

RESOLUTION NO. 5140

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AMENDMENT NO. 1 OF THE CLASSIFICATION AND
COMPENSATION PLAN FOR FISCAL YEAR 2015/16
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 2015/16 of the Classification and Compensation Plan, consistent with Resolution No. 5123, Resolution No. 5124, and Resolution No. 5125 adopted by City Council on October 7, 2015; and

WHEREAS, the amendment will reflect changes to the salary schedules for the classifications in the SEIU Mid-Management and General Unit and the Unrepresented Confidential Group.

WHEREAS, the City desires to provide special compensation to the Public Works Director classification for possessing an Engineering Registration.

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 2nd day of December, 2015, by the following vote:

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


NOES, Councilmembers: None

ABSENT, Councilmembers: Richard Perez

ABSTAIN, Councilmembers: None


FRED J. LEDESMA, Mayor

ATTEST:


ADELA P. GONZALEZ, City Clerk

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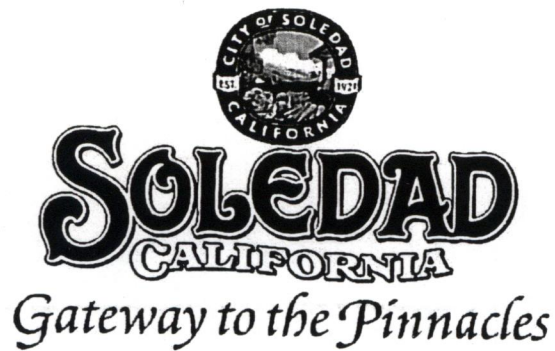
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SECTION ONE

CLASSIFICATION AND COMPENSATION PLAN Summary of Job Classifications and Salary Ranges

Fiscal Year 2015/16
(July 1, 2015 – June 30, 2016)

Approved: June 3, 2015
Amendment No. 1: December 2, 2015

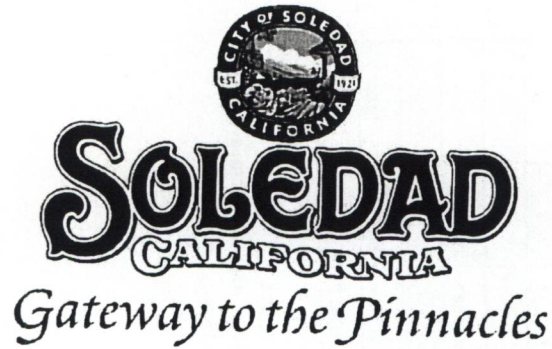
Section One of Classification and Compensation Plan
SUMMARY OF JOB CLASSIFICATIONS AND SALARY SCHEDULE
 FY 2015/16

Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	# Auth. Positions
ELECTED OFFICIAL											
Mayor and City Council	N/A		N/A	N/A							5.00
EXECUTIVE MANAGEMENT GROUP (EM)											
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	(4)	81	EM	\$9,567.06	\$9,997.58	\$10,447.47	\$10,917.61	\$11,408.90		1.00
PROFESSIONAL/MID-MGMT (MM)											
Building Official	Exempt	(2)	69-A	MM	\$7,036.14	\$7,352.76	\$7,683.64	\$8,029.40	\$8,390.72		0.80
Econ. Develop./Housing Coord.	Exempt	(2)	52-A	MM	\$4,648.95	\$4,850.46	\$5,076.76	\$5,305.22	\$5,543.95		1.00
Laboratory Director	Exempt	(2)	62-A	MM	\$5,933.36	\$6,200.36	\$6,479.38	\$6,770.95	\$7,075.65		1.00
Police Records Supervisor	Exempt	(2)	47-A	MM	\$4,113.88	\$4,299.01	\$4,492.46	\$4,694.62	\$4,905.88		1.00
Principal Laboratory Analyst	Exempt	(2)	56-A	MM	\$5,125.46	\$5,356.11	\$5,597.13	\$5,849.00	\$6,112.21		1.00
Public Works Supervisor		(2)	52-A	MM	\$4,648.95	\$4,850.46	\$5,076.76	\$5,305.22	\$5,543.95		1.00
Water Reclamation Chief Plant Operator	Exempt	(2)	62-A	MM	\$5,933.36	\$6,200.36	\$6,479.38	\$6,770.95	\$7,075.65		1.00
Water Reclamation Shift Supervisor		(2)	56-A	MM	\$5,125.46	\$5,356.11	\$5,597.13	\$5,849.00	\$6,112.21		2.00
Water Resources Manager	Exempt	(2)	71-A	MM	\$7,387.94	\$7,720.40	\$8,067.82	\$8,430.87	\$8,810.26		1.00
Water Systems Supervisor	Exempt	(2)	59-A	MM	\$5,513.00	\$5,761.08	\$6,020.33	\$6,291.25	\$6,574.35		1.00
UNREPRESENTED CONFIDENTIAL GROUP (CF)											
Police Commander	Exempt	(3)	73-A	CF	\$8,067.62	\$8,430.66	\$8,810.04	\$9,206.49	\$9,620.78		1.00
Assistant to the City Manager	Exempt	(3)	68-A	CF	\$7,143.34	\$7,464.79	\$7,800.71	\$8,151.74	\$8,518.57		1.00
Executive Assistant to the City Manager		(3)	41-A	CF	\$3,695.87	\$3,862.18	\$4,035.98	\$4,217.60	\$4,407.39		1.00
Human Resources Technician		(3)	40-A	CF	\$3,607.87	\$3,770.23	\$3,939.89	\$4,117.18	\$4,302.45		1.00

Administrative Secretary	(1)	39-A	\$3,568.38	\$3,726.96	\$3,896.76	\$4,072.12	\$4,255.36	1.00
Animal Control Officer	(1)	38-A	\$3,483.42	\$3,640.18	\$3,803.98	\$3,975.16	\$4,154.04	1.00
Code Enforcement and Community Services Officer	(1)	40-A	\$3,657.59	\$3,822.18	\$3,994.18	\$4,173.92	\$4,361.75	1.00
Customer Service Utility Billing Technician	(1)	39-A	\$3,568.38	\$3,728.96	\$3,896.76	\$4,072.12	\$4,255.36	1.00
Electrician	(1)	43-A	\$3,934.14	\$4,111.18	\$4,296.18	\$4,489.51	\$4,691.54	1.00
Maintenance Worker	(1)	38-A	\$3,483.42	\$3,640.18	\$3,803.98	\$3,975.16	\$4,154.04	4.00
Mechanic/Maintenance Worker	(1)	43-A	\$3,934.14	\$4,111.18	\$4,296.18	\$4,489.51	\$4,691.54	2.00
Property and Evidence Technician	(1)	34-A	\$3,159.57	\$3,301.75	\$3,450.32	\$3,605.59	\$3,767.84	1.00
Utility Maintenance Mechanic	(1)	43-A	\$3,934.14	\$4,111.18	\$4,296.18	\$4,489.51	\$4,691.54	2.00
Water Reclamation Operator-In-Training	(1)	38-A	\$3,483.42	\$3,640.18	\$3,803.98	\$3,975.16	\$4,154.04	1.00
Water Reclamation Operator I	(1)	45-A	\$4,130.85	\$4,316.74	\$4,510.99	\$4,713.98	\$4,926.11	2.00
Water Reclamation Operator II	(1)	51-A	\$4,781.97	\$4,997.16	\$5,222.04	\$5,457.03	\$5,702.59	2.00
Water System Operator	(1)	51-A	\$4,781.97	\$4,997.16	\$5,222.04	\$5,457.03	\$5,702.59	2.00
POLICE SERGEANT (PS)								
Police Sergeant		59	\$7,137.72	\$7,458.92	\$7,794.57	\$8,145.33	\$8,511.87	3.00
POLICE OFFICER (PO)								
Police Officer		45	\$5,193.34	\$5,427.04	\$5,671.26	\$5,926.46	\$6,193.15	12.00
Total Authorized Positions:								59.80

Footnotes:

- (1) Pursuant to Resolution No. 5123, Council approved SEIU-General Unit MOU, 2.5% wage increase effective 8/29/15. Additional 2.5% wage increase effective 7/2/16.
- (2) Pursuant to Resolution No. 5124, Council approved SEIU-Mid-Management Unit MOU, 2.5% wage increase effective 8/29/15. Additional 2.5% wage increase effective 7/2/16.
- (3) Pursuant to Resolution No. 5125, Council approved Salary and Benefit Plan for Unrepresented Confidential Group, 2.5% wage increase effective 10/10/15. Additional 2.5% wage increase effective 7/2/16.
- (4) Pursuant to Resolution No. 4302, Classification eligible to receive special compensation in the amount of five percent (5%) for possessing Engineering Registration (PE License).



SECTION TWO

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

Fiscal Year 2015/16
(July 1, 2015 – June 30, 2016)

Approved: June 3, 2015
Amendment No. 1: December 2, 2015

**EXECUTIVE MANAGEMENT (EM)
CLASSIFICATION AND COMPENSATION PLAN
FY 2015/16**

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

**PROFESSIONAL/MID-MANAGEMENT (MM)
CLASSIFICATION AND COMPENSATION PLAN
FY 2015/16**

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
Effective 8/29/15	47-A	Yearly	\$49,366.60	\$51,588.10	\$53,909.56	\$56,335.50	\$58,870.59
		Monthly	\$4,113.88	\$4,299.01	\$4,492.46	\$4,694.62	\$4,905.88
		Bi-weekly	\$1,898.72	\$1,984.16	\$2,073.44	\$2,166.75	\$2,264.25
		Hourly	\$23.73	\$24.80	\$25.92	\$27.08	\$28.30
Effective 7/2/16	47-B	Yearly	\$50,600.77	\$52,877.80	\$55,257.30	\$57,743.88	\$60,342.35
		Monthly	\$4,216.73	\$4,406.48	\$4,604.77	\$4,811.99	\$5,028.53
		Bi-weekly	\$1,946.18	\$2,033.76	\$2,125.28	\$2,220.92	\$2,320.86
		Hourly	\$24.33	\$25.42	\$26.57	\$27.76	\$29.01
Public Works Supervisor Economic Development/Housing Program Coordinator	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
Effective 8/29/15	52-A	Yearly	\$55,787.35	\$58,205.53	\$60,921.17	\$63,662.63	\$66,527.44
		Monthly	\$4,648.95	\$4,850.46	\$5,076.76	\$5,305.22	\$5,543.95
		Bi-weekly	\$2,145.67	\$2,238.67	\$2,343.12	\$2,448.56	\$2,558.75
		Hourly	\$26.82	\$27.98	\$29.29	\$30.61	\$31.98
Effective 7/2/16	52-B	Yearly	\$57,182.03	\$59,660.67	\$62,444.20	\$65,254.19	\$68,190.63
		Monthly	\$4,765.17	\$4,971.72	\$5,203.68	\$5,437.85	\$5,682.55
		Bi-weekly	\$2,199.31	\$2,294.64	\$2,401.70	\$2,509.78	\$2,622.72
		Hourly	\$27.49	\$28.68	\$30.02	\$31.37	\$32.78
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
Effective 8/29/15	56-A	Yearly	\$61,505.55	\$64,273.29	\$67,165.60	\$70,188.04	\$73,346.51
		Monthly	\$5,125.46	\$5,356.11	\$5,597.13	\$5,849.00	\$6,112.21
		Bi-weekly	\$2,365.60	\$2,472.05	\$2,583.29	\$2,699.54	\$2,821.02
		Hourly	\$29.57	\$30.90	\$32.29	\$33.74	\$35.26

