

RESOLUTION NO. 1860

A RESOLUTION ESTABLISHING COMPENSATION AND BENEFIT
PLANS FOR CLASSIFIED EMPLOYEES, POLICE EMPLOYEES
AND ADMINISTRATIVE EMPLOYEES OF THE
CITY OF SOLEDAD AND REPEALING
RESOLUTION NO. 1818

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

Section 1. COMPENSATION PLAN FOR CLASSIFIED EMPLOYEES.

Pursuant to the provisions of Section 2.24.030 of the Municipal Code, the following compensation plan is established for the following employees who are hereby designated as classified employees of the City:

(A) Job titles, range numbers and step rates for classified employees shall be as set forth in the schedule hereunto attached, marked "Exhibit A," and incorporated herein by reference.

(B) When recommended by his or her department head or supervisor following evaluation of job performance in accordance with the provisions of Section 2.24.090 of the Municipal Code, a classified employee shall be entitled to a merit increase in pay, in accordance with the provisions of the range and step schedule hereunto attached "Exhibit A."

(C) In addition to the compensation provided for in subparagraphs (A) and (B) of this section, a classified employee shall be added to the roll of employees covered by the City's retirement plan on the first entry date provided for in said plan. The City shall contribute 6.5% of the employee's salary to said plan, and the employee shall contribute 5.5% of his or her salary to the plan.

(D) In addition to the compensation provided for in subparagraphs (A), (B) and (C) of this section, a classified employee shall be added to the roll of employees covered by the City's health, accident, eye care and dental plan on the first entry date provided for in said plan, provided, that an employee may be enrolled in said health, accident, eye care and dental

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plan. The City shall contribute the full cost of coverage under said plan for the employee, and also up to eighty dollars per month toward the cost of covering said employee dependents under said plan. In addition to the \$80.00, the City will pay the cost for Vision and PCS Card for employee dependents. If the employee has no dependents, the City shall contribute to the employee as other income 5.5% of salary or \$80.00, whichever is less, for the retirement plan in lieu of health, accident and dental benefits for dependents. If the employee has dependents, but the cost of such dependent's coverage under the plan is less than eighty dollars per month, the difference between the cost of coverage and eighty dollars per month shall be contributed to the employee as other income for the payment of the employee's contribution to the retirement plan and/or deferred compensation plan.

Section 2. COMPENSATION PLAN FOR POLICE EMPLOYEES.

Pursuant to the provisions of Section 2.24.030 of the Municipal Code, the following compensation plan is established for the following employees, who are hereby designated as police employees of the City:

(A) Job titles, range numbers and step rates for police employees shall be as set forth in the schedule hereunto attached marked "Exhibit A," and incorporated herein by reference.

(B) When recommended by his or her department head or supervisor following evaluation of job performance in accordance with the provisions of Section 2.24.090 of the Municipal Code, a police employee shall be entitled to a merit increase in pay, in accordance with the provisions of the range and step schedule hereunto attached as "Exhibit A."

(C) In addition to the compensation provided for in subparagraphs (A) and (B) of this section, a police employee shall be eligible to the rest of employees covered by Public Employees' Retirement System (PERS) under the 2% at 55 modified formula

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offered by said System. The City will pay all of the employer's PERS contributions; employees contribution will be paid individually by each sworn peace officer through payroll deductions.

(D) In addition to the compensation provided for in subparagraphs (A), (B) and (C) of this section, a police employee shall be added to the roll of employees covered by the City's health, accident, eye care and dental plan on the first entry date provided for in said plan. The City shall contribute the full cost of coverage under said plan for the employee, and also up to one hundred and eighty dollars per month (\$180) toward the cost of covering said employee's dependents under said plan.

(E) In addition to the compensation provided for in subparagraphs (A), (B), (C) and (D) of this section, each police employee shall receive the sum of fifty (\$50.00) dollars per month as a uniform maintenance allowance.

Section 3. COMPENSATION PLAN FOR ADMINISTRATIVE EMPLOYEES. Pursuant to the provisions of Section 2.24.030 of the Municipal Code, the following compensation plan is established for the following employees, who are hereby designated as administrative employees of the City:

(A) Job titles and normal hiring step rates for administrative employees shall be as follows:

<u>JOB TITLE</u>	<u>RATE COMMENCING</u>
	<u>JULY 1, 1987</u>
City Manager	\$4,833.00
Chief of Police	\$3,438.00
Police Captain	\$2,961.00
Administrative Services Officer	\$3,221.00
Director of Planning	\$2,687.00
Building Official	\$2,000.00
Superintendent of Public Works	\$3,252.00

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(B) The City Manager shall be provided with a house to live in, located at 546 Soledad Street, Soledad, California, and a rental of \$650.00 per month, to be paid by salary deduction.

(C) In addition to the compensation provided for in subparagraph (A) of this section, an administrative employee shall be added to the roll of employees covered by the City's retirement plan on the first entry date provided for in said plan. The City shall contribute 6.5% of the employee's salary to said plan for all administrative employees, except the Chief of Police and Police Captain who will be covered by PRRS. The City will pay the employer's contribution. The City will contribute 1% of the salaries of the Public Works Superintendent and the Administrative Services Officer's salary to the City's deferred compensation plan. All administrative employees except the Police Chief and the Police Captain shall contribute 5.5% of his or her salary to the retirement plan. The Police Chief and the Police Captain shall contribute 7% to PRRS.

(D) In addition to the compensation provided for in subparagraphs (A), (B) and (C) of this section all administrative employees shall be added to the roll of employees covered by the City's health, accident, eye care, and dental plan on the first entry date provided for in said plan, provided that an employee may be enrolled in said health, accident, eye care and dental plan. The City shall contribute the full cost of coverage under said plan for the employee. For the Police Chief, Police Captain, Public Works Superintendent, Administrative Services Officer and Planning Director, the City will contribute \$180.00 per month toward the cost of covering the employees' dependents under said plan. If the Public Works Superintendent, Administrative Services Officer and Planning Director have dependents, but the cost of such dependents' coverage under the plan is less than \$180.00 per month, the difference between the cost of coverage and \$180.00

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shall be applied toward the payment of the employees' contribution to the retirement plan and/or deferred compensation plan. If the Public Works Superintendent, Administrative Services Officer and Planning Director have no dependents, the City shall contribute to the employee as other income \$180.00 for retirement plan and/or deferred compensation plan. For the position of the City Manager, the City shall contribute \$162.12 for the cost of dependent coverage. For the position of Building Official, the City will contribute up to \$80.00 per month toward the cost of the employee's dependent coverage under said plan.

Section 4. VACATION. Each permanent, full-time employee of the City shall be entitled to a vacation each year based upon length of service, as follows:

(A) After continuous service of more than six months but not more than three years, up to ten working days' vacation each year, computed from the date of hiring at the rate of five-sixths of a day per month.

(B) After continuous service of more than three years but not more than ten years, up to fifteen working days' vacation each year, computed at the rate of one and one-quarter days per month.

(C) After continuous service of more than ten years but not more than fifteen years, up to seventeen working days' vacation each year, computed at the rate of one and five-twelfths days per month.

(D) After continuous service of more than fifteen years, up to twenty working days' vacation each year, computed at the rate of one and two-thirds days per month.

Each permanent, part-time employee of the City, except contractors retained by the City under a professional services agreement whether paid a salary or a daily wage, shall be entitled to a vacation each year on the same basis, subject to the same

minimum requirement for continuous service; except, that the number of days 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.

When it is impractical for any reason to schedule any vacation within any year, vacations may be accumulated up to two years. Employees shall be paid for accumulated vacation leave upon termination of employment.

Section 5. SICK LEAVE. Every permanent, full-time employee of the City who has been employed for at least six full months is entitled to and shall be allowed one day sick leave with pay for each month of service (computed from date of hiring), up to a maximum of ninety days, which time off is dependent on bona fide illness, physical injury, or physical disability. 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. Five days sick leave is permitted in case of the death of an immediate family member, meaning a parent, grandparent, child, brother or sister of an employee, or of his or her spouse. Three days sick leave is permitted for hospitalization of immediate family member due to sudden and unexpected accident or illness of a life-threatening nature.

There shall be deducted from the compensation of an 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

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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.

Section 6. EMERGENCY FAMILY LEAVE. Every permanent, full time employee of the City shall be entitled to three days of emergency family leave in case of illness of an immediate family member. Such leave shall be deducted from the employees' sick leave.

The term "immediate 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.

Section 7. SICK LEAVE USE REDUCTION INCENTIVE.

Classified and Police Officers employees who in the course of each calendar year use four 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.

