

City of Salinas

200 Lincoln Ave., Salinas, CA 93901

www.cityofsalinas.org



Meeting Agenda - Final

Tuesday, March 3, 2020

4:00 PM

SALINAS ROTUNDA

City Council

Mayor Joe Gunter

Councilmembers:

Scott Davis, District 1 - Tony Barrera, District 2

Steve McShane, District 3 - Gloria De La Rosa, District 4

Christie Cromeenes, District 5 - John "Tony" Villegas, District 6

Ray E. Corpuz, Jr., City Manager

Christopher A. Callihan, City Attorney

City Clerk's Office: (831) 758-7381

PLEDGE OF ALLEGIANCE**ROLL CALL****COMMENDATIONS**

Al Espindola - Former Measure G Committee Member

PUBLIC COMMENT TIME RESTRICTIONS

Public comments generally are limited to two minutes per speaker; the Mayor may further limit the time for public comments depending on the agenda schedule.

GENERAL PUBLIC COMMENTS

Receive public communications from the audience on items that are not on the agenda and that are in the City of Salinas' subject matter jurisdiction. Comments on Consent, Consideration, and Closed session items should be held until the items are reached. The public may request that the legislative body consider adding an item for consideration on a future agenda. The public may comment on scheduled agenda items, including closed session items, as they are considered. In order to be respectful of all speakers' views and to avoid disruption of the meeting, the audience shall refrain from applauding or jeering speakers who have been recognized by the Mayor.

CONSENT AGENDA

All matters listed under Consent Agenda may be enacted by one motion unless a member of the Council or the public requests discussion or a separate vote.

[ID#20-093](#)**Minutes**

Recommendation: Approve minutes of February 25, 2020.

[ID#20-088](#)**Financial Claims**

Recommendation: Approve financial claims report.

[ID#20-069](#)**Multi-way Stop at the Intersection of Pajaro Street, San Ramon Circle and San Pedro Street**

Recommendation: Approve a Resolution approving the establishment of a multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street.

[ID#20-070](#)**“No Parking” Red Zones at the Intersection of Central Ave and Villa Street**

Recommendation: Approve a Resolution establishing a total of 50 feet of "No Parking" red zones along Central Avenue to provide sufficient stopping sight distance.

[ID#20-071](#)**“No Parking” Red Zones at the intersection of Archer Street and Nacional Street**

Recommendation: Approve a Resolution establishing a total of 100 feet of "No Parking" red zones at the intersection of Archer Street and Nacional Street to provide sufficient corner sight distance.

[ID#20-072](#) Direct Purchase of 19 Rifles for Police Officers

Recommendation: Approve a Resolution authorizing the direct purchase of 19 Colt Rifles for sworn police officers from L.C. Action Policy Supply at a total cost of \$37,795.22

[ID#20-091](#) Confidential Management Personnel Compensation Plan

Recommendation: Approve a Resolution authorizing the City Manager to establish a new Compensation Plan for the Confidential Management employees.

[ID#20-092](#) Modification to the Classification - Salary Schedule

Recommendation: Approve a Resolution to amend the Classification - Salary schedule to reflect previously authorized cost of living adjustments for the International Association of Firefighters (IAFF) Local 1270 that became effective February 24, 2020 and the proposed cost of living adjustments for the Confidential Management employees effective March 9, 2020.

CONSIDERATION**[ID#20-083](#) Study Session on the General Plan and Resolution Reaffirming the General Plan Guiding Principles**

Recommendation: Approve a Resolution reaffirming the Guiding Principles for the General Plan.

ADMINISTRATIVE REPORT**[ID#20-014](#) Commercial Cannabis Industry in Salinas**

Recommendation: No action is required. This report presents information to the City Council regarding the 2019 Cannabis Industry in Salinas.

[ID#20-063](#) Salinas Safe Routes to School Plan - Spring 2020 Update

Recommendation: No action is required. This report presents information to the City Council regarding the Salinas Safe Routes to School Plan.

[ID#20-094](#) Employee Compensation and Benefits Summary and CalPERS Actuarial Update

Recommendation: No action is required. This report presents information to the City Council regarding the Employee Compensation and Benefits and CalPERS Actuarial.

COUNCILMEMBERS' REPORTS, APPOINTMENTS AND FUTURE AGENDA ITEMS

Receive communication from Councilmembers on reports, appointments and future agenda items. Councilmember comments are generally limited to three minutes.

ADJOURNMENT

Patricia M. Barajas, City Clerk

AGENDA MATERIAL / ADDENDUM

Any addendums will be posted within 72 hours of regular meetings or 24 hours of special

meetings, unless otherwise allowed under the Brown Act. City Council reports may be viewed at the Salinas City Clerk's Office, 200 Lincoln Avenue, Salinas, and are posted on the City's website at www.cityofsalinas.org. The City Council may take action that is different than the proposed action reflected on the agenda.

Disability-related modification or accommodation, including auxiliary aids or services, may be requested by any person with a disability who requires a modification or accommodation in order to participate in the meeting. Requests should be referred to the City Clerk's Office At 200 Lincoln Avenue, Salinas, 758-7381, as soon as possible but by no later than 5 p.m. of the last business day prior to the meeting. Hearing impaired or TTY/TDD text telephone users may contact the city by dialing 711 for the California Relay Service (CRS) or by telephoning any other service providers' CRS telephone number.

PUBLIC NOTIFICATION

This agenda was posted on Thursday, February 27, 2020 at the City Clerk's Office, in the Council Rotunda, and the City's website.

Meetings are streamed live at <https://salinas.legistar.com/Calendar.aspx> and televised live on Channel 25 at 4 p.m. on the date of the regularly scheduled meeting and will be broadcast throughout the day on the Wednesday, Friday, Saturday and Monday following the meeting. For the most up-to-the-minute Broadcast Schedule for The Salinas Channel on Comcast 25, please visit or subscribe to our Google Calendar located at <http://tinyurl.com/salinas25>. Recent City Council meetings may also be viewed on the Salinas Channel on YouTube at <http://www.youtube.com/thesalinaschannel>.



City of Salinas

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CA 93901
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Legislation Text

File #: ID#20-093, **Version:** 1

Minutes

Approve minutes of February 25, 2020.



City of Salinas

200 Lincoln Ave., Salinas,
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Legislation Text

File #: ID#20-088, **Version:** 1

Financial Claims

Approve financial claims report.

City of Salinas

Claim Check Report 438266-438407

From Payment Date: 2/25/2020 - To Payment Date: 2/25/2020

Number	Date	Status	Payee Name	Transaction Amount
General Account - General Account				
<u>Check</u>				
438266	02/25/2020	Open	Alberto Duran	\$109.00
438267	02/25/2020	Open	Isidoro Medrano	\$272.86
438268	02/25/2020	Open	Monterey County Peace Officers Assoc	\$165.00
438269	02/25/2020	Open	Robert Miller	\$334.50
438270	02/25/2020	Open	Ruben Sanchez	\$109.00
438271	02/25/2020	Open	Stephen Sparks	\$171.50
438272	02/25/2020	Open	Anthony Garcia	\$272.86
438273	02/25/2020	Open	CSUMB Career Development	\$210.00
438274	02/25/2020	Open	David Poulin	\$12.00
438275	02/25/2020	Open	Tommy Kor	\$12.00
438276	02/25/2020	Open	2NDNATURE, LLC	\$40,165.69
438277	02/25/2020	Open	ABAG Power Purchasing Pool	\$40,683.37
438278	02/25/2020	Open	Acme Car Wash (William Pierce Inc)	\$1,509.50
438279	02/25/2020	Open	Alhambra and Sierra Spring DS Waters of America LP	\$128.59
438280	02/25/2020	Open	All Pets Hospital	\$296.61
438281	02/25/2020	Open	Alpha	\$565.83
438282	02/25/2020	Open	Amazon.Com	\$335.72
438283	02/25/2020	Open	Ameri Pride Valley Uniform Services	\$511.12
438284	02/25/2020	Open	American Supply Company	\$6,240.35
438285	02/25/2020	Open	Animal Health Center	\$8,174.04
438286	02/25/2020	Open	Appraisal Resource Group	\$950.00
438287	02/25/2020	Open	Asap Alisal Signs And Printing	\$63.85
438288	02/25/2020	Open	AT and T	\$25,715.53
438289	02/25/2020	Open	Bear Electrical Solutions Inc	\$14,682.00
438290	02/25/2020	Open	Bianca Navarro	\$1,000.00
438291	02/25/2020	Open	Bridgestone Americas, Inc dba Bridgestone America	\$1,298.25
438292	02/25/2020	Open	Burton's Fire Inc	\$4,936.79
438293	02/25/2020	Open	California Water Environment Association	\$192.00
438294	02/25/2020	Open	California Water Environment Association	\$94.00
438295	02/25/2020	Open	California Water Service	\$14,585.25
438296	02/25/2020	Open	Canon Financial Services Inc	\$508.02
438297	02/25/2020	Open	CDW-G	\$155,565.96
438298	02/25/2020	Open	Center Animal Hospital	\$100.00
438299	02/25/2020	Open	Central Coast Federal Credit Union	\$33,471.50
438300	02/25/2020	Open	Cintas	\$236.75
438301	02/25/2020	Open	City Data Services	\$4,245.00
438302	02/25/2020	Open	CMS Communication Inc	\$1,567.74
438303	02/25/2020	Open	Coast Automotive Warehouse Inc	\$809.98
438304	02/25/2020	Open	Comcast	\$2,896.20
438305	02/25/2020	Open	Comcast (Business)	\$379.80
438306	02/25/2020	Open	Community Homeless Solutions	\$35,294.30

City of Salinas

Claim Check Report 438266-438407

From Payment Date: 2/25/2020 - To Payment Date: 2/25/2020

Number	Date	Status	Payee Name	Transaction Amount
General Account - General Account				
<u>Check</u>				
438307	02/25/2020	Open	CONCERN	\$3,956.30
438308	02/25/2020	Open	County Of Santa Clara Office Of The Sheriff Depart	\$4,561.44
438309	02/25/2020	Open	CSC Of Salinas	\$599.73
438310	02/25/2020	Open	Dale's Glass Shop Inc	\$21.77
438311	02/25/2020	Open	Dataflow Business Systems Inc	\$2,531.99
438312	02/25/2020	Open	Debi-Ann Watanabe	\$570.00
438313	02/25/2020	Open	Department Of Justice	\$752.00
438314	02/25/2020	Open	DMV	\$22.00
438315	02/25/2020	Open	DMV	\$22.00
438316	02/25/2020	Open	Don Chapin Inc	\$120.00
438317	02/25/2020	Open	East Bay Tire Company	\$7,870.81
438318	02/25/2020	Open	Employment Development Department	\$7,281.00
438319	02/25/2020	Open	Fastenal Company	\$730.98
438320	02/25/2020	Open	Ferguson Enterprises Inc #679 DO NOT USE	\$227.11
438321	02/25/2020	Open	Golden State Emergency Vehicle Service Inc	\$715.66
438322	02/25/2020	Open	Golden State Truck and Trailer Repair	\$6,273.09
438323	02/25/2020	Open	Granite Construction Company	\$3,542.99
438324	02/25/2020	Open	Granite Rock Co	\$155.16
438325	02/25/2020	Open	Ground Zero Analysis, Inc	\$626.00
438326	02/25/2020	Open	Harris and Associates	\$240.00
438327	02/25/2020	Open	Harris and Associates	\$6,946.25
438328	02/25/2020	Open	Hartnell College	\$3,922.00
438329	02/25/2020	Open	Home Depot Credit Services	\$686.44
438330	02/25/2020	Open	HROD, Inc	\$2,125.00
438331	02/25/2020	Open	Hydro Turf	\$283.69
438332	02/25/2020	Open	International Assoc of Chiefs of Police	\$380.00
438333	02/25/2020	Open	Jack Davenport Sweeping Services	\$3,848.04
438334	02/25/2020	Open	Jimmy Vanhove dba Precision K9	\$1,600.00
438335	02/25/2020	Open	John P. Falkenberg	\$70.00
438336	02/25/2020	Open	Johnson Associates	\$393.24
438337	02/25/2020	Open	Jonathan Barnes	\$200.00
438338	02/25/2020	Open	Jose Luis Corral dba Salinas Pizza	\$668.44
438339	02/25/2020	Open	Joseph Gunter	\$1,299.00
438340	02/25/2020	Open	Joseph Tait	\$304.98
438341	02/25/2020	Open	Kelly-Moore Paint Company	\$159.01
438342	02/25/2020	Open	Kimley Horn And Assoc Inc	\$2,055.00
438343	02/25/2020	Open	Koefran Services	\$1,400.00
438344	02/25/2020	Open	Kosmont & Associates, Inc. dba Kosmont Companies	\$3,442.40
438345	02/25/2020	Open	L.N. Curtis & Sons dba Curtis Blue Line	\$478.81
438346	02/25/2020	Open	Lehr Auto Electric	\$346.61
438347	02/25/2020	Open	Leon De Asis	\$2,000.00

City of Salinas

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From Payment Date: 2/25/2020 - To Payment Date: 2/25/2020

Number	Date	Status	Payee Name	Transaction Amount
General Account - General Account				
<u>Check</u>				
438348	02/25/2020	Open	Leticia Altamirano	\$399.00
438349	02/25/2020	Open	Liebert Cassidy Whitmore	\$4,860.00
438350	02/25/2020	Open	Life Assist	\$328.15
438351	02/25/2020	Open	Macias Gini & O'Connell LLP	\$50,999.00
438352	02/25/2020	Open	Mission Uniform Service	\$273.04
438353	02/25/2020	Open	MNS Engineers, Inc	\$3,642.89
438354	02/25/2020	Open	Mobile Audio and Cellular	\$2,317.84
438355	02/25/2020	Open	Monterey Coast Brewing Company	\$88.74
438356	02/25/2020	Open	Monterey County Petroleum	\$7,756.21
438357	02/25/2020	Open	Municipal Maintenance Equipment dba MME	\$931.71
438358	02/25/2020	Open	New Image Landscape Company	\$630.00
438359	02/25/2020	Open	Office Depot Business Service Division	\$422.97
438360	02/25/2020	Open	One Workplace L Ferrari, LLC dba Peninsula Busines	\$1,857.85
438361	02/25/2020	Open	Pacific Coast Battery Service Inc	\$1,319.42
438362	02/25/2020	Open	Pacific Gas and Electric Company	\$74,288.66
438363	02/25/2020	Open	PARS Retirement Services	\$300.00
438364	02/25/2020	Open	Pedro C Estrada Db a Estrada Janitorial Service	\$300.00
438365	02/25/2020	Open	Pinnacle Medical Group Inc	\$1,028.00
438366	02/25/2020	Open	PNC Equipment Finance, LLC	\$478,789.29
438367	02/25/2020	Open	Preferred Alliance Inc.	\$1,125.00
438368	02/25/2020	Open	Pure Water	\$68.00
438369	02/25/2020	Open	Quinn Company	\$229.96
438370	02/25/2020	Open	R3 Consulting Group, Inc.	\$7,487.50
438371	02/25/2020	Open	Rain For Rent	\$12,896.29
438372	02/25/2020	Open	Republic Services of Salinas	\$1,054.06
438373	02/25/2020	Open	Rexel USA, Inc dba Platt Electric Supply	\$218.42
438374	02/25/2020	Open	Robert Cox	\$350.00
438375	02/25/2020	Open	Romie Lane Pet Hospital	\$12,114.00
438376	02/25/2020	Open	RRM Design Group, A California Corp dba RRM Design	\$2,127.50
438377	02/25/2020	Open	S & L Investments dba Salinas Valley ProSquad	\$1,185.31
438378	02/25/2020	Open	Salinas Valley Ford Inc	\$1,170.88
438379	02/25/2020	Open	Salinas Valley Solid Waste Authority	\$273.00
438380	02/25/2020	Open	San Lorenzo Lumber	\$444.18
438381	02/25/2020	Open	Sentry Alarm System	\$304.86
438382	02/25/2020	Open	Smart and Final Iris	\$350.00
438383	02/25/2020	Open	Smith and Enright Landscaping	\$27,307.22
438384	02/25/2020	Open	Smokey Key Service	\$254.29
438385	02/25/2020	Open	Steve Striffler	\$1,000.00
438386	02/25/2020	Open	Steven M Barone	\$16,637.59
438387	02/25/2020	Open	Sunstar Media	\$25.00
438388	02/25/2020	Open	TALX UC Express	\$825.93

City of Salinas

Claim Check Report 438266-438407

From Payment Date: 2/25/2020 - To Payment Date: 2/25/2020

Number	Date	Status	Payee Name	Transaction Amount
General Account - General Account				
<u>Check</u>				
438389	02/25/2020	Open	Target Pest Control	\$310.00
438390	02/25/2020	Open	Tri County Fire Protection	\$80.00
438391	02/25/2020	Open	U.S. Bank National Association ND	\$18,852.99
438392	02/25/2020	Open	United Parcel Service	\$43.10
438393	02/25/2020	Open	Uretsky Security	\$5,040.00
438394	02/25/2020	Open	Verizon Wireless	\$2,249.10
438395	02/25/2020	Open	Veterinary Emergency and Specialty Center	\$462.12
438396	02/25/2020	Open	VNA Community Services Inc	\$3,290.00
438397	02/25/2020	Open	W W Grainger Inc	\$1,104.63
438398	02/25/2020	Open	Walmart Community BRC	\$487.25
438399	02/25/2020	Open	Western Systems, Incorporated	\$209.22
438400	02/25/2020	Open	Witmer Associates Inc	\$980.79
438401	02/25/2020	Open	Xtelesis Corporation	\$143.62
438402	02/25/2020	Open	YourMembership.com.Inc.	\$749.00
438403	02/25/2020	Open	Ausonio Incorporated	\$1,563.00
438404	02/25/2020	Open	Irene Estrada	\$110.47
438405	02/25/2020	Open	Joaquin & Oliva Mora	\$1,268.66
438406	02/25/2020	Open	Jorge Acosta	\$400.00
438407	02/25/2020	Open	Mena Awad	\$1,563.00
Type Check Totals:				\$1,229,190.11
General Account - General Account Totals				



City of Salinas

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Legislation Text

File #: ID#20-069, **Version:** 1

Multi-way Stop at the Intersection of Pajaro Street, San Ramon Circle and San Pedro Street

Approve a Resolution approving the establishment of a multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street.



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: MARCH 3, 2020
DEPARTMENT: PUBLIC WORKS
FROM: DAVID JACOBS, PUBLIC WORKS DIRECTOR
BY: ANDREW EASTERLING, TRAFFIC ENGINEER
TITLE: MULTI-WAY STOP AT THE INTERSECTION OF PAJARO STREET, SAN RAMON CIRCLE AND SAN PEDRO STREET

RECOMMENDED MOTION:

A motion to approve a Resolution to approve the establishment a multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street.

RECOMMENDATION:

Staff recommends the establishment of a multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street.

EXECUTIVE SUMMARY:

Staff evaluated the intersection of Pajaro Street, San Ramon Circle and San Pedro Street for a multi-way stop. Staff conducted a field review and determined that sightlines are obstructed from the major roadway on the eastbound approach for vehicles. Therefore, staff is recommending the designation of a multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street.

BACKGROUND:

Staff has received a request from Scott Moser to evaluate sight lines at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street. Staff conducted an analysis and determined the sight lines were not sufficient to make a safe turning movement based on the gap acceptance decision for turning movements from the minor-roadway(s) (San Ramon Circle and Pajaro Street) while providing necessary stopping sight distance for vehicles on the major-roadway (Pajaro Street and San Pedro Street). Based on a warrant analysis established by state and federal design guidelines, staff is proposing the establishment of a multi-way stop due to obstructed sightlines.

The installation of stop signs on new street name sign posts are recommended on the Pajaro Street and San Pedro Street approaches to San Ramon Circle and Pajaro Street. The intersection is currently a two-way stop-controlled intersection, with two uncontrolled approaches. The use of

stop controls should be considered at both minor street approaches or all approaches, to provide drivers with a reasonable opportunity to determine who has the right of way. Staff conducted a warrant analysis and determined that these intersections do not meet the volume or collision warrants for side street stop control but because of the restricted views, staff recommends the installation of stop signs on both the Pajaro Street and San Pedro approaches so that road users will stop to adequately observe conflicting traffic.

TRAFFIC AND TRANSPORTATION COMMISSION:

The of a multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street was presented to the Traffic and Transportation Commission at its February 13, 2020 meeting. The Commission voted 5-0 to recommend to the City Council to approve a resolution to establish a multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street.

CEQA CONSIDERATION:

The City of Salinas has determined that the project is exempt from the California Environmental Quality Act (CEQA) Guidelines (Section 15301, Class 1(c)) because the actions consists of operation and minor alteration of an existing City street.

STRATEGIC PLAN INITIATIVE:

The proposed multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street supports the Council of “well planned city and excellent infrastructure.”

DEPARTMENTAL COORDINATION:

Signs are installed and maintained by Public Works staff. Traffic enforcement is provided in coordination with the Police Department.

FISCAL AND SUSTAINABILITY IMPACT:

The estimated labor and material cost to install multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street is estimated to be \$1000. Sufficient funding is available in the current streets maintenance budget to fund proposed red zones installation.

ATTACHMENTS:

- Attachment 1: Resolution
- Attachment 2: Proposed Multi-way Stop Exhibit
- Attachment 3: Photo of Eastbound Approach

RESOLUTION NO. _____ (N.C.S.)

A RESOLUTION OF THE SALINAS CITY COUNCIL ESTABLISHING A MULTI-WAY STOP AT THE INTERSECTION OF PAJARO STREET, SAN RAMON CIRCLE AND SAN PEDRO STREET

WHEREAS, the City received a request to evaluate sightlines at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street; and

WHEREAS, City staff determined that sightlines were not sufficient to make safe turning movements; and

WHEREAS, the intersection of Pajaro Street, San Ramon Circle and San Pedro Street met established state and federal design guidelines for a multi-way stop; and

WHEREAS, on February 13, 2020, the Traffic and Transportation Commission voted unanimously (5-0) to recommend to City Council the approval of establishing a multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street (see Attachment 2); and

WHEREAS, the City of Salinas has determined that the project is exempt from the California Environmental Quality Act (CEQA) Guidelines (Section 15301, Class 1). The project consists of the operation, repair, or minor alteration of public streets involving no expansion of use. There would be no significant effect on the environment.

NOW, THEREFORE, BE IT RESOLVED that the Salinas City Council hereby approves the establishment of multi-way stop at the intersection of Pajaro Street, San Ramon Circle and San Pedro Street; and

PASSED AND APPROVED this 3rd day of March 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

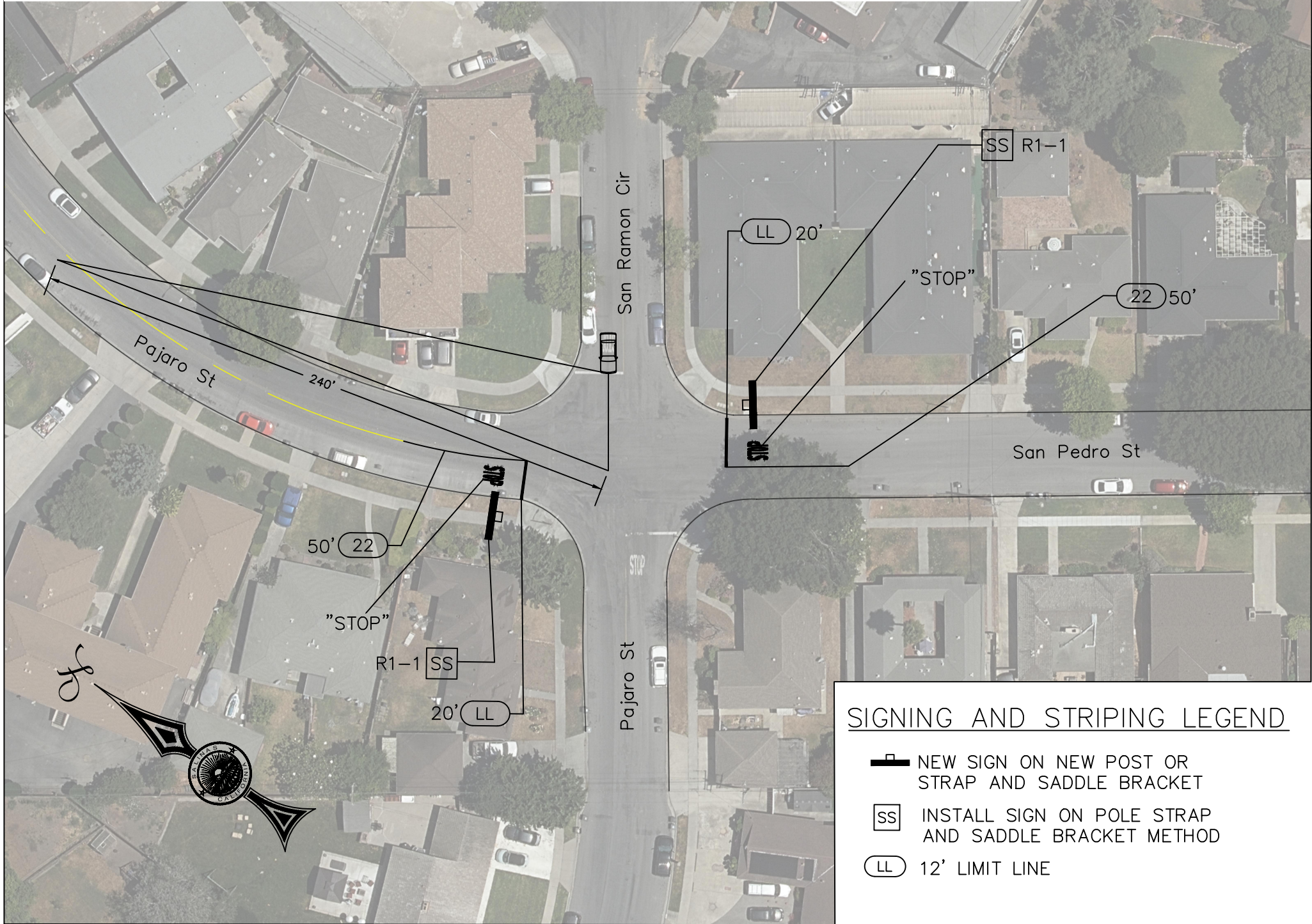
APPROVED:

Joe Gunter, Mayor




ATTEST:

Patricia M. Barajas, City Clerk

MULTI-WAY STOP EXHIBIT PAJARO ST, SAN RAMON CIR & SAN PEDRO STREET



SIGNING AND STRIPING LEGEND

-  NEW SIGN ON NEW POST OR STRAP AND SADDLE BRACKET
-  INSTALL SIGN ON POLE STRAP AND SADDLE BRACKET METHOD
-  12' LIMIT LINE





City of Salinas

200 Lincoln Ave., Salinas,
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Legislation Text

File #: ID#20-070, **Version:** 1

“No Parking” Red Zones at the Intersection of Central Ave and Villa Street

Approve a Resolution establishing a total of 50 feet of “No Parking” red zones along Central Avenue to provide sufficient stopping sight distance.



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: MARCH 3, 2020
DEPARTMENT: PUBLIC WORKS
FROM: DAVID JACOBS, PUBLIC WORKS DIRECTOR
BY: ANDREW EASTERLING, TRAFFIC ENGINEER
TITLE: ADDITIONAL “NO PARKING” RED ZONES AT THE INTERSECTION OF CENTRAL AVENUE AND VILLA STREET

RECOMMENDED MOTION:

A motion to approve a Resolution, establishing an additional 50 feet of “No Parking” red zones along Central Avenue to provide sufficient stopping sight distance.

RECOMMENDATION:

Staff recommends the establishment of 50 feet of additional “No Parking” red zones, resulting in a total of 65 feet of “No Parking” red zone at the intersections of Central Avenue and Villa Street.

EXECUTIVE SUMMARY:

Staff received a request to evaluate sight lines at the intersection of Central Avenue at Villa Street. Staff conducted a field review and determined that parked vehicles obstructed sightlines necessary to provide the minimum stopping sight distance. Currently there is 15 feet of “No Parking” red zone at this location. Staff is recommending the designation of an additional 50 feet of “No Parking” red zones along Central Avenue, equivalent to roughly two (2) parking spaces, to provide a total of 65 feet, which will provide sufficient sight lines (see Attachment 1).

BACKGROUND:

Staff received a request from Salinas Connect to evaluate sight lines at the intersections of Central Avenue and Villa Street. Staff reviewed the existing configuration and checked sight lines. Based on the traffic analysis and design standards established by state and federal design guidelines, staff is proposing the removal of an additional 50 feet of parking along Central Avenue (Attachment 1). Staff’s recommendation uses the minimum standard that can be applied to minimize the impact to on street parking capacity.

Stopping sight distance should be sufficiently long to enable a vehicle traveling at or near design speed to stop before reaching an object or pedestrian in its path. Although greater lengths of visible

roadway are desirable, the sight distance at every point along a roadway should be at least that needed for the majority of drivers (90th percentile of reaction time) to stop. Stopping sight distance is the sum of two distances: (1) the distance traversed by the vehicle from the instant an object necessitating a stop to the instant the brakes are applied, and (2) the distance needed to stop the vehicle from the instant brake applications begins.

TRAFFIC AND TRANSPORTATION COMMISSION:

The establishment of an additional 50 feet of “No Parking” red zones along Central Avenue and Villa Street was presented to the Traffic and Transportation Commission at its November 2019 meeting. The Commission voted 5-0 to recommend to the City Council to approve a resolution to establish a total of an additional 50 feet of “No Parking” red zones Central Avenue and Villa Street.

CEQA CONSIDERATION:

The City of Salinas has determined that the project is exempt from the California Environmental Quality Act (CEQA) Guidelines (Section 15301, Class 1(c)) because the actions consists of operation and minor alteration of an existing City street.

STRATEGIC PLAN INITIATIVE:

The “No Parking” red zone marking(s) proposed for at the intersections Central Avenue and Villa Street supports Council goals of Investment Strategies/Risk Management, and Public Safety.

DEPARTMENTAL COORDINATION:

Red zone markings are installed and maintained by Public Works staff. Parking enforcement is provided in coordination with Parking Enforcement Staff (SERCO) and the Police Department.

FISCAL AND SUSTAINABILITY IMPACT:

The estimated labor and material cost to install the “No Parking” red zone marking(s) at the intersections of Central Avenue and Villa Street is estimated to be \$275.00. Sufficient funding is available in the current streets budget to fund the proposed red zones installation.

ATTACHMENTS:

Resolution

Attachment 1: Proposed Red No Parking Zones at Central Avenue and Villa Street Exhibit

RESOLUTION NO. _____ (N.C.S.)

**A RESOLUTION OF THE SALINAS CITY COUNCIL ESTABLISHING AN
ADDITIONAL 50 FEET OF “NO PARKING” RED ZONES AT THE INTERSECTION
OF CENTRAL AVENUE AND VILLA STREET**

WHEREAS, the City received a request to evaluate sight lines at the intersection of Central Avenue and Villa street to determine proper sightlines necessary to provide stopping sight distance; and

WHEREAS, on November 14, 2019, the Traffic and Transportation Commission voted unanimously (5-0) to recommend to City Council the approval of establishing a total of an additional 50 feet “No Parking” red zones at the intersections of Central Avenue and Villa Street to provide sufficient corner sight distance, as shown on Attachment 1, herein incorporated; and

WHEREAS, the City of Salinas has determined that the implementing the parking restrictions is exempt from the California Environmental Quality Act (CEQA) Guidelines (Section 15301, Class 1). The project consists of the operation, repair, or minor alteration of public streets involving no expansion of use. There would be no significant effect on the environment.

NOW, THEREFORE, BE IT RESOLVED that the Salinas City Council hereby approves the establishment of an additional 50 feet “No Parking” red zones at the intersections of Central Avenue and Villa Street to provide sufficient corner sight distance; and

PASSED AND APPROVED this 3rd day of March 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

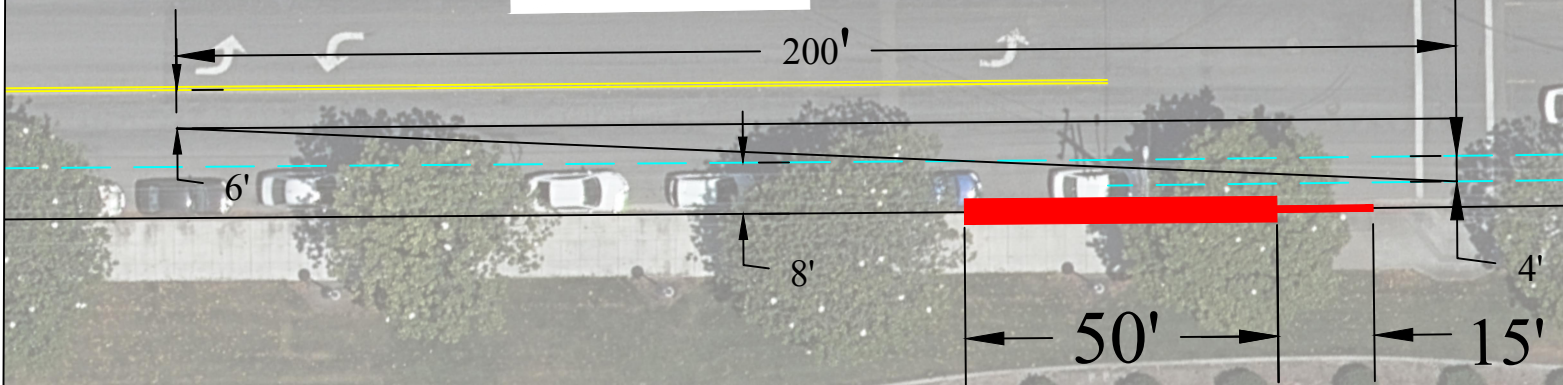
Patricia M. Barajas, City Clerk

Central Ave & Villa Street Proposed No Parking



Villa St

Central Ave



LEGEND

-  Proposed Red Zone
-  Existing Red Zone



City of Salinas

200 Lincoln Ave., Salinas,
CA 93901
www.cityofsalinas.org

Legislation Text

File #: ID#20-071, Version: 1

“No Parking” Red Zones at the intersection of Archer Street and Nacional Street

Approve a Resolution establishing a total of 100 feet of “No Parking” red zones at the intersection of Archer Street and Nacional Street to provide sufficient corner sight distance.



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: MARCH 3, 2020
DEPARTMENT: PUBLIC WORKS
FROM: DAVID JACOBS, PUBLIC WORKS DIRECTOR
BY: ANDREW EASTERLING, TRAFFIC ENGINEER
TITLE: “NO PARKING” RED ZONES AT THE INTERSECTION OF ARCHER STREET AND NACIONAL STREET

RECOMMENDED MOTION:

A motion to approve a Resolution establishing 110 feet of “No Parking” red zones at the intersection of Archer Street and Nacional Street to provide sufficient corner sight distance.

RECOMMENDATION:

Staff recommends the establishment of 110 feet “No Parking” red zones at the intersection of Archer Street and Nacional Street.

EXECUTIVE SUMMARY:

Staff received a request to evaluate sight lines at the intersection of Archer Street and Nacional Street. Staff conducted a field review and determined that parked vehicles obstructed sightlines necessary to provide the minimum stopping sight distance. Staff is recommending the designation of 110 feet “No Parking” red zones at the intersection of Archer Street and Nacional Street, equivalent to roughly 4 parking spaces in total, to provide sufficient sight lines.

BACKGROUND:

Staff has received a request on Salinas Connect to evaluate sight lines at the intersection of Archer Street and Nacional Street (Request ID# 43387). Staff conducted an analysis and determined sight lines necessary to provide the minimum stopping sight distance for traffic. Installation of the recommended red zones will improve the safety of traffic turning from the side street of Archer Street onto Nacional Street. Traffic turning from these side streets will be more visible to the traffic on the major road of Nacional Street with sufficient distance for drivers to react and stop in time to avoid a collision. Based on the analysis and design standards established by state and federal design guidelines, staff is proposing the removal of 110 feet of parking (see Attachment 2).

Intersection sight distance for stop-controlled intersections is typically longer than stopping sight distance for an intersection to operate smoothly. Minor-road vehicle operators can wait at the intersection and adequately evaluate sufficient gaps in traffic before proceeding into the major roadway without forcing traffic in the major-road to excessively slow down or stop. Staff is recommending stopping sight distance as the minimum standard to apply in this case, to provide adequate sight lines and also minimize the impacts to on-street parking capacity.

TRAFFIC AND TRANSPORTATION COMMISSION:

The establishment 110 feet “No Parking” red zones at the intersection of Archer Street and Nacional Street was presented to the Traffic and Transportation Commission at its February 13, 2020 meeting. Lisa Rose, a Nacional Street resident expressed concern over losing street parking next to her home. Commissioners discussed and deliberated on the requested recommendation that would improve sightlines at the intersection and the loss of parking. In the end, the Commission voted 5-0 to recommend to the City Council to approve a resolution to establish a “No Parking” red zone for a total of 110 feet at the intersection of Archer Street and Nacional Street.

CEQA CONSIDERATION:

The City of Salinas has determined that the project is exempt from the California Environmental Quality Act (CEQA) Guidelines (Section 15301, Class 1(c)) because the actions consists of operation and minor alteration of an existing City street.

STRATEGIC PLAN INITIATIVE:

The “No Parking” red zone marking(s) proposed for the intersections of Archer Street and Nacional Street supports the Council’s 2020-2023 Goals of “Public Safety”

DEPARTMENTAL COORDINATION:

Red zone markings are installed and maintained by Public Works staff. Parking enforcement is provided in coordination with Parking Enforcement Staff (SERCO) and the Police Department.

FISCAL AND SUSTAINABILITY IMPACT:

The estimated labor and material cost to install the “No Parking” red zone marking(s) at the intersections of Archer Street and Nacional Street is estimated to be \$287. Sufficient funding is available in the current streets budget to fund the installations.

ATTACHMENTS:

- Resolution
- Exhibit 1: Archer Street and Nacional Street Sight Visibility Analysis

RESOLUTION NO. _____ (N.C.S.)

A RESOLUTION OF THE SALINAS CITY COUNCIL ESTABLISHING A TOTAL OF 110 FEET OF “NO PARKING” RED ZONE(S) ALONG ARCHER STREET AND NACIONAL STREET

WHEREAS, the City received a request to evaluate corner sight distance at the intersections of Archer Street and Nacional Street to determine proper sightlines necessary to provide stopping sight distance; and

WHEREAS, on February 13, 2020, the Traffic and Transportation Commission voted unanimously (5-0) to recommend to City Council to approve the establishment of approximately 110 feet of “No Parking” red zone(s) at the intersection of Archer Street and Nacional Street (see Exhibit 1); and

WHEREAS, the City of Salinas has determined that the implementing the parking restrictions is exempt from the California Environmental Quality Act (CEQA) Guidelines (Section 15301, Class 1). The project consists of the operation, repair, or minor alteration of public streets involving no expansion of use. There would be no significant effect on the environment.

NOW, THEREFORE, BE IT RESOLVED that the Salinas City Council hereby approves the establishment of 110 feet of “No Parking” Red Zone(s) at the intersections of Archer Street and Nacional Street as described in attached Exhibit 1, herein attached and incorporated.

PASSED AND APPROVED this 3rd day of March 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

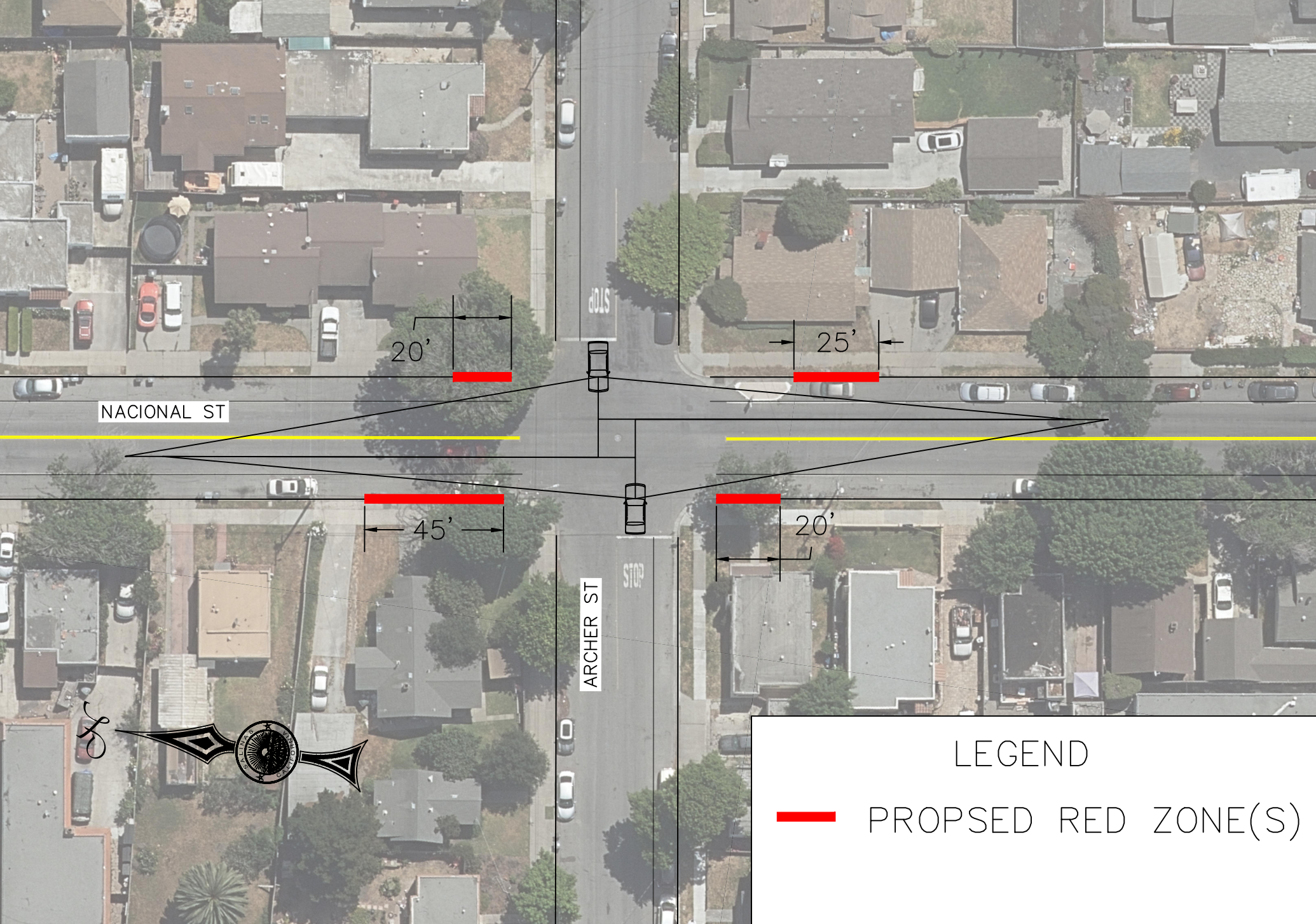
APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk

PROPOSED NO PARKING NACIONAL ST AT ARCHER ST



NACIONAL ST

ARCHER ST

LEGEND

— PROPOSED RED ZONE(S)



City of Salinas

200 Lincoln Ave., Salinas,
CA 93901
www.cityofsalinas.org

Legislation Text

File #: ID#20-072, **Version:** 1

Direct Purchase of 19 Rifles for Police Officers

Approve a Resolution authorizing the direct purchase of 19 Colt Rifles for sworn police officers from L.C. Action Policy Supply at a total cost of \$37,795.22



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: MARCH 3, 2020
DEPARTMENT: SALINAS POLICE DEPARTMENT
FROM: ADELE FRESÉ, CHIEF OF POLICE
BY: COMMANDER JIM ARENSDORF
TITLE: DIRECT PURCHASE OF 19 RIFLES FOR POLICE OFFICERS

RECOMMENDED MOTION:

A motion to approve a Resolution authorizing the direct purchase of 19 Colt Rifles for sworn police officers from L.C. Action Police Supply at a total cost of \$37,795.22.

RECOMMENDATION:

Staff recommends that City Council approve the direct purchase of 19 Colt Rifles for sworn police officers from L.C. Action Police Supply. This equipment will increase number of department-owned rifles which can be issued to police officers who are qualified to deploy them while on duty.

EXECUTIVE SUMMARY:

The Salinas Police Department's current equipment inventory does not allow us to issue department-owned rifles to all police officers who are qualified to deploy them when on duty. This results in a significant number of our patrol officers not being equipped to effectively engage a threat involving a rifle or active shooter. The Salinas Police Department currently has 30 department-owned patrol rifles and 87 patrol officers. We are requesting authorization for the direct purchase of an additional 19 rifles.

BACKGROUND:

Over the past several decades communities like ours have seen an increase in violent crimes and active shooters who have and will commit mass homicide with firearms. Since the year 2000, there have been a total of 277 active shooter incidents during which suspects have taken the lives of community members and officers by way of high-powered rifles and multiple firearms.

In order to combat this, police agencies across the nation have employed new tactics, upgraded necessary equipment and collaborated with medical personnel to better respond in a safe, efficient and effective manner. As always, patrol officers charge forward into the gunfire immediately as these incidents rapidly unfold to confront gunman and ultimately end the loss of

life. When this occurs, officers place themselves to extreme risk with only the equipment they are issued. It is the department's duty to provide the best equipment possible to give our officers the chance to save the lives of others while also preserving their own. No city is exempt from this type of incident as we saw at the Gilroy Garlic Festival when officers from the Salinas Police Department responded to assist in an active shooter that killed 3 and wounded a total of 17 with an assault rifle.

The Salinas Police Department does not currently have enough patrol rifles to issue to all patrol officers who have trained and qualified to deploy them on duty. We currently have 30 department owned patrol rifles and 87 officers assigned to patrol. This results in a significant number of patrol officers not being equipped to effectively engage a threat involving a rifle or active shooter. Further complicating the shortage of department issued rifles is a recent change in the releasing of evidence following officer involved shootings. Defense attorneys have been unwilling to stipulate to the evidence collected from a firearm involved in an officer involved shooting, resulting in excessive delays in the firearm being released to the officer. As a result, the department is unable to provide a replacement rifle for officers to deploy.

The Salinas Police Department wishes to standardize the department-owned rifles and has selected the Colt AR-15 based upon documented dependability of the weapon. Standardization of rifles will support consistency in operations and training. There are only two firearms dealers in California, one in Northern California and one in Southern California, who are capable of filling the requested order due to the nature of the law enforcement weapons being purchased. Typical delivery time for rifles is more than six months from the order date. The department continues to wait for delivery of the last order of rifles placed on September 11, 2019. In contacting vendors for this order, we determined that L.C. Action Police Supply had access to the desired rifle with a scheduled shipment from the manufacturer which would support delivery to the Salinas Police Department within 30 days of order. Given the limited vendors available and the expedited delivery timeline for the desired rifle, L.C. Action Policy Supply was selected for this order. L.C. Action Police Supply is located in San Jose, California and there are no local vendors for this purchase.

Based on these facts, the Salinas Police Department wishes to purchase 19 Colt AR-15 .223 rifles for patrol officers from L.C. Action Police Supply at a total cost of \$37,795.22. City council has the authority to approve this direct purchase under Salinas Municipal code Section 12-27 and without application of the local purchasing preference pursuant to Salinas Municipal Code Section 12-28.080.

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

Approving the proposed resolution will support the City Council's Strategic Plan Goal of Public Safety.

DEPARTMENTAL COORDINATION:

The Police Department will coordinate with the Finance Department during the purchasing process.

FISCAL AND SUSTAINABILITY IMPACT:

Funds have been requested as part of the FY 2019-20 Mid-Year Budget process. Account 1000.40.4220-62.5120 will be used to purchase the rifles.

ATTACHMENTS:

Resolution
L.C. Action Quote

RESOLUTION NO. _____ (N.C.S.)

