

RESOLUTION NO. 160-19

**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, 2019

**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Resolution No. – **064-18** and all amendments are superseded by this Resolution.

**SECTION 2.**

**Term of Agreement**

This Resolution shall commence on July 1, 2019 and expire at 12:00 midnight on June 30, 2022, for the General Supervisory, Police Supervisory, and Management Units.

**SECTION 3.**

**Salary Schedule**

Attachment "A" is the salary schedule effective July 1, 2019 through June 30, 2022 and is hereby adopted and incorporated into this Resolution as though fully set forth herein, thereafter this Resolution shall be published in printed form.

Effective July 8, 2019:

The City shall provide a 2.5% increase for all salary ranges in effect for General Supervisory and Management (miscellaneous) unit classifications.

CITY OF BAKERSFIELD  
ORIGINAL

Effective July 8, 2019:

The City shall provide a 3.5% increase for all salary ranges in effect for Police Management, Police Supervisory and Fire Management (sworn) unit classifications.

Effective the pay period including July 1, 2020, the City shall provide an increase for all salary ranges in effect for unit classifications equal to the increase in the Consumer Price Index (CPI) for all urban consumers in the west region for the 12 months ending in the December preceding the adjustment. However, regardless of the CPI, the increase shall not be greater than 2.5% or less than 1%.

Effective the pay period including July 1, 2021, the City shall provide an increase for all salary ranges in effect for unit classifications equal to the increase in the Consumer Price Index (CPI) for all urban consumers in the west region for the 12 months ending in the December preceding the adjustment. However, regardless of the CPI, the increase shall not be greater than 2.5% or less than 1%.

Sections of the resolution may be reopened throughout the term for classification updates, salary adjustments should salary compaction arise in a departments due to salary settlements for subordinate employees or general economic matters in support of recruitment and retention efforts.

#### **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 1<sup>st</sup> 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,

CITY OF BAKERSFIELD  
ORIGINAL

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

CITY OF BAKERSFIELD  
ORIGINAL

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.

Line of Duty Death Benefit – Including the prescribed death benefits defined in Labor Code Section 4701 et. al, the City shall pay all reasonable funeral and burial expenses to a maximum of \$20,000 for a Bakersfield employee who dies as the direct result of an on-duty related injury.



## **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 Administrative Rule Number 3.2 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 provided 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 and Management (non-sworn) employees who require safety footwear will be provided an allowance equal to those employees they supervise. Approval will be for approved safety footwear for those classifications listed with Human Resources.
- E. 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 (½) 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. Applicability is at the discretion of the Chief, in support of operations, and is not exclusive to shift basis.

J. Shift Trades. With department approval, Police Supervisory employees in the same rank and assignment may exchange shifts. Shift exchanges must be completed (paid back) no later than the pay period following the initial exchange.





## 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 (6<sup>th</sup>) cumulative year of service, the city shall pay (8%) on behalf of the employee for those hired prior to January 1, 2013. Those hired after January 1, 2013 and are not classic 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 14, 2014, all employees hired prior to January 1, 2013 will contribute the amounts set forth above or one-half of one percent (.5%) towards the employee retirement contribution; whichever is greater.
2. Police Supervisory - At the beginning of the employees sixth (6<sup>th</sup>) 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 classic 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 with an additional 0.5% effective July 14, 2014 for a total of 1.0%.
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 classic 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 14, 2014, all employees hired prior to January 1, 2011 will contribute the amounts set forth above or one-half of one percent (.5%) towards the employee retirement contribution; whichever is greater.
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. Effective July 14, 2014, all employees hired prior to January 1, 2013 will contribute the amounts set forth above or one-half of one percent (.5%) towards the employee retirement contribution; whichever is greater.

5. The City implemented the PERS option 2 Death Benefit for Miscellaneous Management and General Supervisory on March 30, 2009; for Fire Management (Safety) on April 11, 2011; for Police Management and Police Supervisory (Safety) on January 13, 2014.

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.

Police Supervisory employees shall receive a shift differential of \$.90 per hour for the hours worked between 7 p.m. and 7 a.m.

**SECTION 17.**

**Stand-By Pay**

Effective March 22, 2006, General 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 employees, when officially designated by management to remain available to return to work at any time during specific hours outside of normal working hours, shall receive forty dollars (\$40) per each four (4) hours or fraction thereof on stand-by; or sixty dollars (\$60) if the employee is on stand-by for over four (4) hours. Such pay shall be in addition to any call-back compensation. To the extent feasible, the parties agree that stand-by shall be assigned on an equitable basis to all eligible employees.

Police Supervisory employees called back shall receive a minimum of four (4) 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.**

### **Compensatory Time off-Maximum Accrual**

Compensatory time off accrual maximum for Police Supervisory employees shall be one hundred and sixty (160) hours.

## **SECTION 22.**

### **Residency Requirement**

The residency requirement for General Supervisory Unit employees shall be amended to require that employees maintain residency within one (1) hour normal driving time from City Limits. 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 23.**

### **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 24.**

##### **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 25.**

##### **Vacation**

Annual vacation accrual will be as set forth in the Bakersfield Municipal Code, Section 2.84.350. Maximum vacation accrual shall be three (3) years' annual accrual. Between 5 to 10 years of service, the maximum vacation accrual shall be increased to three (3) years and three (3) days. After ten (10) years of service, the maximum accrual shall be increased to three (3) years and nine (9) days.

#### **SECTION 26.**

##### **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 27.**

**Payroll**

Effective immediately, all payroll changes shall take place at the nearest pay period.

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

**SECTION 28.**

**Bi-lingual Pay**

Police Supervisory Unit employees capable of speaking Spanish shall be eligible to receive an additional ONE HUNDRED DOLLARS (\$100.00) per pay period 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.

-----oOo-----

**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 OCT 23 2019, by the following vote:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

✓ ✓ ✓ ✓ ✓ ✓  
COUNCILMEMBER, RIVERA, GONZALES, WEHR, SMITH, FREEMAN, SULLIVAN, PARLIER  
COUNCILMEMBER NONE  
COUNCILMEMBER NONE  
COUNCILMEMBER WEHR







# City Of Bakersfield

## Salary Schedule by Title

Effective: Jul 8, 2019

Approved: Oct 23, 2019



Position#	Position Title	Grade Hours	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly	Status	OT
57960	ACCOUNTING SUPERVISOR	G45	36.334	38.151	40.061	42.065	44.171		C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31		
89320	ADMINISTRATIVE ANALYST III	M04	32.94	34.588	36.319	38.134	40.04	O	D
		2080	\$5,709.60	\$5,995.25	\$6,295.29	\$6,609.89	\$6,940.27		
57180	ANIMAL CONTROL SUPERVISOR	G30	32.94	34.588	36.319	38.134	40.04	O	C
		2080	\$5,709.60	\$5,995.25	\$6,295.29	\$6,609.89	\$6,940.27		
88330	ASSISTANT BUILDING DIRECTOR	M33	50.5	53.029	55.676	58.462	61.388		D
		2080	\$8,753.33	\$9,191.69	\$9,650.51	\$10,133.41	\$10,640.59		
57440	ASSISTANT CITY CLERK	G25	31.006	32.558	34.185	35.899	37.693	O	C
		2080	\$5,374.37	\$5,643.39	\$5,925.40	\$6,222.49	\$6,533.45		
89120	ASSISTANT CITY MANAGER	M71	64.26	67.476	70.849	74.394	78.114		D
		2080	\$11,138.40	\$11,695.84	\$12,280.49	\$12,894.96	\$13,539.76		
88070	ASSISTANT FINANCE DIRECTOR	M24	46.237	48.547	50.978	53.526	56.2		D
		2080	\$8,014.41	\$8,414.81	\$8,836.19	\$9,277.84	\$9,741.33		
89140	ASSISTANT SOLID WASTE DIRECTOR	M33	50.5	53.029	55.676	58.462	61.388		D
		2080	\$8,753.33	\$9,191.69	\$9,650.51	\$10,133.41	\$10,640.59		
57150	ASSISTANT SUPERINTENDENT	G45	36.334	38.151	40.061	42.065	44.171		C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31		
89330	ASSISTANT TO THE CITY MANAGER	M12	44.372	46.592	48.922	51.369	53.939		D
		2080	\$7,691.15	\$8,075.95	\$8,479.81	\$8,903.96	\$9,349.43		
88250	ASSOCIATE ATTORNEY	M02	33.02	34.678	36.411	38.232	40.147		D
		2080	\$5,723.47	\$6,010.85	\$6,311.24	\$6,626.88	\$6,958.81		
89900	ASST DIR OF TECH SERVICES	M08	42.261	44.372	46.592	48.922	51.369		D
		2080	\$7,325.24	\$7,691.15	\$8,075.95	\$8,479.81	\$8,903.96		
88900	ASST DIRECTOR REC & PARKS	M29	54.851	57.592	60.475	63.499	66.674		D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83		
88050	ASST PUBLIC WORKS DIRECTOR	M54	58.207	61.117	64.175	67.387	70.756	O	D
		2080	\$10,089.21	\$10,593.61	\$11,123.67	\$11,680.41	\$12,264.37		
87890	ASST TO THE PUBLIC WORKS DIR	M06	40.252	42.261	44.372	46.598	48.924		D
		2080	\$6,977.01	\$7,325.24	\$7,691.15	\$8,076.99	\$8,480.16		
58620	BLDG INSP III - PLMBG & MECH	G40	35.625	37.409	39.283	41.244	43.311		C
		2080	\$6,175.00	\$6,484.23	\$6,809.05	\$7,148.96	\$7,507.24		
58600	BLDG INSPECTOR III	G40	35.625	37.409	39.283	41.244	43.311		C
		2080	\$6,175.00	\$6,484.23	\$6,809.05	\$7,148.96	\$7,507.24		
58610	BLDG INSPECTOR III - ELEC SPEC	G40	35.625	37.409	39.283	41.244	43.311		C
		2080	\$6,175.00	\$6,484.23	\$6,809.05	\$7,148.96	\$7,507.24		
89150	BUILDING DIRECTOR	M48	54.851	57.592	60.475	63.499	66.674		D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83		
57880	BUSINESS MANAGER	G45	36.334	38.151	40.061	42.065	44.171		C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31		

88500	C V B MANAGER	M18	44.44	46.667	49.002	51.449	54.027	D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68	
89200	CITY ATTORNEY	M83	95.356					D
		2080	\$16,528.37	\$0.00	\$0.00	\$0.00	\$0.00	
89250	CITY CLERK	M09	43.121	45.276	47.541	49.918	52.417	D
		2080	\$7,474.31	\$7,847.84	\$8,240.44	\$8,652.45	\$9,085.61	
89300	CITY MANAGER	M89	126.172					D
		2080	\$21,869.81	\$0.00	\$0.00	\$0.00	\$0.00	
89960	CITY TREASURER	M09	43.121	45.276	47.541	49.918	52.417	D
		2080	\$7,474.31	\$7,847.84	\$8,240.44	\$8,652.45	\$9,085.61	
88380	CIVIL ENGINEER IV	M48	54.851	57.592	60.475	63.499	66.674	D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83	
57260	CODE ENFORCEMENT OFFR III	G40	35.625	37.409	39.283	41.244	43.311	C
		2080	\$6,175.00	\$6,484.23	\$6,809.05	\$7,148.96	\$7,507.24	
89340	COMM DEVELOPMENT COORDINATOR	G55	40.878	42.925	45.073	47.326	49.691	D
		2080	\$7,085.52	\$7,440.33	\$7,812.65	\$8,203.17	\$8,613.11	
59950	COMMUNICATIONS CENTER SUPV	N15	28.388	29.813	31.3	32.869	34.515	C
		2080	\$4,920.59	\$5,167.59	\$5,425.33	\$5,697.29	\$5,982.60	
57900	COMMUNICATIONS ENGINEER	G45	36.334	38.151	40.061	42.065	44.171	C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31	
59970	COMMUNICATIONS OPERATIONS SUPV	N45	36.742	38.578	40.507	42.538	44.663	C
		2080	\$6,368.61	\$6,686.85	\$7,021.21	\$7,373.25	\$7,741.59	
88460	CONSTRUCTION SUPERINTENDENT	M18	44.44	46.667	49.002	51.449	54.027	D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68	
88260	DEPUTY CITY ATTORNEY I	M39	51.519	54.101	56.81	59.648	62.635	D
		2080	\$8,929.96	\$9,377.51	\$9,847.07	\$10,338.99	\$10,856.73	
88080	DEPUTY CITY ATTORNEY II	M54	58.207	61.117	64.175	67.387	70.756	D
		2080	\$10,089.21	\$10,593.61	\$11,123.67	\$11,680.41	\$12,264.37	
89460	DEVELOPMENT SERVICES DIRECTOR	M71	64.26	67.476	70.849	74.394	78.114	D
		2080	\$11,138.40	\$11,695.84	\$12,280.49	\$12,894.96	\$13,539.76	
88200	DIR OF FIRE PREV/ENV SERVICES	M18	44.44	46.667	49.002	51.449	54.027	D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68	
89870	DIR OF TECHNOLOGY SERVICES	M42	52.529	55.154	57.917	60.81	63.853	D
		2080	\$9,105.03	\$9,560.03	\$10,038.95	\$10,540.40	\$11,067.85	
89000	DIRECTOR RECREATION & PARKS	M71	64.26	67.476	70.849	74.394	78.114	D
		2080	\$11,138.40	\$11,695.84	\$12,280.49	\$12,894.96	\$13,539.76	
59895	ECONOMIC DEV PRINCIPAL PLANNER	G55	40.878	42.925	45.073	47.326	49.691	C
		2080	\$7,085.52	\$7,440.33	\$7,812.65	\$8,203.17	\$8,613.11	
88100	ECONOMIC DEVELOPMENT DIRECTOR	M48	54.851	57.592	60.475	63.499	66.674	D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83	
58300	ENGINEER III - WASTEWATER	G60	43.786	45.976	48.279	50.696	53.227	C
		2080	\$7,589.57	\$7,969.17	\$8,368.36	\$8,787.31	\$9,226.01	
89350	FINANCE DIRECTOR	M71	64.26	67.476	70.849	74.394	78.114	D
		2080	\$11,138.40	\$11,695.84	\$12,280.49	\$12,894.96	\$13,539.76	
88400	FLEET SUPERINTENDENT	M18	44.44	46.667	49.002	51.449	54.027	D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68	
88510	GENERAL SERVICES SUPT	M18	44.44	46.667	49.002	51.449	54.027	D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68	