Effective 7/2/16	56-B	Yearly	\$63,043.18	\$65,880.12	\$68,844.74	\$71,942.74	\$75,180.17
		Monthly	\$5,253.60	\$5,490.01	\$5,737.06	\$5,995.23	\$6,265.01
		Bi-weekly	\$2,424.74	\$2,533.85	\$2,647.87	\$2,767.03	\$2,891.55
		Hourly	\$30.31	\$31.67	\$33.10	\$34.59	\$36.14
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
Effective 8/29/15	59-A	Yearly	\$66,155.97	\$69,132.98	\$72,243.97	\$75,494.95	\$78,892.22
		Monthly	\$5,513.00	\$5,761.08	\$6,020.33	\$6,291.25	\$6,574.35
		Bi-weekly	\$2,544.46	\$2,658.96	\$2,778.61	\$2,903.65	\$3,034.32
		Hourly	\$31.81	\$33.24	\$34.73	\$36.30	\$37.93
Effective 7/2/16	59-B	Yearly	\$67,809.87	\$70,861.30	\$74,050.07	\$77,382.32	\$80,864.53
		Monthly	\$5,650.82	\$5,905.11	\$6,170.84	\$6,448.53	\$6,738.71
		Bi-weekly	\$2,608.07	\$2,725.43	\$2,848.08	\$2,976.24	\$3,110.17
		Hourly	\$32.60	\$34.07	\$35.60	\$37.20	\$38.88
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
Effective 8/29/15	62-A	Yearly	\$71,200.35	\$74,404.37	\$77,752.57	\$81,251.43	\$84,907.75
		Monthly	\$5,933.36	\$6,200.36	\$6,479.38	\$6,770.95	\$7,075.65
		Bi-weekly	\$2,738.48	\$2,861.71	\$2,990.48	\$3,125.06	\$3,265.68
		Hourly	\$34.23	\$35.77	\$37.38	\$39.06	\$40.82
Effective 7/2/16	62-B	Yearly	\$72,980.36	\$76,264.48	\$79,696.39	\$83,282.72	\$87,030.44
		Monthly	\$6,081.70	\$6,355.37	\$6,641.37	\$6,940.23	\$7,252.54
		Bi-weekly	\$2,806.94	\$2,933.25	\$3,065.25	\$3,203.18	\$3,347.32
		Hourly	\$35.09	\$36.67	\$38.32	\$40.04	\$41.84
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
Effective 8/29/15	69-A	Yearly	\$84,433.64	\$88,233.15	\$92,203.65	\$96,352.81	\$100,688.68
		Monthly	\$7,036.14	\$7,352.76	\$7,683.64	\$8,029.40	\$8,390.72
		Bi-weekly	\$3,247.45	\$3,393.58	\$3,546.29	\$3,705.88	\$3,872.64
		Hourly	\$40.59	\$42.42	\$44.33	\$46.32	\$48.41

Effective 7/2/16	69-B	Yearly	\$86,544.48	\$90,438.98	\$94,508.74	\$98,761.63	\$103,205.90
		Monthly	\$7,212.04	\$7,536.58	\$7,875.73	\$8,230.14	\$8,600.49
		Bi-weekly	\$3,328.63	\$3,478.42	\$3,634.95	\$3,798.52	\$3,969.46
		Hourly	\$41.61	\$43.48	\$45.44	\$47.48	\$49.62
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
Effective 8/29/15	71-A	Yearly	\$88,655.33	\$92,644.81	\$96,813.82	\$101,170.45	\$105,723.12
		Monthly	\$7,387.94	\$7,720.40	\$8,067.82	\$8,430.87	\$8,810.26
		Bi-weekly	\$3,409.82	\$3,563.26	\$3,723.61	\$3,891.17	\$4,066.27
		Hourly	\$42.62	\$44.54	\$46.55	\$48.64	\$50.83
Effective 7/2/16	71-B	Yearly	\$90,871.71	\$94,960.93	\$99,234.17	\$103,699.71	\$108,366.20
		Monthly	\$7,572.64	\$7,913.41	\$8,269.51	\$8,641.64	\$9,030.52
		Bi-weekly	\$3,495.07	\$3,652.34	\$3,816.70	\$3,988.45	\$4,167.93
		Hourly	\$43.69	\$45.65	\$47.71	\$49.86	\$52.10

Mid-Management (MM)

