

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

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO, CALIFORNIA, MAKING THE SECOND AMENDMENT TO RESOLUTION NO. 2014-108 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 FISCAL YEAR 2015"

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

SECTION 1.

Section 17 – BILINGUAL CERTIFICATION PROGRAM of the Salary Resolution No. 2014-108 is hereby amended to clarify who is eligible for Bilingual Certification Pay, by amending the title to state, "BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES IN EXHIBIT 2", retroactively effective August 25, 2014.

SECTION 2.

Section 21.A – BENEFITS FOR PERMANENT EMPLOYEES IN EXHIBIT 8 AND PERMANENT PART-TIME AND PERMANENT INTERMITTENT EMPLOYEES, Subsection A, paragraph 7 of Resolution No. 2014-108 is hereby added, retroactively effective August 25, 2014, as follows:

**Employees in permanent positions in the Cadet series shall be eligible for the Bilingual Certification Program as provided in Section 17.**

SECTION 3.

Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes, is hereby amended to add the new classification of Payroll Manager and provide salary ranges for the respective classes in Exhibit 2, effective December 18, 2014.

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Payroll Manager	135012e	--	E7		6905	-	9717	

Date Adopted:  
Date Approved:  
Effective Date:

City Attorney Approval: 

Second Amendment to Salary  
Resolution No. 2014-108

Resolution No.

SECTION 4.

Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA), is here amended to correct clerical errors made in the FY15 First Amendment to Salary Resolution No. 2014-108 by modifying salaries for the classifications of Commercial Building Inspector and Senior Commercial Building Inspector, retroactively effective August 25, 2014.

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Commercial Building Inspector	230015	12	4544	4766	5000	5240	5498	-
Senior Commercial Building Inspector	230016	12	4766	5000	5240	5498	5769	-

SECTION 5.

Exhibit 4, Unit 4, Non-Supervisory Police (FPOA), is hereby amended to delete the salaries that were to be effective January 1, 2015, for respective classes in the said exhibit, as required by the adoption of the Memorandum of Understanding between the City of Fresno and the Fresno Police Officers Association, effective September 11, 2014.

EXHIBIT 4 Unit 4 – Non-Supervisory Police (FPOA) effective 1/1/15								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Police Officer Recruit	415001	12	4479	4703	–	–	–	–
Police Officer	415002	12 <sup>10</sup>	5175	5434	5706	5992	6292	6607
Police Specialist	415003	–	5175	5434	5706	5992	6292	6607
Police Sergeant	415004	12	6238	6550	6878	7222	7584	7964

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SECTION 6.

Exhibit 9, Unit 9, Police Management (FPOA), is hereby amended to delete the salaries that were to be effective January 1, 2015, for respective classes in the said exhibit, as required by the adoption of the Memorandum of Understanding between the City of Fresno and the Fresno Police Officers Association, effective September 11, 2014.

EXHIBIT 9 Unit 9 – Police Management effective 1/1/15									
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Deputy Police Chief	415007e	--	E5		4163	-	12,531		
Police Captain	415006e	12		8884	9329	9796	10,286	10,801	11,163
Police Lieutenant	415005e	12		7715	8101	8507	8933	9380	9695

SECTION 7.

Upon final legislative approval, this Resolution shall become effective as of the dates shown above.

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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 \_\_\_\_\_, 2014.

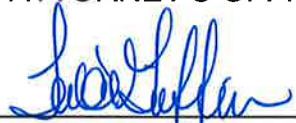
AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2014  
Mayor Approval/No Return: \_\_\_\_\_, 2014  
Mayor Veto: \_\_\_\_\_, 2014  
Council Override Vote: \_\_\_\_\_, 2014

YVONNE SPENCE, CMC  
City Clerk

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

APPROVED AS TO FORM:  
CITY ATTORNEY'S OFFICE

BY:  \_\_\_\_\_  
Tina R. Griffin, Supervising Deputy

**EXHIBIT 4**

**Unit 4 - Non-Supervisory Police (FPOA) effective 7/1/14**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Police Officer Recruit	415001	12	4391	4611	–	–	–	–
Police Officer	415002	12 <sup>10</sup>	5073	5327	5594	5874	6168	6477
Police Specialist	415003	–	5073	5327	5594	5874	6168	6477
Police Sergeant	415004	12	6115	6421	6743	7081	7436	7808

**EXHIBIT 4**

**Unit 4 - Non-Supervisory Police (FPOA) effective 1/1/15**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Police Officer Recruit	415001	12	4479	4703	–	–	–	–
Police Officer	415002	12 <sup>10</sup>	5175	5434	5706	5992	6292	6607
Police Specialist	415003	–	5175	5434	5706	5992	6292	6607
Police Sergeant	415004	12	6238	6550	6878	7222	7584	7964

- 10 A person promoting from Police Officer Recruit to Police Officer after one year at “A” step must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class.

*9/11/14 Second Council Amendment  
Supersedes First Council Amendment*

**EXHIBIT 9**  
**Unit 9 – Police Management effective 7/1/14**

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Deputy Police Chief	415007e	--	E5		4163	-	12,285		
Police Captain	415006e	12		8709	9145	9603	10,084	10,589	10,944
Police Lieutenant	415005e	12		7563	7942	8340	8757	9195	9504

**EXHIBIT 9**  
**Unit 9 – Police Management effective 1/1/15**

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Deputy Police Chief	415007e	--	E5		4163	-	12,531		
Police Captain	415006e	12		8884	9329	9796	10,286	10,801	11,163
Police Lieutenant	415005e	12		7715	8101	8507	8933	9380	9695

e Exempt class, see Narrative Section 4.

*9/11/14 Second Council Amendment  
 Supersedes First Council Amendment*

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA) effective 8/5/13**

CLASS TITLE	JOB CODE	PRO B 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 <sup>4</sup>	12 <sup>4</sup>	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	4453 4544	4671 4766	4899 5000	5134 5240	5388 5498	-
Community Recreation Assistant	520010	12	2547	2667	2781	2898	3029	-
Community Revitalization Specialist	230053	12	4015	4226	4436	4654	4913	5121
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.

*8/25/14 Second Council Amendment  
 Supersedes First Council Amendment*

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA) effective 8/5/13**

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	-
Safety Specialist	150050	12	3162	3313	3476	3644	3821	-
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	4671 4766	4899 5000	5134 5240	5388 5498	5652 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	-
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.
- <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.

*8/25/14 Second Council Amendment  
 Supersedes First Council Amendment*



**SECTION 17. – BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES  
OCCUPYING PERMANENT CLASSES IN EXHIBIT 2**

The bilingual certification program consists of a City administered examination process whereby employees may apply for a bilingual examination in November, and if certified by the examiner, receive bilingual premium pay for interpreting and translating. Bilingual premium pay is not pensionable unless otherwise required under the Fresno Municipal Code or under law. In conjunction with the Director of Personnel Services, department directors or their designees shall annually designate those positions or assignments for which bilingual skills are desired.

- A. Bilingual certification examinations will be conducted once per year in December. During the examination noticing period, examination applications will be available at the Personnel Services Department and City department personnel units. In order to remain eligible to receive bilingual premium pay, employees must take and pass the certification examination once every five (5) years.
- B. In order to qualify for the examination in December, the application must be received by the Personnel Services Department during the month of November, but no later than the last regular business day of November.
- C. In the event that an employee is hired, in part, because of bilingual skills, the Personnel Services Department may conduct a special examination for the employee outside of the window noted above. The determination will be made upon request by the Department/Division and approval by the Personnel Services Director.
- D. This bilingual certification program and application deadlines are not subject to the grievance or appeal process.
- E. Bilingual certification examinations are conducted for Cambodian, Hmong, Laotian, Sign, Spanish and Vietnamese languages.
- F. The bilingual premium pay rate for certified permanent employees is one hundred dollars (\$100) per month, regardless of how many languages for which an employee is certified.
- G. Certified employees may interpret/translate for departments/divisions they are not assigned to, provided the requesting department/division has a demonstrated customer service related need and has obtained approval from the certified employee's supervisor.
- H. Certified employees shall not refuse to interpret/translate while on paid status. Refusal shall result in appropriate disciplinary action. Certified

calculations impacting members who separate from City employment and elect a deferred vested status.

Employer and employee retirement contributions will continue to be calculated based on the unadjusted, pre-concessions salary/hourly rate.

Employee leave payoffs at separation will be calculated using the unadjusted, pre-concessions salary/hourly rate, including those leave payoffs used to calculate credit to the employee's HRA at retirement.

This section shall also be applied retroactively to those employees who separated from City employment on or after July 1, 2012.

**SECTION 21. – BENEFITS FOR PERMANENT EMPLOYEES IN EXHIBIT 8 AND PERMANENT PART-TIME AND PERMANENT INTERMITTENT EMPLOYEES**

- A. Benefits for the Police Cadet series shall be as follows:
1. Police Cadet is a training series and is designed to ultimately lead to appointment to a permanent position in the Police Department. Failure to successfully complete the on-going training program will be cause for termination pursuant to FMC 3-266.
  2. Upon appointment to a permanent position, time served as a Police Cadet I and II shall not be included in calculating an employee's period of continuous service for the purposes of seniority, retirement benefits, leave accruals, or other benefits.
  3. Workers' Compensation Benefits shall be those amounts established by the Workers' Compensation regulations of California State Law.
  4. Police Cadets shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System as they are employed principally for the purpose of training.
  5. Actual hours worked in excess of 40 hours a week shall be compensated as overtime. Overtime shall be at one and one-half (1.5) times the base rate of pay.
  6. Fringe benefits for employees in permanent positions in the Cadet series will be determined by the City Manager or authorized designee.
  7. **Employees in permanent positions in the Cadet series shall be eligible for the Bilingual Certification Program as provided in Section 17.**

**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	–	E8		5000	-	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	–	E8		5000	-	8834	
Human Resources Manager	150025e	–	E7		6905	-	9717	
Independent Reviewer	150220e	–	E6		7984	-	11235	
Internal Auditor	135010e	12	E11		3830	-	5390	
Labor Relations Manager	150030e	–	E7		6905	-	9717	
Labor Relations Secretary	115010e	12	E12		3683	-	5133	
<b>Payroll Manager</b>	<b>135012e</b>	–	<b>E7</b>		<b>6905</b>	-	<b>9717</b>	
Police Chief	415008e <sup>7</sup>	–	E2		12590	-	17623	
Principal Budget Analyst	135009e	–	E7		6905	-	9717	
Principal Internal Auditor	135011e	–	E8		5000	-	8834	
Public Affairs Officer	150118e	–	E8		5000	-	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		6905	-	9717	
Senior Budget Analyst	135007e	–	E8		5000	-	8834	
Senior Deputy City Attorney	160013e	–	E7		6905	-	9717	

e Exempt class, see Narrative Section 4.

<sup>7</sup> Only applicable pursuant to employment agreements.