

RESOLUTION NO. 24-075

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VICTORVILLE AMENDING THE TABLE OF ORGANIZATION AND COMPENSATION SCHEDULE PREVIOUSLY ADOPTED ON JUNE 4, 2024 FOR FY 24-25; AND AMENDING FRINGE BENEFITS FOR NON-REPRESENTED FULL-TIME EMPLOYEES OF THE CITY OF VICTORVILLE INCLUDED IN RESOLUTION NUMBER 24-036.

WHEREAS, copies of said Table of Organization, Rates of Compensation, and Fringe Benefits relating to an appropriation of funds at the City of Victorville were prepared and distributed to the City Council and have been available for the inspection by the public in the office of the City Clerk of the City of Victorville.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF VICTORVILLE DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the Table of Organization, Compensation Schedule and Fringe Benefits Resolution No. 24-036 adopted for Fiscal Year 2024-2025 is hereby revised. Sections regarding cell phone/technology stipends and vehicle stipends have been added to the Benefits Resolution as clarification of existing benefits. Dollar signs and minimum and maximum column headers have been added to the Table of Organization and Compensation Schedule.

Resolution No. 24-075

PASSED, APPROVED, AND ADOPTED this 3rd day of September 2024.



Elizabeth Becerra, Mayor

Attest:



City Clerk

Approved as to form:



City Attorney

I, JENNIFER THOMPSON, City Clerk of the City of Victorville and ex-officio Clerk to the City Council of said City, do hereby certify that the foregoing is a true and correct copy of Resolution No. 24-075 which was adopted at a regular meeting held on the 3rd day of SEPTEMBER 2024, by the following roll call vote, to wit:

AYES: Mayor Becerra, Council Member Harriman, and Council Member Jones

NOES: Council Member Gomez

ABSENT: Council Member Irving

ABSTAIN: None

Attachment A



**CITY OF VICTORVILLE
FISCAL YEAR 2024-2025 TABLE OF ORGANIZATION**

Revised and Adopted by the City of Victorville Council Effective July 1, 2024
Includes a 3.0% Cost of Living Adjustment

NO.	POSITION	RANGE	MONTHLY MINIMUM	MONTHLY MAXIMUM	NO.	POSITION	RANGE	MONTHLY MINIMUM	MONTHLY MAXIMUM
2	ACCOUNTANT	40	\$7,809	\$9,492	1	FIRE MECHANIC	31	\$6,253	\$7,600
3	ADMINISTRATIVE ANALYST	41	\$8,004	\$9,729	0	FIREFIGHTER EMT	FFEMT	\$5,951	\$6,161
7	ADMINISTRATIVE SECRETARY	29	\$5,952	\$7,234	36	FIREFIGHTER PARAMEDIC	FFPM	\$7,268	\$8,923
1	AIRPORT ADMINISTRATIVE MANAGER	52	\$10,502	\$12,765	1	FLEET ADMINISTRATIVE TECHNICIAN	27	\$5,665	\$6,886
1	AIRPORT BUSINESS ANALYST	41	\$8,004	\$9,729	1	FLEET MANAGER	52	\$10,502	\$12,765
1	AIRPORT BUSINESS TECHNICIAN	29	\$5,952	\$7,234	1	FLEET SUPERVISOR	40	\$7,809	\$9,492
1	AIRPORT DIRECTOR	66	\$14,839	\$18,037	1	GAS OPERATIONS SUPERINTENDENT	45	\$8,835	\$10,739
1	AIRPORT LEASING TECHNICIAN	29	\$5,952	\$7,234	1	GIS COORDINATOR	39	\$7,618	\$9,260
1	AIRPORT MAINTENANCE SUPERVISOR	40	\$7,809	\$9,492	1	GIS TECHNICIAN	27	\$5,665	\$6,886
7	AIRPORT MAINTENANCE WORKER	18	\$4,536	\$5,513	1	HOMELESSNESS SOLUTIONS & HOUSING MANAGER	52	\$10,502	\$12,765
3	AIRPORT OPERATIONS OFFICER	23	\$5,132	\$6,238	1	HOMELESSNESS SOLUTIONS COORDINATOR	42	\$8,204	\$9,972
1	AIRPORT OPERATIONS SUPERVISOR	40	\$7,809	\$9,492	1	HOUSING COORDINATOR	42	\$8,204	\$9,972
1	AIRPORT PROJECT TECHNICIAN	29	\$5,952	\$7,234	3	HUMAN RESOURCES ANALYST	41	\$8,004	\$9,729
2	ANIMAL CARE & CONTROL SUPERVISOR	40	\$7,809	\$9,492	1	HUMAN RESOURCES OFFICER	66	\$14,839	\$18,037
4	ANIMAL CONTROL OFFICER I	30	\$6,100	\$7,415	1	HUMAN RESOURCES SPECIALIST	35	\$6,902	\$8,389
2	ANIMAL CONTROL OFFICER II	35	\$6,902	\$8,389	1	IT TECHNICAL WRITER	27	\$5,665	\$6,886
2	ANIMAL CONTROL TECHNICIAN	27	\$5,665	\$6,886	1	LEAD ACCOUNT CLERK	28	\$5,806	\$7,058
1	ASSISTANT AIRPORT DIRECTOR	59	\$12,484	\$15,174	1	LEAD ELECTRICIAN	38	\$7,433	\$9,034
1	ASSISTANT CITY CLERK	35	\$6,902	\$8,389	1	LEAD LINE LOCATOR	28	\$5,806	\$7,058
1	ASSISTANT CITY ENGINEER	59	\$12,484	\$15,174	2	LEAD MECHANIC	36	\$7,075	\$8,599
1	ASSISTANT CITY LIBRARIAN	32	\$6,409	\$7,790	2	LIBRARY ASSOCIATE	17	\$4,425	\$5,379
1	ASSISTANT CITY PLANNER	59	\$12,484	\$15,174	1	LIBRARY COORDINATOR	27	\$5,665	\$6,886
1	ASSISTANT CITY SURVEYOR	41	\$8,004	\$9,729	1	LICENSING TECHNICIAN	27	\$5,665	\$6,886
1	ASSISTANT DIRECTOR OF FINANCE	59	\$12,484	\$15,174	2	LINE LOCATOR	25	\$5,392	\$6,554
1	ASSISTANT DIRECTOR OF HUMAN RESOURCES	59	\$12,484	\$15,174	9	MAINTENANCE LEAD WORKER	28	\$5,806	\$7,058
2	ASSISTANT DIRECTOR OF PUBLIC WORKS & WATER	59	\$12,484	\$15,174	1	MAINTENANCE SUPERVISOR	40	\$7,809	\$9,492
1	ASSISTANT DIRECTOR OF UTILITIES	59	\$12,484	\$15,174	49	MAINTENANCE WORKER	18	\$4,536	\$5,513
5	ASSISTANT ENGINEER I	41	\$8,004	\$9,729	5	MANAGEMENT SPECIALIST	29	\$6,902	\$8,389
2	ASSISTANT ENGINEER II	45	\$8,835	\$10,739	9	MANAGEMENT TECHNICIAN	29	\$5,952	\$7,234
1	ASSISTANT PLANNER	37	\$7,251	\$8,814	1	MARKETING TECHNICIAN	29	\$5,952	\$7,234
1	ASSISTANT TO THE CITY MANAGER	59	\$12,484	\$15,174	1	MECHANIC	23	\$5,132	\$6,238
1	ASSOCIATE CIVIL ENGINEER	52	\$10,502	\$12,765	1	NETWORK ADMINISTRATOR	39	\$7,618	\$9,260
2	ASSOCIATE PLANNER	44	\$8,620	\$10,477	1	NETWORK ENGINEER	52	\$10,502	\$12,765
3	BATTALION CHIEF	56	\$11,592	\$14,091	8	OFFICE ASSISTANT	17	\$4,425	\$5,379
1	BILLING TECHNICIAN	29	\$5,952	\$7,234	1	PARKS SUPERVISOR	40	\$7,809	\$9,492
1	BUILDING DIVISIONS MANAGER	52	\$10,502	\$12,765	1	PAYROLL SPECIALIST	35	\$6,902	\$8,389
2	BUILDING INSPECTOR	35	\$6,902	\$8,389	1	PAYROLL SUPERVISOR	40	\$7,809	\$9,492
1	BUILDING OFFICIAL	66	\$14,839	\$18,037	2	PAYROLL TECHNICIAN	29	\$5,952	\$7,234
1	BUSINESS INTELLIGENCE DEVELOPER	39	\$7,618	\$9,260	4	PERMIT TECHNICIAN	27	\$5,665	\$6,886
1	BUYER	33	\$6,569	\$7,985	1	PLAN CHECKER	35	\$6,902	\$8,389
1	CHILDREN'S LIBRARIAN	27	\$5,665	\$6,886	1	PLANNING TECHNICIAN	27	\$5,665	\$6,886
1	CITY CLERK	66	\$14,839	\$18,037	1	PUBLIC INFORMATION OFFICER	66	\$14,839	\$18,037
5	CITY COUNCIL MEMBER			\$1,200	1	PUBLIC WORKS & WATER ADMINISTRATIVE MANAGER	52	\$10,502	\$12,765
1	CITY ENGINEER	66	\$14,839	\$18,037	1	PUBLIC WORKS & WATER DIRECTOR	66	\$14,839	\$18,037
1	CITY LIBRARIAN	40	\$7,809	\$9,492	3	PUBLIC WORKS INSPECTOR	35	\$6,902	\$8,389
1	CITY MANAGER			\$28,847	2	PUBLIC WORKS MANAGER	52	\$10,502	\$12,765
1	CITY PLANNER	66	\$14,839	\$18,037	2	PUBLIC WORKS SUPERVISOR-	40	\$7,809	\$9,492
1	CITY SURVEYOR	52	\$10,502	\$12,765	1	PUBLIC WORKS TECHNICIAN	29	\$5,952	\$7,234
3	CODE COMPLIANCE TECHNICIAN	27	\$5,665	\$6,886	1	PURCHASING MANAGER	52	\$10,502	\$12,765
3	CODE ENFORCEMENT OFFICER I	30	\$6,100	\$7,415	1	REAL ESTATE SPECIALIST	38	\$7,433	\$9,034
11	CODE ENFORCEMENT OFFICER II	35	\$6,902	\$8,389	1	RECREATION MANAGER	52	\$10,502	\$12,765
1	CODE ENFORCEMENT OFFICIAL	66	\$14,839	\$18,037	3	RECREATION SUPERVISOR	40	\$7,809	\$9,492
3	CODE ENFORCEMENT SUPERVISOR	42	\$8,204	\$9,972	1	REGISTERED VETERINARY TECHNICIAN	27	\$5,665	\$6,886
