

RESOLUTION NO. 2710

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
SOLEDAD ESTABLISHING COMPENSATION AND
BENEFIT PLANS FOR EMPLOYEES OF
THE CITY OF SOLEDAD AND
REPEALING RESOLUTION
NO. 2607**

BE IT RESOLVED by the City Council of the City of Soledad as follows:

Pursuant to the provisions of Section 2.24.030 of the Municipal Code and the Memorandum of Understanding (MOU) with both of the City's recognized bargaining units, CALPRO and the SPOA which expires on June 30, 1999 (via Resolution No. 2590 and 2591, respectively), the following compensation and benefits plan is established for all employees of the City. The term of this resolution shall remain in effect until amended by the further action by the City Council.

For FY 1997-98 and FY 1998-99, all employees of the City will be entitled to a 3% COLA for a period of two (2) years effective July 1, 1997 and ending June 30, 1999. An exception will apply to those employees who are "Above the Market" who will receive a one time stipend equal to the COLA for each year. Said stipend will not be included in the salary base of the employee. The MOU for CALPRO and the MOU for SPOA is incorporated as a part of this document. If additional clarification on language regarding the CALPRO and SPOA contract is required, evaluation of Resolution 2590 and 2591 may be required. This resolution does not include the position of City Manager which is a position appointed directly by the City Council, with compensation and benefits established pursuant to a separate contract.

Section 1. COMPENSATION PLAN FOR ALL EMPLOYEES.

A. Employee Complement, Classifications and Pay Ranges

The total number of employee positions shall be authorized by the City Council through the Annual Pay and Classification Plan. Included will be identification of all Regular full time and Regular part time sworn or civilian employees, as well as all seasonal or temporary part time employees. The Annual Pay and Classification Plan shall also authorize the City's job classification titles (Exhibit I), corresponding pay ranges and merit step schedules (Exhibit II). The Annual Pay and Classification Plan shall be set forth in the schedule hereunto attached, marked "Attachment C," and incorporated herein by reference.

B. Employee Performance Evaluation and Merit Increase Policy

With approval from the City Manager, and when recommended by an employee's Department Manager or Supervisor, an employee following a positive evaluation of job performance and in accordance with the provisions of Section 2.24.090 of the Municipal Code, shall be eligible for a merit increase in pay, in accordance with the provisions of the range and step schedule hereunto referred to in the Annual Pay and Classification Plan.

Section 2. OVERTIME COMPENSATION.

*** Management**

- Management shall not be entitled to overtime.

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Section 2. OVERTIME COMPENSATION Cont'd

*** *Professional/Mid-Management and Confidential***

Any time worked in excess of the established forty (40) hour work week by an employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes any leave off whether it is vacation, sick, administrative, compensatory, and holiday during the same 40 hour work week period of which overtime is earned, the overtime will be paid at the straight time rate. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act".

*** *Sworn Police Officers***

Any time worked in excess of the established forty (40) hour work week by an employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes time off during the same 40 hour work week period of which overtime is earned, the overtime will be paid at the straight time rate. For purposes of computing overtime in any such week, any time off, except for compensatory time, during a week shall be treated as a non-work time. Court time shall be compensated as overtime rates. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act".

*** *Classified***

Any time worked in excess of the established forty (40) hour work week by an employee shall be considered overtime, for which the employee shall be paid at the rate of one and one-half (1-1/2) times his or her regular rate of pay. If the employee takes any leave off whether it is vacation, sick, administrative, compensatory, and holiday during the same 40 hour work week period of which overtime is earned, the overtime will be paid at the straight time rate.

The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act."

One Maintenance Worker that is assigned to work in the parks on Saturday and Sunday and the Utility Operator positions assigned to work at the Wastewater Treatment Plant on Saturday and Sunday, shall be paid one and one-half (1 ½) times the employee's regular rate of pay or shall be awarded compensatory time at one and one-half times the number of hours actually worked for scheduled mandatory work outside the regular working hours, regardless of the hours worked within the work week.

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Section 3. OTHER COMPENSATION.

A. Call Back Pay

**** Management***

Management shall not be entitled to Call Back Pay.

**** Classified***

Call Back Pay will be paid at one and one half (1-1/2) times the employees regular rate of pay at a minimum of two (2) hours, except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift. Call out time should be computed from the time the employee reports to work to the time he or she leaves work except as provided above.

**** Sworn Police Officers and Sergeants***

Should a sworn officer receive a call back to work on a scheduled day off or for an emergency, he or she will be paid at one and one half (1 ½) times the employees regular rate of pay at a minimum of three (3) hours except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift. Court appearances shall be considered as call back. For court call back, time will be paid at one and one half (1-1/2) times the employees regular rate of pay at a minimum of four (4) hours except in those cases when the call back period continues into the regularly scheduled shift whereupon straight pay will commence with the start of the regular shift.

B. Graveyard Shift

**** Sworn Police Officers and Sergeants***

Assignment to the "graveyard shift" shall be mandatory for all sworn police officers. As far as practical, and subject to the rights of Management to make duty assignments as circumstances may require, assignment to a graveyard shift shall be on a rotation basis. In order to distribute such duty assignment equitably among such officers, each December, the City shall pay each officer who has been scheduled to work at least 36 graveyard shifts during the year, the sum of \$150.

C. Health Club Membership

**** Sworn Police Officers and Sergeants***

To ensure that all officers meet the physical agility test requirements established in the City's job description and specified for all sworn officers, the City will provide an additional stipend of \$15 per month for health club membership. The stipend is at the discretion of the City Manager upon submittal of a signed annual membership contract or a receipt for such membership.

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Section 3. OTHER COMPENSATION .. Cont'd

D. Medical and Physical Agility Examination

**** Sworn Police Officers and Sergeants***

The City requires all sworn officers to submit to an annual medical examination and an annual physical agility test. The medical examination shall test for tuberculosis which is to be completed no later than the officers' annual anniversary. The annual agility test will be administered by the Director of Public Safety/Police Chief. The test will be undertaken as on-duty time. Each sworn officer who successfully passes the annual physical agility test, shall receive a one time stipend of \$150. Sworn Officers failing the test will not be eligible for the stipend until the following year.

Section 4. COMPENSATORY TIME-OFF

**** Management***

Management shall not be entitled to compensatory time off.

**** Professional/Mid-Management, Confidential, and Classified***

Employees who work overtime may select and be credited with cash compensation at the rate of one and one-half (1-1/2) times their regular rate of pay for each such hour of overtime worked. With the approval of the Department Manager, an employee may be credited with compensatory time off at the rate of one and one-half times for each hour of said overtime.

Use of compensatory time off shall not interfere with the normal operation of the City. Use of compensatory time off shall not be denied by the Department Manager without reasonable cause. Compensatory time-off may be accumulated to a maximum of 48 hours.

Any employee working overtime such that the overtime worked if converted to compensatory time off would put his or her cumulative total at over 48 hours may only convert up to the 48 hours maximum and the remaining overtime will be compensated at the normal overtime rate. For purposes of computing overtime in any such week, anytime off during a week shall be treated as a non-work time.

**** Sworn Police Officers and Sergeants***

Employees who work overtime may select and be credited with cash compensation at the rate of one and one-half (1-1/2) times their regular rate of pay for each such hour of overtime worked. With the approval of the Department Manager, an employee may be credited with compensatory time off at the rate of one and one-half times for each hour of said overtime.

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Section 4. COMPENSATORY TIME-OFF...Cont'd

*** *Sworn Police Officers and Sergeants Cont'd...***

Use of compensatory time off shall not interfere with the normal operation of the City. Use of compensatory time off shall not be denied by the Department Manager without reasonable cause.

Sworn Police Officers and Sergeants may accumulate a maximum of eighty (80) hours of compensatory time. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act". A sworn police officer may elect to cash in a maximum of 20 accumulated compensatory hours once a year provided that 80 compensatory hours have been accumulated and with approval of the City Manager. Sworn Officers must notify Director of Public Safety/Police Chief prior to preparation of the annual budget of his/her intention of cashing in the 20 hours.

Section 5. BENEFIT PLANS.

A. Retirement Plan

In addition to the compensation provided for in Sections 2 and 3 all regular full time employees shall be added to the roll of employees covered by the City's retirement plans on the first entry date provided for in said plan.

*** *Management, Professional/Mid Management, Confidential and Classified (except Fire Chief)***

The City shall enroll each employee in this classification in the International City/County Management Association (ICMA) 401(A) Retirement System and each employee is entitled to the benefits offered by said system. The City shall contribute 6.5% of the employee's salary to said plan, and the employee shall contribute through payroll deduction 5.5% of his or her salary to the plan.

*** *Director of Public Safety/Chief of Police, Fire Chief, and Sergeants***

The City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "2% at 55 modified formula" offered by said system. The City shall pay all of the Employer's contribution or 4.065% and the employee's 7% contribution will be paid by each individual sworn police officer through payroll deduction.

*** *Sworn Police Officers, Fire Chief***

The City shall enroll each employee in this classification in the Public Employees' Retirement System (PERS) under the "2% at 55 modified formula" offered by said system. In FY 1997-98, the City shall pay all of the Employer's contribution or 4.065% and will apply the 3% COLA increase to the employees portion of the 7% PERS contribution. The remaining employees 4% contribution will be paid by each individual sworn police officer through payroll deduction. In FY 1998-99, the City will again apply the 3% COLA increase to the employees portion of 4% PERS contribution. The remaining employees 1% contribution will be paid by each individual sworn police officer through payroll deduction.

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Section 5. BENEFIT PLANS... Cont'd

B. Health Insurance Plan

** Management, Professional/Mid Management, Sworn Police Officers, Confidential and Classified*

In addition to compensation's provided all employees shall be added to the roll of employees covered by the City's health, eye care and dental plan on the first entry date provided for in said plan.

This is contingent upon, an employee being approved and deemed physically eligible for coverage for insurance purposes. Upon said approval, an employee may be enrolled in said health, eye care and dental plan as provided by the City. The City shall contribute the full cost of coverage under said plan for the employee, and also up to \$200 per month toward the cost of covering said employee's dependents under said plan. For Management employees, the City will pay the full cost of dependent care.

If the employee has no dependents, except for Sworn Police Officers and Sergeants, the City shall contribute to the employee as other income 5.5% of salary or \$95.00, whichever is less, for the retirement plan in lieu of health, eye, and dental benefits for dependents.

