

**RESOLUTION NO. 4227**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD  
APPROVING THE PUBLIC WORKS DEPARTMENT ORGANIZATION CHARTS  
AND DIRECTING STAFF TO PREPARE JOB DESCRIPTIONS AND SALARY  
SURVEY**

**WHEREAS**, the Public Works Organization Charts that change both the functional organization and various positions in the City's Public Works Department are necessary to meet the regulatory requirements for the anticipated construction and permitting of the new wastewater treatment plant; and

**WHEREAS**, changes in positions in divisions other than wastewater are driven by regulatory requirements for the storm water National Pollutant Discharge Elimination System (NPDES) permit, State Department of Health Services Drinking Water Division requirements, and the future needs of Public Works Vehicle Maintenance (Fleet), Buildings and Grounds Maintenance and Street Maintenance; and

**WHEREAS**, the new organization charts and positions described therein will serve the public works staffing needs of the City for the next five years and are designed to accommodate the anticipated future changes consistent with the City's twenty year needs; and

**WHEREAS**, job descriptions are a critical component of the City's Classification Plan as they detail essential job functions, qualifications, education and experience, license, physical demands, environmental elements and working conditions, and will be used for recruitment, performance evaluation and training purposes; and

**WHEREAS**, the City wishes to use the updated job descriptions and salary survey for the purposes of employee recruitment, performance evaluation and training.

**NOW THEREFORE, BE IT HEREBY RESOLVED** by the City Council of the City of Soledad that the Council hereby approves the Public Works Department Organization Charts, in the form of the documents hereunto attached and marked as Exhibits 1 and 2, and by reference made a part hereof.

**BE IT FURTHER RESOLVED**, that the City Council of the City of Soledad hereby directs Staff to prepare job descriptions and a salary survey for the twenty-four (24) job classifications listed in the Public Works Department Organization Chart.

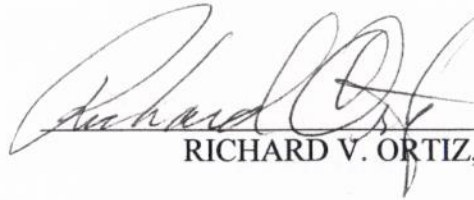
**PASSED AND ADOPTED** by the City Council of the City of Soledad at a regular meeting duly held on the 4<sup>th</sup> day of June 2008, by the following vote:

AYES, and in favor thereof, Councilmembers:


NOES, Councilmembers:

ABSENT, Councilmembers:

ABSTAIN, Councilmembers:

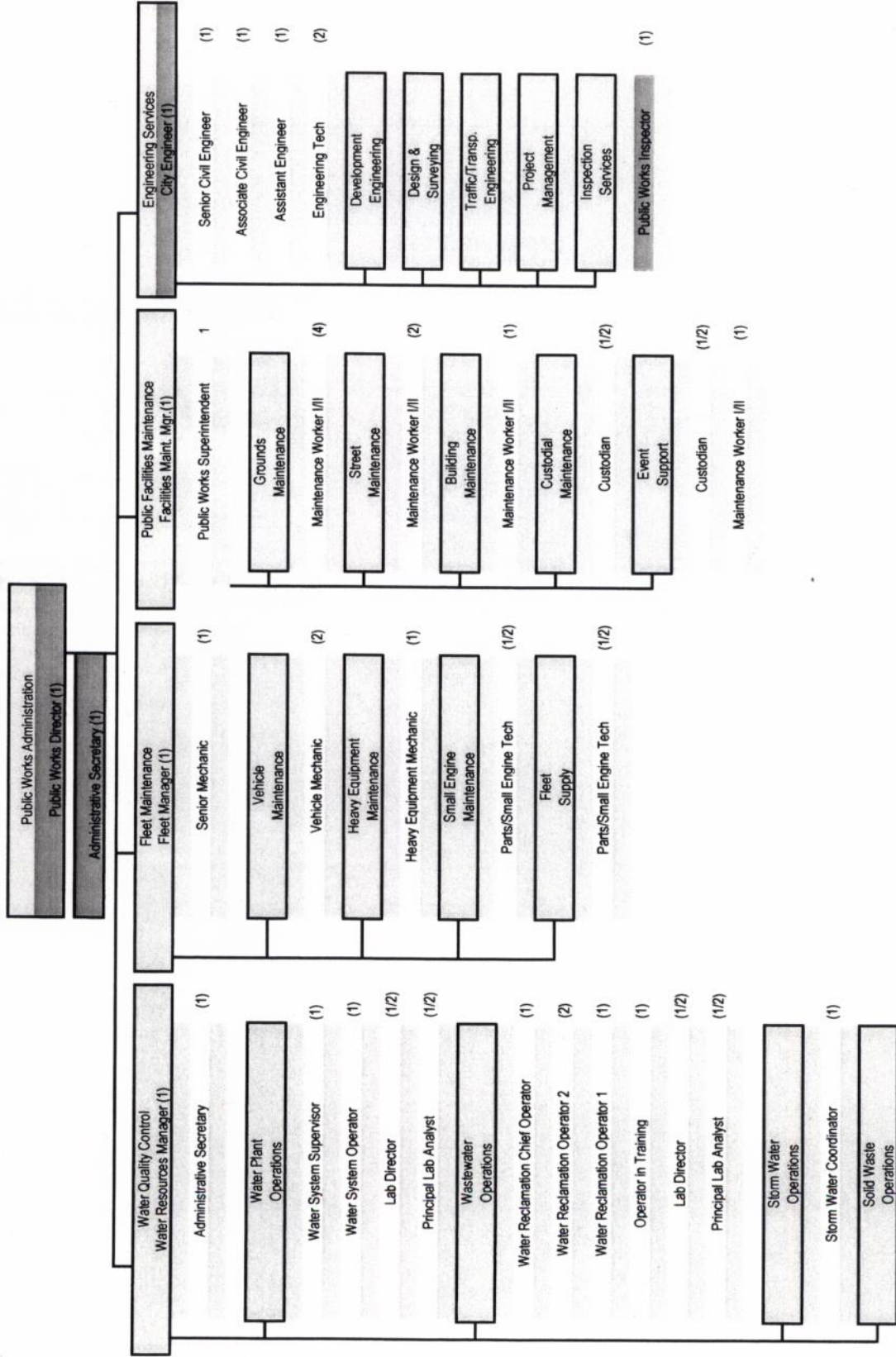
  
RICHARD V. ORTIZ, Mayor

ATTEST:

  
ADELA P. GONZALEZ, Interim City Clerk

PUBLIC WORKS DEPARTMENT

5-YR STAFFING ORGANIZATIONAL STRUCTURE



## EXHIBIT 2

### PUBLIC WORKS DEPARTMENT 5-YR STAFFING ORGANIZATIONAL STRUCTURE

