



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: May 14, 2019

DEPARTMENT: HUMAN RESOURCES DEPARTMENT

FROM: Marina Horta-Gallegos, Human Resources Department

TITLE: MODIFICATION TO THE CLASSIFICATION - SALARY SCHEDULE

RECOMMENDED MOTION:

It is recommended that the City Council adopt a Resolution to amend the Classification-Salary Schedule to include the classification(s) of Forensic Specials I/II and add the temporary classification of Senior Facility Maintenance Mechanic to the temporary classifications.

RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to include the classification of Forensic Specialist I at the rate of \$28.90 – \$36.88 per hour, Forensic Specialist II at the rate of \$31.70 – \$40.47 per hour, and Senior Facility Maintenance Mechanic at the hourly rate of \$21.86 - \$26.57.

BACKGROUND:

The Salinas Police Department has identified the need for a highly trained and experienced Forensic Specialist to assist the Crime Scene Unit in evaluating and processing evidence along with documenting and reconstructing crime scenes within the City. Currently, the Department employs one sworn Criminalist that is responsible for managing the Crime Lab, Ballistics Lab, as well as the Identification Lab and Latent Fingerprint Technician. The Latent Fingerprint Technician position has been vacant since 2017. The Department has staffed the position on an interim basis. The Department has now identified the need to staff this position with a non-sworn Forensic Specialist to be dedicated to the Crime Scene Unit.

Additionally, Public Works has identified the need to fill the Senior Facility Maintenance Mechanic position with temporary (extra help). The current regular position became vacant in March 2019. Human Resources is currently recruiting for the position.

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, Sustainable Government and Safe, Livable Community Council Strategic Plans or Goals.

DEPARTMENTAL COORDINATION:

The Police Department worked with the Human Resources Department in the development of the job description for the new classification for the non-sworn Forensic Specialist I/II.

FISCAL AND SUSTAINABILITY IMPACT:

The current position of Latent Fingerprint Technician is funded by a state grant from the CalId Remote Access Network (RAN). This is a long-standing grant with no expiration date. The grant includes all salary, benefits, and training expenses. This same grant will be used to fund one Forensic Specialist in the place of the Latent Fingerprint Technician. The grant provides flexibility to allow for increases in salary, benefits, and training costs. The temporary Senior Facility Maintenance Mechanic will be funded from Public Works Department temporary funds.

ATTACHMENTS:

Resolution
Exhibit A

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

RESOLUTION MODIFYING THE CLASSIFICATION AND SALARY SCHEDULE

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification and Salary Schedule previously adopted by the City Council by Resolution is hereby modified to include the regular classifications of Forensic Specialists I at the hourly rate of \$28.90– \$36.88 per hour, Forensic Specialist II at the rate of \$31.70 – \$40.47 per hour, and Senior Facility Maintenance Mechanic at the hourly rate of \$21.86 0 \$26.57 per hour.

Attached as Exhibit A is the amended Classification and Salary Schedule Plan.

PASSED AND ADOPTED this 14th day of May 2019, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Joe Gunter, Mayor

ATTEST:

Patricia Barajas, City Clerk

Exhibit A

Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly
Forensic Specialist I	28.9016	30.3425	31.8609	33.4568	35.1303	36.8879
Forensic Specialist II	31.7059	33.2888	34.9559	36.7070	38.5419	40.4739
Sr Facility Maint Mech	21.8628	22.9544	24.1028	25.3084	26.5706	