

RESOLUTION NO. 2016-58

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NORCO, CALIFORNIA UPDATING PART-TIME EMPLOYEE SALARY SCHEDULES TO CORRESPOND WITH STATE OF CALIFORNIA MINIMUM WAGE REQUIREMENTS

WHEREAS, part-time employees are individuals who customarily work less than 1,000 hours per fiscal year, or an average of 20 hours per week on a regular year-round basis; and

WHEREAS, it is necessary and desirable to employ persons on a part-time basis to provide valuable services to augment the provision of City services; and

WHEREAS, such part-time employees are unrepresented "at-will" individuals that pay no dues to, nor receive benefits from, negotiations by employee associations; and

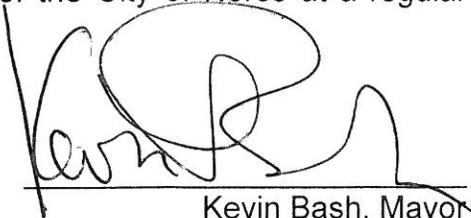
WHEREAS, the City Council desires to provide guidelines for the compensation to such employees for the rendering of such valuable service; and

WHEREAS, the City Council now desires to adopt the salary schedules for the Part-Time Classifications to comply with State of California Senate Bill 3

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Norco, California as follows:

- a) Part-time salary schedules will be adjusted annually to compliance with State of California minimum wage unless the state temporarily delays at any point the increases due to certain economic conditions contained in Senate Bill 3.
- b) Performance Review System for Part-Time Employees. Part-time employees may receive performance reviews and merit adjustments after completing 1,000 hours of service and thereafter upon completion of each additional period of 1,000 hours of service. Recommended merit adjustments must be based upon written performance evaluations and included in the City's annual budget.

PASSED AND ADOPTED by the City Council of the City of Norco at a regular meeting held on September 21, 2016.



Kevin Bash, Mayor
City of Norco, California

ATTEST:

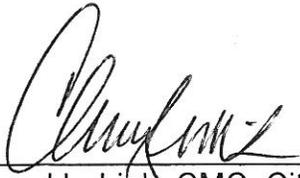


Cheryl L. Link, CMC, City Clerk
City of Norco, California

I, CHERYL L. LINK, CMC, City Clerk of the City of Norco, California, do hereby certify that the foregoing Resolution was adopted by the City Council of the City of Norco, California, at a regular meeting thereof held on September 21, 2016 by the following vote of the City Council:

AYES: BASH, GRUNDMYER, HANNA, HOFFMAN, NEWTON
NOES: NONE
ABSENT: NONE
ABSTAIN: NONE

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of Norco, California on September 21, 2016.



Cheryl L. Link, CMC, City Clerk
City of Norco, California

CITY OF NORCO
Salary Schedule for Part-Time Employees
Hourly Rates Effective January 1, 2017

Range No.	Classification/Job Title		STEP A	STEP B	STEP C	STEP D	STEP E
P20	Recreation and Community Services Aide Kennel Aide	Hourly	10.5000	11.0250	11.5763	12.1551	12.7628
P23	Recreation and Community Services Leader I Kennel Assistant Driver/General Labor Assistant Attendant (Nellie Weaver Hall/Community Center)	Hourly	11.0000	11.5500	12.1275	12.7339	13.3706
P24	Recreation and Community Services Leader II	Hourly	11.5000	12.0750	12.6788	13.3127	13.9783
P27	Recreation and Community Services Leader III Bus Driver	Hourly	12.0000	12.6000	13.2300	13.8915	14.5861
P28	Recreation & Community Services Specialist Animal Care Technician Customer Service/Clerical Assistant	Hourly	12.5000	13.1250	13.7813	14.4703	15.1938
P43	Temporary Part-Time Positions	Hourly	10.50	to	30.00		

CITY OF NORCO
Salary Schedule for Part-Time Employees
Hourly Rates Effective January 1, 2018

Range No.	Classification/Job Title		STEP A	STEP B	STEP C	STEP D	STEP E
P20	Recreation and Community Services Aide Kennel Aide	Hourly	11.0000	11.5500	12.1275	12.7339	13.3706
P23	Recreation and Community Services Leader I Kennel Assistant Driver/General Labor Assistant Attendant (Nellie Weaver Hall/Community Center)	Hourly	11.5000	12.0750	12.6788	13.3127	13.9783
P24	Recreation and Community Services Leader II	Hourly	12.0000	12.6000	13.2300	13.8915	14.5861
P27	Recreation and Community Services Leader III Bus Driver	Hourly	12.5000	13.1250	13.7813	14.4703	15.1938
P28	Recreation & Community Services Specialist Animal Care Technician Customer Service/Clerical Assistant	Hourly	13.0000	13.6500	14.3325	15.0491	15.8016
P43	Temporary Part-Time Positions	Hourly	11.00	to	30.00		

