



Legislation Details (With Text)

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**File created:** 8/2/2019    **In control:** City Council  
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**Title:** Actions related to Personnel and Bargaining Unit matters:  
 1.\*\*\*Approve a Side Letter of Agreement with the City of Fresno Employees Association (CFPEA) representing Unit 13 which provides for equity increases for various classifications, effective August 19, 2019 (Subject to Mayor's Veto)  
 2.\*\*\*RESOLUTION - Adopt the 2nd Amendment to FY 2020 Salary Resolution No. 2019-135, amending Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39), to increase the salary range for Senior Sanitation Operator) effective August, 19, 2019; Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) to correct the footnote associated with the classifications of Fire Prevention Inspector I and Fire Prevention Inspector II, retroactively effective July 1, 2019, and to implement previously approved salary increases for respective classes in the said exhibit, effective June 22, 2020; Exhibit 8, Unit 8, Non-Represented, to increase the salary range for Police Cadet II, effective August 19, 2019; and Exhibit 13-1, Exempt Supervisory and Professional, and Exhibit 13-2, Non-Exempt Professional, for Unit 13 (CFPEA) to amend salaries for certain classes pursuant to the Side Letter of Agreement with CFPEA providing equity increases for various classifications, effective August 19, 2019 (Subject to Mayor's Veto)

**Sponsors:** Personnel Services Department

**Indexes:**

**Code sections:**

**Attachments:** 1. Side Letter - CFPEA CLass & Comp Phase 2, 2. Costing - CFPEA Class & Comp Phase 2 Equity Adj, 3. Resolution - 2nd Amend to FY20 Salary Resolution, 4. Salary Tables\_ 2nd Amend to FY20 Salary Resolution - REDLINE, 5. Salary Tables\_ 2nd Amend to FY20 Salary Resolution - FINAL

Date	Ver.	Action By	Action	Result
8/22/2019	1	City Council	adopted	

**REPORT TO THE CITY COUNCIL**

**August 22, 2019**

**FROM:** JEFF CARDELL, Director of Personnel Services  
Personnel Services Department

**BY:** KEN PHILLIPS, Labor Relations Manager  
Personnel Services Department

**SUBJECT**

Actions related to Personnel and Bargaining Unit matters:

1.\*\*\*Approve a Side Letter of Agreement with the City of Fresno Employees Association (CFPEA) representing Unit 13 which provides for equity increases for various classifications, effective August 19, 2019 **(Subject to Mayor's Veto)**

2.\*\*\*RESOLUTION - Adopt the 2<sup>nd</sup> Amendment to FY 2020 Salary Resolution No. 2019-135, amending Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39), to increase the salary range for Senior Sanitation Operator) effective August, 19, 2019; Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) to correct the footnote associated with the classifications of Fire Prevention Inspector I and Fire Prevention Inspector II, retroactively effective July 1, 2019, and to implement previously approved salary increases for respective classes in the said exhibit, effective June 22, 2020; Exhibit 8, Unit 8, Non-Represented, to increase the salary range for Police Cadet II, effective August 19, 2019; and Exhibit 13-1, Exempt Supervisory and Professional, and Exhibit 13-2, Non-Exempt Professional, for Unit 13 (CFPEA) to amend salaries for certain classes pursuant to the Side Letter of Agreement with CFPEA providing equity increases for various classifications, effective August 19, 2019 **(Subject to Mayor's Veto)**

## RECOMMENDATIONS

It is recommended that Council approve the attached Side Letter of Agreement with CFPEA which provides for phase two of equity increases for various classifications in the Unit resulting from the FY18 Classification and Compensation Study of classifications in the Unit.

Additionally, it is recommended Council approve the Second Amendment to Salary Resolution No. 2019-135, to:

- Increase the salary range of Senior Sanitation Operator in Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39), effective August 19, 2019;
- Amend Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) to correct the footnote reference associated for the classifications of Fire Prevention Inspector I and Fire Prevention Inspector II, from typo "4", to "5", retroactively effective July 1, 2019; and to implement previously approved salary increases for respective classes in the said exhibit, effective June 22, 2020;
- Increase the salary range for Police Cadet II in Exhibit 8, Unit 8, Non-Represented, effective August 19, 2019; and
- Amend Exhibit 13-1, Exempt Supervisory and Professional, and Exhibit 13-2, Non-Exempt Professional, for Unit 13 (CFPEA) to amend salaries for certain classes pursuant to the attached Side Letter of Agreement with CFPEA providing equity increases for various classifications, effective August 19, 2019.

## EXECUTIVE SUMMARY

The City and CFPEA reached tentative agreement on a Side Letter of Agreement which implements a second phase of equity adjustments to salaries for certain classes, effective August 19, 2019, which Council is being asked to approve. In addition, Council previously approved a successor MOU between the City and FCEA, which provides for a salary increase of 2.5% for classes in the Unit, effective June 22, 2020. Salary tables are being added to the Salary Resolution in recognition of the scheduled salary increase.

The salary ranges for the Senior Sanitation Operator classification in Exhibit 1, Unit 1, Non-

Supervisory Blue Collar (Local 39), and the Police Cadet II classification in Exhibit 8, Unit 8, Non-Represented, are being increased. In addition, the footnote for the Fire Prevention Inspector I and Fire Prevention Inspector II classifications is being retroactively corrected from "4", to "5."

To implement these actions, it is necessary to approve the Second Amendment to FY19 Salary Resolution No. 2019-135.

## **BACKGROUND**

In 2018, the City and CFPEA agreed to a Classification and Compensation Study with equity increases that would be implemented in phases, with the first phase completed in July 2018. On July 30, 2019, the City and CFPEA reached tentative agreement on a Side Letter of Agreement to implement the second phase of equity adjustments to certain classes which Council is being asked to approve. The second phase of equity adjustments includes increases to classifications to address recruitment and retention challenges for engineering, information technology, inspection, and planning classifications. Other classifications received equity adjustments to address internal and external relationships.

In August 2018, Council approved a successor MOU between the City and FCEA. The MOU provides for a salary increase of 2.5% for all classes in the Unit effective June 22, 2020. Salary tables are being added to the Salary Resolution by this amendment in recognition of the scheduled salary increase in this Fiscal Year.

The Senior Sanitation Operator classification was created in 2017. After further review, it was determined that a 3.2% increase in the salary range was appropriate to ensure internal parity with other classifications in the Unit which have similar scope of responsibility and nature of work.

The salary for Police Cadet II is being increased by 24.2% at the bottom of the range and by 38.9% at the top of the range to provide a more competitive salary when recruiting individuals to sponsor through the Police Academy with the ultimate goal of becoming a Fresno Police Officer.

The City provided notice to the respective bargaining units and the City 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 Side Letter of Agreement and the Second 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**

The increased salary and benefit expenses for all equity adjustments is approximately \$316,630 to the General Fund and \$598,348 to All Funds in FY 2020. Annualized the cost is approximately \$374,199 to the General Fund and \$707,138 to All Funds in FY 2020.

Increasing the salary range of Police Cadet II in Exhibit 8, Unit 8, will result in increased salary and benefit expenses in Fiscal Year 2020 of approximately \$199,126 to the General Fund and \$199,126 to all funds.

### Attachments:

Side Letter of Agreement: FCEA - Class & Comp Equity Adjustments

Costing: Class & Comp Equity Adjustments

Resolution: Second Amendment to FY20 Salary Resolution No. 2019-135

Salary Tables: Second Amendment to FY20 Salary Resolution No. 2019-135 - Redline

Salary Tables: Second Amendment to FY20 Salary Resolution No. 2019-135 - Final