

ORDINANCE NO.

AN ORDINANCE OF THE CITY OF RIVERSIDE, CALIFORNIA,
AMENDING SECTION 2.32.060 OF THE RIVERSIDE MUNICIPAL
CODE REGARDING SALARY REGULATIONS.

The City Council of the City of Riverside does ordain as follows:

Section 1: Section 2.32.060 of the Riverside Municipal Code is hereby amended as follows:

“Section 2.32.060 Administration of the salary and classification plan.

No employee shall receive less than the minimum nor more than the maximum rate of compensation established for the class to which such employee is assigned except that ~~reclassified~~ employees who are reclassified to a position that has a lower salary range may retain their current compensation as a special (Y) rate until the rate is included in their new class range. Initial appointments and/or promotions shall be made up to the mid-point of the salary range, and the City Manager may approve a higher initial rate of compensation if the best interests of the City so require. An employee who is promoted from one class to another class which is allocated to a higher salary range shall receive no less than the equivalent of a one-step increase in the class to which such employee is promoted. All salary advancements within each class shall not be automatic, but shall be based upon merit and fitness and upon the financial ability of the City to make such advancements.

Each newly appointed employee may be granted a one-step salary increase after the satisfactory completion of ~~twelvesix~~ months of continuous service ~~following appointment to the first step of the classification or after completion of one year of continuous service after the appointment to any other step of the classification and~~ in accordance with established personnel policies and procedures, and said employee may be granted a one-step salary increase at the satisfactory completion of each additional year of continuous service thereafter until said employee reaches the top of the salary range for such employee's classification. Exceptions to this rule are defined in each Collective Bargaining Agreement. ~~provided, however, Each~~ employee appointed to an approved apprenticeship program so providing may be granted a one-step salary increase at the completion of each six months of continuous service when the work and educational standards

1 have been completed for that step until said employee reaches the top of the salary range for that
2 classification.

3 Each employee who is promoted may be granted a one-step salary increase after the satisfactory
4 completion of ~~twelvesix~~ months of continuous service ~~following promotion to the first step of the~~
5 ~~new classification or one year of continuous service following promotion to any other step of the~~
6 ~~new classification~~ in accordance with established personnel policies and procedures, and said
7 employee may be granted a one-step salary increase upon satisfactory completion of each
8 additional year of continuous service thereafter until said employee reaches the top of the salary
9 range for that classification.

10 If an incumbent position is reclassified to a classification in which the salary range is higher and it
11 is administratively determined that the incumbent meets the minimum qualifications and selection
12 requirements of the classification and is in fact performing the full range of duties and
13 responsibilities of that position, the incumbent of the position shall be entitled to a salary increase
14 which shall advance such employee to the closest step within the new range that would provide a
minimum of a five percent salary increase.

15 Notwithstanding the foregoing, except for the direct reports of the City Attorney and the City
16 Clerk, the City Manager may approve ~~a~~ special meritorious increases for outstanding performance.
17 ~~prior to the expiration of the required time.~~ Except for the direct reports of the City Attorney and
18 the City Clerk, all appointments, promotions, merit and salary increases shall be recommended by
19 the ~~D~~department ~~H~~head and approved by the City Manager.

20 Further, notwithstanding the foregoing, the City Attorney and the City Clerk may approve ~~a~~
21 special meritorious increases for outstanding performance. ~~prior to the expiration of the required~~
22 ~~time as well as all appointments, promotions, merit and salary."~~

23 Section 2: The City Clerk shall certify to the adoption of this ordinance and cause
24 publication once in a newspaper of general circulation in accordance with Section 414 of the Charter
25 of the City of Riverside. This ordinance shall become effective on the 30th day after the date of its
26 adoption.

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1 ADOPTED by the City Council this _____ day of _____, 2022.

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PATRICIA LOCK DAWSON
Mayor of the City of Riverside

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Attest:

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DONESIA GAUSE
City Clerk of the City of Riverside

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I, Donesia Gause, City Clerk of the City of Riverside, California, hereby certify that the foregoing ordinance was duly and regularly introduced at a meeting of the City Council on the _____ day of _____, 2022, and that thereafter the said ordinance was duly and regularly adopted at a meeting of the City Council on the _____ day of _____, 2022, by the following vote, to wit:

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Ayes:

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Noes:

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Absent:

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Abstain:

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IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of Riverside, California, this _____ day of _____, 2022.

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City Clerk of the City of Riverside

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22-1794 BSM 10/24/22