



**CITY OF SALINAS
COUNCIL STAFF REPORT**

DATE: JUNE 30, 2026

DEPARTMENT: HUMAN RESOURCES

FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

**TITLE: ASSOCIATION OF MANAGEMENT PERSONNEL OF SALINAS
MEMORANDUM OF UNDERSTANDING; MODIFICATION TO
CLASSIFICATION – SALARY SCHEDULE**

RECOMMENDED MOTION:

A motion authorizing the City Manager to sign a Memorandum of Understanding (MOU) with the Association of Management Personnel of Salinas (AMPS) and approving modification to the Classification – Salary Schedule.

EXECUTIVE SUMMARY:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign a new MOU with AMPS, for a term ending on June 30, 2029, and authorizing modification to the Classification – Salary Schedule for corresponding wage adjustments.

BACKGROUND:

The MOU between the City and AMPS MOU has a term ending on June 30, 2026. Representatives of the City and AMPS have met in good faith and reached a tentative agreement on a successor MOU consistent with City Council direction. The economic increases negotiated by the parties are intended to promote recruitment and retention of staff. The proposed changes include the following:

- Term: three years (July 2026 to June 2029)
- Wage increases: 4% (July 2026) + 2% (July 2027) + 3% (July 2028)
- Professional development: increase from \$1,000 to \$2,000 per year
- Annual leave: increase annual cash out from 80 to 120 hours

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 Strategic Goal of City Services by ensuring fiscal responsibility and providing high quality customer service.

DEPARTMENTAL COORDINATION:

The Human Resources Department collaborated with Administration, the Finance Department, and the City Attorney’s Office in this effort.

FISCAL AND SUSTAINABILITY IMPACT:

The projected cumulative total for the proposed action represents a cost of approximately \$3,067,000 over the next three years as follows:

- FY 2026/27 \$508,524
- FY 2027/28 \$969,776
- FY 2028/29 \$1,588,437

Funding is available and appropriated in FY 2026/27 and 2027/28.

Fund	General Ledger Number (Operating/CIP)	General Ledger Account Name	Remaining Budget Appropriation	Amount Requested
n/a	n/a	n/a	n/a	n/a

ATTACHMENTS:

- Resolution
- Tentative Agreement
- Memorandum of Understanding
- Classification – Salary Schedule

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

**A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING WITH
THE ASSOCIATION OF MANAGEMENT PERSONNEL OF SALINAS AND
AUTHORIZING MODIFICATION TO THE CLASSIFICATION – SALARY SCHEDULE**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the City Manager is authorized to sign the Memorandum of Understanding with the Association of Management Personnel of Salinas on behalf of the City of Salinas, for a term ending on June 30, 2029, and authorizing the corresponding modification to the Classification – Salary Schedule.

PASSED AND APPROVED this 30th day of June 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dennis Donohue, Mayor

ATTEST:

Patricia M. Soratos, City Clerk