

Regular Council Meeting

March 30, 2023

FRESNO CITY COUNCIL



Supplement Packet

ITEM(S)

1-O (ID 23-517)

Actions pertaining to the Fresno City Employees Association (FCEA) for Unit 3

- 1.***Adopt a Side Letter of Agreement with the Fresno City Employees Association (FCEA) for Unit 3, Non-Supervisory White Collar (Subject to Mayor's Veto)
- 2.***RESOLUTION: Adopt the Tenth Amendment to Fiscal Year 2023 Salary Resolution No. 2022-152, amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA), as required by the Side Letter of Agreement with the Fresno City Employees Association (Subject to Mayor's Veto)

Contents of Supplement:

City of Fresno/FCEA Side Letter of Agreement - Class & Comp Equity Adjustments
Resolution - Tenth Amendment to FY 2023 Salary Resolution No. 2022-152

Item(s)

Supplemental Information:

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available for public inspection in the City Clerk's Office, 2600 Fresno Street, during normal business hours (main location pursuant to the Brown Act, G.C. 54957.5(2)). In addition, Supplemental Packets are available for public review at the City Council meeting in the City Council Chambers, 2600 Fresno Street. Supplemental Packets are also available on-line on the City Clerk's website.

Americans with Disabilities Act (ADA):

The meeting room is accessible to the physically disabled, and the services of a translator can be made available. Requests for additional accommodations for the disabled, sign language interpreters, assistive listening devices, or translators should be made one week prior to the meeting. Please call City Clerk's Office at 621-7650. Please keep the doorways, aisles and wheelchair seating areas open and accessible. If you need assistance with seating because of a disability, please see Security.

Side Letter of Agreement Between the
City of Fresno
and
Fresno City Employees Association

Classification and Compensation Study Equity Adjustments

The City of Fresno (hereinafter "City") and the Fresno City Employees Association (hereinafter "FCEA") (collectively "parties") have met and conferred in good faith and have agreed to implementation of compensation equity adjustments as follows:

Effective March 27, 2023 pay equity adjustments will be as reflected in Attachment I, attached hereto and incorporated by reference.

This agreement sets forth the full and entire understanding of the parties regarding classification and compensation equity adjustments in Fiscal Year 2023 as required by the Memorandum of Understanding ("MOU") between the parties.

This Agreement is effective March 27, 2023 and expires with the current MOU which has an expiration date of June 16, 2024.

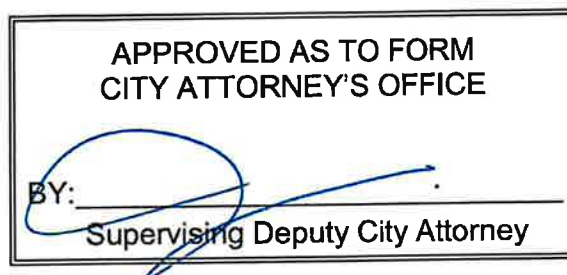
FOR FRESNO CITY EMPLOYEES
ASSOCIATION:

FOR THE CITY OF FRESNO:

SAMUEL FRANK
FCEA President

TJ MILLER
Interim Director of Personnel
Services

Date _____



**FCEA Classification and Compensation Study
Fiscal Year 2023 Equity Adjustments**

Job Code	Job Title	Equity Adjustment
130011	Accountant-Auditor I	1.24%
110002	Administrative Clerk II	1.50%
230022	Associate Electrical Safety Consultant I	0.89%
230023	Associate Electrical Safety Consultant II	1.50%
230003	Associate Environmental & Safety Consultant I	0.89%
230004	Associate Environmental & Safety Consultant II	1.50%
230012	Associate Plumbing & Mechanical Consultant I	0.89%
230013	Associate Plumbing & Mechanical Consultant II	1.50%
230008	Building Inspector II	0.89%
230009	Building Inspector III	1.50%
115070	Call Center Representative I	1.50%
115071	Call Center Representative II	1.50%
120005	Central Printing Clerk	1.50%
230015	Commercial Building Inspector	0.89%
520010	Community Recreation Assistant	1.50%
410025	Community Services Officer I	1.50%
410026	Community Services Officer II	1.50%
125010	Computer Systems Specialist I	1.20%
125011	Computer Systems Specialist II	1.05%
125012	Computer Systems Specialist III	0.95%
115060	Customer Services Clerk I	1.50%
115061	Customer Services Clerk II	1.50%
125090	Cyber Security Analyst	0.95%
115028	Deputy City Clerk	1.50%
230057	Development Services Coordinator	1.50%
410050	Digital Forensics Analyst	0.74%
410001	Emergency Services Dispatcher I	4.75%
410002	Emergency Services Dispatcher II	4.91%
410003	Emergency Services Dispatcher III	1.17%
210002	Engineering Aide II	1.50%
230075	Engineering Inspector I	1.50%
230076	Engineering Inspector II	1.50%
210006	Engineering Technician II	1.50%
125025	Geographic Information System (GIS) Specialist	0.95%
125026	Geographic Information System Technician I	0.67%
125027	Geographic Information System Technician II	0.59%
120013	Graphics Technician	0.64%
410033	Helicopter Pilot	1.71%

**FCEA Classification and Compensation Study
Fiscal Year 2023 Equity Adjustments**

Job Code	Job Title	Equity Adjustment
125030	Network Systems Specialist	0.95%
410060	Park Ranger I	1.50%
410061	Park Ranger II	1.50%
710120	Parking Enforcement Officer I	1.50%
710121	Parking Enforcement Officer II	1.50%
710122	Parking Enforcement Officer III	1.50%
220005	Planner I	1.50%
220006	Planner II	1.50%
115035	Police Data Transcriptionist	1.44%
115043	Police Support Services Clerk	1.38%
115044	Police Support Services Technician	1.44%
125020	Programmer/Analyst I	1.74%
125021	Programmer/Analyst II	1.05%
125022	Programmer/Analyst III	0.95%
125023	Programmer/Analyst IV	0.83%
145010	Property & Evidence Technician	1.50%
170002	Real Estate Finance Specialist II	1.50%
520005	Recreation Specialist	1.50%
110050	Secretary	1.50%
110003	Senior Administrative Clerk	1.50%
115072	Senior Call Center Representative	1.50%
230016	Senior Commercial Building Inspector	1.50%
410027	Senior Community Services Officer	1.50%
410012	Senior Crime Scene Technician	0.01%
115062	Senior Customer Services Clerk	1.50%
210007	Senior Engineering Technician	1.50%
410062	Senior Park Ranger	1.50%
145011	Senior Property & Evidence Technician	1.50%
145002	Senior Storeskeeper	1.50%
210030	Survey Party Technician	1.50%

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE TENTH AMENDMENT TO RESOLUTION NO. 2022-152 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 2023"

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 provide salary increases for respective classes in the said exhibit as required by the adoption of the Side Letter of Agreement between the City of Fresno and the Fresno City Employees Association, retroactively effective March 27, 2023.

SECTION 2.

Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA), effective June 19, 2023, is hereby amended to provide salary increases for respective classes in the said exhibit as required by the adoption of the Side Letter of Agreement between the City of Fresno and the Fresno City Employees Association.

SECTION 3.

Upon final legislative approval, this Resolution shall become retroactively effective March 27, 2023.

1 of 2

Date Adopted:
Date Approved:
Effective Date: 3/27/2023
City Attorney Approval: 

Tenth Amendment to Salary
Resolution No. 2022-152
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, CMC
City Clerk

By: _____
Deputy Date

APPROVED AS TO FORM:
ANDREW JANZ
City Attorney

By: _____
Mao Lee Date
Deputy City Attorney III