

RESOLUTION NO. 4094

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

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, on May 2, 2007 Resolution No. 3989 was approved authorizing the execution of a side agreement and implementing changes to salary and benefits; and

WHEREAS, the City and SPSA have agreed to a side Agreement which implements the direction provide by Council on Mary 16th, June 6th, June 20th and July 18th of 2007 providing terms and conditions for the position of Investigator as a member of the SPSA; and

WHEREAS, Exhibit A depicts the side agreement; and

WHEREAS, the cost of the salary increase and benefits are included in the approved FY 2007-2008 Budget.

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 SPSA as shown in Exhibit "A.

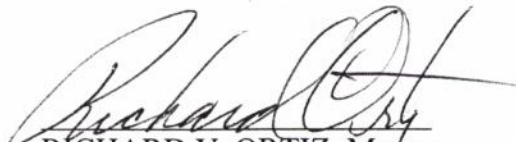
PASSED AND ADOPTED by the City Council of the City of Soledad at a regular meeting duly held on the 3rd day of October, 2007, by the following vote:

AYES, and in favor thereof, Councilmembers: Martha Camacho, Patricia Stephens, Mayor Pro Tem Christopher Bourke, Mayor Richard Ortiz

NOES, Councilmembers: None

ABSTAIN, Councilmembers: None

ABSENT, Councilmember: Juan Saavedra


RICHARD V. ORTIZ, Mayor

ATTEST:


NOELIA F. CHAPA, City Clerk

SIDE AGREEMENT BETWEEN
THE CITY OF SOLEDAD AND THE
SOLEDAD POLICE SERGEANTS' ASSOCIATION

RECITALS

A. As a result of Council concerns associated with the 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 May 16th, June 6th, June 20th and July 18th of 2007, the City Council discussed an increase in compensation and an adjustment in benefits for the position of "Investigator."

C. The City has notified the 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 for the position of "Investigator" by way of this Side Agreement, to be appended to the existing Memoranda of Understanding with the SPSA.

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

1. **Salary Adjustment.** Effective October 1, 2007, the salary for the position of Investigator shall be range 59 of the SPSA pay schedule.

2. **Shift Assignments/Schedule.**

a. In addition to performing the duties of Investigator, the Investigator may be assigned shifts as necessary.

b. The Investigator's scheduled workweek (as defined below) shall be as assigned by the City of Soledad Chief of Police.


3. **Work Schedule.**

a. Workday: The workday for the Investigator shall consist of eight (8) consecutive hours.

b. Workweek: The workweek for the Investigator shall consist of a forty (40) hour workweek.

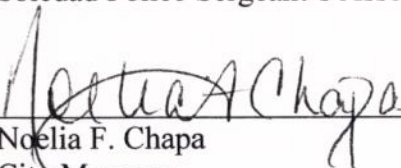
4. **Overtime Pay.** The Investigator shall earn overtime pay for time worked in excess of forty (40) hours per week, paid at the rate of one and one-half (1-1/2) times the regular rate of pay.

5. With the exception of the changes set forth in Sections 1- 4 above, all other terms and conditions of the existing 2006-2008 MOU between the City of Soledad and the SPSA shall apply to the Investigator's position through the expiration of the 2006-2008 SPSA MOU.



Jose Moya, Vice-President
Soledad Police Sergeant's Association

10/18/07
Date



Noelia F. Chapa
City Manager

Oct. 15, 07
Date