Section 6. OTHER BENEFITS

A. Uniform Maintenance Allowance

In addition to compensation provided the City may provide uniforms or additional compensation for uniform allowance. The City Manager shall designate all employee job classifications that may be eligible.

** Classified*

For those employee classifications in the public works, parks, and utility operations, the City shall provide a uniform for daily wear and is responsible for maintenance of said uniform. In addition, the City shall provide an annual reimbursement of up to \$75 for the purchase of safety shoes by each of the employees in the public works, parks, and utility operations.

** Director of Public Safety/Chief of Police, Sergeants and Sworn Police Officers*

The classifications of Director of Public Safety/Chief of Police, Sergeant, and Sworn Police Officer shall receive the sum of sixty (\$60) Dollars per month for uniform maintenance allowance. The City shall provide Sworn Police Officers on an annual basis, with uniforms, including footwear, for daily wear. Sworn Police Officers shall turn in used uniforms to the Director of Public Safety/Police Chief at the time of replacement, or at the time of separation from service. The City will also furnish each Reserve Officer with one uniform from this source.

Section 6. OTHER BENEFITS...contd.

B. Incentive Pay Programs

In addition to compensation, certain classifications or positions authorized by the City Manager, will receive a total of \$50 for each eligible incentive, up to a maximum of 4 incentives or \$ 200 per month.

*** *Classified (CALPRO)***

- Bilingual Pay (based on successful passing of an oral and written test),
- Professional Secretary Certification,
- City Clerk Certification,
- Professional Notary Public Certification,
- Water Operator II or III Certificate (unless required in job description),
- Wastewater II or III Certificate (unless required in job description),
- Pesticide Operators License (unless required in job description),
- Associates of Arts Degree,
- Bachelors of Art/Science Degree,
- Master of Arts/Science Degree

*** *Sworn Police Officers (SPOA), and Sergeants***

- Bilingual Pay (based on successful passing of an oral and written test) may count as two (2) incentives at the request of the officer,
- P.O.S.T. Intermediate Certificate,
- P.O.S.T. Advanced Certificate,
- P.O.S.T. Reserve Officer Coordinator Certificate as assigned by Director of Public Safety/Police Chief,
- DARE Officer duty assignment (limited to one officer at a time),
- Sixty (60) accumulated college units in law enforcement (criminal justice) or related field,
- Bachelor of Arts degree from a recognized four year institution in law enforcement (criminal justice) or related field
- Certificate in Substance Abuse Detection and with a written recommendation to the City Manager from the Director of Public Safety/Police Chief.
- Investigator duty assignment as assigned by Director of Public Safety/Police Chief, (limited to one officer at a time),
- Field Training Officer duty assignment as assigned by Director of Public Safety/Police Chief, (limited to two officers at a time)

Assignments for sworn police officers as outlined above shall be made by the City from among qualified officers. Such assignments will be rotated among qualified sworn officers at a minimum of nine (9) to twelve (12) month basis.

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Section 6. OTHER BENEFITS...cont'd

C. Deferred Compensation

A Deferred Compensation Plan shall be made available to employees by the City. Participation in the deferred compensation plan shall be strictly voluntary.

D. Life Insurance, Long Term Disability and Accidental Death and Dismemberment

** Management, Professional/Mid-Management, Sworn Police Officers, Confidential and Classified*

In addition to benefits's provided, all employees shall be added to the roll of employees covered by the City's Life, A D & D and LTD insurance. The current rate of 60% of an employee's annual salary will be designated for long term disability insurance annually for each employee. City shall also provide life insurance at a rate of 1.5% of each employees annual salary.

Section 7. TYPES OF EMPLOYEE LEAVE

A. Vacation

1. Regular Full Time Employee Vacation Leave

Each regular, full-time employee of the City shall be entitled to a vacation each year based upon their hire date and length of service as follows:

- Six Months to 36 Months

After continuous service of more than six (6) months, but not more than thirty-six (36) months, up to ten (10) working days of vacation will be earned each year, computed from the date of hiring at the rate of 6.67 hours per month.

- 37 Months to 120 Months

For continuous service of thirty-seven (37) months, but not more than one hundred and twenty (120) months, up to fifteen working days vacation will be earned each year, computed at the rate of ten (10) hours per month.

- 121 Months to 180 Months

For continuous service of more than one hundred and twenty-one (121) months, but not more than one hundred and eighty (180) months, up to seventeen (17) working days vacation will be earned each year, computed at the rate of 11.333 hours per month.

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Section 7. TYPES OF EMPLOYEE LEAVE...Cont'd

A. Vacation...Cont'd

1. Regular Full Time Employee Vacation Leave...Cont'd

- 181 Months and Over

For continuous service of more than one hundred and eighty (181) months, up to twenty (20) working days vacation will be earned each year, computed at the rate of 13.333 hours per month.

2. Regular Part Time Employee Vacation Leave

Each regular, part-time employee of the City, except contractors retained by the City under a professional services agreement, whether paid a salary, hourly, or a daily wage, shall be entitled to a vacation each year on the same basis, and are subject to the same minimum requirement for continuous service, except that the number of days and maximum accumulation of vacation time shall be proportionately reduced so that, for example, a one-third-time employee shall be entitled to one-third of the vacation of a full-time employee with equivalent service and a one-half-time employee shall be entitled to one-half of the vacation of a full-time employee with equivalent service.

3. Limited Accumulation of Vacation Leave

When it is impractical for any reason to schedule any vacation within any year, vacations may be accumulated up to two (2) calendar years. Employees shall be paid for accumulated vacation leave at their regular rate of pay upon termination of employment.

B. Sick Leave

1. Accruing Sick Leave-Regular Full Time Employee

Every regular, full-time employee of the City who has been employed for at least six (6) full months is entitled to and shall be allowed one (1) day Sick Leave with pay for each month of service (computed from date of hiring), up to a maximum of ninety (90) days. Time off is dependent on bona fide illness, physical injury, or physical disability for the employee.

Use of Sick Leave shall be allowed only in the case of necessity and actual personal sickness for disability, medical, or dental treatment. The City Manager may require proof thereof by the certificate of a physician or surgeon duly licensed to practice medicine in the state, or by the declaration of the employee under penalty of perjury, or by other evidence satisfactory to the City Manager.

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Section 7. TYPES OF EMPLOYEE LEAVE...cont'd

B. Sick Leave...Cont'd

2. Accruing Sick Leave-Regular Part Time Employee

Each regular, part-time employee of the City, except contractors retained by the City under a professional services agreement, whether paid a salary, hourly, or a daily wage, shall be entitled to Sick Leave. Each year on the same basis as regular full time employees, a regular part time employee may accrue Sick Leave under the same minimum requirements for regular full time employees except that the number of days and maximum accumulation of Sick Leave time shall be proportionately reduced. An example is that, a one-third-time employee shall be entitled to one-third of the Sick Leave of a regular full-time employee. A one-half-time employee shall be entitled to one-half of the Sick Leave of a regular full-time employee.

3. Compensation for Sick Leave While On Disability

There shall be deducted from the compensation of a regular full time employee on Sick Leave, or on leave for physical injury or physical disability, any sum received by such employee by way of industrial or worker's compensation.

Sick leave or leave for disability or injury is not allowed when the disability results from self-inflicted sickness or injury or willful misconduct, or in the event the disability or injury is sustained while the employee is on leave of absence.

4. Sick Leave Buy Back

Upon an employee's resignation or retirement, the CITY shall compensate the Management, Professional/Mid-Management, Confidential, and Classified employees in good standing for a portion of their accumulated sick leave.

*** Management**

In case of resignation, each Management employee shall be compensated up to but not exceeding fifteen (15) days, or 120 Hours of accumulated sick leave. Said compensation will be based on each individual employee's regular salary rate of pay. In case of retirement, each Management employee shall be compensated up to but not exceeding thirty (30) days or 240 hours.

*** Professional/Mid Management and Confidential**

In case of resignation, each employee in this category shall be compensated up to, but not exceeding fifteen (15) days, or 120 hours of accumulated sick leave. Said compensation will be based on each individual employee's regular salary rate of pay.

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Section 7. TYPES OF EMPLOYEE LEAVE...cont'd

B. Sick Leave...Cont'd

4. Sick Leave Buy Back..Cont'd

** Classified*

In case of resignation or retirement, each employee in this category shall be compensated up to but not exceeding fifteen (15) days, or 120 Hours of accumulated sick leave. Said compensation will be based on each individual employee's regular salary rate of pay.

** Director of Public Safety/Police Chief and Sworn Police Officers*

In case of resignation, each Sworn Police Officer employee shall be compensated up to but not exceeding fifteen (15) days, or 120 Hours of accumulated sick leave. Said compensation will be based on each individual employee's regular salary rate of pay. In case of retirement, each Sworn Police Officer employee shall be compensated up to but not exceeding thirty (30) days or 240 hours.

5. Sick Leave Reduction Incentive

** Classified, Confidential and Sworn Police Officers*

Each employee who in the course of each calendar year, uses four (4) days or less of sick or emergency leave, will have the option to convert 25% of the sick leave accumulated during that calendar year to regular pay at their current hourly rate. Sick leave so converted to pay, shall be deducted from the cumulative total. If during the fiscal year 1997/98, the classified employees (excluding Sworn Police Officer) unit shall reduce its sick leave usage by fifty percent (50%) and also loss work days resulting from industrial accidents and injuries by fifty percent (50%), as compared to the same period of time for fiscal year 1996/97 then an annual stipend of \$200 shall be granted to each employee for the year commencing July 1, 1998.

6. Sick Leave Bank Incentive

** Classified, Confidential and Sworn Police Officers*

With prior approval by the City Manager, an employee may voluntarily contribute up to a maximum of 45 accumulated sick leave days to another employee who may be in need due to an extended illness, when ill employee has utilized all of his/her accumulated sick, vacation, and comprehensive leave. The names of the employees participating shall remain confidential. Any donation of sick leave shall be deducted from that years calender year sick leave accruals, as it applies to Section 18 (g) of the CALPRO contract. The adjusted sick leave will be the basis used to calculate the 25% conversion formula. Deduction shall not exclude benefits unless that employee has exceeded the leave requirement addressed in Section 18 (g) of the CALPRO contract. This section shall not affect any requirements in Section 13, of the CALPRO contract, nor cause any overtime loss due to the donation.

