



## CITY OF SALINAS COUNCIL STAFF REPORT

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**DATE:** **April 4, 2017**

**DEPARTMENT:** **ADMINISTRATION**

**FROM:** **Ray E. Corpuz, Jr., City Manager**

**BY:** **Marina Horta-Gallegos, Human Resources Officer**  
**Donna Williamson, Attorney, Liebert, Cassidy & Whitmore**

**TITLE:** **SALINAS POLICE MANAGERS ASSOCIATION MEMORANDUM  
OF UNDERSTANDING**

**RECOMMENDED MOTION:**

A motion authorizing the City Manager to sign a new Memorandum of Understanding (MOU) between the City of Salinas and the Police Managers Association for a three-year term through December 31, 2018.

**RECOMMENDATION:**

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign a new Memorandum of Understanding between the City of Salinas and the Police Managers Association.

**EXECUTIVE SUMMARY:**

The MOU between the City of Salinas and the Police Managers Association (PMA) expired on December 31, 2015. The attached proposed MOU between the City and the PMA is the result of months of negotiations between the parties. Some of the highlights of the MOU changes include the following:

- Term through December 31, 2018
- A 2.5% salary increase for each year of the three-year agreement effective beginning in the first full pay period following Council approval
- A \$1,000 one-time payment
- An incremental increase of 3% in the employee's contribution for CalPERS pension, leading to a total 12% increase from the current 9%
- A reduction in bilingual pay for new employees

- Cost sharing language on health benefits that provides potential in future years for PMA members to contribute to health benefits, depending on the overall cost
- Educational incentive pay for obtaining degrees

**BACKGROUND:**

The City and PMA have been negotiating for a successor agreement since the expiration of the previous agreement in December 2015. The attached proposed MOU is the result of successful negotiations between the parties. PMA ratified the tentative agreement between the parties on March 27, 2017. The negotiating team recommends that the City Council act to affirm the MOU changes at this meeting.

**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). In addition, CEQA Guidelines Section 15061 includes the general rule that CEQA applies only to activities which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. Because the proposed action and this matter have no potential to cause any effect on the environment, or because it falls within a category of activities excluded as projects pursuant to CEQA Guidelines section 15378, this matter is not a project. Because the matter does not cause a direct or foreseeable indirect physical change on or in the environment, this matter is not a project. Any subsequent discretionary projects resulting from this action will be assessed for CEQA applicability.*

**STRATEGIC PLAN INITIATIVE:**

This PMA agreement assists the City in striving for the goal of an Effective, Sustainable Government.

**FISCAL AND SUSTAINABILITY IMPACT:**

Taken together, the fiscal impact of this MOU and other MOUs approved by Council will require fiscal discipline and budget adjustments in the fiscal years ahead. The projected cumulative total of the PMA MOU base salary and pay adjustments totals approximately \$1.39 million through 2018.

**ATTACHMENTS:**

Resolution  
PMA MOU (Upon completion)

**RESOLUTION NO. \_\_\_\_\_ (N.C.S.)**

**A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF SALINAS AND THE SALINAS POLICE MANAGERS  
ASSOCIATION FOR A TERM ENDING DECEMBER 31, 2018 AND AUTHORIZING  
THE CITY MANAGER TO EXECUTE THE MOU 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 execute the attached Memorandum of Understanding between the City of Salinas and the Salinas Police Managers Association for a term through December 31, 2018.

**PASSED AND ADOPTED** this 4<sup>th</sup> day of April 2017, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Joe Gunter, Mayor

ATTEST:

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Patricia M. Barajas, City Clerk