



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

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**DATE:** February 11, 2020

**DEPARTMENT:** HUMAN RESOURCES DEPARTMENT

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

**TITLE:** MODIFICATION TO THE CLASSIFICATION – SALARY SCHEDULE

### **RECOMMENDED MOTION:**

It is recommended that the City Council approve a Resolution to amend the Classification - Salary schedule to include the temporary Management Analyst classification and to adjust the Classification - Salary Schedule to reflect previously authorized cost of living adjustments that became effective January 27, 2020.

### **RECOMMENDATION:**

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to include the addition of the temporary Management Analyst classification to the Classification – Salary Schedule and adjust the salary for the City Manager and Department Directors consistent with the Resolutions approved January 21, 2020.

### **BACKGROUND:**

The classification of Management Analyst was previously approved. The Community Development Department had identified the need to fill the position with temporary extra help for special projects. At this time, staff requests authorization to add the classification to the temporary positions identified in the Classification – Salary Schedule. Additionally, the Schedule must be adjusted to reflect cost of living adjustments previously authorized for the City Manager and Department Directors that became effective January 27, 2020.

### **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 Council goal.

FISCAL AND SUSTAINABILITY IMPACT:

The temporary Management Analyst will be funded from department temporary funds. Currently, departments use temporary staff while funds are available. The cost of living adjustments will require no adjustments to the existing fiscal year budget.

ATTACHMENTS:

Resolution

Exhibit A – Classification and Salary Schedule

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

**RESOLUTION APPROVING MODIFICATION TO  
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 is hereby amended to include the temporary classification of Management Analyst and to include adjustments in salary to those classifications previously authorized to receive salary adjustments effective January 27, 2020.

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

PASSED AND APPROVED this 11th day of February 2020, 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

EXHIBIT A

CLASSIFICATION – SALARY SCHEDULE

Benefit Group	Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
12	12.1005	City Manager					119.5086
14	14.1014	Assistant Chief of Police	81.5118	85.5899	89.8725	94.3596	99.0824
14	14.1013	Chief of Police	83.4516	87.6264	92.0055	96.6077	101.4391
14	14.1022	Community Development Dir	69.0720	72.5281	76.1488	79.9604	83.9564
14	14.1025	Finance Director	67.7315	71.1175	74.6687	78.4041	82.3236
14	14.1016	Fire Chief	82.7303	86.8722	91.2173	95.7786	100.5684
14	14.1027	Human Resources Director	66.4166	69.7391	73.2265	76.8922	80.7354
14	14.1028	Lib/Community Svc Dir	66.4166	69.7391	73.2265	76.8922	80.7354
14	14.1019	Public Works Director	69.0720	72.5281	76.1488	79.9604	83.9564
29	29.9276	Management Analyst	34.0132	35.7112	37.5022	39.3806	41.3462