1	COMMUNICATION ASSISTANT	21	\$4,885	\$5,937	1	RISK MANAGER	52	\$10,502	\$12,765
1	COMMUNITY RELATIONS SPECIALIST	35	\$6,902	\$8,389	1	SCADA COORDINATOR	42	\$8,204	\$9,972
2	COMMUNITY SERVICES COORDINATOR	27	\$5,665	\$6,886	1	SCADA INSTRUMENTATION TECHNICIAN	31	\$6,253	\$7,600
1	CONTRACT SPECIALIST	35	\$6,902	\$8,389	16	SECRETARY	21	\$4,885	\$5,937
1	CROSS CONNECTION COORDINATOR	35	\$6,902	\$8,389	7	SENIOR ACCOUNT CLERK	24	\$5,260	\$6,394
1	CROSS CONNECTION TECHNICIAN	31	\$6,253	\$7,600	3	SENIOR ADMINISTRATIVE ANALYST	47	\$9,282	\$11,283
1	CUSTOMER SERVICE LEAD REP	28	\$5,806	\$7,058	1	SENIOR AIRPORT MAINTENANCE LW	32	\$6,409	\$7,790
12	CUSTOMER SERVICE REP	20	\$4,766	\$5,793	1	SENIOR AIRPORT MAINTENANCE WORKER	22	\$5,806	\$7,058
1	CYBER SECURITY ADMINISTRATOR	39	\$7,618	\$9,260	1	SENIOR AIRPORT OPERATIONS OFFICER	27	\$5,665	\$6,886
1	DEPUTY CHIEF OF OPERATIONS	59	\$12,484	\$15,174	1	SENIOR BUILDING INSPECTOR	42	\$8,204	\$9,972
1	DEPUTY CITY CLERK	29	\$5,952	\$7,234	2	SENIOR CIVIL ENGINEER	55	\$11,310	\$13,747
4	DEPUTY CITY MANAGER	74	\$18,080	\$21,977	2	SENIOR CUSTOMER SERVICE REP	24	\$5,260	\$6,394
1	DEPUTY FIRE MARSHAL	56	\$11,592	\$14,091	2	SENIOR ELECTRIC & GAS SYSTEM OPERATOR	38	\$7,433	\$9,034
1	DEVELOPMENT SPECIALIST	35	\$6,902	\$8,389	4	SENIOR EQUIPMENT OPERATOR	47	\$5,665	\$6,886
1	DEVELOPMENT TECHNICIAN	29	\$5,952	\$7,234	1	SENIOR FIRE MECHANIC	34	\$6,734	\$8,185
1	DIRECTOR OF COMMUNITY SERVICES	66	\$14,839	\$18,037	3	SENIOR MAINTENANCE LEADWORKER	32	\$6,409	\$7,790
1	DIRECTOR OF ELECTRIC UTILITY SVCS	66	\$14,839	\$18,037	25	SENIOR MAINTENANCE WORKER	22	\$5,806	\$7,058
1	DIRECTOR OF FINANCE	66	\$14,839	\$18,037	6	SENIOR MECHANIC	29	\$5,952	\$7,234
1	DIVISION CHIEF	DC	\$11,943	\$14,516	1	SENIOR PERMIT TECHNICIAN	32	\$6,409	\$7,790
1	ECONOMIC DEVELOPMENT MANAGER	52	\$10,502	\$12,765	1	SENIOR PLAN CHECKER	42	\$8,204	\$9,972
1	ECONOMIC DEVELOPMENT TECHNICIAN	27	\$5,665	\$6,886	1	SENIOR PLANNER	52	\$10,502	\$12,765
1	ELECTRIC & GAS SYSTEM OPERATOR	33	\$6,569	\$7,985	1	SENIOR PUBLIC WORKS INSPECTOR	42	\$8,204	\$9,972
1	ELECTRICAL TECHNICIAN ASSISTANT	31	\$6,253	\$7,600	1	SENIOR SWEEPER OPERATOR	27	\$5,665	\$6,886
1	ELECTRICIAN	33	\$6,569	\$7,985	2	SENIOR TRAFFIC SIGNAL MAINTENANCE TECHNICIAN	33	\$6,569	\$7,985
1	EMERGENCY MANAGEMENT COORDINATOR	45	\$8,835	\$10,739	2	SENIOR WATER DISTRIBUTION LEAD WORKER	36	\$7,075	\$8,599
1	EMS MANAGEMENT TECHNICIAN	29	\$5,952	\$7,234	10	SENIOR WATER DISTRIBUTION WORKER	23	\$5,132	\$6,238
1	EMS MANAGER	52	\$10,502	\$12,765	1	SENIOR WATER SUPPLY LEAD OPERATOR	38	\$7,433	\$9,034
1	EMS SPECIALIST	35	\$6,902	\$8,389	8	SENIOR WATER SUPPLY OPERATOR	29	\$5,952	\$7,234
2	ENFORCEMENT MANAGER	52	\$10,502	\$12,765	1	SIGN TECHNICIAN	24	\$5,260	\$6,394
2	ENGINEERING LEAD WORKER	28	\$5,806	\$7,058	1	STRATEGIC COMMUNICATIONS SPECIALIST	35	\$6,902	\$8,389
1	ENGINEERING TECHNICIAN I	35	\$6,902	\$8,389	4	SWEEPER OPERATOR	24	\$5,260	\$6,394
2	ENGINEERING TECHNICIAN II	41	\$8,004	\$9,729	2	TECHNOLOGY COORDINATOR	39	\$7,618	\$9,260
1	ENVIRONMENTAL PROGRAMS COMPLIANCE INSPECTOR	30	\$6,100	\$7,415	2	TECHNOLOGY MANAGER	52	\$10,502	\$12,765
1	ENVIRONMENTAL PROGRAMS SPECIALIST	35	\$6,902	\$8,389	1	TECHNOLOGY OFFICER	66	\$14,839	\$18,037
1	ENVIRONMENTAL PROGRAMS TECHNICIAN	29	\$5,952	\$7,234	4	TECHNOLOGY TECHNICIAN	47	\$5,665	\$6,886
1	ENVIRONMENTAL PROGRAMS COORDINATOR	43	\$8,409	\$10,222	1	TRAFFIC MAINTENANCE SUPERVISOR	20	\$7,809	\$9,492
1	ENVIRONMENTAL PROGRAMS MANAGER	52	\$10,502	\$12,765	3	TRAFFIC SIGNAL MAINTENANCE TECHNICIAN	56	\$5,806	\$7,058
5	EQUIPMENT OPERATOR	24	\$5,260	\$6,394	1	TRAINING BATTALION CHIEF	28	\$11,592	\$14,091
1	FACILITIES MANAGER	52	\$10,502	\$12,765	1	UTILITY DISTRIBUTION SUPERINTENDENT	18	\$8,835	\$10,739
1	FACILITIES ADMINISTRATIVE TECHNICIAN	29	\$5,952	\$7,234	3	VEHICLE SERVICE WORKER	45	\$8,835	\$10,739
3	FINANCE ANALYST	47	\$9,282	\$11,283	1	WAREHOUSE CLERK	20	\$4,766	\$5,793
1	FINANCE MANAGER	52	\$10,502	\$12,765	2	WAREHOUSE TECHNICIAN	23	\$5,132	\$6,238
1	FINANCE SPECIALIST	35	\$6,902	\$8,389	4	WATER CONSERVATION SPECIALIST	30	\$6,100	\$7,415
3	FINANCE SUPERVISOR	40	\$7,809	\$9,492	4	WATER DISTRIBUTION LEAD WORKER	28	\$5,806	\$7,058
5	FINANCE TECHNICIAN	29	\$5,952	\$7,234	2	WATER DISTRIBUTION SUPERVISOR	40	\$7,809	\$9,492
1	FIRE ADMINISTRATIVE MANAGER	52	\$10,502	\$12,765	10	WATER DISTRIBUTION WORKER	19	\$4,849	\$5,651
18	FIRE CAPTAIN	FC	\$8,782	\$10,782	2	WATER MANAGER	52	\$10,502	\$12,765
1	FIRE CHIEF	66	\$14,839	\$18,037	2	WATER RESOURCES SUPERVISOR	40	\$7,809	\$9,492
18	FIRE ENGINEER	FE	\$7,528	\$9,241	1	WATER SAMPLING & COMPLIANCE COORDINATOR	35	\$6,902	\$8,389
3	FIRE INSPECTOR	30	\$6,100	\$7,415	2	WATER SUPPLY LEAD OPERATOR	32	\$6,409	\$7,790
1	FIRE INVESTIGATOR	35	\$6,902	\$8,389	1	WATER SUPPLY SUPERVISOR	42	\$8,204	\$9,972
					1	WINDOWS SERVER ADMINISTRATOR	39	\$7,618	\$9,260