RESOLUTION AUTHORIZING THE DIRECT PURCHASE OF 19 RIFLES FROM L.C. ACTION POLICY SUPPLY AT A TOTAL COST OF \$37,795.22

WHEREAS, the Salinas Police Department desires to provide Patrol Officers with equipment necessary to effectively engage a threat involving a rifle or active shooter; and

WHEREAS, L.C. Action Policy Supply is one of only two vendors within California capable of filling the requested order due to the nature of the law enforcement weapons being purchased; and

WHEREAS, L.C. Action Policy Supply has a scheduled shipment from the manufacturer which supports delivery of rifles to the Salinas Police Department within 30 days, instead of the standard six months timeline; and

WHEREAS, the City Council can approve this purchase pursuant to Salinas Municipal Code Section 12-27 (exception to low-bid based competition) in contracting for equipment, materials, supplies and services and pursuant to Salinas Municipal Code 12-28.080 (exception to local purchasing preference).

NOW, THEREFORE, BE IT RESOLVED that the Salinas City Council authorizes the direct purchase of 19 Colt AR-15 rifles from L.C. Action Police Supply at a total cost of \$37,795.22.

PASSED AND APPROVED this 3rd day of March 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk



L.C. ACTION POLICE SUPPLY
 1088 NORTH FIRST STREET
 SAN JOSE, CA 95112
 Toll Free: 800-541-1270
 Tel: 408-294-COPS (2677)
 Fax: 408-294-6444
L.C. Action Small Business # 1017260
 Email: Stacy@LCAction.com

Quotation

Date: March 7, 2018

To: DALE FORS SALINAS POLICE DEPT P#831-901-6702 EM: DALEF@CI.SALINAS.CA.US	Ship to (if different address):
--	--

SALES REP'	CUSTOMER #	EST. DELIVERY	SHIP VIA	F.O.B.	TERMS
Stacy			Best Way		NET 30

QTY.	DESCRIPTION	UNIT PRICE	TOTAL
19	LE6940 COLT AR15 16" .223 RIFLE W/ RAILS MBUS 30rd PMAG 1/7	1,095.39	20,812.41
19	X300U ULTRA LED HANDGUN LIGHT SUREFIRE WEAPON MOUNT	202.47	3,846.93
19	VTAC WIDE PADDED SLING BLACK VTAC-MK2-BL VIKING MK2	37.57	713.83
100	MAGPUL PMAG 30RD GEN M3 MAG557 BLACK MAGAZINE	11.85	1,185.00
19	AIMPOINT 12841 PRO RIFLE OPTIC+ QRP2 SCREW MOUNT RED DOT SIGHT	423.00	8,037.00
			0.00
			0.00
			0.00

SUBTOTAL	34,595.17
SALES TAX RATE %	9.25 %
SALES TAX	3,200.05
SHIPPING & HANDLING	
TOTAL DUE	\$37,795.22



City of Salinas

200 Lincoln Ave., Salinas,
CA 93901
www.cityofsalinas.org

Legislation Text

File #: ID#20-091, **Version:** 1

Confidential Management Personnel Compensation Plan

Approve a Resolution authorizing the City Manager to establish a new Compensation Plan for the Confidential Management employees.



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: March 3, 2020

DEPARTMENT: ADMINISTRATION

FROM: RAY E. CORPUZ, JR., CITY MANAGER

BY: DONNA WILLIAMSON, ESQ., LIEBERT, CASSIDY & WHITMORE
MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

TITLE: CONFIDENTIAL MANAGEMENT COMPENSATION PLAN

RECOMMENDED MOTION:

A motion authorizing the City Manager to establish a new Compensation Plan for the Confidential Management employees.

RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the City Manager to establish a new Compensation Plan for the Confidential Management employees.

EXECUTIVE SUMMARY:

The Compensation Plan between the City of Salinas and the Confidential Management employees expired on December 31, 2019. The attached proposed Compensation Plan is the result of negotiations between the parties. The new Compensation Plan would include the following:

- Term: January 1, 2020 to December 31, 2022
- Wages: 2.25% salary increase effective in the first full pay period following Council approval, 2.25% in the first full pay period of January 2021, and 2.25% in the pay first full pay period of January 2022
- Health benefits: 5% employee contribution toward health premiums starting in the first full pay period following Council approval
- Management leave (currently 130 hours and 150 hours for at-will employees): eliminated in 2021 (no future accrual)
- Physical fitness/wellness: incentive eliminated in 2020

- Holidays: floating holidays eliminated in 2021
- Annual leave: additional 102 hours per year and 122 hours per year for at-will employees, with a cap on accrual, effective January 2021
- Other terms: status quo and/or PERS clean-up

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

The proposed action meets the Effective Sustainable Government Council goal and is consistent with the recommendations of the Salinas Plan.

FISCAL AND SUSTAINABILITY IMPACT:

The fiscal impact of this Compensation Plan will require fiscal discipline in the years ahead. The projected cumulative total of the Confidential Management Compensation Plan adjustments totals approximately \$80,550.

ATTACHMENTS:

Resolution
Confidential Management Compensation Plan

RESOLUTION NO. _____ (N.C.S.)

RESOLUTION APPROVING THE COMPENSATION PLAN BETWEEN THE CITY OF SALINAS AND THE CONFIDENTIAL MANAGEMENT EMPLOYEES, FOR A TERM ENDING DECEMBER 31, 2022 AND AUTHORIZING THE CITY MANAGER TO ESTABLISH THE COMPENSATION PLAN ON BEHALF OF THE CITY

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the City Manager is hereby authorized and directed for and on behalf of the City of Salinas to establish the attached Compensation Plan for the Confidential Management employees.

PASSED AND APPROVED this 3rd day of March 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk

**COMPENSATION PLAN
FOR CONFIDENTIAL MANAGEMENT PERSONNEL
OF THE CITY OF SALINAS**

SECTION 1 - PREAMBLE

This Compensation Plan applies to the following Confidential Management Personnel job classifications: Assistant City Manager, Assistant City Attorney, Senior Human Resources Analyst, Senior Deputy City Attorney, Assistant Finance Director, City Clerk, Deputy City Attorney II, Accounting Manager, Human Resources Analyst II, Human Resources Analyst I, and Community Relations Manager.

SECTION 2 - PAY RATES AND PRACTICES

A. Wages

Effective for the term of this Compensation Plan, base salaries will be increased as follows:

1. Two and a quarter percent (2.25%) effective in the first full pay period following Council approval of this Compensation Plan.
2. Two and a quarter percent (2.25%) effective in the first full pay period of January 2021.
3. Two and a quarter percent (2.25%) effective in the first full pay period of January 2022.

B. Bilingual Premium

A premium of five percent (5%) of base salary shall be paid to an employee routinely and consistently assigned by management to speak and use a language other than English in the course of the employee's duties before January 1, 2017; this 5% premium is grandfathered for employees receiving such premium before January 1, 2017. An employee who is awarded bilingual pay on or after January 1, 2017, will be paid \$75 per pay period. This section is subject to administrative direction.

C. Longevity Pay

Employees who have attained twenty (20) years of service with the City of Salinas shall receive a longevity pay incentive of an additional five percent (5%) base salary in recognition of their time in service.

D. Educational Achievement Pay

1. The City will compensate any employee who holds a bachelor's degree from an accredited college or university with a two and one-half percent (2½%) incentive pay to base salary.

2. The City will compensate any employee who holds a graduate degree from an accredited college or university, that is determined to be job-related by the Department Director, with a two and one-half percent (2½%) incentive pay to base salary.

E. Division Head Premium Pay

The City will compensate any employee who is a Division Head, with duties that include management of day to day operations and supervision of employees in the Division, with a two and one-half (2½%) premium pay above base salary.

F. Residency Stipend

Employees who maintain their legal residence within the corporate limits of the City of Salinas shall receive a \$200/month residency stipend payable on a biweekly basis.

G. Temporary Upgrade Pay

An employee who is assigned by the Department Director to perform all the duties of a vacant position in a higher classification for a limited duration (up to 960 hours each fiscal year), while relieved of the duties of the employee's current position, shall receive temporary upgrade pay while performing those duties. Such pay shall start on the first day of assignment and amount to ten percent (10%) of the employee's base rate of pay. Request for temporary upgrade pay must be submitted within the pay period in which the assignment was worked.

SECTION 3 - BENEFITS

A. Health, Dental, and Vision Plans

1. Health Premiums

- a. Beginning in the first full pay period of December 2019, the City will pay 95% of the amount of premiums for the health plan that the employee has selected (up to 95% of the cost of the premiums for the PERS Choice health plan). The employee shall pay for premium costs above the City contribution through payroll deductions; provided that, if the employee is enrolled in the PERS Choice plan, the employee's contribution will not exceed the following amounts:
 - i. For employees receiving employee coverage only: \$25.00
 - ii. For employees receiving coverage for the employee and one dependent: \$50.00
 - iii. For employees receiving coverage for the employee and two or more dependents: \$75.00

b. Effective beginning in the first full pay period following Council approval of this Compensation Plan, the City will contribute toward monthly health benefits premiums in an amount equal to 95% of premium for the plan and level of coverage the employee has selected for the employee and eligible dependents, up to 95% of the PERS Choice health plan premium, for employees working in regular, full-time positions. The employee shall pay for premium costs above the City contribution through payroll deductions.

2. Dental and Vision Premiums

The City will continue to pay the full amount of premiums for dental and vision benefits for employees and eligible dependents.

3. Opting Out

The City contribution to the Cafeteria Benefit Plan shall be \$684.11 per month for employees who elect to opt out of the City's health, dental, and vision insurance coverage and provide proof to Human Resources of other coverage that meets any requirements of the Affordable Care Act ("ACA").

B. Long Term Disability

The City shall contribute to the City sponsored Long Term Disability Plan the full cost of the 60% - No maximum monthly benefit program.

C. Life Insurance

The City shall provide term life insurance in an amount equal to the employee's annualized base salary or a \$50,000 policy, whichever is greater, for each Confidential Management employee.

D. Management Leave

Subject to administrative direction, management benefits shall include one hundred and thirty (130) hours of management leave per year in 2020. Effective in January 2021, no additional management leave will accrue.

E. Retirement Benefits

1. New York Life Participants

Effective for the term of this Compensation Plan, employees enrolled in the City's New York Life Retirement Program shall pay four and one-half percent (4½%) of salary as the employee-paid contribution.

Effective June 1, 2001, the New York Life Retirement Program shall be amended to provide for a retirement benefit based on single highest year compensation.

Subject to the majority vote of all New York Life Retirement Program active participants, the NYL Retirement Program will be amended to a two percent (2%) at age fifty-five (55) benefit and employee-paid contribution increasing from the current four and one-half (4½%) percent to seven (7%) percent.

2. CalPERS Classic Employees

Effective for this term of this Compensation Plan, classic employees enrolled in the California Public Employees' Retirement System (PERS) shall pay seven percent (7%) as the employee-paid contribution.

The PERS Retirement Benefit for classic employees provides for the two percent (2%) at age fifty-five (55) retirement formula based on single highest year compensation.

3. CalPERS New Members

The formulas above do not apply to persons who are defined as "new members" under the Public Employees' Pension Reform Act of 2013 ("PEPRA"). New members are subject to all applicable PEPRA provisions, including the 2% at age 62 formula. Each new member will contribute 50% of the normal cost of his/her benefit as determined by CalPERS.

F. At-Will Employees

Confidential Management Personnel designated as "at-will employees" by the City Code shall receive a life insurance benefit of \$100,000 and twenty (20) additional hours of annual leave, in recognition of their at-will employment status.

G. Professional Development

An employee shall be allowed up to one thousand dollars (\$1000) per fiscal year for professional development expenses on a reimbursement basis and with prior approval by the Department for:

1. Academic courses of study, seminars, workshops, conferences, training, software, hardware and associated expenses directly related to the employee's profession.
2. Professional memberships, subscriptions, publications and books directly related to the employee's profession.

H. Retirement Health Savings Plan

The City and Association shall review alternatives for the provision of an employee funded Retiree Health Savings Plan. The City shall institute a qualified plan for the Association

membership if requested to do so. The City shall not participate financially in any funding of the Plan.

SECTION 4 - LEAVE PROVISIONS

A. Holidays (8 hours per day)

- | 1. Fixed Holidays | Date |
|---------------------------|-----------------------------|
| New Year's Day | January 1 |
| Martin Luther King | Third Monday in January |
| Lincoln's Birthday | February 12 |
| Presidents Day | Third Monday in February |
| Memorial Day | Last Monday in May |
| Independence Day | July 4th |
| Labor Day | First Monday in September |
| Veteran's Day | November 11 |
| Thanksgiving Day | Fourth Thursday in November |
| Friday after Thanksgiving | Day after Thanksgiving |
| Christmas Eve | December 24 |
| Christmas Day | December 25 |
- Two (2) floating holidays per year for 2020. Effective in January 2021, no floating holidays will accrue.
 - Every day appointed by the President or Governor for a public day of mourning, thanksgiving, or holiday, when ratified by the Mayor or the Salinas City Council.

B. Annual Leave

1. Annual Leave shall be as provided in the Personnel Manual and accrues in the following amounts. *Benefit is calculated at 8-hour day.*

1st through 5th year	22 days per year	176 hours per year
6th through 10th year	27 days per year	216 hours per year
11th through 15th year	29 days per year	232 hours per year
16th through 17th year	30 days per year	240 hours per year
18th through 19th year	31 days per year	248 hours per year
20th through 24th year	32 days per year	256 hours per year
25th through retirement	33 days per year	264 hours per year

2. Effective in January 2021, Annual Leave will accrue incrementally over the course of a year as provided below.

1st through 5th year	278 hours per year
6th through 10th year	318 hours per year
11th through 15th year	334 hours per year
16th through 17th year	342 hours per year
18th through 19th year	350 hours per year

20th through 24th year	358 hours per year
25th through retirement	366 hours per year

Effective in January 2022, the maximum annual leave accrual cap per employee shall be 732 hours. An employee who reaches the maximum annual leave accrual cap will not accrue additional annual leave until the annual leave balance is below the maximum accrual cap. Employees may cash out up to 80 hours of accrued annual leave per calendar year during employment; any additional accrued unused annual leave will be paid at separation.

C. Bereavement Leave

Confidential Management Personnel shall be entitled to four (4) days of leave with pay for a death in the family. Up to five (5) days of leave with pay may be authorized to an employee who travels out of the state to attend the funeral or memorial service of the deceased family member. All provisions of the Personnel Manual regarding Bereavement Leave shall apply. Registered Domestic Partners will be recognized.

Family member includes:

Husband	Mother-in-Law	Grandparent
Wife	Father-in-Law	Grandchild
Father	Sister-in-Law	Legal Guardian
Mother	Brother-in-Law	Aunt
Child	Step-Child	Uncle
Brother	Step-Father	Step Brother/Sister
Sister	Step-Mother	Step Father-in-Law
		Step Mother-in-Law

D. Family & Medical Leave

In accordance with the California Family Rights Act and the Federal Family and Medical Leave Act, the City of Salinas Family & Medical Leave Policy is detailed in the Administrative Memorandum 94-1, as amended.

SECTION 5 - WORKING CONDITIONS

A. Grievance/Disciplinary Action Appeals Procedure

The Grievance/Disciplinary Action Appeals Procedure for Confidential Management Personnel is set forth in the Personnel Manual. No employee shall suffer retaliation resultant from use of this procedure.

B. Flex-Time Program

The City shall maintain a flex-time program in which Confidential Management Personnel can participate. Individual participation in the program will be subject to the review and approval of the Department Director. The flex-time program shall be limited to flexing hours within each pay period.

SECTION 6 - TERM

The term of this Compensation Plan shall commence January 1, 2020, and shall expire December 31, 2022, except as otherwise provided in this Plan.

Tentative Agreement

The City of Salinas and Confidential Management Personnel tentatively agree to the following changes to the existing Compensation Plan.

SECTION 1 - PREAMBLE

This Compensation Plan applies to the following Confidential Management Personnel job classifications: Assistant City Manager, Assistant City Attorney, Senior Human Resources Analyst~~Officer~~, Senior Deputy City Attorney, Assistant Finance Director, City Clerk, Deputy City Attorney II, Accounting Manager, Human Resources Analyst II, ~~and~~ Human Resources Analyst I, and Community Relations Manager.

SECTION 2 - PAY RATES AND PRACTICES

A. Wages

~~Employees will receive a two and a half percent (2.5%) increase on the salary schedule effective with the payroll period inclusive of January 1, 2017.~~

~~Employees will receive a two and a half percent (2.5%) increase on the salary schedule effective with the payroll period inclusive of January 1, 2018.~~

~~Employees will receive a two and a half percent (2.5%) increase on the salary schedule effective with the payroll period inclusive of January 1, 2019.~~

~~Confidential Management Personnel shall receive a one-time \$1,000 off salary schedule payment on or about January 11, 2017.~~

Effective for the term of this Compensation Plan, base salaries will be increased as follows:

1. Two and a quarter percent (2.25%) effective in the first full pay period following Council approval of this Compensation Plan.

2. Two and a quarter percent (2.25%) effective in the first full pay period of January 2021.

3. Two and a quarter percent (2.25%) effective in the first full pay period of January 2022.

B. Bilingual Premium

A premium of five percent (5%) of base salary shall be paid to an employee routinely and consistently assigned by management to speak and use a language other than English in the course of the employee's duties before January 1, 2017; this 5% premium is grandfathered for employees receiving such premium before January 1, 2017. An employee who is awarded bilingual pay on or after January 1, 2017, will be paid \$75 per

pay period. This section is subject to administrative direction.

C. Longevity Pay

Employees who have attained twenty (20) years of service with the City of Salinas shall receive a longevity pay incentive of an additional five percent (5%) base salary in recognition of their time in service.

D. Educational Achievement Pay

1. The City will compensate any employee who holds a bachelor's degree from an accredited college or university with a two and one-half percent (2½%) incentive pay to base salary.
2. The City will compensate any employee who holds a graduate degree from an accredited college or university, that is determined to be job-related by the Department Director, with a two and one-half percent (2½%) incentive pay to base salary.

E. Division Head Premium Pay

The City will compensate any employee who is a Division Head, with duties that include management of day to day operations and supervision of employees in the Division, with a two and one-half (2½%) premium pay above base salary.

F. Residency Stipend

Employees who maintain their legal residence within the corporate limits of the City of Salinas shall receive a \$200/month residency stipend payable on a biweekly basis.

G. Temporary Upgrade Pay

An employee who is assigned by the Department Director to perform all the duties of a vacant position in a higher classification for a limited duration (up to 960 hours each fiscal year), while relieved of the duties of the employee's current position, shall receive temporary upgrade pay while performing those duties. Such pay shall start on the first day of assignment and amount to ten percent (10%) of the employee's base rate of pay. Request for temporary upgrade pay must be submitted within the pay period in which the assignment was worked.

SECTION 3 - BENEFITS

A. Health, Dental, and Vision Plans

1. Health Premiums ~~for Regular, Full-Time Employees~~

- a. ~~a. Beginning in the first full pay period of December 2019~~ Throughout 2017, the City will pay 95% of the full amount of premiums for the health plan that the employee has selected (up to 95% of the cost of the premiums for the PERS Choice health plan), ~~and the full amount of premiums for dental and vision plans, for the employee and eligible dependents, for regular, full-time employees (budgeted to work 40 hours per workweek). The employee shall pay for premium costs above the City contribution through payroll deductions; provided that, if the employee is enrolled in the PERS Choice plan, the employee's contribution will not exceed the following amounts:~~
- ~~i. For employees receiving employee coverage only: \$25.00~~
 - ~~ii. For employees receiving coverage for the employee and one dependent: \$50.00~~
 - ~~iii. For employees receiving coverage for the employee and two or more dependents: \$75.00~~
- b. Effective beginning in ~~January 2018~~ the first full pay period following Council approval of this Compensation Plan, the City will contribute toward monthly health benefits premiums in an amount equal to 95% of ~~the PERS Choice health plan premium~~, for the plan and level of coverage the employee has selected for the employee and eligible dependents, up to 95% of the PERS Choice health plan premium, for employees working in regular, full-time positions. The employee shall pay for premium costs above the City contribution through payroll deductions. ~~The City will continue to pay the full amount of premiums for dental and vision benefits for regular, full-time employees and eligible dependents.~~

2. Dental and Vision Premiums for Regular, Part Time Employees (Employee Only Coverage)

The City will continue to pay the full amount of premiums for dental and vision benefits for regular, full-time employees and eligible dependents. ~~The City will contribute toward monthly health benefits premiums in an amount equal to 95% of the PERS Choice health plan premium, and will continue to pay the full amount of the premiums for dental and vision plans, for coverage for the employee only, for employees working in budgeted regular, part-time positions. The employee shall pay for premium costs above the City contribution through payroll deductions.~~

3. Opting Out

The City contribution to the Cafeteria Benefit Plan shall be \$684.11 per month for employees who elect to opt out of the City's health, dental, and vision insurance coverage and provide proof to Human Resources of other coverage that meets any requirements of the Affordable Care Act ("ACA").

B. Long Term Disability

The City shall contribute to the City sponsored Long Term Disability Plan the full cost of the 60% - No maximum monthly benefit program.

C. Life Insurance

The City shall provide term life insurance in an amount equal to the employee's annualized base salary or a \$50,000 policy, whichever is greater, for each Confidential Management employee.

D. Management Leave

Subject to administrative direction, management benefits shall include one hundred and thirty (130) hours of management leave per year in 2020. Effective in January 2021, no additional management leave will accrue.

E. Retirement Benefits

1. New York Life Participants

Effective for the term of this Compensation Plan, employees enrolled in the City's New York Life Retirement Program shall pay four and one-half percent (4½%) of salary as the employee-paid contribution.

Effective June 1, 2001, the New York Life Retirement Program shall be amended to provide for a retirement benefit based on single highest year compensation.

Subject to the majority vote of all New York Life Retirement Program active participants, the NYL Retirement Program will be amended to a two percent (2%) at age fifty-five (55) benefit and employee-paid contribution increasing from the current four and one-half (4½%) percent to seven (7%) percent.

2. CalPERS Classic Employees

Effective for this term of this Compensation Plan, classic employees enrolled in the California Public Employees' Retirement System (PERS) shall pay seven percent (7%) as the employee-paid contribution.

The PERS Retirement Benefit for classic employees provides for the two percent (2%) at age fifty-five (55) retirement formula based on single highest year compensation.

3. CalPERS New Members

The formulas above do not apply to persons who are defined as "new members" under the Public Employees' Pension Reform Act of 2013 ("PEPRA"). New members are subject to all applicable PEPRA provisions, including the 2% at age 62 formula. Each new member will contribute 50% of the normal cost of his/her benefit as determined by CalPERS.

F. Physical Fitness/Wellness Program

~~1. Effective for costs each calendar year, City will provide fifty percent (50%) reimbursement to employees for actual costs of participation in health club memberships for employee only, subject to the following conditions:~~

- ~~• Health clubs must be in the City of Salinas~~
- ~~• Reimbursement shall not exceed \$500 per calendar year, per employee~~
- ~~• Reimbursement shall be made once a year during the month of January and requires submission of actual receipts~~

~~2. Employees not participating in the reimbursement program are eligible for a voluntary physical fitness incentive program. Employees must achieve a passing score on the City of Salinas Fitness Assessment Program dated June 9, 1995, administered through Hartnell College. Payment of a fitness premium shall be made thirty (30) days after the completing of the testing process as follows:~~

Level 4	\$500
Level 5	\$750
Level 6	\$1,000

G. At-Will Employees

Confidential Management Personnel designated as “at-will employees” by the City Code shall receive a life insurance benefit of \$100,000 and twenty (20) additional hours of annual management leave, in recognition of their at-will employment status.

H. Professional Development

An employee shall be allowed up to one thousand dollars (\$1000) per fiscal year for professional development expenses on a reimbursement basis and with prior approval by the Department for:

1. Academic courses of study, seminars, workshops, conferences, training, software, hardware and associated expenses directly related to the employee's profession.
2. Professional memberships, subscriptions, publications and books directly related to the employee's profession.

I. Retirement Health Savings Plan

The City and Association shall review alternatives for the provision of an employee funded Retiree Health Savings Plan. The City shall institute a qualified plan for the Association membership if requested to do so. The City shall not participate financially in any funding of the Plan.

SECTION 4 - LEAVE PROVISIONS

A. Holidays (8 hours per day)

1. Fixed Holidays	Date
New Year's Day	January 1
Martin Luther King	Third Monday in January
Lincoln's Birthday	February 12
Presidents Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving	Day after Thanksgiving
Christmas Eve	December 24
Christmas Day	December 25

2. Two (2) floating holidays per year for 2020. Effective in January 2021, no floating holidays will accrue.

3. Every day appointed by the President or Governor for a public day of mourning, thanksgiving, or holiday, when ratified by the Mayor or the Salinas City Council.

