

RESOLUTION NO. 5010

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING THE CLASSIFICATION AND COMPENSATION PLAN FOR FISCAL
YEAR 2014/15 FOR THE CITY OF SOLEDAD**

WHEREAS, each year the City is required to adopt a Classification and Compensation Plan; and

WHEREAS, the City desires to adopt the Classification and Compensation Plan commensurate with the adoption of the Fiscal Year 2014/15 Budget.

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the City Council of the City of Soledad hereby approves the "Classification and Compensation Plan" in the form attached hereto as Exhibit "A", and by this reference, incorporated herein.

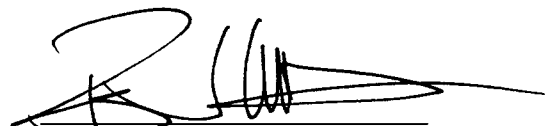
PASSED AND ADOPTED by the City Council of the City of Soledad at a regular meeting duly held on the 1st day of October, 2014, by the following vote:

AYES, and in favor thereof, Councilmembers: Christopher K. Bourke, Richard J. Perez, Mayor Pro Tem Alejandro Chavez and Mayor Fred J. Ledesma

NOES, Councilmembers: None

ABSTAIN, Councilmembers: None.

ABSENT, Councilmembers: Patricia D. Stephens


FRED J. LEDESMA, Mayor

ATTEST:


ADELA P. GONZALEZ, City Clerk



Exhibit "A"

SOLEDAD
CALIFORNIA
Gateway to the Pinnacles

SECTION ONE

CLASSIFICATION AND COMPENSATION PLAN
Summary of Job Classifications and Salary Ranges

Fiscal Year 2014/15
(July 1, 2014 – June 30, 2015)

SECTION ONE
Summary of Job Classifications and Salary Ranges
FY 2014/15

Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
CITY MANAGER											
City Manager	Exempt		N/A	N/A							1.00
Community/Economic Development Director	Exempt		81	EM	\$9,567.06	\$9,997.58	\$10,447.47	\$10,917.61	\$11,408.90		1.00
Police Chief	Exempt		86	EM	\$10,811.38	\$11,297.89	\$11,806.30	\$12,337.58	\$12,892.77		1.00
Public Works Director	Exempt		81	EM	\$9,567.06	\$9,997.58	\$10,447.47	\$10,917.61	\$11,408.90		1.00
COUNTY MANAGER											
Accountant		(1)	61	MM	\$5,647.46	\$5,901.60	\$6,167.17	\$6,444.69	\$6,734.70		0.00
Building Official	Exempt		69	MM	\$6,864.52	\$7,173.43	\$7,496.23	\$7,833.56	\$8,186.07		0.80
Econ. Develop./Housing Coord.	Exempt	(2)	52	MM	\$4,535.56	\$4,739.66	\$4,952.94	\$5,175.82	\$5,408.74		1.00
Laboratory Director	Exempt		62	MM	\$5,788.65	\$6,049.14	\$6,321.35	\$6,605.81	\$6,903.07		1.00
Management Analyst/Grants Coordinator		(3)	62	MM	\$5,788.65	\$6,049.14	\$6,321.35	\$6,605.81	\$6,903.07		0.00
Police Records Supervisor			47	MM	\$4,013.54	\$4,194.15	\$4,382.89	\$4,580.12	\$4,786.23		1.00
Principal Laboratory Analyst	Exempt		56	MM	\$5,000.45	\$5,225.47	\$5,460.62	\$5,706.35	\$5,963.13		1.00
Public Works Supervisor			52	MM	\$4,535.56	\$4,739.65	\$4,952.94	\$5,175.81	\$5,408.74		1.00
Water Reclamation Chief Plant Operator	Exempt		62	MM	\$5,788.65	\$6,049.14	\$6,321.35	\$6,605.81	\$6,903.07		1.00
Water Reclamation Shift Supervisor			56	MM	\$5,000.45	\$5,225.47	\$5,460.62	\$5,706.35	\$5,963.13		2.00
Water Resources Manager	Exempt		71	MM	\$7,207.75	\$7,532.10	\$7,871.04	\$8,225.24	\$8,595.38		1.00
Water Systems Supervisor	Exempt		59	MM	\$5,378.53	\$5,620.57	\$5,873.49	\$6,137.80	\$6,414.00		1.00
COUNTY CLERK											
Police Commander	Exempt		73	CF	\$7,870.85	\$8,225.03	\$8,595.16	\$8,981.94	\$9,386.13		1.00
Assistant to the City Manager	Exempt	(4)	68	CF	\$6,969.11	\$7,282.72	\$7,610.44	\$7,952.91	\$8,310.80		1.00
Executive Assistant to the City Manager			41	CF	\$3,605.73	\$3,767.98	\$3,937.54	\$4,114.73	\$4,299.89		1.00
Human Resources Technician			40	CF	\$3,519.87	\$3,678.27	\$3,843.79	\$4,016.76	\$4,197.52		1.00

