



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: March 3, 2020
DEPARTMENT: ADMINISTRATION
FROM: RAY E. CORPUZ, JR., CITY MANAGER
BY: DONNA WILLIAMSON, ESQ., LIEBERT, CASSIDY & WHITMORE
MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR
TITLE: CONFIDENTIAL MANAGEMENT COMPENSATION PLAN

RECOMMENDED MOTION:

A motion authorizing the City Manager to establish a new Compensation Plan for the Confidential Management employees.

RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the City Manager to establish a new Compensation Plan for the Confidential Management employees.

EXECUTIVE SUMMARY:

The Compensation Plan between the City of Salinas and the Confidential Management employees expired on December 31, 2019. The attached proposed Compensation Plan is the result of negotiations between the parties. The new Compensation Plan would include the following:

- Term: January 1, 2020 to December 31, 2022
- Wages: 2.25% salary increase effective in the first full pay period following Council approval, 2.25% in the first full pay period of January 2021, and 2.25% in the pay first full pay period of January 2022
- Health benefits: 5% employee contribution toward health premiums starting in the first full pay period following Council approval
- Management leave (currently 130 hours and 150 hours for at-will employees): eliminated in 2021 (no future accrual)
- Physical fitness/wellness: incentive eliminated in 2020

- Holidays: floating holidays eliminated in 2021
- Annual leave: additional 102 hours per year and 122 hours per year for at-will employees, with a cap on accrual, effective January 2021
- Other terms: status quo and/or PERS clean-up

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 Effective Sustainable Government Council goal and is consistent with the recommendations of the Salinas Plan.

FISCAL AND SUSTAINABILITY IMPACT:

The fiscal impact of this Compensation Plan will require fiscal discipline in the years ahead. The projected cumulative total of the Confidential Management Compensation Plan adjustments totals approximately \$80,550.

ATTACHMENTS:

Resolution
Confidential Management Compensation Plan

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

RESOLUTION APPROVING THE COMPENSATION PLAN BETWEEN THE CITY OF SALINAS AND THE CONFIDENTIAL MANAGEMENT EMPLOYEES, FOR A TERM ENDING DECEMBER 31, 2022 AND AUTHORIZING THE CITY MANAGER TO ESTABLISH THE COMPENSATION PLAN ON BEHALF OF THE CITY

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the City Manager is hereby authorized and directed for and on behalf of the City of Salinas to establish the attached Compensation Plan for the Confidential Management employees.

PASSED AND APPROVED this 3rd day of March 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk