

RESOLUTION NO. 4304

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AMENDMENT NO. 2 TO THE FISCAL YEAR 2008/2009
COMPENSATION AND BENEFIT PLAN OF THE CITY OF SOLEDAD, APPROVING
THE SALARY RANGE ADJUSTMENT FOR THE FINANCE DIRECTOR
CLASSIFICATION**

WHEREAS, the City has a Finance Director vacancy and wishes to adjust the salary range for the Finance Director classification from Salary Range 74 to Salary Range 79 to recruit and retain a highly qualified at-will executive level department director; and

WHEREAS, on August 6, 2008, City Council adopted Resolution No. 4266 approving the fiscal year 2008/2009 Compensation and Benefit Plan and on October 1, 2008, City Council adopted Resolution No. 4294 approving Amendment No. 1 to the Compensation and Benefit Plan.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Soledad hereby approves the salary range adjustment for the Finance Director classification, and authorizes amendment of the Compensation and Benefit Plan of the City of Soledad in the form attached hereto, marked "Exhibit I (Summary of Job Classifications).


PASSED AND ADOPTED at a regular meeting of the City Council of the City of Soledad duly held on the 5th day of November 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

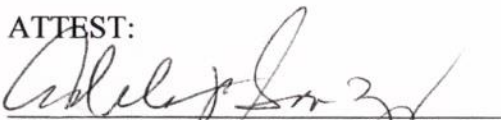
NOES, Councilmembers: None

ABSENT, Councilmembers: None

ABSTAIN, Councilmembers: None


RICHARD V. ORTIZ, Mayor

ATTEST:


ADELA P. GONZALEZ, City Clerk

COMPENSATION & BENEFIT PLAN
Section Two – Exhibit I

Fiscal Year 2008-09
(July 1, 2008 – June 30, 2009)

Adopted: August 6, 2008
Amendment No. 1: October 1, 2008
Amendment No. 2: November 5, 2008

Effective July 1, 2008

1st Amendment: October 1, 2008

2nd Amendment: November 5, 2008

Section Two "Exhibit I"
City of Soledad Summary of Job Classifications
FY 2008 - 2009

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	9,567.06	9,997.58	10,447.47	10,917.61	11,408.90		1.00
Public Works Director	exempt	(1)	76/79	8,471.00	8,852.19	9,250.54	9,666.82	10,101.82		1.00
Fire Chief	exempt		79	9,111.49	9,521.51	9,949.97	10,397.72	10,865.62		1.00
Economic Development Director	exempt		77	8,677.61	9,068.10	9,476.17	9,902.59	10,348.21		1.00
Community Development Director	exempt		77	8,677.61	9,068.10	9,476.17	9,902.59	10,348.21		1.00
Finance Director	exempt	(6)	74 79	9,111.49	9,521.51	9,949.97	10,397.72	10,865.62		1.00
Police Lieutenant	exempt	(2)	71	9,109.71	9,519.65	9,948.04	10,395.70	10,863.50		1.00
PROFESSIONAL/MID-MGMT										
City Engineer	exempt	(3)								1.00
Senior Civil Engineer	exempt		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
Building Official	exempt		69	6,864.52	7,173.43	7,496.23	7,833.56	8,186.07		1.00
Senior Planner	exempt		53	4,646.18	4,855.26	5,073.74	5,302.06	5,540.66		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
Public Works Supervisor			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
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
Accountant (proposed)		(3)	61	5,647.45	5,901.58	6,167.16	6,444.68	6,734.69		1.00
Fleet Manager (proposed)		(3)								1.00
Public Works Superintendent (proposed)		(3)								1.00
Water Resources Manager (proposed)		(3)								1.00
Water Systems Supervisor (proposed)		(3)								1.00
Water Reclamation Chief Operator (proposed)		(3)								1.00
Police Records Supervisor			47	4,013.54	4,194.15	4,382.89	4,580.12	4,786.23		1.00

Classification	See Footnote	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
CONFIDENTIAL									
Executive Assistant to the City Manager	(4)	41	3,605.73	3,767.98	3,937.54	4,114.73	4,299.89		1.00
Deputy City Clerk	(4)	46	4,074.70	4,258.06	4,449.67	4,649.90	4,859.15		1.00
Human Resources Technician	(4)	40	3,519.87	3,678.27	3,873.79	4,016.76	4,197.52		1.00
CLASSIFIED									
Administrative Secretary	(3)	39	3,347.45	3,498.08	3,655.49	3,819.99	3,991.89		5.00
Building Technician		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		5.00
Office Assistant		28	2,560.36	2,675.58	2,795.98	2,921.80	3,053.28		1.75
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	1,390.94	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
Custodian (2-part time) (proposed)	(3)								1.00
Water Systems Operator (proposed)	(3)								1.00
Water Reclamation Operator 2 (proposed)	(3)								2.00
Water Reclamation Operator 1 (proposed)	(3)								1.00
FIRE CLASSIFICATIONS-SWORN									
Fire Captain		62	5,788.64	6,049.12	6,321.33	6,605.79	6,903.06		3.00
Fire Engineer		59	5,378.52	5,620.56	5,873.48	6,137.79	6,413.99		3.00
Firefighter		48	4,113.87	4,299.00	4,492.45	4,694.61	4,905.87		3.00
Part-Time Firefighter		14	1,794.87	1,875.64	1,960.04	2,048.24	2,140.42		12.00
SERGEANTS, INVESTIGATOR									
Police Sergeant		63	7,869.34	8,223.46	8,593.52	8,980.22	9,384.33	9,806.63	4.00
Investigator	(5)	59	7,137.72	7,458.92	7,794.57	8,145.33	8,511.87	8,894.90	1.00
POLICE OFFICERS									
Police Officer		48	5,589.33	5,840.85	6,103.69	6,378.36	6,665.38	6,965.32	18.00
Total									113.75

(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) SPSA pay schedule utilized to calculate salary range of the Lieutenant classification-step 6 does not apply to Lt. classification

(3) Positions proposed in 2008-09 Budget, to include 2 of the 4 Administrative Secretary positions. 1 additional Administrative Secretary position approved by Council on 10/1/08.

(4) Designated as confidential classification pursuant to the City's Employee Relation Policy, Reso. No. 1005

(5) SPSA pay schedule utilized to calculate salary range of the investigator classification; salary range approved 10/3/07

(6) Salary range adjusted to recruit and retain qualified executive management candidates for Finance Director classification.