Section 8. OVERTIME-CLASSIFIED AND POLICE EMPLOYEES.

Time worked by a classified or by a police employee in excess of forty hours per week shall be overtime, for which the employee shall be paid at the rate of one and one-half times his or her regular rate of pay.

Section 9. COMPENSATORY TIME OFF-CLASSIFIED AND POLICE

EMPLOYEES. Classified employees and police employees who work overtime may select and be credited with cash compensation at the rate of one and one-half times the employee's regular rate of pay for each such hour of overtime worked. With the approval of the department head, 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 head 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. If the employee takes the time off during the same 72 hour period it will be at straight time. The use of compensatory time shall be subject to the requirements of the "Fair Labor Standards Act".

Section 10. EXECUTIVE LEAVE. Administrative employees shall be entitled to one-half 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 vacation time allowed under section 4 of this resolution. Such executive leave may be accumulated to a maximum of 5 days. Any executive leave accumulated annually in excess of 5 days shall be lost and the employee may not receive compensation for such leave.

Section 11. TRAVEL AND MEETING EXPENSE ALLOWANCE. Department Directors, including the City Manager, Police Chief, Planning Director, Building Official, Administrative Services Officer, Public Works Superintendent, and Police Captain shall receive a travel and meeting expense allowance of \$100.00 per calendar month. Such expense allowance is as reimbursement for out of pocket expenses incurred in the normal conduct of official city business.

Section 12. HOLIDAY LEAVE. The City Council shall adopt by resolution a list of public holidays in December of each year for the upcoming year.

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Section 13. 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.

Section 14. 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 be controlling.

Section 15. RESOLUTION NO. 1918 REPEALED. This resolution supersedes Resolution No. 1918, entitled "A Resolution Establishing Compensation Plans for Classified Employees, Police Employees and Administrative Employees of the City of Soledad and Repealing Resolution No. 1797."

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Soledad duly held on the 22nd day of June, 1988, by the following vote:

AYES, and in favor thereof, Councilmembers: Campos,

Ledesma, Untalon, Mayor Pro Tem Slagle, Mayor Ortiz

NOPS, Councilmembers: None

ABSENT, Councilmember: None


MAYOR OF THE CITY OF SOLEDAD

ATTEST:

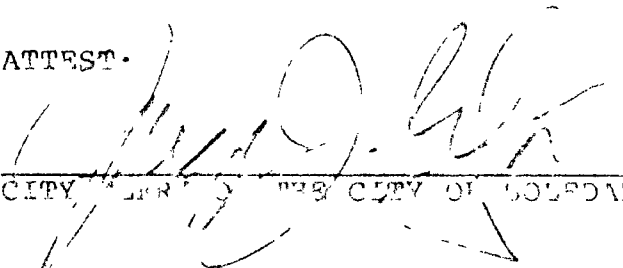

CITY CLERK OF THE CITY OF SOLEDAD

EXHIBIT "A"