Footnotes:

- (1) Position will remain vacant and unfunded.
- (2) Council approved re-statement of Economic Development Housing Program Coordinator classification. Incumbent Management Analyst/Grants Coordinator transferred from Police Dept. to Comm/Econ Dev. Dept.
- (3) Position will remain vacant and unfunded effective August 30, 2014. Salary savings will be used to fund one (1) additional Police Officer position.
- (4) Council approved new classification on May 7, 2014.

CLASSIFIED (CL)												
Administrative Secretary	(5)		39	CL	\$3,481.35	\$3,638.01	\$3,801.72	\$3,972.80	\$4,151.57			1.00
Animal Control Officer			38	CL	\$3,398.46	\$3,551.39	\$3,711.20	\$3,878.21	\$4,052.73			1.00
Customer Service Utility Billing Technician	(6)		39	CL	\$3,481.35	\$3,638.01	\$3,801.72	\$3,972.80	\$4,151.57			1.00
Maintenance Worker			38	CL	\$3,398.46	\$3,551.39	\$3,711.20	\$3,878.21	\$4,052.73			4.00
Mechanic/Maintenance Worker			43	CL	\$3,838.19	\$4,010.91	\$4,191.40	\$4,380.01	\$4,577.11			2.00
Water Reclamation Operator-In-Training	(6)		38	CL	\$3,398.46	\$3,551.39	\$3,711.20	\$3,878.21	\$4,052.73			1.00
Property and Evidence Technician			34	CL	\$3,082.50	\$3,221.22	\$3,366.17	\$3,517.65	\$3,675.94			1.00
Utility Maintenance Mechanic			43	CL	\$3,838.19	\$4,010.91	\$4,191.40	\$4,380.01	\$4,577.11			2.00
Electrician			43	CL	\$3,838.19	\$4,010.91	\$4,191.40	\$4,380.01	\$4,577.11			1.00
Water Reclamation Operator I	(6)		45	CL	\$4,030.10	\$4,211.45	\$4,400.97	\$4,599.01	\$4,805.97			2.00
Water Reclamation Operator II	(6)		51	CL	\$4,665.34	\$4,875.28	\$5,094.67	\$5,323.93	\$5,563.51			2.00
Water System Operator	(7)		51	CL	\$4,665.34	\$4,875.28	\$5,094.67	\$5,323.93	\$5,563.51			2.00
Police Sergeant	(8)		59	PS	\$7,137.72	\$7,458.92	\$7,794.57	\$8,145.33	\$8,511.87			2.00
Police Officer			45	PO	\$5,193.34	\$5,427.04	\$5,671.26	\$5,926.46	\$6,193.15	\$6,471.85		12.00
Total Authorized Positions:											52.80	

Footnotes:

(5) One (1) Administrative Secretary position reclassified to Customer Service Utility Billing Technician following Council approval on April 2, 2014.

(6) Approved FTE's adjusted as follows: Add (1) WR OIT position, reduce number of WR OP I/II positions.

Number of FTE's may fluctuate between positions depending on current recruitment process and certifications.

(7) One (1) additional FTE approved following 2014 Water Rate Increase.

