



**CITY OF SALINAS  
COUNCIL STAFF REPORT**

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**DATE:** March 3, 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 - Salary schedule to reflect previously authorized cost of living adjustments for the International Association of Firefighters (IAFF) Local 1270 that became effective February 24, 2020 and the proposed cost of living adjustments for the Confidential Management employees effective March 9, 2020.

RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to include salary adjustments for the IAFF and Confidential Management employees.

BACKGROUND:

The Classification – Salary Schedule must be updated in compliance with the Public Employees’ Retirement Law (PERL), Public Employees’ Pension Reform Act of 2013 (PEPRA), and Title 2 of the California Code of Regulations (CCR). The authorized cost of living adjustments for the IAFF became effective February 24, 2020 which necessitate that the Classification – Salary Schedule be updated. Additionally, the proposed cost of living adjustments for the Confidential Management employees also necessitate that the Classification – Salary Schedule be adjusted to reflect the cost of living adjustments as proposed effective March 9, 2020.

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.

FISCAL AND SUSTAINABILITY IMPACT:

The cost of living adjustments will require no adjustments to the existing fiscal year budget.

ATTACHMENTS:

Resolution

Exhibit A – Classification and Salary Schedule

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

**RESOLUTION APPROVING MODIFICATION TO  
THE CLASSIFICATION - SALARY SCHEDULE**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification - Salary Schedule previously adopted by the City Council is hereby amended to include cost of living adjustments for the International Association of Firefighters (IAFF) Local 1270 and Confidential Management employees due respectively, February 24, 2020 and March 9, 2020.

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

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

EXHIBIT A

CLASSIFICATION – SALARY SCHEDULE

Effective 2/24/20														
IAFF			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Benefit Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
19	19.4576	FF Hired Post 9/2013-40 Hours	36.1388	6,264	37.9478	6,578	39.8462	6,907	41.8410	7,252	43.9320	7,615	46.1331	7,996
19	19.4586	FF/Prmdc Hire Post 9/2013-40Hour	36.1388	6,264	37.9478	6,578	39.8462	6,907	41.8410	7,252	43.9320	7,615	46.1331	7,996
19	19.4591	FF/Prmdc Hire Post 9/2013-56Hour	25.8134	6,264	27.1056	6,578	28.4615	6,907	29.8864	7,252	31.3801	7,615	32.9522	7,996
19	19.4566	FF/Prmdc Hire Pre 9/2013-40 Hour	37.9478	6,578	39.8462	6,907	41.8410	7,252	43.9320	7,615	46.1331	7,996	48.4372	8,396
19	19.4571	FF/Prmdc Hired Pre 9/2013-56Hour	27.1056	6,578	28.4615	6,907	29.8864	7,252	31.3801	7,615	32.9522	7,996	34.5980	8,396
19	19.4581	FF-Hired Post 9/2013-56 Hours	25.8134	6,264	27.1056	6,578	28.4615	6,907	29.8864	7,252	31.3801	7,615	32.9522	7,996
19	19.4556	FF-Hired Pre 9/2013-40 Hours	37.9478	6,578	39.8462	6,907	41.8410	7,252	43.9320	7,615	46.1331	7,996	48.4372	8,396
19	19.4561	FF-Hired Pre 9/2013-56 Hours	27.1056	6,578	28.4615	6,907	29.8864	7,252	31.3801	7,615	32.9522	7,996	34.5980	8,396
19	19.4536	Fire Captain-40 Hours	47.5018	8,234	49.8750	8,645	52.3716	9,078	54.9855	9,531	57.7368	10,008	60.6257	10,508
19	19.4541	Fire Captain-56 Hours	33.9298	8,234	35.6249	8,645	37.4083	9,078	39.2753	9,531	41.2405	10,008	43.3041	10,508
19	19.4546	Fire Engineer-40 Hours	41.8410	7,252	43.9320	7,615	46.1331	7,996	48.4372	8,396	50.8585	8,815	53.4034	9,257
19	19.4551	Fire Engineer-56 Hours	29.8864	7,252	31.3801	7,615	32.9522	7,996	34.5980	8,396	36.3275	8,815	38.1453	9,257
19	19.4601	Fire Fighter Recruit-56 Hours	24.6982	5,993	25.9362	6,294	27.2334	6,609	28.5992	6,940	30.0288	7,287	31.5323	7,652
19	19.4596	Firefighter Recruit-40 Hours	34.5774	5,993	36.3108	6,294	38.1267	6,609	40.0389	6,940	42.0404	7,287	44.1451	7,652

Effective 3/9/2020														
CONFIDENTIAL MANAGEMENT/CONFIDENTIAL MANAGEMENT 2			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Benefit Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
17	17.2006	Accounting Manager	41.5827	7,208	43.6705	7,570	45.8506	7,947	48.1433	8,345	50.5481	8,762	53.0784	9,200
16	16.1101	Assistant City Attorney	60.8415	10,546	63.8870	11,074	67.0847	11,628	70.4409	12,210	73.9623	12,820	77.6556	13,460
16	16.1037	Assistant City Manager	84.7710	14,694	89.0126	15,429	93.4654	16,201	98.1362	17,010	103.0452	17,861		
17	17.2001	Asst Finance Director	48.1433	8,345	50.5481	8,762	53.0784	9,200	55.7278	9,659	58.5225	10,144	61.4426	10,650
16	16.1131	City Clerk	44.5228	7,717	46.7491	8,103	49.0880	8,509	51.5391	8,933	54.1158	9,380	56.8243	9,850
16	16.1150	Community Relations Manager	39.2109	6,797	41.1694	7,136	43.2282	7,493	45.3872	7,867	47.6584	8,261	50.0357	8,673
16	16.1141	Deputy City Attorney II	41.3678	7,170	43.4369	7,529	45.6089	7,906	47.8907	8,301	50.2821	8,716	52.7959	9,151
16	16.1166	Human Resources Analyst I	35.5640	6,164	37.3479	6,474	37.2175	6,451	41.1798	7,138	43.2411	7,495	45.4015	7,870
16	16.1161	Human Resources Analyst II	37.3479	6,474	39.2175	6,798	41.1798	7,138	43.2411	7,495	45.4014	7,870	47.6675	8,262
16	16.1160	Senior Human Resources Analyst	42.9863	7,451	45.1336	7,823	47.3929	8,215	49.7584	8,625	52.2537	9,057	54.8611	9,509
16	16.1116	Sr Deputy City Attorney	49.0880	8,509	51.5391	8,933	54.1158	9,380	56.8243	9,850	59.6653	10,342	62.6516	10,860