



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: SEPTEMBER 9, 2025

DEPARTMENT: HUMAN RESOURCES

FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

TITLE: MODIFICATION TO CLASSIFICATION – SALARY SCHEDULE

RECOMMENDED MOTION:

A motion to approve a resolution modifying the Classification – Salary Schedule to adjust the hourly rates for temporary classifications designated as Retired Annuitant.

EXECUTIVE SUMMARY:

The modification to the Classification – Salary Schedule effective July 7, 2025, did not include modification to Retired Annuitant classifications. CalPERS requires that the hourly rates for these classifications fall within the regular salary schedule for the regular positions.

BACKGROUND:

On July 1, 2025, the City Council approved a modification to the Classification- Salary Schedule that was effective July 7 and included salary adjustments for the Association of Management Personnel of Salinas, Service Employees International Union (SEIU) Blue Collar, SEIU Crew Supervisors, and Salinas Municipal Employees Association. The hourly adjustments were to include retired annuitant classifications listed under temporary positions pursuant to California Public Employees' Retirement System (CalPERS) regulations. CalPERS requires that retirees be placed in retired annuitant designated positions and that the salary must be an hourly rate that falls within the regular salary schedule for that position.

The classifications requiring adjustment are listed below:

Benefit Group	Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
29	29.9131	Retired Annuity Deputy Fire Marshal	61.3054	64.3707	67.5892	70.9686	74.5171
29	29.9641	Retired Annuitant Fire Inspector I	35.1414	36.9012	38.7435	40.6837	42.7217
29	29.9647	Retired Annuitant Librarian I	27.5272	28.9065	30.3444	31.8632	33.4553
29	29.9650	Retired Annuitant Office Tech	25.5903	26.8669	28.2097	29.6183	31.1001
29	29.9646	Retired Annuitant Sr. Civil Engineer	59.2729	62.2326	65.3439	68.6143	72.0448

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:

The proposed action supports the City Council 2025 Strategic Goal of City Services ensuring fiscal responsibility and finance management.

DEPARTMENTAL COORDINATION:

The Human Resources Department collaborates with all City departments as necessary in staffing extra help retired annuitant positions and in ensuring the positions are compliant with CalPERS regulations.

FISCAL AND SUSTAINABILITY IMPACT:

No impact to the approved fiscal year budget is anticipated as a result of this action since budgets for temporary staffing were approved through the FY 25-26 budget process.

Fund	Appropriation	Appropriation Name	Total Appropriation	Amount for recommendation	FY 24-25 Operating Budget Page	Last Budget Action (Date, Resolution)
N/A	N/A	N/A	N/A	N/A	N/A	N/A

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-Salary Schedule previously adopted by the City Council by Resolution is hereby amended to include hourly adjustments to the temporary Retired Annuitant classifications as listed below:

Benefit Group	Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
29	29.9131	Retired Annuity Deputy Fire Marshal	61.3054	64.3707	67.5892	70.9686	74.5171
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PASSED AND APPROVED this 9th day of September 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dennis Donohue, Mayor

ATTEST:

Patricia Barajas, City Clerk