

RESOLUTION NO. 25-010

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VICTORVILLE ESTABLISHING THE EMPLOYEE SALARY SCHEDULE AND AMENDING FRINGE BENEFITS FOR NON-REPRESENTED FULL-TIME EMPLOYEES OF THE CITY OF VICTORVILLE INCLUDED IN RESOLUTION NUMBER 24-036, RESOLUTION NUMBER 24-075, AND SUBSEQUENT AMENDMENTS.

WHEREAS, copies of said Employee Salary Schedule 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 Employee Salary Schedule for Mid-Year 2024-2025 is hereby revised. A total of 553 full-time positions on such revised Employee Salary Schedule are authorized to be filled in accordance with the Personnel Ordinance of the City of Victorville. The salaries and compensation of officers and employees of the City of Victorville shall be established as provided in said Personnel Ordinance for the salary ranges to which position is assigned by this Benefit Resolution for Mid-Year 2024-2025. The Table of Organization and Table of Compensation have been combined into an Employee Salary Schedule which meets the Government Code and California Code of Regulations (CCR) requirement 570.5 for Classic Members and 571.1 for New Members.



**CITY OF VICTORVILLE
COMBINED SALARY SCHEDULES
MID-YEAR BUDGET 2024-2025**

EFFECTIVE FEBRUARY 18, 2025
Approved and Adopted by the City of Victorville Council as of 2/18/2025

REVISED FEBRUARY 12, 2025

NON-REPRESENTED FULL-TIME SALARY SCHEDULE					
MONTHLY BASE PAY, PAID OUT BI-WEEKLY, BASED ON 80-HOUR WORK SCHEDULE AND 26 PAY PERIODS					
Includes 3.0% Cost of Living Adjustment (COLA)					
NO. OF POSITIONS	CLASSIFICATION	RANGE	MINIMUM	MAXIMUM	
			STEP 1	STEP 2	STEP 3
			TIME BASE	TIME BASE	TIME BASE
			MONTHLY	MONTHLY	MONTHLY
			MONTHLY	MONTHLY	MONTHLY
2	ACCOUNTANT	40	\$7,809	\$8,199	\$8,609
3	ADMINISTRATIVE ANALYST	41	\$8,004	\$8,404	\$8,824
8	ADMINISTRATIVE SECRETARY	29	\$5,952	\$6,250	\$6,562
1	AIRPORT ADMINISTRATIVE MANAGER	52	\$10,502	\$11,027	\$11,578
1	AIRPORT BUSINESS ANALYST	41	\$8,004	\$8,404	\$8,824
1	AIRPORT BUSINESS TECHNICIAN	29	\$5,952	\$6,250	\$6,562
1	AIRPORT DIRECTOR	66	\$14,839	\$15,581	\$16,360
1	AIRPORT MAINTENANCE SUPERVISOR	40	\$7,809	\$8,199	\$8,609
7	AIRPORT MAINTENANCE WORKER	18	\$4,536	\$4,763	\$5,001
3	AIRPORT OPERATIONS OFFICER	23	\$5,132	\$5,389	\$5,658
1	AIRPORT OPERATIONS SUPERVISOR	40	\$7,809	\$8,199	\$8,609
1	AIRPORT PROJECT TECHNICIAN	29	\$5,952	\$6,250	\$6,562
2	ANIMAL CARE & CONTROL SUPERVISOR	40	\$7,809	\$8,199	\$8,609
4	ANIMAL CONTROL OFFICER I	30	\$6,100	\$6,405	\$6,725
2	ANIMAL CONTROL OFFICER II	35	\$6,902	\$7,247	\$7,609
2	ANIMAL CONTROL TECHNICIAN	27	\$5,665	\$5,948	\$6,246
1	ASSISTANT AIRPORT DIRECTOR	59	\$12,484	\$13,108	\$13,764
1	ASSISTANT CITY CLERK	35	\$6,902	\$7,247	\$7,609
1	ASSISTANT CITY LIBRARIAN	32	\$6,409	\$6,729	\$7,066
1	ASSISTANT DIRECTOR OF FINANCE	59	\$12,484	\$13,108	\$13,764
1	ASSISTANT DIRECTOR OF HUMAN RESOURCES	59	\$12,484	\$13,108	\$13,764
1	ASSISTANT DIRECTOR OF PUBLIC WORKS	59	\$12,484	\$13,108	\$13,764
1	ASSISTANT DIRECTOR OF UTILITIES	59	\$12,484	\$13,108	\$13,764
1	ASSISTANT DIRECTOR OF WATER	59	\$12,484	\$13,108	\$13,764
5	ASSISTANT ENGINEER I	41	\$8,004	\$8,404	\$8,824
2	ASSISTANT ENGINEER II	45	\$8,835	\$9,277	\$9,741
1	ASSISTANT PLANNER	37	\$7,251	\$7,614	\$7,994
1	ASSOCIATE CIVIL ENGINEER	52	\$10,502	\$11,027	\$11,578
2	ASSOCIATE PLANNER	44	\$8,620	\$9,051	\$9,504
3	BATTALION CHIEF	56	\$11,592	\$12,172	\$12,780
1	BILLING TECHNICIAN	29	\$5,952	\$6,250	\$6,562
1	BUILDING DIVISION MANAGER	52	\$10,502	\$11,027	\$11,578
2	BUILDING INSPECTOR	35	\$6,902	\$7,247	\$7,609
1	BUILDING OFFICIAL	66	\$14,839	\$15,581	\$16,360
1	BUSINESS INTELLIGENCE DEVELOPER	39	\$7,618	\$7,999	\$8,399
1	CHILDREN'S LIBRARIAN	27	\$5,665	\$5,948	\$6,246
1	CITY CLERK	66	\$14,839	\$15,581	\$16,360
5	CITY COUNCIL				\$1,900
1	CITY ENGINEER	66	\$14,839	\$15,581	\$16,360
1	CITY LIBRARIAN	40	\$7,809	\$8,199	\$8,609
1	CITY MANAGER				\$28,847
1	CITY PLANNER	66	\$14,839	\$15,581	\$16,360
1	CITY SURVEYOR	52	\$10,502	\$11,027	\$11,578
3	CODE COMPLIANCE TECHNICIAN	27	\$5,665	\$5,948	\$6,246
3	CODE ENFORCEMENT OFFICER I	30	\$6,100	\$6,405	\$6,725
11	CODE ENFORCEMENT OFFICER II	35	\$6,902	\$7,247	\$7,609
1	CODE ENFORCEMENT OFFICIAL	66	\$14,839	\$15,581	\$16,360
3	CODE ENFORCEMENT SUPERVISOR	42	\$8,204	\$8,614	\$9,045
1	COMMUNICATION ASSISTANT	21	\$4,885	\$5,129	\$5,386
1	COMMUNITY RELATIONS SPECIALIST	35	\$6,902	\$7,247	\$7,609
2	COMMUNITY SERVICES COORDINATOR	27	\$5,665	\$5,948	\$6,246
1	CONTRACT SPECIALIST	35	\$6,902	\$7,247	\$7,609
1	CROSS CONNECTION COORDINATOR	35	\$6,902	\$7,247	\$7,609
1	CROSS CONNECTION TECHNICIAN	31	\$6,253	\$6,566	\$6,894
1	CUSTOMER SERVICE LEAD REP	28	\$5,806	\$6,096	\$6,401
12	CUSTOMER SERVICE REP	20	\$4,766	\$5,004	\$5,255
1	CYBER SECURITY ADMINISTRATOR	39	\$7,618	\$7,999	\$8,399



