



## CITY OF SALINAS COUNCIL STAFF REPORT

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**DATE:** May 16, 2017

**DEPARTMENT:** ADMINISTRATION

**FROM:** Ray E. Corpuz, Jr., City Manager

**BY:** Marina Horta-Gallegos, Human Resources Officer  
Donna Williamson, Attorney, Liebert, Cassidy & Whitmore  
Katie Hogan, Sr. Deputy City Attorney

**TITLE:** COMPENSATION PLAN - CONFIDENTIAL NON-MANAGEMENT

**RECOMMENDED MOTION:**

A motion authorizing the City Manager to establish the Compensation Plan for the Confidential Non-Management employees for a three-year term through December 31, 2019.

**RECOMMENDATION:**

It is recommended that the City Council approve a Resolution authorizing the City Manager to establish the Compensation Plan for the Confidential Non-Management employees.

**EXECUTIVE SUMMARY:**

The City and employees of the Confidential Non-Management group have been discussing a successor Compensation Plan since late 2016. The City's negotiating team recommends that the City Council approve the attached Compensation Plan at this meeting.

**BACKGROUND:**

Highlights of the proposed changes to the Compensation Plan include the following:

- Term through December 2019
- A 2.5% salary increase for each year of the three-year plan
- A \$2,500 one-time payment
- Cost-sharing on health benefits beginning in December 2019

**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).*

*In addition, CEQA Guidelines Section 15061 includes the general rule that CEQA applies only to activities which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. Because the proposed action and this matter have no potential to cause any effect on the environment, or because it falls within a category of activities excluded as projects pursuant to CEQA Guidelines section 15378, this matter is not a project. Because the matter does not cause a direct or foreseeable indirect physical change on or in the environment, this matter is not a project. Any subsequent discretionary projects resulting from this action will be assessed for CEQA applicability.*

**STRATEGIC PLAN INITIATIVE:**

This Compensation Plan assists the City in striving for the goal of an Effective, Sustainable Government.

**FISCAL AND SUSTAINABILITY IMPACT:**

Taken together, the fiscal impact of this Compensation Plan and all other employee MOUs approved by Council will require fiscal discipline and budget adjustments in the fiscal years ahead.

**ATTACHMENTS:**

Resolution  
Compensation Plan

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

**A RESOLUTION APPROVING THE COMPENSATION PLAN BETWEEN THE CITY OF SALINAS AND THE CONFIDENTIAL NON-MANAGEMENT EMPLOYEES, FOR A TERM ENDING DECEMBER 31, 2019 AND AUTHORIZING THE CITY MANAGER TO ESTABLISH THE COMPENSATION PLAN ON BEHALF OF THE CITY**

**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 establish the attached Compensation Plan for the Confidential Non-Management employees, for a term through December 31, 2019.

**APPROVED** this 16<sup>th</sup> day of May 2017, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

\_\_\_\_\_  
Joe Gunter, Mayor

ATTEST:

\_\_\_\_\_  
Patricia M. Barajas, City Clerk