City of Solvang

Personnel Salary Schedule

July 1, 2000

Step	Average Performance	Job Category	Job Title	Normal Salary	Normal Salary
1,047	1,002	919		070	20
1,050	1,005				
1,053	1,008				
1,056	1,011				
1,059	1,014				
1,062	1,017				
1,065	1,020				
1,068	1,023				
1,071	1,026				
1,074	1,029				
1,077	1,032				
1,080	1,035				
1,083	1,038				
1,086	1,041				
1,089	1,044				
1,092	1,047				
1,095	1,050				
1,098	1,053				
1,101	1,056				
1,104	1,059				
1,107	1,062				
1,110	1,065				
1,113	1,068				
1,116	1,071				
1,119	1,074				
1,122	1,077				
1,125	1,080				
1,128	1,083				
1,131	1,086				
1,134	1,089				
1,137	1,092				
1,140	1,095				
1,143	1,098				
1,146	1,101				
1,149	1,104				
1,152	1,107				
1,155	1,110				
1,158	1,113				
1,161	1,116				
1,164	1,119				
1,167	1,122				
1,170	1,125				
1,173	1,128				
1,176	1,131				
1,179	1,134				
1,182	1,137				
1,185	1,140				
1,188	1,143				
1,191	1,146				
1,194	1,149				
1,197	1,152				
1,200	1,155				
1,203	1,158				
1,206	1,161				
1,209	1,164				
1,212	1,167				
1,215	1,170				
1,218	1,173				
1,221	1,176				
1,224	1,179				
1,227	1,182				
1,230	1,185				
1,233	1,188				
1,236	1,191				
1,239	1,194				
1,242	1,197				
1,245	1,200				
1,248	1,203				
1,251	1,206				
1,254	1,209				
1,257	1,212				
1,260	1,215				
1,263	1,218				
1,266	1,221				
1,269	1,224				
1,272	1,227				
1,275	1,230				
1,278	1,233				
1,281	1,236				
1,284	1,239				
1,287	1,242				
1,290	1,245				
1,293	1,248				
1,296	1,251				
1,299	1,254				
1,302	1,257				
1,305	1,260				
1,308	1,263				
1,311	1,266				
1,314	1,269				
1,317	1,272				
1,320	1,275				
1,323	1,278				
1,326	1,281				
1,329	1,284				
1,332	1,287				
1,335	1,290				
1,338	1,293				
1,341	1,296				
1,344	1,299				
1,347	1,302				
1,350	1,305				
1,353	1,308				
1,356	1,311				
1,359	1,314				
1,362	1,317				
1,365	1,320				
1,368	1,323				
1,371	1,326				
1,374	1,329				
1,377	1,332				
1,380	1,335				
1,383	1,338				
1,386	1,341				
1,389	1,344				
1,392	1,347				
1,395	1,350				
1,398	1,353				
1,401	1,356				
1,404	1,359				
1,407	1,362				
1,410	1,365				
1,413	1,368				
1,416	1,371				
1,419	1,374				
1,422	1,377				
1,425	1,380				
1,428	1,383				
1,431	1,386				
1,434	1,389				
1,437	1,392				
1,440	1,395				
1,443	1,398				
1,446	1,401				
1,449	1,404				
1,452	1,407				
1,455	1,410				
1,458	1,413				
1,461	1,416				
1,464	1,419				
1,467	1,422				
1,470	1,425				
1,473	1,428				
1,476	1,431				
1,479	1,434				
1,482	1,437				
1,485	1,440				
1,488	1,443				
1,491	1,446				
1,494	1,449				
1,497	1,452				
1,500	1,455				
1,503	1,458				
1,506	1,461				
1,509	1,464				
1,512	1,467				
1,515	1,470				
1,518	1,473				
1,521	1,476				
1,524	1,479				
1,527	1,482				
1,530	1,485				
1,533	1,488				
1,536	1,491				
1,539	1,494				
1,542	1,497				
1,545	1,500				
1,548	1,503				
1,551	1,506				
1,554	1,509				
1,557	1,512				
1,560	1,515				
1,563	1,518				
1,566	1,521				
1,569	1,524				
1,572	1,527				
1,575	1,530				
1,578	1,533				
1,581	1,536				
1,584	1,539				
1,587	1,542				
1,590	1,545				
1,593	1,548				
1,596	1,551				
1,599	1,554				
1,602	1,557				
1,605	1,560				
1,608	1,563				
1,611	1,566				
1,614	1,569				
1,617	1,572				
1,620	1,575				
1,623	1,578				
1,626	1,581				
1,629	1,584				
1,632	1,587				
1,635	1,590				
1,638	1,593				
1,641	1,596				
1,644	1,599				
1,647	1,602				
1,650	1,605				
1,653	1,608				
1,656	1,611				
1,659	1,614				
1,662	1,617				
1,665	1,620				
1,668	1,623				
1,671	1,626				
1,674	1,629				
1,677	1,632				
1,680	1,635				
1,683	1,638				
1,686	1,641				
1,689	1,644				
1,692	1,647				
1,695	1,650				
1,698	1,653				
1,701	1,656				
1,704	1,659				
1,707	1,662				
1,710	1,665				
1,713	1,668				
1,716	1,671				
1,719	1,674				
1,722	1,677				
1,725	1,680				
1,728	1,683				
1,731	1,686				
1,734	1,689				
1,737	1,692				
1,740	1,695				
1,743	1,698				
1,746	1,701				
1,749	1,704				
1,752	1,707				
1,755	1,710				
1,758	1,713				
1,761	1,716				
1,764	1,719				
1,767	1,722				
1,770	1,725				
1,773	1,728				
1,776	1,731				
1,779	1,734				
1,782	1,737				
1,785	1,740				
1,788	1,743				
1,791	1,746				
1,794	1,749				
1,797	1,752				
1,800	1,755				
1,803	1,758				
1,806	1,761				
1,809	1,764				
1,812	1,767				
1,815	1,770				
1,818	1,773				
1,821	1,776				
1,824	1,779				
1,827	1,782				
1,830	1,785				
1,833	1,788				
1,836	1,791				
1,839	1,794				
1,842	1,797				
1,845	1,800				
1,848	1,803				
1,851	1,806				
1,854	1,809				
1,857	1,812				
1,860	1,815				
1,863	1,818				
1,866	1,821				
1,869	1,824				
1,872	1,827				
1,875	1,830				
1,878	1,833				
1,881	1,836				
1,884	1,839				
1,887	1,842				
1,890	1,845				
1,893	1,848				
1,896	1,851				
1,899	1,854				
1,902	1,857				
1,905	1,860				
1,908	1,863				
1,911	1,866				
1,914	1,869				
1,917	1,872				
1,920	1,875				
1,923	1,878				
1,926	1,881				
1,929	1,				