**UNREPRESENTED CONFIDENTIAL GROUP (CF)
CLASSIFICATION AND COMPENSATION PLAN
FY 2015/16**

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
Effective 10/10/15	40-A	Yearly	\$43,294.46	\$45,242.71	\$47,278.63	\$49,406.17	\$51,629.45
		Monthly	\$3,607.87	\$3,770.23	\$3,939.89	\$4,117.18	\$4,302.45
		Bi-weekly	\$1,665.17	\$1,740.10	\$1,818.41	\$1,900.24	\$1,985.75
		Hourly	\$20.81	\$21.75	\$22.73	\$23.75	\$24.82
Effective 7/2/16	40-B	Yearly	\$44,376.82	\$46,373.78	\$48,460.60	\$50,641.33	\$52,920.19
		Monthly	\$3,698.07	\$3,864.48	\$4,038.38	\$4,220.11	\$4,410.02
		Bi-weekly	\$1,706.80	\$1,783.61	\$1,863.87	\$1,947.74	\$2,035.39
		Hourly	\$21.34	\$22.30	\$23.30	\$24.35	\$25.44
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
Effective 10/10/15	41-A	Yearly	\$44,350.42	\$46,346.19	\$48,431.77	\$50,611.20	\$52,888.71
		Monthly	\$3,695.87	\$3,862.18	\$4,035.98	\$4,217.60	\$4,407.39
		Bi-weekly	\$1,705.79	\$1,782.55	\$1,862.76	\$1,946.58	\$2,034.18
		Hourly	\$21.32	\$22.28	\$23.28	\$24.33	\$25.43
Effective 7/2/16	41-B	Yearly	\$45,459.18	\$47,504.85	\$49,642.57	\$51,876.48	\$54,210.92
		Monthly	\$3,788.27	\$3,958.74	\$4,136.88	\$4,323.04	\$4,517.58
		Bi-weekly	\$1,748.43	\$1,827.11	\$1,909.33	\$1,995.25	\$2,085.04
		Hourly	\$21.86	\$22.84	\$23.87	\$24.94	\$26.06
Assistant to the City Manager	68	Yearly	\$83,629.34	\$87,392.66	\$91,325.33	\$95,434.97	\$99,729.54
		Monthly	\$6,969.11	\$7,282.72	\$7,610.44	\$7,952.91	\$8,310.80
		Bi-weekly	\$3,216.51	\$3,361.26	\$3,512.51	\$3,670.58	\$3,835.75
		Hourly	\$40.21	\$42.02	\$43.91	\$45.88	\$47.95
Effective 10/10/15	68-A	Yearly	\$85,720.07	\$89,577.48	\$93,608.46	\$97,820.84	\$102,222.78
		Monthly	\$7,143.34	\$7,464.79	\$7,800.71	\$8,151.74	\$8,518.57
		Bi-weekly	\$3,296.93	\$3,445.29	\$3,600.33	\$3,762.34	\$3,931.65
		Hourly	\$41.21	\$43.07	\$45.00	\$47.03	\$49.15
Effective 7/2/16	68-B	Yearly	\$87,863.07	\$91,816.91	\$95,948.67	\$100,266.36	\$104,778.35

		Monthly	\$7,321.92	\$7,651.41	\$7,995.72	\$8,355.53	\$8,731.53
		Bi-weekly	\$3,379.35	\$3,531.42	\$3,690.33	\$3,856.40	\$4,029.94
		Hourly	\$42.24	\$44.14	\$46.13	\$48.20	\$50.37
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
Effective 10/10/15	73-A	Yearly	\$96,811.41	\$101,167.93	\$105,720.48	\$110,477.90	\$115,449.41
		Monthly	\$8,067.62	\$8,430.66	\$8,810.04	\$9,206.49	\$9,620.78
		Bi-weekly	\$3,723.52	\$3,891.07	\$4,066.17	\$4,249.15	\$4,440.36
		Hourly	\$46.54	\$48.64	\$50.83	\$53.11	\$55.50
Effective 7/2/16	73-B	Yearly	\$99,231.70	\$103,697.12	\$108,363.50	\$113,239.85	\$118,335.65
		Monthly	\$8,269.31	\$8,641.43	\$9,030.29	\$9,436.65	\$9,861.30
		Bi-weekly	\$3,816.60	\$3,988.35	\$4,167.83	\$4,355.38	\$4,551.37
		Hourly	\$47.71	\$49.85	\$52.10	\$54.44	\$56.89

