

RESOLUTION NO. 4356

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AMENDMENT NO. 4 TO THE 2008/2009 COMPENSATION AND
BENEFIT PLAN OF THE CITY OF SOLEDAD RELATING TO THE
PUBLIC WORKS DEPARTMENT REORGANIZATION
APPROVED BY CITY COUNCIL ON APRIL 1, 2009**

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

WHEREAS, on November 5, 2008 the City Council adopted Resolutions approving Amendments No. 1 and No. 2 to the FY 2008/2009 Compensation and Benefit Plan; and

WHEREAS, on April 1, 2009, the City Council adopted Resolution No. 4351 approving the reorganization of the Public Works Department.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Soledad, having approved the job classifications, salary ranges and the number of positions associated with the Public Works Department reorganization on April 1, 2009, hereby amends the Compensation and Benefit Plan of the City of Soledad in the form attached hereto, marked "Exhibit I" of the Compensation and Benefit Plan (Summary of Job Classifications).

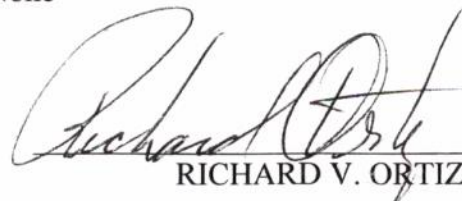
PASSED AND ADOPTED at a regular meeting of the City Council of the City of Soledad duly held on the 6th day of May 2009, by the following vote:

AYES, and in favor thereof, Councilmembers: Richard J. Perez, Juan Saavedra, Patricia Stephens, Mayor Pro Tem Martha Camacho, Mayor Richard Ortiz

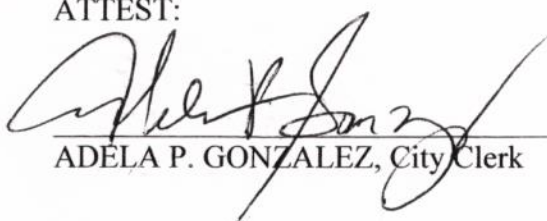
NOES, Councilmembers: None

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

Amendment No. 3: Administrative Amendment – November 5, 2008

Amendment No. 4 – May 6, 2009

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

Effective July 1, 2008
 1st Amendment: October 1, 2008
 2nd Amendment: November 5, 2008
 3rd Admin. Amendment: Nov. 5, 2008
 4th Amendment: May 6, 2009

Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
MANAGEMENT (EM)											
City Manager	exempt		N/A	N/A							1.00
Police Chief	exempt		N/A	N/A							1.00
Assistant City Manager	exempt		81	EM	9,567.06	9,997.58	10,447.47	10,917.61	11,408.90		1.00
Public Works Director	exempt	(1)	79	EM	9,111.49	9,521.51	9,949.97	10,397.72	10,865.62		1.00
Fire Chief	exempt		79	EM	9,111.49	9,521.51	9,949.97	10,397.72	10,865.62		1.00
Economic Development Director	exempt		77	EM	8,677.61	9,068.10	9,476.17	9,902.59	10,348.21		1.00
Community Development Director	exempt		77	EM	8,677.61	9,068.10	9,476.17	9,902.59	10,348.21		1.00
Finance Director	exempt		79	EM	9,111.49	9,521.51	9,949.97	10,397.72	10,865.62		1.00
Police Lieutenant	exempt	(2) (3)	69	SPSA	9,109.74	9,519.68	9,948.07	10,395.73	10,863.54		1.00
PROFESSIONAL/MID-MGMT (MM)											
City Engineer	exempt	(1)	71	MM	7,207.75	7,532.10	7,871.04	8,225.24	8,595.38		1.00
Senior Civil Engineer	exempt	(6)	65	MM	6,226.33	6,506.51	6,799.30	7,105.27	7,425.01		1.00
Management Analyst	exempt		43	MM	3,640.40	3,804.22	3,975.41	4,154.31	4,341.25		1.00
Econ. Develop./Housing Coord.	exempt		52	MM	4,535.56	4,739.66	4,952.94	5,175.82	5,408.74		1.00
Building Official	exempt		69	MM	6,864.52	7,173.43	7,496.23	7,833.56	8,186.07		1.00
Senior Planner	exempt		53	MM	4,646.18	4,855.26	5,073.74	5,302.06	5,540.66		1.00
Assistant Engineer			48	MM	4,113.88	4,299.01	4,492.46	4,694.62	4,905.88		1.00
Utility Supervisor		(6)	60	MM	5,513.00	5,761.08	6,020.38	6,291.25	6,574.35		1.00
Public Works Supervisor			52	MM	4,535.56	4,739.65	4,952.94	5,175.81	5,408.74		1.00
Public Works Inspector		(6)	46	MM	3,917.98	4,094.29	4,278.54	4,471.07	4,672.27		1.00
Associate Planner			51	MM	4,424.93	4,624.06	4,832.14	5,049.58	5,276.81		1.00
Accountant			61	MM	5,647.46	5,901.60	6,167.17	6,444.69	6,734.70		2.00
Fleet Manager (proposed)				MM							1.00
Public Works Superintendent (proposed)				MM							1.00
Water Resources Manager	exempt	(1)	71	MM	7,207.75	7,532.10	7,871.04	8,225.24	8,595.38		1.00
Water Systems Supervisor	exempt	(1)	59	MM	5,378.53	5,620.57	5,873.49	6,137.80	6,414.00		1.00
Water Reclamation Chief Plant Operator	exempt	(1)	62	MM	5,788.65	6,049.14	6,321.35	6,605.81	6,903.07		1.00
Laboratory Director	exempt	(1)	62	MM	5,788.65	6,049.14	6,321.35	6,605.81	6,903.07		1.00
Principal Laboratory Analyst	exempt	(1)	56	MM	5,000.45	5,225.47	5,460.62	5,706.35	5,963.13		1.00
Police Records Supervisor			47	MM	4,013.54	4,194.15	4,382.89	4,580.12	4,786.23		1.00

Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
CONFIDENTIAL (CF)											
Executive Assistant to the City Manager		(4)	41	CF	3,605.73	3,767.98	3,937.54	4,114.73	4,299.89		1.00
Deputy City Clerk		(4)	46	CF	4,074.70	4,258.06	4,449.67	4,649.90	4,859.15		1.00
Human Resources Technician		(4)	40	CF	3,519.87	3,678.27	3,843.79	4,016.76	4,197.52		1.00
CLASSIFIED (CL)											
Administrative Secretary			39	CL	3,481.35	3,628.01	3,801.72	3,972.80	4,151.57		5.00
Building Technician			36	CL	3,236.63	3,382.28	3,534.48	3,693.53	3,859.74		1.00
Accounting Assistant			38	CL	3,398.46	3,551.39	3,711.20	3,878.21	4,052.73		2.00
Office Specialist			34	CL	3,082.50	3,221.22	3,366.17	3,517.65	3,675.94		5.00
Office Assistant			28	CL	2,662.78	2,782.61	2,907.82	3,038.68	3,175.42		1.75
Mechanic/Maintenance Worker			43	CL	3,838.19	4,010.91	4,191.40	4,380.01	4,577.11		3.00
Maintenance Worker			38	CL	3,398.46	3,551.39	3,711.20	3,878.21	4,052.73		7.00
Utility Operator		(6)	51	CL	4,665.34	4,875.28	5,094.67	5,323.93	5,563.51		2.00
Utility Operator in Training		(6)	38	CL	3,398.46	3,551.39	3,711.20	3,878.21	4,052.73		2.00
Utility Operator Intern		(6)	3	CL	1,446.57	1,511.67	1,579.69	1,650.78	1,725.06		2.00
Code Enforcement Officer			40	CL	3,568.38	3,728.96	3,896.76	4,072.12	4,255.36		1.00
Animal Control Officer			38	CL	3,398.46	3,551.39	3,711.20	3,878.21	4,052.73		1.00
Para Transit Driver			34	CL	3,082.50	3,221.22	3,366.17	3,517.65	3,675.94		1.00
Custodian (2-part time) (proposed)				CL							1.00
Water Systems Operator		(1)	51	CL	4,665.34	4,875.28	5,094.67	5,323.93	5,563.51		2.00
Water Reclamation Operator 2		(1)	51	CL	4,665.34	4,875.28	5,094.67	5,323.93	5,563.51		2.00
Water Reclamation Operator 1		(1)	45	CL	4,030.10	4,211.45	4,400.97	4,599.01	4,805.97		1.00
FIRE CLASSIFICATIONS-SWORN (FR)											
Fire Captain			62	FR	5,788.65	6,049.14	6,321.35	6,605.81	6,903.07		3.00
Fire Engineer			59	FR	5,378.53	5,620.57	5,873.49	6,137.80	6,414.00		3.00
Firefighter			48	FR	4,113.88	4,299.01	4,492.46	4,694.62	4,905.88		3.00
Part-Time Firefighter			14	FR	1,794.87	1,875.64	1,960.05	2,048.25	2,140.42		12.00
SERGEANTS, INVESTIGATOR (SPSA)											
Police Sergeant			63	SPSA	7,869.34	8,223.46	8,593.52	8,980.22	9,384.33	9,806.63	4.00
Investigator		(5)	59	SPSA	7,137.72	7,458.92	7,794.57	8,145.33	8,511.87	8,894.90	1.00
POLICE OFFICERS (SPOA)											
Police Officer			48	SPOA	5,589.33	5,840.85	6,103.69	6,378.36	6,665.38	6,965.32	18.00

(1) Ranges approved April 1, 2009 per Resolution No. 4351.
 (2) SPSA pay schedule utilized to calculate salary range of the Lieutenant classification-step 6 does not apply to LT classification
 (3) Reflects corrected range number. Dollar amounts are correct.
 (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) When vacated, position no longer authorized or funded.