

RESOLUTION NO. 5355

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD
APPROVING AMENDMENT NO. 1 OF THE CLASSIFICATION
AND COMPENSATION PLAN FOR FISCAL YEAR 2017/18
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 Amendment No. 1 to the FY 2017/18 of the Classification and Compensation Plan, which is consistent with Council approved Resolution No.'s. 5306, 5307, 5324, and 5352; and

WHEREAS, the amendment will reflect changes to the salary schedules for the classifications in the Service Employees International Union (SEIU) Local 521 Mid-Management and General Units, Unrepresented Confidential Group and the Soledad Police Officers Association (SPOA) effective July 1, 2017; and

WHEREAS, the amendment will reflect 3 additional steps; Steps 6, 7, and 8, to the Police Sergeant and Police Officer classifications, as well as add a Police Officer II classification; and

WHEREAS, the amendment will also reflect changes to the salary schedule for the Community and Economic Development Director, Public Works Director and Police Chief effective January 1, 2018.

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 3rd day of January, 2018, by the following vote:

AYES, and in favor thereof, Councilmembers: Christopher Bourke, Mayor Pro Tem Alejandro Chavez, Anna Velazquez, Carla Stewart and Mayor Fred Ledesma

NOES, Councilmembers: None

ABSENT, Councilmembers: None

ABSTAIN, Councilmembers: None


FRED J. LEDESMA, Mayor

ATTEST:



MICHAEL McHATTEN, City Clerk



SECTION ONE

**CLASSIFICATION AND COMPENSATION PLAN
Summary of Job Classifications and Salary Ranges**

Fiscal Year 2017/18
(July 1, 2017 – June 30, 2018)

**Approved: June 7, 2017 with FY 2017/18 Budget
Amendment No. 1: January 3, 2018**



Classification	FLSA Exempt Status	See Footnote	Salary Range	Salary Schedule	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	# Auth. Positions
Mayor and City Council	N/A		N/A	N/A	Mayor: \$612/month and City Council; \$512/month								5.00
Planning Commission	N/A		N/A	N/A		\$150/meeting							5.00
City Manager	Exempt		N/A	N/A		\$13,333.33							1.00
Community/Economic Development Director	Exempt	(1)	81-B	EM	\$10,002.36	\$10,452.47	\$10,922.83	\$11,414.36	\$11,928.01				1.00
Police Chief	Exempt	(1)	86-B	EM	\$11,303.30	\$11,811.95	\$12,343.48	\$12,898.94	\$13,479.39				1.00
Public Works Director	Exempt	(1)(2)	81-B	EM	\$10,002.36	\$10,452.47	\$10,922.83	\$11,414.36	\$11,928.01				1.00
Building Official	Exempt	(3)	69-C	MM	\$7,356.28	\$7,687.31	\$8,033.24	\$8,394.74	\$8,772.50				0.80
Econ. Develop./Housing Coord.	Exempt	(3)	52-C	MM	\$4,860.47	\$5,071.16	\$5,307.76	\$5,546.61	\$5,796.20				1.00
Police Records Supervisor		(3)	47-C	MM	\$4,301.07	\$4,494.61	\$4,696.87	\$4,908.23	\$5,129.10				1.00
Laboratory Analyst	Exempt	(3)	56-C	MM	\$5,358.67	\$5,599.81	\$5,851.80	\$6,115.13	\$6,390.31				1.00
Public Works Supervisor		(3)	52-C	MM	\$4,860.47	\$5,071.16	\$5,307.76	\$5,546.61	\$5,796.20				1.00
Water Reclamation Chief Plant Operator	Exempt	(3)	62-C	MM	\$6,203.33	\$6,482.48	\$6,774.19	\$7,079.03	\$7,397.59				1.00
Water Reclamation Shift Supervisor		(3)	56-C	MM	\$5,358.67	\$5,599.81	\$5,851.80	\$6,115.13	\$6,390.31				2.00
Water Systems Supervisor	Exempt	(3)	59-C	MM	\$5,763.84	\$6,023.21	\$6,294.26	\$6,577.50	\$6,873.48				1.00
Administrative Specialist		(5)	47-C	CF	\$4,364.00	\$4,560.38	\$4,765.60	\$4,980.05	\$5,204.15				1.00
Assistant to the City Manager	Exempt	(5)	68-C	CF	\$7,468.36	\$7,804.44	\$8,155.64	\$8,522.64	\$8,906.16				1.00
Executive Assistant to the City Manager		(5)	41-C	CF	\$3,864.03	\$4,037.91	\$4,219.62	\$4,409.50	\$4,607.93				1.00
Public Works Manager	Exempt	(5)	71-C	CF	\$7,645.97	\$7,990.03	\$8,349.59	\$8,725.32	\$9,117.96				1.00
Deputy Police Chief	Exempt	(5)	73-C	CF	\$8,434.69	\$8,814.26	\$9,210.90	\$9,625.39	\$10,058.53				1.00