City Manager:  Date: 10-3-16

CITY OF NORCO
Salary Schedule for Part-Time Employees
Hourly Rates Effective January 1, 2019

Range No.	Classification/Job Title		STEP A	STEP B	STEP C	STEP D	STEP E
P20	Recreation and Community Services Aide Kennel Aide	Hourly	12.0000	12.6000	13.2300	13.8915	14.5861
P23	Recreation and Community Services Leader I Kennel Assistant Driver/General Labor Assistant Attendant (Nellie Weaver Hall/Community Center)	Hourly	12.5000	13.1250	13.7813	14.4703	15.1938
P24	Recreation and Community Services Leader II	Hourly	13.0000	13.6500	14.3325	15.0491	15.8016
P27	Recreation and Community Services Leader III Bus Driver	Hourly	13.5000	14.1750	14.8838	15.6279	16.4093
P28	Recreation & Community Services Specialist Animal Care Technician Customer Service/Clerical Assistant	Hourly	14.0000	14.7000	15.4350	16.2068	17.0171
P43	Temporary Part-Time Positions	Hourly	12.00	to	30.00		

CITY OF NORCO
Salary Schedule for Part-Time Employees
Hourly Rates Effective January 1, 2020

Range No.	Classification/Job Title		STEP A	STEP B	STEP C	STEP D	STEP E
P20	Recreation and Community Services Aide Kennel Aide	Hourly	13.0000	13.6500	14.3325	15.0491	15.8016
P23	Recreation and Community Services Leader I Kennel Assistant Driver/General Labor Assistant Attendant (Nellie Weaver Hall/Community Center)	Hourly	13.5000	14.1750	14.8838	15.6279	16.4093
P24	Recreation and Community Services Leader II	Hourly	14.0000	14.7000	15.4350	16.2068	17.0171
P27	Recreation and Community Services Leader III Bus Driver	Hourly	14.5000	15.2250	15.9863	16.7856	17.6248
P28	Recreation & Community Services Specialist Animal Care Technician Customer Service/Clerical Assistant	Hourly	15.0000	15.7500	16.5375	17.3644	18.2326
P43	Temporary Part-Time Positions	Hourly	13.00	to	30.00		

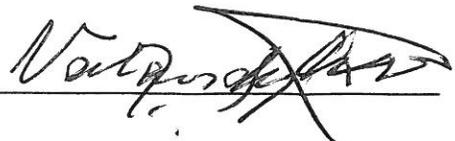
City Manager:  Date: 10-3-16

CITY OF NORCO
Salary Schedule for Part-Time Employees
Hourly Rates Effective January 1, 2021

Range No.	Classification/Job Title		STEP A	STEP B	STEP C	STEP D	STEP E
P20	Recreation and Community Services Aide Kennel Aide	Hourly	14.0000	14.7000	15.4350	16.2068	17.0171
P23	Recreation and Community Services Leader I Kennel Assistant Driver/General Labor Assistant Attendant (Nellie Weaver Hall/Community Center)	Hourly	14.5000	15.2250	15.9863	16.7856	17.6248
P24	Recreation and Community Services Leader II	Hourly	15.0000	15.7500	16.5375	17.3644	18.2326
P27	Recreation and Community Services Leader III Bus Driver	Hourly	15.5000	16.2750	17.0888	17.9432	18.8403
P28	Recreation & Community Services Specialist Animal Care Technician Customer Service/Clerical Assistant	Hourly	16.0000	16.8000	17.6400	18.5220	19.4481
P43	Temporary Part-Time Positions	Hourly	14.00	to	30.00		

CITY OF NORCO
Salary Schedule for Part-Time Employees
Hourly Rates Effective January 1, 2022

Range No.	Classification/Job Title		STEP A	STEP B	STEP C	STEP D	STEP E
P20	Recreation and Community Services Aide Kennel Aide	Hourly	15.0000	15.7500	16.5375	17.3644	18.2326
P23	Recreation and Community Services Leader I Kennel Assistant Driver/General Labor Assistant Attendant (Nellie Weaver Hall/Community Center)	Hourly	15.5000	16.2750	17.0888	17.9432	18.8403
P24	Recreation and Community Services Leader II	Hourly	16.0000	16.8000	17.6400	18.5220	19.4481
P27	Recreation and Community Services Leader III Bus Driver	Hourly	16.5000	17.3250	18.1913	19.1008	20.0559
P28	Recreation & Community Services Specialist Animal Care Technician Customer Service/Clerical Assistant	Hourly	17.0000	17.8500	18.7425	19.6796	20.6636
P43	Temporary Part-Time Positions	Hourly	15.00	to	30.00		

City Manager:  Date: 10-3-16