77	1,548	1,618	1,691	1,767	1,847
78	1,563	1,633	1,706	1,783	1,863
79	1,576	1,650	1,722	1,802	1,883
80	1,595	1,667	1,741	1,820	1,902
81	1,611	1,684	1,760	1,839	1,922
82	1,626	1,700	1,777	1,857	1,941
83	1,642	1,717	1,794	1,874	1,958
84	1,659	1,734	1,812	1,894	1,979
85	1,676	1,751	1,830	1,912	1,998
86	1,693	1,769	1,849	1,932	2,019
87	1,710	1,786	1,866	1,949	2,039
88	1,727	1,804	1,885	1,970	2,059
89	1,744	1,822	1,904	1,990	2,080
90	1,761	1,840	1,923	2,010	2,100
91	1,779	1,859	1,943	2,030	2,121
92	1,797	1,878	1,963	2,051	2,143
93	1,815	1,897	1,982	2,071	2,164
94	1,833	1,915	2,001	2,091	2,185
95	1,851	1,934	2,021	2,112	2,207
96	1,870	1,954	2,042	2,134	2,230
97	1,889	1,974	2,062	2,156	2,253
98	1,907	1,994	2,084	2,178	2,276
99	1,927	2,014	2,105	2,200	2,299
100	1,946	2,034	2,126	2,222	2,322
101	1,965	2,055	2,145	2,242	2,343
102	1,985	2,074	2,167	2,265	2,367
103	2,005	2,093	2,189	2,288	2,391
104	2,025	2,116	2,211	2,311	2,415
105	2,045	2,137	2,233	2,333	2,438
106	2,065	2,158	2,255	2,356	2,462
107	2,086	2,180	2,278	2,381	2,488
108	2,107	2,202	2,301	2,405	2,513
109	2,128	2,224	2,324	2,429	2,538
110	2,149	2,246	2,346	2,453	2,563
111	2,170	2,268	2,370	2,477	2,588
112	2,192	2,291	2,394	2,502	2,615
113	2,214	2,314	2,418	2,527	2,641
114	2,236	2,337	2,442	2,552	2,667
115	2,258	2,360	2,466	2,577	2,693
116	2,281	2,384	2,491	2,603	2,720
117	2,304	2,408	2,516	2,629	2,747
118	2,327	2,432	2,541	2,655	2,774
119	2,350	2,456	2,567	2,683	2,804
120	2,374	2,481	2,593	2,710	2,832
121	2,398	2,506	2,619	2,737	2,860
122	2,422	2,531	2,645	2,764	2,888
123	2,446	2,556	2,671	2,791	2,917
124	2,470	2,581	2,697	2,818	2,945
125	2,495	2,607	2,724	2,847	2,975
126	2,520	2,633	2,751	2,875	3,004
127	2,545	2,660	2,780	2,905	3,036
128	2,570	2,686	2,807	2,933	3,065
129	2,595	2,712	2,834	2,962	3,095
130	2,620	2,740	2,861	2,992	3,127
131	2,648	2,767	2,889	3,022	3,158
132	2,676	2,794	2,917	3,051	3,189
133	2,704	2,821	2,945	3,081	3,222
134	2,732	2,849	2,973	3,113	3,253
135	2,760	2,877	3,001	3,144	3,285
136	2,788	2,904	3,029	3,176	3,319
137	2,816	2,932	3,057	3,208	3,352
138	2,844	2,960	3,085	3,241	3,387
139	2,872	2,988	3,113	3,272	3,419
140	2,900	3,016	3,141	3,304	3,452
141	2,928	3,044	3,169	3,336	3,485
142	2,956	3,072	3,197	3,371	3,519
143	2,984	3,100	3,225	3,405	3,552
144	3,012	3,128	3,253	3,440	3,585
145	3,040	3,156	3,281	3,474	3,619
146	3,068	3,184	3,309	3,508	3,652
147	3,096	3,212	3,337	3,543	3,685
148	3,124	3,240	3,365	3,577	3,719
149	3,152	3,268	3,393	3,611	3,752
150	3,180	3,296	3,421	3,645	3,785

