



Legislation Details (With Text)

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Title: ***RESOLUTION - 13th amendment to Fiscal Year 2017 Salary Resolution No. 2016-120, (1) deleting the class of Collection System Maintenance Operator I, retitling the Collection System Maintenance Operator II and III to Collection System Maintenance Technician and Collection System Maintenance Specialist, respectively, and adding the class of Senior Collection System Maintenance Specialist and providing a salary range for the respective class, to Unit 1, Exhibit 1, Non-Supervisory Blue Collar (Local 39); (2) adding the class of Law Clerk and its salary range to Unit 8, Exhibit 8, Non-Represented; and, (3) adding the classes of Wastewater System Supervisor, Wastewater Operations Supervisor, and Wastewater Environmental Supervisor and their respective salary ranges to Unit 13, Exhibit 13-1, Exempt Supervisory and Professional (CFPEA)

Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. FINAL.13th Amend to FY17 Salary Resolution.pdf, 2. REDLINE.13th Amend to FY17 Salary Resolution.pdf

Date	Ver.	Action By	Action	Result
5/18/2017	1	City Council	approved	Pass

REPORT TO THE CITY COUNCIL

May 18, 2017

FROM: JEFF CARDELL, Director
Personnel Services Department

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

SUBJECT

***RESOLUTION - 13th amendment to Fiscal Year 2017 Salary Resolution No. 2016-120, (1) deleting the class of Collection System Maintenance Operator I, retitling the Collection System Maintenance Operator II and III to Collection System Maintenance Technician and Collection System Maintenance Specialist, respectively, and adding the class of Senior Collection System Maintenance Specialist and providing a salary range for the respective class, to Unit 1, Exhibit 1, Non-Supervisory Blue Collar (Local 39); (2) adding the class of Law Clerk and its salary range to Unit 8, Exhibit 8, Non-Represented; and, (3) adding the classes of Wastewater System Supervisor, Wastewater Operations Supervisor, and Wastewater Environmental Supervisor and their respective salary ranges to Unit 13, Exhibit 13-1, Exempt Supervisory and Professional (CFPEA)

RECOMMENDATION

It is recommended Council approve the Thirteenth Amendment to Salary Resolution No. 2016-120 to establish the following classifications and respective salary ranges effective May 29, 2017:

- Collection System Maintenance Technician, Collection System Maintenance Specialist and Senior Collection System Maintenance Specialist in Exhibit 1, Non-Supervisory Blue Collar (Local 39);
- Law Clerk in Exhibit 8, Non-Represented; and
- Wastewater System Supervisor, Wastewater Operations Supervisor, and Wastewater Environmental Supervisor in Exhibit 13-1, Exempt Supervisory and Professional (CFPEA).

EXECUTIVE SUMMARY

In collaboration with respective City Departments, Personnel Services has revised the Collection System Maintenance Operator series and developed seven new classifications including: Collection System Maintenance Technician, Collection System Maintenance Specialist, Senior Collection System Maintenance Specialist, Law Clerk, Wastewater System Supervisor, Wastewater Operations Supervisor, and Wastewater Environmental Supervisor.

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

BACKGROUND

Personnel Services regularly reviews job classifications and revises existing classes or develops new classifications to address changes that have occurred throughout the City. Typically such changes are addressed in advance of a recruitment effort or follow a classification study. When such changes occur, notice is provided to the affected bargaining unit with an opportunity to meet on the changes.

In collaboration with the Department of Public Utilities, the collections group was amended to form a classification structure that better aligns with current duties and responsibilities and adds the requirement of state Collection System Maintenance Certification. The classification series also includes a senior (lead) classification for the work group which may perform lead and administrative responsibilities or be assigned a specialty function or service in which advanced skill or competency is required.

The Collection System Maintenance Operator (CSMO) I and II will be merged into the Collection System Maintenance Technician class. The current incumbents will be reclassified and maintain their seniority date. The salary range for the Technician class will be established consistent with the current CSMO II. With the exception of four (4) identified employees, current incumbents of the Collection System Maintenance Operator III class will be reclassified as Collection System Maintenance Specialist and maintain their seniority date. The salary range for the Specialist class is equal to the salary range of the CSMO III. Finally, the four (4) identified employees in the current Collection System Maintenance Operator III class will be reclassified into the new Senior Collection System Maintenance Specialist classification. The range for this classification is approximately 10% above the salary range for the CSMO Specialist.

In the City Attorney's Office, the Law Clerk was created to perform a wide variety of legal tasks for the City Attorney's Office. Duties may include code enforcement projects, research and writing legal briefs, compiling evidence, locating, interviewing, and preparing witnesses, researching City Council actions, researching Fresno Municipal Code provisions, preparing declarations, and representing the City at administrative hearings. Law Clerk position is a temporary classification and compensated on an hourly basis. The hourly compensation will range from \$20 for law students to \$25 for certified law students or law school graduates.

At the request of the Department of Public Utilities, the Wastewater System Supervisor, Wastewater Operations Supervisor, and Wastewater Environmental Supervisor classifications are being created as a result of the consolidation of seven existing classifications: (1) Industrial Electrician Supervisor, Power Generation System Supervisor, and Wastewater Treatment Maintenance Supervisor will become Wastewater System Supervisor; (2) Assistant Chief of Wastewater Treatment Operations and Collection System Maintenance Supervisor will become Wastewater Operations Supervisor; and (3) Laboratory Supervisor and Supervising Environmental Control Officer will become Wastewater Environmental Supervisor. The unification of classifications will afford the City's Wastewater Management Division the flexibility to assign and reassign supervisors based on similar operational needs. Current incumbents will maintain their seniority date and the salary range for the new Supervisor classifications will mirror the current salary range for Wastewater Treatment Supervisor.

The City provided notice to all of the bargaining units regarding the new classifications; and the affected bargaining units regarding the new classes and salary ranges. The City has concluded its meet and confer obligation, and the affected bargaining units concurred with the changes that are being presented to Council for approval.

The City Attorney's Office has approved the Thirteenth Amendment to Salary Resolution No. 2016-120 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

This Salary Resolution Amendment will result in increased salary and benefit costs in FY 17 of approximately \$63,000 which be absorbed within existing appropriations.

Attachment:

Thirteenth Amendment to Salary Resolution No. 2016-120 - Redline

Thirteenth Amendment to Salary Resolution No. 2016-120 - Final