Administrative Secretary	(4)	39-C	CL	\$3,730.74	\$3,898.63	\$4,074.07	\$4,257.40	\$4,448.98	1.00			
Animal Control Officer	(4)	38-C	CL	\$3,641.92	\$3,805.80	\$3,977.06	\$4,156.03	\$4,343.05	1.00			
Code Enforcement and Community Services Officer	(4)	40-C	CL	\$3,824.01	\$3,996.09	\$4,175.92	\$4,363.83	\$4,560.21	1.00			
Customer Service Utility Billing Technician	(4)	39-C	CL	\$3,730.74	\$3,898.63	\$4,074.07	\$4,257.40	\$4,448.98	1.00			
Electrician	(4)	43-C	CL	\$4,113.15	\$4,298.24	\$4,491.66	\$4,693.78	\$4,905.00	1.00			
Maintenance Worker	(4)	38-C	CL	\$3,641.92	\$3,805.80	\$3,977.06	\$4,156.03	\$4,343.05	4.00			
Mechanic/Maintenance Worker	(4)	43-C	CL	\$4,113.15	\$4,298.24	\$4,491.66	\$4,693.78	\$4,905.00	2.00			
Property and Evidence Technician	(4)	34-C	CL	\$3,303.33	\$3,451.98	\$3,607.31	\$3,769.64	\$3,939.28	1.00			
Utility Maintenance Mechanic	(4)	43-C	CL	\$4,113.15	\$4,298.24	\$4,491.66	\$4,693.78	\$4,905.00	2.00			
Water Reclamation Operator-In-Training	(4)	38-C	CL	\$3,641.92	\$3,805.80	\$3,977.06	\$4,156.03	\$4,343.05	1.00			
Water Reclamation Operator I	(4)	45-C	CL	\$4,318.80	\$4,513.15	\$4,716.24	\$4,928.47	\$5,150.25	2.00			
Water Reclamation Operator II	(4)	51-C	CL	\$4,999.55	\$5,224.53	\$5,459.64	\$5,705.32	\$5,962.06	2.00			
Water System Operator	(4)	51-C	CL	\$4,999.55	\$5,224.53	\$5,459.64	\$5,705.32	\$5,962.06	2.00			
Police Sergeant	(6/8)	59-A	PS	\$7,351.86	\$7,682.69	\$8,028.41	\$8,389.69	\$8,767.22	\$9,161.75	\$9,574.03	\$10,004.86	4.00
Police Officer	(6/7/9)	45-A	PO	\$5,349.14	\$5,589.85	\$5,841.39	\$6,104.26	\$6,378.95	12.00			
Police Officer II	(6/7/9)	45-A	PO	\$5,349.14	\$5,589.85	\$5,841.39	\$6,104.26	\$6,378.95	\$6,666.00	\$6,965.97	\$7,279.44	64.80
Footnotes:										Total Authorized Positions:		

- (1) Pursuant to Resolution No. 5354, Council approved 2% wage increase for Community Development Director, Public Works Director and Police Chief effective 1/1/18.
- (2) Pursuant to Resolution No. 4302, Classification eligible to receive special compensation in the amount of five percent (5%) for possessing Engineering Registration (PE License).
- (3) Pursuant to Resolution No. 5306, Council approved SEIU-Mid-Management Unit MOU, 2% wage increase effective 7/1/17.
- (4) Pursuant to Resolution No. 5307, Council approved SEIU-General Unit MOU, 2% wage increase effective 7/1/17.
- (5) Pursuant to Resolution No. 5324, Council approved Unrepresented Confidential Group, 2% wage increase effective 7/1/17.
- (6) Pursuant to Resolution No. 5352, Council approved SPOA, 3% wage increase effective 7/1/17.
- (7) Pursuant to Resolution No. 5296/SA-2017-01, one additional Police Officer FTE approved effective 1/1/18; funded by Measure Y
- (8) Pursuant to Resolution No. 5352, upon 5th year of service as a Police Sergeant, Employee will be eligible to receive 3 future step increases; Steps 6, 7 and 8
- (9) Pursuant to Resolution No. 5352, upon 5th year of service as a Police Officer, Employee will be eligible to be promoted to Police Officer II position, which employee then becomes eligible to receive Steps 6, 7 and 8