150	3,100	3,343	3,403	3,650	3,814
151	3,211	3,377	3,428	3,637	3,851
152	3,260	3,410	3,459	3,723	3,890
153	3,310	3,443	3,500	3,762	3,929
154	3,360	3,476	3,540	3,800	3,968
155	3,410	3,509	3,580	3,839	4,007
156	3,460	3,542	3,620	3,878	4,046
157	3,510	3,575	3,660	3,917	4,085
158	3,560	3,608	3,700	3,956	4,124
159	3,610	3,641	3,740	3,995	4,163
160	3,660	3,674	3,780	4,034	4,202
161	3,710	3,707	3,820	4,073	4,241
162	3,760	3,740	3,860	4,112	4,280
163	3,810	3,773	3,900	4,151	4,319
164	3,860	3,806	3,940	4,190	4,358
165	3,910	3,839	3,980	4,229	4,397
166	3,960	3,872	4,020	4,268	4,436
167	4,010	3,905	4,060	4,307	4,475
168	4,060	3,938	4,100	4,346	4,514
169	4,110	3,971	4,140	4,385	4,553
170	4,160	4,004	4,180	4,424	4,592
171	4,210	4,037	4,220	4,463	4,631
172	4,260	4,070	4,260	4,502	4,670
173	4,310	4,103	4,300	4,541	4,709
174	4,360	4,136	4,340	4,580	4,748
175	4,410	4,169	4,380	4,619	4,787
176	4,460	4,202	4,420	4,658	4,826
177	4,510	4,235	4,460	4,697	4,865
178	4,560	4,268	4,500	4,736	4,904
179	4,610	4,301	4,540	4,775	4,943
180	4,660	4,334	4,580	4,814	4,982
181	4,710	4,367	4,620	4,853	5,021
182	4,760	4,400	4,660	4,892	5,060
183	4,810	4,433	4,700	4,931	5,099
184	4,860	4,466	4,740	4,970	5,138
185	4,910	4,499	4,780	5,009	5,177
186	4,960	4,532	4,820	5,048	5,216
187	5,010	4,565	4,860	5,087	5,255
188	5,060	4,598	4,900	5,126	5,294
189	5,110	4,631	4,940	5,165	5,333
190	5,160	4,664	4,980	5,204	5,372
191	5,210	4,697	5,020	5,243	5,411
192	5,260	4,730	5,060	5,282	5,450
193	5,310	4,763	5,100	5,321	5,489
194	5,360	4,796	5,140	5,360	5,528
195	5,410	4,829	5,180	5,399	5,567
196	5,460	4,862	5,220	5,438	5,606
197	5,510	4,895	5,260	5,477	5,645
198	5,560	4,928	5,300	5,516	5,684
199	5,610	4,961	5,340	5,555	5,723
200	5,660	4,994	5,380	5,594	5,762
201	5,710	5,027	5,420	5,633	5,801
202	5,760	5,060	5,460	5,672	5,840
203	5,810	5,093	5,500	5,711	5,879
204	5,860	5,126	5,540	5,750	5,918
205	5,910	5,159	5,580	5,789	5,957
206	5,960	5,192	5,620	5,828	5,996
207	6,010	5,225	5,660	5,867	6,035
208	6,060	5,258	5,700	5,906	6,074
209	6,110	5,291	5,740	5,945	6,113
210	6,160	5,324	5,780	5,984	6,152
211	6,210	5,357	5,820	6,023	6,191
212	6,260	5,390	5,860	6,062	6,230
213	6,310	5,423	5,900	6,101	6,269
214	6,360	5,456	5,940	6,140	6,308
215	6,410	5,489	5,980	6,179	6,347
216	6,460	5,522	6,020	6,218	6,386
217	6,510	5,555	6,060	6,257	6,425
218	6,560	5,588	6,100	6,296	6,464
219	6,610	5,621	6,140	6,335	6,503
220	6,660	5,654	6,180	6,374	6,542
221	6,710	5,687	6,220	6,413	6,581
222	6,760	5,720	6,260	6,452	6,620
223	6,810	5,753	6,300	6,491	6,659
224	6,860	5,786	6,340	6,530	6,698
225	6,910	5,819	6,380	6,569	6,737
226	6,960	5,852	6,420	6,608	6,776
227	7,010	5,885	6,460	6,647	6,815
228	7,060	5,918	6,500	6,686	6,854
229	7,110	5,951	6,540	6,725	6,893
230	7,160	5,984	6,580	6,764	6,932
231	7,210	6,017	6,620	6,803	6,971
232	7,260	6,050	6,660	6,842	7,010
233	7,310	6,083	6,700	6,881	7,049
234	7,360	6,116	6,740	6,920	7,088
235	7,410	6,149	6,780	6,959	7,127
236	7,460	6,182	6,820	6,998	7,166
237	7,510	6,215	6,860	7,037	7,205
238	7,560	6,248	6,900	7,076	7,244
239	7,610	6,281	6,940	7,115	7,283
240	7,660	6,314	6,980	7,154	7,322
241	7,710	6,347	7,020	7,193	7,361
242	7,760	6,380	7,060	7,232	7,400
243	7,810	6,413	7,100	7,271	7,439
244	7,860	6,446	7,140	7,310	7,478
245	7,910	6,479	7,180	7,349	7,517
246	7,960	6,512	7,220	7,388	7,556
247	8,010	6,545	7,260	7,427	7,595
248	8,060	6,578	7,300	7,466	7,634
249	8,110	6,611	7,340	7,505	7,673
250	8,160	6,644	7,380	7,544	7,712