B. Annual Leave

1. Annual Leave shall be as provided in the Personnel Manual and accrues in the following amounts. Benefit is calculated at 8-hour day.

1st through 5th year	22 days per year	176 hours per year
6th through 10th year	27 days per year	216 hours per year
11th through 15th year	29 days per year	232 hours per year
16th through 17th year	30 days per year	240 hours per year
18th through 19th year	31 days per year	248 hours per year
20th through 24th year	32 days per year	256 hours per year
25th through retirement	33 days per year	264 hours per year

2. Effective in January 2021, Annual Leave will accrue incrementally over the course of a year as provided below.

<u>1st through 5th year</u>	<u>278 hours per year</u>
<u>6th through 10th year</u>	<u>318 hours per year</u>
<u>11th through 15th year</u>	<u>334 hours per year</u>
<u>16th through 17th year</u>	<u>342 hours per year</u>
<u>18th through 19th year</u>	<u>350 hours per year</u>
<u>20th through 24th year</u>	<u>358 hours per year</u>
<u>25th through retirement</u>	<u>366 hours per year</u>

Effective in January 2022, the maximum annual leave accrual cap per employee shall be 732 hours. An employee who reaches the maximum annual leave accrual cap will not accrue additional annual leave until the annual leave balance is below the maximum accrual cap. Employees may cash out up to 80 hours of accrued annual leave per calendar year during employment; any additional

accrued unused annual leave will be paid at separation.

C. Bereavement Leave

Confidential Management Personnel shall be entitled to four (4) days of leave with pay for a death in the family. Up to five (5) days of leave with pay may be authorized to an employee who travels out of the state to attend the funeral or memorial service of the deceased family member. All provisions of the Personnel Manual regarding Bereavement Leave shall apply. Registered Domestic Partners will be recognized.

Family member includes:

Husband	Mother-in-Law	Grandparent
Wife	Father-in-Law	Grandchild
Father	Sister-in-Law	Legal Guardian
Mother	Brother-in-Law	Aunt
Child	Step-Child	Uncle
Brother	Step-Father	Step Brother/Sister
Sister	Step-Mother	Step Father-in-Law
		Step Mother-in-Law

D. Family & Medical Leave

In accordance with the California Family Rights Act and the Federal Family and Medical Leave Act, the City of Salinas Family & Medical Leave Policy is detailed in the Administrative Memorandum 94-1, as amended.

SECTION 5 - WORKING CONDITIONS

A. Grievance/Disciplinary Action Appeals Procedure

The Grievance/Disciplinary Action Appeals Procedure for Confidential Management Personnel is set forth in the Personnel Manual. No employee shall suffer retaliation resultant from use of this procedure.

B. Flex-Time Program

The City shall maintain a flex-time program in which Confidential Management Personnel can participate. Individual participation in the program will be subject to the review and approval of the Department Director. The flex-time program shall be limited to flexing hours within each pay period~~workweek~~.

C. ~~Emergency Call Back~~

~~When an employee is called back to work on other than a scheduled basis, such employee shall be compensated at straight time for the hours worked, but in no event for less than two (2) hours and no more than eight (8) hours per twenty-four (24) hour work period. Compensation for emergency call back shall be provided only for hours worked in addition to the employee's normal work~~

~~schedule.~~

SECTION 6 - TERM

The term of this Compensation Plan shall commence January 1, 20~~2017~~, and shall expire December 31, 20~~22~~~~19~~, except as otherwise provided in this Plan.

Dated: _____

Patricia Barajas
President, Confidential Management Personnel

Dated: _____

Donna M. Williamson
Attorney for City of Salinas



Legislation Text

File #: ID#20-092, **Version:** 1

Modification to the Classification - Salary Schedule

Approve a Resolution to amend the Classification - Salary schedule to reflect previously authorized cost of living adjustments for the International Association of Firefighters (IAFF) Local 1270 that became effective February 24, 2020 and the proposed cost of living adjustments for the Confidential Management employees effective March 9, 2020.



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: March 3, 2020
DEPARTMENT: HUMAN RESOURCES DEPARTMENT
FROM: Marina Horta-Gallegos, Human Resources Director
TITLE: MODIFICATION TO THE CLASSIFICATION – SALARY SCHEDULE

RECOMMENDED MOTION:

It is recommended that the City Council approve a Resolution to amend the Classification - Salary schedule to reflect previously authorized cost of living adjustments for the International Association of Firefighters (IAFF) Local 1270 that became effective February 24, 2020 and the proposed cost of living adjustments for the Confidential Management employees effective March 9, 2020.

RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to include salary adjustments for the IAFF and Confidential Management employees.

BACKGROUND:

The Classification – Salary Schedule must be updated in compliance with the Public Employees’ Retirement Law (PERL), Public Employees’ Pension Reform Act of 2013 (PEPRA), and Title 2 of the California Code of Regulations (CCR). The authorized cost of living adjustments for the IAFF became effective February 24, 2020 which necessitate that the Classification – Salary Schedule be updated. Additionally, the proposed cost of living adjustments for the Confidential Management employees also necessitate that the Classification – Salary Schedule be adjusted to reflect the cost of living adjustments as proposed effective March 9, 2020.

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

The proposed action meets the Effective Sustainable Government Council goal.

FISCAL AND SUSTAINABILITY IMPACT:

The cost of living adjustments will require no adjustments to the existing fiscal year budget.

ATTACHMENTS:

Resolution

Exhibit A – Classification and Salary Schedule

RESOLUTION NO. _____ (N.C.S.)

**RESOLUTION APPROVING MODIFICATION TO
THE CLASSIFICATION - SALARY SCHEDULE**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification - Salary Schedule previously adopted by the City Council is hereby amended to include cost of living adjustments for the International Association of Firefighters (IAFF) Local 1270 and Confidential Management employees due respectively, February 24, 2020 and March 9, 2020.

Attached as Exhibit A is the amended Classification and Salary Schedule.

PASSED AND APPROVED this 3rd day of March 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk

EXHIBIT A

CLASSIFICATION – SALARY SCHEDULE

Effective 2/24/20														
IAFF			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Benefit Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
19	19.4576	FF Hired Post 9/2013-40 Hours	36.1388	6,264	37.9478	6,578	39.8462	6,907	41.8410	7,252	43.9320	7,615	46.1331	7,996
19	19.4586	FF/Prmdc Hire Post 9/2013-40Hour	36.1388	6,264	37.9478	6,578	39.8462	6,907	41.8410	7,252	43.9320	7,615	46.1331	7,996
19	19.4591	FF/Prmdc Hire Post 9/2013-56Hour	25.8134	6,264	27.1056	6,578	28.4615	6,907	29.8864	7,252	31.3801	7,615	32.9522	7,996
19	19.4566	FF/Prmdc Hire Pre 9/2013-40 Hour	37.9478	6,578	39.8462	6,907	41.8410	7,252	43.9320	7,615	46.1331	7,996	48.4372	8,396
19	19.4571	FF/Prmdc Hired Pre 9/2013-56Hour	27.1056	6,578	28.4615	6,907	29.8864	7,252	31.3801	7,615	32.9522	7,996	34.5980	8,396
19	19.4581	FF-Hired Post 9/2013-56 Hours	25.8134	6,264	27.1056	6,578	28.4615	6,907	29.8864	7,252	31.3801	7,615	32.9522	7,996
19	19.4556	FF-Hired Pre 9/2013-40 Hours	37.9478	6,578	39.8462	6,907	41.8410	7,252	43.9320	7,615	46.1331	7,996	48.4372	8,396
19	19.4561	FF-Hired Pre 9/2013-56 Hours	27.1056	6,578	28.4615	6,907	29.8864	7,252	31.3801	7,615	32.9522	7,996	34.5980	8,396
19	19.4536	Fire Captain-40 Hours	47.5018	8,234	49.8750	8,645	52.3716	9,078	54.9855	9,531	57.7368	10,008	60.6257	10,508
19	19.4541	Fire Captain-56 Hours	33.9298	8,234	35.6249	8,645	37.4083	9,078	39.2753	9,531	41.2405	10,008	43.3041	10,508
19	19.4546	Fire Engineer-40 Hours	41.8410	7,252	43.9320	7,615	46.1331	7,996	48.4372	8,396	50.8585	8,815	53.4034	9,257
19	19.4551	Fire Engineer-56 Hours	29.8864	7,252	31.3801	7,615	32.9522	7,996	34.5980	8,396	36.3275	8,815	38.1453	9,257
19	19.4601	Fire Fighter Recruit-56 Hours	24.6982	5,993	25.9362	6,294	27.2334	6,609	28.5992	6,940	30.0288	7,287	31.5323	7,652
19	19.4596	Firefighter Recruit-40 Hours	34.5774	5,993	36.3108	6,294	38.1267	6,609	40.0389	6,940	42.0404	7,287	44.1451	7,652

Effective 3/9/2020														
CONFIDENTIAL MANAGEMENT/CONFIDENTIAL MANAGEMENT 2			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Benefit Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
17	17.2006	Accounting Manager	41.5827	7,208	43.6705	7,570	45.8506	7,947	48.1433	8,345	50.5481	8,762	53.0784	9,200
16	16.1101	Assistant City Attorney	60.8415	10,546	63.8870	11,074	67.0847	11,628	70.4409	12,210	73.9623	12,820	77.6556	13,460
16	16.1037	Assistant City Manager	84.7710	14,694	89.0126	15,429	93.4654	16,201	98.1362	17,010	103.0452	17,861		
17	17.2001	Asst Finance Director	48.1433	8,345	50.5481	8,762	53.0784	9,200	55.7278	9,659	58.5225	10,144	61.4426	10,650
16	16.1131	City Clerk	44.5228	7,717	46.7491	8,103	49.0880	8,509	51.5391	8,933	54.1158	9,380	56.8243	9,850
16	16.1150	Community Relations Manager	39.2109	6,797	41.1694	7,136	43.2282	7,493	45.3872	7,867	47.6584	8,261	50.0357	8,673
16	16.1141	Deputy City Attorney II	41.3678	7,170	43.4369	7,529	45.6089	7,906	47.8907	8,301	50.2821	8,716	52.7959	9,151
16	16.1166	Human Resources Analyst I	35.5640	6,164	37.3479	6,474	37.2175	6,451	41.1798	7,138	43.2411	7,495	45.4015	7,870
16	16.1161	Human Resources Analyst II	37.3479	6,474	39.2175	6,798	41.1798	7,138	43.2411	7,495	45.4014	7,870	47.6675	8,262
16	16.1160	Senior Human Resources Analyst	42.9863	7,451	45.1336	7,823	47.3929	8,215	49.7584	8,625	52.2537	9,057	54.8611	9,509
16	16.1116	Sr Deputy City Attorney	49.0880	8,509	51.5391	8,933	54.1158	9,380	56.8243	9,850	59.6653	10,342	62.6516	10,860



City of Salinas

200 Lincoln Ave., Salinas,
CA 93901
www.cityofsalinas.org

Legislation Text

File #: ID#20-083, **Version:** 1

Study Session on the General Plan and Resolution Reaffirming the General Plan Guiding Principles

Approve a Resolution reaffirming the Guiding Principles for the General Plan.



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: MARCH 3, 2020

DEPARTMENT: COMMUNITY DEVELOPMENT

FROM: MEGAN HUNTER, COMMUNITY DEVELOPMENT DIRECTOR
TARA HULLINGER, PLANNING MANAGER

TITLE: STUDY SESSION ON THE GENERAL PLAN AND RESOLUTION
REAFFIRMING THE GENERAL PLAN GUIDING PRINCIPLES

RECOMMENDED MOTION:

A motion to accept the report on the General Plan and to approve a resolution reaffirming the Guiding Principles for the General Plan.

RECOMMENDATION:

Staff recommends that City Council accept the report on the General Plan and approve a resolution reaffirming the Guiding Principles for the General Plan.

EXECUTIVE SUMMARY:

The City’s existing General Plan adopted in 2002 is nearly twenty (20) years old and long overdue for an update. So much has changed in Salinas since the Plan was initiated in 1998. New state laws have also significantly altered the planning landscape. Given these circumstances, it is more critical than ever to embark on the General Plan Update. As the Governor’s Office of Planning and Research (OPR) states “The general plan is more than the legal underpinning for land use decisions; it is a vision about how a community will grow, reflecting community priorities and values while shaping the future.”

The General Plan Update is a significant endeavor and even on an expedited schedule will not be completed until June 2023. The Plan will cost approximately \$2.5 million even with an estimated \$500,000 in consultant savings by strategically using staff to draft large sections of the plan and lead outreach efforts. It is anticipated that the General Plan Update will require an Environmental Impact Report and will include a comprehensive revision to the Zoning Code.

In the past, it took the City of Salinas four years to complete the General Plan and another four years to complete the Zoning Code revisions. This time, it is expected that both will be completed by 2023. This is feasible because of the preceding planning efforts, enabling early visioning to occur with residents and community stakeholders resulting in the development of Guiding Principles. In addition, the City has been able to reach thousands of residents and community stakeholders who have been able to articulate goals, objectives, policies, and actions through multiple planning efforts starting in 2013 including the Downtown Vibrancy Plan, Economic

Development Element, Housing Element, Parks, Rec, and Libraries Master Plan, the Alisal Vibrancy Plan, and the Chinatown Revitalization Plan.

BACKGROUND:

California law requires that each county and city in the state develop and adopt a General Plan. The General Plan consists of a statement of development policies and includes a diagram or diagrams and text setting forth objectives, principles, standards, and plan proposals. It is a comprehensive long-term plan for the physical development of the City. Essentially, a General Plan is the local government's long-term "blueprint" for future growth. Prior to 2018, the General Plan was required to contain seven (7) state-mandated elements including: Land Use, Open Space, Conservation, Housing, Circulation, Noise, and Safety. In 2018, the State required that cities and counties that have disadvantaged communities incorporate environmental justice (EJ) policies into their general plans, either in a separate Environmental Justice element or by integrating related goals, policies, and objectives throughout the other elements. The City of Salinas will be required to include Environmental Justice into the General Plan.

A General Plan may also contain other elements that the City Council wishes to adopt. For example, the current Salinas General Plan includes two optional elements: Community Design and Economic Development. Once added into the General Plan, each element, regardless of statutory requirement, assumes the same legal standing, and must be consistent with other elements (Gov. Code § 65300.5). The format and content of general plans can vary between jurisdictions. Although the General Plan must address mandatory elements, jurisdictions have the discretion to organize the general plan based on the needs and priorities identified during public engagement.

The Governor's Officer of Planning and Research (OPR) is statutorily required by Government Code Section 65040.2 to adopt and periodically revise the State General Plan Guidelines (GPG) for the preparation and content of general plans for all cities and counties in California. These guidelines were last updated in 2017 and include clear recommendations to promote infill development, protect environmental and agricultural resources, and encourage efficient development patterns. In addition, OPR recommends that jurisdictions incorporate the following four key themes into the General Plan: 1) Climate Change, 2) Economics, 3) Healthy Communities, and 4) Equitable Opportunities.

DISCUSSION:

The City of Salinas adopted its General Plan in 2002 and updated its Zoning Code in 2006. Since then, Salinas has experienced tremendous change and growth and nearly twenty years later, the current General Plan is outdated and hindering development opportunity. Moreover, the General Plan has not kept up with new state regulations and policies or best practices in planning. An updated General Plan will allow the City to:

- Coalesce around a unified vision for Salinas' future;
- Address demographic change and economic conditions;
- Implement newly adopted plans (Alisal and Downtown Vibrancy Plans, Chinatown Revitalization Plan, and Parks and Recreation Master Plan) by incorporating them into the General Plan;

- Account for new state legislation; and
- Provide adequate environmental review to enable development streamlining.

A new General Plan will reflect contemporary community values and priorities and provide the framework to balance economic and housing opportunities, fiscal conditions, and quality of life over the next twenty (20) years. The goals, policies, and actions of the General Plan will serve as the City’s roadmap for future decision-making and provide the community, staff, and elected and appointed officials with clear direction on where the City wants to go and what needs to happen in order to get there.

Context with Other Plans

Since the General Plan adoption in 2002, the City has updated the Housing Element (2015), added a new Economic Development Element and undertaken multiple plans and planning efforts; some addressing citywide topics, with others focusing on geographical areas. City wide plans include the Consolidated Five-Year Action Plan (2015), Regional Farmworker Housing Study and Action Plan (July 2018), Regional Analysis of Impediments to Fair Housing Choice (2019), Parks, Recreation and Libraries Master Plan (July 2019), and Public Art Master Plan (February 2020). Area specific plans include the Alisal Housing and Neighborhood Revitalization Strategy (2015), Downtown Vibrancy Plan (2015), East Alisal Corridor Plan (January 2019), the Alisal Vibrancy Plan (November 2019), and Chinatown Revitalization Plan (December 2019). All plans are available on the City’s website. Due to multiple planning efforts occurring at once, the City formed “Visión Salinas” (2017) to coordinate the public outreach efforts of the Alisal Vibrancy Plan, the Chinatown Revitalization Plan and the Parks, Recreation and Libraries Master Plan, to develop “Guiding Principles” to inform the preparation of the three plans, and to ensure policy consistency across documents. It is anticipated that many of the recommendations in these plans will be formally codified in the updated General Plan.

Guiding Principles

One of the primary purposes of Visión Salinas was to develop “Guiding Principles” to inform the preparation of the three plans and the subsequent update of the City’s General Plan. The Guiding Principles are intended to be aspirational in nature and reflect the community’s values and vision for the future. The City began drafting the Guiding Principles based upon prior public input through the development of the Downtown Vibrancy Plan, and Housing and Economic Development Elements, and the recently adopted Alisal Vibrancy and Corridor Plans, Chinatown Revitalization Plan, and Library, Parks and Recreation Master Plan. To ensure the Guiding Principles accurately reflected the community’s values and vision, the City undertook an extensive bilingual public engagement process between May and August of 2018 to obtain feedback. This engagement process included stakeholder meetings, 9 pop-up events and an online survey, which was sent to approximately 1,200 community members. Over 500 members of the community were ultimately engaged as part of this process, with the majority of community members indicating strong support for the draft Guiding Principles.

In January 2019, the Guiding Principles were presented to the City Council and accepted as part of the East Alisal Corridor Plan. During the meeting, City staff explained that the same Guiding Principles would be adopted in future plans. Since that meeting, the Guiding Principles have been

incorporated into the East Alisal Corridor Plan, Parks, Recreation, and Libraries Master Plan, the Alisal Vibrancy Plan, and the Chinatown Revitalization Plan. Prior to formally initiating the General Plan Update process, it is recommended that City Council reaffirm these Guiding Principles through the adoption of an accompanying resolution to this report. Below is a summary of the Guiding Principles. The complete Guiding Principles in English and Spanish are included as an attachment to this report.

Summary of Guiding Principles

The City of Salinas has adopted the following Core Value to guide the Visión process: ***An Inclusive, Diverse, and Welcoming City where all Persons can Thrive.***

Salinas believes that an inclusive, diverse and welcoming environment is essential to developing and sustaining a livable City, which is working as a community to ensure that all members have equitable access to opportunities to advance their well-being regardless of their circumstances.

There are eight (8) Guiding Principles:

Economic Prosperity, Equity and Diversity - A City where all persons have equitable access to prosperity through a diversified economy, jobs and educational/ training opportunities.

Housing Opportunities for All – A City with a diversity of housing types and affordability levels for its residents.

Healthy and Safe Community – A City which strives to protect and improve the personal safety, health and welfare of the people who live, work, and visit.

Youth are the Future – A City where youth flourish and have equitable access to education, recreation and a healthy urban environment.

Collaborative, Inclusive and Engaged Decision-Making – A transparent and responsive City Government driven by the voices of a participatory community.

Livable and Sustainable Community – A well-planned City with a thriving community core and commercial corridors, excellent infrastructure (streets, sewers, parks, trees and open spaces, libraries, and community facilities, etc.) that meet the unique and changing needs of the community.

Connectivity, Access and Mobility – An active City with a well-connected, eco-friendly network of multi-modal streets, bikeways, greenways and trails, and effective public transportation options.

A Community to Celebrate – A City that celebrates, promotes, preserves and honors the diversity, history, art, and culture of its community.

General Plan Process

It is anticipated that the General Plan will be completed by June 2023. Completion of the Zoning Code may trail behind the General Plan by three to six months. Below is an outline of the major steps in the General Plan Update:

1. Document Existing Conditions

To prepare a meaningful General Plan, existing conditions must be understood and documented. Through the compilation of the Existing Conditions Report, demographic trends, development patterns and opportunities, natural resources, socioeconomic conditions, and environmental constraints and regulatory barriers will be identified. This report will be a resource for the City Council, the Planning Commission, and the public throughout the General Plan Update process.

2. General Plan Vision

The General Plan Vision, or a statement of desired future conditions, values and characteristics to be achieved or reinforced by the plan, lays the foundation for the policies and programs developed for each of the general plan elements. The visioning process often provides an opportunity for the public to participate in the preparation of the general plan. Visioning can reveal values and identify needs of the community as well as distinguish the planning issues that are important to its residents and are used to shape the policies and programs of the general plan elements.

Much of the early visioning work for the General Plan has already been conducted resulting in the development of the Guiding Principles. Additional input will be collected to provide guidance on specific objectives and policies of the elements and to refine land use options and opportunities.

3. General Plan Update

Based upon existing conditions and the community's shared vision and identified key opportunities and land use options, a comprehensive update to the General Plan will be drafted. To ensure that General Plan captures the community's preferences for future development, City staff will engage the public throughout the planning process. Like the Alisal Vibrancy and Chinatown Revitalization planning efforts, it is likely that a Steering Committee and Working Groups will be formed to drive the content of the General Plan.

Consistent with the expectations of the Governor's Officer of Planning and Research (OPR), the General Plan will incorporate policies related to Climate Change, Healthy Communities, and Equitable Opportunities. Fortunately, the City thoroughly addressed the economy with the addition of the robust Economic Development Element (EDE). Through the General Plan Update, the EDE will be revisited and revised if necessary. Like the EDE, the policies of the strategic planning documents including the Downtown and Alisal Vibrancy Plans; Chinatown Revitalization Plan; Parks, Recreation, and Libraries Master Plan; and Public Art Master Plan will be reflected in the General Plan.

The Alisal Vibrancy Plan included a new concept for land use that is centered around the vision of a "place type" instead of merely a category of use. This reflects best practices in land use

planning and helps elevate zoning to “placemaking” incorporating design elements instead of merely restricting uses. In the end, this concept is easier for the public to understand the City’s land use vision and allows for better flexibility of uses while preserving neighborhood character.

4. Environmental Review

Because a General Plan is considered a project under the California Environmental Quality Act, the City must determine the potential environmental impacts associated with implementing the General Plan. To satisfy all potential environmental impacts, the City will prepare a Program-level Environmental Impact Report (EIR). This will allow the EIR to serve as a “tiering document”, facilitating streamlined environmental review of all subsequent development and infrastructure projects undertaken in the City which are consistent with the General Plan. The EIR will be released simultaneously with the Public Review Draft General Plan, providing the community with the opportunity to review and comment.

5. Adoption

The Final General Plan will be presented to the Planning Commission and the City Council at public hearings, with the City Council having the authority to adopt the document. The community will have the opportunity to provide input to both bodies during the hearings as well as throughout the entire process.

Other Components of the General Plan Update Process

For many years, the City needed to undertake a Climate Action Plan (CAP) to implement State mandates to reduce Greenhouse House Gas (GHG) emissions to 1990 levels by 2020 and 80 percent below 1990 levels by 2050. Unfortunately, developing a CAP outside of the General Plan update was difficult to do since GHG emissions are usually directly tied to development decisions. Thus, the CAP was delayed until the City began the General Plan Update process and will be completed simultaneously. The CAP will build upon the information gathered by greenhouse gas inventories and generally focus on those activities that can achieve the relatively greatest emission reductions in the most cost-effective manner. The completion of a CAP will help streamline new development projects through the CEQA process for GHG emissions and make Salinas more competitive for many statewide grants. Salinas is receiving free technical assistance from the Institute for Local Government (ILG) to assist in the development of the CAP.