SECTION TWO

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

Fiscal Year 2017/18
(July 1, 2017 – June 30, 2018)

**Approved: June 7, 2017 with FY 2017/18 Budget
Amendment No. 1: January 3, 2018**



**EXECUTIVE MANAGEMENT (EM)
CLASSIFICATION AND COMPENSATION PLAN
FY 2017/18**

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Community/Economic	81	Yearly	\$114,804.76	\$119,970.97	\$125,369.67	\$131,011.30	\$136,906.81
Development Director		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
Effective 1/1/17	81-A	Yearly	\$117,674.87	\$122,970.25	\$128,503.91	\$134,286.58	\$140,329.48
		Monthly	\$9,806.24	\$10,247.52	\$10,708.66	\$11,190.55	\$11,694.12
		Bi-weekly	\$4,525.96	\$4,729.62	\$4,942.46	\$5,164.87	\$5,397.29
		Hourly	\$56.57	\$59.12	\$61.78	\$64.56	\$67.47
Effective 1/1/18	81-B	Yearly	\$120,028.37	\$125,429.65	\$131,073.99	\$136,972.32	\$143,136.07
2% COLA		Monthly	\$10,002.36	\$10,452.47	\$10,922.83	\$11,414.36	\$11,928.01
		Bi-weekly	\$4,616.48	\$4,824.22	\$5,041.31	\$5,268.17	\$5,505.23
		Hourly	\$57.71	\$60.30	\$63.02	\$65.85	\$68.82
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
Effective 1/1/17	86-A	Yearly	\$132,979.96	\$138,964.07	\$145,217.45	\$151,752.23	\$158,581.08
		Monthly	\$11,081.66	\$11,580.34	\$12,101.45	\$12,646.02	\$13,215.09
		Bi-weekly	\$5,114.61	\$5,344.77	\$5,585.29	\$5,836.62	\$6,099.27
		Hourly	\$63.93	\$66.81	\$69.82	\$72.96	\$76.24
Effective 1/1/18	86-B	Yearly	\$135,639.56	\$141,743.35	\$148,121.80	\$154,787.28	\$161,752.70
2% COLA		Monthly	\$11,303.30	\$11,811.95	\$12,343.48	\$12,898.94	\$13,479.39
		Bi-weekly	\$5,216.91	\$5,451.67	\$5,696.99	\$5,953.36	\$6,221.26
		Hourly	\$65.21	\$68.15	\$71.21	\$74.42	\$77.77



**UNREPRESENTED CONFIDENTIAL GROUP (CF)
CLASSIFICATION AND COMPENSATION PLAN
FY 2017/18**

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
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
Effective 7/1/17	41-C	Yearly	\$46,368.37	\$48,454.94	\$50,635.42	\$52,914.01	\$55,295.14
		Monthly	\$3,864.03	\$4,037.91	\$4,219.62	\$4,409.50	\$4,607.93
		Bi-weekly	\$1,783.40	\$1,863.65	\$1,947.52	\$2,035.15	\$2,126.74
		Hourly	\$22.29	\$23.30	\$24.34	\$25.44	\$26.58
Administrative Specialist	47-A	Yearly	\$50,088.94	\$52,342.94	\$54,698.37	\$57,159.80	\$59,731.99
		Monthly	\$4,174.08	\$4,361.91	\$4,558.20	\$4,763.32	\$4,977.67
		Bi-weekly	\$1,926.50	\$2,013.19	\$2,103.78	\$2,198.45	\$2,297.38
		Hourly	\$24.08	\$25.16	\$26.30	\$27.48	\$28.72
Effective 7/2/16	47-B	Yearly	\$51,341.16	\$53,651.51	\$56,065.83	\$58,588.79	\$61,225.29
		Monthly	\$4,278.43	\$4,470.96	\$4,672.15	\$4,882.40	\$5,102.11
		Bi-weekly	\$1,974.66	\$2,063.52	\$2,156.38	\$2,253.42	\$2,354.82
		Hourly	\$24.68	\$25.79	\$26.95	\$28.17	\$29.44
Effective 7/1/17	47-C	Yearly	\$52,367.98	\$54,724.54	\$57,187.15	\$59,760.57	\$62,449.79
		Monthly	\$4,364.00	\$4,560.38	\$4,765.60	\$4,980.05	\$5,204.15
		Bi-weekly	\$2,014.15	\$2,104.79	\$2,199.51	\$2,298.48	\$2,401.92
		Hourly	\$25.18	\$26.31	\$27.49	\$28.73	\$30.02
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
Effective 7/1/17	68-C	Yearly	\$89,620.34	\$93,653.25	\$97,867.65	\$102,271.69	\$106,873.92
		Monthly	\$7,468.36	\$7,804.44	\$8,155.64	\$8,522.64	\$8,906.16
		Bi-weekly	\$3,446.94	\$3,602.05	\$3,764.14	\$3,933.53	\$4,110.54
		Hourly	\$43.09	\$45.03	\$47.05	\$49.17	\$51.38
Public Works Manager	71	Yearly	\$ 89,952.53	\$ 94,000.40	\$ 98,230.41	\$ 102,650.78	\$ 107,270.07
		Monthly	\$ 7,496.04	\$ 7,833.37	\$ 8,185.87	\$ 8,554.23	\$ 8,939.17
		Bi-weekly	\$ 3,459.71	\$ 3,615.40	\$ 3,778.09	\$ 3,948.11	\$ 4,125.77
		Hourly	\$ 43.25	\$ 45.19	\$ 47.23	\$ 49.35	\$ 51.57
Effective 7/1/17	71-C	Yearly	\$91,751.58	\$95,880.40	\$100,195.02	\$104,703.80	\$109,415.47
		Monthly	\$7,645.97	\$7,990.03	\$8,349.59	\$8,725.32	\$9,117.96
		Bi-weekly	\$3,528.91	\$3,687.71	\$3,853.65	\$4,027.07	\$4,208.29
		Hourly	\$44.11	\$46.10	\$48.17	\$50.34	\$52.60
Deputy Police Chief	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
Effective 7/1/17	73-C	Yearly	\$101,216.33	\$105,771.07	\$110,530.77	\$115,504.65	\$120,702.36
		Monthly	\$8,434.69	\$8,814.26	\$9,210.90	\$9,625.39	\$10,058.53
		Bi-weekly	\$3,892.94	\$4,068.12	\$4,251.18	\$4,442.49	\$4,642.40
		Hourly	\$48.66	\$50.85	\$53.14	\$55.53	\$58.03

Unrepresented Confidential Group (CF) - Approved 7.19.17

**PROFESSIONAL/MID-MANAGEMENT (MM)
CLASSIFICATION AND COMPENSATION PLAN
FY 2017/18**

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
Effective 7/1/17	47-C	Yearly	\$51,612.78	\$53,935.35	\$56,362.44	\$58,898.76	\$61,549.20
		Monthly	\$4,301.07	\$4,494.61	\$4,696.87	\$4,908.23	\$5,129.10
		Bi-weekly	\$1,985.11	\$2,074.44	\$2,167.79	\$2,265.34	\$2,367.28
		Hourly	\$24.81	\$25.93	\$27.10	\$28.32	\$29.59
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
Effective 7/1/17	52-C	Yearly	\$58,325.67	\$60,853.88	\$63,693.09	\$66,559.28	\$69,554.44
		Monthly	\$4,860.47	\$5,071.16	\$5,307.76	\$5,546.61	\$5,796.20
		Bi-weekly	\$2,243.30	\$2,340.53	\$2,449.73	\$2,559.97	\$2,675.17
		Hourly	\$28.04	\$29.26	\$30.62	\$32.00	\$33.44



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
Effective 7/1/17	56-C	Yearly	\$64,304.05	\$67,197.73	\$70,221.63	\$73,381.60	\$76,683.78
		Monthly	\$5,358.67	\$5,599.81	\$5,851.80	\$6,115.13	\$6,390.31
		Bi-weekly	\$2,473.23	\$2,584.53	\$2,700.83	\$2,822.37	\$2,949.38
		Hourly	\$30.92	\$32.31	\$33.76	\$35.28	\$36.87

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
Effective 7/1/17	59-C	Yearly	\$69,166.07	\$72,278.53	\$75,531.07	\$78,929.97	\$82,481.82
		Monthly	\$5,763.84	\$6,023.21	\$6,294.26	\$6,577.50	\$6,873.48
		Bi-weekly	\$2,660.23	\$2,779.94	\$2,905.04	\$3,035.77	\$3,172.38
		Hourly	\$33.25	\$34.75	\$36.31	\$37.95	\$39.65

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
Effective 7/1/17	62-C	Yearly	\$74,439.97	\$77,789.77	\$81,290.32	\$84,948.37	\$88,771.05
		Monthly	\$6,203.33	\$6,482.48	\$6,774.19	\$7,079.03	\$7,397.59
		Bi-weekly	\$2,863.08	\$2,991.91	\$3,126.55	\$3,267.25	\$3,414.27
		Hourly	\$35.79	\$37.40	\$39.08	\$40.84	\$42.68
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
Effective 7/1/17	69-C	Yearly	\$88,275.37	\$92,247.76	\$96,398.92	\$100,736.86	\$105,270.02
		Monthly	\$7,356.28	\$7,687.31	\$8,033.24	\$8,394.74	\$8,772.50
		Bi-weekly	\$3,395.21	\$3,547.99	\$3,707.65	\$3,874.49	\$4,048.85
		Hourly	\$42.44	\$44.35	\$46.35	\$48.43	\$50.61

Mid-Management (MM) - Amended 7.5.17



CLASSIFIED (CL)
CLASSIFICATION AND COMPENSATION PLAN
FY 2017/18

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
Effective 7/1/17	34-C	Yearly	\$39,639.91	\$41,423.71	\$43,287.77	\$45,235.72	\$47,271.33
		Monthly	\$3,303.33	\$3,451.98	\$3,607.31	\$3,769.64	\$3,939.28
		Bi-weekly	\$1,524.61	\$1,593.22	\$1,664.91	\$1,739.84	\$1,818.13
		Hourly	\$19.06	\$19.92	\$20.81	\$21.75	\$22.73
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
Effective 7/1/17	38-C	Yearly	\$43,703.00	\$45,669.64	\$47,724.77	\$49,872.39	\$52,116.64
		Monthly	\$3,641.92	\$3,805.80	\$3,977.06	\$4,156.03	\$4,343.05
		Bi-weekly	\$1,680.88	\$1,756.52	\$1,835.57	\$1,918.17	\$2,004.49
		Hourly	\$21.01	\$21.96	\$22.94	\$23.98	\$25.06

Administrative Secretary	39	Yearly	\$41,776.19	\$43,656.12	\$45,620.64	\$47,673.57	\$49,818.88
Customer Service Utility		Monthly	\$3,481.35	\$3,638.01	\$3,801.72	\$3,972.80	\$4,151.57
Billing Technician		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
Effective 7/1/17	39-C	Yearly	\$44,768.93	\$46,783.53	\$48,888.79	\$51,088.79	\$53,387.78
		Monthly	\$3,730.74	\$3,898.63	\$4,074.07	\$4,257.40	\$4,448.98
		Bi-weekly	\$1,721.88	\$1,799.37	\$1,880.34	\$1,964.95	\$2,053.38
		Hourly	\$21.52	\$22.49	\$23.50	\$24.56	\$25.67
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
Effective 7/1/17	40-C	Yearly	\$45,888.15	\$47,953.12	\$50,111.01	\$52,366.01	\$54,722.48
		Monthly	\$3,824.01	\$3,996.09	\$4,175.92	\$4,363.83	\$4,560.21
		Bi-weekly	\$1,764.93	\$1,844.35	\$1,927.35	\$2,014.08	\$2,104.71
		Hourly	\$22.06	\$23.05	\$24.09	\$25.18	\$26.31

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
Effective 7/1/17	43-C	Yearly	\$49,357.74	\$51,578.84	\$53,899.89	\$56,325.39	\$58,860.03
		Monthly	\$4,113.15	\$4,298.24	\$4,491.66	\$4,693.78	\$4,905.00
		Bi-weekly	\$1,898.37	\$1,983.80	\$2,073.07	\$2,166.36	\$2,263.85
		Hourly	\$23.73	\$24.80	\$25.91	\$27.08	\$28.30
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
Effective 7/1/17	45-C	Yearly	\$51,825.63	\$54,157.79	\$56,594.89	\$59,141.66	\$61,803.03
		Monthly	\$4,318.80	\$4,513.15	\$4,716.24	\$4,928.47	\$5,150.25
		Bi-weekly	\$1,993.29	\$2,082.99	\$2,176.73	\$2,274.68	\$2,377.04
		Hourly	\$24.92	\$26.04	\$27.21	\$28.43	\$29.71

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
Effective 7/1/17	51-C	Yearly	\$59,994.65	\$62,694.41	\$65,515.65	\$68,463.86	\$71,544.73
		Monthly	\$4,999.55	\$5,224.53	\$5,459.64	\$5,705.32	\$5,962.06
		Bi-weekly	\$2,307.49	\$2,411.32	\$2,519.83	\$2,633.23	\$2,751.72
		Hourly	\$28.84	\$30.14	\$31.50	\$32.92	\$34.40

**POLICE SERGEANT (PS)
CLASSIFICATION AND COMPENSATION PLAN
FY 2017/18**

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	\$44.75	\$46.77
Effective 7/1/17 3% COLA	59-A	Yearly	\$88,222.26	\$92,192.26	\$96,340.91	\$100,676.25	\$105,206.68
		Monthly	\$7,351.86	\$7,682.69	\$8,028.41	\$8,389.69	\$8,767.22
		Bi-weekly	\$3,393.16	\$3,545.86	\$3,705.42	\$3,872.16	\$4,046.41
		Hourly	\$40.39	\$42.21	\$44.11	\$46.10	\$48.17

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Police Sergeant	59-A	Yearly	\$88,222.26	\$92,192.26	\$96,340.91	\$100,676.25	\$105,206.68	\$109,940.98	\$114,888.33	\$120,058.30
*** Upon completion		Monthly	\$7,351.86	\$7,682.69	\$8,028.41	\$8,389.69	\$8,767.22	\$9,161.75	\$9,574.03	\$10,004.86
of 5th year of service		Bi-weekly	\$3,393.16	\$3,545.86	\$3,705.42	\$3,872.16	\$4,046.41	\$4,228.50	\$4,418.78	\$4,617.63
as a Police Sergeant		Hourly	\$40.39	\$42.21	\$44.11	\$46.10	\$48.17	\$50.34	\$52.60	\$54.97



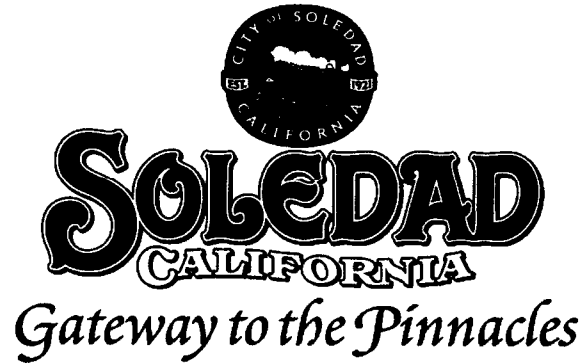
**POLICE OFFICER (PO)
CLASSIFICATION AND COMPENSATION PLAN
FY 2017/18**

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Police Officer	45	Yearly	\$62,320.07	\$65,124.47	\$68,055.07	\$71,117.55	\$74,317.84
		Monthly	\$5,193.34	\$5,427.04	\$5,671.26	\$5,926.46	\$6,193.15
		Bi-weekly	\$2,396.93	\$2,504.79	\$2,617.50	\$2,735.29	\$2,858.38
		Hourly	\$28.53	\$29.82	\$31.16	\$32.56	\$34.03
Effective 7/1/17 3% COLA	45-A	Yearly	\$64,189.67	\$67,078.20	\$70,096.72	\$73,251.08	\$76,547.38
		Monthly	\$5,349.14	\$5,589.85	\$5,841.39	\$6,104.26	\$6,378.95
		Bi-weekly	\$2,468.83	\$2,579.93	\$2,696.03	\$2,817.35	\$2,944.13
		Hourly	\$29.39	\$30.71	\$32.10	\$33.54	\$35.05

Classification	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Police Officer II *** Upon completion of 5th year of service as a Police Officer	45-A	Yearly						\$79,992.01	\$83,591.65	\$87,353.27
		Monthly						\$6,666.00	\$6,965.97	\$7,279.44
		Bi-weekly						\$3,076.62	\$3,215.06	\$3,359.74
		Hourly						\$36.63	\$38.27	\$40.00

Police Officer (PO) - Approved 12.6.17; Effective 7.1.17





SECTION THREE

CLASSIFICATION AND COMPENSATION PLAN Job Descriptions

Fiscal Year 2017/18
(July 1, 2017 – June 30, 2018)

**Approved: June 7, 2017 with FY 2017/18 Budget
Amendment No. 1: January 3, 2018**

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