

RESOLUTION NO. 1122

A RESOLUTION ESTABLISHING CLASSIFICATIONS, SETTING SALARY RANGES THEREFOR, ASSIGNING CITY EMPLOYEES TO CLASSIFICATIONS AND SALARY RATES THEREIN, SPECIFYING METHODS OF ADVANCEMENT AND REPEALING ALL PREVIOUS SALARY RESOLUTIONS.

BE IT RESOLVED by the City Council of the City of El Paso de Robles as follows:

That all previous salary resolutions are hereby repealed and the following sections enacted to supersede all previous provisions:

Section 1. Salary Ranges. The following salary ranges are adopted and applied to the several classes of positions as indicated in Section 2 hereof:

| Range Number | Step "A" | Step "B" | Step "C" | Step "D" | Step "E" |
|--------------|-------------|----------|----------|----------|----------|
| 6 | \$ 220month | \$231 | \$ 243 | \$ 255 | \$ 268 |
| 7 | 231 | 243 | 255 | 268 | 281 |
| 8 | 243 | 255 | 268 | 281 | 295 |
| 9 | 255 | 268 | 281 | 295 | 310 |
| 10 | 268 | 281 | 295 | 310 | 325 |
| 11 | 281 | 295 | 310 | 325 | 341 |
| 12 | 295 | 310 | 325 | 341 | 358 |
| 13 | 310 | 325 | 341 | 358 | 376 |
| 14 | 325 | 341 | 358 | 376 | 395 |
| 15 | 341 | 358 | 376 | 395 | 415 |
| 16 | 358 | 376 | 395 | 415 | 436 |
| 17 | 376 | 395 | 415 | 436 | 458 |
| 18 | 395 | 415 | 436 | 458 | 481 |
| 19 | 415 | 436 | 458 | 481 | 505 |
| 20 | 436 | 458 | 481 | 505 | 530 |
| 21 | 458 | 481 | 505 | 530 | 556 |
| 22 | 481 | 505 | 530 | 556 | 584 |
| 23 | 505 | 530 | 556 | 584 | 613 |
| 24 | 530 | 556 | 584 | 613 | 644 |
| 25 | 556 | 584 | 613 | 644 | 676 |
| 26 | 584 | 613 | 644 | 676 | 710 |
| 27 | 613 | 644 | 676 | 710 | 745 |
| 28 | 644 | 676 | 710 | 745 | 782 |
| 29 | 676 | 710 | 745 | 782 | 821 |
| 30 | 710 | 745 | 782 | 821 | 862 |
| 31 | 745 | 782 | 821 | 862 | 905 |
| 32 | 782 | 821 | 862 | 905 | 950 |
| 33 | 821 | 862 | 905 | 950 | 1000 |
| 34 | 862 | 905 | 950 | 1000 | 1050 |
| 35 | 905 | 950 | 1000 | 1050 | 1100 |

Section 2. Titles and Ranges. The classes of positions shall each have the salary range shown opposite the title in this section.

| <u>Title</u> | | | | | | |
|--------------------------------|------|-----|-----|-----|-----|-----|
| City Administrator | (32) | 707 | 746 | 787 | 830 | 875 |
| Director of Public Works | (31) | 745 | 782 | 821 | 862 | 905 |
| Police Chief | (24) | 530 | 556 | 584 | 613 | 644 |
| Director of Parks & Recreation | (23) | 505 | 530 | 556 | 584 | 613 |
| Street Superintendent | (22) | 481 | 505 | 530 | 556 | 584 |
| Civil Engineer Asst. | (22) | | | | | |
| Water Superintendent | (20) | 436 | 458 | 481 | 505 | 530 |
| Police Captain | (20) | | | | | |
| Sewer Plant Superintendent | (19) | 415 | 436 | 458 | 481 | 505 |
| Police Sergeant | (19) | | | | | |
| Tax & License Collector | (18) | 395 | 415 | 436 | 458 | 481 |
| Street Foreman | (17) | 376 | 395 | 415 | 436 | 458 |
| Senior Equipment Repairman | (17) | | | | | |
| Equipment Repairman | (16) | 358 | 376 | 395 | 415 | 436 |
| Assistant Building Inspector | (16) | | | | | |
| Heavy Equipment Operator | (16) | | | | | |
| Tree Maintenance Man | (16) | | | | | |
| Water Department Foreman | (16) | | | | | |
| Patrolman | (16) | | | | | |
| City Librarian | (15) | 341 | 358 | 376 | 395 | 415 |
| Building Maintenance Man | (15) | | | | | |
| Humane Officer-Meter Repairman | (15) | | | | | |
| Light Equipment Operator | (14) | 325 | 341 | 358 | 376 | 395 |
| Maintenance Man II | (14) | | | | | |
| Park Caretaker | (14) | | | | | |
| Police Dispatcher | (13) | 310 | 325 | 341 | 358 | 376 |
| Maintenance Man I | (12) | 295 | 310 | 325 | 341 | 358 |
| Water Meter Service Man | (12) | | | | | |
| Administrators' Secretary | (12) | | | | | |
| Account Clerk | (10) | 268 | 281 | 295 | 310 | 325 |
| Library Assistant | (10) | | | | | |
| Janitor | (10) | | | | | |
| Stenographer | (9) | 255 | 268 | 281 | 295 | 310 |
| Typist Clerk | (8) | 243 | 255 | 268 | 281 | 295 |

