



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: JANUARY 21, 2020
DEPARTMENT: ADMINISTRATION
FROM: RAY E. CORPUZ, JR., CITY MANAGER
TITLE: DEPARTMENT DIRECTORS' COMPENSATION PLAN

RECOMMENDED MOTION:

A motion to approve a Resolution authorizing the City Manager to sign a new Compensation Plan for Department Directors.

RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign a new Compensation Plan for Department Directors.

EXECUTIVE SUMMARY:

The new Compensation Plan would include the following:

- Term: January 1, 2020 until amended
- Wages: 2.25% salary increase effective in the first full pay period following Council approval, 2.25% in the pay period inclusive of January 1, 2021, and 2.25% in the pay period inclusive of January 1, 2022
- Health benefits: 5% employee contribution toward health premiums starting in the first full pay period following Council approval
- Management leave (currently 160 hours): eliminated in 2021 (no future accrual)
- Biennial physical examination: eliminated in 2020
- Physical fitness/wellness: incentive eliminated in 2020
- Holidays: floating holidays eliminated in 2021
- Uniform allowance: Police/Fire \$650 per year

- Deferred Compensation & Retirement Savings Plans: 2020 rates in place for the term of the Compensation Plan
- Annual leave: additional 120 hours per year, with a cap on accrual, effective January 2021

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 Department Directors Compensation Plan adjustments totals approximately \$99,850.

ATTACHMENTS:

Resolution
Department Directors Compensation Plan and Appendix

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

RESOLUTION APPROVING THE CITY OF SALINAS DEPARTMENT DIRECTORS
COMPENSATION PLAN AND AUTHORIZING THE CITY MANAGER TO SIGN THE
COMPENSATION PLAN

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 execute the attached Department Directors Compensation.

PASSED AND ADOPTED this 21st day of January 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk