

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO, CALIFORNIA, MAKING THE FIFTH 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. Subsection O(2)(a) of Section 2 - Salary Step Plan of the Salary Resolution narrative is hereby amended to add the E13 salary range, as set forth in the attached "Resolution No. 2015-108, FY16 Salary Resolution, Page 5", effective March 7, 2016.

SECTION 2. Subsection B(1)(c) of Section 10. Annual Leave for Employees in Exhibit 2 of the Salary Resolution narrative is hereby amended to add the E13 salary range, as set forth in the attached "Resolution No. 2015-108, FY16 Salary Resolution, Page 14", effective March 7, 2016.

SECTION 3. Subsection D of Section 20. Benefits For Full-Time Permanent Employees Occupying Classes in Exhibit 2 of the Salary Resolution narrative is hereby amended to add the E13 salary range, as set forth in the attached "Resolution No. 2015-108, FY16 Salary Resolution, Page 21", effective March 7, 2016.

SECTION 4. Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39), is hereby modified to increase the salary range for Airport Maintenance Leadworker, effective February 25, 2016.

SECTION 5. Exhibit 2, Unit 2, Non-Represented Management and Confidential, is hereby amended to add the class of Payroll Accountant and provide a salary range for the respective class, effective March 7, 2016.

SECTION 6. Exhibit 7, Unit 7, Non-Supervisory Groups and Crafts (IBEW), is hereby amended to add the class of Industrial Electrician and provide a new salary for the respective class, effective March 7, 2016.

SECTION 7. Upon final legislative approval, this Resolution shall become effective, February 25, 2016.

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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 <u>3529</u>	3562 <u>3704</u>	3741 <u>3891</u>	3930 <u>4087</u>	4123 <u>4288</u>
Airports Building Maintenance Technician	310011	12	3204	3365	3535	3710	3896
Airports Operations Specialist	310012	6	3204	3365	3535	3710	3896
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 ¹¹	3495	3670	3854	4047	4250
Bus Equipment Attendant Leadworker	320040	6	3042	3196	3358	3525	3701
Bus Mechanic I	320020 ²	-	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 ²	-	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 ²	-	3835	4026	4226	4436	4660
Communications Technician II	710051 ⁴	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.

2/25/16 Fifth Council Amendment
Supersedes Fourth Council Amendment

EXHIBIT 2
Unit 2 – Non-Represented Management and Confidential Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Director of Development	220020e	–	E3		10946	-	15325	
Director of Personnel Services	150042e	–	E3		10946	-	15325	
Director of Public Utilities	620101e	–	E3		10946	-	15325	
Director of Transportation	310040e	–	E3		10946	-	15325	
Economic Development Coordinator	150090e	–	E9		2840	-	8834	
Economic Development Director	150099e	–	E3		10946	-	15325	
Executive Assistant to Department Director	115003e	–	E12		3683	-	5133	
Executive Assistant to the City Manager	115001e	–	E12		3683	-	5133	
Fire Chief	425007e	–	E3		10946	-	15325	
Governmental Affairs Manager	150240e	–	E9		2840	-	8834	
Human Resources Manager	150025e	–	E7		7781	-	9717	
Independent Reviewer	150220e	–	E6		7984	-	11235	
Internal Auditor	135010e	12	E11		3830	-	5390	
Labor Relations Manager	150030e	–	E7		7781	-	9717	
Labor Relations Secretary	115010e	12	E12		3683	-	5133	
Payroll Accountant	130016e	12	E13		4949	-	5991	
Payroll Manager	135012e	–	E7		7781	-	9717	
Police Chief	415008e ⁷	–	E2		12590	-	17623	
Principal Budget Analyst	135009e	–	E7		7781	-	9717	
Principal Internal Auditor	135011e	–	E8		7074	-	8834	
Public Affairs Officer	150118e	–	E8		7074	-	8834	
Public Works Director	210085e	–	E3		10946	-	15325	
Redevelopment Administrator	150080e	–	E4		8970	-	12621	
Retirement Administrator	135030e	–	E3		10946	-	15325	
Risk/Safety Manager	150035e	–	E7		7781	-	9717	
Senior Budget Analyst	135007e	–	E8		7074	-	8834	
Senior Deputy City Attorney	160013e	–	E7		7781	-	9717	

e Exempt class, see Narrative Section 4.

⁷ Only applicable pursuant to employment agreements.

*3/7/16 Fifth Council Amendment
Supersedes Original*

EXHIBIT 7
Unit 7 – Non-Supervisory Groups and Crafts (IBEW)

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	6060
Concrete Finisher	730005	12	Flat Rate	5285
Electrician	730010	12	Flat Rate	5481
Industrial Electrician	730012	12	Flat Rate	6060
Painter	730015	12	Flat Rate	4816
Plumber	730030	12	Flat Rate	5481

*3/7/16 Fifth Council Amendment
 Supersedes Original*

The employee's salary at the time of separation from employment with the City shall be compared to the control point in existence at the time of separation for the class from which the employee is retiring. Retirement benefits (based on monthly salary only) shall be calculated using the same relationship the employee's salary bore to the control point at the time of separation as it would bear to the control point at the time of retirement. As an example only, if an employee's salary at the time of separation was five percent (5%) below the control point for the class, then the benefit at retirement would be based on that amount, which would be five percent (5%) below the control point for that class at the time of retirement, subject to the applicable provisions of the retirement system regarding years of service, compensation earnable, and so on.

2. For employees in Exhibit 2, who separate from City service on or after July 1, 2015:
 - a. The salary for each executive employee in the E1 through E1~~32~~ executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or his/her designee.

The City Manager or his/her designee shall promulgate such rules and regulations deemed appropriate in the implementation and administration of Section 2, Subsection (O)(2)(b) below.

- b. For purposes of calculating Compensation Earnable as defined in FMC 3-501, any employee in the City of Fresno Employees Retirement System (hereafter "System") in a class in the Executive Pay Plan who separates from City service and elects to remain a member of the System shall have their Compensation Earnable calculated as follows:

Beginning July 1 following the date the Deferred Vested Member separates from City service, the Member's Compensation Earnable at the time of separation shall be indexed with the Consumer Price Index (hereafter "CPI") – United States City Average for Urban Wage Earners and Clerical Workers -- all items (i.e. general price inflation) and the Employment Cost Index for Wage Inflation (i.e. across the board pay increases) for State and local government employees, as published by the Bureau of Labor Statistics of the United States Department of Labor.

exceed 1,200 hours for employees in the E1, E2, and E3 ranges; 1,000 hours for employees in the E4 range; and 840 hours for employees in Executive Pay ranges E6 through E13~~2~~. In the event an employee has an Annual Leave balance over the limits listed above, accruals will cease until the balance is under the limit.

2. Use of Annual Leave – Annual Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval of time off.

The first three (3) days or twenty-four (24) hours, whichever is greater, of Annual Leave used in lieu of Sick Leave by an employee on or after July 1 of each year for the purposes noted below will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014. The leave cannot be used or considered for the purpose of corrective and/or disciplinary action.

The first three (3) days or twenty-four (24) hours, whichever is greater, in lieu of Annual Leave used as Sick Leave on or after July 1 of each year can be used for:

- a. Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee;
- b. Diagnosis, care, or treatment of an existing health condition of, or preventive care for an employee's parent (a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child), child (a child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis - this definition of a child is applicable regardless of age or dependency status), spouse, registered domestic partner, parent-in-law, sibling, grandchild, or grandchild; or,
- c. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).

After the employee has taken the first three (3) days of Annual Leave used for sick leave purposes as defined above on or after

make up the difference through payroll deductions, or accept a reduced coverage option.

The cost of any future increases in the health and welfare premium will be shared on a fifty percent (50%) basis by the City and employees, except that employees will be required to pay no more than thirty percent (30%) of the premium established by the Fresno City Employees Health and Welfare Trust Board. At such time as the employee share is set at thirty percent (30%), the City shall pay seventy percent (70%).

Should any represented bargaining unit in the City negotiate a successor MOU, or extend the period of an MOU, or have terms imposed resulting in a greater contribution by the City (including maintenance of percentage contributions) the City will match that benefit.

- B. Benefits, including City contributions to deferred compensation, vehicle allowance, relocation expenses, and other such negotiated items, shall not be calculated as part of the base salary or salary ranges.
- C. Pay for performance bonuses for exempt employees shall be considered pensionable compensation for calculation of retirement benefits, but shall not be included as part of the base salary or salary ranges.
- D. Employees in Exhibit 2 who are in job classes with salary ranges E6 through E13~~2~~ are eligible to receive up to fifty dollars (\$50) per month into the City Sponsored Deferred Compensation plan. Employees not currently participating in the plan will be required to complete a Participation Agreement.
- E. Permanent employees in Exhibit 2 hired on or after August 31, 2014, shall make an additional contribution equal to one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Employees Retirement System. The employee shall have no option to receive the one and one-half percent (1.5%) contribution in cash. The one and one-half percent (1.5%) contribution paid by the employee will not be credited to an employee's accumulated contribution account, nor will it be deposited into a member's DROP account.
- F. The City currently maintains an HRA that qualifies as a "Health Reimbursement Arrangement" as described in Internal Revenue Service