

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO, CALIFORNIA, MAKING THE FOURTH AMENDMENT TO RESOLUTION NO. 2015-108 ENTITLED "A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE COMPENSATION RATES AND SCHEDULES AND RELATED REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND SCHEDULES FOR FY 2016"

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Fresno, as follows:

SECTION 1.

Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39), is hereby amended to modify the salary range for the class of Airports Operations Specialist, effective January 28, 2016.

SECTION 2.

Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA), is hereby amended to replace the classes of Buyer I and II and unify into one classification titled Procurement Specialist which will be added with a salary range; retitle the class of Senior Buyer to Senior Procurement Specialist; and retitle the class of Safety Specialist to Safety and Training Specialist and provide a new salary range for the respective class, effective January 28, 2016.

SECTION 3.

Exhibit 8, Unit 8, Non-Represented, is hereby amended to modify the hourly rates and ranges for Cashier Clerk, Information Services Aide, Lifeguard, Police Cadet I, Senior Lifeguard, Services Aide, Sports Official, and Student Aide II, retroactively effective January 1, 2016.

SECTION 4.

Exhibit 13-1, Unit 13, Management Non-Confidential (CFPEA), is hereby amended to retitle the class of Supervising Buyer to Procurement Supervisor, effective January 28, 2016.

SECTION 5.

Exhibit 13-2, Unit 13, Confidential Non-Management (CFPEA), is hereby amended to add the class of Lead Risk Analyst and provide a salary for the respective class, effective January 28, 2016.

SECTION 6.

After final legislative approval, this Resolution shall become effective upon its adoption.

\* \* \* \* \*

STATE OF CALIFORNIA )  
COUNTY OF FRESNO ) ss.  
CITY OF FRESNO )

I, YVONNE SPENCE, City Clerk of the City of Fresno, certify that the foregoing resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_, 2016.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2016  
Mayor Approval/No Return: \_\_\_\_\_, 2016  
Mayor Veto: \_\_\_\_\_, 2016  
Council Override Vote: \_\_\_\_\_, 2016

YVONNE SPENCE, CMC  
City Clerk

BY: \_\_\_\_\_  
Deputy

APPROVED AS TO FORM:  
CITY ATTORNEY'S OFFICE

BY: \_\_\_\_\_  
Tina R. Griffin, Assistant City Attorney

**EXHIBIT 1**  
**Unit 1 – Non-Supervisory Blue Collar (Local 39)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Maintenance Leadworker	310010	6	3393	3562	3741	3930	4123
Airports Building Maintenance Technician	310011	12	3204	3365	3535	3710	3896
Airports Operations Specialist	310012	6	<del>3077</del> <b>3204</b>	<del>3233</del> <b>3365</b>	<del>3393</del> <b>3535</b>	<del>3562</del> <b>3710</b>	<del>3741</del> <b>3896</b>
Automotive Parts Leadworker	145006	6	3322	3489	3664	3847	4040
Automotive Parts Specialist	145005	6	3015	3164	3322	3489	3664
Body & Fender Repairer	320036	6	3854	4047	4250	4463	4685
Body & Fender Repairer Leadworker	320037	6	4250	4463	4685	4920	5168
Body & Fender Repairer Trainee	320035	6	3495	3670	3854	4047	4250
Brake & Front End Specialist	710085	6	4250	4463	4685	4920	5168
Bus Air Conditioning Mechanic	320031	6	3854	4047	4250	4463	4685
Bus Air Conditioning Mechanic Leadworker	320032	6	4250	4463	4685	4920	5168
Bus Air Conditioning Mechanic Trainee	320030	6 <sup>11</sup>	3495	3670	3854	4047	4250
Bus Equipment Attendant Leadworker	320040	6	3042	3196	3358	3525	3701
Bus Mechanic I	320020 <sup>2</sup>	-	3495	3670	3854	4047	4250
Bus Mechanic II	320021	6	3854	4047	4250	4463	4685
Bus Mechanic Leadworker	320022	6	4250	4463	4685	4920	5168
Collection System Maintenance Operator I	630003 <sup>2</sup>	-	2656	2778	2905	3038	3181
Collection System Maintenance Operator II	630001	12	3288	3451	3625	3804	3996
Collection System Maintenance Operator III	630002	12	3625	3804	3996	4195	4407
Combination Welder II	710065	6	3854	4047	4250	4463	4685
Combination Welder Leadworker	710066	6	4250	4463	4685	4920	5168
Communications Technician I	710050 <sup>2</sup>	-	3835	4026	4226	4436	4660
Communications Technician II	710051 <sup>4</sup>	12	4226	4436	4660	4892	5138
Cross Connection Control Technician	610040	6	3814	4007	4207	4419	4641

2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).

4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

11 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

*1/28/16 Fourth Council Amendment  
Supersedes Original*

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Buyer I	140001 <sup>4</sup>	12 <sup>4</sup>	3564	3739	3921	4112	4312	
Buyer II	140002	12	3921	4112	4312	4522	4743	-
Call Center Representative I	115070 <sup>3</sup>	6 <sup>3</sup>	2521	2642	2778	2901	3041	-
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	2772	2901	3041	3189	3343	-
Central Printing Clerk	120005	12	2333	2444	2561	2683	2815	-
City Records Specialist	115025	12	3090	3238	3395	3559	3733	-
Commercial Building Inspector	230015	12	4544	4766	5000	5240	5498	-
Community Recreation Assistant	520010	12	2547	2667	2781	2898	3029	-
Community Revitalization Specialist	230053	12	4015	4226	4436	4654	4913	5121
Community Revitalization Technician	230059	12	2909	3050	3196	3351	3514	-
Community Services Officer I	410025 <sup>4</sup>	12 <sup>4</sup>	2650	2777	2909	3050	3196	-
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	2909	3050	3196	3351	3514	-
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	3690	3867	4056	4254	4461	-
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	4353	4564	4787	5021	5268	-
Computer Systems Specialist III	125012	12	4893	5132	5385	5647	5926	-
Construction Compliance Specialist	150055	12	3610	3779	3964	4157	4357	-
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	3450	3616	3791	3977	4171	-
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	3791	3977	4171	4373	4587	-
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	2298	2407	2521	2642	2772	-
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	2521	2642	2772	2901	3041	-
Development Services Coordinator	230057	12	4220	4457	4679	4907	5147	-
Emergency Services Dispatcher I	410001 <sup>5</sup>	12 <sup>5</sup>	3145	3275	3416	3578	3732	-
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	3376	3540	3714	3895	4077	-
Emergency Services Dispatcher III	410003	12	3785	3964	4161	4358	4570	-

<sup>3</sup> This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

<sup>4</sup> This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

<sup>5</sup> This class is in a flexibly-staffed series. The probationary period for employees in the Emergency Services Dispatcher I class shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

*1/28/16 Fourth Council Amendment  
Supersedes Second Council Amendment*

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3285	3449	3622	3803	3993	-
Network Systems Specialist	125030	12	4893	5132	5385	5647	5926	-
PAR Program Specialist	410023	12	2909	3050	3196	3351	3514	-
Paratransit Specialist	320005	12	3031	3179	3334	3489	3657	-
Parking Controller I	710120 <sup>4</sup>	12 <sup>4</sup>	2254	2349	2452	2553	2667	-
Parking Controller II	710121 <sup>4</sup>	12 <sup>4</sup>	2459	2567	2676	2788	2922	-
Parking Controller III	710122	12	2676	2788	2922	3044	3180	-
Phlebotomist	410007	12	2754	2890	3027	3174	3327	-
Planner I	220005 <sup>3</sup>	6 <sup>3</sup>	3592	3760	3945	4139	4341	-
Planner II	220006 <sup>3</sup>	12 <sup>3</sup>	4220	4457	4679	4907	5147	-
Plans Examiner I	210040 <sup>4</sup>	12 <sup>4</sup>	3583	3755	3938	4129	4333	-
Plans Examiner II	210041 <sup>4</sup>	12 <sup>4</sup>	4138	4334	4544	4766	5000	-
Plans Examiner III	210042	12	4544	4766	5000	5240	5498	-
Police Data Transcriptionist	115035	12	2815	2948	3090	3238	3395	-
Principal Account Clerk	130004	12	3041	3189	3343	3502	3674	-
<b>Procurement Specialist</b>	<b>140002</b>	<b>12</b>	<b>3921</b>	<b>4112</b>	<b>4312</b>	<b>4522</b>	<b>4743</b>	-
Program Compliance Officer	640026	12	3339	3507	3683	3868	4061	-
Programmer/Analyst I	125020 <sup>4</sup>	12 <sup>4</sup>	3690	3867	4056	4254	4461	-
Programmer/Analyst II	125021 <sup>4</sup>	12 <sup>4</sup>	4353	4564	4787	5021	5268	-
Programmer/Analyst III	125022	12	4893	5132	5385	5647	5926	-
Programmer/Analyst IV	125023	12	5252	5511	5783	6064	6361	-
Property & Evidence Technician	145010	12	3205	3360	3523	3695	3872	-
Radio Dispatcher	120015	12	2683	2810	2931	3064	3195	-
Rangemaster/Armorer	410035	12	3977	4171	4373	4587	4812	-
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	3268	3426	3587	3763	3947	-
Real Estate Finance Specialist II	170002 <sup>4</sup>	12 <sup>4</sup>	3736	3917	4108	4307	4517	-

<sup>3</sup> This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

<sup>4</sup> This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

*1/28/16 Fourth Council Amendment  
Supersedes Original*

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	3103	3251	3409	3575	3746	-
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	3041	3189	3343	3504	3674	-
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	3343	3504	3674	3852	4041	-
<b>Safety and Training Specialist</b>	150050	12	<del>3162</del> <b>3657</b>	<del>3313</del> <b>3840</b>	<del>3476</del> <b>4034</b>	<del>3644</del> <b>4237</b>	<del>3821</del> <b>4448</b>	-
Secretary	110050	12	2815	2948	3090	3238	3395	-
Senior Account Clerk	130003	12	2772	2901	3041	3189	3343	-
Senior Administrative Clerk	110003	12	2561	2683	2815	2948	3090	-
Senior Buyer	140003	12	4312	4522	4743	4975	5217	-
Senior Call Center Representative	115072	12	3158	3314	3480	3654	3837	-
Senior Commercial Building Inspector	230016	12	4766	5000	5240	5498	5769	-
Senior Community Revitalization Specialist	230054	12	4669	4902	5147	5445	5743	-
Senior Community Services Officer	410027	12	3128	3278	3437	3602	3778	-
Senior Crime Scene Technician	410012	12	3977	4171	4373	4587	4812	-
Senior Customer Services Clerk	115062	12	2772	2901	3041	3189	3343	-
Senior Engineering Technician	210007	12	4119	4317	4526	4748	4972	-
Senior Fire Prevention Inspector	420003	12	4750	4978	5216	5472	5743	-
Senior Laboratory Technician	620013	12	4018	4216	4421	4636	4863	-
Senior Network Systems Specialist	125031	12	5252	5511	5783	6064	6361	-
<b>Senior Procurement Specialist</b>	<b>140003</b>	<b>12</b>	<b>4312</b>	<b>4522</b>	<b>4743</b>	<b>4975</b>	<b>5217</b>	-
Senior Property & Evidence Technician	145011	12	3523	3695	3872	4060	4259	-
Senior Records Clerk	110101	12	2683	2815	2948	3090	3238	-
Senior Secretary	110051	12	3090	3238	3395	3559	3733	-

