



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: June 22, 2021

DEPARTMENT: HUMAN RESOURCES DEPARTMENT

FROM: Marina Horta-Gallegos, Human Resources Director

TITLE: MODIFICATION TO THE CLASSIFICATION – SALARY SCHEDULE AND RECLASSIFICATION

RECOMMENDED MOTION:

A motion to approve a Resolution modifying the Classification – Salary Schedule to reflect the addition of the classification of Airport Maintenance Worker and reclassification of two incumbent Facility Maintenance Workers to the classification of Airport Maintenance Worker.

RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution modifying the Classification – Salary Schedule to reflect the addition of the classification of Airport Maintenance Worker and reclassification of two incumbents to the classification of Airport Maintenance Worker.

BACKGROUND:

Staff has identified the need to create a separate and unique classification for the Airport facilities maintenance workers that more accurately reflects the essential functions of the airport position. Staff has developed a job description and has met and conferred with the SEIU Blue Collar unit. There are no changes to the salary range.

| Benefit Group | Grade | Position | Step 1 Hourly | Step 2 Hourly | Step 3 Hourly | Step 4 Hourly | Step 5 Hourly | Step 6 Hourly |
|---------------|---------|----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 25 | 25.5317 | Airport Maintenance Worker | 22.2113 | 23.3256 | 24.4953 | 25.7205 | 27.0078 | 28.3507 |

A reclassification of the Airport's two facilities maintenance workers is indicated.

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 Operational Efficiencies Council goal.

DEPARTMENTAL COORDINATION:

The Human Resources Department coordinated with the Public Works and Finance Departments in this effort.

FISCAL AND SUSTAINABILITY IMPACT:

This item has no impact on the approved fiscal year operating budget.

ATTACHMENTS:

Resolution

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

**RESOLUTION APPROVING MODIFICATION TO THE CLASSIFICATION - SALARY
SCHEDULE AND RECLASSIFICATION**

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the Classification-Salary Schedule previously adopted by the City Council by Resolution is hereby amended to include the classification of Airport Maintenance Worker and the reclassification of incumbent staff.

| Benefit Group | Grade | Position | | Step 1 Hourly | Step 2 Hourly | Step 3 Hourly | Step 4 Hourly | Step 5 Hourly | Step 6 Hourly |
|------------------|---------|----------------------------|--|------------------|------------------|------------------|------------------|------------------|------------------|
| 25 | 25.5317 | Airport Maintenance Worker | | 22.2113 | 23.3256 | 24.4953 | 25.7205 | 27.0078 | 28.3507 |

PASSED AND APPROVED this 22nd day of June 2021, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Kimbly Craig, Mayor

ATTEST:

Patricia M. Barajas, City Clerk