CITY OF SOLEDAD

FISCAL YEAR 1988/1989

RECOMMENDED POSITIONS SALARY RANGE
CLASSIFIED (NON-MANAGEMENT) PERSONNEL

Title	Range	Positions Authorized
Secretary to City Manager/Word Processor Operator	90	1
Secretary/Word Processor Operator	63	1
Secretary	49	0
System 36 Operator/Finance	70	1
Finance Clerk	51	0
Senior Sewer Plant Operator/Maintenance Worker	102	1
Sewer Plant Operator/Maintenance Worker	92	0
Senior Mechanic/Maintenance Worker	97	1
Mechanic/Maintenance Worker	77	0
Senior Maintenance Worker II		1
Maintenance Worker II	57	2
Maintenance Worker I	43	0
Taxi Driver/Secretary	39	1
Secretary to Chief of Police	76	1
Police Officer I	82	7
Police Officer II	87	
Community Service Officer	51	2

CITY OF SEASIDE

1963-64

JOB TITLE	SALARY GRADE	F.Y. 1963/1964 MONTHLY SALARY	F.Y. 1964/1965 MONTHLY SALARY
City Hall			
City Manager	M-1	\$ 3,977	\$ 4,183
Administrative Services Office	M-13	3,077	3,221
Director of Planning	M-13	2,500	2,677
Building Official	M-13	0	
Secretary to City Manager/ Word Processor/Computer	9J S-13	1,821	1,973
Secretary for Clerk	63 S-12	1,281	1,407
System 35 Operator/ File Clerk	7 S-13	1,400	1,577
Public Works			
Superintendent of Public Works	M-13	3,100	3,253
Senior Engineer / Electrician	97 S-13	1,000	2,000
Senior Shop Paint Operator/ Maintenance Clerk	102 S-13	2,100	2,160

1,886.00	1,00.00	2	1,186.00	1,117.00	87	54	2	11
2,142.00	50.00	1	2,042.10	1,870.00	87	54	5	11
2,142.00	10.00	3	2,042.00	1,870.00	87	54	5	11
1,675.00	0.00	1	1,675.00	1,530.00	82	54	1	11
1,675.00	0.00	0	1,675.00	1,530.00	82	54	1	11
2,050.00	100.00	3	1,950.00	1,804.00	87	54	3	11
2,050.00	100.00	3	1,950.00	1,804.00	87	54	4	11

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