Unrepresented Confidential Group (CF)

CLASSIFIED (CL)
CLASSIFICATION AND COMPENSATION PLAN
FY 2015/16

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
Effective 8/29/15	34-A	Yearly	\$37,914.79	\$39,620.95	\$41,403.90	\$43,267.07	\$45,214.09
		Monthly	\$3,159.57	\$3,301.75	\$3,450.32	\$3,605.59	\$3,767.84
		Bi-weekly	\$1,458.26	\$1,523.88	\$1,592.46	\$1,664.12	\$1,739.00
		Hourly	\$18.23	\$19.05	\$19.91	\$20.80	\$21.74
Effective 7/2/16	34-B	Yearly	\$38,862.66	\$40,611.48	\$42,438.99	\$44,348.75	\$46,344.44
		Monthly	\$3,238.55	\$3,384.29	\$3,536.58	\$3,695.73	\$3,862.04
		Bi-weekly	\$1,494.72	\$1,561.98	\$1,632.27	\$1,705.72	\$1,782.48
		Hourly	\$18.68	\$19.52	\$20.40	\$21.32	\$22.28
Animal Control Officer Maintenance Worker Water Reclamation Operator In Training	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
Effective 8/29/15	38-A	Yearly	\$41,801.05	\$43,682.10	\$45,647.80	\$47,701.95	\$49,848.53
		Monthly	\$3,483.42	\$3,640.18	\$3,803.98	\$3,975.16	\$4,154.04
		Bi-weekly	\$1,607.73	\$1,680.08	\$1,755.68	\$1,834.69	\$1,917.25
		Hourly	\$20.10	\$21.00	\$21.95	\$22.93	\$23.97
Effective 7/2/16	38-B	Yearly	\$42,846.08	\$44,774.15	\$46,788.99	\$48,894.50	\$51,094.75
		Monthly	\$3,570.51	\$3,731.18	\$3,899.08	\$4,074.54	\$4,257.90
		Bi-weekly	\$1,647.93	\$1,722.08	\$1,799.58	\$1,880.56	\$1,965.18
		Hourly	\$20.60	\$21.53	\$22.49	\$23.51	\$24.56
Administrative Secretary Customer Service Utility Billing Technician	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
Effective 8/29/15	39-A	Yearly	\$42,820.59	\$44,747.52	\$46,761.16	\$48,865.41	\$51,064.35
		Monthly	\$3,568.38	\$3,728.96	\$3,896.76	\$4,072.12	\$4,255.36
		Bi-weekly	\$1,646.95	\$1,721.06	\$1,798.51	\$1,879.44	\$1,964.01
		Hourly	\$20.59	\$21.51	\$22.48	\$23.49	\$24.55

