



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: **DECEMBER 9, 2025**

FROM: **MAYOR DENNIS DONOHUE**

TITLE: **CITY MANAGER EMPLOYMENT AGREEMENT AMENDMENT NO. 1**

RECOMMENDED MOTION:

It is recommended that the City Council approve the attached resolution authorizing the Mayor to sign an Amendment to the Employment Agreement with the Salinas City Manager René L. Mendez and adjust the Classification – Salary Schedule, effective December 22, 2025.

EXECUTIVE SUMMARY:

On March 19, 2024, the City Council approved an Employment Agreement between the City of Salinas and City Manager Rene L. Mendez. The Agreement provides for an annual review of performance and compensation. The City Council completed the annual review of the City Manager and now moves to adjust the annual compensation and adjust the Classification – Salary Schedule with the corresponding increase.

BACKGROUND:

Rene Mendez was hired in May 2024 as the Salinas City Manager after the City Council conducted a nationwide search. Mr. Mendez and the City of Salinas entered into an Employment Agreement in March 2024 that includes an annual compensation of \$300,000 with the term expiring in May 2027.

The City Council met in Closed Session on November 4, November 18, and on December 2 at which time Mr. Mendez's performance review was completed. The parties now wish to amend the compensation to reflect an annual salary of \$315,000, effective December 22, 2025. This reflects an annual increase of \$15,000. All other terms of the Employment Agreement remain in place.

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, Government Code §84308 does not apply.

STRATEGIC PLAN INITIATIVE:

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

FISCAL AND SUSTAINABILITY IMPACT:

The annual fiscal impact to the General Fund is estimated to be approximately \$15,000 in base salary with a prorated amount of approximately \$8,125 for the remainder of this fiscal year. The cost will be absorbed in the City's operating budget.

Fund	General Ledger Number (Operating/CIP)	General Ledger Account Name	Remaining Budget Appropriation	Amount Requested
1000	12.1111-61.1100	Salaries & Benefits Regular Pay	\$351,714	\$8,125

ATTACHMENTS:

Resolution
Employment Agreement
Amendment No. 1

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

**A RESOLUTION OF THE SALINAS CITY COUNCIL AUTHORIZING THE MAYOR
TO EXECUTE AN EMPLOYMENT AGREEMENT AMENDMENT NO. 1 BETWEEN
THE CITY OF SALINAS AND RENE L. MENDEZ AND APPROVING
MODIFICATION OF THE CLASSIFICATION-SALARY SCHEDULE**

WHEREAS, on March 19, 2024, the Salinas City Council approved the Employment Agreement between the City of Salinas and City Manager Rene L. Mendez; and

WHEREAS, the City Council and City Manager have completed the annual employment performance evaluation process; and

WHEREAS, the City of Salinas desires to make changes to the Employment Agreement; and

NOW, THEREFORE, BE IT RESOLVED that the Salinas City Council authorizes the Mayor to execute an Amendment to the Employment Agreement to reflect an annual compensation of \$315,000 in base wages of the City Manager, effective December 22, 2025. It is further resolved that the City Classification-Salary Schedule shall be modified consistent with such increase.

PASSED AND APPROVED this 9th day of December 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dennis Donohue, Mayor

ATTEST:

Patricia M. Soratos, City Clerk