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Section 7. TYPES OF EMPLOYEE LEAVE...cont'd

C. Emergency Family Leave

Every regular, full-time employee of the City shall be entitled to three (3) days of emergency family leave in case of illness of a close family member or hospitalization of a close family member. Such leave shall be deducted from the employees' sick leave.

The term "close family" means those closely related to the employee by blood, by adoption, or by marriage, and specifically include only the mother, the father, a grandparent, a son, a daughter, the husband, the wife, the brother and the sister of the employee, and the spouse of a son, daughter, brother or sister, Mother-in-Law and Father-in-Law.

D. Bereavement Leave

The City shall provide employees with bereavement leave as follows:

**** Management, Professional/Mid Management, Confidential and Classified***

Three (3) days or five (5) days, if travel is required over a 600 mile radius (300 miles one-way), paid leave is permitted in case of the death of an immediate family member, meaning spouse, a parent, grandparent, child, brother, sister, mother-in-law, father-in-law, brother-in-law or sister-in-law of an employee.

E. Administrative Leave

The City shall grant Administrative Leave on an annual basis to employees within the Management and Professional/Mid Management units. Said leave is in addition to any other leave such as sick, vacation, or compensatory leave which is earned independently by each employee based on time of service. Administrative Leave may not be accumulated and carried forward from one year to the next.

**** Management***

Management employees shall be entitled to one-half (1/2) day executive leave per calendar month, which shall be in lieu of any other form of compensation for overtime hours worked. This shall be in addition to the year for the incoming year. Balance of leave will be cleared at year end.

**** Professional/ Mid Management***

Mid-Management employees shall be entitled to one-fourth (1/4) day per calendar month, to accumulate to a maximum of three (3) days. Balance of leave will be cleared at year end.

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Section 7. TYPES OF EMPLOYEE LEAVE...cont'd

F. Holiday Leave

As a part of the annual budget process, the City Council shall adopt by resolution a list of legal holidays for each incoming calendar year. Said list will be included in the Annual Pay and Classification Plan and all MOU agreements.

G. Miscellaneous Leave

*** Voting**

The City shall grant an employee time off to vote at any general, direct primary, or presidential primary election in accordance with the California Elections Code. Notification in advance must be made to each employee's Department Manager or Supervisor.

*** Jury Duty**

A regular full time employee who has been served with a summons to report for jury duty shall be granted a leave of absence with pay from his or her assigned duty until released by the court, provided the employee remits to the City all fees for such duty other than mileage and subsistence allowance within 30 days after the termination of his or her jury duty.

*** Subpoenas**

A regular full time employee who has been subpoenaed to appear as a witness on behalf of the State of California or any of its agencies, shall be granted a leave of absence with pay from his or her assigned duty until released by the court, provided the employee remits to the City all fees for such duty other than mileage and subsistence allowance within 30 days after the termination of his or her jury duty.

*** Maternity Leave**

All maternity leave will be granted in accordance with the Family Medical Leave Act requirements and/or as specified in a specific memorandum of understanding.

*** Steward Leave**

Steward Leave will be granted in accordance the specified language outlined in the respective CALPRO and SPOA Memorandum of Understanding (MOU).

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Section 8. TRAVEL AND MEETING EXPENSE ALLOWANCE

The Management unit including the Assistant City Manager, Director of Public Safety/Police Chief, Planning Director, Finance Officer, Public Works Superintendent, Fire Chief and Public Works Director shall receive a travel and meeting expense allowance of \$100 per calendar month. Such expense allowance is as reimbursement for out of pocket expenses incurred in the normal conduct of official City business.

Section 9. NEGOTIATED LABOR AGREEMENTS

In the event of any conflict or inconsistency between the provisions of any existing Memorandum of Understanding between the City and any recognized employee organization, and the provisions of this resolution, the provisions of the Memorandum of Understanding shall supersede.

Section 10. RESOLUTION NO. 2607 REPEALED

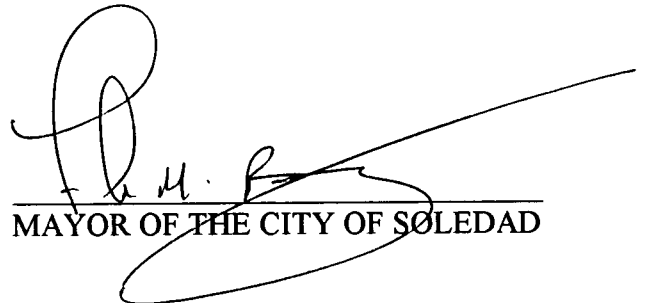
This resolution supersedes Resolution No. 2607, entitled, "A Resolution of the City Council of the City of Soledad Establishing Compensation and Benefit Plans for Employees of the City of Soledad and Repealing Resolution 2535.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Soledad duly held on the 4th day of November 1998, by the following vote:

AYES, and in favor thereof, Councilmembers: Ben Jimenez, Jr., Fred Ledesma, Richard Ortiz, Mayor Pro Tem Gary Gerbrandt, Mayor Fabian Barrera

NOES, Councilmembers: None

ABSENT, Councilmembers: None


MAYOR OF THE CITY OF SOLEDAD

ATTEST:


CITY CLERK OF THE CITY OF SOLEDAD

Exhibit I

City of Soledad
Summary of FY 1997-98
Job Classifications

I. <u>Executive</u>	<u>Range</u>	<u>Total # of Positions</u>
o Management (FLSA Exempt)		
Assistant City Manager	64	1
Director of Public Safety/Chief of Police	59	1
Public Works Director	58	1
Planning Director	55	1
Finance Officer	52	1
Fire Chief	52	1
Superintendent of Public Works	44	1
o Confidential		
Secretary to the City Manager	32	1
II. <u>Professional-Mid Management</u>		
Senior Building Inspector	42	1
Sergeant (Sworn)	44	2
Foreman	37	1
III. <u>Classified</u>		
Administrative Secretary	29	2
Accounting Assistant	25	1
Secretary	23	1
Clerk/Receptionist	17	2
Mechanic/Maintenance Worker	31	2
Maintenance Worker	25	4
Utility Operator	31	4
Utility Operator in Training	22	0
Animal Control Officer (Part Time)	16	1
Taxi Driver	15	1
IV. <u>Sworn</u>		
Police Officer	36	14
Police Officer (Probationary)	25	0

Exhibit II**City of Soledad
Summary of
FY 1997-98
Pay and Classification Plan
Salary Merit Pay- Time Intervals**

Policy: The steps of each salary range outlined in the City's Annual Pay and Classification Plan will be interpreted and applied as follows:

Step 1 - Payable during probationary period. The first step in an assigned range is normally the minimum rate at the initial hiring for a specific classification.

Step 2 - Payable after six (6) months of services at the Step 1, and successful completion of probation.

Step 3 - Payable after one year of service at Step "2" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Step 4 - Payable after one year of service at Step "3" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Step 5 - Payable after one year of service at Step "4" and upon recommendation of the Department Manager based on a positive performance evaluation and an employee's demonstrated ability to meet and exceed job standards. Approval by the City Manager is required.

Note: Because it is sometimes difficult to secure qualified personnel at the normal hiring rate, or a person of unusually high qualifications is available, the City Manager may hire or promote at a higher range and step at his/her discretion. If the City Manager exercises his/her discretion to hire or promote a person at a step higher than that set forth in the "Salary Merit Pay-Time Intervals Plan", said person shall be eligible for a step increase upon successful completion of probationary period.

ATTACHMENT "C"

CITY OF SOLEDAD

ANNUAL PAY AND CLASSIFICATION PLAN

FY 1998 - 99

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	YEARLY	\$ 13,374.98	\$ 13,976.85	\$ 14,605.81	\$ 15,263.07	\$ 15,949.91
	MONTHLY	\$ 1,114.58	\$ 1,164.74	\$ 1,217.15	\$ 1,271.92	\$ 1,329.16
	HOURLY	\$ 6.43	\$ 6.72	\$ 7.02	\$ 7.34	\$ 7.67
2	YEARLY	\$ 13,709.35	\$ 14,326.27	\$ 14,970.96	\$ 15,644.65	\$ 16,348.66
	MONTHLY	\$ 1,142.45	\$ 1,193.86	\$ 1,247.58	\$ 1,303.72	\$ 1,362.39
	HOURLY	\$ 6.59	\$ 6.89	\$ 7.20	\$ 7.52	\$ 7.86
3	YEARLY	\$ 14,043.73	\$ 14,675.70	\$ 15,336.10	\$ 16,026.23	\$ 16,747.41
	MONTHLY	\$ 1,170.31	\$ 1,222.97	\$ 1,278.01	\$ 1,335.52	\$ 1,395.62
	HOURLY	\$ 6.75	\$ 7.06	\$ 7.37	\$ 7.70	\$ 8.05
4	YEARLY	\$ 14,394.82	\$ 15,042.59	\$ 15,719.50	\$ 16,426.88	\$ 17,166.09
	MONTHLY	\$ 1,199.57	\$ 1,253.55	\$ 1,309.96	\$ 1,368.91	\$ 1,430.51
	HOURLY	\$ 6.92	\$ 7.23	\$ 7.56	\$ 7.90	\$ 8.25
5	YEARLY	\$ 14,745.91	\$ 15,409.48	\$ 16,102.91	\$ 16,827.54	\$ 17,584.78
	MONTHLY	\$ 1,228.83	\$ 1,284.12	\$ 1,341.91	\$ 1,402.29	\$ 1,465.40
	HOURLY	\$ 7.09	\$ 7.41	\$ 7.74	\$ 8.09	\$ 8.45
6	YEARLY	\$ 15,114.56	\$ 15,794.72	\$ 16,505.48	\$ 17,248.23	\$ 18,024.40
	MONTHLY	\$ 1,259.55	\$ 1,316.23	\$ 1,375.46	\$ 1,437.35	\$ 1,502.03
	HOURLY	\$ 7.27	\$ 7.59	\$ 7.94	\$ 8.29	\$ 8.67
7	YEARLY	\$ 15,483.21	\$ 16,179.95	\$ 16,908.05	\$ 17,668.91	\$ 18,464.02
	MONTHLY	\$ 1,290.27	\$ 1,348.33	\$ 1,409.00	\$ 1,472.41	\$ 1,538.67
	HOURLY	\$ 7.44	\$ 7.78	\$ 8.13	\$ 8.49	\$ 8.88

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RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
8	YEARLY	\$ 15,870.29	\$ 16,584.45	\$ 17,330.75	\$ 18,110.64	\$ 18,925.62
	MONTHLY	\$ 1,322.52	\$ 1,382.04	\$ 1,444.23	\$ 1,509.22	\$ 1,577.13
	HOURLY	\$ 7.63	\$ 7.97	\$ 8.33	\$ 8.71	\$ 9.10
9	YEARLY	\$ 16,257.37	\$ 16,988.95	\$ 17,753.45	\$ 18,552.36	\$ 19,387.22
	MONTHLY	\$ 1,354.78	\$ 1,415.75	\$ 1,479.45	\$ 1,546.03	\$ 1,615.60
	HOURLY	\$ 7.82	\$ 8.17	\$ 8.54	\$ 8.92	\$ 9.32
10	YEARLY	\$ 16,663.80	\$ 17,413.68	\$ 18,197.29	\$ 19,016.17	\$ 19,871.90
	MONTHLY	\$ 1,388.65	\$ 1,451.14	\$ 1,516.44	\$ 1,584.68	\$ 1,655.99
	HOURLY	\$ 8.01	\$ 8.37	\$ 8.75	\$ 9.14	\$ 9.55
11	YEARLY	\$ 17,070.24	\$ 17,838.40	\$ 18,641.13	\$ 19,479.98	\$ 20,356.58
	MONTHLY	\$ 1,422.52	\$ 1,486.53	\$ 1,553.43	\$ 1,623.33	\$ 1,696.38
	HOURLY	\$ 8.21	\$ 8.58	\$ 8.96	\$ 9.37	\$ 9.79
12	YEARLY	\$ 17,496.99	\$ 18,284.36	\$ 19,107.16	\$ 19,966.98	\$ 20,865.49
	MONTHLY	\$ 1,458.08	\$ 1,523.70	\$ 1,592.26	\$ 1,663.91	\$ 1,738.79
	HOURLY	\$ 8.41	\$ 8.79	\$ 9.19	\$ 9.60	\$ 10.03
13	YEARLY	\$ 17,923.75	\$ 18,730.32	\$ 19,573.18	\$ 20,453.98	\$ 21,374.41
	MONTHLY	\$ 1,493.65	\$ 1,560.86	\$ 1,631.10	\$ 1,704.50	\$ 1,781.20
	HOURLY	\$ 8.62	\$ 9.00	\$ 9.41	\$ 9.83	\$ 10.28
14	YEARLY	\$ 18,371.84	\$ 19,198.58	\$ 20,062.51	\$ 20,965.33	\$ 21,908.77
	MONTHLY	\$ 1,530.99	\$ 1,599.88	\$ 1,671.88	\$ 1,747.11	\$ 1,825.73
	HOURLY	\$ 8.83	\$ 9.23	\$ 9.65	\$ 10.08	\$ 10.53
15	YEARLY	\$ 18,819.94	\$ 19,666.84	\$ 20,551.84	\$ 21,476.68	\$ 22,443.13
	MONTHLY	\$ 1,568.33	\$ 1,638.90	\$ 1,712.65	\$ 1,789.72	\$ 1,870.26
	HOURLY	\$ 9.05	\$ 9.46	\$ 9.88	\$ 10.33	\$ 10.79
16	YEARLY	\$ 19,290.44	\$ 20,158.51	\$ 21,065.64	\$ 22,013.59	\$ 23,004.20
	MONTHLY	\$ 1,607.54	\$ 1,679.88	\$ 1,755.47	\$ 1,834.47	\$ 1,917.02
	HOURLY	\$ 9.27	\$ 9.69	\$ 10.13	\$ 10.58	\$ 11.06

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RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
17	YEARLY	\$ 19,760.93	\$ 20,650.18	\$ 21,579.43	\$ 22,550.51	\$ 23,565.28
	MONTHLY	\$ 1,646.74	\$ 1,720.85	\$ 1,798.29	\$ 1,879.21	\$ 1,963.77
	HOURLY	\$ 9.50	\$ 9.93	\$ 10.37	\$ 10.84	\$ 11.33
18	YEARLY	\$ 20,254.96	\$ 21,166.43	\$ 22,118.92	\$ 23,114.27	\$ 24,154.41
	MONTHLY	\$ 1,687.91	\$ 1,763.87	\$ 1,843.24	\$ 1,926.19	\$ 2,012.87
	HOURLY	\$ 9.74	\$ 10.18	\$ 10.63	\$ 11.11	\$ 11.61
19	YEARLY	\$ 20,748.98	\$ 21,682.69	\$ 22,658.41	\$ 23,678.03	\$ 24,743.55
	MONTHLY	\$ 1,729.08	\$ 1,806.89	\$ 1,888.20	\$ 1,973.17	\$ 2,061.96
	HOURLY	\$ 9.98	\$ 10.42	\$ 10.89	\$ 11.38	\$ 11.90
20	YEARLY	\$ 21,267.71	\$ 22,224.75	\$ 23,224.87	\$ 24,269.99	\$ 25,362.14
	MONTHLY	\$ 1,772.31	\$ 1,852.06	\$ 1,935.41	\$ 2,022.50	\$ 2,113.51
	HOURLY	\$ 10.22	\$ 10.68	\$ 11.17	\$ 11.67	\$ 12.19
21	YEARLY	\$ 21,786.43	\$ 22,766.82	\$ 23,791.33	\$ 24,861.94	\$ 25,980.72
	MONTHLY	\$ 1,815.54	\$ 1,897.23	\$ 1,982.61	\$ 2,071.83	\$ 2,165.06
	HOURLY	\$ 10.47	\$ 10.95	\$ 11.44	\$ 11.95	\$ 12.49
22	YEARLY	\$ 22,331.09	\$ 23,335.99	\$ 24,386.11	\$ 25,483.48	\$ 26,630.24
	MONTHLY	\$ 1,860.92	\$ 1,944.67	\$ 2,032.18	\$ 2,123.62	\$ 2,219.19
	HOURLY	\$ 10.74	\$ 11.22	\$ 11.72	\$ 12.25	\$ 12.80
23	YEARLY	\$ 22,875.75	\$ 23,905.16	\$ 24,980.89	\$ 26,105.03	\$ 27,279.76
	MONTHLY	\$ 1,906.31	\$ 1,992.10	\$ 2,081.74	\$ 2,175.42	\$ 2,273.31
	HOURLY	\$ 11.00	\$ 11.49	\$ 12.01	\$ 12.55	\$ 13.12
24	YEARLY	\$ 23,447.65	\$ 24,502.79	\$ 25,605.42	\$ 26,757.66	\$ 27,961.75
	MONTHLY	\$ 1,953.97	\$ 2,041.90	\$ 2,133.78	\$ 2,229.80	\$ 2,330.15
	HOURLY	\$ 11.27	\$ 11.78	\$ 12.31	\$ 12.86	\$ 13.44
25	YEARLY	\$ 24,019.54	\$ 25,100.42	\$ 26,229.94	\$ 27,410.29	\$ 28,643.75
	MONTHLY	\$ 2,001.63	\$ 2,091.70	\$ 2,185.83	\$ 2,284.19	\$ 2,386.98
	HOURLY	\$ 11.55	\$ 12.07	\$ 12.61	\$ 13.18	\$ 13.77

* R-25 is frozen at the FY 1996-97 rates due to negotiated 3% PERS payment in lieu of COLA.

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RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
26	YEARLY	\$ 24,620.03	\$ 25,727.93	\$ 26,885.69	\$ 28,095.54	\$ 29,359.84
	MONTHLY	\$ 2,051.67	\$ 2,143.99	\$ 2,240.47	\$ 2,341.30	\$ 2,446.65
	HOURLY	\$ 11.84	\$ 12.37	\$ 12.93	\$ 13.51	\$ 14.12
27	YEARLY	\$ 25,220.52	\$ 26,355.44	\$ 27,541.43	\$ 28,780.80	\$ 30,075.94
	MONTHLY	\$ 2,101.71	\$ 2,196.29	\$ 2,295.12	\$ 2,398.40	\$ 2,506.33
	HOURLY	\$ 12.13	\$ 12.67	\$ 13.24	\$ 13.84	\$ 14.46
28	YEARLY	\$ 25,851.03	\$ 27,014.33	\$ 28,229.97	\$ 29,500.32	\$ 30,827.83
	MONTHLY	\$ 2,154.25	\$ 2,251.19	\$ 2,352.50	\$ 2,458.36	\$ 2,568.99
	HOURLY	\$ 12.43	\$ 12.99	\$ 13.57	\$ 14.18	\$ 14.82
29	YEARLY	\$ 26,481.54	\$ 27,673.21	\$ 28,918.51	\$ 30,219.84	\$ 31,579.73
	MONTHLY	\$ 2,206.80	\$ 2,306.10	\$ 2,409.88	\$ 2,518.32	\$ 2,631.64
	HOURLY	\$ 12.73	\$ 13.30	\$ 13.90	\$ 14.53	\$ 15.18
30	YEARLY	\$ 27,143.58	\$ 28,365.04	\$ 29,641.47	\$ 30,975.34	\$ 32,369.23
	MONTHLY	\$ 2,261.97	\$ 2,363.75	\$ 2,470.12	\$ 2,581.28	\$ 2,697.44
	HOURLY	\$ 13.05	\$ 13.64	\$ 14.25	\$ 14.89	\$ 15.56
31	YEARLY	\$ 27,805.62	\$ 29,056.87	\$ 30,364.43	\$ 31,730.83	\$ 33,158.72
	MONTHLY	\$ 2,317.13	\$ 2,421.41	\$ 2,530.37	\$ 2,644.24	\$ 2,763.23
	HOURLY	\$ 13.37	\$ 13.97	\$ 14.60	\$ 15.26	\$ 15.94
32	YEARLY	\$ 28,500.76	\$ 29,783.29	\$ 31,123.54	\$ 32,524.10	\$ 33,987.69
	MONTHLY	\$ 2,375.06	\$ 2,481.94	\$ 2,593.63	\$ 2,710.34	\$ 2,832.31
	HOURLY	\$ 13.70	\$ 14.32	\$ 14.96	\$ 15.64	\$ 16.34
33	YEARLY	\$ 29,195.90	\$ 30,509.72	\$ 31,882.65	\$ 33,317.37	\$ 34,816.65
	MONTHLY	\$ 2,432.99	\$ 2,542.48	\$ 2,656.89	\$ 2,776.45	\$ 2,901.39
	HOURLY	\$ 14.04	\$ 14.67	\$ 15.33	\$ 16.02	\$ 16.74
34	YEARLY	\$ 29,925.80	\$ 31,272.46	\$ 32,679.72	\$ 34,150.31	\$ 35,687.07
	MONTHLY	\$ 2,493.82	\$ 2,606.04	\$ 2,723.31	\$ 2,845.86	\$ 2,973.92
	HOURLY	\$ 14.39	\$ 15.03	\$ 15.71	\$ 16.42	\$ 17.16

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RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
35	YEARLY	\$ 30,655.70	\$ 32,035.20	\$ 33,476.79	\$ 34,983.24	\$ 36,557.49	
	MONTHLY	\$ 2,554.64	\$ 2,669.60	\$ 2,789.73	\$ 2,915.27	\$ 3,046.46	
	HOURLY	\$ 14.74	\$ 15.40	\$ 16.09	\$ 16.82	\$ 17.58	
36	YEARLY	\$ 31,422.09	\$ 32,836.08	\$ 34,313.71	\$ 35,857.82	\$ 37,471.42	\$ 39,157.64
	MONTHLY	\$ 2,618.51	\$ 2,736.34	\$ 2,859.48	\$ 2,988.15	\$ 3,122.62	\$ 3,263.14
	HOURLY	\$ 15.11	\$ 15.79	\$ 16.50	\$ 17.24	\$ 18.02	\$ 18.83
37	YEARLY	\$ 32,188.48	\$ 33,636.96	\$ 35,150.63	\$ 36,732.40	\$ 38,385.36	
	MONTHLY	\$ 2,682.37	\$ 2,803.08	\$ 2,929.22	\$ 3,061.03	\$ 3,198.78	
	HOURLY	\$ 15.48	\$ 16.17	\$ 16.90	\$ 17.66	\$ 18.45	
38	YEARLY	\$ 32,993.19	\$ 34,477.89	\$ 36,029.39	\$ 37,650.71	\$ 39,345.00	
	MONTHLY	\$ 2,749.43	\$ 2,873.16	\$ 3,002.45	\$ 3,137.56	\$ 3,278.75	
	HOURLY	\$ 15.86	\$ 16.58	\$ 17.32	\$ 18.10	\$ 18.92	
39	YEARLY	\$ 33,797.90	\$ 35,318.81	\$ 36,908.16	\$ 38,569.02	\$ 40,304.63	
	MONTHLY	\$ 2,816.49	\$ 2,943.23	\$ 3,075.68	\$ 3,214.09	\$ 3,358.72	
	HOURLY	\$ 16.25	\$ 16.98	\$ 17.74	\$ 18.54	\$ 19.38	
40	YEARLY	\$ 34,642.85	\$ 36,201.78	\$ 37,830.86	\$ 39,533.25	\$ 41,312.25	
	MONTHLY	\$ 2,886.90	\$ 3,016.82	\$ 3,152.57	\$ 3,294.44	\$ 3,442.69	
	HOURLY	\$ 16.66	\$ 17.40	\$ 18.19	\$ 19.01	\$ 19.86	
41	YEARLY	\$ 35,487.80	\$ 37,084.75	\$ 38,753.56	\$ 40,497.47	\$ 42,319.86	
	MONTHLY	\$ 2,957.32	\$ 3,090.40	\$ 3,229.46	\$ 3,374.79	\$ 3,526.66	
	HOURLY	\$ 17.06	\$ 17.83	\$ 18.63	\$ 19.47	\$ 20.35	
42	YEARLY	\$ 36,374.99	\$ 38,011.87	\$ 39,722.40	\$ 41,509.91	\$ 43,377.86	
	MONTHLY	\$ 3,031.25	\$ 3,167.66	\$ 3,310.20	\$ 3,459.16	\$ 3,614.82	
	HOURLY	\$ 17.49	\$ 18.27	\$ 19.10	\$ 19.96	\$ 20.85	
43	YEARLY	\$ 37,262.19	\$ 38,938.99	\$ 40,691.24	\$ 42,522.35	\$ 44,435.85	
	MONTHLY	\$ 3,105.18	\$ 3,244.92	\$ 3,390.94	\$ 3,543.53	\$ 3,702.99	
	HOURLY	\$ 17.91	\$ 18.72	\$ 19.56	\$ 20.44	\$ 21.36	

* R-36 is frozen at the FY 1996-97 rates due to negotiated 3% PERS payment in lieu of COLA.

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RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
44	YEARLY	\$ 38,193.74	\$ 39,912.46	\$ 41,708.52	\$ 43,585.41	\$ 45,546.75
	MONTHLY	\$ 3,182.81	\$ 3,326.04	\$ 3,475.71	\$ 3,632.12	\$ 3,795.56
	HOURLY	\$ 18.36	\$ 19.19	\$ 20.05	\$ 20.95	\$ 21.90
45	YEARLY	\$ 39,125.30	\$ 40,885.94	\$ 42,725.80	\$ 44,648.47	\$ 46,657.65
	MONTHLY	\$ 3,260.44	\$ 3,407.16	\$ 3,560.48	\$ 3,720.71	\$ 3,888.14
	HOURLY	\$ 18.81	\$ 19.66	\$ 20.54	\$ 21.47	\$ 22.43
46	YEARLY	\$ 40,103.43	\$ 41,908.09	\$ 43,793.95	\$ 45,764.68	\$ 47,824.09
	MONTHLY	\$ 3,341.95	\$ 3,492.34	\$ 3,649.50	\$ 3,813.72	\$ 3,985.34
	HOURLY	\$ 19.28	\$ 20.15	\$ 21.05	\$ 22.00	\$ 22.99
47	YEARLY	\$ 41,081.56	\$ 42,930.23	\$ 44,862.10	\$ 46,880.89	\$ 48,990.53
	MONTHLY	\$ 3,423.46	\$ 3,577.52	\$ 3,738.51	\$ 3,906.74	\$ 4,082.54
	HOURLY	\$ 19.75	\$ 20.64	\$ 21.57	\$ 22.54	\$ 23.55
48	YEARLY	\$ 42,108.60	\$ 44,003.49	\$ 45,983.65	\$ 48,052.91	\$ 50,215.29
	MONTHLY	\$ 3,509.05	\$ 3,666.96	\$ 3,831.97	\$ 4,004.41	\$ 4,184.61
	HOURLY	\$ 20.24	\$ 21.16	\$ 22.11	\$ 23.10	\$ 24.14
49	YEARLY	\$ 43,135.64	\$ 45,076.75	\$ 47,105.20	\$ 49,224.93	\$ 51,440.06
	MONTHLY	\$ 3,594.64	\$ 3,756.40	\$ 3,925.43	\$ 4,102.08	\$ 4,286.67
	HOURLY	\$ 20.74	\$ 21.67	\$ 22.65	\$ 23.67	\$ 24.73
50	YEARLY	\$ 44,214.03	\$ 46,203.66	\$ 48,282.83	\$ 50,455.56	\$ 52,726.06
	MONTHLY	\$ 3,684.50	\$ 3,850.31	\$ 4,023.57	\$ 4,204.63	\$ 4,393.84
	HOURLY	\$ 21.26	\$ 22.21	\$ 23.21	\$ 24.26	\$ 25.35
51	YEARLY	\$ 45,292.42	\$ 47,330.58	\$ 49,460.46	\$ 51,686.18	\$ 54,012.06
	MONTHLY	\$ 3,774.37	\$ 3,944.22	\$ 4,121.70	\$ 4,307.18	\$ 4,501.00
	HOURLY	\$ 21.78	\$ 22.76	\$ 23.78	\$ 24.85	\$ 25.97
52	YEARLY	\$ 46,424.74	\$ 48,513.85	\$ 50,696.97	\$ 52,978.34	\$ 55,362.36
	MONTHLY	\$ 3,868.73	\$ 4,042.82	\$ 4,224.75	\$ 4,414.86	\$ 4,613.53
	HOURLY	\$ 22.32	\$ 23.32	\$ 24.37	\$ 25.47	\$ 26.62

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RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
53	YEARLY	\$ 47,557.05	\$ 49,697.11	\$ 51,933.48	\$ 54,270.49	\$ 56,712.66
	MONTHLY	\$ 3,963.09	\$ 4,141.43	\$ 4,327.79	\$ 4,522.54	\$ 4,726.06
	HOURLY	\$ 22.86	\$ 23.89	\$ 24.97	\$ 26.09	\$ 27.27
54	YEARLY	\$ 48,745.97	\$ 50,939.54	\$ 53,231.82	\$ 55,627.25	\$ 58,130.48
	MONTHLY	\$ 4,062.16	\$ 4,244.96	\$ 4,435.98	\$ 4,635.60	\$ 4,844.21
	HOURLY	\$ 23.44	\$ 24.49	\$ 25.59	\$ 26.74	\$ 27.95
55	YEARLY	\$ 49,934.90	\$ 52,181.97	\$ 54,530.16	\$ 56,984.01	\$ 59,548.29
	MONTHLY	\$ 4,161.24	\$ 4,348.50	\$ 4,544.18	\$ 4,748.67	\$ 4,962.36
	HOURLY	\$ 24.01	\$ 25.09	\$ 26.22	\$ 27.40	\$ 28.63
56	YEARLY	\$ 51,183.27	\$ 53,486.52	\$ 55,893.41	\$ 58,408.61	\$ 61,037.00
	MONTHLY	\$ 4,265.27	\$ 4,457.21	\$ 4,657.78	\$ 4,867.38	\$ 5,086.42
	HOURLY	\$ 24.61	\$ 25.71	\$ 26.87	\$ 28.08	\$ 29.34
57	YEARLY	\$ 52,431.64	\$ 54,791.07	\$ 57,256.66	\$ 59,833.21	\$ 62,525.71
	MONTHLY	\$ 4,369.30	\$ 4,565.92	\$ 4,771.39	\$ 4,986.10	\$ 5,210.48
	HOURLY	\$ 25.21	\$ 26.34	\$ 27.53	\$ 28.77	\$ 30.06
58	YEARLY	\$ 53,742.43	\$ 56,160.84	\$ 58,688.08	\$ 61,329.05	\$ 64,088.85
	MONTHLY	\$ 4,478.54	\$ 4,680.07	\$ 4,890.67	\$ 5,110.75	\$ 5,340.74
	HOURLY	\$ 25.84	\$ 27.00	\$ 28.22	\$ 29.49	\$ 30.81
59	YEARLY	\$ 55,053.23	\$ 57,530.62	\$ 60,119.50	\$ 62,824.88	\$ 65,651.99
	MONTHLY	\$ 4,587.77	\$ 4,794.22	\$ 5,009.96	\$ 5,235.41	\$ 5,471.00
	HOURLY	\$ 26.47	\$ 27.66	\$ 28.90	\$ 30.20	\$ 31.56
60	YEARLY	\$ 56,429.56	\$ 58,968.89	\$ 61,622.49	\$ 64,395.50	\$ 67,293.29
	MONTHLY	\$ 4,702.46	\$ 4,914.07	\$ 5,135.21	\$ 5,366.29	\$ 5,607.77
	HOURLY	\$ 27.13	\$ 28.35	\$ 29.63	\$ 30.96	\$ 32.35
61	YEARLY	\$ 57,805.89	\$ 60,407.15	\$ 63,125.47	\$ 65,966.12	\$ 68,934.59
	MONTHLY	\$ 4,817.16	\$ 5,033.93	\$ 5,260.46	\$ 5,497.18	\$ 5,744.55
	HOURLY	\$ 27.79	\$ 29.04	\$ 30.35	\$ 31.71	\$ 33.14

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RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
62	YEARLY	\$ 59,251.03	\$ 61,917.33	\$ 64,703.61	\$ 67,615.27	\$ 70,657.96
	MONTHLY	\$ 4,937.59	\$ 5,159.78	\$ 5,391.97	\$ 5,634.61	\$ 5,888.16
	HOURLY	\$ 28.49	\$ 29.77	\$ 31.11	\$ 32.51	\$ 33.97
63	YEARLY	\$ 60,696.18	\$ 63,427.51	\$ 66,281.75	\$ 69,264.43	\$ 72,381.32
	MONTHLY	\$ 5,058.02	\$ 5,285.63	\$ 5,523.48	\$ 5,772.04	\$ 6,031.78
	HOURLY	\$ 29.18	\$ 30.49	\$ 31.87	\$ 33.30	\$ 34.80
64	YEARLY	\$ 62,213.59	\$ 65,013.20	\$ 67,938.79	\$ 70,996.04	\$ 74,190.86
	MONTHLY	\$ 5,184.47	\$ 5,417.77	\$ 5,661.57	\$ 5,916.34	\$ 6,182.57
	HOURLY	\$ 29.91	\$ 31.26	\$ 32.66	\$ 34.13	\$ 35.67
65	YEARLY	\$ 63,730.99	\$ 66,598.88	\$ 69,595.83	\$ 72,727.65	\$ 76,000.39
	MONTHLY	\$ 5,310.92	\$ 5,549.91	\$ 5,799.65	\$ 6,060.64	\$ 6,333.37
	HOURLY	\$ 30.64	\$ 32.02	\$ 33.46	\$ 34.97	\$ 36.54
66	YEARLY	\$ 65,324.26	\$ 68,263.86	\$ 71,335.73	\$ 74,545.84	\$ 77,900.40
	MONTHLY	\$ 5,443.69	\$ 5,688.65	\$ 5,944.64	\$ 6,212.15	\$ 6,491.70
	HOURLY	\$ 31.41	\$ 32.82	\$ 34.30	\$ 35.84	\$ 37.45
67	YEARLY	\$ 66,917.54	\$ 69,928.83	\$ 73,075.63	\$ 76,364.03	\$ 79,800.41
	MONTHLY	\$ 5,576.46	\$ 5,827.40	\$ 6,089.64	\$ 6,363.67	\$ 6,650.03
	HOURLY	\$ 32.17	\$ 33.62	\$ 35.13	\$ 36.71	\$ 38.37
68	YEARLY	\$ 68,590.48	\$ 71,677.05	\$ 74,902.52	\$ 78,273.13	\$ 81,795.42
	MONTHLY	\$ 5,715.87	\$ 5,973.09	\$ 6,241.88	\$ 6,522.76	\$ 6,816.29
	HOURLY	\$ 32.98	\$ 34.46	\$ 36.01	\$ 37.63	\$ 39.32
69	YEARLY	\$ 70,263.42	\$ 73,425.27	\$ 76,729.41	\$ 80,182.23	\$ 83,790.43
	MONTHLY	\$ 5,855.28	\$ 6,118.77	\$ 6,394.12	\$ 6,681.85	\$ 6,982.54
	HOURLY	\$ 33.78	\$ 35.30	\$ 36.89	\$ 38.55	\$ 40.28
70	YEARLY	\$ 72,020.00	\$ 75,260.90	\$ 78,647.64	\$ 82,186.79	\$ 85,885.19
	MONTHLY	\$ 6,001.67	\$ 6,271.74	\$ 6,553.97	\$ 6,848.90	\$ 7,157.10
	HOURLY	\$ 34.63	\$ 36.18	\$ 37.81	\$ 39.51	\$ 41.29

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RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
71	YEARLY	\$ 73,776.59	\$ 77,096.53	\$ 80,565.88	\$ 84,191.34	\$ 87,979.95
	MONTHLY	\$ 6,148.05	\$ 6,424.71	\$ 6,713.82	\$ 7,015.95	\$ 7,331.66
	HOURLY	\$ 35.47	\$ 37.07	\$ 38.73	\$ 40.48	\$ 42.30
72	YEARLY	\$ 75,621.00	\$ 79,023.95	\$ 82,580.02	\$ 86,296.13	\$ 90,179.45
	MONTHLY	\$ 6,301.75	\$ 6,585.33	\$ 6,881.67	\$ 7,191.34	\$ 7,514.95
	HOURLY	\$ 36.36	\$ 37.99	\$ 39.70	\$ 41.49	\$ 43.36
73	YEARLY	\$ 77,465.42	\$ 80,951.36	\$ 84,594.17	\$ 88,400.91	\$ 92,378.95
	MONTHLY	\$ 6,455.45	\$ 6,745.95	\$ 7,049.51	\$ 7,366.74	\$ 7,698.25
	HOURLY	\$ 37.24	\$ 38.92	\$ 40.67	\$ 42.50	\$ 44.41
74	YEARLY	\$ 79,402.05	\$ 82,975.14	\$ 86,709.03	\$ 90,610.93	\$ 94,688.42
	MONTHLY	\$ 6,616.84	\$ 6,914.60	\$ 7,225.75	\$ 7,550.91	\$ 7,890.70
	HOURLY	\$ 38.17	\$ 39.89	\$ 41.69	\$ 43.56	\$ 45.52
75	YEARLY	\$ 81,338.69	\$ 84,998.93	\$ 88,823.88	\$ 92,820.95	\$ 96,997.90
	MONTHLY	\$ 6,778.22	\$ 7,083.24	\$ 7,401.99	\$ 7,735.08	\$ 8,083.16
	HOURLY	\$ 39.11	\$ 40.86	\$ 42.70	\$ 44.63	\$ 46.63
76	YEARLY	\$ 83,372.15	\$ 87,123.90	\$ 91,044.48	\$ 95,141.48	\$ 99,422.84
	MONTHLY	\$ 6,947.68	\$ 7,260.33	\$ 7,587.04	\$ 7,928.46	\$ 8,285.24
	HOURLY	\$ 40.08	\$ 41.89	\$ 43.77	\$ 45.74	\$ 47.80
77	YEARLY	\$ 85,405.62	\$ 89,248.87	\$ 93,265.07	\$ 97,462.00	\$ 101,847.79
	MONTHLY	\$ 7,117.14	\$ 7,437.41	\$ 7,772.09	\$ 8,121.83	\$ 8,487.32
	HOURLY	\$ 41.06	\$ 42.91	\$ 44.84	\$ 46.86	\$ 48.97

AMENDMENT TO ATTACHMENT "C"

CITY OF SOLEDAD

ANNUAL PAY AND CLASSIFICATION PLAN
FY 1998-99

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
25	YEARLY	\$ 23,319.94	\$ 24,369.36	\$ 25,465.98	\$ 26,611.95	\$ 27,809.49	
	MONTHLY	\$ 1,943.33	\$ 2,030.78	\$ 2,122.17	\$ 2,217.66	\$ 2,317.46	
	HOURLY	\$ 11.21	\$ 11.72	\$ 12.24	\$ 12.79	\$ 13.37	
36	YEARLY	\$ 29,618.28	\$ 30,951.10	\$ 32,343.90	\$ 33,799.38	\$ 35,320.35	\$ 36,909.77
	MONTHLY	\$ 2,468.19	\$ 2,579.26	\$ 2,695.33	\$ 2,816.61	\$ 2,943.36	\$ 3,075.81
	HOURLY	\$ 14.24	\$ 14.88	\$ 15.55	\$ 16.25	\$ 16.98	\$ 17.75

Range 25 (Probationary Police Officers) and 36 for Police Officers (off probation) were frozen at FY 1996-97 base due to negotiations. Police Officers negotiated that City pay 3% of their portion of PERS in lieu of COLA for FY 1997-98 and FY 1998-99.

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- 2631 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AMENDING THE APPROVED FISCAL YEAR 1997-98 APPLICATION FOR
"PUBLIC TRANSIT FUNDS" (10/1/97)
- 2632 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
DETERMINING THAT A PROJECT AREA COMMITTEE SHALL NOT BE
FORMED IN CONNECTION WITH THE SECOND AMENDMENT TO THE
REDEVELOPMENT PLAN FOR THE SOLEDAD REDEVELOPMENT PROJECT
(10/1/97)
- 2633 - A RESOLUTION OF THE CITY COUNCIL/REDEVELOPMENT AGENCY OF
THE CITY OF SOLEDAD AUTHORIZING THE EXECUTION OF AN
"AGREEMENT FOR PAYMENT OF ADMINISTRATIVE/PROFESSIONAL STAFF
AND CONSULTING SERVICES" BETWEEN THE CITY OF SOLEDAD, THE
SOLEDAD REDEVELOPMENT AGENCY AND D.B.O. DEVELOPMENT
COMPANY (10/22/97)
- 2634 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE EXECUTION OF AN AGREEMENT BETWEEN THE CITY
OF SOLEDAD AND THE SALINAS VALLEY SOLID WASTE AUTHORITY FOR
WASTE DELIVERY (10/1/97)
- 2635 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING EXAMINATION OF SALES AND USE TAX RECORDS
(10/1/97)
- 2636 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING A BID FOR THE CONSTRUCTION OF THE 1997 STREET PROJECT
AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONTRACT
WITH PAVEX CONSTRUCTION COMPANY TOTALING \$650,850.20 TO BE
FUNDED FROM THE LOCAL TRANSPORTATION FUND, GAS TAX FUND AND
THE WATER (10/1/97)
- 2637 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE EXECUTION OF A SUBORDINATION AGREEMENT AND
CERTIFICATE OF ESTOPPEL WITH THE STATE OF CALIFORNIA,
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT, HOME
INVESTMENT PARTNERSHIPS (HOME) PROGRAM (10/1/97)
- 2638 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING A BID FOR THE CONSTRUCTION OF THE 1997 WATER SYSTEM
IMPROVEMENTS AND AUTHORIZING THE CITY MANAGER TO ENTER INTO
A CONTRACT WITH MONTEREY PENINSULA ENGINEERING TOTALING
\$62,950, TO BE FUNDED FROM THE WATER RESERVE IMPACT FEES
(11/5/97)
- 2639 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING A BID FOR THE PURCHASE OF A PAINT STRIPER IN THE
AMOUNT OF \$6,274.13 FROM THE FY 1997-98 STREET FUND BUDGET
(11/5/97)
- 2640 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
DECLARING UTILITY EQUIPMENT SURPLUS AND DONATING EQUIPMENT
TO A NON-PROFIT AGENCY (11/5/97)
- 2641 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
COMMENDING THE MONTEREY COUNTY WATER RESOURCES AGENCY ON
ITS 50 YEARS OF SERVICE TO SOLEDAD AND MONTEREY COUNTY
(11/5/97)

- 2642 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 ENDORSING THE SOLEDAD-MISSION CHAMBER OF COMMERCE ANNUAL
 CHRISTMAS LIGHTING AND PARADE TO TAKE PLACE ON DECEMBER 6, 1997
 (11/19/97)
- 2643 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 ACCEPTING THE WATER LINE EXTENSION ON FRONT STREET FROM BENITO
 STREET TO A POINT APPROXIMATELY 500 FEET NORTH OF SAN VICENTE
 ROAD (11/19/97)
- 2644 - A RESOLUTION OF THE CITY COUNCIL/REDEVELOPMENT AGENCY OF THE
 CITY OF SOLEDAD AUTHORIZING THE CITY MANAGER TO ENTER INTO A
 CONTRACT WITH STEPHEN A. NUKES AND ASSOCIATES FOR A
 COMMUNITY PROFILE AND ECONOMIC ANALYSIS TOTALING \$12,500, PLUS
 EXPENSES NOT TO EXCEED \$1,250 AND APPROPRIATING SAME FROM THE
 REDEVELOPMENT AGENCY FUND BALANCE (11/19/97)
- 2645 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 AUTHORIZING THE EXECUTION OF AN INTERAGENCY AGREEMENT
 BETWEEN THE CITY OF SOLEDAD AND THE SALINAS VALLEY SOLID
 WASTE AUTHORITY AND RATIFYING PREVIOUS COUNCIL AND CITY
 ACTION CONCERNING SUCH AGREEMENT (11/19/97)
- 2646 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 ACCEPTING FOR RECORDATION A FINAL SUBDIVISION MAP, A
 SUBDIVISION GUARANTEE AND ESTABLISHMENT OF STOP SIGNS, FOR THE
 PINNACLES II SUBDIVISION, SUBMITTED BY SOUTH COUNTY II HOMES
 PHASE II, STAGE I, VISTA SOLEDAD SUBDIVISION (11/19/97)
- 2647 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 AUTHORIZING THE SUBMITTAL OF AN APPLICATION TO THE CALIFORNIA
 WASTE MANAGEMENT BOARD FOR A 1996/97 TIRE RECYCLING GRANT
 (12/17/97)
- 2648 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 AUTHORIZING THE EXECUTION OF A SUBORDINATION AGREEMENT
 BETWEEN THE CITY AND WELLS FARGO BANK, NATIONAL ASSOCIATION
 (12/17/97)
- 2648-A - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONTRACT WITH
 MICHAEL N. CARTER TO SERVE AS THE FIRE CHIEF ON AN INTERIM BASIS
 FOR SIX MONTHS, APPROPRIATE \$36,000 FROM THE UNAPPROPRIATED
 FUND BALANCE OF THE GENERAL FUND FOR SUCH PURPOSE AND
 AUTHORIZE THE CITY MANAGER TO ADMINISTRATIVELY EXTEND THE
 CONTRACT FOR ADDITIONAL TIME IF DIRECTED BY THE CITY COUNCIL
 (1/7/98)
- 2649 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 CLARIFYING APPROVAL OF THE CITY'S PARTICIPATION IN THE CENTRAL
 COAST RECYCLING MARKET DEVELOPMENT ZONE (1/7/98)
- 2650 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 ACCEPTING PUBLIC IMPROVEMENTS AT 201 FIFTH STREET FROM DON
 BAZE (PARCEL MAP 96-01) (1/7/98)
- 2651 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
 RECEIVING THE PROPOSED SECOND AMENDMENT TO THE
 REDEVELOPMENT PLAN FOR THE SOLEDAD REDEVELOPMENT PROJECT
 AND AGENCY'S REPORT ON THE SECOND AMENDMENT; AND CONSENTING
 TO AND CALLING FOR A JOINT PUBLIC HEARING ON THE PROPOSED
 SECOND AMENDMENT TO THE REDEVELOPMENT PLAN FOR THE SOLEDAD
 REDEVELOPMENT PROJECT (MARCH 4, 1998 - 6:30 P.M.) (1/21/98)
- 2652 - NOT USED

- 2653 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
PROCLAIMING EXISTENCE OF A LOCAL EMERGENCY AND REQUESTING
THE GOVERNOR TO (1) PROCLAIM A STATE OF EMERGENCY; AND (2)
REQUEST A PRESIDENTIAL DECLARATION (2/3/98)
- 2654 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD MAKING
MINOR CHANGES TO THE CITY OF SOLEDAD CONFLICT OF INTEREST CODE
(3/4/98)
- 2655 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ADOPTING THE CURRENT INTERNATIONAL CONFERENCE OF BUILDING
OFFICIALS BUILDING STANDARDS BUILDING VALUATION DATA
(3/4/98)
- 2656 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING A BID IN THE AMOUNT OF \$24,750 FOR RE-ROOFING A CITY-
OWNED BUILDING LOCATED AT 255 SOLEDAD STREET AND AUTHORIZING
THE CITY MANAGER TO ENTER INTO A CONTRACT WITH URRUTIA
ROOFING, INC. (3/4/98)
- 2657 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AND MAKING FINDINGS REGARDING THE NEGATIVE
DECLARATION ON OF THE PROPOSED SECOND AMENDMENT TO THE
REDEVELOPMENT PLANS FOR THE SOLEDAD REDEVELOPMENT PROJECT
(3/4/98)
- 2658 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD RULING
ON WRITTEN AND ORAL OBJECTIONS TO THE PROPOSED SECOND
AMENDMENT TO THE REDEVELOPMENT PLAN FOR THE SOLEDAD
REDEVELOPMENT PROJECT (3/4/98)
- 2659 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ADOPTING A PROCUREMENT POLICY (3/18/98)
- 2660 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD'S
SPONSORSHIP OF THE 4TH OF JULY FIREWORKS DISPLAY AND FESTIVITIES
AS AN ACTIVITY BENEFITTING THE COMMUNITY (4/1/98)
- 2661 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING EXECUTION OF AN AGREEMENT BETWEEN THE CITY OF
SOLEDAD AND PYRO SPECTACULARS, INC. (4/1/98)
- 2662 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING THE ISSUANCE AND SALE OF THE SOLEDAD REDEVELOPMENT
AGENCY, SOLEDAD REDEVELOPMENT PROJECT TAX ALLOCATION
REFUNDING BONDS, 1998 SERIES A; APPROVING SUBORDINATION OF
AMOUNTS OWNED BY THE REDEVELOPMENT AGENCY; AND AUTHORIZING
THE TAKING OF ALL NECESSARY ACTION IN CONNECTION WITH THE
ISSUANCE OF SUCH BONDS (4/13/98)
- 2663 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD MAKING
FINDINGS ON SPECIAL AND PUBLIC TRANSPORTATION NEEDS AND
APPROVING THE FILING OF APPLICATION FOR TDA FUNDS, "PUBLIC
TRANSIT" AND "ARTICLE B" STREET AND ROAD PURPOSES FOR FISCAL
YEAR 1998/1999 (4/15/98)
- 2664 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
DECLARING MAY, 1998 AS "CLEAN AIR MONTH" IN THE MONTEREY BAY
REGION (5/6/98)
- 2665 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
DECLARING MAY, 1998 AS "WATER AWARENESS MONTH" (5/6/98)
- 2666 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE EXECUTION OF A LEASE BETWEEN THE CITY AND
WINDY ACRES FOR PRESCHOOLERS (5/6/98)