Section 3. Rules Governing Step Progression.

(a) The following rules shall govern step increases for all employees hired hereafter and for employees listed under section 3 (b) below:

1. Step "A" shall be paid upon initial employment for a period of at least six months.
2. Employees shall become eligible for increase to Step "B" upon satisfactory completion of six months service in Step "A".
3. Employees shall become eligible for increase to Step "C"

upon satisfactory completion of twelve months service in Step "B".

4. Employees shall become eligible for increase to Step "D" upon satisfactory completion of twelve months service in Step "C".
5. Employees shall become eligible for increase to Step "E" upon satisfactory completion of twelve months service in Step "D".

No advance in pay shall be automatic upon completion of the periods of service outlined hereinabove, and all increases shall be made on the basis of merit as established by the employee's work performance and after recommendation of the department head and approval by the City Administrator. Increase in pay shall be withheld in cases of inferior work, lack of application, or indifferent attitude. The pay of any employee may be reduced to a lower step within the established pay range upon recommendation of the department head and approval by the City Administrator in cases where the quality and manner of work performance do not justify the pay being received.

Initial employment at salary Step "B" or "C" may be authorized by the City Administrator when a particularly difficult recruiting problem is found to exist, or on the basis that a candidate possesses outstanding job qualifications. If a person is hired at Step "B" or "C", he shall receive the next step when he has filled the time requirement for such step as outlined above.

(b) The following named employees hired on or prior to the effective date of this resolution shall be governed by the rules above for step advancement purposes:

| <u>NAME</u> | <u>CLASS</u> | Step in Range | Date last <u>as of July 1, 1959 step increase</u> |
|----------------|-----------------------|---------------|--|
| Chesmore, G. | Librarian | E | 7-1-59 |
| Dutra, J. | Crossing Guard | E 27½ hr. | 7-1-59 |
| Flemmons, L. | Street Foreman | E | 7-1-58 |
| Herrera, B. | Maint. Man II | E | 7-1-59 |
| Moraga, B. | Light Eq. Operator | E | 7-1-58 |
| Mc Elwee, H. | Maint. Man II | E | 7-1-59 |
| Roe, Wm. | Dir. of Public Works | E | 7-1-59 |
| Tackitt, M. | Police Dispatcher | E | 7-1-59 |
| Tuley, R. | Street Superintendent | E | 7-1-59 |
| Washabaugh, N. | Light Eq. Operator | E | 7-1-58 |
| Ames, H. | Park Caretaker | D | 7-1-59 |
| Casteel, B. | Humane Off-Meter Man | D | 7-1-59 |
| Flannery, H. | Equipt. Repairman | D | 7-1-59 |
| Flores, L. | Maint. Man I | D | 7-1-59 |
| Hillis, H. | Patrolman | D | 7-1-59 |
| Jacobs, H. | Maint. Man II | D | 7-1-59 |
| Jacques, C. | Patrolman | D | 7-1-59 |
| Keller, G. | Police Chief | D | 12-1-58 |
| Lloyd, M. | Adm. Secretary | D | 7-1-59 |
| Martin, D. | Park & Rec. Director | D | 7-1-59 |
| Mathison, V. | Patrolman | D | 7-1-59 |
| Plumm, R. | Library Asst. | D 22 Hr. | 7-1-59 |
| Rude, L. | Sewage Plant Supt. | D | 7-1-59 |
| Schneider, G. | Account Clerk | D | 7-1-59 |
| Smith, O. | Sergeant | D | 7-1-59 |
| Sundahl, R. | Janitor | D 20 Hr. | 7-1-59 |
| Tucker, S. | City Administrator | D | 7-1-59 |
| Webber, O. | Police Captain | D | 7-1-59 |
| Wilson, L. | Sergeant | D | 7-1-59 |