(8) One (1) additional FTE approved following the transfer of the Management Analyst/Grants Coordinator.



SECTION TWO

CLASSIFICATION AND COMPENSATION PLAN Salary Schedules for Bargaining Units and Unrepresented Employees

Fiscal Year 2014/15
(July 1, 2014 – June 30, 2015)

Approved: October 1, 2014

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**EXECUTIVE MANAGEMENT (EM)
CLASSIFICATION AND COMPENSATION PLAN
FY 2014/15**

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Community/Economic Development Director	81	Yearly	\$114,804.76	\$119,970.97	\$125,369.67	\$131,011.30	\$136,906.81
		Monthly	\$9,567.06	\$9,997.58	\$10,447.47	\$10,917.61	\$11,408.90
Public Works Director		Bi-weekly	\$4,415.57	\$4,614.27	\$4,821.91	\$5,038.90	\$5,265.65
		Hourly	\$55.19	\$57.68	\$60.27	\$62.99	\$65.82
Police Chief	86	Yearly	\$129,736.55	\$135,574.70	\$141,675.56	\$148,050.96	\$154,713.25
		Monthly	\$10,811.38	\$11,297.89	\$11,806.30	\$12,337.58	\$12,892.77
		Bi-weekly	\$4,989.87	\$5,214.41	\$5,449.06	\$5,694.27	\$5,950.51
		Hourly	\$62.37	\$65.18	\$68.11	\$71.18	\$74.38

CONFIDENTIAL (CF)
CLASSIFICATION AND COMPENSATION PLAN
FY 2014/15

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Human Resources Technician	40	Yearly	\$42,238.50	\$44,139.23	\$46,125.50	\$48,201.14	\$50,370.20
		Monthly	\$3,519.87	\$3,678.27	\$3,843.79	\$4,016.76	\$4,197.52
		Bi-weekly	\$1,624.56	\$1,697.66	\$1,774.06	\$1,853.89	\$1,937.32
		Hourly	\$20.31	\$21.22	\$22.18	\$23.17	\$24.22
Executive Assistant to the City Manager	41	Yearly	\$43,268.71	\$45,215.80	\$47,250.51	\$49,376.78	\$51,598.74
		Monthly	\$3,605.73	\$3,767.98	\$3,937.54	\$4,114.73	\$4,299.89
		Bi-weekly	\$1,664.18	\$1,739.07	\$1,817.33	\$1,899.11	\$1,984.57
		Hourly	\$20.80	\$21.74	\$22.72	\$23.74	\$24.81
<i>Assistant to the City Manager</i>		<i>Yearly</i>	<i>\$83,629.34</i>	<i>\$87,392.66</i>	<i>\$91,325.33</i>	<i>\$95,434.97</i>	<i>\$99,729.54</i>
	68	<i>Monthly</i>	<i>\$6,969.11</i>	<i>\$7,282.72</i>	<i>\$7,610.44</i>	<i>\$7,952.91</i>	<i>\$8,310.80</i>
		<i>Bi-weekly</i>	<i>\$3,216.51</i>	<i>\$3,361.26</i>	<i>\$3,512.51</i>	<i>\$3,670.58</i>	<i>\$3,835.75</i>
		<i>Hourly</i>	<i>\$40.21</i>	<i>\$42.02</i>	<i>\$43.91</i>	<i>\$45.88</i>	<i>\$47.95</i>
Police Commander	73	Yearly	\$94,450.16	\$98,700.42	\$103,141.93	\$107,783.32	\$112,633.57
		Monthly	\$7,870.85	\$8,225.03	\$8,595.16	\$8,981.94	\$9,386.13
		Bi-weekly	\$3,632.70	\$3,796.17	\$3,967.00	\$4,145.51	\$4,332.06
		Hourly	\$45.41	\$47.45	\$49.59	\$51.82	\$54.15