- 2667 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
RATIFYING AN AMENDMENT TO THE ASSOCIATION OF MONTEREY BAY
AREA GOVERNMENTS' JOINT POWERS AGREEMENT (5/6/98)
- 2668 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
REQUESTING ALLOCATION OF \$40,258 IN MITIGATION FUNDING RESULTING
FROM THE EMERGENCY BED PROGRAM AT THE SOLEDAD CORRECTIONAL
TRAINING FACILITY TO BE USED FOR THE SOLEDAD COMMUNITY LIBRARY
PROJECT (5/6/98)
- 2669 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
FORGIVING \$100,000 LOAN TO THE SOLEDAD LOCAL DEVELOPMENT
CORPORATION (5/6/98)
- 2670 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ADOPTING A POSITION OF ZERO TOLERANCE TOWARD ILLEGAL AND
THREATENING USE AND SALE OF DRUGS, GUNS AND GANG-RELATED
ACTIVITIES WITHIN THE COMMUNITIES AND THE COUNTY OF MONTEREY
(5/20/98)
- 2671 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT WITH
EDAW, INC., FOR THE PREPARATION OF THE ENVIRONMENTAL IMPACT
REPORT FOR THE MIRAVALLE PROJECT (5/20/98)
- 2672 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING A BID IN THE AMOUNT OF \$9,000 TO REMOVE MISTLETOE AND
TRIM TREES AROUND VOSTI PARK AND AUTHORIZING THE CITY MANAGER
TO ENTER INTO A CONTRACT WITH TREE MAINTENANCE & REMOVALS
(5/20/98)
- 2673 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING A BID IN THE AMOUNT OF \$42,170.70 FOR AN INDUSTRIAL
RATED TRACTOR/LOADER FROM COASTAL TRACTOR IN SALINAS,
CALIFORNIA AND APPROPRIATING AN ADDITIONAL \$4,000 FROM THE
STREET FUND TO THE VEHICLE CAPITAL FUND FOR THE ATTACHABLE
MOWER (5/20/98)
- 2674 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
DIRECTING THE CITY MANAGER TO ENTER INTO A CONSULTING SERVICES
CONTRACT WITH M.A.P. FOR CONDUCTING STAFF RETREATS AND
APPROPRIATING FROM VARIOUS UNAPPROPRIATED FUND BALANCES A
TOTAL OF \$15,000 (6/3/98)
- 2675- A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING A BID IN THE AMOUNT OF \$13,931.77 FOR A RIDER MOWER
FROM C&N TRACTORS OF WATSONVILLE, CALIFORNIA (6/3/98)
- 2676 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
DECLARING WEEDS AND REFUSE UPON OR IN FRONT OF CERTAIN PARCELS
OF REAL PROPERTY TO BE A PUBLIC NUISANCE (6/3/98)
- 2677 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD IN
SUPPORT OF INTEGRATING IMPROVEMENTS TO THE PACIFIC COAST ROUTE
RAIL CORRIDOR BETWEEN THE CITIES OF LOS ANGELES AND SAN
FRANCISCO INTO THE CALIFORNIA HIGHSPEED RAIL PROJECT (6/17/98)
- 2678 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE SUMMARY VACATION OF A PORTION OF THE SOUTH SIDE
OF THE 100 BLOCK OF FRONT STREET (6/17/98)

- 2679 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD CALLING AND PROVIDING FOR A GENERAL MUNICIPAL ELECTION TO BE HELD IN THE CITY OF SOLEDAD ON NOVEMBER 3, 1998, MAKING DETERMINATIONS REQUIRED BY SECTION 13307 OF THE ELECTIONS CODE WITH RESPECT TO CANDIDATES' STATEMENTS AND CONSOLIDATING ELECTIONS ACTIVITIES
(6/17/98)
- 2680 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD OPPOSING ELIMINATION OF VEHICLE LICENSE FREE (VLF) REVENUE FOR THE CITY OF SOLEDAD
(6/17/98)
- 2681 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD AUTHORIZING SPONSORSHIP OF THE SOLEDAD COMMUNITY FIESTA COMMITTEE'S 'SOLEDAD FIESTA DAYS' JULY 9 THROUGH JULY 12, 1998 AS AN ACTIVITY BENEFITTING THE COMMUNITY, WAIVING OF CITY PROCESSING FEES AND PARTICIPATION THROUGH 'IN-KIND' SERVICES"
(6/17/98)
- 2682 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD APPROVING AND ADOPTING THE FISCAL YEAR 1998-1999 OPERATING BUDGET FOR THE CITY AND SOLEDAD REDEVELOPMENT AGENCY
(7/1/98)
- 2683 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD ACCEPTING A BID FOR PHASE III OF THE FRONT STREET (LANDSCAPING) IMPROVEMENTS AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONTRACT WITH KARLESKINT-CRUM, INC., TOTALING \$334,363 TO BE FUNDED FROM THE REDEVELOPMENT AGENCY
(8/5/98)
- 2684 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD AUTHORIZING THE EXECUTION OF A LEASE BETWEEN THE CITY AND COMMUNICATION SYSTEM DEVELOPMENT, INC., FOR A 4,500 SQUARE FOOT SITE LOCATED AT THE WASTEWATER TREATMENT PLANT FOR THE PURPOSE OF A COMMUNICATION TOWER AND RELATED GROUND MOUNTED EQUIPMENT
(8/5/98)
- 2685 - NOT USED
- 2686 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD ORDER IN THE AMOUNT OF \$85,000 FOR ADMINISTRATIVE SERVICES PROVIDED BY THE CITY ENGINEER HANNA BRUNETTI, FOR VARIOUS WATER PROJECTS FUNDED THROUGH THE RURAL DEVELOPMENT AGENCY (FORMERLY FARMERS HOME) LOAN FUNDS
(8/5/98)
- 2687 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD AUTHORIZING AN EMPLOYMENT AGREEMENT WITH BELINDA ESPINOSA, AS CITY MANAGER FOR THE CITY OF SOLEDAD FOR THE TIME PERIOD OF JUNE 1, 1998 TO JUNE 1, 2001
(8/5/98)
- 2688 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD DETERMINING THE APPROPRIATIONS LIMITATION FOR FISCAL YEAR 1998-99 PURSUANT TO ARTICLE XIII 'B' OF THE CALIFORNIA CONSTITUTION
(8/5/98)
- 2689 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD APPROVING AN AGREEMENT AND AUTHORIZING THE CITY TO JOIN THE PACIFIC HOUSING AND FINANCE AGENCY - A JOINT POWERS AUTHORITY (JPA)
(8/5/98)

- 2690 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT
BETWEEN THE CITY AND THE NATIVIDAD MEDICAL FOUNDATION
(8/19/98)
- 2691 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ADOPTING LEGAL HOLIDAYS FOR CALENDAR YEAR 1999 (8/19/98)
- 2692 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONTRACT WITH
M.A.P. CONSULTANTS FOR THE PURPOSE OF CONDUCTING A
MANAGEMENT SEMINAR AND ALLOCATING \$7,500 FROM THE
UNALLOCATED FUND BALANCE OF THE GENERAL FUND (8/19/98)
- 2693 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
CANCELING THE REGULAR MEETING OF OCTOBER 7, 1998 (8/19/98)
- 2694 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING THE SUBDIVISION IMPROVEMENT AGREEMENT FOR THE
PINNACLES II SUBDIVISION, STAGE I, PHASE II, SUB PHASES II AND III
(VISTA SOLEDAD DEVELOPMENT) (9/2/98)
- 2695 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING THE SUBDIVISION IMPROVEMENTS FOR THE PINNACLES II
SUBDIVISION, STAGE I, PHASE II, SUB PHASE I (VISTA SOLEDAD
DEVELOPMENT) (9/2/98)
- 2696 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE EXECUTION OF A LEASE AGREEMENT WITH SOUTH
COUNTY HOMES (WOODMAN DEVELOPMENT) FOR THE USE OF CITY-
CONTROLLED PROPERTY IN THE 700 BLOCK OF FRONT STREET (FRONT
STREET PARK) FOR A TEMPORARY DEVELOPMENT SIGN (9/2/98)
- 2697 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD IN
OPPOSITION TO PROPOSITION 9 WHICH WOULD PROHIBIT COLLECTION OF
A SURCHARGE FOR CAPITAL DEBT IN THE UTILITY INDUSTRY (9/2/98)
- 2698 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE CITY MANAGER TO ENTER INTO A JOINT EXERCISE OF
POWERS AGREEMENT FOR THE PURCHASE AND MAINTENANCE OF A
MOBILE AIR SUPPORT UNIT FOR THE FIRE DEPARTMENT (9/2/98)
- 2699 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH
THE MISSION-SOLEDAD RURAL FIRE PROTECTION DISTRICT FOR FIRE
PROTECTION SERVICES (9/2/98)
- 2700 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ACCEPTING A BID IN THE AMOUNT OF \$211,000 FROM WHITAKER
CONTRACTORS, INC., OF SANTA MARGARITA, CALIFORNIA FOR REMOVAL
OF EXCESS MATERIALS FROM THE DISPOSAL PONDS AT THE WASTEWATER
TREATMENT PLANT FUNDS TO BE APPROPRIATED FROM THE
UNALLOCATED FUND BALANCE OF THE WASTEWATER FUND (9/2/98)
- 2701 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
CANCELING THE REGULAR MEETING OF DECEMBER 2, 1998 (9/16/98)
- 2702 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
DECLARING THE WEEK OF SEPTEMBER 21 - 25, 1998 AS "LAWSUIT ABUSE
AWARENESS WEEK" IN THE CITY OF SOLEDAD (9/16/98)

- 2703 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
DECLARING OCTOBER 5 - 9, 1998 AS RIDESHARE WEEK IN THE CITY OF
SOLEDAD (9/16/98)
- 2704 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
CANCELING THE NOVEMBER 1998 SOLEDAD MUNICIPAL ELECTION AND
APPOINTING TWO CITY COUNCILMEMBERS, THE CITY CLERK AND THE
CITY TREASURER (9/16/98)
- 2705 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ESTABLISHING AN IN-LIEU PURCHASE POLICY (9/16/98)
- 2706 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
DIRECTING THE CITY MANAGER TO ENTER INTO A CONSULTING SERVICES
CONTRACT WITH M.A.P. FOR CONDUCTION A MANAGEMENT SEMINAR AND
ALLOCATING \$13,000 FROM THE UNAPPROPRIATED FUND BALANCE OF THE
GENERAL FUND (9/16/98)
- 2707 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING REIMBURSEMENT OF IMPACT FEES AND PAYMENT OF
CONSTRUCTION COSTS UNDERTAKEN ON CITY'S BEHALF (9/16/98)
- 2708 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
SUPPORTING "MEASURE N" A PROPOSED ONE-HALF CENT SALES TAX
INCREASE TO FUND TRANSPORTATION PROJECTS, INCLUDING THE
PRUNEDALE BYPASS AND LOCAL ROAD REPAIR (10/21/98)
- 2709 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
AUTHORIZING THE EXECUTION OF A SERVICES AGREEMENT WITH
MATTHEW SUNDT OF GOLDEN STATE PLANNING AND ENVIRONMENTAL
CONSULTING (10/21/98)
- 2710 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
ESTABLISHING COMPENSATION AND BENEFIT PLANS FOR EMPLOYEES OF
THE CITY OF SOLEDAD AND REPEALING RESOLUTION NO. 2607 (11/4/98)