

**RESOLUTION NO. 5038**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD  
APPROVING AMENDMENT NO. 1 OF 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 an amendment to the FY 2014/15 of the Classification and Compensation Plan; and

**WHEREAS**, the amendment will reflect changes to the number of authorized positions for Police Officer and Police Sergeant.

**NOW, THEREFORE, BE IT HEREBY RESOLVED**, that the City Council of the City of Soledad hereby approves Amendment No. 1 to the City's 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 3<sup>rd</sup> day of December, 2014, by the following vote:

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

**NOES**, Councilmember: None.

**ABSENT**, Councilmember: None.

**ABSTAIN**, Councilmember: None.

  
FRED J. LEDESMA, Mayor

**ATTEST:**

  
ADELA P. GONZALEZ, City Clerk

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
<b>EXECUTIVE MANAGEMENT (EM)</b>											
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	\$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	\$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	\$11,408.90	1.00
<b>PROFESSIONAL/MID-MGMT (MM)</b>											
Accountant			61	MM	\$5,647.46	\$5,901.60	\$6,167.17	\$6,444.69	\$6,734.70	\$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	\$8,186.07	0.80
Econ. Develop./Housing Coord.	Exempt		52	MM	\$4,535.56	\$4,739.66	\$4,952.94	\$5,175.82	\$5,408.74	\$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	\$6,903.07	1.00
Management Analyst/Grants Coordinator			62	MM	\$5,788.65	\$6,049.14	\$6,321.35	\$6,605.81	\$6,903.07	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$6,414.00	1.00
<b>CONFIDENTIAL (CF)</b>											
Police Commander	Exempt		73	CF	\$7,870.85	\$8,225.03	\$8,595.16	\$8,981.94	\$9,386.13	\$9,386.13	1.00
Assistant to the City Manager	Exempt		68	CF	\$6,969.11	\$7,282.72	\$7,610.44	\$7,952.91	\$8,310.80	\$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	\$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	\$4,197.52	1.00

Administrative Secretary				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				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				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				45	CL	\$4,030.10	\$4,211.45	\$4,400.97	\$4,599.01	\$4,805.97	2.00
Water Reclamation Operator II				51	CL	\$4,665.34	\$4,875.28	\$5,094.67	\$5,323.93	\$5,563.51	2.00
Water System Operator				51	CL	\$4,665.34	\$4,875.28	\$5,094.67	\$5,323.93	\$5,563.51	2.00
<b>POLICE SERGEANT (PS)</b>											
<i>Police Sergeant</i>			(10)	59	PS	\$7,137.72	\$7,458.92	\$7,794.57	\$8,145.33	\$8,511.87	4.00
<b>POLICE OFFICER (PO)</b>											
<i>Police Officer</i>			(9)(10)	45	PO	\$5,193.34	\$5,427.04	\$5,671.26	\$5,926.46	\$6,193.15	11.00
Total Authorized Positions:										\$6,471.85	53.80

**Footnotes:**

(9) One (1) additional FTE approved following acceptance of the 2014 COPS Grant

(10) Two (2) Police Officer positions converted to Police Sergeant positions.