**CITY OF VICTORVILLE
COMBINED SALARY SCHEDULES
MID-YEAR BUDGET 2024-2025**

EFFECTIVE FEBRUARY 18, 2025

Approved and Adopted by the City of Victorville Council as of 2/18/2025

NON-REPRESENTED FULL-TIME SALARY SCHEDULE				
MONTHLY BASE PAY, PAID OUT BI-WEEKLY, BASED ON 80-HOUR WORK SCHEDULE AND 26 PAY PERIODS				
Includes 3.0% Cost of Living Adjustment (COLA)				
NO. OF POSITIONS	CLASSIFICATION	RANGE	MINIMUM	MAXIMUM
			STEP 1	STEP 5
			TIME BASE MONTHLY	TIME BASE MONTHLY
1	DEPUTY CHIEF OF OPERATIONS	59	\$12,484	\$15,174
1	DEPUTY CITY CLERK	29	\$5,952	\$7,235
3	DEPUTY CITY MANAGER	74	\$18,080	\$21,976
1	DEPUTY FIRE MARSHAL	56	\$11,592	\$14,090
1	DEVELOPMENT SPECIALIST	35	\$6,902	\$8,389
1	DEVELOPMENT TECHNICIAN	29	\$5,952	\$7,235
1	DIRECTOR OF COMMUNITY SERVICES	66	\$14,839	\$18,037
1	DIRECTOR OF ELECTRIC UTILITY SVCS	66	\$14,839	\$18,037
1	DIRECTOR OF FINANCE	66	\$14,839	\$18,037
1	DIVISION CHIEF	DC	\$11,943	\$14,517
1	ECONOMIC DEVELOPMENT MANAGER	52	\$10,502	\$12,765
1	ECONOMIC DEVELOPMENT TECHNICIAN	27	\$5,665	\$6,886
1	ELECTRIC & GAS SYSTEM OPERATOR	33	\$6,569	\$7,985
1	ELECTRICAL TECHNICIAN ASSISTANT	31	\$6,253	\$7,601
1	ELECTRICIAN	33	\$6,569	\$7,985
1	EMS MANAGER	52	\$10,502	\$12,765
1	EMS SPECIALIST	35	\$6,902	\$8,389
2	ENFORCEMENT MANAGER	52	\$10,502	\$12,765
2	ENGINEERING LEAD WORKER	28	\$5,806	\$7,057
1	ENGINEERING TECHNICIAN I	35	\$6,902	\$8,389
2	ENGINEERING TECHNICIAN II	41	\$8,004	\$9,729
1	ENVIROMENTAL PROGRAMS COMPLIANCE INSPECTOR	30	\$6,100	\$7,415
1	ENVIROMENTAL PROGRAMS SPECIALIST	35	\$6,902	\$8,389
1	ENVIROMENTAL PROGRAMS TECHNICIAN	29	\$5,952	\$7,235
1	ENVIRONMENTAL PROGRAMS COORDINATOR	43	\$8,409	\$10,221
1	ENVIRONMENTAL PROGRAMS MANAGER	52	\$10,502	\$12,765
5	EQUIPMENT OPERATOR	24	\$5,260	\$6,394
1	FACILITIES ADMINISTRATIVE TECHNICIAN	29	\$5,952	\$7,235
1	FACILITIES MANAGER	52	\$10,502	\$12,765
3	FINANCE ANALYST	47	\$9,282	\$11,282
1	FINANCE MANAGER	52	\$10,502	\$12,765
1	FINANCE SPECIALIST	35	\$6,902	\$8,389
4	FINANCE SUPERVISOR	40	\$7,809	\$9,492
5	FINANCE TECHNICIAN	29	\$5,952	\$7,235
1	FIRE ADMINISTRATIVE MANAGER	52	\$10,502	\$12,765
1	FIRE CHIEF	66	\$14,839	\$18,037
3	FIRE INSPECTOR	30	\$6,100	\$7,415
1	FIRE INVESTIGATOR	35	\$6,902	\$8,389
1	FIRE MECHANIC	31	\$6,253	\$7,601
1	FLEET ADMINISTRATIVE TECHNICIAN	27	\$5,665	\$6,886
1	FLEET MANAGER	52	\$10,502	\$12,765
1	FLEET SUPERVISOR	40	\$7,809	\$9,492
1	GAS OPERATIONS SUPERINTENDENT	45	\$8,835	\$10,739
1	GIS COORDINATOR	39	\$7,618	\$9,260
1	GIS TECHNICIAN	27	\$5,665	\$6,886
1	HOMELESSNESS SOLUTIONS & HOUSING MANAGER	52	\$10,502	\$12,765
1	HOMELESSNESS SOLUTIONS COORDINATOR	42	\$8,204	\$9,972
3	HUMAN RESOURCES ANALYST	41	\$8,004	\$9,729
1	HUMAN RESOURCES OFFICER	66	\$14,839	\$18,037
1	HUMAN RESOURCES SPECIALIST	35	\$6,902	\$8,389
1	IT TECHNICAL WRITER	27	\$5,665	\$6,886
1	LEAD ACCOUNT CLERK	28	\$5,806	\$7,057
1	LEAD ELECTRICIAN	38	\$7,433	\$9,035
1	LEAD LINE LOCATOR	28	\$5,806	\$7,057
2	LEAD MECHANIC	36	\$7,075	\$8,600
2	LIBRARY ASSOCIATE	17	\$4,425	\$5,379
1	LIBRARY COORDINATOR	27	\$5,665	\$6,886
1	LICENSING TECHNICIAN	27	\$5,665	\$6,886



