



**CITY OF SALINAS  
COUNCIL STAFF REPORT**

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**DATE:** OCTOBER 22, 2019

**DEPARTMENT:** ADMINISTRATION

**FROM:** RAY E. CORPUZ, JR., CITY MANAGER

**THRU:** JIM PIA, ASSISTANT CITY MANAGER

**BY:** MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR  
CHE JOHNSON, ATTORNEY, LIEBERT, CASSIDY & WHITMORE

**TITLE:** SALINAS POLICE MANAGERS ASSOCIATION MEMORANDUM  
OF UNDERSTANDING

RECOMMENDED MOTION:

A motion authorizing the City Manager to sign a new Memorandum of Understanding (MOU) between the City of Salinas and the Police Managers Association (PMA) for a three-year term through December 31, 2021.

RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign a new MOU between the City of Salinas and the Police Managers Association.

EXECUTIVE SUMMARY:

The MOU between the City of Salinas and the PMA expired on December 31, 2018. The attached proposed MOU between the City and the PMA is the result of months of negotiations between the parties. Some of the highlights of the MOU changes include the following:

- Term of MOU: January 1, 2019 to December 31, 2021
- Wages: 2.25% salary increase effective in the first full pay period following ratification and approval, 2.25% in the first full pay period of July 2020, and 2.25% in the first full pay period of July 2021
- Health benefits: 5% employee contribution toward health premium starting in the first full pay period of December 2019
- Retiree medical benefit: benefit beyond PEMHCA minimum grandfathered for members employed since July 1, 2019

- Management leave: eliminated (no future accrual)
- Compensatory time off: not banked for special events or grant-funded activities
- Physical fitness/wellness: incentive eliminated
- Holidays: floating holiday eliminated
- Schedules: Chief may reopen; no 5/8 schedule
- Other MOU terms: status quo

#### BACKGROUND:

The City and the PMA have been negotiating for a successor agreement since early December 2018. The City declared impasse in late June 2019 and the parties participated in mediation in August. The parties have reached an agreement. The attached proposed MOU is the result of successful negotiations between the parties. The negotiating team recommends that the City Council act to approve the MOU changes at this time.

#### 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).

#### STRATEGIC PLAN INITIATIVE:

This item accomplishes the goal an Effective, Sustainable Government and is consistent with the recommendations of the Salinas Plan.

#### DEPARTMENTAL COORDINATION:

This item is being brought forward as a result of coordination between several city departments including Administration, Human Resources, Legal, and Finance.

#### FISCAL AND SUSTAINABILITY IMPACT:

The fiscal impact of this MOU will require fiscal discipline in the years ahead. The projected cumulative total of the PMA MOU base salary and other compensation adjustments totals approximately \$585,400 through 2021.

#### ATTACHMENTS:

Resolution  
PMA MOU

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

**A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF SALINAS THE SALINAS POLICE MANAGERS ASSOCIATION FOR A TERM ENDING DECEMBER 31, 2021 AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE MOU 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 execute the attached MOU between the City of Salinas and the Salinas Police Managers Association for a term through December 31, 2021.

**PASSED AND APPROVED** this 22nd day of October, 2019, by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

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

**ATTEST:**

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Patricia M. Barajas, City Clerk