| <u>NAME</u> | <u>CLASS</u> | <u>Step in Range as of July 1, 1959</u> | <u>Date last step increase</u> |
|-----------------|-----------------------|---|------------------------------------|
| Avery, D. | Lt. Equipt. Operator | C | 3-1-59 |
| Bryant, E. | Patrolman | C | 3-1-59 |
| Dawson, B. | Water Dept. Foreman | C | 7-1-59 |
| Denney, D. | Tree Maint. Man | C | 12-1-58 |
| Dunham, C. | Asst. Bldg. Inspector | C | 7-1-59 |
| Falk, C. | Maint. Man I | C | 12-1-58 |
| Harris, A | Stenographer | C | 12-1-58 |
| Requa, E | Sergeant | C | 3-1-59 |
| Rogers, G. | Janitor | C | 7-1-59 |
| Scott, V. | Library Asst. | C | 5-1-59 |
| Tuley, M. | Water Superintendent | C | 7-1-59 |
| | | | |
| Achter, E. | Patrolman | B | 4-1-59 |
| Chafee, R. | Patrolman | B | 3-1-59 |
| Fortenberry, R. | Hvy. Equipt. Operator | B | 4-1-59 |
| Hall, C. | Crossing Guard | B 22½ Hr. | 7-1-59 |
| Jackson, R. | Janitor | B 18 Hr. | 5-1-59 |
| Ledger, R. | Civil Engr. Asst. | B | 10-1-58 |
| Marquez, M. | Maint. Man I | B | 2-1-59 |
| Mathena, M. | Account Clerk | B | 2-1-59 |
| Painter, W. | Meter Serviceman | B | 2-1-59 |
| Tarwater, K. | Patrolman | B | 3-1-59 |
| | | | |
| Adams, R. | Maint. Man I | A | 7-1-59 |
| Avery, Dale | Maint. Man I | A | 7-1-59 |
| Avery, R. | Maint. Man I | A | 7-1-59 |
| Bussell, D. | Maint. Man I | A | 7-1-59 |
| Coley, J. | Bldg. Maint. Man | A 44 Hr. | 5-1-59 |
| Hoisington, F. | Patrolman | A | 3-1-59 |
| Johnston, J. | Patrolman | A | 5-1-59 |
| Keefer, D. | Tax Collector | A | 7-1-59 |
| Padilla, Val | Maint. Man I | A | 7-1-59 |

Section 4. Schedule of Salaries Not Within Basic Salary Range.

| <u>Title</u> | <u>Monthly Salary</u> |
|------------------|-------------------------------------|
| City Clerk | 75.00 |
| City Treasurer | 30.00 |
| City Attorney | 250.00 (plus 50.00 for office exp.) |
| Fire Chief | 557.00 |
| Asst. Fire Chief | 25.00 |
| City Councilmen | 20.00 |

Section 5. Seasonal or Part Time Positions.

| | <u>Range</u> | <u>Hourly Rates</u> |
|----------------------|--------------|--------------------------|
| Plunge Manager | 14 | 1.87-1.97-2.07-2.17-2.28 |
| Recreation Leader II | 11 | 1.62-1.70-1.79-1.87-1.97 |
| Swimming Instructor | 11 | 1.62-1.70-1.79-1.87-1.97 |
| Life Guard | 8 | 1.40-1.47-1.55-1.62-1.70 |
| Recreation Leader I | 8 | 1.40-1.47-1.55-1.62-1.70 |

Section 6. Effective Date. This resolution shall be effective as of July 1, 1959.

PASSED AND ADOPTED this 6th day of July, 1959.

Vernon L. Sturgeon
MAYOR

ATTEST:

[Signature]
CITY CLERK