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MID-YEAR BUDGET 2024-2025**

EFFECTIVE FEBRUARY 18, 2025

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					NON-REPRESENTED FULL-TIME SALARY SCHEDULE				
					MONTHLY BASE PAY, PAID OUT BI-WEEKLY, BASED ON 80-HOUR WORK SCHEDULE AND 26 PAY PERIODS				
					Includes 3.0% Cost of Living Adjustment (COLA)				
			MINIMUM						MAXIMUM
NO. OF POSITIONS	CLASSIFICATION	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		
			TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY	
2	LINE LOCATOR	25	\$5,392	\$5,662	\$5,945	\$6,242	\$6,554		
9	MAINTENANCE LEAD WORKER	28	\$5,806	\$6,096	\$6,401	\$6,721	\$7,057		
1	MAINTENANCE SUPERVISOR	40	\$7,809	\$8,199	\$8,609	\$9,040	\$9,492		
49	MAINTENANCE WORKER	18	\$4,536	\$4,763	\$5,001	\$5,251	\$5,514		
6	MANAGEMENT SPECIALIST	35	\$6,902	\$7,247	\$7,609	\$7,990	\$8,389		
9	MANAGEMENT TECHNICIAN	29	\$5,952	\$6,250	\$6,562	\$6,890	\$7,235		
1	MARKETING TECHNICIAN	29	\$5,952	\$6,250	\$6,562	\$6,890	\$7,235		
1	MECHANIC	23	\$5,132	\$5,389	\$5,658	\$5,941	\$6,238		
1	NETWORK ADMINISTRATOR	39	\$7,618	\$7,999	\$8,399	\$8,819	\$9,260		
1	NETWORK ENGINEER	52	\$10,502	\$11,027	\$11,578	\$12,157	\$12,765		
8	OFFICE ASSISTANT	17	\$4,425	\$4,646	\$4,879	\$5,122	\$5,379		
1	PARKS SUPERVISOR	40	\$7,809	\$8,199	\$8,609	\$9,040	\$9,492		
1	PAYROLL SPECIALIST	35	\$6,902	\$7,247	\$7,609	\$7,990	\$8,389		
1	PAYROLL SUPERVISOR	40	\$7,809	\$8,199	\$8,609	\$9,040	\$9,492		
2	PAYROLL TECHNICIAN	29	\$5,952	\$6,250	\$6,562	\$6,890	\$7,235		
4	PERMIT TECHNICIAN	27	\$5,665	\$5,948	\$6,246	\$6,558	\$6,886		
1	PLAN CHECKER	35	\$6,902	\$7,247	\$7,609	\$7,990	\$8,389		
1	PLANNING TECHNICIAN	27	\$5,665	\$5,948	\$6,246	\$6,558	\$6,886		
1	PUBLIC INFORMATION OFFICER	66	\$14,839	\$15,581	\$16,360	\$17,178	\$18,037		
1	PUBLIC WORKS & WATER ADMINISTRATIVE MANAGER	52	\$10,502	\$11,027	\$11,578	\$12,157	\$12,765		
1	PUBLIC WORKS & WATER DIRECTOR	66	\$14,839	\$15,581	\$16,360	\$17,178	\$18,037		
3	PUBLIC WORKS INSPECTOR	35	\$6,902	\$7,247	\$7,609	\$7,990	\$8,389		
2	PUBLIC WORKS MANAGER	52	\$10,502	\$11,027	\$11,578	\$12,157	\$12,765		
2	PUBLIC WORKS SUPERVISOR	40	\$7,809	\$8,199	\$8,609	\$9,040	\$9,492		
1	PUBLIC WORKS TECHNICIAN	29	\$5,952	\$6,250	\$6,562	\$6,890	\$7,235		
1	PURCHASING MANAGER	52	\$10,502	\$11,027	\$11,578	\$12,157	\$12,765		
