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Title: ***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)

Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. Resolution - 6th Amend to FY20 Salary Resolution, 2. REDLINE_Salary Tables_6th Amendment_FY20 Salary Reso, 3. FINAL_Salary Tables_6th Amendment_FY20 Salary Reso, 4. Additional Information - Amended documents.pdf

Date	Ver.	Action By	Action	Result
3/19/2020	2	City Council		adopted

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

***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**)

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 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 E15 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