



Legislation Details (With Text)

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Title: Actions pertaining to amendments to resolutions related to classification title for the Airports Property Specialist, classification and compensation for Payroll Accountants and Deputy City Manager and modifying Certificate Pay for Unit 2 employees.
 1. ***RESOLUTION - Adopt the 12th Amendment to the FY 2023 Salary Resolution No. 2022-152, amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by retitling Airports Property Specialist I and Airports Property Specialist II to Property Specialist I and Property Specialist II, amending Exhibit 2, Non-Represented Management and Confidential, Increasing the top of Range E20 from \$7,596 to \$10,364, assigning Deputy City Manager from Range E6 to E5 and amending Section 14 Certificate Pay to Professional Certificate and License Pay and modifying the language to change the compensation rate and expand the benefit to include additional licenses and certifications as approved by the City Manager, effective March 27, 2023. (Subject to Mayor's Veto)

Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. ID 23-519 (1-Q) Supplemental Packet

Date	Ver.	Action By	Action	Result
3/30/2023	1	City Council	ADOPTED	Pass

REPORT TO THE CITY COUNCIL

FROM: TJ MILLER, Interim Director
Personnel Services Department

BY: VANESSA PERALES, Human Resources Manager
Personnel Services Department

SUBJECT

Actions pertaining to amendments to resolutions related to classification title for the Airports Property Specialist, classification and compensation for Payroll Accountants and Deputy City Manager and modifying Certificate Pay for Unit 2 employees.

1. ***RESOLUTION - Adopt the 12th Amendment to the FY 2023 Salary Resolution No. 2022-152, amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by retitling Airports Property Specialist I and Airports Property Specialist II to Property Specialist I and Property Specialist II, amending Exhibit 2, Non-Represented Management and Confidential, Increasing the top of Range E20 from \$7,596 to \$10,364, assigning Deputy City Manager from Range E6 to E5 and amending Section 14 Certificate Pay to Professional Certificate and License Pay and modifying the language to change the compensation rate and expand the benefit to include additional licenses and certifications as approved by the City Manager, effective March

27, 2023. (Subject to Mayor's Veto)

RECOMMENDATION

It is recommended that Council approve the Twelfth Amendment to the FY 2023 Salary Resolution No. 2022-152 in Exhibit 3, to change the title of Airports Property Specialist I/II to Property Specialist I/II, Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes, to increase the E20 maximum salary range from \$7,596 to \$10,364 per month for the Payroll Accountant, and reassign Deputy City Manager from range E6 to E5, amending Section 14 Certificate Pay to Professional Certificate and License Pay, modify the compensation rate and expand the benefit to include additional licenses and certifications as approved by the City Manager, effective March 27, 2023.

EXECUTIVE SUMMARY

In Exhibit 3, the current classifications of Airports Property Specialist I and Airports Property Specialist II do not reflect the recently negotiated and updated content in the job specifications. The City met and conferred with FCEA to update the job specification and agreed to the title change contingent upon Council approval. The new title appropriately reflects the Classification and the City's ability to staff the Classification beyond Airports and to use Citywide.

The E20 Executive Pay Range was added to Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes, in 2019. When the E20 Executive Pay Range of \$5,705 to \$7,596 per month was developed, it was originally set to reflect a salary relationship with Senior Accountant. The Payroll Accountant classification is challenging to fill as a result of the increasing complexities, magnified consequence of error and a 10% increase in scope as the employee population continues to grow. The evolution of the classification justifies the need to increase the top of the range from \$7,596 to \$10,364 in order to attract and retain employees. There will not be a financial impact as the incumbents do not automatically move through the range as employees automatically move through the steps in Classified Service, and the two incumbents are not near the top of the existing range.

In Exhibit 2, Deputy City Manager is assigned to the range E6. By assigning Deputy City Manager to range E5, the classification will be appropriately aligned within the organization due to the level of citywide responsibility. The classification is difficult to fill and also needs to be better aligned in the structure to reflect the demands of the position.

In Section 14 Certificate Pay, by modifying the title of the section to Professional Certificate and License Pay and modifying the language to change the compensation rate and expand the benefit to change the compensation from a percent of base pay to a flat \$300 per month as approved by the City Manager, City Attorney and Retirement Administrator, and to include additional licenses and certifications; Professional Engineer License, Chartered Financial Analyst (CFA), Financial Risk Manager (FRM), Certified Treasury Professional (CTP), and Certified Investment Manager Analyst (CIMA).

To implement these actions, it is necessary to approve the Twelfth Amendment to FY 2023 Salary Resolution No. 2022-152.

BACKGROUND

The City met and conferred with FCEA to update the job specification Airports Property Specialist I and Airports Property Specialist II to Property Specialist I and Property Specialist II to appropriately reflect the Classification and the City's ability to staff the Classification beyond Airports and to use Citywide.

The Payroll Accountant classification is challenging to fill as a result of the increasing complexities, magnified consequence of error and a 10% increase in scope as the employee population continues to grow. The evolution of the classification justifies the need to increase the top of the range in order to attract and retain employees. There will not be a financial impact as the incumbents do not automatically move through the range as employees automatically move through the steps in Classified Service, and the two incumbents are not near the top of the existing range.

The Deputy City Manager is assigned to the range E6. By assigning Deputy City Manager to range E5, the classification will be appropriately aligned within the organization due to the level of citywide responsibility. The classification is difficult to fill and also needs to be better aligned in the structure to reflect the demands of the position.

The desire to compensate professional staff for obtaining certifications and licensure to ensure professional growth development, services to the City of Fresno as well as strengthen recruitment and retention efforts.

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

Approval of the 12th Amendment to the Salary Resolution will not impact the FY23 general fund.

Attachments:

Resolution: Twelfth Amendment to FY23 Salary Resolution No. 2022-152
Salary Tables: Twelfth Amendment to FY23 Salary Resolution No. 2022-152 - Redline
Salary Tables: Twelfth Amendment to FY23 Salary Resolution No. 2022-152 - Final
Salary Resolution FY23 Section 14 - Redline
Salary Resolution FY23 Section 14 - Final