78.8810 13672.70	82.8270 14356.67	D	
88440	FIRE MARSHAL/TRAINING OFFICER	M36	43.2440 7495.62	45.4060 7870.37	47.6840 8265.22	50.0700 8678.79	52.5680 9111.78	C	D
88400	FLEET SUPERINTENDENT	M18	42.7150 7403.93	44.8560 7775.03	47.1000 8163.99	49.4520 8571.67	51.9300 9001.19	D	
88510	GENERAL SERVICES SUPT	M18	42.7150 7403.93	44.8560 7775.03	47.1000 8163.99	49.4520 8571.67	51.9300 9001.19	D	
57140	GIS SUPERVISOR	G32	32.1910 5579.77	33.8040 5859.35	35.4910 6151.77	37.2670 6459.61	39.1360 6783.57	C	
57200	HAZARDOUS MATERIALS COORD	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	C
89910	HUMAN RESOURCES MANAGER	M42	50.4910 8751.77	53.0140 9189.09	55.6690 9649.29	58.4500 10131.33	61.3750 10638.33	D	
57020	HUMAN RESOURCES SUPERVISOR	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	
56990	HYDROGRAPHIC SUPERVISOR	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	
89930	INSURANCE COORDINATOR	M06	38.6900 6706.26	40.6210 7040.97	42.6500 7392.66	44.7890 7763.42	47.0260 8151.17	C	D
58110	INTERNAL AUDITOR	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	C



City of Bakersfield

PREPARED 6/20/13 , 11:33:23

PROGRAM PRSALSCH Salary Schedule - HR

POSITION #	POSITION TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STATUS	OT
52080	LAW OFFICE ADMINISTRATOR	G10	24.0320 4165.54	25.2340 4373.89	26.4970 4592.81	27.8230 4822.65	29.2150 5063.93	C	C
86090	MANAGEMENT ASSISTANT	M05	25.2600 4378.39	26.5230 4597.31	27.8400 4825.59	29.2290 5066.35	30.6970 5320.81	O	D
52100	OFFICE ADM-PUBLIC RELATIONS	G25	29.8030 5165.85	31.2950 5424.46	32.8580 5695.38	34.5050 5980.86	36.2300 6279.86	C	C
59800	PARK CONSTRUCTION & FAC PLNR	G55	39.2920 6810.61	41.2590 7151.55	43.3240 7509.49	45.4900 7884.93	47.7630 8278.91	C	C
88480	PARKS SUPERINTENDENT	M18	42.7150 7403.93	44.8560 7775.03	47.1000 8163.99	49.4520 8571.67	51.9300 9001.19	O	D
88310	PERMIT AND PLAN CHECK MANAGER	M18	42.7150 7403.93	44.8560 7775.03	47.1000 8163.99	49.4520 8571.67	51.9300 9001.19	C	D
89450	PLANNING DIRECTOR	M48	52.7220 9138.47	55.3570 9595.21	58.1280 10075.51	61.0340 10579.22	64.0870 11108.41	D	D
88530	POLICE CAPTAIN	M51	55.5850 9634.73	58.3610 10115.90	61.2780 10621.51	64.3480 11153.65	67.5600 11710.39	D	D
89500	POLICE CHIEF	M80	72.2600 12525.06	75.8780 13152.18	79.6740 13810.15	83.6600 14501.06	87.8320 15224.21	D	D
51300	POLICE CRIME LAB SUPERVISOR	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	C
88540	POLICE LIEUTENANT	M30	49.9310 8654.70	52.4310 9088.03	55.0540 9542.69	57.8100 10020.39	60.7060 10522.37	D	D
77360	POLICE SERGEANT	P55	37.6150 6519.93	39.4920 6845.27	41.4700 7188.13	43.5460 7547.97	45.7260 7925.83	C	C
59890	PRINCIPAL PLANNER	G55	39.2920 6810.61	41.2590 7151.55	43.3240 7509.49	45.4900 7884.93	47.7630 8278.91	C	C
59899	PRINCIPAL PLANNER TEMP	615	39.2920					C	C
57350	PROPERTY ROOM SUPERVISOR	G20	27.7830 4815.71	29.1750 5056.99	30.6300 5309.19	32.1620 5574.74	33.7680 5853.11	C	C
59710	PUBLIC INFORMATION OFFICER	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	C



PROGRAM PRSALSCH

Salary Schedule - HR

POSITION #	POSITION TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STATUS	OT
89560	PUBLIC WORKS DIRECTOR	M77	65.5310 11358.70	68.8070 11926.54	72.2500 12523.33	75.8650 13149.93	79.6540 13806.69	D	
88060	PUBLIC WORKS OPERATIONS MGR	M48	52.7220 9138.47	55.3570 9595.21	58.1280 10075.51	61.0340 10579.22	64.0870 11108.41	D	
59920	PURCHASING OFFICER	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	
86100	REAL PROPERTY MANAGER	M10	40.6210 7040.97	42.6500 7392.66	44.7840 7762.55	47.0240 8150.82	49.3750 8558.33	D	
57910	RECORDS SUPERVISOR	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	
88590	RECREATION SUPERINTENDENT	M18	42.7150 7403.93	44.8560 7775.03	47.1000 8163.99	49.4520 8571.67	51.9300 9001.19	C D	
57070	REVENUE PROGRAM SUPERVISOR	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	O C	
86020	RISK MANAGER	M08	40.6210 7040.97	42.6500 7392.66	44.7840 7762.55	47.0240 8150.82	49.3750 8558.33	D	
56100	SENIOR REAL PROPERTY AGENT	G40	34.2420 5935.27	35.9580 6232.71	37.7590 6544.89	39.6430 6871.45	41.6300 7215.86	C C	
89130	SOLID WASTE DIRECTOR	M48	52.7220 9138.47	55.3570 9595.21	58.1280 10075.51	61.0340 10579.22	64.0870 11108.41	D	
88560	SOLID WASTE SUPERINTENDENT	M18	42.7150 7403.93	44.8560 7775.03	47.1000 8163.99	49.4520 8571.67	51.9300 9001.19	D	
57010	SPECIAL EVENTS MGR - RABOBANK	G55	39.2920 6810.61	41.2590 7151.55	43.3240 7509.49	45.4900 7884.93	47.7630 8278.91	C	
59700	SPECIAL PROJECTS MANAGER	G55	39.2920 6810.61	41.2590 7151.55	43.3240 7509.49	45.4900 7884.93	47.7630 8278.91	C	
57410	STAGE MANAGER - CGCC	G25	29.8030 5165.85	31.2950 5424.46	32.8580 5695.38	34.5050 5980.86	36.2300 6279.86	C C	
88640	STREET MAINTENANCE SUPT	M18	42.7150 7403.93	44.8560 7775.03	47.1000 8163.99	49.4520 8571.67	51.9300 9001.19	D	
59880	SUPERVISING FIRE DISPATCHER	G05	22.6220 3921.14	23.7550 4117.53	24.9450 4323.79	26.1940 4540.29	27.5070 4767.87	C	



PROGRAM PRSALSCH Salary Schedule - HR

POSITION #	POSITION TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STATUS	OT
57110	SUPERVISOR I	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	C	
57080	SUPERVISOR I - CGCC	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	C	
57210	SUPERVISOR I - RECREATION	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	C	
57119	SUPERVISOR I - TEMP	600	26.9850					C	
57460	SUPERVISOR I - TREES	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	C	
57120	SUPERVISOR II	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	
57830	SUPERVISOR II - RECREATION	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	
57220	SUPERVISOR II - RECYCLING	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	
57850	SUPERVISOR II - WASTEWATER	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	
57710	SUPERVISOR III - WASTEWATER	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	
55470	SUPERVISOR - SURVEY OPERATIONS	G35	32.4530 5625.18	34.0800 5907.19	35.7820 6202.21	37.5730 6512.65	39.4500 6837.99	C	
57840	SUPV II-W W PRETREAT REV PROG	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	
57160	TECHNOLOGY SERVICES SUPERVISOR	G25	29.8030 5165.85	31.2950 5424.46	32.8580 5695.38	34.5050 5980.86	36.2300 6279.86	C	
88370	TRAFFIC ENGINEER	M42	50.4910 8751.77	53.0140 9189.09	55.6690 9649.29	58.4500 10131.33	61.3750 10638.33	D	
57500	URBAN FORESTER	G45	34.9240 6053.49	36.6700 6356.13	38.5060 6674.37	40.4320 7008.21	42.4570 7359.21	C	
88580	UTILITIES MANAGER	M48	52.7220 9138.47	55.3570 9595.21	58.1280 10075.51	61.0340 10579.22	64.0870 11108.41	C	D



PROGRAM PRSALSCH

Salary Schedule - HR

POSITION #	POSITION TITLE	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STATUS	OT
88690	WASTEWATER MANAGER	M48	52.7220 9138.47	55.3570 9595.21	58.1280 10075.51	61.0340 10579.22	64.0870 11108.41	D	
88680	WASTEWATER TREATMENT SUPT	M18	42.7150 7403.93	44.8560 7775.03	47.1000 8163.99	49.4520 8571.67	51.9300 9001.19	D	
89110	WATER RESOURCES DIRECTOR	M48	52.7220 9138.47	55.3570 9595.21	58.1280 10075.51	61.0340 10579.22	64.0870 11108.41	D	
89160	WATER RESOURCES MANAGER	M71	61.7660 10706.10	64.8570 11241.87	68.0990 11803.82	71.5060 12394.37	75.0830 13014.38	D	
88570	WATER RESOURCES SUPERINTENDENT	M18	42.7150 7403.93	44.8560 7775.03	47.1000 8163.99	49.4520 8571.67	51.9300 9001.19	D	
57450	WATER SUPERVISOR I	G15	26.9850 4677.39	28.3370 4911.74	29.7550 5157.53	31.2480 5416.31	32.8050 5686.19	C	C
57170	WATER SUPERVISOR II	G30	31.6620 5488.07	33.2450 5762.46	34.9090 6050.89	36.6540 6353.35	38.4860 6670.90	C	C