1	REAL ESTATE SPECIALIST	38	\$7,433	\$7,805	\$8,195	\$8,605	\$9,035		
1	RECREATION MANAGER	52	\$10,502	\$11,027	\$11,578	\$12,157	\$12,765		
3	RECREATION SUPERVISOR	40	\$7,809	\$8,199	\$8,609	\$9,040	\$9,492		
1	REGISTERED VETERINARY TECHNICIAN	27	\$5,665	\$5,948	\$6,246	\$6,558	\$6,886		
1	RISK AND EMERGENCY MANAGEMENT TECHNICIAN	29	\$5,952	\$6,250	\$6,562	\$6,890	\$7,235		
1	SCADA COORDINATOR	42	\$8,204	\$8,614	\$9,045	\$9,497	\$9,972		
16	SECRETARY	21	\$4,885	\$5,129	\$5,386	\$5,655	\$5,938		
7	SENIOR ACCOUNT CLERK	24	\$5,260	\$5,523	\$5,799	\$6,089	\$6,394		
3	SENIOR ADMINISTRATIVE ANALYST	47	\$9,282	\$9,746	\$10,233	\$10,745	\$11,282		
1	SENIOR AIRPORT MAINTENANCE LEAD WORKER	32	\$6,409	\$6,729	\$7,066	\$7,419	\$7,790		
1	SENIOR AIRPORT MAINTENANCE WORKER	22	\$5,007	\$5,257	\$5,520	\$5,796	\$6,086		
1	SENIOR AIRPORT OPERATIONS OFFICER	27	\$5,665	\$5,948	\$6,246	\$6,558	\$6,886		
1	SENIOR BUILDING INSPECTOR	42	\$8,204	\$8,614	\$9,045	\$9,497	\$9,972		
2	SENIOR CIVIL ENGINEER	55	\$11,310	\$11,876	\$12,469	\$13,093	\$13,747		
2	SENIOR CUSTOMER SERVICE REP	24	\$5,260	\$5,523	\$5,799	\$6,089	\$6,394		
2	SENIOR ELECTRIC & GAS SYSTEM OPERATOR	38	\$7,433	\$7,805	\$8,195	\$8,605	\$9,035		
4	SENIOR EQUIPMENT OPERATOR	27	\$5,665	\$5,948	\$6,246	\$6,558	\$6,886		
1	SENIOR FIRE MECHANIC	34	\$6,734	\$7,071	\$7,424	\$7,795	\$8,185		
3	SENIOR MAINTENANCE LEADWORKER	32	\$6,409	\$6,729	\$7,066	\$7,419	\$7,790		
25	SENIOR MAINTENANCE WORKER	22	\$5,007	\$5,257	\$5,520	\$5,796	\$6,086		
6	SENIOR MECHANIC	29	\$5,952	\$6,250	\$6,562	\$6,890	\$7,235		
1	SENIOR PERMIT TECHNICIAN	32	\$6,409	\$6,729	\$7,066	\$7,419	\$7,790		
1	SENIOR PLAN CHECKER	42	\$8,204	\$8,614	\$9,045	\$9,497	\$9,972		
2	SENIOR PLANNER	52	\$10,502	\$11,027	\$11,578	\$12,157	\$12,765		
1	SENIOR PUBLIC WORKS INSPECTOR	42	\$8,204	\$8,614	\$9,045	\$9,497	\$9,972		
1	SENIOR SWEEPER OPERATOR	27	\$5,665	\$5,948	\$6,246	\$6,558	\$6,886		
2	SENIOR TRAFFIC SIGNAL MAINTENANCE TECHNICIAN	33	\$6,569	\$6,897	\$7,242	\$7,604	\$7,985		
2	SENIOR WATER DISTRIBUTION LEAD WORKER	36	\$7,075	\$7,429	\$7,800	\$8,190	\$8,600		
10	SENIOR WATER DISTRIBUTION WORKER	23	\$5,132	\$5,389	\$5,658	\$5,941	\$6,238		
1	SENIOR WATER SUPPLY LEAD OPERATOR	38	\$7,433	\$7,805	\$8,195	\$8,605	\$9,035		
8	SENIOR WATER SUPPLY OPERATOR	29	\$5,952	\$6,250	\$6,562	\$6,890	\$7,235		
1	SIGN TECHNICIAN	24	\$5,260	\$5,523	\$5,799	\$6,089	\$6,394		



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COMBINED SALARY SCHEDULES
MID-YEAR BUDGET 2024-2025**

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NON-REPRESENTED FULL-TIME SALARY SCHEDULE							
MONTHLY BASE PAY, PAID OUT BI-WEEKLY, BASED ON 80-HOUR WORK SCHEDULE AND 26 PAY PERIODS							
Includes 3.0% Cost of Living Adjustment (COLA)							
NO. OF POSITIONS	CLASSIFICATION	RANGE	MINIMUM	STEP 2	STEP 3	STEP 4	MAXIMUM
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
			TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY
1	STRATEGIC COMMUNICATIONS SPECIALIST	35	\$6,902	\$7,247	\$7,609	\$7,990	\$8,389
1	SURVEY TECHNICIAN	35	\$6,902	\$7,247	\$7,609	\$7,990	\$8,389
4	SWEEPER OPERATOR	24	\$5,260	\$5,523	\$5,799	\$6,089	\$6,394
2	TECHNOLOGY COORDINATOR	39	\$7,618	\$7,999	\$8,399	\$8,819	\$9,260
2	TECHNOLOGY MANAGER	52	\$10,502	\$11,027	\$11,578	\$12,157	\$12,765
1	TECHNOLOGY OFFICER	66	\$14,839	\$15,581	\$16,360	\$17,178	\$18,037
4	TECHNOLOGY TECHNICIAN	27	\$5,665	\$5,948	\$6,246	\$6,558	\$6,886
1	TRAFFIC MAINTENANCE SUPERVISOR	40	\$7,809	\$8,199	\$8,609	\$9,040	\$9,492
2	TRAFFIC SIGNAL MAINTENANCE TECHNICIAN	28	\$5,806	\$6,096	\$6,401	\$6,721	\$7,057
1	TRAINING BATTALION CHIEF	56	\$11,592	\$12,172	\$12,780	\$13,419	\$14,090
1	UTILITY DISTRIBUTION SUPERINTENDENT	45	\$8,835	\$9,277	\$9,741	\$10,228	\$10,739
3	VEHICLE SERVICE WORKER	18	\$4,536	\$4,763	\$5,001	\$5,251	\$5,514
1	WAREHOUSE CLERK	20	\$4,766	\$5,004	\$5,255	\$5,517	\$5,793
2	WAREHOUSE TECHNICIAN	23	\$5,132	\$5,389	\$5,658	\$5,941	\$6,238
2	WATER CONSERVATION SPECIALIST	30	\$6,100	\$6,405	\$6,725	\$7,062	\$7,415
4	WATER DISTRIBUTION LEAD WORKER	28	\$5,806	\$6,096	\$6,401	\$6,721	\$7,057
2	WATER DISTRIBUTION SUPERVISOR	40	\$7,809	\$8,199	\$8,609	\$9,040	\$9,492
10	WATER DISTRIBUTION WORKER	19	\$4,649	\$4,881	\$5,126	\$5,382	\$5,651
2	WATER MANAGER	52	\$10,502	\$11,027	\$11,578	\$12,157	\$12,765
2	WATER RESOURCES SUPERVISOR	40	\$7,809	\$8,199	\$8,609	\$9,040	\$9,492
1	WATER SAMPLING & COMPLIANCE COORDINATOR	35	\$6,902	\$7,247	\$7,609	\$7,990	\$8,389
2	WATER SUPPLY LEAD OPERATOR	32	\$6,409	\$6,729	\$7,066	\$7,419	\$7,790
1	WATER SUPPLY SUPERVISOR	42	\$8,204	\$8,614	\$9,045	\$9,497	\$9,972
1	WINDOWS SERVER ADMINISTRATOR	39	\$7,618	\$7,999	\$8,399	\$8,819	\$9,260

REPRESENTED SALARY SCHEDULE							
MONTHLY BASE PAY, PAID OUT BI-WEEKLY, BASED ON 112-HOUR WORK SCHEDULE AND 26 PAY PERIODS							
NO. OF POSITIONS	CLASSIFICATION	RANGE	MINIMUM	STEP 2	STEP 3	STEP 4	MAXIMUM
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
			TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY	TIME BASE MONTHLY
18	FIRE CAPTAIN	FC	\$8,782	\$9,283	\$9,783	\$10,282	\$10,782
18	FIRE ENGINEER	FE	\$7,528	\$7,956	\$8,384	\$8,813	\$9,241
0	FIREFIGHTER EMT	FFEMT	\$5,951	\$6,249	\$6,561	\$6,890	\$7,234
36	FIREFIGHTER PARAMEDIC	FFPM	\$7,268	\$7,681	\$8,095	\$8,510	\$8,923

NO. OF POSITIONS	CLASSIFICATION	RANGE
18	FIRE CAPTAIN	FC
18	FIRE ENGINEER	FE
0	FIREFIGHTER EMT	FFEMT
36	FIREFIGHTER PARAMEDIC	FFPM

553 APPROVED FULL-TIME POSITIONS

NON-REPRESENTED PART-TIME HOURLY SCHEDULE		
HOURLY RATE, PAID OUT BI-WEEKLY, BASED ON HOURS WORKED		
CLASSIFICATION	RANGE	HOURLY RATE
AQUATIC AIDE	00	\$17.50
RECREATION LEADER I	00	\$17.50
LIFEGUARD	01	\$18.96
SENIOR RECREATION LEADER	01	\$18.96
SENIOR LIFEGUARD	02	\$20.42
ADMINISTRATIVE INTERN	02	\$20.42
LIBRARY AIDE	02	\$20.42
RECREATION SPECIALIST	03	\$22.17
POOL MANAGER	04	\$24.51
LIBRARY CLERK	04	\$24.51
OFFICE AIDE	04	\$24.51
MAINTENANCE AIDE	05	\$25.67
VEHICLE SERVICE WORKER-PT	05	\$25.67
LIBRARY TECHNICIAN	06	\$27.13
ENGINEERING INTERN	06	\$27.13
EMS MANAGEMENT TECHNICIAN-PT	07	\$34.34
ASSISTANT ENGINEER-PT	20	\$81.69

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)

Reproductive Loss Leave - Effective January 1, 2024, Senate Bill (SB) No. 848 provided eligible employees who have been employed with the City for at least thirty (30) days before the start of leave are eligible for five (5) days of unpaid reproductive loss leave after a reproductive loss event, as defined below:

