

**REPORT TO THE
CITY COUNCIL**
City of Salinas, California

DATE: May 17, 2016

FROM: Jim Pia, Assistant City Manager

BY: Marina Horta-Gallegos, Human Resources Officer

SUBJECT: **GRIEVANCE BOARD**

RECOMMENDATION:

It is recommended that the City Council adopt the attached Resolution authorizing the Grievance Board term extension of Mr. Dean Carothers, and further, appointing Mr. Al Espindola and Mr. Richard Fors to the Grievance Board.

DISCUSSION:

The City of Salinas Grievance Board is a voluntary resident body comprised of four members to hear employee grievances pursuant to the Personnel Resolution and Section 25-43 of the Salinas City Code. The composition of the City's Grievance Board consists of four members appointed by the City Council.

The Human Resources Division solicits nominations on an ongoing basis from both the community and through employee groups, and recently received applications from Mr. Al Espindola and Mr. Richard Fors.

With this Council action of extending one member and appointing two new members, the Grievance Board will be at full strength and will be able to hear any upcoming employee grievances.

ISSUE:

Shall the City Council adopt the attached Resolution authorizing the Grievance Board term extension of Mr. Dean Carothers, and further, appointing Mr. Al Espindola and Mr. Richard Fors to the Grievance Board?

FISCAL IMPACT:

None

ALTERNATIVES:

The City Council may decide not to approve the term extension and appointments, however, this may delay future grievance hearings until the Board is at full strength.

CONCLUSIONS:

The City's Grievance Board currently has three vacancies. Staff recommends that the term for Mr. Carothers be extended, and the appointments of Mr. Espindola and Mr. Fors be made by the City Council.

Distribution
City Council
City Manager
City Attorney
Department Directors

Back-up Pages
Resolution

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

**A RESOLUTION AUTHORIZING THE EXTENSION OF TERM FOR
MR. DEAN CAROTHERS ON THE GRIEVANCE BOARD AND APPOINTING
MR. AL ESPINDOLA AND MR. RICHARD FORS TO THE GRIEVANCE BOARD**

WHEREAS, the City of Salinas Grievance Board is a voluntary body comprised of four members to hear employee grievances; and

WHEREAS, the term of Ms. Kelly Halcon was extended on November 27, 2012 and will expire on February 19, 2018; and

WHEREAS, the term of Mr. Dean Carothers expired on March 14, 2016; and

WHEREAS, the Human Resources Division continues to solicit applications for placement on the Grievance Board and has received two recent applications from Mr. Al Espindola and Mr. Richard Fors.

NOW, THEREFORE, BE IT RESOLVED by the Salinas City Council that the Grievance Board term for Mr. Dean Carothers is extended for up to five years, and Mr. Al Espindola and Mr. Richard Fors are hereby appointed to the Grievance Board.

PASSED AND ADOPTED this 17th day of May, 2016 by the following vote:

AYES:

NOES:

ABSENT:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk