

**RESOLUTION NO. 3989**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD  
AUTHORIZING THE EXECUTION OF A SIDE AGREEMENT BETWEEN THE CITY  
OF SOLEDAD AND BOTH THE SOLEDAD POLICE OFFICERS ASSOCIATION  
(SPOA) AND THE SOLEDAD POLICE SEGREGANTS (SPSA)**

**WHEREAS**, on November 15, 2006, the City of Soledad adopted Resolution No. 3909 authorizing the execution of a Memorandum of Understanding between the City of Soledad and SPOA; and

**WHEREAS**, on November 15, 2006, the City of Soledad adopted Resolution No. 3908 authorizing the execution of a Memorandum of Understanding between the City of Soledad and SPSA ; and

**WHEREAS**, the City Council and SPOA and SPSA have agreed to a side agreement which implements the direction provide by Council on April 18, 2007 providing for salary increases and additional benefits; and

**WHEREAS**, Exhibit A depicts the side agreement; and

**WHEREAS**, the cost of the salary increase and benefits are not included in the approved FY 2006-2007 Budget, therefore an amendment in the amount of \$39,631.00 is required from reserves.

**NOW, THEREFORE, BE IT HEREBY RESOLVED**, that the City Council of the City of Soledad hereby authorizes the City Manger to enter into a side agreement with both the SPOA and SPSA as shown in Exhibit "A," and conditioned on the approval of a budget amendment to FY 2006-2007 Budget allocating an addition \$39,631.00 from General Reserves.

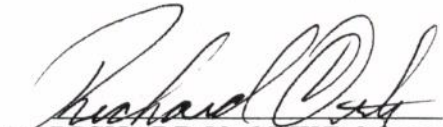
**PASSED AND ADOPTED** by the City Council of the City of Soledad at a regular meeting duly held on the 2<sup>nd</sup> day of May 2007, by the following vote:

AYES, and in favor thereof, Councilmembers: Martha Camacho, Juan Saavedra, Mayor Richard Ortiz

NOES, Councilmembers: Patricia Stephens, Mayor Pro Tem Christopher Bourke

ABSTAIN, Councilmembers: None

ABSENT, Councilmembers: None

  
RICHARD V. ORTIZ, Mayor

ATTEST:

  
NOELIA F. CHAPA, City Clerk

**SIDE AGREEMENT**

**BETWEEN THE CITY OF SOLEDAD AND THE SOLEDAD POLICE OFFICERS' ASSOCIATION AND THE SOLEDAD POLICE SERGEANTS' ASSOCIATION**

**RECITALS**

A. As a result of Council concerns associated with recruitment and retention of public safety officers, Staff provided the City Council with a report on current staffing levels, as well as information on salaries and benefits being received by public safety officers in comparable municipalities.

B. After due consideration of the aforesaid information during the meetings of April 2nd, April 18th and May 2nd of 2007, the City Council determined that an increase in compensation and an adjustment in benefits was warranted for police officers in Soledad and directed Staff to carry out the same.

C. The City has notified the Soledad Police Officers' Association ("SPOA") and Soledad Police Sergeants' Association ("SPSA") of its intent to take action to implement the approved compensation and benefit adjustments, and has offered to meet-and-discuss such action.

D. The parties hereto now desire to memorialize the approved changes to compensation and benefits by way of this Side Agreement, to be appended to the existing Memoranda of Understanding ((MOU) with the SPOA and SPSA.

NOW THEREFORE, COMES the parties hereto and agree as follows:

1. Police Officers and Sergeants

a. The following salary adjustments shall be implemented and made effective on the indicated dates:

8% Salary increase effective as of April 18, 2007;

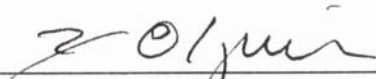
5% Salary increase effective January 1, 2008;

5% Salary increase effective July 1, 2008.

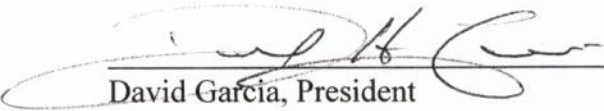
These adjustments are in addition to, and not meant to supplant any salary adjustments set forth in either the 2006 SPOA MOU or 2006 SPSA MOU adopted on November 15, 2006.

b. Medical Coverage shall be provided at 100% for the employee and all dependents.

2. With the exception of the changes set forth in Section 1 above, all other terms and conditions of the existing 2006-2008 MOU's between the City of Soledad and the SPOA and SPSA respectively shall remain in full force and effect.

  
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Rodrigo Olguin, President  
Soledad Police Officers' Association

6-5-07  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
David Garcia, President  
Soledad Police Sergeants' Association

6-5-2002  
\_\_\_\_\_  
Date

  
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Noelia F. Chapa  
City Manager

May 30, 07  
\_\_\_\_\_  
Date

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