

REPORT TO THE CITY COUNCIL

FROM: Sumeet Malhi, Director
Personnel Services Department

BY: Vanessa Perales, Human Resources Manager
Personnel Services Department

Stephanie Hernandez, Principal Labor Relations Analyst
Personnel Services Department

SUBJECT

..Title

***RESOLUTION: Adopt the Ninth Amendment to Fiscal Year 2024 Salary Resolution No. 2023-183, amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by adding the new classifications and providing a monthly salary step plan range for Radio Frequency (RF) Network Engineer I, Radio Frequency (RF) Network Engineer II, Senior Radio Frequency (RF) Network Engineer, effective December 18, 2023 (Subject to Mayor's Veto); and amending Section 18, Benefits for Police Cadets, Permanent Part-Time Employees, and Limited Employees; and Benefits and Terms and Conditions for Permanent Airport Public Safety Officers and Permanent Airport Public Safety Supervisors, to update the Section 18 and Subsection C headings to include Temporary Employees and modify Subsection C to add a standby premium pay and respective provisions for limited and temporary employees in non-exempt job classifications; retroactively effective December 4, 2023 (Subject to Mayor's Veto)

..Body

RECOMMENDATION

It is recommended that Council adopt the Ninth Amendment to the Fiscal Year 2024 Salary Resolution No. 2023-183 to amend Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by adding three (3) new classifications and the respective monthly salary step plan ranges for Radio Frequency Network Engineer I, Radio Frequency Network Engineer II and Senior Radio Frequency Network Engineer to create classifications focused in providing support and maintaining critical City-wide communications/radio systems, effective December 18, 2023; and to amend Section 18 of the Fiscal Year 2024 Salary Resolution No. 2023-183 to update the Section 18 and Subsection C headings to include Temporary Employees and add a standby premium pay of \$1.65 an hour for limited and temporary employees in non-exempt job classifications, retroactively effective December 4, 2023.

EXECUTIVE SUMMARY

Adopting the Ninth Amendment to the Salary Resolution will create the new classifications and monthly salary step plan ranges in Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) for Radio Frequency Network Engineer I, Radio Frequency Network Engineer II and Senior Radio Frequency Network Engineer. This classification series will be critical for supporting and maintaining the City's RF (radio frequency)/LMR (land mobile radio) systems, video surveillance cameras and associated systems, dispatch systems, and related data networking systems and public safety communications systems.

This action will not require additional funding or an increase in total positions to the Information Services Department as existing positions will be converted to the new classifications.

The City has provided notice to the respective bargaining unit regarding the proposed new classification series and has concluded its meet and confer obligation.

Additionally, adopting the Ninth Amendment to the Salary Resolution to amend Section 18, by updating Section 18 and Subsection C to include Temporary Employees, and amending Subsection C will provide standby premium pay of \$1.65 per hour to limited and temporary employees in non-exempt classifications when the City requires such employees to remain ready and available to report to work outside of regularly scheduled work hours to provide critical services based on operation need. .

BACKGROUND

Radio Frequency Network Engineer

As the Information Services Department works to upgrade the existing City-wide radio and communications systems and maintain support for the critical infrastructure, there is a need to hire dedicated staff and offer career advancement opportunities to qualified candidates in this specialized field. While efforts have been made to recruit qualified candidates, recruitments have not yielded candidates with experience in the focused communications/radio systems field. Personnel Services staff has worked collaboratively with the Information Services Department to develop a focused classification series that will be critical for supporting and maintaining the City's RF (radio frequency)/LMR (land mobile radio) systems, video surveillance cameras and associated systems, dispatch systems, and related data networking systems and public safety communications systems. The Radio Frequency Network Engineer classification series is proposed as a I/II/Senior to allow for entry and experienced level career opportunities to aid in recruitment and retention efforts in this specialized field.

The new classifications and the respective monthly salary step plan ranges for Radio Frequency Network Engineer I, Radio Frequency Network Engineer II and Senior Radio Frequency Network Engineer are recommended as follows:

Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA)

- Radio Frequency Network Engineer I monthly salary will be set at Step A – Step E: \$6,178 - \$7,447.
- Radio Frequency Network Engineer II monthly salary will be set at Step A – Step E: \$6,781 - \$8,184.
- Senior Radio Frequency Network Engineer monthly salary will be set at Step A – Step E: \$7,446 - \$8,990.