89910	HUMAN RESOURCES MANAGER	M42	52.529	55.154	57.917	60.81	63.853		D
		2080	\$9,105.03	\$9,560.03	\$10,038.95	\$10,540.40	\$11,067.85		
57020	HUMAN RESOURCES SUPERVISOR	G45	36.334	38.151	40.061	42.065	44.171		C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31		
56990	HYDROGRAPHIC SUPERVISOR	G45	36.334	38.151	40.061	42.065	44.171		C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31		
86090	MANAGEMENT ASSISTANT	M05	26.28	27.594	28.965	30.409	31.937	O	D
		2080	\$4,555.20	\$4,782.96	\$5,020.60	\$5,270.89	\$5,535.75		
59800	PARK CONSTRUCTION & FAC PLNR	G55	40.878	42.925	45.073	47.326	49.691		C
		2080	\$7,085.52	\$7,440.33	\$7,812.65	\$8,203.17	\$8,613.11		
88480	PARKS SUPERINTENDENT	M18	44.44	46.667	49.002	51.449	54.027	O	D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68		
89450	PLANNING DIRECTOR	M48	54.851	57.592	60.475	63.499	66.674		D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83		
51440	POLICE COMMUNITY RELATIONS SPV	G45	36.334	38.151	40.061	42.065	44.171		C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31		
51300	POLICE CRIME LAB SUPERVISOR	G30	32.94	34.588	36.319	38.134	40.04		C
		2080	\$5,709.60	\$5,995.25	\$6,295.29	\$6,609.89	\$6,940.27		
59890	PRINCIPAL PLANNER	G55	40.878	42.925	45.073	47.326	49.691		C
		2080	\$7,085.52	\$7,440.33	\$7,812.65	\$8,203.17	\$8,613.11		
57350	PROPERTY ROOM SUPERVISOR	G20	28.905	30.353	31.867	33.46	35.132		C
		2080	\$5,010.20	\$5,261.19	\$5,523.61	\$5,799.73	\$6,089.55		
89310	PUBLIC INFORMATION OFFICER	M04	32.94	34.588	36.319	38.134	40.04		D
		2080	\$5,709.60	\$5,995.25	\$6,295.29	\$6,609.89	\$6,940.27		
89560	PUBLIC WORKS DIRECTOR	M77	68.177	71.585	75.167	78.928	82.87		D
		2080	\$11,817.35	\$12,408.07	\$13,028.95	\$13,680.85	\$14,364.13		
88060	PUBLIC WORKS OPERATIONS MGR	M48	54.851	57.592	60.475	63.499	66.674		D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83		
59920	PURCHASING OFFICER	G45	36.334	38.151	40.061	42.065	44.171		C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31		
56000	REAL PROPERTY SUPERVISOR	G45	36.334	38.151	40.061	42.065	44.171		C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31		
57910	RECORDS SUPERVISOR	G45	36.334	38.151	40.061	42.065	44.171		C
		2080	\$6,297.89	\$6,612.84	\$6,943.91	\$7,291.27	\$7,656.31		
57070	REVENUE PROGRAM SUPERVISOR	G15	28.075	29.481	30.956	32.51	34.129	O	C
		2080	\$4,866.33	\$5,110.04	\$5,365.71	\$5,635.07	\$5,915.69		
86020	RISK MANAGER	M08	42.261	44.372	46.592	48.922	51.369		D
		2080	\$7,325.24	\$7,691.15	\$8,075.95	\$8,479.81	\$8,903.96		
89130	SOLID WASTE DIRECTOR	M48	54.851	57.592	60.475	63.499	66.674		D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83		
88560	SOLID WASTE SUPERINTENDENT	M18	44.44	46.667	49.002	51.449	54.027		D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68		
57010	SPECIAL EVENTS MGR - RABOBANK	G55	40.878	42.925	45.073	47.326	49.691		C
		2080	\$7,085.52	\$7,440.33	\$7,812.65	\$8,203.17	\$8,613.11		
88640	STREET MAINTENANCE SUPT	M18	44.44	46.667	49.002	51.449	54.027		D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68		
59880	SUPERVISING FIRE DISPATCHER	G05	23.535	24.714	25.952	27.252	28.618		C
		2080	\$4,079.40	\$4,283.76	\$4,498.35	\$4,723.68	\$4,960.45		