CITY OF VICTORVILLE
FISCAL YEAR 2024-2025 TABLE OF COMPENSATION - MONTHLY RATE OF PAY

Revised and adopted by the City of Victorville Council effective July 1, 2024

Includes a 3.0% Cost of Living Adjustment

Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	\$4,425	\$4,647	\$4,879	\$5,123	\$5,379
18	\$4,536	\$4,763	\$5,001	\$5,251	\$5,513
19	\$4,649	\$4,882	\$5,126	\$5,382	\$5,651
20	\$4,766	\$5,004	\$5,254	\$5,517	\$5,793
21	\$4,885	\$5,129	\$5,385	\$5,655	\$5,937
22	\$5,007	\$5,257	\$5,520	\$5,796	\$6,086
23	\$5,132	\$5,389	\$5,658	\$5,941	\$6,238
24	\$5,260	\$5,523	\$5,799	\$6,089	\$6,394
25	\$5,392	\$5,661	\$5,944	\$6,242	\$6,554
26	\$5,527	\$5,803	\$6,093	\$6,398	\$6,718
27	\$5,665	\$5,948	\$6,245	\$6,558	\$6,886
28	\$5,806	\$6,097	\$6,402	\$6,722	\$7,058
29	\$5,952	\$6,249	\$6,562	\$6,890	\$7,234
30	\$6,100	\$6,405	\$6,726	\$7,062	\$7,415
31	\$6,253	\$6,565	\$6,894	\$7,238	\$7,600
32	\$6,409	\$6,730	\$7,066	\$7,419	\$7,790
33	\$6,569	\$6,898	\$7,243	\$7,605	\$7,985
34	\$6,734	\$7,070	\$7,424	\$7,795	\$8,185
35	\$6,902	\$7,247	\$7,609	\$7,990	\$8,389
36	\$7,075	\$7,428	\$7,800	\$8,190	\$8,599
37	\$7,251	\$7,614	\$7,995	\$8,394	\$8,814
38	\$7,433	\$7,804	\$8,195	\$8,604	\$9,034
39	\$7,618	\$7,999	\$8,399	\$8,819	\$9,260
40	\$7,809	\$8,199	\$8,609	\$9,040	\$9,492
41	\$8,004	\$8,404	\$8,825	\$9,266	\$9,729
42	\$8,204	\$8,614	\$9,045	\$9,497	\$9,972
43	\$8,409	\$8,830	\$9,271	\$9,735	\$10,222
44	\$8,620	\$9,051	\$9,503	\$9,978	\$10,477
45	\$8,835	\$9,277	\$9,741	\$10,228	\$10,739
46	\$9,056	\$9,509	\$9,984	\$10,483	\$11,008
47	\$9,282	\$9,747	\$10,234	\$10,746	\$11,283
48	\$9,514	\$9,990	\$10,490	\$11,014	\$11,565
49	\$9,752	\$10,240	\$10,752	\$11,290	\$11,854
50	\$9,996	\$10,496	\$11,021	\$11,572	\$12,150
51	\$10,246	\$10,758	\$11,296	\$11,861	\$12,454
52	\$10,502	\$11,027	\$11,579	\$12,158	\$12,765
53	\$10,765	\$11,303	\$11,868	\$12,462	\$13,085
54	\$11,034	\$11,586	\$12,165	\$12,773	\$13,412
55	\$11,310	\$11,875	\$12,469	\$13,092	\$13,747
56	\$11,592	\$12,172	\$12,781	\$13,420	\$14,091
57	\$11,882	\$12,476	\$13,100	\$13,755	\$14,443
58	\$12,179	\$12,788	\$13,428	\$14,099	\$14,804
59	\$12,484	\$13,108	\$13,763	\$14,452	\$15,174
60	\$12,796	\$13,436	\$14,107	\$14,813	\$15,553
61	\$13,116	\$13,772	\$14,460	\$15,183	\$15,942
62	\$13,444	\$14,116	\$14,822	\$15,563	\$16,341
63	\$13,780	\$14,469	\$15,192	\$15,952	\$16,749
64	\$14,124	\$14,830	\$15,572	\$16,351	\$17,168
65	\$14,477	\$15,201	\$15,961	\$16,759	\$17,597
66	\$14,839	\$15,581	\$16,360	\$17,178	\$18,037
67	\$15,210	\$15,971	\$16,769	\$17,608	\$18,488
68	\$15,591	\$16,370	\$17,189	\$18,048	\$18,950
69	\$15,980	\$16,779	\$17,618	\$18,499	\$19,424
70	\$16,380	\$17,199	\$18,059	\$18,962	\$19,910
71	\$16,789	\$17,629	\$18,510	\$19,436	\$20,407
72	\$17,209	\$18,069	\$18,973	\$19,922	\$20,918
73	\$17,639	\$18,521	\$19,447	\$20,420	\$21,441
74	\$18,080	\$18,984	\$19,933	\$20,930	\$21,977
FFEMT	\$5,951	\$6,249	\$6,561	\$6,890	\$7,234
FFPM	\$7,268	\$7,681	\$8,095	\$8,510	\$8,923
FE	\$7,528	\$7,956	\$8,384	\$8,813	\$9,241
FC	\$8,782	\$9,283	\$9,783	\$10,282	\$10,782
DC	\$11,943	\$12,540	\$13,167	\$13,826	\$14,516

SECTION 2. FRINGE BENEFITS - The following is provided as an overview and should not be considered as a complete description of benefits. The fringe benefits for the City of Victorville full-time employees effective July 1, 2024, unless otherwise specified, through June 30, 2025, shall be:

Annual Vacation Leave - All full-time employees shall earn annual vacation credits accrued bi-weekly in the beginning of the years listed below and are authorized to accumulate vacation leave credits as follows:

Years of Full-Time Employment	Annual Vacation Hours Earned	Hours Earned Per Pay Period (26 pay periods per year)	Maximum Vacation Accrual Hours
0-5	80	3.08	160
6-10	120	4.62	240
11-15	160	6.15	320
16+	200	7.69	400

Full-time employees are eligible to use annual leave time as it accrues. Effective January 1, 2012, accruals will be earned every pay period. (See City of Victorville Personnel Rules, Rule X, Sections 1 and 2.)

Sick Leave – Accrued at the rate of 3.7 hours per pay period for all probationary and full-time employees, for a total of 96 hours per year.

Effective January 1, 2024, Senate Bill (SB) No. 616 passed into law amending California’s paid sick leave, which guarantees employees five (5) paid sick days per year, up from three (3) days previously.

The new law will not impact full-time employees or safety shift personnel as the City’s paid sick leave benefit exceeds California’s law.

Part-time employees paid sick leave benefit will increase to 40 hours or five (5) paid sick days and will be available to use after 30 calendar days of employment.

Bereavement Leave – Effective January 1, 2023, the California Family Rights Act (CFRA) entitles employees five days (increase from three) of unpaid bereavement leave. This is time off work given to eligible employees after the death of a family member or a loved one as follows:

- Spouse or domestic partner
- Child
- Parent
- Sibling
- Grandparent
- Grandchild
- Parent-in-law

Employees are permitted to use any available sick leave, vacation, and compensatory time off for the purpose of bereavement leave.

In addition to the requirements of the California Family Rights Act (CFRA) above, effective July 1, 2024, the City of Victorville will provide non-represented, full-time employees up to 80 hours of paid time off (per

occurrence) for bereavement of a direct family member as listed above. Part-time employees are eligible to take up to 56 hours of paid time off (per occurrence) based on their average hours worked in a two-week pay period over the last 6 months. The paid time off does not need to be consecutive. (See policy No. D-5)

Sick Leave Yearly Payoff - Non-represented full-time employees who maintain a minimum of 144 hours and have completed 5 years of full-time of continuous service with the City of Victorville will be able to receive a payoff of their accrued sick leave hours. The maximum payoff cannot exceed 144 hours, every December, beginning December 2021.

Non-represented part-time employees who maintain a minimum of 72 hours and have completed 5 years of part-time continuous service with the City of Victorville will be able to receive a payoff of their accrued sick leave hours. The maximum payoff cannot exceed 72 hours, every December, beginning December 2021.

The sick leave payoff will be based on the following scale:

Sick Leave Accrued as of Date of Termination	Cash Payment of hours of Accrued Sick Leave
240 hours or less	35%
241 to 320 hours	40%
321 to 400 hours	45%
401 to 480 hours	50%
481 to 560 hours	55%
561 to 640 hours	60%
641 to 720 hours	65%
721 to 800 hours	70%
801 to 880 hours	75%
881 to 960 hours	80%
961 to 1,040 hours	85%
1,041 to 1,120 hours	90%
1,121 to 1,200 hours	95%
1,201 hours and above	100%

Upon completion of five (5) years of continuous service, sick leave payout upon separation of service or termination is calculated according to the above formula, pursuant to Resolution 09-103.

Holidays

Day	Date	Holiday
Thursday	July 4, 2024	Independence Day
Monday	September 2, 2024	Labor Day
Monday	November 11, 2024	Veterans Day
Thursday	November 28, 2024	Thanksgiving Day
Friday	November 29, 2024	Day after Thanksgiving
Tuesday	December 24, 2024	Christmas Eve Holiday
Wednesday	December 25, 2024	Christmas Holiday
Tuesday	December 31, 2024	New Year's Eve Holiday
Wednesday	January 1, 2025	New Year's Day
Monday	January 20, 2025	Martin Luther King, Jr. Day
Monday	February 17, 2025	President's Day
Monday	May 26, 2025	Memorial Day Holiday
Thursday	June 19, 2025	Juneteenth
		1 Floating Holiday

Total of 14 Holidays

Note: Actual holidays vary each year. Three days in December are designated as permanent Cost of Living Adjustment (COLA) reduction days and applied to the December holiday schedule. Actual COLA reduction days taken are based on individual department needs and must be taken within 30 days. Days off during the December holidays shall not be prorated for any employee hired after January 1, 2024.

Floating Holiday may be taken in conjunction with another holiday, vacation, or sick leave day. No partial holiday may be taken. Floating Holiday may be taken after six months of service.

As a matter of recordkeeping for the current Fiscal Year 2023-2024, the City of Victorville replaced the New Year's Eve holiday (listed in the MOU between the City of Victorville and the Victorville Professional Firefighters) with Independence Day Eve holiday (not listed in the MOU) for represented employees.

Premium Holiday Pay- Based on the approved holidays in this section, including the permanent Cost of Living Adjustment reduction days and the Christmas to New Year's Day Holiday Break Coverage Days (December 28 and 29, 2024), and excluding the floating holiday, nonexempt, full-time, non-represented employees who are eligible for paid holidays but who are required to work on a company holiday will be paid at one and one-half times their regular rate of pay for the hours worked in addition to holiday pay. Part-time employees who are required to work on an approved company holiday will be eligible to receive one and one-half times their regular rate of pay for the hours worked.

Differential Weekend Pay- Non-exempt, non-represented full-time and part-time employees that are scheduled to work on Saturday or Sunday as part of their regular schedule will receive additional pay per hour in the amount of 5% of their hourly wage for the weekend hours worked.

Stability Pay – Non-represented employees will receive stability pay, starting after 10 years of part-time or full-time service or the combination of the two with the City of Victorville, during the last pay period of the fiscal year, beginning on July 2023, based on the following scale:

Years of Service	Amount
10 - 14	\$500

15 - 19	\$1,000
20 +	\$1,500

Executive Leave – Provided to Department Heads, Assistant Department Heads, and other designated staff, based on the City Manager's evaluation of the amount of time worked. Advance written approval by the City Manager is required. (See Administrative Policy D-1.)

Compensatory Time – Employees eligible for compensatory time may accrue such time, up to the limit of 80 hours for full-time employees. Compensatory time may not be earned until 40 hours have been worked in a workweek. Compensatory time earned after 40 hours in a workweek are earned at one and one-half rates. It is the employee's choice whether to receive compensatory time or overtime pay. Part-time employees and Safety Shift Personnel are not eligible for compensatory time.

Retirement – Effective July 1, 2015, the City ceased to pay the 8.0% employee share of contributions to the California Public Employees' Retirement System (CalPERS). The City ceased to report the Employer Paid Member Contributions (EPMC) to PERS as special compensation. The City shall participate in the CalPERS replacement benefit plan or equivalent. The City provides all full-time employees with 4th level 1959 Survivor's Benefits.

For full-time employees and Council Members hired on or after January 1, 2013, CalPERS contributions will be implemented according to the Public Employees' Pension Reform Act of 2013 (PEPRA) AB 340 and AB 197. Council Members have the option to elect membership to CalPERS.

Miscellaneous Classic Formula: Member formula: 2.5% @ 55 Employees pay CalPERS 8% employee contribution.

Miscellaneous PEPRA Formula: Member formula 2.0% @ 62 Employee will pay the statutorily mandated employee contribution rate of one half of the total normal cost.

Safety Classic Formula: Member formula: 2% @ 50 Employee pay CalPERS 9% employee contribution.

Safety PEPRA Formula: Member formula 2.7% @ 57. Employees will pay the statutorily mandated employee contribution rate of one half of the total normal cost.

Deferred Compensation – As of January 1, 2024, full-time employees shall be eligible to transfer up to \$23,000 of annual salary per year into a City-approved Deferred Compensation Plan; full-time employees 50 years of age and above are allowed a catch-up provision of \$7,500. An additional standard provision is available to full-time employees who are planning on retiring within three years. Under this provision funds not utilized may be contributed the year prior to retirement. Deferred Compensation funds may be accessed through a loan program.

A 401(a) Defined Contribution Plan is available for new full-time employees who may elect an employee contribution, under Section 401(a) of the Internal Revenue Code. The plan document allows a 60-day period for the individuals to make an election from the initial date of hire. Pursuant to Federal Regulations, effective December 31, 2009, existing full-time employees may not enroll or modify an existing 401(a) plan.

Employer contributions will not be offered in any new recruitments effective July 1, 2022. Employees receiving employer contributions toward deferred compensation prior to July 1, 2022, will be grandfathered into the pre-existing deferred compensation structure, and will continue to receive the employer contribution offered for the following non-represented classifications (should the grandfathered employee maintain continuous

employment with the City and receive a promotion to a higher position): Fire Chief \$800, Division Chief \$750, Deputy Chief of Operations \$750, Training Battalion Chief \$750, Battalion Chief \$750, Deputy Fire Marshal \$750.

Retirement Medical Coverage – City employees and Council Members who meet CalPERS's requirements and retire simultaneously with the City of Victorville are considered City retirees.

For employees hired prior to July 1, 2024, the City shall be responsible for retirees' (beginning with eight years of service) medical insurance premium as follows:

Years of Service	25 +	20-24	15-19	8-14
City Paid	100%	75%	50%	25%

For employees hired on or after July 1, 2024, the City shall be responsible for retirees' (beginning with fifteen years of service) medical insurance premium as follows:

Years of Service	25 +	20-24	15-19
City Paid	100%	75%	50%

Retirees must have been previously enrolled in medical coverage, for twelve consecutive months, in the City's medical insurance plan at time of retirement to be eligible to receive the medical reimbursement based on the above tables.

For early retirees under age 65 - Payment is based on the single-party rate of the medical options available through the City's insurance plan, not to exceed \$950 per month.

For retirees age 65 and over – Payment is based on available Medicare Supplemental options single-party rate, available through the City's insurance plan, not to exceed \$950 per month.

City Retirees from non-represented groups may postpone their medical insurance enrollment to a later date.

Out-of-state City Retirees Medical Reimbursement– City Retirees from non-represented groups residing outside the state of California will be eligible to enroll in medical insurance plans outside of CalPERS and remain eligible to receive medical reimbursement based on the years of service according to the tables above. Proof of payment will be required. Retirees age 65 and over must be enrolled with Medicare Part A (Hospital) and Part B (Medical) in order to be eligible for a retiree medical plan offered through the City.

Retirees may continue dental and vision insurance coverage at their own expense.

Retirees must have been previously enrolled in medical coverage, for twelve consecutive months, in the City's medical insurance plan at time of retirement to be eligible to receive the one time pay-off option.

Effective February 11, 2000, an employee may opt for a one-time payoff, at the time of retirement, in lieu of monthly medical retirement benefits. This shall be paid on a pro-rated basis, contingent upon years of service described in the chart below.

For employees hired prior to July 1, 2024, the payoff will be based on the following table:

Years of Service	25 +	20-24	15-19	8-14
City Paid	100%	75%	50%	25%
Pay-off Amount	\$19,364	\$15,490	\$11,616	\$7,748

For employees hired on or after July 1, 2024, the one-time payoff amount will be based on the following table:

Years of Service	25 +	20-24	15-19
City Paid	100%	75%	50%
Pay-off Amount	\$19,364	\$15,490	\$11,616

These amounts may change annually, based on the COLA applied to the City employees' wages.

Medicare - Employees hired after April 1, 1986, shall contribute 1.45% of their base salary as a matching share of contribution to provide Medicare coverage, available upon retirement, based on Social Security Administration guidelines.

Fringe – The amount of \$950 per month is provided by the City for health, dental, and vision coverage for all full-time employees and Council Members. Married couples who are both full-time employees with the City may utilize the full fringe each for family medical, dental and vision. If eligible family members are enrolled, they must be enrolled in the same coverage as elected by the employee. The maximum cash back benefit for employees and Council Members waiving medical benefits is \$400 per month. Any Council Member who is a CalPERS Retiree and not allowed to enroll in the City's active plan may apply up to a maximum of \$950 towards a CalPERS retiree medical premium. Employees and Council Members may purchase dental and vision coverage with this amount. Any remaining balance may be deposited into a flexible spending account or included as taxable income on their paychecks. Flexible spending accounts are provided for pre-tax deposits to cover expenses for health care and/or dependent day care. The City is responsible for the monthly administrative fee associated with the health care and dependent day care plans.

Additionally, full-time employees who enroll in medical, dental and vision plans and are paying out-of-pocket, the City will subsidize 50% of the total out-of-pocket cost up to \$800 per month. This subsidy does not apply to Council Members or retirees.

Workers' Compensation Program – Insurance provided by the City for work-related injuries occurring to the employee during the course of employment. (See City of Victorville Personnel Rules, Rule X, Section 4.) (See Family and Medical Leave Act Policy No. B-25)

Employee Assistance Program – The City provides for a confidential counseling program for employees and eligible dependents.

Unemployment Insurance – May provide income for the employee if laid off or involuntarily terminated for reasons other than misconduct.

Life insurance - Group term life insurance and accidental death and dismemberment insurance is paid by the City at the rate of .162 per thousand dollars of base salary and is rounded to the nearest \$1,000. For Full-time employees, the benefit is one times annual salary, to a maximum of \$250,000. A maximum of \$10,000 life insurance policy is paid by the City for Council Members.

