

Approved with FY 2025/26 Budget - 6/18/25
 Reso. No. 6245/ SA-2025-01
 Amendment No. 1 - Reso. No. 6304 - 2026 Minimum
 wage increase.
 Amendment No. 2 - Reso. No. 6314 - PW Director
 COLA
 Amendment No. 3 - Reso. No. 6321 - ACM

EXHIBIT "A"

**Section One of Classification and Compensation Plan
 SUMMARY OF JOB CLASSIFICATIONS AND SALARY SCHEDULE**

Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	FOUR AND ONE-HALF PERCENT STEP ADVANCEMENT								# Auth. Positions
					MONTHLY SALARY								
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
ELECTED OFFICIAL													
Mayor and City Council	N/A		N/A	N/A	Mayor: \$1,050/month and City Council: \$950/month								5.00
COUNCIL ELECTED OFFICIAL													
Planning Commission	N/A		N/A	N/A	\$150/meeting								5.00
TRANSACTIONS AND USE TAX OVERSIGHT COMMITTEE													
Committee Member	N/A	(3)	N/A	N/A	\$50/meeting								7.00
EXECUTIVE MANAGEMENT GROUP (EM)													
City Manager	Exempt	(4)	N/A	N/A	\$20,581.166/month								1.00
<i>Assistant City Manager</i>	<i>Exempt</i>	<i>(9)</i>	<i>N/A</i>	<i>N/A</i>	<i>\$16,395.50</i>	<i>\$17,133.30</i>	<i>\$17,904.30</i>	<i>\$18,709.99</i>	<i>\$19,551.94</i>			<i>1.00</i>	
Director of Information Technology	Exempt	(1)	78	EM	\$11,411.27	\$11,924.78	\$12,461.40	\$13,022.16	\$13,608.16			0.00	
Parks and Recreation Director	Exempt	(1)	78	EM	\$11,411.27	\$11,924.78	\$12,461.40	\$13,022.16	\$13,608.16			1.00	
Community & Economic Development Director	Exempt	(1)	91	EM	\$13,463.18	\$14,069.02	\$14,702.13	\$15,363.73	\$16,055.09			1.00	
Public Works Director	Exempt	(8)	96	EM	\$14,646.49	\$15,305.59	\$15,994.34	\$16,714.08	\$17,466.22			1.00	
Police Chief	Exempt	(1)	86	EM	\$15,235.36	\$15,920.95	\$16,637.40	\$17,386.08	\$18,168.45			1.00	
UNREPRESENTED CONFIDENTIAL GROUP (CF)													
Administrative Assistant (Confidential)		(1)	52	CF	\$5,065.08	\$5,293.01	\$5,531.20	\$5,780.10	\$6,040.20			0.80	
Police Administrative Services Manager	Exempt	(1)	55	CF	\$6,423.76	\$6,712.83	\$7,014.91	\$7,330.58	\$7,660.46			1.00	
Executive Assistant to the City Manager		(1)	58	CF	\$6,913.57	\$7,224.68	\$7,549.80	\$7,889.54	\$8,244.57			1.00	
Management Analyst	Exempt	(1)	62	MM	\$8,011.19	\$8,371.69	\$8,748.42	\$9,142.09	\$9,553.49			3.00	
Human Resources Manager	Exempt	(1)	70	CF	\$8,690.82	\$9,081.91	\$9,490.60	\$9,917.67	\$10,363.97			1.00	