Effective 7/2/16	39-B	Yearly	\$43,891.11	\$45,866.21	\$47,930.19	\$50,087.04	\$52,340.96
		Monthly	\$3,657.59	\$3,822.18	\$3,994.18	\$4,173.92	\$4,361.75
		Bi-weekly	\$1,688.12	\$1,764.08	\$1,843.47	\$1,926.42	\$2,013.11
		Hourly	\$21.10	\$22.05	\$23.04	\$24.08	\$25.16
Code Enforcement and Community Services Officer	40	Yearly	\$42,820.59	\$44,747.52	\$46,761.16	\$48,865.41	\$51,064.35
		Monthly	\$3,568.38	\$3,728.96	\$3,896.76	\$4,072.12	\$4,255.36
		Bi-weekly	\$1,646.95	\$1,721.06	\$1,798.51	\$1,879.44	\$1,964.01
		Hourly	\$20.59	\$21.51	\$22.48	\$23.49	\$24.55
Effective 8/29/15	40-A	Yearly	\$43,891.11	\$45,866.21	\$47,930.19	\$50,087.04	\$52,340.96
		Monthly	\$3,657.59	\$3,822.18	\$3,994.18	\$4,173.92	\$4,361.75
		Bi-weekly	\$1,688.12	\$1,764.08	\$1,843.47	\$1,926.42	\$2,013.11
		Hourly	\$21.10	\$22.05	\$23.04	\$24.08	\$25.16
Effective 7/2/16	40-B	Yearly	\$44,988.38	\$47,012.86	\$49,128.44	\$51,339.22	\$53,649.49
		Monthly	\$3,749.03	\$3,917.74	\$4,094.04	\$4,278.27	\$4,470.79
		Bi-weekly	\$1,730.32	\$1,808.19	\$1,889.56	\$1,974.59	\$2,063.44
		Hourly	\$21.63	\$22.60	\$23.62	\$24.68	\$25.79
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
Effective 8/29/15	43-A	Yearly	\$47,209.70	\$49,334.14	\$51,554.18	\$53,874.11	\$56,298.45
		Monthly	\$3,934.14	\$4,111.18	\$4,296.18	\$4,489.51	\$4,691.54
		Bi-weekly	\$1,815.76	\$1,897.47	\$1,982.85	\$2,072.08	\$2,165.32
		Hourly	\$22.70	\$23.72	\$24.79	\$25.90	\$27.07
Effective 7/2/16	43-B	Yearly	\$48,389.95	\$50,567.49	\$52,843.03	\$55,220.97	\$57,705.91
		Monthly	\$4,032.50	\$4,213.96	\$4,403.59	\$4,601.75	\$4,808.83
		Bi-weekly	\$1,861.15	\$1,944.90	\$2,032.42	\$2,123.88	\$2,219.46
		Hourly	\$23.26	\$24.31	\$25.41	\$26.55	\$27.74
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
Effective 8/29/15	45-A	Yearly	\$49,570.19	\$51,800.85	\$54,131.88	\$56,567.82	\$59,113.37
		Monthly	\$4,130.85	\$4,316.74	\$4,510.99	\$4,713.98	\$4,926.11
		Bi-weekly	\$1,906.55	\$1,992.34	\$2,082.00	\$2,175.69	\$2,273.59
		Hourly	\$23.83	\$24.90	\$26.02	\$27.20	\$28.42

Effective 7/2/16	45-B	Yearly	\$50,809.44	\$53,095.87	\$55,485.18	\$57,982.01	\$60,591.21
		Monthly	\$4,234.12	\$4,424.66	\$4,623.77	\$4,831.83	\$5,049.27
		Bi-weekly	\$1,954.21	\$2,042.15	\$2,134.05	\$2,230.08	\$2,330.43
		Hourly	\$24.43	\$25.53	\$26.68	\$27.88	\$29.13
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
Effective 8/29/15	51-A	Yearly	\$57,383.69	\$59,965.95	\$62,664.42	\$65,484.32	\$68,431.12
		Monthly	\$4,781.97	\$4,997.16	\$5,222.04	\$5,457.03	\$5,702.59
		Bi-weekly	\$2,207.06	\$2,306.38	\$2,410.17	\$2,518.63	\$2,631.97
		Hourly	\$27.59	\$28.83	\$30.13	\$31.48	\$32.90
Effective 7/2/16	51-B	Yearly	\$58,818.28	\$61,465.10	\$64,231.03	\$67,121.43	\$70,141.89
		Monthly	\$4,901.52	\$5,122.09	\$5,352.59	\$5,593.45	\$5,845.16
		Bi-weekly	\$2,262.24	\$2,364.04	\$2,470.42	\$2,581.59	\$2,697.77
		Hourly	\$28.28	\$29.55	\$30.88	\$32.27	\$33.72

Classified (CL)

**POLICE SERGEANT (PS)
CLASSIFICATION AND COMPENSATION PLAN
FY 2015/16**

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 2015/16**

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



SOLEDAD

CALIFORNIA

Gateway to the Pinnacles

SECTION THREE

CLASSIFICATION AND COMPENSATION PLAN Job Descriptions

Fiscal Year 2015/16
(July 1, 2015 – June 30, 2016)

Approved: June 3, 2015
Amendment No. 1: December 2, 2015

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

