

Agreement Between the
City of Fresno
and
Fresno City Employees Association

**Article VIII, Compensation and Benefits, Section Z, Classification and
Compensation Study; Article X, Special Rules for Employees Assigned to the
Police Department, Section K, Records Clerks' Incentive**

The City of Fresno and the Fresno City Employees Association (FCEA), have met and conferred in good faith and have agreed to implementation of pay equity adjustments and reclassification of classifications in the Records Bureau and Court Liaison Office/Prosecution Liaison Office ("CLO/PLO") of the Police Department, as well as a revision to the Records Clerks' Incentive, as follows:

1. Effective November 12, 2018, pay equity adjustments will be as reflected in Attachment I, attached hereto and incorporated by reference. The parties agree that these pay equity adjustments fulfil the following provision found in Article VIII, Section Z of the current MOU:

The City will allocate no less than \$372,012 in General Fund costs and \$673,045 in All Funds cost for an equity increase. Once the parties reach mutual agreement on the allocation of the initial equity increase the equity increases will be implemented on the first pay period after FCEA ratification and Council approval.

2. Effective November 12, 2018, eleven (11) employees in the classifications of Administrative Clerk I/II assigned to the Police Department Records Bureau and CLO/PLO, will be reclassified to Police Support Services Clerk as reflected in Attachment I, and thirty (30) employees in the classification of Senior Administrative Clerk assigned to the Police Department Records Bureau and CLO/PLO, will be reclassified to Police Support Services Technician as reflected in Attachment I.
3. Article X Section K, Records Clerks' Incentive shall no longer be effective as of November 12, 2018.

Employees who would have otherwise received a Records Clerks' Incentive pursuant to Article X, Section K, in Fiscal Year 2019, shall receive the incentive pro-rated based on the date since their last incentive payment was earned, through November 11, 2018. Awarding of any Record Clerks' Incentive shall cease thereafter.

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This agreement sets forth the full and entire understanding of the parties regarding pay equity adjustments in Fiscal Year 2019, reclassification of positions in the Police Department Records Bureau and CLO/PLO, and the Records Clerks' Incentive.

This Agreement is effective November 12, 2018, and expires with the current MOU which has an expiration date of December 20, 2020.

FOR FRESNO CITY EMPLOYEES
ASSOCIATION

FOR THE CITY OF FRESNO

SAMUEL FRANK
FCEA President

KENNETH PHILLIPS
Labor Relations Manager

Date _____

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: _____



Assistant City Attorney