Standby Premium Pay

For operational purposes, limited or temporary employees in non-exempt classifications may be assigned standby duty and required to remain ready and available to report to work outside of regularly scheduled work hours. During time spent on standby duty, an employee is expected to conduct themselves in a manner which would not preclude or obstruct them from effectively and safely performing their job duties and will be required to respond to work within a designated time frame once

contacted by the City. Standby pay of \$1.65 per hour is recommended to compensate limited and temporary employees in non-exempt classifications for the time spent on standby duty in which they need to remain available to the City outside of their regular work hours.

The City Attorney's Office has approved the Ninth Amendment to Fiscal Year 2024 Salary Resolution No. 2023-183 as to form.

ENVIRONMENTAL FINDINGS

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a "project" and is therefore exempt from the California Environmental Quality Act requirements.

LOCAL PREFERENCE

Local preference is not implicated because this item does not involve public contracting or bidding with the City of Fresno.

FISCAL IMPACT

Amending Exhibit 3 will not require additional appropriations as the Information Services Department will convert existing positions to the new classifications.

Amending Section 18 will not require additional appropriations.

Attachments:

Resolution: Ninth Amendment to FY24 Salary Resolution No. 2023-183

Narrative: Ninth Amendment to FY24 Salary Resolution No. 2023-183

Salary Tables: Ninth Amendment to FY24 Salary Resolution No. 2023-183 – Redline

Salary Tables: Ninth Amendment to FY24 Salary Resolution No. 2023-183 – Final

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE NINTH AMENDMENT TO RESOLUTION NO. 2023-183 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 FISCAL YEAR 2024"

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

SECTION 1.

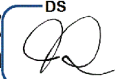
Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA), is hereby amended to add the new classifications and respective salary step plan range of Radio Frequency (RF) Network Engineer I (\$6,178 - \$7,447); Radio Frequency (RF) Network Engineer II (\$6,781 - \$8,184); and Senior Radio Frequency (RF) Network Engineer (\$7,446 - \$8,990), effective December 18, 2023.

SECTION 2.

Section 18, Benefits for Police Cadets, Permanent Part-Time Employees, and Limited Employees; and Benefits and Terms and Conditions for Permanent Airport Public Safety Officers and Permanent Airport Public Safety Supervisors is hereby amended to update the Section 18 and Subsection C headings to include Temporary Employees and modify Subsection C to add standby premium pay and respective provisions for limited and temporary employees in non-exempt job classifications, retroactively effective December 4, 2023.

SECTION 3.

Upon final legislative approval, this Resolution shall become retroactively effective December 4, 2023.

Date Adopted:
Date Approved:
Effective Date: 12/4/2023
City Attorney Approval 

Ninth Amendment to Salary
Resolution No. 2023-183
Resolution No. _____

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

I, TODD STERMER, 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 _____ 2023.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2023
Mayor Approval/No Return: _____, 2023
Mayor Veto: _____, 2023
Council Override Vote: _____, 2023

TODD STERMER
City Clerk

By: _____
Deputy Date

APPROVED AS TO FORM:
ANDREW JANZ
City Attorney

By: _____
Mao Lee Date
Deputy City Attorney

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4394	4609	4833	5068	5313
Network Systems Specialist	125030	12	6781	7106	7449	7805	8184
PAR Program Specialist	410023	12	3781	3957	4141	4337	4541
Paratransit Specialist	320005	12	4027	4217	4416	4615	4831
Park Ranger I	410060 ⁴	12 ⁴	3616	3781	3956	4139	4332
Park Ranger II	410061 ⁴	12 ⁴	3956	4139	4332	4537	4751
Parking Enforcement Officer I	710120 ⁴	12 ⁴	3141	3270	3405	3539	3689
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3414	3559	3706	3856	4029
Parking Enforcement Officer III	710122	12	3706	3856	4029	4194	4374
Phlebotomist	410007	12	3659	3833	4010	4197	4391
Planner I	220005 ³	6 ³	5049	5276	5529	5795	6073
Planner II	220006 ³	12 ³	5688	6001	6293	6592	6909
Plans and Permit Technician	220002	12	5325	5574	5827	6113	6404
Plans Examiner	210041	12	5843	6106	6400	6713	7029
Police Data Transcriptionist	115035	12	4273	4470	4678	4895	5125
Police Support Services Clerk	115043	12	3547	3711	3882	4062	4250
Police Support Services Technician	115044	12	3894	4075	4264	4467	4677
Principal Account Clerk	130004	12	4022	4211	4409	4612	4831
Procurement Specialist	140002	12	5051	5293	5542	5806	6083
Program Compliance Officer	640026	12	4319	4532	4753	4984	5227
Programmer/Analyst I	125020 ⁴	12 ⁴	5639	5902	6182	6480	6785
Programmer/Analyst II	125021 ⁴	12 ⁴	6178	6471	6779	7102	7447
Programmer/Analyst III	125022	12	6781	7106	7449	7805	8184
Programmer/Analyst IV	125023	12	7448	7810	8189	8578	8992
Property & Evidence Technician	145010	12	4344	4548	4761	4986	5221
Property Specialist I	175001 ⁴	12 ⁴	5221	5473	5732	6001	6292
Property Specialist II	175002 ⁴	12 ⁴	6050	6338	6644	6959	7296
Radio Dispatcher	120015	12	3711	3878	4040	4218	4391
<u>Radio Frequency (RF) Network Engineer I^{ix}</u>	<u>125095</u>	<u>12⁴</u>	<u>6178</u>	<u>6471</u>	<u>6779</u>	<u>7102</u>	<u>7447</u>
<u>Radio Frequency (RF) Network Engineer II^{ix}</u>	<u>125096</u>	<u>12⁴</u>	<u>6781</u>	<u>7106</u>	<u>7449</u>	<u>7805</u>	<u>8184</u>
Rangemaster/Armorer	410035	12	5122	5365	5619	5890	6169

³This 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.

⁴This 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. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

^{ix}Effective December 18, 2023, by the Ninth Amendment to the Salary Resolution No. 2023-183.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	4233	4431	4632	4854	5083
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	5041	5279	5531	5792	6066
Recreation Specialist	520005	12	4210	4404	4611	4828	5054
Retirement Counselor I	135050 ⁴	12 ⁴	4021	4210	4408	4614	4831
Retirement Counselor II	135051 ⁴	12 ⁴	4420	4626	4844	5073	5313
Safety and Training Specialist	150050	12	4720	4949	5193	5446	5713
Secretary	110050	12	3828	4006	4193	4386	4594
Senior Account Clerk	130003	12	3664	3830	4006	4195	4392
Senior Administrative Clerk	110003	12	3497	3660	3828	4006	4193
Senior Animal Care Specialist ^v	560022	12	3985	4184	4393	4613	4844
Senior Animal Resource Officer ^{***}	560003	12	4304	4506	4717	4935	5170
Senior Animal Services Representative ^v	560032	12	4188	4376	4579	4794	5019
Senior Call Center Representative	115072	12	4218	4421	4634	4859	5095
Senior Commercial Building Inspector	230016	12	6420	6728	7047	7386	7744
Senior Community Revitalization Specialist	230054	12	6092	6378	6675	6998	7337
Senior Community Services Officer	410027	12	4304	4506	4717	4935	5170
Senior Crime Scene Technician	410012	12	5122	5365	5619	5890	6169
Senior Customer Services Clerk	115062	12	4188	4376	4579	4794	5019
Senior Cybersecurity Analyst	125091	12	7446	7808	8186	8576	8990
Senior Deputy City Clerk	115029 ⁴	12 ⁴	4022	4207	4406	4612	4831
Senior Engineering Technician	210007	12	5489	5749	6019	6308	6599
Senior Fire Prevention Inspector	420003	12	6092	6378	6675	6998	7337
Senior Laboratory Technician	620013	12	5385	5643	5912	6193	6488
Senior Network Systems Specialist	125031	12	7446	7808	8186	8576	8990
Senior Park Ranger	410062	12	4304	4506	4717	4935	5170
Senior Plans Examiner	210042	12	6417	6717	7030	7371	7730
Senior Procurement Specialist	140003	12	5542	5806	6083	6374	6676
Senior Property & Evidence Technician	145011	12	4761	4986	5221	5465	5726
<u>Senior Radio Frequency (RF) Network Engineer^x</u>	<u>125097</u>	<u>12</u>	<u>7446</u>	<u>7808</u>	<u>8186</u>	<u>8576</u>	<u>8990</u>
Senior Records Clerk	110101	12	3664	3833	4011	4198	4391
Senior Secretary	110051	12	4022	4207	4406	4612	4831

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***Effective September 11, 2023, by the Third Amendment to the Salary Resolution No. 2023-183

^vEffective October 23, 2023, by the Fifth Amendment to the Salary Resolution No. 2023-183.

^xEffective December 18, 2023, by the Ninth Amendment to the Salary Resolution No. 2023-183.

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