



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: MARCH 19, 2024
DEPARTMENT: ADMINISTRATION
FROM: ORLANDO OSORNIO, MAYOR PRO TEMPORE
BY: CHE JOHNSON, ESQ., LIEBERT, CASSIDY & WHITMORE
MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR
TITLE: EMPLOYMENT RESOLUTION FOR INTERIM CITY MANAGER

RECOMMENDED MOTION:

It is recommended that the City Council approve the attached Resolution regarding the employment terms with Interim City Manager Jim Pia.

EXECUTIVE SUMMARY:

Interim City Manager Pia has been serving in this role since the first week of October 2023. It is now known that the new City Manager will not join the City team until the end of May 2024. In light of this arrival date, and within the City Council's ongoing work to complete the City's Fiscal Year 24/25 Budget Process, the City Council and Interim City Manager seek to clarify the transition period. The City and Interim City Manager Pia seek to assure a successful transition for the new City Manager, as well as accommodating the completion work of the budget process, and the recruitment process necessary for a replacement Assistant City Manager. It is anticipated that this transitional period will take no more than 90 workdays.

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 Operational Efficiencies Council goal.

FISCAL AND SUSTAINABILITY IMPACT:

The annual pay, including specialty pays, of \$249,600, along with the additional 10% temporary upgrade pay and benefits are within the FY 23/24 approved budget. No adjustments are necessary.

ATTACHMENTS:

Resolution

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

**RESOLUTION APPROVING EMPLOYMENT TERMS BETWEEN THE CITY OF
SALINAS AND INTERIM CITY MANAGER JIM PIA**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the following employment terms between the City of Salinas and Interim City Manager Jim Pia are approved.

1. Interim City Manager Pia shall continue in that role until the arrival of the new City Manager, or approximately to May 28, 2024.
2. End of Interim City Manager Transition: The City Council and the Interim City Manager shall work jointly to assure a successful transition. Pia's annual base salary of \$249,600, along with the additional 10% temporary upgrade pay during the transition, shall be in effect for no more than 90 workdays following the arrival date of the new City Manager.
3. Pia shall receive forty (40) Paid Time off hours which are not eligible to be cashed out.
4. Pia shall continue to be subject to and maintain the provisions provided within the Confidential Management Compensation Plan.
5. Following the transition, and upon Pia's departure, he shall be entitled to the previously approved retirement health incentive (14 months), or payment in lieu, based at the Family rate, with total amount payable on Pia's last City paycheck. This approved incentive shall expire after 90 workdays following the arrival of the new City Manager.

PASSED AND APPROVED this 19th day of March 2024, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Orlando Osornio, Mayor Pro Tempore

ATTEST:

Patricia Barajas, City Clerk