



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: May 16, 2017

DEPARTMENT: ADMINISTRATION/HUMAN RESOURCES DIVISION

FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES OFFICER

TITLE: MODIFICATION TO CLASSIFICATION-SALARY SCHEDULE

RECOMMENDED MOTION:

Staff recommends the City Council approve a Resolution modifying the City of Salinas Classification-Salary Schedule as of May 16, 2017 in accordance with California Code of Regulations, (CCR), Title 2, Section 570.5.

RECOMMENDATION:

It is recommended that the City council approve a Resolution 1) Restoring the position of Senior Fire Inspector from inactive to active temporary status; and 2) Modifying the salary schedule to reflect the restoration of the Senior Fire Inspector and to reflect the salary increases for the recently approved Memoranda of Understanding for the Police Management Association (PMA) and Salinas Employees International Union (SEIU) units.

BACKGROUND:

The Senior Fire Inspector is a civilian position within the Fire Prevention Bureau which is currently inactive. The Fire Department intends to fill the position through a temporary appointment that will provide assistance with higher level inspections and training for recently appointed fire inspection staff.

The Classification-Salary Schedule was modified to include the salary increases approved by Council for the PMA and SEIU units.

California Code of Regulations, (CCR) Title 2, Section 570.5, adopted by CalPERS requires the publishing of a publicly available pay schedule approved and adopted by the employer's governing body in accordance with requirements of applicable public meeting laws.

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.

STRATEGIC PLAN INITIATIVE:

The proposed action meets the Effective Sustainable Government Council goal.

FISCAL AND SUSTAINABILITY IMPACT:

The Senior Fire Inspector position will be filled on a part-time basis and will be paid through the Fire Department's temporary funds. The part-time temporary position will be limited to 25-hours per week and 1,000 hours per fiscal year and will not be eligible for benefits.

Salary increases for the PMA and SEIU units have been budgeted for the remainder of the fiscal year and for the term of the agreements.

ATTACHMENTS:

Resolution
Exhibit A: Classification-Salary Schedule

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

RESOLUTION AMENDING THE CLASSIFICATION AND 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 amended to modify the classification/salary schedule to include the classification for Senior Fire Inspector and include the recently adopted salary adjustments for the Police Management Association and Salinas Employees International Union. Attached as Exhibit A is the amended Classification and Salary Schedule Plan.

PASSED AND ADOPTED this 16th day of May 2017, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk