

RECEIVED

Agenda Items: ID#20-00278 (1-C)

Date: 3/19/2020

2020 MAR 20 A 9:33
CITY OF FRESNO
CITY CLERK'S OFFICE

FRESNO CITY COUNCIL



Additional Information

***RESOLUTION – 6th Amendment to FY 2020 Salary Resolution No. 2019-135, amending Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes (Non-Represented) to add the classification of Background Investigator and provide an associated salary range, effective March 30, 2020; Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) to modify the job titles of Parking Controller I, Parking Controller II and Parking Controller III to Parking Enforcement Officer I, Parking Enforcement Officer II and Parking Enforcement Officer III, effective March 30, 2020; and Exhibit 8, Unit 8, Non-Represented, to remove the classification of Background Investigator (**Subject to Mayor's Veto**)

Item(s)

- Contents:**
- 1. Amended Staff Report**
 - 2. Amended Exhibit 2 (Redline and Final)**

Changes are as follows:

- 1.** Staff Report – Correction under “Background” section: Assigned salary range to Background Investigator in Exhibit 2 should read E16 not E15 (corrected copy attached).
- 2.** Attachment – Salary Tables Sixth Amendment to FY20 Salary Resolution No. 2019-135 - Redline: Page 2.1; corrected salary range assigned to Background Investigator to reflect the E16 range (corrected copy attached).
- 3.** Attachment – Salary Tables Sixth Amendment to FY20 Salary Resolution No. 2019-135 – Final: Page 2.1; corrected salary range assigned to Background Investigator to reflect the E16 range (corrected copy attached).

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.

REPORT TO THE CITY COUNCIL

March 19, 2020

FROM: JEFF CARDELL, Director of Personnel Services
Personnel Services Department

BY: SANDRA CHAVEZ MARTIN, Human Resources Manager
Personnel Services Department

SUBJECT

..Title

***RESOLUTION – Adopting the 6th Amendment to FY 2020 Salary Resolution No. 2019-135, amending Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes (Non-Represented) to add the classification of Background Investigator and provide an associated salary range, effective March 30, 2020; Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) to modify the job titles of Parking Controller I, Parking Controller II and Parking Controller III to Parking Enforcement Officer I, Parking Enforcement Officer II and Parking Enforcement Officer III, effective March 30, 2020; and Exhibit 8, Unit 8, Non-Represented, to remove the classification of Background Investigator **(Subject to Mayor’s Veto)**

..Body

RECOMMENDATIONS

It is recommended that Council approve the Sixth Amendment to Salary Resolution No. 2019-135, effective March 30, 2020, to:

- Add the classification of Background Investigator and respective salary range in Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes (Non-Represented);
- Retitle the classifications of Parking Controller I, Parking Controller II and Parking Controller III to Parking Enforcement Officer I, Parking Enforcement Officer II and Parking Enforcement Officer III, in Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA); and
- Remove the classification of Background Investigator in Exhibit 8, Unit 8, Non-Represented.

EXECUTIVE SUMMARY

In order to implement the addition of two full time Background Investigator positions the classification is being removed from Exhibit 8 and added to Exhibit 2. In addition, the Parking Controller series of classifications is being retitled to Parking Enforcement. To implement these actions, it is necessary to approve the Sixth Amendment to FY 2020 Salary Resolution No. 2019-135.

BACKGROUND

The classification of Background Investigator is currently a temporary class assigned to Exhibit 8. The Police Department has historically employed temporary Background Investigators to perform in-depth background investigations of prospective FPD employees, sex offenders and arson offenders. On January 30, 2020, Council approved the Sixth Amendment to Position Authorization Resolution No. 2019-134, adding two permanent full-time Background Investigator positions due to the ongoing need for this work in the department and to comply with City Charter Section 1000 (2) which states, “positions in any class or grade created for special or temporary purposes for a period of no longer than one year

Presented to City Council
 Date 3/19/2020
 Disposition _____

within any two consecutive fiscal years.” The Background Investigator classification will be removed from Exhibit 8 and added to Exhibit 2 and will be assigned to the E16 salary range.

The Parking Controller class series in Exhibit 3 will be retitled to Parking Enforcement Officer. The new titles are consistent with peer cities and the term ‘enforcement’ is commonly recognized in the parking enforcement field. Current incumbents in the job classifications of Parking Controller I, Parking Controller II and Parking Controller III will be retitled to Parking Enforcement Officer I, Parking Enforcement Officer II and Parking Enforcement Officer III, respectively.

The City provided notice to the respective bargaining units and has concluded its meet and confer obligation. The affected bargaining units concurred with the changes that are being presented to Council for approval.

The City Attorney’s Office has approved the Sixth Amendment to FY 2020 Salary Resolution No. 2019-135 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

There are no additional salary and benefit expenses associated with this item.

Attachments:

Resolution: Sixth Amendment to FY20 Salary Resolution No. 2019-135

Salary Tables: Sixth Amendment to FY20 Salary Resolution No. 2019-135 – Redline

Salary Tables: Sixth Amendment to FY20 Salary Resolution No. 2019-135 – Final

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE SIXTH AMENDMENT TO RESOLUTION NO. 2019-135 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 2020"

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

SECTION 1.

Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes (Non-Represented), is hereby amended to add the respective salary range and classification of Background Investigator, effective March 30, 2020.

SECTION 2.

Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA), is hereby amended to retitle the classification of Parking Controller I to Parking Enforcement Officer I; Parking Controller II to Parking Enforcement Officer II; and Parking Controller III to Parking Enforcement Officer III, effective March 30, 2020.

SECTION 3.

Exhibit 8, Unit 8, Non-Represented, is hereby amended to delete the classification of Background Investigator, effective March 30, 2020.

SECTION 4.

Upon final legislative approval, this Resolution shall become effective March 30, 2020.

Date Adopted:
Date Approved:
Effective Date:
City Attorney Approval:  _____

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 _____ 2020.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2020
Mayor Approval/No Return: _____, 2020
Mayor Veto: _____, 2020
Council Override Vote: _____, 2020

YVONNE SPENCE, MMC CRM
City Clerk

By: _____ Date
Deputy

APPROVED AS TO FORM:
DOUGLAS T. SLOAN
City Attorney

By: _____ Date
Tina R. Griffin
Assistant City Attorney

Date Adopted:
Date Approved:
Effective Date:
City Attorney Approval: _____

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Manager	310004e	-	E7		8291	-	10364	
Assistant City Attorney	160008e	-	E4		11389	-	16344	
Assistant City Manager	150135e	-	E3		15190	-	18988	
Assistant Controller	135020e	-	E5		9588	-	13460	
Assistant Director	150160e	-	E5		9588	-	13460	
Assistant Director of Personnel Services	150043e	-	E5		9588	-	13460	
Assistant Director of Public Utilities	620100e	-	E5		9588	-	13460	
Assistant Director of Public Works	210089e	-	E5		9588	-	13460	
Assistant Police Chief	415010e	-	E5		9588	-	13460	
Assistant Retirement Administrator	135040e	-	E5		9588	-	13460	
Background Investigator*	410055	-	E16		4086	-	5748	
Budget Analyst	135006e	12	E15		5411	-	6550	
Budget Manager	135008e	-	E5		9588	-	13460	
Chief Assistant City Attorney	160015e	-	E3		15190	-	18988	
Chief Information Officer	125067e	-	E4		11389	-	16344	
Chief of Staff to Councilmember	150086e	-	E10		3124	-	9421	
Chief of Staff to the Mayor	150123e	-	E5		9588	-	13460	
City Attorney	160009e	-	E1		17294	-	21617	
City Attorney Investigator	160003	-	E15		5411	-	6550	
City Clerk	150125e	-	E5		9588	-	13460	
City Engineer	210080e	-	E4		11389	-	16344	
City Manager	150130e	-	E1		17294	-	21617	
Community Coordinator	150075e	-	E16		4086	-	5748	
Community Outreach Specialist	150230e	-	E16		4086	-	5748	
Controller	135021e	-	E4		11389	-	16344	
Council Assistant	150085e	-	E10		3124	-	9421	
Deputy City Attorney II	160006e	-	E8		7537	-	9421	
Deputy City Attorney III	160007e	-	E7		8291	-	10364	
Deputy City Manager	150140e	-	E7		8291	-	10364	

e Exempt class, see Section 4.

* Effective 3/30/20, by the Sixth Amendment to Salary Resolution No. 2019-135.

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Manager	310004e	-	E7		8291	-	10364	
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Assistant City Manager	150135e	-	E3		15190	-	18988	
Assistant Controller	135020e	-	E5		9588	-	13460	
Assistant Director	150160e	-	E5		9588	-	13460	
Assistant Director of Personnel Services	150043e	-	E5		9588	-	13460	
Assistant Director of Public Utilities	620100e	-	E5		9588	-	13460	
Assistant Director of Public Works	210089e	-	E5		9588	-	13460	
Assistant Police Chief	415010e	-	E5		9588	-	13460	
Assistant Retirement Administrator	135040e	-	E5		9588	-	13460	
Background Investigator*	410055	-	E16		4086	-	5748	
Budget Analyst	135006e	12	E15		5411	-	6550	
Budget Manager	135008e	-	E5		9588	-	13460	
Chief Assistant City Attorney	160015e	-	E3		15190	-	18988	
Chief Information Officer	125067e	-	E4		11389	-	16344	
Chief of Staff to Councilmember	150086e	-	E10		3124	-	9421	
Chief of Staff to the Mayor	150123e	-	E5		9588	-	13460	
City Attorney	160009e	-	E1		17294	-	21617	
City Attorney Investigator	160003	-	E15		5411	-	6550	
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City Engineer	210080e	-	E4		11389	-	16344	
City Manager	150130e	-	E1		17294	-	21617	
Community Coordinator	150075e	-	E16		4086	-	5748	
Community Outreach Specialist	150230e	-	E16		4086	-	5748	
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e Exempt class, see Section 4.

* Effective 3/30/20, by the Sixth Amendment to Salary Resolution No. 2019-135.