

RESOLUTION NO. 4433

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AMENDMENT NO. 2 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, On October 7, 2009, City Council approved Amendment No. 1 of the City of Soledad's Compensation and Benefit Plan for Fiscal Year 2009-2010, establishing a new salary range for the Police Chief classification; and

WHEREAS, representatives of the City of Soledad and the Soledad Police Sergeant's Association have agreed to have the Police Sergeant's and Investigator's wages reduced by five percent (5%); and

WHEREAS, the City now desires to adopt Amendment No. 2 to the City of Soledad's Compensation and Benefit Plan for Fiscal Year 2009-2010 in order to reflect the reduced salary ranges for the Police Sergeant and Investigator classifications.

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the City Council of the City of Soledad hereby approves Amendment No. 2 to the City's Compensation and Benefit Plan for Fiscal Year 2009-2010 in the form attached hereto marked as Exhibit "B" 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 4th day of November, 2009, by the following vote:


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

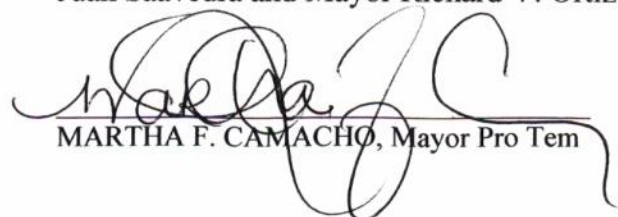
NOES, Councilmembers: None

ABSTAIN, Councilmembers: None

ABSENT, Councilmembers: Juan Saavedra and Mayor Richard V. Ortiz

ATTEST:


ADELA P. GONZALEZ, City Clerk


MARTHA F. CAMACHO, Mayor Pro Tem

Effective July 1, 2009

Amendment No. 1 - October 7, 2009

Amendment No. 2 - November 4, 2009

SECTION TWO

City of Soledad Summary of Job Classifications

FY 2009-2010

Exhibit B

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	(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	exempt		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	\$5,786.65	\$6,049.14	\$6,321.35	\$6,605.81	\$6,903.07		1.00
Laboratory Director	exempt	(1)	62	MM	\$5,786.65	\$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	exempt		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	FLSA 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		(7)	61	SPSA	\$7,494.61	\$7,831.87	\$8,184.30	\$8,552.59	\$8,937.46	\$9,339.65	4.00
Investigator		(4)(7)	57	SPSA	\$6,797.83	\$7,103.73	\$7,423.40	\$7,757.46	\$8,106.54	\$8,471.33	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

(7) New salary range established pursuant to signed Side Letter of Agreement between the City of Soledad and the SPSA.