- Miscarriage
- Stillbirth
- Failed Adoption
- Failed Surrogacy
- Unsuccessful Assisted Reproduction

Reproductive loss leave must be completed within three (3) months of the event, although the days do not need to be consecutive. Employees may take up to a total of twenty (20) days of reproductive loss leave within a twelve (12) month period. Employees may use accrued but unused vacation or paid sick leave to substitute for any unpaid reproductive loss leave or if additional time is needed. Additional unpaid time off may be granted at the discretion of the City Manager on a case-by-case basis.

Sick Leave Yearly Payoff - Non-represented full-time employees who maintain a minimum of 144 hours and have completed 5 years of full-time or 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 in 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 \$23,500 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 13, 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.

Resolution No. 25-010

PASSED, APPROVED, AND ADOPTED this 18th day of FEBRUARY 2025.



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. 25-010 which was adopted at a regular meeting held on the 18th day of FEBRUARY 2025, by the following roll call vote, to wit:

AYES: Council Member Gaudin, Council Member Irving, Council Member Jones, Council Member Harriman, Mayor Becerra

NOES: None

ABSENT: None

ABSTAIN: None



Item Number: 16

City Council / Board of Directors

Written Communications

Meeting of: February 18, 2025

Submitted By:

Heather Barber, Human Resources Officer

Subject:

Benefits Resolution No. 25-010 and the Employee Salary Schedule

Recommendation:

That the Honorable City Council adopt Benefits Resolution No. 25-010, establishing the Employee Salary Schedule and amending Fringe Benefits, effective February 18, 2025.

Fiscal Impact:

The fiscal impact associated with the net change in positions outlined as part of this resolution is included within the Fiscal Year 2024-2025 mid-year budget amendment. No additional appropriation is required.

Strategic Plan Goal:

This 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.

Discussion:

The Mid-Year Benefits Resolution No. 25-010 and Employee Salary Schedule (Attachment A) include the following proposed changes:

Changes to Personnel

- The total number of authorized full-time positions decreased from 560 to 553, reflecting a net decrease of seven (7) positions. The updated Employee Salary Schedule includes nine (9) added positions, sixteen (16) deleted positions, and two (2) title changes. The attached Summary of Recommended Changes to Mid-Year 2024-2025 Employee Salary Schedule (Attachment B) reflects all proposed changes.

Changes to Benefits

- Effective January 1, 2024, Senate Bill (SB) No. 848 provides eligible employees with five (5) days of unpaid reproductive loss leave after a reproductive loss event. The eligibility for this leave is further defined in the Benefits Resolution No. 25-010.
- As of January 1, 2025, full-time employees are eligible to transfer up to \$23,500 of annual salary per year into a City-approved Deferred Compensation Plan. This is an increase per federal guidelines.

Changes to the Employee Salary Schedule

- The City of Victorville has contracted with the California Public Employees' Retirement System (CalPERS) since 1967. CalPERS is an agency that manages pension and health benefits for more than two million California Public employees, retirees, and their families.

Starting in June 2024, CalPERS conducted a standard agency audit of the City's practices related to financial reporting for pension plans. As a result of that audit, and to comply with California Code of Regulations, Title 2, Section 570.5 for classic members and Section 571.1 for new members, which defines the requirements for a Publicly Available Pay Schedules needed to substantiate base salary for use in pension calculations, the City must combine the information that was previously reflected separately in the Table of Organization and the Table of Compensation into a single, citywide pay schedule. The new Employee Salary Schedule is now being presented in a format that meets the requirements of CalPERS. However, the monthly rate of pay for each position has not changed as compared to previously approved Resolution Nos. 24-036 and 24-075.

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

Attachments:

- A. Benefits Resolution No. 25-010 and Employee Salary Schedule
- B. Summary of Recommended Changes to Mid-Year 2024-2025 Employee Salary Schedule