Information Technology Manager	Exempt	(5)	70	CF	\$8,690.82	\$9,081.91	\$9,490.60	\$9,917.67	\$10,363.97			1.00	
Community Engagement Manager	Exempt	(1)	70	CF	\$8,690.82	\$9,081.91	\$9,490.60	\$9,917.67	\$10,363.97			1.00	
Public Works Manager	Exempt	(1)	71	CF	\$9,874.25	\$10,318.59	\$10,782.93	\$11,268.16	\$11,775.23			2.00	
Water Resources Manager	Exempt	(1)	88	CF	\$12,189.72	\$12,738.26	\$13,311.48	\$13,910.50	\$14,536.47			1.00	
Police Lieutenant	Exempt	(1)	90	CF	\$12,314.26	\$12,868.40	\$13,447.48	\$14,052.61	\$14,684.98			1.00	
Deputy Police Chief	Exempt	(1)	83	CF	\$12,718.61	\$13,290.95	\$13,889.04	\$14,514.05	\$15,167.18			1.00	
PROFESSIONAL/MID-MGMT (MM)													
Police Records Supervisor		(1)	47	MM	\$5,554.54	\$5,804.49	\$6,065.69	\$6,338.65	\$6,623.89			1.00	
Property and Evidence Supervisor		(1)	47	MM	\$5,554.54	\$5,804.49	\$6,065.69	\$6,338.65	\$6,623.89			1.00	
Information Technology Technician		(1)	47	MM	\$5,554.54	\$5,804.49	\$6,065.69	\$6,338.65	\$6,623.89			1.00	
Economic Development Coordinator	Exempt	(1)	52	MM	\$6,276.97	\$6,549.06	\$6,854.61	\$7,163.07	\$7,485.41			1.00	
Community Engagement Coordinator	Exempt	(1)	52	MM	\$6,276.97	\$6,549.06	\$6,854.61	\$7,163.07	\$7,485.41			1.00	
Homeless Services Coordinator (Grant-Funded through 6/30/27)	Exempt	(1)	52	MM	\$6,276.97	\$6,549.06	\$6,854.61	\$7,163.07	\$7,485.41			**	
Associate Planner	Exempt	(1)	52	MM	\$6,276.97	\$6,549.06	\$6,854.61	\$7,163.07	\$7,485.41			1.00	
Recreation Supervisor	Exempt	(1)	55	MM	\$6,300.24	\$6,583.75	\$6,880.02	\$7,189.62	\$7,513.16			1.00	
Assistant Engineer		(1)	66	MM	\$6,852.97	\$7,161.36	\$7,483.62	\$7,820.38	\$8,172.30			1.00	
Utility Maintenance Supervisor		(1)	59	MM	\$7,443.61	\$7,778.57	\$8,128.61	\$8,494.40	\$8,876.65			1.00	
Wastewater Collections System Supervisor		(1)	59	MM	\$7,443.61	\$7,778.57	\$8,128.61	\$8,494.40	\$8,876.65			1.00	
Water Reclamation Shift Supervisor		(1)	59	MM	\$7,443.61	\$7,778.57	\$8,128.61	\$8,494.40	\$8,876.65			2.00	
Senior Planner	Exempt	(1)	67	MM	\$8,036.29	\$8,397.92	\$8,775.83	\$9,170.74	\$9,583.43			**	
Engineering Project Manager	Exempt	(6)	67	MM	\$8,036.29	\$8,397.92	\$8,775.83	\$9,170.74	\$9,583.43			1.00	
Associate Civil Engineer	Exempt	(1)	78	MM	\$9,183.64	\$9,596.90	\$10,028.76	\$10,480.06	\$10,951.66			0.00	
Water Reclamation Chief Plant Operator	Exempt	(1)	72	MM	\$9,541.03	\$9,970.38	\$10,419.05	\$10,887.91	\$11,377.86			1.00	