On September 27, 2013, Governor Jerry Brown signed SB 743 into law, which fundamentally changed transportation impact analysis as part of CEQA compliance. These changes include elimination of auto delay, level of service (LOS), and other similar measures of vehicular capacity or traffic congestion as a basis for determining significant impacts. Instead Vehicle Miles Traveled (VMT) is to be used as the metric for analyzing transportation impacts under CEQA. VMT refers to a metric that accounts for the number of vehicle trips generated plus the length or distance of those trips. For transportation impact analysis, VMT is generally expressed as VMT per capita for a typical weekday. For the General Plan CEQA analysis, the City will need to set new thresholds for transportation impacts based on VMT. Although VMT is the basis for CEQA, the City under its police power still can use LOS for planning purposes. Therefore, the City may employ a more complex analysis for transportation that includes both VMT and LOS.

Due to changes in how transportation impacts are analyzed the City will have to expedite the analysis of VMT and set new thresholds as soon as possible as all development after July 1st will be subject to VMT. If this is not done, any development requiring discretionary approval could be seriously delayed. In addition, the City will use the VMT modeling to update the Traffic Fee Ordinance (TFO). Concurrent with the General Plan Update, the City will undertake an update to its Traffic Fee Ordinance to be compliant with new State requirements.

DEPARTMENT COORDINATION:

Although the development of this report was led by Community Development, it is expected that all departments will be involved in the General Plan Update. Multiple departments were actively involved in drafting of the Guiding Principles. All departments were consulted before the Guiding Principles were finalized and included in the East Alisal Corridor Plan, Parks, Recreation, and Libraries Master Plan, the Alisal Vibrancy Plan, and the Chinatown Revitalization Plan.

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action, acceptance of an administrative report on the General Plan and adoption of the General Plan Guiding Principles is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

The General Plan Update will involve further CEQA analysis, likely an Environmental Impact Report (EIR) will be required.

STRATEGIC PLAN INITIATIVE:

The General Plan is the City's blueprint for all development. As such, the General Plan guides investment strategies, helps generate new revenue, improves the City's operational efficiencies, and advances overall public safety. No other document is more influential in implementing the City Council strategic plan and setting the City on a healthy and prosperous course for its development.

FISCAL AND SUSTAINABILITY IMPACT:

The Study Session Report and resolution have no direct fiscal impact. However, it is anticipated that the three-year General Plan process will cost approximately \$2.5 million. With the addition of staffing, the City was able to reduce the cost of the General Plan by \$500,000. A General Plan/Zoning Maintenance Fee was established in 2015 and surpassed the original estimate of generating between \$150,000 to \$200,000 annually. The City currently has almost \$2.1 million for this effort including over \$1.1 million generated by the General Plan Maintenance Fee.

ATTACHMENTS:

- Resolution Reaffirming Guiding Principles
- Complete Version of Guiding Principles (English & Spanish)

RESOLUTION NO. _____ (N.C.S.)

RESOLUTION REAFFIRMING THE GENERAL PLAN GUIDING PRINCIPLES

WHEREAS, In 2017, the City commenced “Visión Salinas” to coordinate the public outreach and planning efforts of the Alisal Vibrancy Plan, the Chinatown Revitalization Plan and the Parks, Recreation, and Libraries Master Plan to ensure a unified planning focus across the plans and guide the future update of the City’s General Plan; and

WHEREAS, between May and August of 2018, the City undertook an extensive bilingual public engagement process to draft Guiding Principles that accurately reflected the community’s values and vision to form the basis of plans under development and the future General Plan Update; and

WHEREAS, the engagement process included stakeholder meetings, 9 pop-up events and an online survey to reach approximately 1,200 community members with over 500 community members providing direct input into the final Guiding Principles; and

WHEREAS, the Departments of Community Development, Library and Community Services, and Public Works drafted the Guiding Principles based upon prior input gathered from other planning efforts including the Economic Development Element and Downtown Vibrancy Plan and consulted with all City departments to finalize the principles; and

WHEREAS, the Guiding Principles were presented to the Planning Commission at their December 5, 2018 meeting as part of the East Alisal Street Corridor Plan and the Commission expressed strong support of the proposed principles; and

WHEREAS, the Guiding Principles were presented to City Council on January 22, 2019 as part of the East Alisal Street Corridor Plan and the document was accepted as a strategic planning document including the principles; and

WHEREAS, the Guiding Principles have been incorporated in the Parks, Recreation, and Libraries Master Plan accepted by City Council on July 2, 2019, the Alisal Vibrancy Plan on November 5, 2019, and the Chinatown Revitalization Plan on December 17, 2019 as important strategic planning documents for the City; and

WHEREAS, the Guiding Principles consist of an overarching “Core Value” emphasizing the community’s desire for Salinas to be an inclusive, diverse and welcoming environment where all persons can thrive and eight individual Guiding Principles including Economic Prosperity, Equity and Diversity; Housing Opportunity for All; Healthy and Safe Community; Youth are the Future; Collaborative, Inclusive and Engaged Decision-Making; Livable and Sustainable Community; Connectivity, Access and Mobility; and A Community to Celebrate; and

WHEREAS, the early development of the Guiding Principles was meant to jump start the General Plan Update by helping the community coalesce around a common aspirational vision for the future, which is integrated throughout the City’s planning documents.

NOW, THEREFORE, BE IT RESOLVED THAT THE Salinas City Council reaffirms the Guiding Principles that are attached hereto and approves of their incorporation into the City's upcoming General Plan and other similar planning documents consistent with the recently completed East Alisal Street Corridor Plan, Parks, Recreation, and Libraries Master Plan, Alisal Vibrancy Plan, and Chinatown Revitalization Plan.

PASSED AND APPROVED this 3rd day of March 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk

Attachment: Guiding Principles



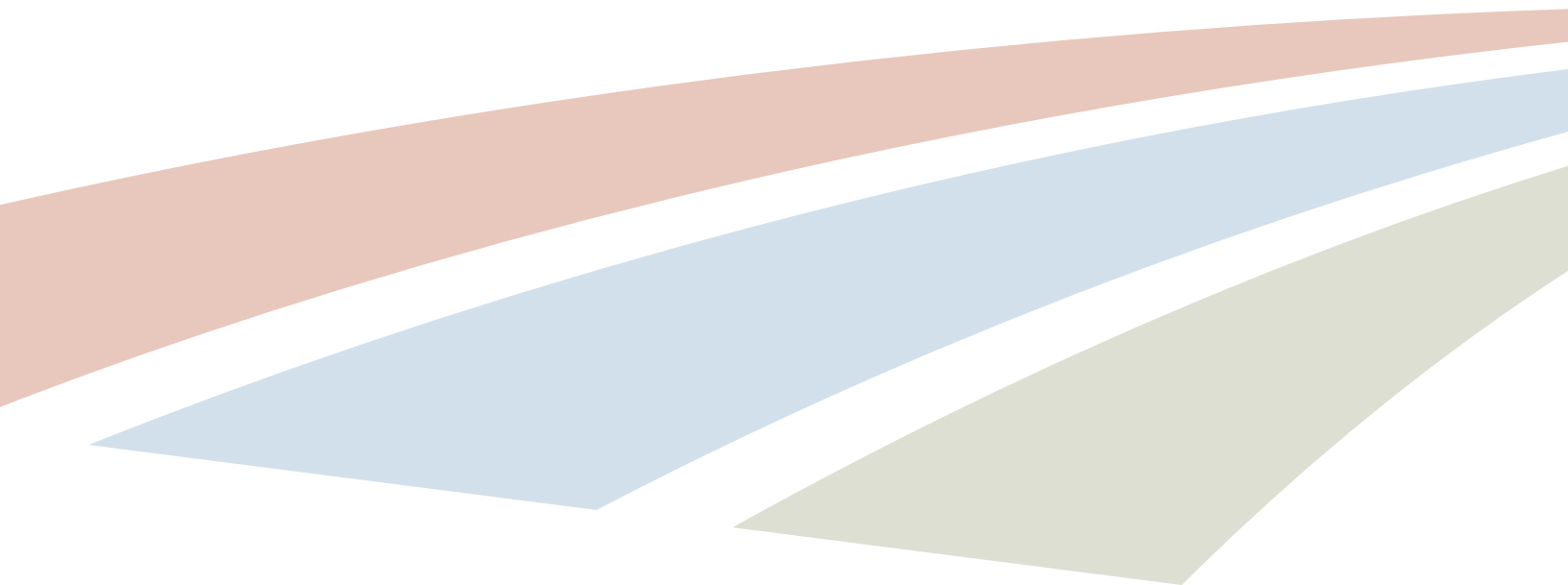
VISIÓN SALINAS

Guiding Principles



Spring 2019

*An Inclusive, Diverse
and Welcoming City
where all Persons
can Thrive*



Introduction

“Visión Salinas” was initiated in 2017 to coordinate the public outreach and planning efforts in Salinas, and to guide the future update of the City’s General Plan in 2019. It is also the backbone behind many Salinas community engagement efforts, and will be the brand of the upcoming General Plan Update.



Key Objectives:

1. Planning

- Ensure a cohesive and unified General Plan Update
- Development of Draft Guiding Principles to guide the City’s upcoming General Plan Update

2. Community Engagement

- Ensure a 100 percent bilingual outreach process
- Increase resident engagement, participation and ownership of the planning process

3. Capacity Building

- Build capacity of residents in working with the City to shape policy and planning processes

4. Coordination

- Branding and name recognition for the various planning processes in Salinas

WHAT IS A GENERAL PLAN?

The General Plan is the blue print for development in a City. It is a comprehensive long range planning document that outlines how Salinas will grow, adapt to the changing economy, conserve open space, develop housing, and a plethora of other important factors that will face the City in the future.

State Mandated General Plan Elements

- Land Use*
- Circulation*
- Housing*
- Conservation*
- Open Space*
- Noise*
- Safety*
- Environmental Justice (required as of 2018)
- Air Quality

Other Optional Elements

- Health
- Economic Development*
- Community Design*
- Equity
- Water
- Climate Change
- Resiliency

*current City of Salinas General Plan (2002) elements



- Coordination between the various planning processes underway in Salinas (Related plans: the Carr Lake Park Plan; the new Police Services Headquarters, the New El Gabilan Library)



Developing Visión Salinas Guiding Principles

An important accomplishment in the Visión Salinas process thus far was the development of an Overarching Core Value and Guiding Principles. The Overarching Core Value for Salinas is meant to speak to the values of inclusivity, diversity, and civic engagement that Salinas takes pride in—it is a general value statement that is woven into each Guiding Principle. The Guiding Principles are topic based principles that will guide each policy and action item in the General Plan.

The development of the Guiding Principles started with reviewing public feedback and comment from a wide variety of critical planning programs and efforts citywide (see insert).

From this feedback, the Guiding Principles were drafted and circulated among staff and stakeholder groups and were released to the community in May of 2018. Between May and August of 2018, the community vetted and contributed to the conversation of the Guiding Principles.

PLANNING INPUT

The input from the planning processes below helped develop the the content of the Guiding Principles

- Economic Development Element (2014)
- Housing Element Update (2015)
- Downtown Vibrancy Plan (2015)
- Alisal Vibrancy Plan (2019)
- Chinatown Revitalization Plan (2019)
- Parks, Rec, and Libraries Master Plan (2019)



Visión Salinas in Action



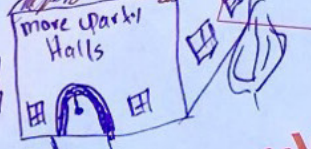
que le gustaría
nas en 10 años!

What You Would like
ers!

Peace



Family Parks
North Salinas



Street lights on Jan Juan Grade
Cars go back - Driver
to rest area in (kids) corner



Run Track King

EVENT & CO

guitar classes

MEDITATION

Creekbridge



Wellness Center

YOGA

+ DISPENSARY



Six flags



more park

Visión Salinas Guiding Principles



Overarching core value:

An Inclusive, Diverse and Welcoming City where all Persons can Thrive

Salinas believes that an inclusive, diverse and welcoming environment is essential to developing and sustaining a livable City, which is working as a community to ensure that all members have equitable access to opportunities to advance their well-being regardless of their circumstances.

The City's decisions, policies and practices are rooted in the principles of social equity and sustainability so that the fundamental needs of all people are met regardless of their race, color, ethnicity, age, religion or beliefs, income or where they live, language, marital status, gender identity or sexual orientation, place of birth, citizenship status, health or disability.

This Overarching Core Value is embedded in each of the following:



Economic Prosperity, Equity and Diversity



Housing Opportunities for All



Healthy and Safe Community



Youth are the Future



Collaborative, Inclusive and Engaged Decision-Making



Livable and Sustainable Community



Connectivity, Access and Mobility



A Community to Celebrate



Economic Prosperity, Equity, and Diversity

A City where all persons have equitable access to prosperity through a diversified economy, jobs and educational/training opportunities

- Attract emerging industries and support entrepreneurship, innovation and creativity, while continuing to promote Salinas as the premier center for agricultural productivity and AgTech.
- Promote the image of the City as a desirable, safe, and vital location for businesses to locate and people to live, work, and visit.
- Embrace underserved populations and provide them the resources to succeed into different sectors of the economy.
- Foster small business development and ensure that existing businesses gain access to the capital, resources and services that they need to succeed, expand and stay in the City.
- Create a workforce prepared for the future by providing educational and training pathways in specific industries to increase job opportunities and earning power.



Nursing students' graduation at Hartnell College in Salinas



Affordable multi-family units at El Tesor in northern Salinas



Housing Opportunities for All

A City with a diversity of housing types and affordability levels for its residents

- Facilitate the development of a variety of innovative housing types throughout the City that meet the diverse needs and income levels of the community, are energy efficient and promote healthy living.
- Ensure that affordable housing options exist for underserved populations such as seniors, the homeless, disabled persons and farmworkers.
- Remove unfair or inappropriate barriers to housing and minimize housing displacement.
- Ensure existing housing and neighborhoods are well-maintained to improve safety, reduce overcrowding, encourage social interaction and bolster community pride.
- Promote higher density mixed-use residential and transit-oriented development near public transportation, bike facilities and along major corridors.



Ciclovía—an entirely youth-led event on Alisal Street in east Salinas

Healthy and Safe Community

A City which strives to protect and improve the personal safety, health and welfare of the people who live, work, and visit

- Build a trusting dialogue between the community and public safety to reduce violence and ensure people feel safe going about their daily activities.
- Address the root causes of violence through investment in strategies that support safe neighborhoods, youth, and families.
- Emphasize crime prevention through the design of the built environment.
- Partner with health providers and organizations to improve the mental and physical health of the community, reduce health inequities, and provide access to health care.
- Promote equitable access to healthy food, parks, recreation and other desired amenities to encourage healthier lifestyle choices.
- Ensure the protection and sustainable use of the City's air, water, land, and natural resources.
- Cultivate the preparedness of our most vulnerable population, improve the resiliency of the City's hard infrastructure, and reduce greenhouse gas emissions to ensure a better response to climate change and natural disasters.



Youth are the Future

A City where youth flourish and have equitable access to education, recreation and a healthy urban environment

- Develop innovative and culturally relevant collaborations to end childhood poverty, improve literacy and prevent youth violence.
- Ensure all youth have access to quality preschools, schools, afterschool programs, libraries and recreational opportunities.
- Support educational and training pathways and opportunities for all youth so they can gain skills that will help them improve their well-being, upward mobility, secure employment and allow them to remain in the community.
- Foster access to family support services to help parents, families and caregivers fulfill their roles and provide a safe, caring and healthy atmosphere where youth can thrive and achieve their full potential.



"Horsies" race at the California Rodeo, Salinas



Collaborative, Inclusive and Engaged Decision-Making

A transparent and responsive City Government driven by the voices of a participatory community

- Ensure City policies promote racial equity, align with the Overarching Core Value, Guiding Principle and the General Plan.
- Encourage and engage all people (especially youth) to have an active role in driving City decisions, policies and practices.
- Form community partnerships in the City that foster transparency, effective communication, and lead to tangible outcomes.
- Catalyze and invest in community problem solving and neighborhood improvement efforts by building the capacity of, residents, partners and community groups to create change, bolster community pride, and maximize the impact of limited resources.



Alisal Vibrancy Plan Popup event at Ciclovía, 2018



Dogwalking at the Rossi-Rico Greenway in west Salinas



Livable and Sustainable Community

A well-planned City with a thriving community core and commercial corridors, excellent infrastructure (streets, sewers, parks, trees and open spaces, libraries, and community facilities, etc.) that meet the unique and changing needs of the community

- Promote livability by focusing on sustainable land use planning, targeted circulation and infrastructure improvements that provide equitable access and the efficient use of resources.
- Encourage vibrant and active community gathering spaces such as libraries, community facilities, performance venues, open spaces, parks, and plazas.
- Ensure the City's infrastructure is well-maintained, has sufficient capacity, is accessible for disabled persons, and is adaptable to emerging development patterns, changing land uses, technological advances and lifestyles.
- Work cooperatively with the community members and others to maintain properties, promote volunteerism, ensure effective code enforcement, preserve natural and architectural assets, revitalize disinvested commercial and residential corridors and promote greening and beautification of the City.



Connectivity, Access and Mobility

An active City with a well-connected, eco-friendly network of multi-modal streets, bikeways, greenways and trails, and effective public transportation options

- Facilitate community interaction by removing physical barriers and improving connectivity.
- Create a modern, safe, sustainable and connected transportation network that provides a variety of mobility choices for all.
- Improve access and connect pedestrian and bicycle linkages and public transit from all neighborhoods to schools, parks, open space, shopping and services, employment centers, downtown and other community core areas to promote connectivity.
- Emphasize walking, biking, and public transit when considering new development or revitalizing existing neighborhoods.



A free Monterey-Salinas Transit (MST) bus ride on New Years Day, 2019



The Lion Dance at the 2017 Salinas Asian Festival in Chinatown



A Community to Celebrate

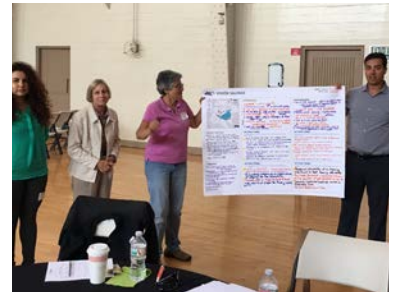
A City that celebrates, promotes, preserves and honors the diversity, history, art, and culture of its community

- Promote the rich diversity and culture in Salinas through art, music, festivals, parades and other community events.
- Celebrate the City's history, the architecture of its buildings, the diverse cultures of its people, and its rich immigrant history.
- Foster a sense of place by encouraging community driven transformation, initiating themed districts, and by building upon existing neighborhood identity.

Visión Salinas 5 Year Process



**Downtown
Vibrancy Plan**
2015



**Four Facilitation
Trainings**
2017



**Neighborhood
Vibrancy/Urban
Greening Plan**
2017

2014

2015

2016

2017

**Housing
Element**
2014-2015



**Economic
Development
Element**
2014



**Visión Salinas
Launches**
2017





Parks, Rec & Libraries Master Plan Accepted by City Council
July 2019



General Plan Update Begins
2020

Planning Team Selection
2020



Vision Salinas Guiding Principles Adopted
2018-2019



Request for Proposals
Summer 2020



General Plan Community Engagement Begins
2020

2018

2019

2020

Alisal Vibrancy Plan Accepted by City Council
November 2019



General Plan Outreach Approach Formulated
2020



Chinatown Revitalization Plan Accepted by City Council
December 2019

Visión Salinas in the Community



Visión Salinas in the Community





Carr Lake Planting Event



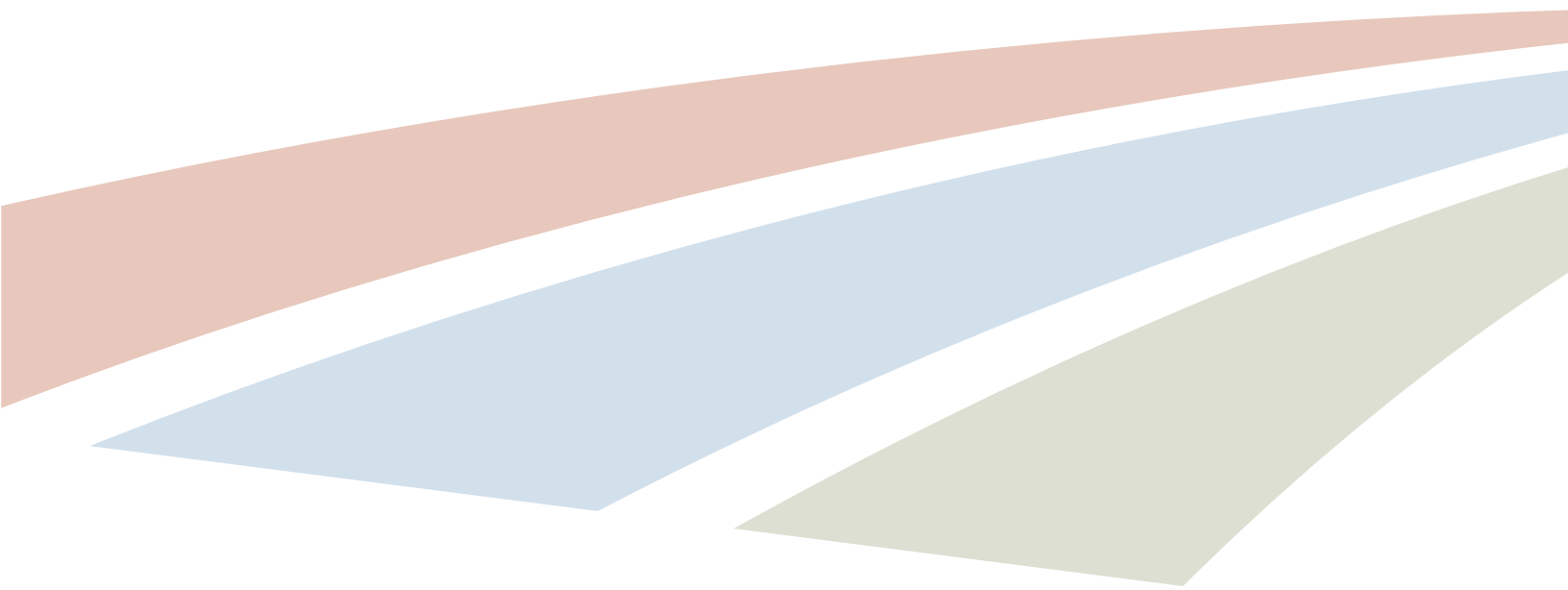
Ciclovía Salinas



Chinatown Block Party



Downtown Salinas Mural





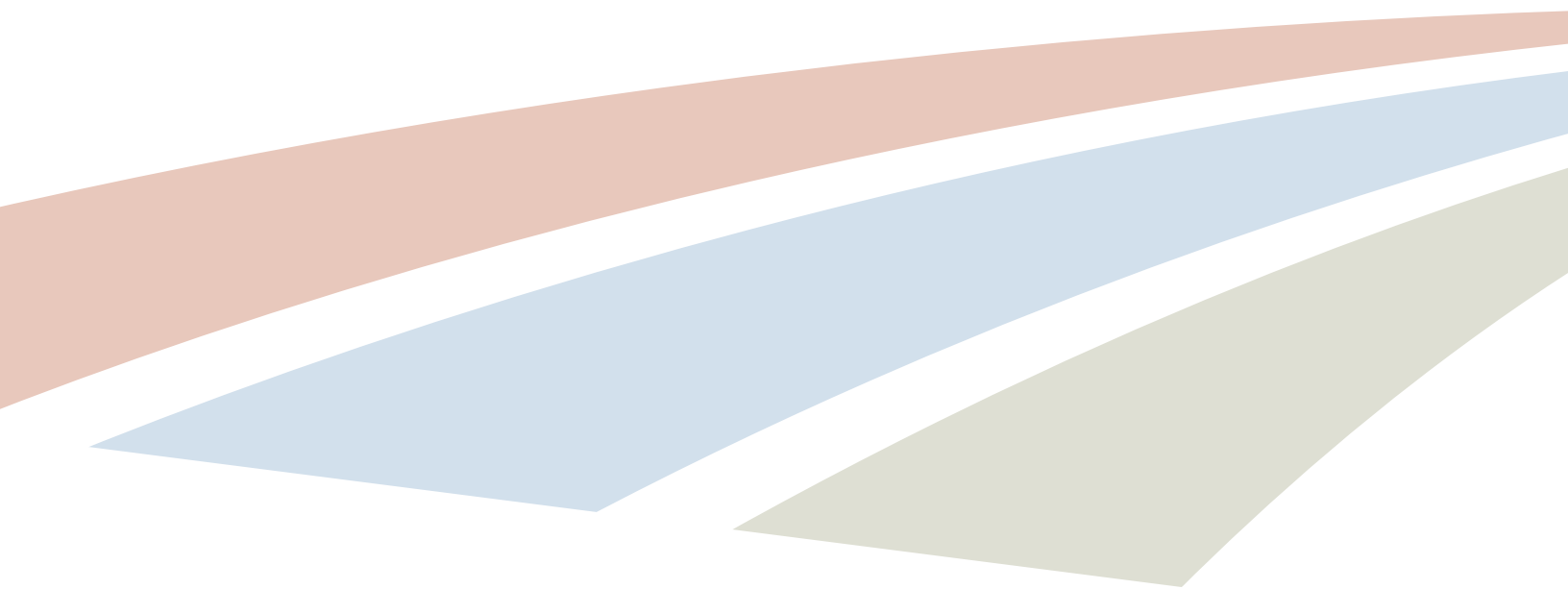
VISIÓN SALINAS

Guías Visionarias



Spring 2019

*Una ciudad acogedora,
inclusiva y diversa
donde todas las
personas pueden
prosperar.*



Introducción

“Visión Salinas” inicio en 2017 para coordinar el alcance del público y los esfuerzos de planificación en Salinas, así como para dictar la futura actualización del Plan General en 2019. También es el eje central que sostiene la participación de la comunidad de Salinas y marcará la inminente actualización del Plan General.



Objetivos clave:

1. Planificación

- Garantizar la actualización del Plan General integrada y unificada.
- Desarrollar el borrador de las Guías Visionarias para dictar la actualización del plan general de la ciudad.

2. Participación de la comunidad

- Garantizar que el proceso sea bilingüe al 100%.
- Fomentar la participación responsable de los residentes en el proceso de planificación.

3. Desarrollo de capacidades

- Otorgar a los residentes la capacidad de contribuir en la creación de políticas y procesos de planificación de la ciudad.

4. Coordinación

- Mejoramiento de imagen y reconocimiento en el proceso de planificación de Salinas.

¿QUÉ ES UN PLAN GENERAL?

El Plan General es el programa de desarrollo de una ciudad. Es un documento de planificación de largo alcance muy completo que destaca cómo Salinas crecerá, se adaptará a una economía cambiante, conservará los espacios abiertos, desarrollará el ámbito de la vivienda y tratará otros asuntos importantes a los que la ciudad se enfrentará en un futuro.

Ámbitos del Plan General según el Estado

- Uso de la tierra*
- Circulación*
- Vivienda*
- Conservación*
- Espacios abiertos*
- Ruido*
- Seguridad
- Justicia ambiental (requisito a partir de 2018)
- Calidad del aire

Otros ámbitos adicionales

- Salud
- Desarrollo económico*
- Diseño de la comunidad*
- Igualdad
- Agua
- Cambio climático
- Resiliencia
- *ámbitos del actual Plan General de Salinas (2002)



- Facilitar la coordinación entre los diversos procesos de planificación que hay en marcha en Salinas (planes relacionados: el Plan del Parque del Lago Carr, nueva estación de policía, la nueva biblioteca El Gabilán).



Desarrollo de las Guías Visionarias de Visión Salinas

Uno de los principales logros en el proceso de Visión Salinas hasta ahora ha sido el desarrollo de un valor fundamental y de las Guías Visionarias. El valor fundamental de Salinas recae en la importancia de los principios de inclusión, diversidad y participación ciudadana de los que la ciudad se enorgullece.

Este valor fundamental se intercala con cada una de las Guías Visionarias. Las Guías Visionarias se centran en varios temas que dictan las políticas y medidas incluidas en el Plan General.

Para el desarrollo de las Guías Visionarias, se recopilaban las opiniones y los comentarios del público sobre una gama de programas y esfuerzos de planificación crítica (ver adjunto)

A partir de estos comentarios, se redactaron las Guías Visionarias y se distribuyeron entre el personal y las partes interesadas; en mayo de 2018 se divulgaron entre la comunidad. Entre mayo y agosto de 2018, la comunidad revisó y contribuyó al debate sobre las Guías Visionarias.

OTROS PLANES

La información sobre los siguientes procesos de planificación contribuyó al desarrollo del contenido de las Guías Visionarias

- Ámbito de Desarrollo Económico (2014)
- Actualización de la Vivienda (2015)
- Plan de Vitalidad en el Centro (2015)
- Plan de Vitalidad del Alisal (2019)
- Plan de Revitalización de Chinatown (2019)
- Plan Maestro de Parques (2019)



Visión Salinas en acción



que le gustaría
nas en 10 años!

What You Would like
rs!

Peace



The whiteboard features several hand-drawn sketches and text suggestions:

- North Salinas:** Includes drawings of trees and the text "Family Parks" and "North Salinas".
- More Parks/Halls:** A drawing of a building with the text "more parks/Halls" and "Street lights on Jan Juan Grade".
- Wellness Center:** Includes drawings of a cube, a box with a cross, and a cat, with the text "Wellness Center", "YOGA", and "+ DISPENSARY".
- Guitar Classes:** Includes a drawing of a guitar and the text "guitar classes".
- Creekbridge:** Includes a drawing of a house and the text "Creekbridge" and "expand".
- Six flags:** Includes a drawing of a roller coaster and the text "Six flags".
- Trolley:** Includes a drawing of a trolley and the text "Trolley".
- Run Tracking:** Includes a drawing of a person running and the text "RUN TRACKING".
- Event & Community:** Includes the text "EVENT & COMMUNITY".
- Other notes:** "Cars go back - Driverless cars at night (cornell)", "my house" with an arrow pointing to a house drawing, and "more way for animals".

Guías Visionarias de Visión Salinas

Nuestro valor fundamental:

Una ciudad acogedora, inclusiva y diversa donde todo el mundo puede prosperar

Salinas cree que un entorno inclusivo, diverso y acogedor es esencial para desarrollar y mantener una ciudad en la que se pueda vivir, trabajando como comunidad y asegurando de que todos sus miembros tengan el mismo acceso a oportunidades de mejora y bienestar independientemente de sus circunstancias.

Las decisiones, políticas y prácticas que pone en práctica la ciudad se basan en los principios de igualdad social y sostenibilidad para que se cumplan las necesidades fundamentales de todas las personas independientemente de su raza, color, origen étnico, edad, religión o creencias, nivel de ingresos, lugar de residencia, idioma, estado civil, identidad de género u orientación sexual, lugar de nacimiento, salud o discapacidad.

Este valor fundamental se refleja en cada una de las siguientes Guías Visionarias.



Prosperidad, Igualdad y Diversidad Económica



Oportunidades de Vivienda para Todos



Una Comunidad Sana y Segura



Los Jóvenes son el Futuro



Decisiones basadas en la Colaboración, la Inclusión y la Participación



Una Comunidad Habitable y Sostenible



Conectividad, Acceso y Movilidad



Una Comunidad para Celebrar



Prosperidad, Igualdad y Diversidad Económica

Una ciudad donde todas las personas tienen las mismas oportunidades de prosperar mediante una economía diversificada, empleos y oportunidades educativas y de

- Atraer industrias emergentes y promover el emprendimiento, la innovación y la creatividad, así como presentar a Salinas como el centro principal de producción agrícola y del programa AgTech.
- Promover la imagen de la ciudad como un lugar conveniente, seguro y esencial para establecer empresas y atraer trabajadores, residentes y visitantes.
- Ayudar a las comunidades marginadas y otorgarles los recursos para que prosperen en diferentes sectores de la economía.
- Fomentar el desarrollo de pequeñas empresas y garantizar que las empresas existentes tengan acceso al capital, los recursos y los servicios que necesitan para tener éxito, crecer y quedarse en la ciudad.
- Crear una fuerza laboral capacitada para el futuro proporcionando vías de educación y formación con el objetivo de aumentar las oportunidades de empleo y el poder adquisitivo.



Graduación de estudiantes de Enfermería en Hartnell College (Salinas)



Viviendas multifamiliares asequibles en El Tesor, en la zona norte de Salinas



Oportunidades de Vivienda Para Todos

Una ciudad con una gran variedad de tipos de vivienda asequibles para los residentes

- Facilitar el desarrollo de una amplia variedad de tipos de vivienda innovadora en toda la ciudad que cubran las necesidades y niveles de ingresos de la comunidad, sean de bajo consumo de energía y fomenten un estilo de vida saludable.
- Garantizar opciones de vivienda asequibles para las comunidades marginadas, como los ancianos, las personas sin hogar, los discapacitados y los trabajadores agrícolas.
- Deshacerse de las barreras injustas o inapropiadas en el acceso a viviendas y minimizar el desplazamiento de viviendas.
- Garantizar un buen mantenimiento de las viviendas y vecindarios existentes con el objetivo de mejorar la seguridad, reducir la sobrepoblación, mejorar la interacción social y enorgullecer a la comunidad.
- Fomentar los desarrollos de mayor densidad y uso mixto tanto residenciales como de tránsito cerca del transporte público, las instalaciones para bicicletas y las zonas principales.



Ciclovía: un evento totalmente organizado por jóvenes en la calle Alisal, en la zona Este de Salinas.



Una Comunidad Sana y Segura

Una ciudad que se esfuerza por proteger y mejorar la seguridad personal, la salud y el bienestar de las personas que viven y trabajan en ella, así como de

- Construir una relación de confianza entre la comunidad y las fuerzas públicas de seguridad para reducir la violencia y asegurar que la gente se sienta segura en su día a día.
- Abordar las causas de la violencia mediante la inversión en estrategias que promuevan la seguridad entre familias, jóvenes y vecindarios.
- Fortalecer la prevención de delitos a través del mejoramiento en nuestro entorno.
- Asociarse con proveedores y organizaciones de salubridad para mejorar la salud física y emocional de la comunidad, resolver las desigualdades en materia de salud y proveer el acceso a los servicios de salud.
- Promover el acceso a alimentos saludables, parques, actividades recreativas y otros servicios deseados para fomentar un estilo de vida con opciones más saludables.
- Asegurar la protección y el uso sustentable de los recursos naturales de aire, agua y tierra de la ciudad.
- Fomentar la preparación de nuestra población más vulnerable, fortalecer la resistencia de la infraestructura material de la ciudad y reducir las emisiones de gases de efecto invernadero para asegurar una mejor respuesta ante el cambio climático y los desastres naturales.



Los Jóvenes son el Futuro

Una ciudad donde la juventud prospere y tenga el mismo acceso a la educación, actividades recreativas y un ambiente urbano saludable.

- Formar asociaciones innovadoras y culturalmente relevantes para ponerle fin a la pobreza infantil, mejorar la alfabetización y prevenir la violencia juvenil.
- Garantizar que todos los menores tengan acceso a centros de calidad preescolares, escuelas, programas para después de escuela, bibliotecas y oportunidades recreativas.
- Apoyar las oportunidades de educación y formación de los jóvenes para que puedan obtener habilidades que les ayudarán a mejorar su bienestar, mejorar su posición social, garantizar un empleo y quedarse en la comunidad.
- Fomentar el acceso a servicios de apoyo a la familia para ayudar a padres, familias y cuidadores a cumplir con sus funciones y ofrecer un ambiente seguro, atento y saludable donde la juventud pueda prosperar y alcanzar su máximo potencial.



Carrera de "caballitos" en el California Rodeo, en Salinas



Decisiones basadas en la Colaboración, Inclusión y Participación

Un gobierno local transparente y atento que escucha la opinión de su comunidad

- Garantizar que las políticas de la ciudad promuevan la igualdad racial y que reflejen su valor fundamental, sus Guías Visionarias y su Plan General.
- Motivar y animar a participar a todas las personas (especialmente a los jóvenes) para que tengan un papel activo a la hora de tomar decisiones sobre la ciudad e implementar prácticas y políticas.
- Formar asociaciones entre la comunidad que fomenten una comunicación efectiva y transparente y proporcionen resultados tangibles.
- Favorecer e invertir en la resolución de problemas de la comunidad y el mejoramiento de los vecindarios mediante la mejora de las capacidades de sus residentes, socios y grupos comunitarios con el objetivo de impulsar un cambio, enorgullecer a la comunidad y maximizar el impacto los recursos limitados.



Evento pop-up sobre el Plan de Vitalidad del Alisal en Ciclovía, 2018



Paseando perros en la vía verde Rossi-Rico, al oeste de Salinas



Una Comunidad Habitable y Sustentable

Una ciudad bien planificada con una comunidad próspera, zonas comerciales, excelente infraestructura (calles, alcantarillas, parques, árboles, espacios abiertos, bibliotecas e instalaciones comunitarias, etc.) que satisfagan las necesidades específicas y cambiantes de la comunidad.

- Promover la calidad de vida, centrándonos en la planificación del uso sustentable de la tierra, la circulación y el mejoramiento de la infraestructura para proporcionar un acceso equitativo y un uso eficiente de los recursos.
- Fomentar el uso de lugares vibrantes y dinámicos para las reuniones de la comunidad, como bibliotecas, centros comunitarios, salones de eventos, espacios abiertos, parques y plazas.
- Garantizar que la infraestructura de la ciudad se mantenga en buen estado. tenga capacidad suficiente, sea accesible para las personas discapacitadas y pueda adaptarse a los nuevos patrones de desarrollo, los usos cambiantes del terreno, los avances tecnológicos y los diferentes estilos de vida.
- Trabajar cooperativamente con los miembros de la comunidad y otros interesados para mantener las viviendas en buen estado, promover el voluntariado, asegurar la aplicación efectiva de la ley, preservar el patrimonio natural y arquitectónico, revitalizar los espacios comerciales y residenciales sin inversión y promover el embellecimiento y el crecimiento ecológico de la ciudad.



Conectividad, Acceso y Movilidad

Una ciudad activa con una red bien conectada y ecológica de vías multimodales, ciclovías, vías y caminos verdes, y opciones de transporte público

- Facilitar la interacción con la comunidad mediante la eliminación de barreras físicas y la mejora de la conectividad.
- Crear una red de transporte moderna, segura, sustentable y conectada que ofrezca una gran variedad de opciones de movilidad para todos.
- Mejorar la conexión entre los vecindarios y las escuelas, parques, zonas comerciales, espacios abiertos, centros de empleo, el centro de la ciudad y otras zonas comunitarias clave para los peatones, ciclistas y usuarios del transporte público.
- Promover que los residentes caminen, utilicen bicicleta y transporte público cuando se desarrollen proyectos de viviendas nuevas o revitalización de los vecindarios ya existentes.



Trayecto gratuito de un autobús de la línea Monterey-Salinas el día de Año Nuevo, 2019



La Danza del León en el Festival Asiático de Salinas de 2017, en Chinatown



Una Comunidad para Celebrar

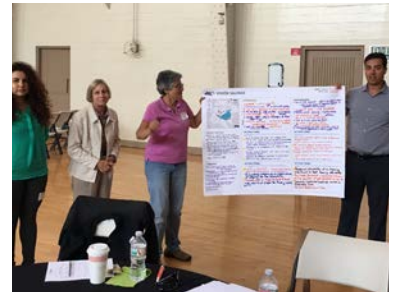
Una ciudad que celebra, promueve y honra la diversidad, historia, arte y cultura de su comunidad.

- Promover la diversidad y cultura en Salinas a través del arte, música, festivales, desfiles y otros eventos comunitarios.
- Celebrar la historia de la ciudad, la arquitectura de sus edificios, la diversidad cultural de su gente y su valiosa historia de inmigración.
- Fomentar una sensación de pertenencia, impulsando una transformación basada en la comunidad, destacando las características de los barrios y fomentando el crecimiento de los atributos ya existentes de los diferentes vecindarios.

Proceso de 5 años de Visión Salinas



Plan de vitalidad del centro de Salinas
2015



Cuatro entrenamientos de facilitación
2017



Plan de vitalidad de áreas verdes urbanas
2017

2014

2015

2016

2017

Elemento de desarrollo económico
2014



Elemento de Vivienda
2014-2015



Lanzamiento de Visión Salinas
2017





Adoptar el plan maestro de parques, recreación y bibliotecas
Aceptado por el consejo municipal
 Julio 2019



Comienza el actualización del plan general
 2020

Selección del equipo de planificación
 2020



Guías Visionarias de Visión Salinas han adoptado
 2018-2019



Solicitud de propuestas
 Verano 2020



Comienza el actualización del plan general
 2020

2018

2019

2020

Aceptar el Plan de vitalidad de Alisal
Aceptado por el consejo municipal
 Noviembre 2019



Enfoque del actualización del plan general formulado
 2020



Adoptar el plan de revitalización de Chinatown
Aceptado por el consejo municipal
 Diciembre 2019

Visión Salinas en la comunidad



Visión Salinas en la comunidad





Carr Lake Planting Event



Ciclovía Salinas



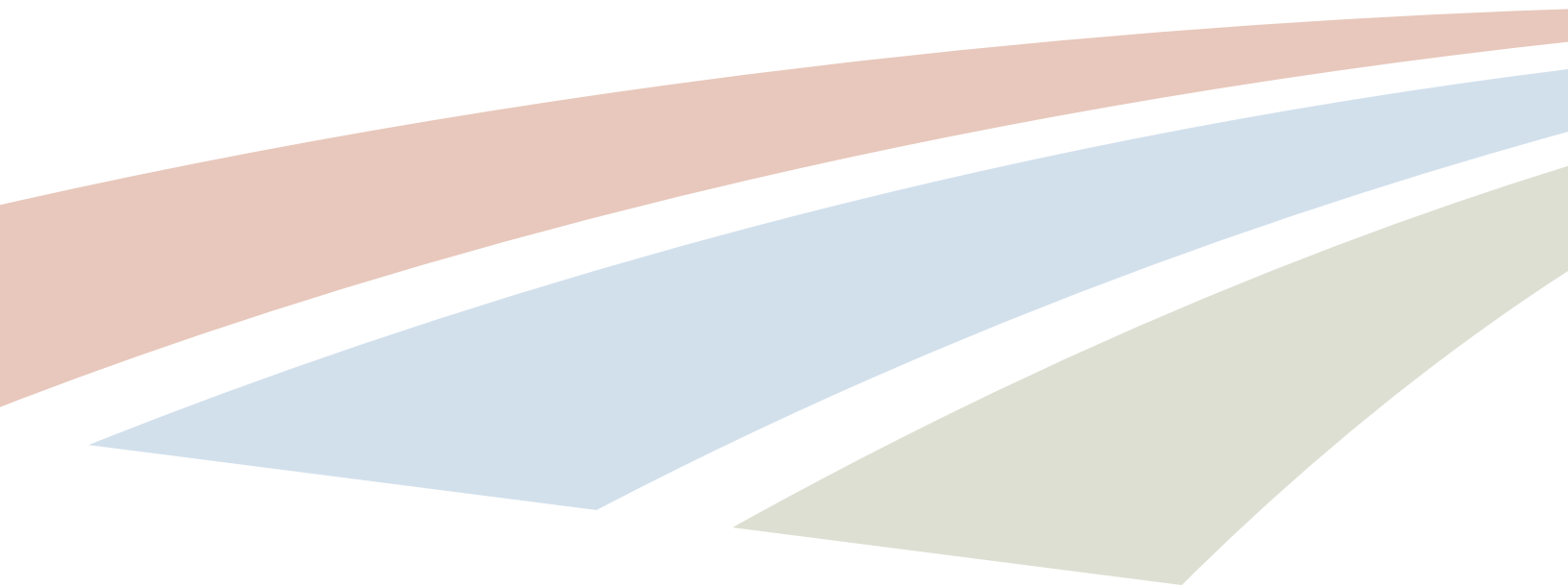
SALINAS CONFUCIUS CHURCH

孔教會

Chinatown Block Party



Downtown Salinas Mural





City of Salinas

200 Lincoln Ave., Salinas,
CA 93901
www.cityofsalinas.org

Legislation Text

File #: ID#20-014, **Version:** 1

Commercial Cannabis Industry in Salinas

No action is required. This report presents information to the City Council regarding the 2019 Cannabis Industry in Salinas.



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: MARCH 3, 2020

DEPARTMENT: COMMUNITY DEVELOPMENT

FROM: MEGAN HUNTER, DIRECTOR

BY: COURTNEY GROSSMAN, PLANNING MANAGER
KELLY MILLER, PLANNING CONSULTANT (RINCON CONSULTANTS)

TITLE: COMMERCIAL CANNABIS INDUSTRY IN SALINAS

RECOMMENDATION:

There is no formal recommendation associated with this report. This report presents information and does not require action of the City Council.

EXECUTIVE SUMMARY:

Pursuant to Salinas Municipal Code (SMC) Sec. 5-07.49, City staff shall prepare reports to the City Council providing findings regarding the operations of commercial cannabis businesses within the City. The reports shall include information regarding employment, community benefits, tax revenue, crime, building/zoning compliance, and any other information requested by the Council. The first of these reports was presented on May 15, 2018 and the second was presented on February 19, 2019.

The legal commercial cannabis industry (“the industry”) matured considerably within the City of Salinas in 2019. The City’s cannabis business tax is currently generating over \$1 million annually for the City’s general fund. While the industry has grown, a high degree of uncertainty remains regarding the sustainability of the businesses that are in operation. Several factors have created market volatility such as the illegal cannabis trade and costs associated with operating a legal cannabis business. The City could consider steps such as lowering the cannabis business tax rate or reducing fees to improve the likelihood that businesses remain open, thus stabilizing long-term tax revenue. Consistent with the year prior, the industry continues to require a high degree of administrative staff resources due to the unique regulations, taxes, and fees that are imposed. However, the businesses maintain a high degree of security resulting in no criminal or nuisance activities on premises last year and required minimal police oversight.

BACKGROUND/ANALYSIS:

Of 482 California cities, an estimated 161 allow commercial cannabis activity. Among cities that allow commercial cannabis activity, Salinas has developed what could be considered a relatively

permissive stance by allowing for a broad variety of business types and a large number of available permits. Salinas has rapidly become an industry hub, with ten operational businesses as of the end of 2019 that include some of the industry’s most prominent businesses. Table 1 below provides a brief summary of significant state and local milestones in the industry’s development.

Table 1: State and Local Cannabis Industry Milestones

Date	Event
January 2016	City of Salinas adopts ordinance regulating cannabis businesses. A maximum of 12 businesses (three each of dispensary, manufacturing, cultivation, and delivery) are allowed.
June 2016	City of Salinas accepts applications for Commercial Cannabis Permits; 24 applications are received in this “Round 1” of permitting
August 2016	California passes Medical Cannabis Regulation and Safety Act (MCRSA)
November 2016	Proposition 64 passes, legalizing adult-use cannabis effective January 1, 2018
November 2016	Salinas Measure L passes, establishing a commercial cannabis business tax on specified businesses (Cultivation, Delivery, Dispensary, and Manufacturing)
May 2017	City of Salinas completes initial review of Commercial Cannabis Permits. Nine Permits are recommended for approval (3 each of Cultivation, Dispensary, and Manufacturing). Fourteen applications are not approved.
June 2017	California passes Medicinal and Adult-Use Regulation and Safety Act (MAUCRSA) implementing Proposition 64
August 2017	City adopts revisions to commercial cannabis ordinance. Distribution and Testing Laboratories are added as allowable businesses through Administrative Permits. Number of Permits increases from 12 to 23 (5 each for Cultivation, Dispensary, Distribution, and Manufacturing; 3 for Delivery). No maximum number of Administrative permits.
October 2017	City accepts revised permit applications from commercial cannabis businesses that were not approved in the previous permitting round. Thirteen permit reapplications are received in this “Round 1B” of permitting.
November 2017	City adopts revisions to commercial cannabis ordinance allowing businesses to participate in the adult-use market. Other changes made to streamline processes and align local laws with MAUCRSA.
November 2017	California releases regulations implementing MAUCRSA
December 2017	City issues 11 additional permits, bringing the total number of permits issued by the City to 20
January 2018	Proposition 64 takes effect – adult-use cannabis is legal. California begins issuing temporary licenses to businesses.
May 2018	City adopts Ordinance modifying processes for Nurseries and R&D businesses and lowering tax for Nursery-type Cultivation from \$15 to \$2 per square foot
December 2018	City transfers management of commercial cannabis business permitting from the Economic Development Division to the Community Development Department
January 2019	City adopts ordinance extending the allowed hours of operation for cannabis dispensaries and allowing for sales on Sundays
September 2019	City accepts new permit applications; 10 applications are received in this “Round 2” of permitting

This report provides a summary of the industry for the 2019 calendar year. Last year's annual report noted that the industry has been in a perpetual state of change since the passage of Proposition 64 in November 2016, and that it was difficult to compile or interpret the limited data available at that time. While that remains true, 2019 was marked by mutually beneficial coordination between the City and its permitted businesses, as well as improved data collection and a continued increase in fees and taxes collected.

City Jurisdiction of Commercial Cannabis Business Permitting

In December of 2018, responsibility over commercial cannabis business permitting was transferred from the Economic Development Division to the Community Development Department (CDD). This change was intended to improve efficiency by assigning permitting responsibility to the department best suited to manage the various needs of commercial cannabis businesses, such as building permits, inspections, and review/issuance/renewal of commercial cannabis permits.

The Community Development Department has contracted with Rincon Consultants, Inc. to assist on all cannabis-related tasks. The same Rincon staff member has spent one day per week on-site with City planning staff since December 2018, serving as the primary point of contact for current and prospective commercial cannabis permit-holders and assisting the Planning Manager on all tasks concerning the permitting and regulation of the industry. This long-term staffing consistency has resulted in improved communication between the permitted businesses and the City as well as improved record-keeping regarding permits and fee collection.

Commercial Cannabis Business Permitting

The City issues two types of commercial cannabis business permits: Commercial Cannabis Permits (CCP) and Administrative Permits (AP). CCPs are applicable to Cultivation, Delivery, Dispensary, Distribution, and Manufacturing. Administrative Permits are applicable to Testing Laboratories, Small Distribution (business premises under 500 square feet), Research and Development Facilities, and Nurseries.

The State of California has identified 20 different subtypes of cannabis businesses, organized by license type. Each commercial cannabis business type, as defined by the City, corresponds to a specified State license. The following chart lists the commercial cannabis business types recognized by Salinas, along with the corresponding state license and a description of that type's role in the industry.

Table 2. Commercial Cannabis Business License Types

Salinas Business Type	Corresponding State License	Role
Cultivation (CCP)	Cultivation (Types 1-5; 14 different subtypes in total)	Growing of cannabis plants for sale to Manufacturing, Delivery, or Dispensary businesses
Manufacturing (CCP)	Manufacturer (Type 6-7)	Processing of cannabis into cannabis products
Distribution (CCP)	Distribution (Type 11)	Transports cannabis and cannabis products between licensees; collects and remits State taxes from other businesses.
Dispensary (CCP)	Retailer (Type 10)	Sells cannabis and/or cannabis products via a fixed location storefront
Delivery (CCP)	Retailer, Non Store-front (Type 9)	Sells cannabis and/or cannabis products exclusively through delivery; must have a licensed business address, but the premises are not open to the public
Testing Laboratory (AP)	Testing Laboratory (Type 8)	Tests to ensure product safety
Nursery (AP)	Nursery (Type 4)	Grows immature plants from cuttings and seeds for internal use or sale to other Cultivation, Delivery, or Dispensary companies
Research and Development (AP)	Case-by-case	Conducts research on cannabis and/or cannabis products; excludes testing facilities
Small Distribution (AP)	Distribution (Type 11)	Transports cannabis and cannabis products between licensees; collects and remits State taxes from other businesses.

Commercial Cannabis Permits

The City allows for issuance of a maximum of 23 CCPs. Because the available permits are limited, the City accepts applications only during designated “rounds”, allowing for applicants to competitively vie for permits. The City has conducted three such rounds: Round 1 in June 2016; Round 1B in October 2017 (reapplication for applicants that were denied in Round 1); and Round 2 in September 2019. Applications are reviewed by the Cannabis Selection Committee, which is made up of one staff member from five different City departments. The City received a total of nine CCP applications in Round 2. As of the writing of this report, applications received for Round 2 are still under review and are therefore not discussed further in this report. Table 3 below shows permit quotas, active, and operational businesses as of January 2019.

Table 3. CCP Quotas

Business Type	Permit Quota	Active Permits*	Operational Businesses*
Cultivation	5	2	0
Delivery	3	3	3
Dispensary	5	4	3
Distribution	5	2	2
Manufacturing	5	4	2
Total	23	15	10

Each CCP stipulates that a business must begin commercial cannabis business operations within one year of the date in which the permit is granted. Applicants who do not meet this deadline are able to apply for a permit amendment to grant a single 90-day extension. Subsequently, a permit can be amended for a second time only by a Cannabis Selection Committee vote. Both amendments require that businesses demonstrate diligence towards reaching operational status.

Table 4 below shows the 15 businesses that were awarded permits in 2017 and are currently either operational or pursuing operational status. A total of five permits (not listed) were revoked in 2019 due to permittees abandoning the business pursuit. As of last year’s annual report, a total of eight businesses with a CCP had initiated commercial operations and seven businesses were in the building permit process. The updated status of the City’s 15 active CCPs is shown below.

Table 4. Permits Awarded in 2017 Round 1 and Round 1B

	Business Name	Address	Type	Business Status
1.	CannaCruz	1156 Abbott Street	Dispensary	Operational
2.	Compassionate Bay	1051 Terven Avenue	Delivery	Operational
3.	Golden Essentials	1020 Merrill Street	Delivery	Operational
4.	Purple Trilogy	1020 Merrill Street	Delivery	Operational
5.	Cypress Manufacturing	1353 Dayton Street	Distribution	Operational
6.	Cypress Manufacturing	20 Quail Run Circle	Manufacturing	Operational
7.	Emerald Skyway	1610 Moffett Street	Dispensary	Operational
8.	710 Combinator (Grupo Flor)	518 Work Street	Manufacturing	Operational
9.	East of Eden (Grupo Flor)	514 Work Street	Dispensary	Operational
10.	Flor X (Grupo Flor)	516 Work Street	Distribution	Operational
11.	Flor Cultivation	1155 Harkins Road	Cultivation	Not Operational
12.	Emerald Skyway	1610 Moffett Street	Manufacturing	Not Operational
13.	Emerald Skyway	1610 Moffett Street	Cultivation	Not Operational
14.	Griffin Holistics	1072 Industrial Street	Dispensary	Not Operational
15.	Griffin Holistics	1072 Industrial Street	Manufacturing	Not Operational

Ten businesses are now operational, and five businesses are still working towards operational status. Each of these five permittees have amended their permit to extend the deadline at which

they are required to initiate business operations. The delays have involved challenges related to physical building improvements as well as state licensing.

Administrative Permits

Unlike CCPs, there are no limits on how many administrative permits can be issued for commercial cannabis businesses. Administrative permits can be applied for at any time and do not require review by the Cannabis Selection Committee. Obtaining and maintaining an administrative permit is considerably simpler and less expensive in comparison to the CCP process. However, applicants for administrative permits must also obtain a state license. Table 5 below shows the administrative permits that have been issued and remain active (business is operational or is working towards operational status).

Table 5. Administrative Permits: Operational Status

	Business Name	Address	Type	Business Status*
1.	OPM Holdings	743 Sanborn Place	Small Distribution	Operational
2.	American Biotech Testing	607 Brunken Avenue	Testing Lab	Not Operational
3.	ProForma Labs	1514 Moffett Street	Testing Lab	Not Operational

*As of January, 2019

The two permitted testing labs listed above are concluding their building permit and state licensing processes and anticipate opening for business in 2020. In addition to the three businesses listed above, several other applicants have pending applications or inquiries. A number of other applicants have been awarded Administrative Permits but have abandoned the venture prior to achieving operational status.

Impacts on City Resources

In September 2017, the Council adopted ongoing monitoring fees to compensate the City for the ongoing costs relating to monitoring of commercial cannabis businesses and enforcement of regulations. These fees are intended to cover services for which fees are not typically charged, and that would go beyond the services typically rendered to businesses. Monitoring fees are first charged prior to issuance of a certificate of occupancy and are subsequently charged annually as part of the permit renewal process. Monitoring fees are collected for three City departments: Community Development, Police, and City Attorney. In addition, a monitoring fee is charged to cover the cost for a third party regulatory and financial assessment of the businesses performed by the firm Macias Gini & O’Connell (MGO).

Table 6 shows monitoring fee rates and Table 7 shows the total monitoring fee payments received in 2019.

Table 6. Salinas Cannabis Industry Monitoring Fee Rates

Monitoring Department	Monitoring Fee Rate Per Permit (2019)*
Community Development Department	\$2,202.50
Police Department	\$8,272.00
City Attorney’s Office	\$722.00
Financial Consultant (MGO)	Varies based on business type and revenue; between \$5,600 and \$16,000
*Fees increased in July 2019	

Table 7. Salinas Cannabis Industry Monitoring Fees Collected in 2019

Monitoring Department	2019 Total
Police	\$65,244.50
Community Development Department	\$17,373.75
City Attorney’s Office	\$5,697.50
Financial Consultant (MGO)	\$99,954
Total:	\$188,268

As shown above, a total of \$188,268 in monitoring fees was collected in 2019. The largest sum was collected to pay for the assessments performed by MGO. The financial consultant monitoring fees are collected at-cost from the businesses. Future adjustments to monitoring fees may be needed in order to more appropriately allocate funds in accordance with staff demands, particularly as it relates to overall administration.

Additional fees collected during 2019 included over \$28,000 in CCP application fees and over \$11,000 in CCP renewal fees. These fees are intended to cover the cost of application processing.

Employment/Community Impacts

There were no crime or nuisance events at the premises of a commercial cannabis business in Salinas in 2019. CCP permittees report affiliation with or donations to a number of nonprofit groups, including the Boys and Girls Club of Monterey County, the Mixed Roots Foundation, and the National Alliance for Mental Illness.

As shown in Table 8, Salinas’s commercial cannabis businesses directly employ approximately 321 individuals.

Table 8. Salinas Cannabis Industry Employment

	Business Name	Business Type	Employees*
1.	Cypress Manufacturing	Manufacturing	134
2.	710 Combinator	Manufacturing	10
3.	Emerald Skyway	Dispensary	25
4.	East of Eden	Dispensary	35
5.	CannaCruz	Dispensary	25
6.	Compassionate Bay	Delivery	7
7.	Golden Essentials	Delivery	5
8.	Purple Trilogy	Delivery	17
9.	Cypress Manufacturing	Distribution	52
10.	Flor X	Distribution	10
11.	OPM Holdings	Small Distribution	1
	Total:	Industry-wide	321
*Employee tallies are self-reported by business or estimated by City staff			

Tax Revenue from the Commercial Cannabis Industry

Measure L, adopted by the voters of Salinas in November 2016, requires certain commercial cannabis businesses to pay a commercial cannabis business tax every quarter, beginning January 1, 2017. The original tax rates were scheduled to increase in 2020; however, in December 2019 Council voted to forgo the scheduled increase. Therefore, the rates listed below remain in effect. Table 9 lists the rates levied on each business type. Business types not listed are not taxed.

Table 9. Cannabis Business Tax Rates

Business Type	Current Rate
Delivery	5% of gross receipts
Dispensary	5% of gross receipts
Manufacturing	5% of gross receipts
Cultivation	\$15 per square foot
Nursery	\$2 per square foot

The Community Development Department coordinates with the Finance Department to monitor tax collection and the good standing of each business. The annual assessments performed by MGO provide detailed auditing of tax payments.

Table 10 below shows cannabis revenue by businesses that conducted commercial cannabis operations from 2017 through 2019. Table 11 compares tax revenue per quarter from 2018 and 2019.

Table 10. Salinas Cannabis Industry Tax Revenue by Permittee: 2017-2019

	Business Name	Business Type	2017 Total	2018 Total	2019 Total
1.	Cypress Manufacturing	Manufacturing	\$335,379.85	\$482,057.10	Pending
2.	710 Combinator	Manufacturing	IA	IA	Pending
3.	Emerald Skyway	Dispensary	IA	\$226,967.12	Pending
4.	East of Eden	Dispensary	IA	\$58,508.00	Pending
5.	CannaCruz	Dispensary	IA	IA	Pending
6.	Compassionate Bay	Delivery	\$14,955.00	\$43,067.63	Pending
7.	Golden Essentials	Delivery	\$24,034.00	\$46,029.48	Pending
8.	Purple Trilogy	Delivery	IA	\$13,819.54	Pending
9.	Cypress Manufacturing	Distribution	E	E	E
10.	Flor X	Distribution	E	E	E
11.	OPM Holdings	Small Distribution	E	E	E
	Total:	Industry-wide	\$374,368.95	\$870,448.87	Pending
IA = business was <i>inactive</i> during this term, i.e. not yet conducting commercial operations and paying the cannabis business tax					
E = business type is <i>exempt</i> from local cannabis tax					

Table 11. Salinas Cannabis Industry Tax Revenue by Quarter: 2018 and 2019

Year	Q1	Q2	Q3	Q4
2018	\$120,736	\$143,838	\$328,894	\$276,979
2019	\$332,421	\$357,791	\$347,545	Pending
Q = quarter (four month period)				

Tax revenue increased by 133 percent from 2017 to 2018. Fourth quarter 2019 revenue data was not available as of the writing of this report; however, tax revenue from the first three 2019 quarters exceeds the entire 2018 total. Taxes collected to date have been generated by just seven businesses. It is unclear whether tax revenue will increase again in 2020 as instability in the market has impacted sales and may lead to the closure of some businesses. Hopefully, as additional businesses began operating for their first full year, revenues will increase, but it is too early to predict.

Late payment of taxes has been a recurring issue for the Finance Department. To date, no enforcement has occurred other than fines; no business permits have been revoked as a result of delinquent taxes. It is suggested that the City's procedure for enforcing tax payments be refined in order to conduct fair and consistent enforcement. The City may also consider a reduction in tax rates, as the current rates contribute to the overall expense burden (described below in the next section) that threatens the sustainability of the industry.

Cannabis Industry Challenges

The following discussion is based on the experiences of City staff that have worked on commercial cannabis business permitting, including input from consulting staff, interagency coordination, and discussions with permittees and applicants. This analysis is anecdotal and has not been independently verified.

In last year's annual report, the primary concerns for both business applicants and City staff were described as largely related to costs; for businesses, concerns involved the ability to maintain profitability while managing industry-specific taxes, fees, and operating expenses; while for City staff, the concern was that fee collection would not cover the demand on staff time. For businesses, concerns remain focused on expenses. Commercial cannabis businesses pay a state excise tax and state licensing fees as well as local taxes and fees, all of which are unique to the industry. In addition, operating expenses are high for maintaining compliance with strict product testing and security requirements. Throughout the state, these expenses have proven to be a barrier to entry and sustainability, resulting in lower than expected state tax revenue and a persistent black market.

For City departments, cost/expense ratios have improved, thanks to fee increases, improved efficiency, and more businesses paying monitoring fees and application fees. The following four items describe notable challenges related to the City's regulation of the industry.

Salinas Municipal Code Updates

A number of the City's commercial cannabis industry regulations and procedures have proven challenging to interpret and implement. The majority of the SMC section that regulates the industry (Chapter 5, Article VII) has not been recently updated. The section includes a number of provisions that should be reviewed and revised, including, but not limited to, specific regulations that are either out of date or may be considered unnecessary. The section also designates various City responsibilities to different entities, such as the City Manager, the Police Department, and the Cannabis Selection Committee. Revisions to the section could be utilized to clarify and reorganize these responsibilities to best suit the needs of the City and the permittees.

Application Review Process

The City's procedure for receiving and reviewing CCP applications could be reconsidered. The SMC stipulates a Cannabis Selection Committee to review and award permits; however, limited detail is provided as to how the application rounds should be conducted. The competitive permitting process is complicated and unique from how other City permits are awarded, resulting in a lengthy and time-intensive process. The SMC could be revised to ensure consistency and best practices in future permitting rounds; or, the City could consider an alternate method for awarding CCPs.

Siting of Commercial Cannabis Businesses

The City should reconsider the restrictions that govern where commercial cannabis businesses may be located. The zoning code does not address commercial cannabis uses; therefore, planning staff must equate commercial cannabis uses to other uses in order to evaluate zoning compliance. This methodology is difficult for prospective applicants to understand. Furthermore, the SMC places “sensitive use” restrictions on the siting of cannabis businesses. These prohibit cannabis businesses from being located within 1,000 feet of various sensitive uses, such as schools, parks, or alcohol sales. The restrictions have proven difficult for applicants. In particular, dispensary applicants are effectively barred from commercial districts due to the prevalence of alcohol sales in those areas. Therefore, a dispensary is a commercial use that is challenging to permit in a commercial zone. Reconsideration of sensitive use restrictions could allow for more appropriate and flexible siting of businesses. However, the City must carefully consider the siting of these businesses as is currently the case with liquor stores to ensure land use compatibility and minimize impacts to sensitive receptors.

Industrial Hemp Regulations

Industrial hemp is considered to be distinct from cannabis, based on differing tetrahydrocannabinol (THC) content. There is a great deal of interest throughout the State in the cultivation, manufacture, and sale of hemp products, including edible products containing hemp-derived cannabidiol (CBD). However, State-level regulatory guidance for hemp has lagged behind that developed for cannabis. Cannabis regulations are generally not applicable to hemp. The Salinas Municipal Code mentions hemp just once, to note that the definition of cannabis excludes industrial hemp (Section 5-07.07(b)). Monterey County has determined that the cultivation and manufacture of industrial hemp is of a similar character to commercial cannabis and shall therefore be regulated similarly. The City should consider this course of action and/or clarify its stance on regulation of industrial hemp.

CEQA CONSIDERATION:

This Report is informational only and does not constitute a “project” under CEQA.

DEPARTMENT COORDINATION:

Community Development Department coordinates frequently with the City Attorney’s Office on matters related to commercial cannabis permitting. Additional coordination occurs with the departments of Finance, Police, and Fire, and the Economic Development Manager in the City Manager’s Office.

STRATEGIC PLAN INITIATIVE:

The effective management of the Commercial Cannabis Industry is consistent with the City Council’s Strategic Plan, specifically the goals of generating new revenue, improving operational efficiencies, and protecting public safety.

FISCAL AND SUSTAINABILITY IMPACT:

This Report includes discussion of tax revenue, but is not an independently verified financial reporting document, and should be used for informational purposes only.



City of Salinas

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CA 93901
www.cityofsalinas.org

Legislation Text

File #: ID#20-063, **Version:** 1

Salinas Safe Routes to School Plan - Spring 2020 Update

No action is required. This report presents information to the City Council regarding the Salinas Safe Routes to School Plan.



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: MARCH 3, 2020
DEPARTMENT: PUBLIC WORKS DEPARTMENT
FROM: DAVID JACOBS, PUBLIC WORKS DIRECTOR
TITLE: SALINAS SAFE ROUTES TO SCHOOL PLAN – SPRING 2020 UPDATE

RECOMMENDED MOTION:

No recommendation is provided. This Report is presented as information only as an update on the Salinas Safe Routes to School Plan from the Transportation Agency for Monterey County. No action is required.

RECOMMENDATION:

Receive an update on the Salinas Safe Routes to School Plan from the Transportation Agency for Monterey County.

EXECUTIVE SUMMARY:

At its October 22, 2019 meeting the City Council authorized an agreement with the Transportation Agency for Monterey County (TAMC) for the use of State grant funds for the development of a Salinas Safe Routes to School Plan.

BACKGROUND:

City staff has been working with TAMC to develop a regional program for Safe Routes to School. With voter approval of Measure X, TAMC has allocated Measure X funds toward improving safety for all who travel to schools. Measure X funds in the amount of \$168,978 were leveraged to secure a \$954,502 Caltrans Sustainable Transportation Planning Grant focused on Salinas routes to schools.

Under the grant, TAMC partners with the Monterey County Health Department, Ecology Action, and City staff to develop the Salinas Safe Routes to School Plan (“Salinas SRTS Plan”). The nearly three-year planning process described in the Salinas SRTS Plan grant will identify barriers to safe access to all K-12 public schools in Salinas and recommend infrastructure and non-infrastructure improvements (see attached scope of work).

The team has had a kick-off meeting with Caltrans and has been in coordination since the Fall of 2019. The current task is planning the outreach strategy for the 44 Salinas elementary schools. A

Request for Proposal has also been approved in search for a consultant that will help evaluate infrastructure concepts and develop cost estimates that result from the Plan. Initial meetings with the Santa Rita and Salinas City Elementary school districts are already planned, which will be followed by safety audits with parents, school officials and other stakeholders at school locations to help identify safety concerns as well as barriers to choosing active transportation to and from schools.

Two school site meetings are currently scheduled, and the planning team would like to extend an invitation to City Council. The time, date and location of these meeting are listed below:

Salinas City Elementary School District

March 18, 2020 6:30 PM

Location: Los Padres Elementary School

Santa Rita Elementary School District

April 7, 2020 6:30 PM

Santa Rita Elementary School

2014 South Santa Rita Street, Salinas

At this meeting, TAMC Senior Transportation Planner, Ariana Green will be presenting the quarterly update on the work to develop a Salinas Safe Routes to School Plan.

CEQA CONSIDERATION:

The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

STRATEGIC PLAN INITIATIVE:

The development of the Safe Routes to School Plan supports Councils goals of Investment Strategies/Risk Management by developing planned investments in effective and safe infrastructure.

DEPARTMENTAL COORDINATION:

Public Works staff will be working with regional partners including Monterey County Health Department, School Districts and TAMC. Public works will be encouraging staff from other departments to participate in the development of the Safe Routes to School Plan and will be consulted on infrastructure and program recommendations that arise from the conversation with Salinas' school communities.

FISCAL AND SUSTAINABILITY IMPACT:

The development of the Safe Routes to school Plan is funded by State grant funds and TAMC Measure X funds. It is also anticipated that projects developed through a Caltrans endorsed plan may compete better for State funds during implementation.

ATTACHMENTS:

Safe Routes to School Scope of Work
School District Meeting Flyers

Scope of Work Checklist

The Scope of Work is the official description of the work that is to be completed during the contract. **The Scope of Work must be consistent with the Project Timeline. Applications with missing components will be at a competitive disadvantage.** Please use this checklist to make sure your Scope of Work is complete.

The Scope of Work must:

- ✓ Use the Fiscal Year 2017-18 template provided and in Microsoft Word format
- ✓ List all tasks and sub-tasks using the same title as stated in the project timeline
- ✓ Include task and sub-task numbers in accurate and proper sequencing; consistent with the project timeline
- ✓ List the responsible party for each task and subtask and ensure that it is consistent with the project timeline (i.e. applicant, sub-applicant, or consultant)
- ✓ Include a thorough Introduction to describe the project and project area demographics, including a description of the disadvantaged community involved with the project, if applicable
- ✓ Include a thorough and accurate narrative description of each task and sub-task
- ✓ Include a task for a kick-off meeting with Caltrans at the start of the grant
- ✓ Include a task for procurement of consultants, if consultants are needed
- ✓ Include a task for invoicing
- ✓ Include a task for quarterly reporting to Caltrans
- ✓ Include detailed public participation and services to diverse communities
- ✓ Include project implementation/next steps
- ✓ List the project deliverable for each task in a table following each task and ensure that it is consistent with the project timeline
- ✓ EXCLUDE environmental, complex design, engineering work, and other ineligible activities

SCOPE OF WORK: Salinas Safe Routes to School Plan

INTRODUCTION:

Salinas has a serious traffic safety problem that disproportionately affects children. Nearly one third of Salinas residents are under the age of 18, and sadly they represent over one third of collisions involving bicyclists and pedestrians. Over the past 10 years 337 children have been hit and injured while walking or biking and 3 children have been killed. This traffic safety issue is widespread, growing, and apparent in every school district across the City. The Salinas Safe Routes to School Plan is proposed in response to requests from the community to address the serious and growing traffic safety problems citywide.

