



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

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**DATE:** December 19, 2017

**DEPARTMENT:** ADMINISTRATION/HUMAN RESOURCES DIVISION

**FROM:** Marina Horta-Gallegos, Human Resources Officer

**TITLE:** **COMPENSATION PLANS FOR DEPARTMENT DIRECTORS AND  
CONFIDENTIAL MANAGEMENT PERSONNEL; EMPLOYMENT  
AGREEMENTS FOR COUNCIL APPOINTEES**

**RECOMMENDED MOTION:**

A motion to approve a Resolution adjusting compensation plans and employment agreements to reflect consistent cost-sharing language on health benefits beginning in December 2019.

**RECOMMENDATION:**

Staff recommends that the City Council approve a Resolution authorizing a change to designated compensation plans and employment agreements to reflect consistent cost-sharing language on health benefits beginning in December 2019.

**BACKGROUND:**

In December of 2016, Council approved the compensation plans for Confidential Management Personnel and Department Directors and employment agreements for Council Appointees, with employees paying 5% of health benefits premiums beginning in January 2018, with the expectation of uniform cost-sharing. Since that time, other bargaining units (SEIU, SMEA, and AMPS) have agreed to different cost-sharing on health benefits beginning in December 2019. For consistency, the attached resolution makes the cost-sharing uniform for the compensation plans for Confidential Management Personnel and Department Directors and the employment agreements for Council Appointees.

**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) (SEQA Guidelines Section 15378).

**STRATEGIC PLAN INITIATIVE:**

The proposed action meets the Effective Sustainable Government Council goal.

FISCAL AND SUSTAINABILITY IMPACT:

The cost to make the recommended change would be approximately \$16,035 for 2018 and 2019 and \$5,535 per year in subsequent years.

ATTACHMENT:

Resolution

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

**A RESOLUTION PROVIDING FOR COST-SHARING OF HEALTH BENEFITS  
BEGINNING IN DECEMBER 2019**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the cost-sharing language on health premiums for Department Directors, Confidential Management Personnel and City Council Appointees is as follows:

Beginning in the first full pay period of December 2019, regular, full-time employees (based on level of coverage selected by the employee) and regular, part-time employees (with employee only coverage) shall make monthly contributions toward their healthcare costs in an amount equal to 4% of the premium for the PERS Choice health plan, not to exceed the following amounts:

- a. For employees receiving employee coverage only: \$25.00
- b. For employees receiving coverage for the employee and one dependent: \$50.00
- c. For employees receiving coverage for the employee and two or more dependents: \$75.00.

The employee shall pay for premium costs, as indicated above, through payroll deductions.

PASSED AND APPROVED this 19th day of December 2017, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

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Joe Gunter, Mayor

ATTEST:

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Patricia M. Barajas, City Clerk