Approved with FY 2025/26 Budget - 6/18/25
 Reso. No. 6245/ SA-2025-01
 Amendment No. 1 - Reso. No. 6304 - 2026 Minimum wage increase.
 Amendment No. 2 - Reso. No. 6314 - PW Director COLA
 Amendment No. 3 - Reso. No. 6321 - ACM

EXHIBIT "A"

**Section One of Classification and Compensation Plan
 SUMMARY OF JOB CLASSIFICATIONS AND SALARY SCHEDULE**

Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	FOUR AND ONE-HALF PERCENT STEP ADVANCEMENT								# Auth. Positions
					MONTHLY SALARY								
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
CLASSIFIED (CL)													
Maintenance Worker		(1)	38	CL	\$4,703.29	\$4,914.94	\$5,136.11	\$5,367.24	\$5,608.76				7.00
Customer Service Utility Billing Technician		(1)	39	CL	\$4,818.01	\$5,034.82	\$5,261.38	\$5,498.15	\$5,745.56				2.00
Administrative Assistant		(1)	39	CL	\$4,818.01	\$5,034.82	\$5,261.38	\$5,498.15	\$5,745.56				1.00
Recreation Program Coordinator		(1)	39	CL	\$4,818.01	\$5,034.82	\$5,261.38	\$5,498.15	\$5,745.56				2.00
Senior Maintenance Worker		(1)	41	CL	\$5,058.91	\$5,286.56	\$5,524.45	\$5,773.05	\$6,032.84				1.00
Mechanic/Maintenance Worker		(1)	43	CL	\$5,311.85	\$5,550.89	\$5,800.68	\$6,061.71	\$6,334.48				1.00
Community Services Officer		(1)	46	CL	\$5,334.71	\$5,574.78	\$5,825.64	\$6,087.80	\$6,361.75				3.00
Victim Assistance Advocate		(1)	46	CL	\$5,334.71	\$5,574.78	\$5,825.64	\$6,087.80	\$6,361.75				1.00
Building Permit Technician		(1)	48	CL	\$5,331.67	\$5,571.59	\$5,822.32	\$6,084.32	\$6,358.11				0.00
Development Services Technician		(1)	48	CL	\$5,331.67	\$5,571.59	\$5,822.32	\$6,084.32	\$6,358.11				2.00
Utility Maintenance Mechanic		(1)	49	CL	\$5,738.07	\$5,996.28	\$6,266.12	\$6,548.09	\$6,842.76				2.00
Fleet Mechanic		(1)	50	CL	\$5,766.20	\$6,025.68	\$6,296.83	\$6,580.19	\$6,876.30				1.00
Electrician		(1)	51	CL	\$6,456.59	\$6,747.14	\$7,050.76	\$7,368.04	\$7,699.60				1.00
Senior Utility Maintenance Mechanic		(1)	51	CL	\$6,456.59	\$6,747.14	\$7,050.76	\$7,368.04	\$7,699.60				1.00
Water Systems Operator		(1)	51	CL	\$6,456.59	\$6,747.14	\$7,050.76	\$7,368.04	\$7,699.60				4.00
Executive Assistant		(1)	53	CL	\$6,202.18	\$6,481.28	\$6,772.94	\$7,077.72	\$7,396.22				1.00
Water Reclamation Operator-In-Training		(1)	38	CL	\$4,703.29	\$4,914.94	\$5,136.11	\$5,367.24	\$5,608.76				6.00
Water Reclamation Operator I		(1)	45	CL	\$5,577.44	\$5,828.43	\$6,090.71	\$6,364.79	\$6,651.21				
Water Reclamation Operator II		(1)	51	CL	\$6,456.59	\$6,747.14	\$7,050.76	\$7,368.04	\$7,699.60				
POLICE SERGEANT (PS)													
Police Sergeant*		(2)	59	PS	\$10,018.71	\$10,469.56	\$10,940.68	\$11,433.02	\$11,947.50	\$12,485.14	\$13,046.97	\$13,634.08	4.00
POLICE OFFICER (PO)													
Police Officer		(2)	45	PO	\$7,289.52	\$7,617.55	\$7,960.34	\$8,318.55	\$8,692.89				13.00
Police Officer II*		(2)	45	PO	\$7,289.52	\$7,617.55	\$7,960.34	\$8,318.55	\$8,692.89	\$9,084.07	\$9,492.85	\$9,920.03	
SEASONAL/PART-TIME (HOURLY RATE)													
Police Cadet - Trainee					\$27.00								
Intern/Youth Commissioner		(7)			\$16.90	\$17.66	\$18.46	\$19.29	\$20.15				
Facility Custodial Lead					\$18.00	\$18.81	\$19.66	\$20.54	\$21.47				
Recreation Instructor		(7)			\$18.50	\$19.33	\$20.20	\$21.11	\$22.06				
Recreation Leader II		(7)			\$17.40	\$18.18	\$19.00	\$19.86	\$20.75				
Recreation Leader I		(7)			\$16.90	\$17.66	\$18.46	\$19.29	\$20.15				
Recreation Program Assistant					\$20.00	\$20.90	\$21.84	\$22.82	\$23.85				
Program Instructor II					\$24.00	\$25.08	\$26.21	\$27.39	\$28.62				
Program Instructor III					\$27.00	\$28.22	\$29.48	\$30.81	\$32.20				
Footnotes:													
* Upon completion of Employee's 5th year of service in Police Officer or Police Sergeant classification, Employee will be eligible to receive 3 future step increases													
(1) Pursuant to Resolution No. 6245/ SA-2025-01, effective 7/5/25, three and one-quarter percent (3.25%) COLA increase for certain Executive Management classifications, Unrepresented and Confidential classifications, Professional/Mid-Management Unit classifications, and General Unit classification.													
(2) Pursuant to Resolution No. 6245/ SA-2025-01, effective 7/5/25, three and one-half percent (3.5%) COLA increase for Police Sergeant and Police Officer classifications.													
(3) Pursuant to Resolution No. 6141, Council approved compensation for the City of Soledad Transactions and Use Tax Oversight Committee in the amount of fifty dollars (\$50) for each committee meeting attended.													
(4) Pursuant to Resolution No. 6275, Council approved compensation for City Manager retroactive to 5/15/25.													
(5) Pursuant to Resolution No. 6282, Council approved Information Technology Manager classification and Salary Range. Director of Information Technology to remain unfunded.													
(6) Pursuant to Resolution No. 6282, Council approved reclassifying one (1) Assistant Engineer position to Engineering Project Manager.													
(7) Pursuant to Resolution No. 6304, Council approved 2026 minimum wage increase.													
(8) Pursuant to Resolution No. 6314, effective 1/3/26, three and one-quarter percent (3.25%) COLA increase for Public Works Director position.													
(9) Pursuant to Resolution No. 6321, Council approved reinstatement of the ACM classification, one (1) additional FTE, and Salary Schedule.													
											Total Authorized Positions:	103.80	
											Total FTEs:	86.80	