



**CITY OF SALINAS  
COUNCIL STAFF REPORT**

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**DATE:** January 24, 2023

**DEPARTMENT:** ADMINISTRATION

**FROM:** Steven S. Carrigan, City Manager

**BY:** Marina Horta-Gallegos, Human Resources Director  
Che Johnson, Attorney, Liebert, Cassidy & Whitmore  
Katie Hogan, Assistant City Attorney

**TITLE:** FIRE SUPERVISORS ASSOCIATION MEMORANDUM OF UNDERSTANDING; MODIFICATION TO CLASSIFICATION – SALARY SCHEDULE

RECOMMENDED MOTION:

A motion authorizing the City Manager to sign the Memorandum of Understanding (MOU) with the Fire Supervisors Association (FSA), for a term ending on December 31, 2025, and approving modification to the Classification – Salary Schedule for the wage adjustments.

RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign a new Memorandum of Understanding with FSA and authorizing modification to the Classification – Salary Schedule for the FSA salary adjustment.

EXECUTIVE SUMMARY:

The MOU between the City and the FSA expired on December 31, 2022. Representatives of the City and the FSA met and conferred in good faith through the collective bargaining process and have reached a tentative agreement on the terms of a new MOU consistent with City Council direction. The attached MOU between the City and FSA is the result of several weeks of good faith negotiations between the parties. Highlights of the MOU changes include the following:

- Term: January 2023 through December 2025
- Wages: 4% salary increase effective February 2023; 2% effective in January 2024 and 2% effective in January 2025
- Education Incentive: eliminated; \$4,800 rolled into base pay
- On-call Pay: For standby afterhours and on weekends
- Health: Revised cost sharing on health benefits
- Other Terms: Language/process 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 and Culturally Responsive Government Council goal within the 2022-2025 Strategic Plan.

FISCAL AND SUSTAINABILITY IMPACT:

The projected cumulative cost of the FSA adjustments over three years, totals approximately \$561,000.

ATTACHMENTS:

Resolution  
Memorandum of Understanding with FSA  
Classification – Salary Schedule

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

**A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING FOR THE FIRE SUPERVISORS ASSOCIATION AND AUTHORIZING THE CITY MANAGER TO SIGN THE MEMORANDUM OF UNDERSTANDING AND AUTHORIZING MODIFICATION TO THE CLASSIFICATION – SALARY SCHEDULE**

**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 sign the Memorandum of Understanding for the Fire Supervisors Association, for a term through December 31, 2025, and authorizing the corresponding modification to the Classification – Salary Schedule.

**APPROVED** this 24<sup>th</sup> day of January 2023, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

\_\_\_\_\_  
Kimbley Craig, Mayor

ATTEST:

\_\_\_\_\_  
Patricia M. Barajas, City Clerk