

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

**Article VIII, Compensation and Benefits, Section Z, Classification and  
Compensation Study**

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 as follows:

Effective June 24, 2019, 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 pay equity adjustments in Fiscal Year 2020.

This Agreement is effective June 24, 2019, 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

**FCEA CLASSIFICATION AND COMPENSATION  
FISCAL YEAR 2020 EQUITY INCREASES**

ATTACHMENT I

<b>Job Code</b>	<b>Job Title</b>	<b>Equity Increase</b>
130011	Accountant-Auditor I	1.50%
130012	Accountant-Auditor II	1.50%
110002	Administrative Clerk II	1.50%
230022	Associate Electrical Safety Consultant I	3.50%
230023	Associate Electrical Safety Consultant II	3.50%
230003	Associate Environmental & Safety Consultant I	3.50%
230004	Associate Environmental & Safety Consultant II	3.50%
230012	Associate Plumbing & Mechanical Consultant I	3.50%
230013	Associate Plumbing & Mechanical Consultant II	3.50%
230008	Building Inspector II	3.50%
230009	Building Inspector III	3.50%
120005	Central Printing Clerk	1.50%
230015	Commercial Building Inspector	3.50%
520010	Community Recreation Assistant	1.50%
410025	Community Services Officer I	1.50%
410026	Community Services Officer II	1.50%
125011	Computer Systems Specialist II	7.65%
125012	Computer Systems Specialist III	6.00%
115028	Deputy City Clerk	1.50%
230057	Development Services Coordinator	1.50%
410050	Digital Forensics Analyst	2.21%
210015	Engineer I	18.50%
210016	Engineer II	12.33%
210002	Engineering Aide II	1.68%
230075	Engineering Inspector I	3.82%
230076	Engineering Inspector II	3.92%
210006	Engineering Technician II	4.49%
125025	Geographic Information System (GIS) Specialist	6.00%
125030	Network Systems Specialist	6.00%
710120	Parking Controller I	1.50%
710121	Parking Controller II	1.50%
710122	Parking Controller III	1.50%
410007	Phlebotomist	2.00%
220005	Planner I	7.21%
220006	Planner II	3.28%
220002	Plans and Permit Technician	6.26%
210041	Plans Examiner	3.57%
125021	Programmer/Analyst II	7.65%
125022	Programmer/Analyst III	6.00%
125023	Programmer/Analyst IV	8.10%
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%
145002	Senior Commercial Building Inspector	3.50%
230016	Senior Community Services Officer	1.50%
115029	Senior Deputy City Clerk	0.32%
210007	Senior Engineering Technician	2.05%
210042	Senior Plans Examiner	2.75%
140003	Senior Property & Evidence Technician	1.50%
110101	Senior Records Clerk	1.50%
110051	Senior Secretary	0.32%
145011	Senior Storeskeeper	1.50%
150001	Staff Assistant	1.50%
210030	Survey Party Technician	4.49%
135001	Tax/Permit Inspector	0.03%