

RESOLUTION NO. 4202

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AMENDMENT NO. 3 TO THE FY 2007/08
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 March 5, 2008 the City Council adopted Resolution No. 4181 establishing salary range No. 69 (\$6,864.52/mo. - \$8,8186.07/mo.) for the Building Official job classification; and

WHEREAS, the City Council of the City of Soledad wishes to adopt a salary schedule for the Fire Department Personnel based on an average fifty-six (56) hour week, 2912 total hours per year; and

WHEREAS, Amendment No. 3 to Compensation and Benefit Plan is now necessary to reflect the aforementioned new pay range for the Building Official and to incorporate a new salary schedule for Fire Personnel

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Soledad hereby approves Amendment No. 3 of the "Compensation and Benefit Plan of the City of Soledad" in the form attached hereto, marked "Exhibit A," and by this reference, incorporated herein.

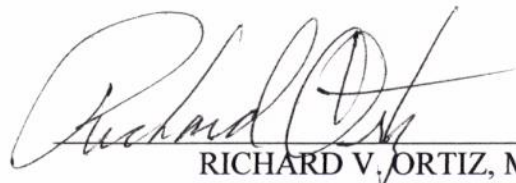
PASSED AND ADOPTED at a regular meeting of the City Council of the City of Soledad duly held on the 7th day of May 2008, by the following vote:

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

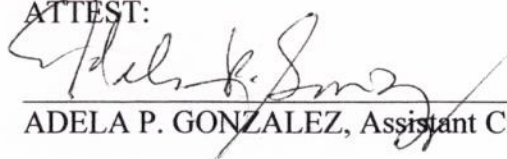
NOES, Councilmembers: None

ABSENT, Councilmembers: None

ABSTAIN, Councilmembers: None


RICHARD V. ORTIZ, Mayor

ATTEST:


ADELA P. GONZALEZ, Assistant 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
Amendment No. 3 – May 7, 2008

Exhibit "A"

**CITY OF SOLEDAD
FIRE DEPARTMENT
2912 TOTAL ANNUAL HOURS
ANNUAL PAY AND CLASSIFICATION PLAN
FY 2007 - 08**

RANGE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
14	YEARLY	\$ 21,538.48	\$ 22,507.72	\$ 23,520.56	\$ 24,578.99	\$ 25,685.04
	MONTHLY	\$ 1,794.87	\$ 1,875.64	\$ 1,960.05	\$ 2,048.25	\$ 2,140.42
	BI-WEEKLY	\$ 828.40	\$ 865.68	\$ 904.64	\$ 945.35	\$ 987.89
	HOURLY	\$ 7.3965	\$ 7.7293	\$ 8.0771	\$ 8.4406	\$ 8.8204
48	YEARLY	\$ 49,366.60	\$ 51,588.10	\$ 53,909.56	\$ 56,335.49	\$ 58,870.59
	MONTHLY	\$ 4,113.88	\$ 4,299.01	\$ 4,492.46	\$ 4,694.62	\$ 4,905.88
	BI-WEEKLY	\$ 1,898.72	\$ 1,984.16	\$ 2,073.44	\$ 2,166.75	\$ 2,264.25
	HOURLY	\$ 16.9528	\$ 17.7157	\$ 18.5129	\$ 19.3460	\$ 20.2165
59	YEARLY	\$ 64,542.41	\$ 67,446.81	\$ 70,481.92	\$ 73,653.61	\$ 76,968.02
	MONTHLY	\$ 5,378.53	\$ 5,620.57	\$ 5,873.49	\$ 6,137.80	\$ 6,414.00
	BI-WEEKLY	\$ 2,482.40	\$ 2,594.11	\$ 2,710.84	\$ 2,832.83	\$ 2,960.31
	HOURLY	\$ 22.1643	\$ 23.1617	\$ 24.2040	\$ 25.2931	\$ 26.4313
62	YEARLY	\$ 69,463.76	\$ 72,589.63	\$ 75,856.17	\$ 79,269.69	\$ 82,836.83
	MONTHLY	\$ 5,788.65	\$ 6,049.14	\$ 6,321.35	\$ 6,605.81	\$ 6,903.07
	BI-WEEKLY	\$ 2,671.68	\$ 2,791.91	\$ 2,917.54	\$ 3,048.83	\$ 3,186.03
	HOURLY	\$ 23.8543	\$ 24.9278	\$ 26.0495	\$ 27.2217	\$ 28.4467

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

Section 2 of the Compensation & Benefit Plan

Effective July 1, 2007

1st Amendment: January 2, 2008

2nd Amendment: February 20, 2008

3rd Amendment: May 7, 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	exempt	(5)	69	6,864.52	7,173.43	7,496.23	7,833.56	8,186.07		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

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
									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. 3989.
(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
(5) Salary range for Building Official changed on 3/5/08 per Resolution No. 4181