57110	SUPERVISOR I	G15	28.075	29.481	30.956	32.51	34.129	C
		2080	\$4,866.33	\$5,110.04	\$5,365.71	\$5,635.07	\$5,915.69	
57080	SUPERVISOR I - CGCC	G15	28.075	29.481	30.956	32.51	34.129	C
		2080	\$4,866.33	\$5,110.04	\$5,365.71	\$5,635.07	\$5,915.69	
57120	SUPERVISOR II	G30	32.94	34.588	36.319	38.134	40.04	C
		2080	\$5,709.60	\$5,995.25	\$6,295.29	\$6,609.89	\$6,940.27	
57830	SUPERVISOR II - RECREATION	G30	32.94	34.588	36.319	38.134	40.04	C
		2080	\$5,709.60	\$5,995.25	\$6,295.29	\$6,609.89	\$6,940.27	
57161	TECH SYS SUPERVISOR	G32	36.334	38.151	40.061	42.065	44.171	O C
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
88370	TRAFFIC ENGINEER	M48	54.851	57.592	60.475	63.499	66.674	D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83	
88690	WASTEWATER MANAGER	M48	54.851	57.592	60.475	63.499	66.674	D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83	
88680	WASTEWATER TREATMENT SUPT	M18	44.44	46.667	49.002	51.449	54.027	D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68	
89110	WATER RESOURCES DIRECTOR	M48	54.851	57.592	60.475	63.499	66.674	D
		2080	\$9,507.51	\$9,982.61	\$10,482.33	\$11,006.49	\$11,556.83	
89160	WATER RESOURCES MANAGER	M71	64.26	67.476	70.849	74.394	78.114	D
		2080	\$11,138.40	\$11,695.84	\$12,280.49	\$12,894.96	\$13,539.76	
59160	WATER RESOURCES PLANNER	G55	40.878	42.925	45.073	47.326	49.691	C
		2080	\$7,085.52	\$7,440.33	\$7,812.65	\$8,203.17	\$8,613.11	
88570	WATER RESOURCES SUPERINTENDENT	M18	44.44	46.667	49.002	51.449	54.027	D
		2080	\$7,702.93	\$8,088.95	\$8,493.68	\$8,917.83	\$9,364.68	