



**CITY OF SALINAS  
COUNCIL STAFF REPORT**

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**DATE:** June 13, 2023

**DEPARTMENT:** HUMAN RESOURCES

**FROM:** Marina Horta-Gallegos, Human Resources Director

**SUBJECT:** MODIFICATION TO CLASSIFICATION – SALARY SCHEDULE

**RECOMMENDED MOTION:**

It is recommended that the City Council approve a Resolution to amend the Classification – Salary Schedule to reflect the previously authorized salary adjustment for the Police Managers Association effective in the first full period of July 2023.

**RECOMMENDATION:**

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to adjust the salary for the Police Managers Association consistent with the Resolution approved August 23, 2022.

**BACKGROUND:**

On August 23, 2022, the City Council approved the Memorandum of Understanding (MOU) between the City and the Police Managers Association. The MOU provides for a salary adjustment of one and one-half percent (1.5%) in July 2023.

**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) (SEQA Guidelines Section 15378).

**STRATEGIC PLAN INITIATIVE:**

The proposed action meets the Effective and Culturally Responsive Government Council goal.

**DEPARTMENTAL COORDINATION:**

The Human Resources Department coordinated this effort with the Finance Department.

**FISCAL AND SUSTAINABILITY IMPACT:**

The salary adjustments were factored into the fiscal year 2024 budget.

**ATTACHMENTS:**

Resolution

Exhibit A – Classification and Salary Schedule

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

**RESOLUTION APPROVING MODIFICATION TO  
THE CLASSIFICATION AND SALARY SCHEDULE**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification and Salary Schedule previously adopted by the City Council is hereby amended to include a one and one-half percent (1.5%) salary adjustment due in the first full pay period of July 2023.

PASSED AND APPROVED this 13th day of June 2023, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

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Kimbley Craig, Mayor

ATTEST:

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Patricia M. Barajas, City Clerk

# Exhibit A

PMA																
Benefit Group	Grade	Position			Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
20	20.4001	Deputy Chief of Police			80.3835	13,933	84.4018	14,630	88.6274	15,362	93.0604	16,130	97.7138	16,937	102.6006	17,784
20	20.4006	Police Commander			74.6794	12,944	78.4154	13,592	82.3397	14,272	86.4522	14,985	90.7740	15,734	95.3183	16,522
20	20.4011	Police Sergeant			63.2552	10,964	66.4128	11,512	69.7376	12,088	73.2226	12,692	76.8890	13,327	80.7364	13,994