**PROFESSIONAL/MID-MANAGEMENT (MM)
CLASSIFICATION AND COMPENSATION PLAN
FY 2014/15**

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Police Records Supervisor	47	Yearly	\$48,162.54	\$50,329.85	\$52,594.69	\$54,961.46	\$57,434.72
		Monthly	\$4,013.54	\$4,194.15	\$4,382.89	\$4,580.12	\$4,786.23
		Bi-weekly	\$1,852.41	\$1,935.76	\$2,022.87	\$2,113.90	\$2,209.03
		Hourly	\$23.16	\$24.20	\$25.29	\$26.42	\$27.61
Public Works Supervisor <i>Economic Development/Housing Program Coordinator</i>	52	Yearly	\$54,426.68	\$56,785.88	\$59,435.29	\$62,109.88	\$64,904.82
		Monthly	\$4,535.56	\$4,739.66	\$4,952.94	\$5,175.82	\$5,408.74
		Bi-weekly	\$2,093.33	\$2,187.53	\$2,285.97	\$2,388.84	\$2,496.34
		Hourly	\$26.17	\$27.34	\$28.57	\$29.86	\$31.20
Principal Laboratory Analyst Water Reclamation Shift Supv	56	Yearly	\$60,005.41	\$62,705.65	\$65,527.41	\$68,476.14	\$71,557.57
		Monthly	\$5,000.45	\$5,225.47	\$5,460.62	\$5,706.35	\$5,963.13
		Bi-weekly	\$2,307.90	\$2,411.76	\$2,520.28	\$2,633.70	\$2,752.21
		Hourly	\$28.85	\$30.15	\$31.50	\$32.92	\$34.40
Water Systems Supervisor	59	Yearly	\$64,542.41	\$67,446.81	\$70,481.92	\$73,653.61	\$76,968.02
		Monthly	\$5,378.53	\$5,620.57	\$5,873.49	\$6,137.80	\$6,414.00
		Bi-weekly	\$2,482.40	\$2,594.11	\$2,710.84	\$2,832.83	\$2,960.31
		Hourly	\$31.03	\$32.43	\$33.89	\$35.41	\$37.00
Laboratory Director Water Reclamation Chief Plant Op	62	Yearly	\$69,463.76	\$72,589.63	\$75,856.17	\$79,269.69	\$82,836.83
		Monthly	\$5,788.65	\$6,049.14	\$6,321.35	\$6,605.81	\$6,903.07
		Bi-weekly	\$2,671.68	\$2,791.91	\$2,917.54	\$3,048.83	\$3,186.03
		Hourly	\$33.40	\$34.90	\$36.47	\$38.11	\$39.83
Building Official	69	Yearly	\$82,374.28	\$86,081.12	\$89,954.78	\$94,002.74	\$98,232.86
		Monthly	\$6,864.52	\$7,173.43	\$7,496.23	\$7,833.56	\$8,186.07
		Bi-weekly	\$3,168.24	\$3,310.81	\$3,459.80	\$3,615.49	\$3,778.19
		Hourly	\$39.60	\$41.39	\$43.25	\$45.19	\$47.23
Water Resources Manager	71	Yearly	\$86,493.00	\$90,385.18	\$94,452.51	\$98,702.88	\$103,144.51
		Monthly	\$7,207.75	\$7,532.10	\$7,871.04	\$8,225.24	\$8,595.38
		Bi-weekly	\$3,326.65	\$3,476.35	\$3,632.79	\$3,796.26	\$3,967.10
		Hourly	\$41.58	\$43.45	\$45.41	\$47.45	\$49.59