<sup>3</sup> This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

<sup>4</sup> This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

**EXHIBIT 8**  
**Unit 8 – Non-Represented, effective January 1, 2016**

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	\$18.00 - \$25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	<del>\$9.00</del> <b>\$10.00</b> Per Hour
Information Services Aide	125001	–	Hourly	<del>\$9.00</del> <b>\$10.00</b> - \$22.00
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$22.00 Per Hour
Lifeguard	950001	–	Hourly	<del>\$9.00 - \$9.50</del> <b>\$10.00 - \$10.50</b> Per Hour
Police Cadet I	940005	–	Hourly	<del>\$9.92</del> <b>\$10.00</b> - \$12.48 Per Hour
Police Cadet II	940006	–	Hourly	\$12.49 - \$16.00 Per Hour
Pool Supervisor	950015	–	Hourly	\$12.00-\$22.00
Senior Lifeguard	950002	–	Hourly	<del>\$9.50 - \$11.00</del> <b>\$10.50 - \$12.00</b> Per Hour
Services Aide	910005	–	Hourly	<del>\$9.00</del> <b>\$10.00</b> - \$15.00 Per Hour
Sports Official	950010	–		<del>\$9.00</del> <b>\$10.00</b> - \$50.00 Per Game
Student Aide II	910002	–	Hourly	<del>\$9.00</del> <b>\$10.00</b> Per Hour
Student Bus Driver	930001	-	Hourly	\$15.42 Per Hour

*1/01/16 Fourth Council Amendment  
Supersedes Third Council Amendment*

EXHIBIT 13-1  
Unit 13 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Preparedness Officer	420020e	12	3994	4190	4394	4609	4833
Emergency Services Communications Supervisor	410004e	12	4476	4694	4922	5164	5417
Energy Efficiency Supervisor	230058e	12	4785	5020	5266	5525	5796
Equipment Supervisor	720031e	12	5434	5698	5978	6272	6581
Fire Prevention Engineer	210055e	12	5936	6228	6534	6854	7194
Fleet Administration Supervisor	720025e	12	5269	5525	5796	6081	6380
Forestry Supervisor I	510030e	12	4157	4361	4574	4800	5032
Forestry Supervisor II	510031e	12	4561	4785	5021	5269	5525
Housing Program Supervisor	230055e	12	5216	5474	5741	6023	6318
Human Resources Records Supervisor	115050e	12	4264	4473	4691	4920	5162
Industrial Electrician Supervisor	720020e	12	5700	5986	6285	6599	6930
Information Services Supervisor	125032e	12	6151	6453	6768	7102	7455
Laboratory Supervisor	620014e	12	4962	5205	5460	5728	6010
Parking Supervisor	720035e	12	3064	3210	3365	3529	3701
Parks Supervisor I	510025e	12	4157	4361	4574	4800	5032
Parks Supervisor II	510026e	12	4561	4785	5021	5269	5525
Planner III	220007e	12	4888	5129	5379	5644	5921
Power Generation System Supervisor	620056e	12	5434	5698	5978	6272	6581
Principal Accountant	130014e	12	5421	5687	5967	6260	6567
<b>Procurement Supervisor</b>	<b>140004e</b>	<b>12</b>	<b>4775</b>	<b>5010</b>	<b>5251</b>	<b>5511</b>	<b>5780</b>
Professional Engineer	210100e	12	5936	6228	6534	6854	7194
Project Manager	150065e	12	5493	5765	6049	6344	6656
Records Supervisor	115045e	12	4264	4473	4691	4920	5162
Recycling Coordinator	640001e	12	4147	4349	4560	4782	5017
Revenue Supervisor	135025e	12	3908	4098	4297	4504	4725
Senior Accountant-Auditor	130013e	12	4499	4719	4951	5194	5446
Senior Building Inspector	230034e	12	4993	5239	5495	5766	6050
Senior Electrical Safety Consultant	230024e	12	4993	5239	5495	5766	6050

e Exempt class, see Narrative Section 4.

*1/28/16 Fourth Council Amendment  
Supersedes First Amendment*

EXHIBIT 13-1  
Unit 13 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Engineering Inspector	230077e	12	4993	5239	5495	5766	6050
Senior Environmental & Safety Consultant	230005e	12	4993	5239	5495	5766	6050
Senior Plumbing & Mechanical Consultant	230014e	12	4993	5239	5495	5766	6050
Senior Real Estate Agent	170012e	12	5342	5603	5879	6168	6471
Senior Retirement Counselor	135052e	12	4349	4567	4796	5035	5287
Solid Waste System Supervisor	640030e	12	5012	5258	5512	5784	6066
Street Maintenance Superintendent	720004e	12	6238	6549	6878	7222	7584
Street Maintenance Supervisor	720001e	12	5756	6040	6336	6647	6974
Supervising Buyer	140004e	12	4775	5010	5254	5511	5780
Supervising Commercial Building Inspector	230036e	12	4993	5239	5495	5766	6050
Supervising Crime Scene Technician	410013	12	4372	4586	4809	5045	5291
Supervising Engineering Technician	210008e	12	5655	5936	6228	6534	6854
Supervising Environmental Control Officer	620005e	12	4962	5205	5460	5728	6009
Supervising Fire Prevention Inspector	420005e	12	5228	5483	5755	6038	6335
Supervising Planner	220008e	12	5370	5633	5908	6198	6501
Supervising Plans Examiner	210044e	12	5493	5765	6049	6344	6656
Supervising Professional Engineer	210110e	12	6739	7071	7420	7786	8172
Supervising Real Estate Agent	170013e	12	5867	6155	6457	6774	7108
Supervising Traffic Signal Operations Specialist	720050	12	6130	6431	6750	7081	7428
Survey Party Chief	210031e	12	4488	4707	4938	5178	5435
Transit Supervisor I	320050e	12	5012	5258	5512	5784	6066
Transit Supervisor II	320051e	12	5434	5698	5978	6272	6581
Treasury Officer	135015e	12	5421	5687	5967	6260	6567
Wastewater Treatment Maintenance Supervisor	620070e	12	5863	6149	6452	6770	7102
Water Conservation Supervisor	610045e	12	5583	5856	6144	6447	6763
Water System Supervisor	610055e	12	5863	6149	6452	6770	7102

e Exempt class, see Narrative Section 4.

*1/28/16 Fourth Council Amendment  
Supersedes Second Council Amendment*

**EXHIBIT 13-2**  
**Unit 13 – Non-Management Confidential Classes (CFPEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Database Administrator	125045e	12	5686	5961	6255	6561	6883
Grant Writer	150105e	12	4273	4487	4712	4947	5195
Human Resources Analyst	150016e	12	3994	4190	4394	4609	4833
<b>Lead Risk Analyst</b>	<b>150008e</b>	<b>12</b>	<b>4820</b>	<b>5061</b>	<b>5314</b>	<b>5580</b>	<b>5859</b>
Legal Assistant	160001	12	3557	3730	3910	4102	4303
Legal Secretary I	115015	12	3025	3170	3322	3482	3652
Legal Secretary II	115016	12	3343	3506	3673	3852	4039
Management Analyst I	150020e4	124	3257	3416	3582	3757	3942
Management Analyst II	150021e4	124	3994	4190	4394	4609	4833
Risk Analyst	150010e	12	4390	4604	4828	5065	5314
Senior Database Administrator	125046e	12	6268	6568	6883	7213	7572
Senior Human Resources Technician	150014	12	3244	3400	3562	3736	3918
Systems Security Administrator	125050e	12	5157	5406	5674	5950	6242

e Exempt class, see Narrative Section 4.

4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

*1/28/16 Fourth Council Amendment  
 Supersedes First Council Amendment*