



## **CITY OF SALINAS COUNCIL STAFF REPORT**

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**DATE:** January 23, 2024

**DEPARTMENT:** ADMINISTRATION

**FROM:** Jim Pia, Interim City Manager

**BY:** Che Johnson, Attorney, Liebert, Cassidy & Whitmore  
Marina Horta-Gallegos, Human Resources Director  
Sylvia Enriquez, Senior Human Resources Analyst  
Katherine Hogan, Chief Assistant City Attorney

**TITLE:** SALINAS POLICE OFFICERS ASSOCIATION MEMORANDUM OF UNDERSTANDING; MODIFICATION TO CLASSIFICATION – SALARY SCHEDULE

### RECOMMENDED MOTION:

A motion authorizing the Interim City Manager to sign the Memorandum of Understanding (MOU) with the Salinas Police Officers Association (POA), for a term ending on December 31, 2025, and approving modification to the Classification – Salary Schedule for the wage adjustments.

### RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the Interim City Manager to sign a new Memorandum of Understanding with POA and authorizing modification to the Classification – Salary Schedule for the POA wage adjustments.

### EXECUTIVE SUMMARY:

The MOU between the City and POA expired on December 31, 2023. Representatives of the City and POA met and conferred in good faith through the collective bargaining process and have reached a tentative agreement on the terms of a new MOU consistent with City Council direction. The attached proposed MOU between the City and POA is the result of months of good faith negotiations between the parties. Highlights of the MOU changes include the following:

- Term through December 31, 2025
- Wages: 4% increase in February 2024, plus 2% increase in January 2025
- Salary Schedule: Removed lowest step and add top step (5% between steps)
- On-Call Pay for Detectives: Increased from \$2.25 to \$5.00 per hour

- Master Officer Pay (currently 3% at 12 years with credentials): Expanded to 3% at 8 years effective in February 2024, plus 2% at 12 years in January 2025 (5% total)
- Holidays: Added Cesar Chavez Day and Juneteenth
- Health Insurance: Revised cost sharing on premium

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:

The proposed action meets the Effective and Culturally Responsive Government Council goal within the 2022-2025 Strategic Plan.

FISCAL AND SUSTAINABILITY IMPACT:

The projected cumulative cost of the POA adjustments over two years totals approximately \$2,379,000.

ATTACHMENTS:

Resolution  
Memorandum of Understanding  
Classification – Salary Schedule

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

**A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING FOR  
THE SALINAS POLICE OFFICERS ASSOCIATION AND AUTHORIZING THE  
INTERIM CITY MANAGER TO SIGN THE MEMORANDUM OF UNDERSTANDING  
AND AUTHORIZING MODIFICATION TO THE CLASSIFICATION – SALARY  
SCHEDULE**

**BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS** that the Interim City Manager is hereby authorized and directed for and on behalf of the City of Salinas to sign the Memorandum of Understanding with the Salinas Police Officers Association, for a term through December 31, 2025, and authorizing the corresponding modification to the Classification – Salary Schedule.

**APPROVED** this 23<sup>rd</sup> day of January 2024 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

\_\_\_\_\_  
Kimbly Craig, Mayor

ATTEST:

\_\_\_\_\_  
Patricia M. Barajas, City Clerk