



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: DECEMBER 9, 2025

DEPARTMENT: HUMAN RESOURCES

FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

TITLE: GRIEVANCE BOARD APPOINTMENTS

RECOMMENDED MOTION:

Approve a Resolution appointing Manuel (Manny) T. Gonzalez and Richard Soratos to the City of Salinas Grievance Board.

EXECUTIVE SUMMARY:

Staff recommends appointment of Manuel (Manny) T. Gonzalez as the City Council appointee and Richard Soratos as the employee association appointee to the City of Salinas Grievance Board pursuant to Municipal Code Sections 25-43.

BACKGROUND:

The Grievance Board is a voluntary citizen body comprised of four members appointed by the City Council to hear employee grievances and disciplinary appeals in accordance with the Personnel Manual and Personnel Resolution. Pursuant to the Municipal Code, the first member is selected by the City Council, the second member is recommended by the employee associations, and the third member is selected jointly by the first two appointees. The fourth member serves as an alternate in the absence of one of the regular members and is recommended by the Grievance Board members to the City Council for approval. Each member serves a five-year term.

Currently, all four Grievance Board seats are vacant. The City solicited applications in 2024 and 2025 through the City website, social media, and via email from bargaining unit representatives. Based on the qualifications and experience of the candidates, staff recommends the following appointments:

Council Appointee: Manuel (Manny) T. Gonzalez. Mr. Gonzalez is retired and has over 44 years of work experience working in towns, cities, and county government. Mr. Gonzalez retired from the County of Monterey as the Assistant County Administrative Officer and is currently on the Rancho Cielo Board of Directors. Mr. Gonzalez holds a bachelor's degree in social work and a master's degree in public administration.

Employee Association Appointee: Richard Soratos. Mr. Soratos is a retired Police Sergeant and was employed with the Salinas Police Department for over 29 years. Mr. Soratos holds a bachelor's degree from the University of Phoenix. He has provided community service coaching various sports in the community for over 35 years.

These two appointments will assist in recommending appointment of the remaining two Grievance Board seats consistent with the code provisions. Once fully seated, the Grievance Board will be prepared to hear employee grievance or disciplinary appeals as needed.

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).*

CALIFORNIA GOVERNMENT CODE §84308 APPLIES:

No.

STRATEGIC PLAN INITIATIVE:

The proposed action meets the City Services Council goal.

DEPARTMENTAL COORDINATION:

Human Resources coordinated with the Administration Department in this effort.

FISCAL AND SUSTAINABILITY IMPACT:

The proposed action has no fiscal impact.

Fund	General Ledger Number (Operating/CIP)	General Ledger Account Name	Remaining Budget Appropriation	Amount Requested
N/A	N/A	N/A	\$	\$

ATTACHMENTS:

Resolution

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

RESOLUTION AUTHORIZING APPOINTMENT OF GRIEVANCE BOARD MEMBERS

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that Manuel (Manny) T. Gonzalez as the City Council appointee and Richard Soratos as the Employee Representative are appointed to the City of Salinas Grievance Board.

PASSED AND ADOPTED this 9th day of December 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dennis Donohue, Mayor

ATTEST:

Patricia Barajas, City Clerk