



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: June 20, 2017

DEPARTMENT: ADMINISTRATION

FROM: Ray E. Corpuz, Jr., City Manager

BY: Marina Horta-Gallegos, Human Resources Officer
Donna Williamson, Attorney, Liebert, Cassidy & Whitmore
Katie Hogan, Sr. Deputy City Attorney

TITLE: MEMORANDA OF UNDERSTANDING FOR FIRE SUPERVISORS
ASSOCIATION (FSA) AND ASSOCIATION OF
MANAGEMENT PERSONNEL OF SALINAS (AMPS)

RECOMMENDED MOTION:

A motion authorizing the City Manager to sign the Memoranda of Understanding for the Fire Supervisors Association and the Association of Management Personnel of Salinas for three-year terms through December 31, 2019.

RECOMMENDATION:

It is recommended that the City Council approve a Resolution authorizing the City Manager to sign the Memoranda of Understanding for the Fire Supervisors Association and the Association of Management Personnel of Salinas for three-year terms through December 31, 2019.

EXECUTIVE SUMMARY:

The City and employees of FSA and AMPS have been discussing a successor Memorandum of Understanding for each group since late 2016. The City's negotiating team recommends that the City Council approve the attached Memoranda of Understanding at this meeting.

BACKGROUND:

Highlights of the proposed changes to the FSA Memorandum of Understanding include the following:

- Term through December 2019
- A 2.5% cost of living salary increase for each year of the three-year agreement
- A \$2,000 one-time payment

- An incremental increase of 3% in the employee's contribution for CalPERS pension, leading to a total 12% increase from the current 9%
- Cost sharing language on health benefits that provides potential in future years for FSA members to contribute to health benefits, depending on the overall cost

Highlights of the proposed changes to the AMPS Memorandum of Understanding include the following:

- Term through December 2019
- A 2.5% salary increase for each year of the three-year agreement
- A \$2,500 one-time payment
- A reduction in bilingual pay for employees assigned after 1/1/2017
- Cost sharing language on health benefits that provides for AMPS members contributing to health benefits

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). Because the matter does not cause a direct or foreseeable indirect physical change on or in the environment, this matter is not a project.

STRATEGIC PLAN INITIATIVE:

These Memoranda of Understanding assist the City in striving for the goal of an Effective, Sustainable Government.

FISCAL AND SUSTAINABILITY IMPACT:

The FSA agreement will cost a total of \$397,400 during the contract period. The AMPS agreement will cost \$1,282,200 and is included in the FY 2017-18 proposed budget. Taken together, the fiscal impact of these Memoranda of Understanding and all other employee MOUs approved by Council will require fiscal discipline and budget adjustments in the fiscal years ahead.

ATTACHMENTS:

Resolution
Memorandum of Understanding FSA
Memorandum of Understanding AMPS

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

**A RESOLUTION APPROVING THE MEMORANDA OF UNDERSTANDING
BETWEEN THE CITY OF SALINAS AND THE FIRE SUPERVISORS ASSOCIATION
AND THE ASSOCIATION OF MANAGEMENT PERSONNEL OF SALINAS FOR A
TERM ENDING DECEMBER 31, 2019 AND AUTHORIZING THE CITY MANAGER
TO SIGN THE MEMORANDA OF UNDERSTANDING**

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 sign the Memoranda of Understanding for the Fire Supervisors Association and the Association of Management Personnel of Salinas, for a term through December 31, 2019.

APPROVED this 20th day of June 2017, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Joe Gunter, Mayor

ATTEST:

Patricia M. Barajas, City Clerk