



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: August 4, 2020
DEPARTMENT: HUMAN RESOURCES DEPARTMENT
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 and Salary Schedule to include the classification of Senior Equipment Mechanic and to include the previously authorized cost of living adjustments for the Police Managers Association that became effective in the first full pay period of July 2020.

RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution modifying the Classification and Salary Schedule to include the classification of Senior Equipment Mechanic and to include the previously authorized cost of living adjustments for the Police Managers Association that became effective in the first full pay period of July 2020.

BACKGROUND:

The Senior Equipment Mechanic is a new advanced journey level classification added to the Fleet Division as part of the City’s fleet consolidation efforts. This position was added to the workforce for the Fleet Division starting in Fiscal Year 20-21. The position has been set at the following grade and hourly rate:

Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly
25.5479	Senior Equipment Mechanic	28.6328	30.0624	31.5665	33.1454	34.7985	36.5419

The Public Works Department is currently recruiting for this position.

The Memorandum of Understanding for the Police Managers Association was approved by Council in October 2019 and provides for a wage increase equal to 2.25% effective July 13, 2020. The salary adjustment would be reflected as follows:

Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly
20.4001	Deputy Chief of Police	76.3083	80.1228	84.1342	88.3424	92.7600	97.3989
20.4006	Police Commander	70.8934	74.4400	78.1653	82.0693	86.1719	90.4860
20.4011	Police Sergeant	60.0483	63.0458	66.2021	69.5104	72.9909	76.6433

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.

DEPARTMENTAL COORDINATION:

The Human Resources Department has collaborated with the Public Works and Finance Departments on this request.

FISCAL AND SUSTAINABILITY IMPACT:

The Senior Equipment Mechanic was included in the Fiscal Year 20-21 budget approved by Council. The salary adjustments due for the Police Managers Association were also budgeted for the fiscal year and term of the Memorandum of Understanding.

ATTACHMENTS:

Resolution

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

RESOLUTION MODIFYING THE CLASSIFICATION - 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 modified to include the classification of Senior Equipment Mechanic and also include the salary adjustments for the classifications within the Police Managers Association due effective in the first full pay period of July 2020 starting on July 13, 2020.

PASSED AND APPROVED this 4th day of August 2020 , by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Christie Cromeenes, Mayor Pro Tem

ATTEST:

Patricia M. Barajas, City Clerk