CLASSIFIED (CL)
CLASSIFICATION AND COMPENSATION PLAN
FY 2014/15

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Property and Evidence Tech	34	Yearly	\$36,990.04	\$38,654.59	\$40,394.05	\$42,211.78	\$44,111.31
		Monthly	\$3,082.50	\$3,221.22	\$3,366.17	\$3,517.65	\$3,675.94
		Bi-weekly	\$1,422.69	\$1,486.71	\$1,553.62	\$1,623.53	\$1,696.59
		Hourly	\$17.78	\$18.58	\$19.42	\$20.29	\$21.21
Animal Control Officer Maintenance Worker <i>Water Reclamation Operator In Training</i>	38	Yearly	\$40,781.52	\$42,616.68	\$44,534.44	\$46,538.49	\$48,632.72
		Monthly	\$3,398.46	\$3,551.39	\$3,711.20	\$3,878.21	\$4,052.73
		Bi-weekly	\$1,568.52	\$1,639.10	\$1,712.86	\$1,789.94	\$1,870.49
		Hourly	\$19.61	\$20.49	\$21.41	\$22.37	\$23.38
Administrative Secretary <i>Customer Service Utility Billing Technician</i>	39	Yearly	\$41,776.19	\$43,656.12	\$45,620.64	\$47,673.57	\$49,818.88
		Monthly	\$3,481.35	\$3,638.01	\$3,801.72	\$3,972.80	\$4,151.57
		Bi-weekly	\$1,606.78	\$1,679.08	\$1,754.64	\$1,833.60	\$1,916.11
		Hourly	\$20.08	\$20.99	\$21.93	\$22.92	\$23.95
Utility Maint. Mechanic Electrician Mechanic/Maintenance Worker	43	Yearly	\$46,058.25	\$48,130.87	\$50,296.76	\$52,560.11	\$54,925.32
		Monthly	\$3,838.19	\$4,010.91	\$4,191.40	\$4,380.01	\$4,577.11
		Bi-weekly	\$1,771.47	\$1,851.19	\$1,934.49	\$2,021.54	\$2,112.51
		Hourly	\$22.14	\$23.14	\$24.18	\$25.27	\$26.41
Water Reclamation Op 1	45	Yearly	\$48,361.16	\$50,537.41	\$52,811.59	\$55,188.12	\$57,671.58
		Monthly	\$4,030.10	\$4,211.45	\$4,400.97	\$4,599.01	\$4,805.97
		Bi-weekly	\$1,860.04	\$1,943.75	\$2,031.22	\$2,122.62	\$2,218.14
		Hourly	\$23.25	\$24.30	\$25.39	\$26.53	\$27.73
Water Reclamation Op 2 Water Systems Operator	51	Yearly	\$55,984.09	\$58,503.37	\$61,136.02	\$63,887.14	\$66,762.06
		Monthly	\$4,665.34	\$4,875.28	\$5,094.67	\$5,323.93	\$5,563.51
		Bi-weekly	\$2,153.23	\$2,250.13	\$2,351.39	\$2,457.20	\$2,567.77
		Hourly	\$26.92	\$28.13	\$29.39	\$30.71	\$32.10

**POLICE SERGEANT (PS)
CLASSIFICATION AND COMPENSATION PLAN
FY 2014/15**

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant	59	Yearly	\$85,652.68	\$89,507.05	\$93,534.86	\$97,743.93	\$102,142.41
		Monthly	\$7,137.72	\$7,458.92	\$7,794.57	\$8,145.33	\$8,511.87
		Bi-weekly	\$3,294.33	\$3,442.58	\$3,597.49	\$3,759.38	\$3,928.55
		Hourly	\$39.22	\$40.98	\$42.83	\$44.76	\$46.77

POLICE OFFICER (PO)
CLASSIFICATION AND COMPENSATION PLAN
FY 2014/15

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Police Officer	45	Yearly	\$62,320.07	\$65,124.47	\$68,055.07	\$71,117.55	\$74,317.84	\$77,662.14
		Monthly	\$5,193.34	\$5,427.04	\$5,671.26	\$5,926.46	\$6,193.15	\$6,471.85
		Bi-weekly	\$2,396.93	\$2,504.79	\$2,617.50	\$2,735.29	\$2,858.38	\$2,987.01
		Hourly	\$28.54	\$29.82	\$31.16	\$32.56	\$34.03	\$35.56



SECTION THREE

CLASSIFICATION AND COMPENSATION PLAN Job Descriptions

Fiscal Year 2014/15
(July 1, 2014 – June 30, 2015)

Approved: October 1, 2014

**Section Three is available on the City's website at
www.cityofsoledad.com or in the
Human Resources Office**