



## CITY OF SALINAS COUNCIL STAFF REPORT

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**DATE:** November 4, 2025

**FROM:** MAYOR DENNIS DONOHUE

**TITLE:** CITY ATTORNEY EMPLOYMENT AGREEMENT AMENDMENT NO. 3

RECOMMENDED MOTION:

It is recommended that the City Council adopt the attached resolution authorizing the Mayor to sign an Amendment to the Employment Agreement with the Salinas City Attorney Christopher A. Callihan and adjust the Classification – Salary Schedule, effective November 10, 2025.

EXECUTIVE SUMMARY:

On February 15, 2022, the City Council approved an Employment Agreement between the City of Salinas and City Attorney Christopher A. Callihan. The Agreement provides for an annual review of performance and compensation. The City Council completed the annual review of the City Attorney and now moves to adjust the annual compensation and adjust the Classification – Salary Schedule with the corresponding increase.

BACKGROUND:

Christopher A. Callihan has been employed with the City of Salinas over twenty years. He was promoted to City Attorney in January 2014. Mr. Callihan and the City of Salinas entered into a renewed Employment Agreement in February 2022. The Employment Agreement was amended in November 2023 and provides for annual compensation of \$258,750 with the term expiring in February 2029 as amended in November 2024.

The City Council met in Closed Session on October 14 and on October 28 at which time Mr. Callihan's performance review was completed. The parties now wish to amend the compensation to reflect an annual salary of \$300,000, effective November 10, 2025. This reflects an annual increase of \$41,250. This adjustment brings the salary closer to the average base and total compensation for City Attorneys in regional benchmark cities used for the City's salary surveys. All other terms of the Employment Agreement remain in place.

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, Government Code §84308 does not apply.*

STRATEGIC PLAN INITIATIVE:

The proposed action supports the City Council 2025 Strategic Goal of City Services ensuring fiscal responsibility and finance management.

FISCAL AND SUSTAINABILITY IMPACT:

The annual fiscal impact to the General Fund is estimated to be approximately \$41,250 in base salary with a prorated amount of \$27,000 for the remainder of this fiscal year. The cost will be absorbed in the City's operating budget.

| Fund | General Ledger Number<br>(Operating/CIP) | General Ledger Account<br>Name     | Remaining Budget<br>Appropriation | Amount Requested |
|------|------------------------------------------|------------------------------------|-----------------------------------|------------------|
| 1000 | 14.1400-61.1100                          | Salaries & Benefits Regular<br>Pay | \$436,396.03                      | \$0.00           |

ATTACHMENTS:

Resolution  
Employment Agreement  
Amendment No. 1  
Amendment No. 2  
Amendment No. 3  
Classification – Salary Schedule

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

**A RESOLUTION OF THE SALINAS CITY COUNCIL AUTHORIZING THE MAYOR TO  
EXECUTE AN EMPLOYMENT AGREEMENT AMENDMENT NO. 3 BETWEEN THE  
CITY OF SALINAS AND CHRISTOPHER A. CALLIHAN AND APPROVING  
MODIFICATION OF THE CLASSIFICATION-SALARY SCHEDULE**

**WHEREAS**, on February 15, 2022, the Salinas City Council approved the Employment Agreement between the City of Salinas and City Attorney Christopher A. Callihan; and

**WHEREAS**, the City Council and City Attorney have completed the annual employment performance evaluation process; and

**WHEREAS**, the City of Salinas desires to make changes to the Employment Agreement as amended November 2023; and

**NOW, THEREFORE, BE IT RESOLVED** that the Salinas City Council authorizes the Mayor to execute an Amendment to the Employment Agreement to reflect an annual compensation of \$300,000 in base wages of the City Attorney, effective November 10, 2025. It is further resolved that the City Classification-Salary Schedule shall be modified consistent with such increase.

**PASSED AND APPROVED** this 4th day of November, 2025, by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

**APPROVED:**

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Dennis Donohue, Mayor

**ATTEST:**

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Patricia M. Barajas, City Clerk