



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: JANUARY 27, 2025

DEPARTMENT: HUMAN RESOURCES

FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

TITLE: AMENDMENTS TO THE MEMORANDUM OF UNDERSTANDING
WITH THE POLICE MANAGERS ASSOCIATION

RECOMMENDED MOTION:

A motion approving amendments to the Memorandum of Understanding between the City of Salinas and the Police Managers Association.

EXECUTIVE SUMMARY:

Proposed changes to the Memorandum of Understanding with the Police Managers Association include the following:

- (1) Term: one year (to December 31, 2025)
- (2) Wages: increase by 4% (effective January 20, 2025)
- (3) Longevity pay: add 3% at 10 years (plus current 5% at 20 years) for total of 8% at 20 years
- (4) On-call pay: increase from \$2.25 to \$5.00 per hour
- (5) Holidays: add Cesar Chavez Day (March 31) and Juneteenth (June 19)

BACKGROUND:

Representatives for the City of Salinas and the Police Managers Association have met since September 2024 to negotiate a successor Memorandum of Understanding. The parties recently reached a tentative agreement. The proposed changes to wages and benefits for the Police Managers Association maintain parity with similar employee groups and support recruitment and retention.

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:

Yes.

STRATEGIC PLAN INITIATIVE:

The proposed actions meet the Effective and Culturally Responsive Government Council goal within the 2022-2025 Strategic Plan and are expected to improve employee recruitment and retention.

DEPARTMENTAL COORDINATION:

The Human Resources Department coordinated with Administration, the Finance Department, and the Office of the City Attorney.

FISCAL AND SUSTAINABILITY IMPACT:

The projected cumulative total for the adjustments is approximately \$530,500. This is an ongoing general funds obligation that will be budgeted annually per the terms of the Memorandum of Understanding (MOU) as part of the budget development process.

Fund	Appropriation	Appropriation Name	Total Appropriation	Amount for recommendation	FY 24-25 Operating Budget Page	Last Budget Action (Date, Resolution)
1000, 1100, 1200	61.1100 – 61.9992	Salaries & Benefits	\$0	\$530,500	N/A	N/A

ATTACHMENTS:

Resolution
Tentative Agreement
Memorandum of Understanding

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

**A RESOLUTION OF THE SALINAS CITY COUNCIL APPROVING AMENDMENTS
TO THE MEMORANDUM OF UNDERSTANDING FOR THE POLICE MANAGERS
ASSOCIATION**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Memorandum of Understanding between the City of Salinas and the Police Managers Association is amended with the following changes: (1) increase wages by 4% effective January 20, 2025, (2) add 3% at 10 years of service for longevity pay effective January 20, 2025 (for a total of 8% at 20 years), (3) increase on-call pay from \$2.25 to \$5.00 per hour, (4) add Cesar Chavez Day (March 31) and Juneteenth (June 19) as paid holidays, and (5) make other language and process changes as shown in the attached Tentative Agreement.

PASSED AND ADOPTED this 27th day of January 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dennis Donohue, Mayor

ATTEST:

Patricia M. Barajas, City Clerk