

RESOLUTION NO. 4174

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AMENDMENT NO. 2 TO THE FISCAL YEAR 2007/2008
COMPENSATION AND BENEFIT PLAN OF THE CITY OF SOLEDAD**

WHEREAS, on August 15, 2007 the City adopted Resolution No. 4069, approving the City of Soledad's Compensation and Benefit Plan for fiscal year 2007-08; and

WHEREAS, on January 2, 2008 City Council adopted Resolution No. 4137 approving Amendment No. 1 to the FY 07-08 Compensation and Benefit Plan; and

WHEREAS, on February 20, 2008 City Council adopted a Resolution approving the reclassification of six positions, the re-titling of three positions and new job descriptions as recommended in the Koff & Associates, Inc. Classification and total Compensation Study of 2007.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Soledad hereby approves the amended "Compensation and Benefit Plan of the City of Soledad" in the form attached hereto, marked "Exhibit I (Summary of Job Classifications)," and by this reference, incorporated herein.

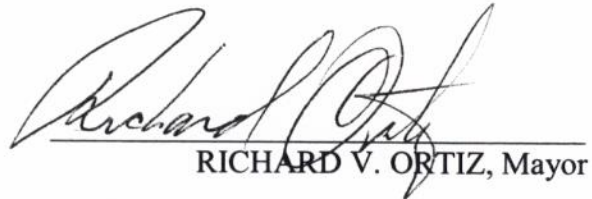
PASSED AND ADOPTED at a regular meeting of the City Council of the City of Soledad duly held on the 20th day of February 2008, by the following vote:

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

NOES, Councilmembers: None

ABSENT, Councilmembers: None

ABSTAIN, Councilmembers: None


RICHARD V. ORTIZ, Mayor

ATTEST:


NOELIA F. CHAPA, City Clerk

City of Soledad

COMPENSATION & BENEFIT PLAN

Fiscal Year 2008
(July 1, 2007 – June 30, 2008)

Adopted August 15, 2007

Amendment No. 1 – January 2, 2008

Amendment No. 2 – February 20, 2008

Classification	See Footnote	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
CLASSIFIED									
Administrative Secretary		39	3,347.45	3,498.08	3,655.49	3,819.99	3,991.89		2.00
Building Technician	(4.4)	36	3,112.14	3,252.19	3,398.54	3,551.47	3,711.29		1.00
Accounting Assistant		38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		2.00
Office Specialist		34	2,963.94	3,097.32	3,236.70	3,382.35	3,534.55		4.00
Office Assistant		28	2,560.36	2,675.58	2,795.98	2,921.80	3,053.28		2.50
Mechanic/Maintenance Worker		43	3,690.56	3,856.63	4,030.18	4,211.54	4,401.06		3.00
Maintenance Worker		38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		7.00
Utility Operator		51	4,485.90	4,687.76	4,898.71	5,119.15	5,349.52		2.00
Utility Operator in Training		38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		2.00
Utility Operator Intern		3	1,390.93	1,453.52	1,518.93	1,587.29	1,658.71		2.00
Code Enforcement Officer		40	3,431.13	3,585.53	3,746.88	3,915.49	4,091.69		1.00
Animal Control Officer		38	3,267.74	3,414.79	3,568.46	3,729.04	3,896.85		1.00
Para Transit Driver		34	2,963.94	3,097.32	3,236.70	3,382.35	3,534.55		1.00
FIRE CLASSIFICATIONS-SWORN									
Fire Captain	(b)(9)	62	5,788.64	6,049.12	6,321.33	6,605.79	6,903.06		3.00
Fire Engineer	(9)	59	5,378.52	5,620.56	5,873.48	6,137.79	6,413.99		3.00
Firefighter	(9)	48	4,113.87	4,299.00	4,492.45	4,694.61	4,905.87		3.00
Part-Time Firefighter	(9)	14	1,794.87	1,875.64	1,960.04	2,048.24	2,140.42		12.00
SERGEANTS, INVESTIGATOR									
Police Sergeant	(b)(8)	63	7,494.58	7,831.84	8,184.27	8,552.57	8,937.43	9,339.62	4.00
Investigator	(7)(8)	59	6,797.81	7,103.71	7,423.38	7,757.43	8,106.51	8,471.31	1.00
POLICE OFFICERS									
Police Officer	(8)	48	5,323.16	5,562.70	5,813.02	6,074.61	6,347.96	6,633.62	17.00
Total									97.50

- (b) Professional/Mid-Mgmt sworn position
- (1) The Public Works Director position may be allowed a 7.5% increase to range 79, if the incumbent possesses a CA Professional Engineer certification
- (2) Designated as confidential classification pursuant to the City's Employee Relation Policy, Reso. No. 1005
- (6) SPSA pay schedule utilized to calculate salary range of the Lieutenant classification-step 6 does not apply to Lt. classification
- (7) SPSA pay schedule utilized to calculate salary range of the Investigator classification; salary range approved 10/3/07
- (8) Pay range reflects 5% salary increase effective Jan. 1, 2008 as authorized by City Council Resolution No. 3989.
- (8.1) Pay range reflects 5% salary increase effective Jan. 1, 2008 as authorized by City Council Resolution No. 4069.
- (9) Mid-Mgmt pay schedule utilized to calculate salary ranges for Fire classifications; paid hourly
- (10) Job classification and salary range established by City Council on November 7, 2007.
- (3) Re-title effective February 20, 2008; formerly titled Finance/Personnel Officer
- (3.1) Re-title effective February 20, 2008; formerly titled Public Works Foreman
- (3.2) Re-title effective February 20, 2008; formerly titled Secretary to the City Manager
- (4) Reclassification approved 2/20/08; effective w/commencement of pay period following Oct. 17, 2007 (Nov. 1, 2007); formerly Associate Engineer
- (4.1) Reclassification approved 2/20/08; effective w/commencement of pay period following Oct. 17, 2007 (Nov. 1, 2007); formerly Associate Planner
- (4.2) Reclassification approved 2/20/08; effective w/commencement of pay period following Oct. 17, 2007 (Nov. 1, 2007); formerly Administrative Secretary
- (4.3) Reclassification approved 2/20/08; effective w/commencement of pay period following Oct. 17, 2007 (Nov. 1, 2007); formerly Administrative Secretary
- (4.4) Reclassification approved 2/20/08; effective w/commencement of pay period following Oct. 17, 2007 (Nov. 1, 2007); formerly Office Specialist

Section 2 of the Compensation & Benefit Plan
 Effective July 1, 2007

1st Amendment: January 2, 2008

2nd Amendment: February 20, 2008

Exhibit I
 City of Soledad Summary of Job Classifications
 FY 2007-2008

Classification	FLSA Exempt Status	See Footnote	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
MANAGEMENT										
City Manager	exempt		n/a							1.00
Police Chief	exempt		n/a							1.00
Assistant City Manager	exempt		81	9,199.10	9,613.06	10,045.65	10,497.70	10,970.10		1.00
Public Works Director	exempt	(1)	76/79	8,145.19	8,511.72	8,894.75	9,295.02	9,713.29		1.00
Fire Chief	exempt		79	8,761.05	9,155.29	9,567.28	9,997.81	10,447.71		1.00
Economic Development Director	exempt		77	8,343.85	8,719.33	9,111.70	9,521.72	9,950.20		1.00
Community Development Director	exempt		77	8,343.85	8,719.33	9,111.70	9,521.72	9,950.20		1.00
Finance Director	exempt	(3)	74	7,757.32	8,106.40	8,471.19	8,852.40	9,250.75		1.00
Police Lieutenant	exempt	(6) (8.1)	69	8,675.92	9,066.33	9,474.32	9,900.66	10,346.19	10,811.77	1.00
PROFESSIONAL/MID-MGMT										
Senior Civil Engineer	exempt	(4)	65	6,226.33	6,506.51	6,799.30	7,105.27	7,425.01		1.00
Management Analyst	exempt		43	3,640.40	3,804.21	3,975.40	4,154.30	4,341.24		1.00
Econ. Develop./Housing Coord.	exempt		52	4,535.55	4,739.65	4,952.93	5,175.81	5,408.72		1.00
Assistant Engineer			48	4,113.87	4,299.00	4,492.45	4,694.61	4,905.87		1.00
Utility Supervisor			60	5,512.99	5,761.07	6,020.32	6,291.23	6,574.34		1.00
Building Official			55	4,878.48	5,098.01	5,327.42	5,567.15	5,817.68		1.00
Public Works Supervisor		(3.1)	52	4,535.55	4,739.65	4,952.93	5,175.81	5,408.72		1.00
Public Works Inspector			46	3,917.98	4,094.29	4,278.53	4,471.06	4,672.26		1.00
Senior Planner		(4.1)	53	4,646.18	4,855.26	5,073.74	5,302.06	5,540.66		1.00
Associate Planner			51	4,424.92	4,624.05	4,832.13	5,049.57	5,276.80		1.00
Accountant			61	5,647.45	5,901.58	6,167.16	6,444.68	6,734.69		1.00
Police Records Supervisor		(4.2)	47	4,013.54	4,194.15	4,382.89	4,580.12	4,786.23		1.00
CONFIDENTIAL										
Executive Assistant to the City Manager		(3.2)	41	3,467.04	3,623.06	3,786.10	3,956.47	4,134.51		1.00
Deputy City Clerk		(4.3)	46	3,917.98	4,094.29	4,278.54	4,471.07	4,672.27		1.00
Human Resources Technician		(10) (2)	40	3,384.50	3,536.80	3,695.95	3,862.27	4,036.07		1.00