



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: JANUARY 14, 2025

DEPARTMENT: HUMAN RESOURCES

FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

TITLE: MODIFICATION TO THE CLASSIFICATION - SALARY SCHEDULE

RECOMMENDED MOTION:

It is recommended that the City Council approve a Resolution to amend the Classification-Salary Schedule for temporary employee salaries to comply with the state minimum wage pursuant to Senate Bill 3 (SB3) and the amended 2025 Minimum Wage Order (MW- 2025) and to reflect a list of current and active temporary classifications.

EXECUTIVE SUMMARY:

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to reflect the minimum wage rate of \$16.50 per hour effective January 1, 2025, for classification under the new minimum wage rate. Additionally, staff recommends that the Classification-Salary Schedule only reflect current and active temporary classifications.

BACKGROUND:

SB 3 provided for six stepped annual increases from \$10.00 per hour to \$15.00 per hour, between January 1, 2017, and January 1, 2022 and provided for a minimum wage adjustment annually based on Consumer Price Index (CPI) measurements starting in 2023. Consistent with the provisions of SB 3, the current rate of \$16.00 per hour is increasing to \$16.50 per hour effective January 1, 2025. This increase correlates to an increase in the CPI of 3.18% as determined and certified by the Director of the CA Department of Finance. The City of Salinas has four classifications that fall below the \$16.50 per hour range. Therefore, it is necessary to take action to adjust the Classification-Salary Schedule to reflect the increase of any salary ranges that are below the \$16.50 hourly rate to comply with the current state law.

Additionally, staff recommends removing all temporary positions listed on the salary schedule that are not currently filled or active. This provides a more accurate reflection and transparency of current and active temporary classifications.

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:

Government Code §84308/Levine Act does not apply to this item.

STRATEGIC PLAN INITIATIVE:

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

DEPARTMENTAL COORDINATION:

Human Resources collaborated with the impacted departments in review of the minimum wage adjustments.

FISCAL AND SUSTAINABILITY IMPACT:

The fiscal impact is expected to be immaterial and can be absorbed by department budgets. Therefore, additional appropriation is not being requested at this time.

Fund	Appropriation	Appropriation Name	Total Appropriation	Amount for recommendation	FY 24-25 Operating Budget Page	Last Budget Action (Date, Resolution)
n/a	n/a	n/a	n/a	n/a	n/a	n/a

ATTACHMENTS:

Resolution
Exhibit A – Classification – Salary Schedule

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

RESOLUTION AMENDING THE CLASSIFICATION - SALARY SCHEDULE

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification-Salary Schedule previously adopted by the City Council by Resolution is hereby amended to adjust classifications falling below the minimum wage rate of \$16.50 per hour and list only current and active temporary classifications. The amended Classification-Salary Schedule is attached to this Resolution.

PASSED AND APPROVED this 14th day of January 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dennis Donohue, Mayor

ATTEST:

Patricia M. Barajas, City Clerk

Exhibit A

TEMPORARY							
Benefit Group	Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
29	29.9003	Accountant	25.4250	26.6943	28.0269	29.4289	30.9058
29	29.9006	Administrative Aide	21.1269	22.1828	23.2904	24.4558	25.6789
29	29.9008	Administrative Analyst I	25.4177	26.6881	28.0248	29.4228	30.8984
29	29.9011	Administrative Clerk I	16.8789	17.7228	18.6089	19.5393	20.51627
29	29.9061	Clerical Aide	16.9663	17.8146	18.7053	19.6406	20.62263
29	29.9071	Comm Improve Asst	21.7500	22.8346	23.9769	25.1769	26.4346
29	29.9078	Community Outreach Assistant	21.7500	22.8346	23.9769	25.1769	26.4346
29	29.9141	Engineering Aide I	19.2519	20.2211	21.2308	22.2923	23.4058
29	29.9146	Engineering Aide II	21.2308	22.2923	23.4058	24.5769	25.8058
29	29.9155	Evidence Technician	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9161	Facility Maintenance Wkr	17.8096	18.6981	19.6328	20.6135	21.6461
29	29.9178	Fire Prevention Aide	21.1269	22.1828	23.2904	24.4558	25.6789
29	29.9191	GIS Technician	21.2308	22.2923	23.4058	24.5769	25.8058
29	29.9196	Homework Center Assistant	16.7142	17.5499	18.4274	19.3488	20.3162
29	29.9217	Information Technologies Tech I	21.7922	22.8825	24.0249	25.2243	26.4861
29	29.9101	Information Technologies Tech II	24.2135	25.4250	26.6943	28.0269	29.4289
29	29.9236	Librarian I	20.8154	21.8539	22.9443	24.0923	25.2981
29	29.9241	Librarian II	22.4019	23.5154	24.6923	25.9328	27.2250
29	29.9246	Library Clerk	17.7205	18.6065	19.5368	20.5136	21.5393
29	29.9251	Library Page	17.1286	17.9850	18.8843	19.8285	20.81993
29	29.9256	Library Technician	17.3828	18.2481	19.1596	20.1231	21.1293
29	29.9261	Literacy Assistant	17.3828	18.2481	19.1596	20.1231	21.1293
29	29.9266	Literacy Clerk	16.8767	17.7205	18.6065	19.5368	20.5136
29	29.9271	Literacy Specialist	19.1605	20.1185	21.1244	22.1806	23.2896
29	29.9296	Office Technician	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9301	Park Maintenance Aide	16.8945	17.7392	18.6262	19.5575	20.5354
29	29.9313	Peer Outreach Worker	18.1558	19.0673	20.0193	21.0231	22.0731
29	29.9315	Permit Center Clerk	19.2519	20.2211	21.2308	22.2923	23.4058
29	29.9354	Public Serv Maint Aide	16.8808	17.7238	18.6100	19.5405	20.5175
29	29.9366	Recreation Aide	17.1286	17.9850	18.8843	19.8285	20.81993
29	29.9371	Recreation Assistant	20.5136	21.5392	22.6162	23.6174	24.7983
29	29.9376	Recreation Coordinator	25.4250	26.6943	28.0269	29.4289	30.9058
29	29.9381	Recreation Leader I	18.5220	19.4481	20.4205	21.3246	22.3908
29	29.9391	Recreation Program Specialist	20.5219	21.5480	22.6254	23.6271	24.8084
29	29.9131	Retired Annuity Deputy Fire Marshal	58.9248	61.8711	64.9646	68.2128	71.6235
29	29.9640	Retired Annuity Fire Inspector II	37.1373	38.9971	40.9440	42.9944	45.1482
29	29.9647	Retired Annuity Librarian I	26.7254	28.0646	29.4606	30.9351	32.4809
29	29.9650	Retired Annuity Office Tech	24.8450	26.0843	27.3881	28.7556	30.1943
29	29.9646	Retired Annuity Sr. Civil Engineer	58.1107	61.0123	64.0626	67.2690	70.6321
29	29.9655	Retired Annuity Police Officer	43.5436	45.7208	48.0055	50.4042	52.9242
29	29.9421	Scorekeeper I	16.7998	17.6397	18.5217	19.4478	20.4202
29	29.9416	Scorekeeper II	17.8113	18.7018	19.6369	20.6187	21.6496
29	29.9516	Sports Official I	16.7998	17.6397	18.5217	19.4478	20.4202
29	29.9461	Sports Official II	17.8918	18.7863	19.7256	20.7119	21.7475
29	29.9526	Sports Program Asst	20.8131	21.8537	22.9463	24.0936	25.2983
29	29.9536	Sr Accounting Technician	22.2923	23.4058	24.5769	25.8058	27.0923
29	29.9538	Sr Facility Maint Mech	21.8628	22.9544	24.1028	25.3084	26.5706
29	29.9546	Sr Recreation Asst	19.8220	20.8131	21.8537	22.9463	24.0936
29	29.9551	Student Intern	16.7998	17.6397	18.5217	19.4478	20.4202
29	29.9596	Youth Program Assistant	16.5604	17.3884	18.2578	19.1707	20.1292
29	29.9601	Youth Program Leader	17.7205	18.6065	19.5368	20.5136	21.5393