This Plan will examine conditions at 44 schools in four districts serving a total of 37,015 students. It will provide the City of Salinas with a comprehensive approach and tools to improve unsafe conditions around schools and reduce barriers to walking, biking, taking the bus and carpooling to school. This plan will provide the basis for future investments in infrastructure by the local Measure X Safe Routes to Schools program, the SB 1 local road rehabilitation program, and the infrastructure portion of the Active Transportation Program. Founded on a public partnership, this plan will involve active participation by parents, school administrators, neighbors, City staff and officials, County Public Health, community advocacy groups and students from forty-four K-12 schools. This proposed plan will be similar to the Santa Cruz City Schools Complete Streets Master Plan (funded by Caltrans in 2013) which resulted in a \$1.4M ATP Cycle 2 infrastructure grant. It will also be modeled after the Seaside & Marina Safe Routes to School Plan that is currently underway and was funded by a Caltrans Sustainable Transportation Planning Grant and local sales tax Measure X.

The City of Salinas has a population of 157,596. A largely Spanish-speaking community, 76% of residents are Latino, 14% are white, 6% Asian, 2% African American, 1% American Indian and 1% Other. Salinas is the largest city in the Monterey Bay region, the county seat and is the commercial and residential hub of the Salinas Valley.

According to the California State Ed Data site 76% of Salinas City public school students qualify for Free and Reduced Meals, (a sign of low income status) and 50% of students are English language learners.

Many Salinas school children will be the first in their family to receive a high school education, and have no choice other than to walk or bike to and from school. To achieve higher education, it is vital that students have safe places to walk and bike so they can attend school consistently and unharmed.

Childhood obesity is also of great concern in Salinas. On average, 50% - 60% of 5th graders in Salinas are overweight or obese. This project will identify opportunities to encourage healthier travel and daily exercise such as walking, biking, skateboarding and scootering to school.

This study will be an important step towards creating healthy and safe pathways for youth by evaluating how the streets in Salinas can better accommodate the needs of all users.

PROJECT DETAILS & PUBLIC PARTICIPATION:

The plan will provide a systematic and comprehensive assessment and analysis of the greatest barriers to increased school-based active transportation and access to public transit and carpooling. The project will provide decision makers with a publicly vetted and prioritized project list that reflects participation from a broad range of stakeholders and public participants to facilitate improvements going forward. Community input will be solicited during every step of the project. The public will be invited to participate in community meetings, focus groups, walking/biking audits, submit comments at public meetings, at the school-site display boards, through an online portal, as well as participate in parent surveys. All communication will be graphic-heavy and minimize text to reach parents of all reading levels. All text will be provided in English and Spanish.

RESPONSIBLE PARTIES:

The Transportation Agency for Monterey County will be responsible for overseeing the plan's delivery, coordinating partnership involvement, participating in public outreach (including involvement of the Bicycle & Pedestrian Facilities Committee and the Measure X Oversight Committee), providing project information via an online Safe Routes to School resource hub, developing partnerships and collecting information needed to start a school carpool pilot, identifying potential funding sources for implementation, and administering the grant.

Ecology Action (Sub-Applicant) will lead the development of the plan, assist with organizing the public outreach and data collection process, and hire and manage a technical consultant for the project using a competitive Request for Proposal process.

The Monterey County Health Department (Sub-Applicant) will lead the public engagement process with a special focus on disadvantaged communities in the project area. They will reach out to key stakeholders including but not limited to parents, schools, school districts, elected officials, advocacy groups and health providers to help identify specific health and safety needs within the community as well as opportunities for safe routes to school partnerships. Due to the high percentage of Spanish speakers in the community, meetings will be held in Spanish with English translation or accommodations will be made for non-English speakers. The Health Department will provide bilingual staff at all community engagement meetings and events and translation services and equipment as needed.

The City of Salinas (Sub-Applicant) staff will participate in public engagement activities (including engagement with the City's Traffic Commission) and walking audits, evaluate project recommendations to ensure consistency with City policy and planning documents, develop recommendations for policy changes in line with the Plan's objectives, review and approve the list of recommendations and draft plan and adopt the final planning document.

OVERALL PROJECT OBJECTIVES:

- Identify greatest barriers for active trips to school (walk, bike, skateboard & scooter).
- Identify improvements that would increase pedestrian and bicyclist safety.
- Identify low cost, non-infrastructure solutions to increase school-based active trips.
- Identify barriers to public transit and carpooling to schools.
- Identify low cost and community generated non-infrastructure solutions to traffic congestion at schools.
- Produce a plan to guide future infrastructure improvements that reduce school-based traffic congestion and increase safe, active and sustainable transportation to and from school.
- This project will directly support the Sustainability, Mobility, Safety, Health and Social Equity goals of this grant program.

STUDY TASKS

1. Project Initiation

Task 1.1 Project Kick-Off Meeting

- The City of Salinas Public Works, TAMC, Monterey County Health Department (MCHD) and Ecology Action will hold a kick-off meeting with Caltrans staff to discuss grant procedures and project expectations including invoicing, quarterly reporting, and all other relevant project information. Meeting summary will be documented.
- Responsible Parties: City of Salinas, TAMC, Monterey County Health Department (MCHD), and Ecology Action (EA).

Task 1.2 RFP for Consultant Services

- Complete a competitive Request for Proposals process for selection of a technical consultant familiar with transportation planning at schools and with innovative ideas for multimodal improvements around schools using proper procurement procedures.
- Responsible Parties: Ecology Action and TAMC

Task 1.3 Contact School Sites

- Contact all school sites with projected timeline for their individual involvement and participation levels.
- Responsible Party: Ecology Action

Task 1.4 Staff Coordination

- Monthly team meetings with project partners to ensure good communication on upcoming tasks, project progress, schedule and budget. Caltrans staff will be invited to participate in project team meetings.
- Responsible Parties: Ecology Action, TAMC, MCHD, City of Salinas

Task	Deliverable
1.1	Meeting Notes
1.2	Consultant Contract
1.3	Log of Contacts
1.4	Log of Meetings

2. Community Engagement

Task 2.1 Devise Engagement Strategy

- Devise an engagement strategy describing the process and opportunities for public input from the school community as well as surrounding neighborhoods.
- Responsible Parties: Monterey County Health Department, City of Salinas, TAMC and Ecology Action

Task 2.2 Create collateral

- Create poster to promote meetings
- Create/maintain website to promote planning process
- Create sign-in sheets for meetings
- Create sign-up sheets for upcoming audits
- Create sign-in sheets for audits
- Responsible Party: Ecology Action

Task 2.3 Conduct Outreach

- Conduct intentional bilingual outreach to engage the community and stakeholders throughout the planning process.
- Attend school parent group meetings, work through community-based organizations and existing groups to invite participants
- Work with the City of Salinas to coordinate outreach opportunities with other City planning efforts
- Contact key stakeholders such as the School District, Student Leadership, Migrant Education Services and Leadership and Civic Engagement Academy (enLACE) and develop a communications infrastructure to promote the process.

- The major focus is to generate good participation at 6-8 public meetings, site audits at 44 schools and receive input through other provided methods.

Promotion methods include:

- ✓ social media, including Facebook posts
 - ✓ school newsletters
 - ✓ PTA announcements
 - ✓ press releases
 - ✓ distribution of flier
 - ✓ promotion through grassroots channels
 - ✓ Back to School nights
 - ✓ Community Based Organization partnerships
 - ✓ In-person meetings
- All materials will be posted in Spanish and English, plus visuals to accommodate low literacy individuals
 - Responsible Party: MCHD

Task 2.4 Online Community Engagement

- Create bilingual website with project information, updates, and opportunities for the public to post comments regarding active transportation conditions around school sites. All meetings and audits will be posted on the site. Site to be promoted at all schools.
- Target parents and community members who are unable to attend in-person presentations by providing an interactive online forum.
- Responsible Party: Ecology Action

Task 2.5 Map Student Residence Data and Create Individual School Site Maps

- Collect student residence information from the four named school districts. Plot residence information on map/overlay of each school site showing attendance boundaries, school locations and walking and biking distance radii to better inform walking audits.
- Create two discreet maps for each of the 44 school sites. Print out sufficient copies for all audits and public meetings.
- Responsible Parties: Ecology Action and TAMC

Task 2.6 Create On-Site Public Comment Boards

- Create an interactive board with school-specific map to be placed in each school office to solicit public comments. Maps will be displayed at every school site for an additional method to collect public comment.
- Responsible Parties: Ecology Action, MCHD and TAMC

Task 2.7 Community Workshops

- Convene 6-8 public meetings bringing school administrators, parents, students, planners, interested school community members and neighbors together to describe upcoming process and solicit input and volunteers to act as stakeholders for each school and to participate in audits at site.
- Community workshops shall be conducted in the appropriate language given community neighborhood needs, with interpreters available as needed. Meetings will offer dual language capacity including some presentations in Spanish with English translation.
- Provide food and childcare at all meetings (paid for with local funds separate from the grant or matching funds).
- Responsible Parties: City of Salinas, TAMC, MCHD, Ecology Action and Consultant

Task	Deliverable
<i>2.1</i>	<i>List of stakeholders, meetings</i>
<i>2.2</i>	<i>Sample Collateral</i>
<i>2.3</i>	<i>Screenshot of interface</i>
<i>2.4</i>	<i>Screenshot and comments from online forum</i>
<i>2.5</i>	<i>Residence Maps</i>
<i>2.6</i>	<i>Interactive Board Display</i>
<i>2.7</i>	<i>Public meeting notes & Volunteer list</i>

3. Background Information & Data Collection

Task 3.1 Collect & Review Background Information

- Collect and review policy, planning and engineering documents relevant to safe routes to school to provide understanding of planned infrastructure improvement projects, policy barriers and opportunities and upcoming infrastructure projects. The background review will help ensure consistency with existing City planning documents.
- Responsible Party: TAMC, Ecology Action and City of Salinas

Task 3.2 Conduct Parent Surveys

- Conduct English/Spanish National Safe Routes to School parent surveys at each school site before audit is scheduled. Surveys collect parent attitudes regarding student transportation and perceived barriers to walking/biking.
- Responsible Party: Ecology Action, MCHD

Task 3.3 Conduct Student Travel Mode Surveys

- Conduct National Safe Routes to School student travel mode surveys at each school for 2-day period.
- Responsible Party: Ecology Action

Task 3.4 Crash Data Collection and Analysis for Schools

- Gather and analyze crash data for each site from the UC Berkeley TIMS maps as well as SWITRS. Additionally, solicit non-reported incidents at each site that would not appear in SWITRS data sets from public meetings, comments and other sources.
- Responsible Party: TAMC and Ecology Action

Task	Deliverable
3.1	<i>Collect & Review Background Information</i>
3.2	<i>Survey Results</i>
3.3	<i>Mode Results</i>
3.4	<i>Crash Data & Data Analysis</i>

4. School Audits

Task 4.1 Solicit Audit Participants

- Reach out through advocacy groups, school community, neighborhood outreach, online portal, and public meetings to solicit variety of stakeholders to participate in an audit at the 44 school sites (Task 2.7). Participants will vary depending on site but may include school administrators, parents, students, community members, and other stakeholders.
- Responsible Parties: Ecology Action, Monterey County Health Department

Task 4.2 Online Interactive Map and Forum

- Encourage stakeholders who are unable to attend the walking audits to provide input through the interactive online map and forum provided on the project website.
- Responsible Parties: TAMC and Ecology Action

Task 4.3 Conduct School Audits

- Conduct walking audit of areas surrounding schools. Survey popular routes to school and drop-off/pick-up areas when students are arriving on campus. Survey bike parking and other existing support facilities. Assess non-infrastructure programming. Photograph problem areas.
- Responsible Parties: City of Salinas, TAMC, Monterey County Health Department, Ecology Action and Consultant (on some audits but not all)

Task 4.4 Consolidate Audit Findings

- Consolidate findings from the audits, public forums and online sources.
- Responsible Party: Ecology Action

Task 4.5 Make Non-Infrastructure Recommendations

- Consider non-infrastructure education and encouragement programming for school site based on stakeholder feedback.
- Develop a draft program list.
- Responsible Parties: Ecology Action, MCHD, City of Salinas, School Reps and TAMC, Consultant

Task 4.6 Make Infrastructure Recommendations

- Compile a list of Infrastructure and Non-Infrastructure recommendations for each school site. Develop a draft project list.
- Responsible Party: Consultant

Task 4.7 Internal Review Recommendations List

- Have all partner agencies review and revise recommendations before including in presentations.
- Responsible Party: Ecology Action, Consultant, City of Salinas, TAMC and MCHD

Task 4.8 Create Presentation

- Create a Powerpoint presentation to share findings with decision-making bodies and poster boards depicting draft recommended improvements to be displayed at each school and at community events
- Responsible Party: Ecology Action, MCHD

Task 4.9 Present findings to Stakeholders

- Present draft recommendations to decision-making bodies (school boards, Salinas Traffic and Transportation Commission, Salinas Planning Commission, Salinas City Council and TAMC Board) and solicit input.
- Present recommendations on poster boards and solicit feedback from the community through community gatherings and pop-up events, online portal, and school newsletter.
- Responsible Party: City of Salinas, TAMC, Monterey County Health Department and Ecology Action

Task 4.10 Revise Draft Recommendation List

- Revise Draft Recommendation List based on stakeholder input.
- Responsible Party: Ecology Action

Task	Deliverable
4.1	<i>Participant List</i>
4.2	<i>Summary map and comments from the online forum</i>
4.3	<i>Notes and photos from Audit</i>
4.4	<i>Barrier List for Each School</i>
4.5	<i>Draft Non-Infrastructure Recommendations List</i>
4.6	<i>Draft Infrastructure Recommendations List</i>
4.7	<i>Compiled Recommendations List</i>
4.8	<i>Poster Board Displays & Powerpoint presentation</i>
4.9	<i>Photos of displays; meeting minutes and agendas</i>
4.10	<i>Revise Draft Recommendation List</i>

5. Pop-Up Infrastructure Demonstrations

Task 5.1 Select Demonstration Sites

- Identify 2-4 locations for pop-up demonstration events. Demonstration locations will be chosen based on geographic/school district distribution, potential public participation, opportunities to demonstrate infrastructure that may be unfamiliar to public, and sites that could be converted to permanent installations.

- Responsible Party: City of Salinas, TAMC, Monterey County Health Department and Ecology Action

Task 5.2 Designs and Permits for Demonstration

- Develop drawings for pop-up demonstration infrastructure including proposed locations of temporary striping, hardscape items such as planter boxes, and signage. Develop detailed materials list/budget. Team will work with local agency staff on any necessary permitting (e.g. encroachment permit) including expected traffic control needs.
- Develop a detailed sign plan, illustrating set-up of demonstration infrastructure, and educational signage indicating changed traffic or parking conditions as part of the demonstration.
- Develop concept drawings and visual displays to help explain the project to the community the during the pop-up event.
- Responsible Party: TAMC, Ecology Action, Consultant and City of Salinas,

Task 5.3 Community Notification & Engagement

- Coordinate with school community to establish pop-up dates and invite participation.
- Recruit volunteers to help install the pop-up demonstrations.
- Develop and distribute flyers and social media blasts (in English and Spanish) to notify and inform businesses, schools, and the greater community of upcoming pop-up demonstrations.
- Responsible Parties: Ecology Action, TAMC and MCHD

Task 5.4 Install and Implement Demonstrations

- Event implementation will include event preparation, set-up and demonstration treatment installation prior to the event going live. Outreach to businesses or residents adjacent to the demonstration site; setup may need to occur the day prior to the event depending on scope.
- Once the demonstration is active, provide staff and volunteer management, education of public participants, documentation and evaluation activities (see next task), and fielding inquiries from media and public.
- Educate the public and get feedback about the infrastructure pop-up via a project information center with project information and maps, and opportunities for feedback.
- Responsible Parties: Ecology Action, TAMC and MCHD

Task 5.5 Demonstration Evaluation

- Documentation and evaluation plan will include a survey form and survey implementation actions, overall master plan feedback opportunities (Maps and other information at the pop-up tent), photography and a list of metrics to be evaluated after the demonstration.
- Responsible Party: Ecology Action

Task	Deliverable
5.1	<i>Maps of demonstration site locations</i>
5.2	<i>Drawings, materials list and cost, permits and sign plan</i>
5.3	<i>Informational flyers, social media posts and volunteer recruitment list.</i>
5.4	<i>Pictures of pop-up demonstrations, notes, and community surveys.</i>
5.5	<i>Summary of pop-up demonstration events</i>

6. Plan Development

Task 6.1 Develop Profile for each School

- Create a succinct profile for each school site detailing current conditions (portrait of student body, student residence maps and relevant school policies and programs). Describe current challenges and opportunities at individual sites and recommend infrastructure and non-infrastructure solutions.
- Review identified infrastructure needs and develop list of potential infrastructure solutions will be developed for each school.
- Include all data collected for each site (site audit, parent surveys, mode surveys, public comments, crash data and community input).
- School Profiles will be written in Spanish and English.
- Responsible Parties: Ecology Action; review by City of Salinas, TAMC, MCHD

Task 6.2 Develop Project Rating System

- Develop rating mechanism using criteria consistent with the California Active Transportation Program, Regional Transportation Plan and City General Plan to identify high priority projects that will help meet local, regional and state health and safety goals.
- Responsible Parties: Ecology Action and Consultant

Task 6.3 Develop Plan Implementation Strategy

- Create a phased implementation strategy that includes a timeline, planning-level cost estimates and potential funding sources.
- Include a strategy to pilot a school carpool program in Salinas
- Responsible Party: Ecology Action, Consultant, City of Salinas, TAMC and MCHD

Task 6.4 Create Infrastructure Recommendation Maps

- Create maps for each school showing recommended sites for infrastructure improvements, and proposed phasing.
- Responsible Party: Ecology Action

Task 6.5 Develop & Review Administrative Draft Plan

- Compile all the data and recommendations prepared for the plan (including school profiles, background data, community engagement strategy and outcomes, maps, concept drawings, infrastructure and non-infrastructure recommendations, ratings matrix and implementation strategy) into a single plan, including a short Executive Summary.
- Circulate to the administrative draft to TAMC, MCHD, School District, and City staff for review and comment.
- Responsible Party: Ecology Action, Consultant, TAMC, MCHD and City of Salinas

Task 6.6 Draft Plan

- Revise Administrative Draft Plan incorporating comments from TAMC, MCHD, School District and City.
- Prepare an online version of the draft plan.
- Responsible Party: Ecology Action and/or Consultant

Task 6.7 Draft Plan Review

- Post the Draft Plan online and distribute copies to community centers, public libraries, schools, City of Salinas for public review and input.
- Solicit comments on the Draft Plan from the following:
 - Salinas Traffic and Transportation Commission, Planning Commission and City Council
 - the four affected school boards
 - TAMC Board
 - Members of the public, including parents
- Responsible Party: Ecology Action, MCHD, City of Salinas, and TAMC

Task 6.8 Revise Draft Plan

- Revise Draft Plan incorporating comments from the community and advisory bodies.
- Responsible Party: City of Salinas Public Works, TAMC, MCHD and Ecology Action

Task 6.9 Plan Adoption

- Revise Draft Plan incorporating input from the community and advisory bodies.
- Present final plan to the Salinas City Council, 4 School District Boards and TAMC Board. Resolve any critical issues.
- The TAMC Board, School District Boards and the City of Salinas will adopt final Salinas Safe Routes to School Plan.
- Once adopted, provide ten hard-copies and one electronic copy of the final report to TAMC, for distribution to the City of Salinas. Credit to Caltrans and other financial contributors must be listed on the cover of the report.
- Responsible Party: City of Salinas, TAMC, MCHD and Ecology Action

Task 6.10 Project Implementation

- Create press release for plan release.
- Distribute copies of plan to the Public Library, the School Districts, City of Salinas Public Works, TAMC, MCHD, Consultant and Ecology Action. Project recommendations and all research will be available for use in upcoming funding proposals, most notably the Active Transportation Program Cycle 6 submission and future state/federal applications.
- Responsible Party: City of Salinas, TAMC, MCHD and Ecology Action

Task	Deliverable
6.1	<i>Draft School Profiles</i>
6.2	<i>Rating matrix</i>
6.3	<i>Draft Implementation Strategy</i>
6.4	<i>46 Maps</i>
6.5	<i>Administrative Draft Plan</i>
6.6	<i>Draft Plan, including online version</i>
6.7	<i>PowerPoint Presentation & Meeting Summaries</i>
6.8	<i>Draft Final Plan</i>
6.9	<i>Adopted Final Plan, including online version and 10 paper copies</i>
6.10	<i>Press Release</i>

7. Fiscal Management

Task 7.1: Invoicing

- Prepare monthly invoices according to the TAMC format, with all Caltrans-required back up documentation (Ecology Action, MCHD, Salinas, and Consultant).
- Submit complete invoice packages to Caltrans District staff based on milestone completion—at least quarterly, but no more frequently than monthly. (TAMC)
- Responsible Parties: Ecology Action, MCHD, Consultant and TAMC

Task 7.2: Quarterly Reports

- Monitor project progress, prepare and submit quarterly reports to Caltrans District staff providing a summary of project progress and grant/local match expenditures.
- Responsible Parties: TAMC & Ecology Action

Task	Deliverable
<i>7.1</i>	<i>Invoices and back up documentation</i>
<i>7.2</i>	<i>Quarterly Reports</i>



Feel good about her getting there.

Join us in planning a safer route to your child's school.

Over the next two years, members of our community will create a Safe Routes to Schools plan for 44 schools in Salinas. Join us for a public meeting to learn more about the planning process, share your concerns, and suggest ways to make walking and biking to school safer, easier, and more fun.

Dinner, childcare, and Spanish translation provided.

For more information and ways to participate in the process, visit www.ecoact.org/planningsalinas

Does your child attend one of these schools? Join us for either of the two public meetings below.

Public meetings for other Salinas schools will occur in fall 2020.

Salinas City Elementary School District

Boronda Meadows School
Dual Immersion Academy of Salinas
El Gabilan School
Henry F. Kammann School
Laurel Wood Elementary School
Lincoln Elementary
Loma Vista Elementary School

Los Padres Elementary
Mission Park Elementary
Monterey Park Elementary School
Natividad Elementary
Roosevelt Elementary
Sherwood Elementary
University Park Elementary

Santa Rita Union School District

Bolsa Knolls Middle School
Gavilan View Middle School
La Joya Elementary School
McKinnon Elementary School
New Republic Elementary School
Santa Rita Elementary School



Wednesday, March 18th
6:30-8:00pm
Los Padres Elementary
1130 John St, Salinas

Tuesday, April 7th
6:30-8:00pm
Santa Rita Elementary
2014 South Santa Rita St, Salinas



La tranquilidad de saber que ella llegó bien.

Participe en la planificación de una ruta más segura a la escuela de sus hijos.

En los próximos dos años, los miembros de nuestra comunidad crearán un plan de Rutas Seguras a las Escuelas para 44 escuelas de Salinas. Acompáñenos en una reunión pública para aprender más sobre el proceso de planificación, compartir sus inquietudes y sugerir métodos para que caminar y llegar a la escuela en bicicleta sea más seguro, fácil y divertido.

Cena, guardería y traducción al español disponibles.

Para obtener mayor información y formas de participar en el proceso, visite www.ecoact.org/planningsalinas

¿Su hijo o hija asiste a una de estas escuelas?

Acompáñenos en cualquiera de las dos reuniones públicas de abajo.

Las reuniones públicas para otras escuelas de Salinas se llevarán a cabo en el otoño de 2020.

Distrito Escolar Primario de la Ciudad de Salinas

Boronda Meadows School
Dual Immersion Academy of Salinas
El Gabilan School
Henry F. Kammann School
Laurel Wood Elementary School
Lincoln Elementary
Loma Vista Elementary School

Los Padres Elementary
Mission Park Elementary
Monterey Park Elementary School
Natividad Elementary
Roosevelt Elementary
Sherwood Elementary
University Park Elementary

Distrito Escolar de Santa Rita Union

Bolsa Knolls Middle School
Gavilan View Middle School
La Joya Elementary School
McKinnon Elementary School
New Republic Elementary School
Santa Rita Elementary School



**Miércoles 18 de marzo
6:30-8:00pm**

**Los Padres Elementary
1130 John St, Salinas**

**Martes 7 de abril
6:30-8:00pm**

**Santa Rita Elementary
2014 South Santa Rita St, Salinas**



City of Salinas

200 Lincoln Ave., Salinas,
CA 93901
www.cityofsalinas.org

Legislation Text

File #: ID#20-094, **Version:** 1

Employee Compensation and Benefits Summary and CalPERS Actuarial Update

No action is required. This report presents information to the City Council regarding the Employee Compensation and Benefits and CalPERS Actuarial.