



**CITY OF SALINAS**  
**COUNCIL STAFF REPORT**

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DATE: November 7, 2017

Department: ADMINISTRATION/HUMAN RESOURCES DIVISION

FROM: Marina Horta-Gallegos, Human Resources Officer

SUBJECT: **MODIFICATION TO THE CLASSIFICATION AND SALARY SCHEDULE**

**RECOMMENDED MOTION:**

It is recommended that City Council approve a Resolution modifying the Classification - Salary Schedule to reflect the addition of the following classifications of unrepresented part-time temporary employees:

Retired Annuitant – Accounting Manager  
Retired Annuitant – Animal Services Manager  
Retired Annuitant – Combo Building Inspector I/II  
Retired Annuitant – Computer Operator  
Retired Annuitant – Evidence Technician  
Retired Annuitant – Fire Inspector  
Retired Annuitant – Library Clerk  
Retired Annuitant – Office Technician  
Retired Annuitant – Police Officer

**RECOMMENDATION:**

Staff recommends that the City Council approves the attached Resolution modifying the Classification – Salary Schedule to reflect the Retired Annuitant positions.

**BACKGROUND:**

Staff has identified the need to create separate and unique classifications for retired annuitants in order to appropriately classify retired individuals whom the City may hire to perform specialized work or extra work for a limited duration. Historically, the City has hired retired annuitants into sworn and non-sworn part-time positions throughout the City. The Government Code provides that retired annuitants re-employing with CalPERS agencies should be hired into retired annuitant designated positions only, performing work of limited duration to ensure adherence to the Government Code post-retirement work restrictions.

Retired annuitants are subject to the requirements of the California Public Employee's Pension Reform Act (PEPRA). It sets forth post-retirement employment requirements applicable to all retirees who are

employed by CalPERS employers on or after January 1, 2013. The provisions include the following requirements:

1. There must be a six month break in service from the date of retirement to the date of hire as a retired annuitant for individuals who retired from miscellaneous classifications;
2. They may not work more than 960 hours per fiscal year;
3. A retiree's compensation cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, and they are not entitled to any benefit, incentive, or other compensation;
4. These appointments are of a limited duration; and
5. The retirees' skills are reflected in their work history that demonstrate he or she has the relevant experience and skill set needed to perform the desired work.

The creation of these unique and separate classifications will ensure that retired annuitants are appropriately classified, and more efficiently tracked to ensure compliance with the provisions of PEPR so that there is no impact to the annuitant or the City.

**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 Sustainable Government Council goal.

**FISCAL AND SUSTAINABILITY IMPACT:**

These positions will be filled on a part-time basis and will be paid through individual department budget temporary funds. These part-time temporary positions will be limited to 25-hours per week and 960 hours per fiscal year and will not be eligible for benefits. These positions are only entitled to compensation that cannot be less than the minimum nor exceed the maximum monthly salary paid to other employees performing comparable duties.

**ATTACHMENTS:**

Resolution  
Exhibit A – Classification and Salary Schedule

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

RESOLUTION AMENDING 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 by Resolution is hereby amended to modify the classification/salary schedule to include the following classifications:

Retired Annuitant – Accounting Manager  
Retired Annuitant – Animal Services Manager  
Retired Annuitant – Combo Building Inspector I/II  
Retired Annuitant – Computer Operator  
Retired Annuitant – Evidence Technician  
Retired Annuitant – Fire Inspector  
Retired Annuitant – Library Clerk  
Retired Annuitant – Office Technician  
Retired Annuitant – Police Officer

Attached as Exhibit A is the amended Classification and Salary Schedule Plan.

PASSED AND ADOPTED this 7th day of November 2017, by the following vote:

AYES:  
NOES:  
ABSENT:  
ABSTAIN:

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Joe Gunter, Mayor

ATTEST:

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Patricia Barajas, City Clerk

EXHIBIT A

<b>Position</b>	<b>Step 1 Monthly</b>	<b>Step 2 Monthly</b>	<b>Step 3 Monthly</b>	<b>Step 4 Monthly</b>	<b>Step 5 Monthly</b>
Retired Annuitant - Accounting Manager	6,709	7,046	7,398	7,768	8,156
Retired Annuitant - Animal Services Manager	5,938	6,235	6,546	6,875	7,219
Retired Annuitant - Comb Bldg Inspector II	5,231	5,492	5,767	6,056	6,359
Retired Annuitant - Combo Bldg Insp I	4,768	5,006	5,256	5,520	5,796
Retired Annuitant - Computer Operator	4,652	4,884	5,129	5,385	5,654
Retired Annuitant - Evidence Technician	3,718	3,904	4,099	4,303	4,519
Retired Annuitant - Fire Inspector	4,981	5,231	5,492	5,767	6,056
Retired Annuitant - Literacy Clerk	2,801	2,941	3,089	3,243	3,405
Retired Annuitant – Office Technician	3,718	3,904	4,099	4,303	4,519
Retired Annuitant - Police Officer	7,009	7,359	7,727	8,113	8,519