

RESOLUTION NO. 4422

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AMENDMENT NO. 1 OF THE CITY OF SOLEDAD'S
COMPENSATION AND BENEFIT PLAN FOR FISCAL YEAR 2009-2010**

WHEREAS, the City's Compensation and Benefit Plan is adopted each fiscal year;
and

WHEREAS, the current Compensation and Benefit Plan does not reflect a salary range for the Police Chief classification; and

WHEREAS, the City Staff has conducted a base salary survey of Monterey County agencies in order to arrive at a recommended salary range for the Police Chief classification; and

WHEREAS, the City desires to adopt an amendment to the FY 2009-2010 Compensation Plan in order to establish and incorporate a salary range for the Police Chief classification.

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the City Council of the City of Soledad hereby approves Amendment No. 1 to the City's Compensation and Benefit Plan for Fiscal Year 2009-2010 in the form attached hereto marked as Exhibit "A", and by this reference, incorporated herein.

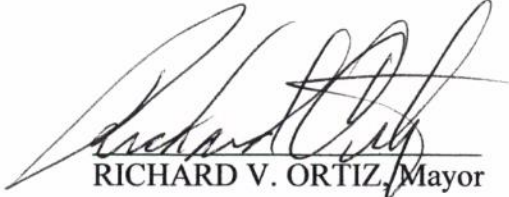
PASSED AND ADOPTED by the City Council of the City of Soledad at a regular meeting duly held on the 7th day of October, 2009, by the following vote:

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

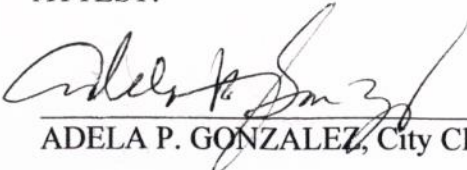
NOES, Councilmembers: None

ABSENT, Councilmembers: None

ABSTAIN, Councilmembers: None


RICHARD V. ORTIZ, Mayor

ATTEST:


ADELA P. GONZALEZ, City Clerk



CITY OF SOLEDAD

COMPENSATION & BENEFIT PLAN

**Fiscal Year 2009-2010
(July 1, 2009 – June 30, 2010)**

Adopted August 5, 2009
Amendment No. 1 – October 7, 2009

Classification	FLSA Exempt	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	(5)(6)	83	EM	\$10,045.42	\$10,497.46	\$10,969.85	\$11,463.49	\$11,979.35		1.00
Assistant City Manager	exempt	(5)	81	EM	\$9,567.06	\$9,997.58	\$10,447.47	\$10,917.61	\$11,408.90		1.00
Public Works Director	exempt	(1)(5)	79	EM	\$9,111.49	\$9,521.51	\$9,949.97	\$10,397.72	\$10,865.62		1.00
Fire Chief	exempt	(5)	79	EM	\$9,111.49	\$9,521.51	\$9,949.97	\$10,397.72	\$10,865.62		1.00
Economic Development Director	exempt	(5)	77	EM	\$8,677.61	\$9,068.10	\$9,476.17	\$9,902.59	\$10,348.21		0.25
Community Development Director	exempt	(5)	77	EM	\$8,677.61	\$9,068.10	\$9,476.17	\$9,902.59	\$10,348.21		1.00
Finance Director	exempt	(5)	79	EM	\$9,111.49	\$9,521.51	\$9,949.97	\$10,397.72	\$10,865.62		1.00
Police Lieutenant	exempt	(2)	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
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
Utility Supervisor			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
Accountant			61	MM	\$5,647.46	\$5,901.60	\$6,167.17	\$6,444.69	\$6,734.70		1.50
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
CONFIDENTIAL (CF)											
Executive Assistant to the City Manager		(3)(5)	41	CF	\$3,605.73	\$3,767.98	\$3,937.54	\$4,114.73	\$4,299.89		1.00
Human Resources Technician		(3)	40	CF	\$3,519.87	\$3,678.27	\$3,843.79	\$4,016.76	\$4,197.52		1.00

Classification	Exempt Status	See Footnote	Salary Range	Salary Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
CLASSIFIED (CL)											
Administrative Secretary			39	CL	\$3,481.35	\$3,638.01	\$3,801.72	\$3,972.80	\$4,151.57		3.00
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		4.00
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		5.00
Utility Operator			51	CL	\$4,665.34	\$4,875.28	\$5,094.67	\$5,323.93	\$5,563.51		2.00
Operator in Training			38	CL	\$3,398.46	\$3,551.39	\$3,711.20	\$3,878.21	\$4,052.73		2.00
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
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		2.00
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		(4)	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	15.50
Total											82.00

(1) Job class and salary range 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) Designated as confidential classification pursuant to the City's Employee Relation Policy, Reso. No. 1005

(4) SPSA pay schedule utilized to calculate salary range of the Investigator classification

(5) At-Will position; serves at pleasure of City Manager

(6) Salary range established pursuant to CPS Market Survey dated October 2, 2009