

**Fact-Finding Hearing with the City of Salinas**  
**and the City of Salinas Police Officers Association (SPOA)**  
**Case No. SF-IM-215-M**

**Concurrence and Dissent to the Fact-Finding Report and Recommendations**  
**by Donna Williamson**

As the representative for the City of Salinas (City) to the Fact-Finding Panel, I agree with eight of the advisory recommendations (#3 Health Benefits; #4 Work Schedules; #6 Retiree Medical; #7 Comp Time; #8 Uniform Allowance; #9 On-Call Pay; #10 Shift Differential; and #12 Holiday Pay) contained in the Fact-Finder's Report & Recommendations (Report). I respectfully disagree with four of the advisory recommendations (#1 Term; #2 Salary; #5 Grievance and Discipline; and #11 Floating Holiday) contained in the report. Accordingly, I am providing this separate concurring and dissenting opinion.

A. Concurrence

In general, I agree with most of the factual findings contained in the Report. The Report correctly identifies the City's challenging budget difficulties due to the City's expenses outpacing its revenues over the foreseeable future. The City's structural budgetary crisis is largely driven by sharp, state-mandated increases in pension costs, healthcare inflation for employee benefits, and limited revenue growth. This will likely create growing deficits each year for the next ten years. While the City has attempted to address these budgetary challenges in the past, by reducing its expenses, and pursuing additional tax revenues, these efforts to date have proven insufficient.

The City's pension obligations have significantly increased due to CalPERS lowering its pension's discount rate. Additionally, increases in health care, workers' compensation, and other costs, have resulted in the City's expenses increasing faster than its revenues. The FY 18-19 budget relied on freezing thirty-four positions (eliminating services) and dipping into the City's reserve in order to balance. This situation will only get worse, and if left unresolved threatens to result in layoffs, significant reductions in employee compensation, and the loss of the ability to execute critical City functions. Therefore, the City must take action before the situation becomes uncorrectable.

In order to attempt to resolve the City's fiscal challenges, the City has worked with a third party to create a multi-year budgetary plan, referred to as the "Salinas Plan." The Salinas Plan contains a thorough analysis of the City's financial records and data and charts out a path that allows the City to overcome its budgetary structural crisis.

To the extent that the Report is consistent with the Salinas Plan, I support its recommendations regarding the following issues: #3 Health Benefits; #4 Work Schedules; #6 Retiree Medical; #7 Comp Time; #8 Uniform Allowance; #9 On-Call Pay; #10 Shift Differential; and #12 Holiday Pay.

B. Dissent

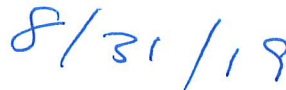
However, I respectfully dissent from the Report's first (Term), second (Salary), fifth (Grievance and Discipline), and eleventh (Floating Holiday) recommendations, which would require that the City diverge from its multi-year plan to mitigate the structural budget deficit and its established dispute resolution process. Specifically, I would like to address the Report's second recommendation, which recommends that the City provide a salary/wage increase in the current fiscal year. The City's current adopted budget does not provide for such a recommended wage increase for the SPOA. The Report's wage/salary recommendation would cost the City an estimated \$382,200 in FY 19-20 and over \$2.8 million for the three-year term. This is a significant cost, given the goals and aims of the Salinas Plan. If the City were to adopt this recommendation, it would be extremely unlikely that the City would be able to reach its stated goal of eliminating the budgetary structural deficit. The second and eleventh recommendations of the Report would exacerbate the City's fiscal emergency and are inconsistent with the City's plan to eliminate the fiscal emergency, so I cannot agree with these recommendations. Regarding term, the City dissents from the recommendation for a three-year agreement tied to the suggested wage/salary increases. Nonetheless, in the event that the parties were able to reach an agreement regarding wages and salary, the City would not be opposed to a multi-year agreement.

Overall, I support and appreciate the efforts of the Fact-Finding panel to attempt to reach advisory recommendations that could lead to an agreement and avoid further impasse procedures.



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Date