Short-Term Disability (STD) Insurance – Full-time employees shall contribute .61% per \$100 of monthly salary. Employee premiums are post-tax; therefore, benefits will not be taxed upon receipt of payment.

Employees may be eligible to receive disability payments after 7 days of missed work, and benefits shall continue for 13 weeks for a qualifying illness or injury. STD pays 60% of employees' weekly base pay, with a minimum of \$50 per week, up to a maximum of \$1,600 per week. Part-time employees are not eligible. (See City of Victorville Personnel Rules, Rule X, Section 12.) (See Family and Medical Leave Act Policy No. B-25).

Long-Term Disability – The City provides coverage for full-time employees after 90 days of disability. The City's premium is \$.70 per \$100 of monthly salary and covers 66.67% of employees' monthly salary. Minimum of \$50 per month to a maximum of \$5,000 per month.

Paid Parental Leave - Non-represented full-time and part-time employees are eligible for up to four (4) weeks of paid maternity/paternity/adoption leave. Paid Parental Leave (PPL) is compensated at 60% of the employee's weekly earnings and must be coordinated with sick and/or annual leave accruals, accordingly. Paid Parental Leave may not be used in conjunction with short-term disability benefits.

Paid Parental Leave is associated with the birth of an employee's own child or the placement of a child with the employee in connection with adoption. The purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly adopted child. Paid Parental Leave may be taken within the first year of the employee's child's arrival by birth or adoption. This leave is not subject for an extension or a payout.

If both parents are employees, both may access the paid benefits of this policy. This policy will run concurrently with Family and Medical Leave Act (FMLA) leave, as applicable. In order to be eligible to take Paid Parental Leave, a full-time employee must have been employed with the City for at least 12 months and have passed probation. A part-time employee must have 12 months of continuous service. Additionally, the employee must have worked at least 1,250 hours during the 12 consecutive months immediately preceding the date the leave would begin, (Temporary employees, interns, planning commissioners, and council members are not eligible for this benefit).

Cell Phone/Technology Stipends – Certain employees that need to be accessible via their cell phone in the course of their duties or may otherwise require technology for work-related activities may receive a monthly cell phone/technology stipend. Pursuant to Administrative Policy No. B-28, such stipends require a Department Director recommendation and are subject to City Manager approval.

Council members may receive a cell phone/technology stipend in the amount of \$150 monthly to offset the costs related to the personal use of their cell phone or other technology for City business. Neither employees nor City Council members shall receive both a City-issued cell phone and a cell phone/technology stipend.

Vehicle Stipends – A number of positions require the use of a vehicle in completing work-related duties during regular working hours as well as during evenings, weekends, and holidays. Some positions will be assigned a City vehicle for these purposes, while others may be assigned a vehicle stipend pursuant to Administrative Policy No. B-26.

As detailed in the Council Policy Manual, the Mayor and Mayor Pro-Tem may choose to receive a monthly auto allowance in the amount of \$300 and \$200, respectively.

In the case of employees or Council members who receive a vehicle stipend, mileage reimbursement may be requested for events in excess of 200 miles.

Safety shoes - All employees, with the exception of Safety Personnel, who are required to wear safety shoes, shall receive \$225 reimbursement per fiscal year. Employees may purchase multiple pairs of shoes so long the allowance is not exceeded. Exceptions are governed by Administrative Policy No. G-7.

Uniforms - Payment for non-safety uniform service shall not exceed \$174 per year per employee for those employees required to wear uniforms. Reimbursement to Victorville Municipal Utilities Service employees who maintain their own uniforms, due to specialized uniforms and handling, shall not exceed \$300 per year.

Upon the recommendation of the Department Head and approval of the City Manager, the following non-represented Victorville positions will receive a uniform allowance as follows: Fire Chief, Deputy Chief of Operations, Division Chief, Battalion Chief, Training Battalion Chief, Deputy Fire Marshal, EMS Manager \$75.00 per month. EMS Specialist, EMS Management Technician, Fire Investigator, Fire Inspector \$37.50 per month.

Per CalPERS PEPRA legislation passed January 1, 2013, Uniform allowance is not pensionable for PEPRA CalPERS members.

Stand-by Pay – Available to qualified full-time non-safety and non-exempt regular employees who are required to be immediately available for duty. Employees called to work while on Stand-by will be paid at a rate of \$300 per week plus their regular rate of pay for the hours actually worked, subject to FLSA overtime provisions.

Bilingual Pay – Upon the recommendation of the Department Head and based on the need of the Department, full-time and part-time employees who are proficient in speaking a qualified foreign language shall receive \$50.00 per month of additional pay as a bilingual pay incentive. To be eligible, personnel must pass the City's written and oral exam. Currently the qualified foreign language is Spanish.

Tuition Reimbursement – Effective July 1, 2024, new tuition reimbursement requirements and benefits will be available to full-time, non-represented regular employees, after one year of full-time service. All courses taken for reimbursement must be approved by the City Manager, Department Head and the Personnel Officer prior to the beginning of the course. Courses eligible for reimbursement must be job related and toward a related degree. Tuition reimbursement will include any associated fees including books, permits and other required fees (excluding shipping costs) up to a maximum of \$5,000 per fiscal year. The Tuition Reimbursement program may be suspended if allocated funds are exhausted and/or if the Council chooses not to allocate the funds necessary to continue the program in any particular fiscal year due to budget constraints. (See Tuition Reimbursement Administrative Policy No: B-33).

Represented employees are still eligible for tuition reimbursement under the provisions of the Memorandum of Understanding between the City of Victorville and the Victorville Professional Firefighters and Administrative Policy No. B-31.

Work Week – Full-time non-safety employees will work a 40-hour week schedule. All Safety non-shift employees will work a 40-hour week schedule.

Work schedules:

The work schedule effective July 13th, 2019, will be a 9/80 schedule, whereby all full-time employees will work 40 hours per week. Exceptions to the 9/80 schedule may be approved by the City Manager

if it is determined that it is in the best interest of the City. For those assigned the traditional 9/80 schedule, the work week begins each Friday at 12:01 p.m. and ends each Friday at 12:00 p.m. For those assigned a modified 9/80 schedule following City Manager approval, the work week begins each Saturday at 12:00 a.m. and ends each Friday at 11:59 p.m.

Overtime will be calculated for all non-exempt employees, who exceed 40 total actual hours worked over a consecutive 168 hours or 7 days (per FLSA) between these times, excluding Safety Shift Personnel.

