



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: DECEMBER 9, 2025

DEPARTMENT: ADMINISTRATION

FROM: RENE MENDEZ, CITY MANAGER

BY: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

TITLE: SALINAS POLICE OFFICERS ASSOCIATION AND POLICE MANAGERS ASSOCIATION MEMORANDA OF UNDERSTANDING; MODIFICATION TO CLASSIFICATION – SALARY SCHEDULE

RECOMMENDED MOTION:

A motion to approve a Resolution authorizing the City Manager to sign the Memoranda of Understanding (MOU) with the Salinas Police Officers Association (SPOA) and the Police Managers Association (PMA) for terms ending December 31, 2027, and December 31, 2028, respectively, and approving modification to the Classification – Salary Schedule.

EXECUTIVE SUMMARY:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign new Memoranda of Understanding with the Salinas Police Officers Association and with the Police Managers Association and authorizing modification to the Classification – Salary Schedule.

BACKGROUND:

The Memoranda of Understanding between the City and the SPOA and SPMA expire on December 31, 2025. Representatives of the City and the two units met and conferred in good faith through the collective bargaining process and have reached tentative agreements on the terms of new Memoranda of Understanding consistent with City Council direction.

The attached Memoranda of Understanding are a result of several weeks of good faith negotiations between the parties and expect this will assist recruitment and retention efforts.

Salinas Police Officers Association:

- Term: January 1, 2026 – December 31, 2027
- Wages: 3% salary increase effective January 2026; 2% market adjustment January 2026; 2% salary increase January 2027; 2% market adjustment July 2027
- Premium for special assignment – 5% for Drone pilot and SWAT
- Master officer pay: add SWAT
- Night shift differential: increase from \$23.45 to \$25.00 per shift
- Other Terms: Language/process clean-up

Police Managers Association

- Term: January 1, 2026 – December 31, 2028
- Wages: One step (5%) salary adjustment on the Salary Schedule, effective January 2026; 3% increase January 2027; 3% increase January 2028
- Bilingual premium: maintain 5%
- Night shift differential: increase from \$23.45 to \$25.00 per shift
- Compensatory time off: increase cap from 120 to 160 hours
- Other Terms: Language/process 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).

CALIFORNIA GOVERNMENT CODE §84308 APPLIES:

No.

STRATEGIC PLAN INITIATIVE:

This proposed action meets the City Services Council goal ensuring fiscal responsibility and financial management.

DEPARTMENTAL COORDINATION:

Administration, Finance, Human Resources, and Legal collaborated in this process.

FISCAL AND SUSTAINABILITY IMPACT:

The projected cumulative cost of the SPOA adjustments over the term of the MOU is approximately \$662,546 in FY 2025-26 (6 months), \$1,692,202 in FY 2026-27, and \$1,029,656 in FY 2027-28 (6 months) for a total of \$3,384,404.

The projected cumulative cost of the PMA adjustments over the term of the MOU is approximately \$203,950 in FY 2025-26 (6 months), \$534,967 in FY 2026-27, \$792,913 in FY 2027-28, and \$461,896 in FY 2028-29 (6 months) for a total of \$1,993,727.

Fund	General Ledger Number (Operating/CIP)	General Ledger Account Name	Remaining Budget Appropriation	Amount Requested
1000-1200	Police Department (SPOA)	Salaries & Benefits	\$0	\$662,546
1000-1200	Police Department (PMA)	Salaries & Benefits	\$0	\$203,950

ATTACHMENTS:

Resolution
Salinas Police Officer Associations – MOU
Police Managers Association – MOU

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

**A RESOLUTION APPROVING THE MEMORANDA OF UNDERSTANDING FOR THE
SALINAS POLICE OFFICERS ASSOCIATION AND POLICE MANAGERS
ASSOCIATION AND AUTHORIZING THE CITY MANAGER TO SIGN THE
MEMORANDA OF UNDERSTANDING AND AUTHORIZING MODIFICATION TO THE
CLASSIFICATION - SALARY SCHEDULE**

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 sign the Memoranda of Understanding for the Salinas Police Officers Association and for the Police Managers Association and authorizing the corresponding modification to the Classification-Salary Schedule.

PASSED AND APPROVED this 9th day of December 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dennis Donohue, Mayor

ATTEST:

Patricia M. Soratos, City Clerk