



Legislation Details (With Text)

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**Title:** \*\*\*RESOLUTION - Adopt the 9th Amendment to FY 2022 Salary Resolution No. 2021-176, amending Exhibit 14, Unit 14, Management Classes (CFMEA) to reclassify the salary step range for the Assistant City Clerk to an "A" step of \$6,584 to an "I" step of \$8,021. (Subject to Mayor's Veto).

**Sponsors:** Mike Karbassi, Tyler Maxwell

**Indexes:**

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**Attachments:** 1. Ninth Amendment to FY22 Salary Resolution No. 2021-176, 2. Ninth Amendment to FY 22 Salary Resolution No. 2021-176 - Redline, 3. Ninth Amendment to FY22 Salary Resolution No. 2021-176 - Final

Date	Ver.	Action By	Action	Result
12/9/2021	1	City Council	adopted	Pass

**REPORT TO THE CITY COUNCIL**

**December 9, 2021**

**FROM:** MIKE KARBASSI, Councilmember  
District 2, City Council

TYLER MAXWELL, Councilmember  
District 4, City Council

**SUBJECT**

\*\*\*RESOLUTION - Adopt the 9th Amendment to FY 2022 Salary Resolution No. 2021-176, amending Exhibit 14, Unit 14, Management Classes (CFMEA) to reclassify the salary step range for the Assistant City Clerk to an "A" step of \$6,584 to an "I" step of \$8,021. (Subject to Mayor's Veto).

**RECOMMENDATION**

It is recommended that Council approve the Ninth Amendment to the Salary Resolution No. 2021-176 effective December 13, 2021, to:

- Reclassify the salary step range for the Assistant City Clerk from the current range of "A" step of \$6584 to an "A" step of \$7696 and an "I" step of \$8021 to an "I" step of \$9376, with all steps "B" through "H" calibrated consistent with other Unit 14 classifications of the same salary step range.

**EXECUTIVE SUMMARY**

It is recommended that the salary step range for the Assistant City Clerk position is reclassified with a salary minimum at the “A” step of \$7889, a “B” step of \$8,087 monthly, a “C” step of \$8,289 monthly, a “D” step of \$8496 monthly, an “E” step of \$8,708 monthly, an “F” step of \$8925 monthly, a “G” step of \$9148 monthly, an “H” step of \$9377 monthly, and an “I” step of \$9611 monthly. This increase is recommended for equity with the City Clerk and in recognition of additional duties and qualifications required by the Assistant City Clerk position.

## **BACKGROUND**

In July 2021, Council reclassified the salary range for the City Clerk position from executive pay range 5 (E5) to executive pay range 4 (E4), resulting in a significant salary adjustment in recognition of increased duties and qualification of the City Clerk position. The salary range for the City Clerk was increased by 17.2% minimum monthly and 19.4% maximum monthly. The Assistant City Clerk’s salary classification was not adjusted. The existing Assistant City Clerk salary step range starts at a minimum of \$6584 monthly at the “A” step and caps at \$8021 monthly at the “I” step.

Like the City Clerk position, the Assistant City Clerk position has acquired additional, more complex duties and qualifications over time. For purposes of equity, it is recommended that the Assistant City Clerk position be reclassified from the current salary step range to a range which most closely approximates the percentage increases provided to the City Clerk position. The proposed salary step range offers the closest approximation to the percentage increases provided to the City Clerk position of the existing salary step ranges in Unit 14.

There is no need to amend the CFMEA MOU because the City and CFMEA have agreed that changes in the Salary Resolution will be automatically reflected in the MOU by operation of agreement.

The City provided notice to the respective bargaining units regarding the new classifications and has concluded its meet and confer obligation.

The City Attorney’s Office has approved the Ninth Amendment to Salary Resolution No. 2021-176 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**

Reclassifying the Assistant City Clerk salary step range will result in minimal increased salary and benefit expenses in Fiscal Year 2022.

Attachments:

Resolution: Ninth Amendment to FY22 Salary Resolution No. 2021-176

Salary Tables: Ninth Amendment to FY22 Salary Resolution No. 2021-176 - Redline

Salary Tables: Ninth Amendment to FY22 Salary Resolution No. 2021-176 - Final