For all non-exempt employees, including Safety Shift Personnel, only hours actually worked will be counted when calculating overtime pay. Approved paid leave shall not be considered as time worked for the purpose of computing the total number of hours worked in the work period. Overtime is calculated pursuant to federal law.

Per Resolution No. 22-096, any overtime pay provided to the Battalion Chiefs is a benefit provided pursuant to this resolution and is not required under the FLSA; and thus, the City will compensate Battalion Chiefs' overtime at a rate which will be one and one-half times the Battalion Chief's base hourly rate.

Regular hours worked each pay period will continue to be paid at a standard 112 hours and not based on the actual shift hours worked.

Extra hours actually worked in a pay period will be computed as overtime based on the standard 112 hours that are paid in each pay period for the Battalion Chief classification. An example is provided in Exhibit A to Resolution No. 22-096 for further illustration.

All overtime work is subject to pre-approval by the Fire Chief; and the Fire Chief may authorize overtime for shift work or emergency incidents beyond the Battalion Chiefs' regularly scheduled assignments.

Time spent in meetings and training outside the Battalion Chiefs' regularly scheduled assignments, as pre-approved by the Fire Chief, will be compensated at the overtime rate.

The Battalion Chiefs will no longer qualify for Executive Leave under Rule IV, Section 5 of the City's Personnel Rules and Regulations.

The Training Battalion Chief will continue to be eligible for Executive Leave under Rule IV, Section 5 of the City's Personnel Rules and Regulations for extra hours worked beyond their 9/80 work schedule and directly related to their primary assignments. However, if the Training Battalion Chief works beyond their primary assignment to cover as Battalion Chief over a suppression shift, or assist on incidents, the City will compensate such hours as overtime at a rate which will be one and one-half times the Battalion Chief's base hourly rate based on a 56-hour workweek.

City of Victorville Fire Department Additional Compensation – Included in Memorandum of Understanding in effect May 17, 2022, through May 16, 2027.



CITY OF VICTORVILLE
FISCAL YEAR 2024-2025 PART-TIME TABLE OF COMPENSATION
Includes a 3.0% Cost of Living Adjustment

Title	Salary Range	Current Hourly Rate	Hourly Rate Effective 7-1-24
Aquatic Aide	M	\$17.00	\$17.50
Recreation Leader I	M	\$17.00	\$17.50
Lifeguard	1	\$18.41	\$18.96
Senior Recreation Leader	1	\$18.41	\$18.96
Senior Lifeguard	2	\$19.83	\$20.42
Administrative Intern	2	\$19.83	\$20.42
Library Aide	2	\$19.83	\$20.42
Recreation Specialist	3	\$21.53	\$22.17
Pool Manager	4	\$21.53	\$24.51
Library Clerk	4	\$23.79	\$24.51
Office Aide	4	\$23.79	\$24.51
Maintenance Aide	5	\$24.93	\$25.67
Vehicle Service Worker - PT	5	\$24.93	\$25.67
Library Technician	6	\$26.34	\$27.13
Engineering Intern	6	\$26.34	\$27.13
Assistant Engineer - PT	20	\$79.31	\$81.69



Item Number: 8

City Council / Board of Directors

Written Communications

Meeting of: September 3, 2024

Submitted By:

Sophie Smith, Deputy City Manager

Subject:

A Resolution of the City Council of the City of Victorville Amending the Table of Organization and Compensation Schedule Previously Adopted on June 4, 2024, for Fiscal Year 24-25

Recommendation:

That the Honorable City Council adopt Benefits Resolution No. 24-075, effective September 3, 2024.

Fiscal Impact:

The fiscal impact associated with this resolution is included within the Fiscal Year 2024-2025 budget. No additional appropriation is needed.

Strategic Plan Goal:

The item is consistent with Strategic Plan Goal "G" "Organizational Effectiveness and Sustainability" in that the organizational structure must be reviewed and evaluated regularly, and revised accordingly, to maximize organizational effectiveness and sustainability.

Background:

City of Victorville Administrative Policies are intended to be developed and administered by the City Manager as guidance for City employees and to supplement the Personnel Rules and Regulations for the efficient operation of the City. Currently, staff is undergoing a comprehensive review of various administrative policies. Many of the administrative policies are in need of updating, or can be rescinded altogether.

Discussion:

While updating the administrative policies regarding cell phone and vehicle stipends, it was determined the updated administrative policies should be cross-referenced in the Benefits Resolution adopted by the City Council annually. Additionally, the guidance for

City Council members should be removed from the administrative policies and more appropriately be incorporated into the Benefits Resolution as well. Resolution No. 24-075 has been drafted to incorporate the changes regarding cell phone and vehicle stipends for employees as well as City Council members.

- **Cell Phone/Technology Stipend** - An update to Administrative Policy No. B-28 has been drafted and approved by the City Manager to properly reflect the cell phone/technology stipend provided to various staff members to offset the costs of those employees' use of their personal devices, internet, or other technology to conduct their job duties. The employee stipends are included in the budgeting process and accounted for accordingly.
 - **City Council Members** - Previously, the \$150 monthly cell phone stipend made available to City Council members who choose a stipend rather than the use of a City-issued cell phone was captured in Administrative Policy B-28. As previously mentioned, such administrative policies generally pertain to employees, so the reference to the Council stipend has been removed from the updated Administrative Policy B-28 and rather is being added to the updated Benefits Resolution No. 24-075.
- **Vehicle Stipend** - An update to Administrative Policy No. B-26 has been drafted and approved by the City Manager to properly reflect the vehicle stipend provided to various staff members to offset the use of their personal vehicles for City business. The vehicle stipends for employees are included in the budgeting process and accounted for accordingly.
 - **City Council Members** - Currently, the Mayor and Mayor Pro-Tem receive a monthly vehicle stipend of \$300 and \$200, respectively pursuant to Chapter 8, Section IV (H) of the Council Policy Manual entitled "Mileage Reimbursement/Allowance" to cover the costs using their personal vehicles for City-related travel. Accordingly, such benefit is being added to the updated Benefits Resolution No. 24-075.

In addition to these changes, a recent CalPERS audit identified a need to add dollar signs and minimum and maximum column headers to the Table of Organization and Table of Compensation. We have included these changes in this update, as well as the updated salary for the City Manager as approved by the City Council on August 20, 2024.

Staff is requesting your favorable consideration on this item and remains available for any questions or comments.

Attachments: A. Benefits Resolution No. 24-075 (with yellow highlight reflecting changes)