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Title: ***RESOLUTION - Adopt the Fiscal Year 2020 Salary Resolution (Subject to Mayor's veto)

Sponsors: Personnel Services Department

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Attachments: 1. FINAL_FY20 Salary Resolution, 2. REDLINE_FY20 Salary Resolution

Date	Ver.	Action By	Action	Result
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REPORT TO THE CITY COUNCIL

June 20, 2019

FROM: Jeff Cardell, Director
Personnel Services Department

SUBJECT
***RESOLUTION - Adopt the Fiscal Year 2020 Salary Resolution (**Subject to Mayor's veto**)

RECOMMENDATION

It is recommended that the City Council adopt the Fiscal Year 2020 Salary Resolution.

EXECUTIVE SUMMARY

The proposed Fiscal Year 2020 Salary Resolution includes a number of changes that are cleanup in nature. Other changes include adding a provision for safety employees in Unit 2, Exhibit 2, who are in Tier 2 of the Fire and Police Retirement System hired on or after July 1, 2019, to make an additional contribution of 3% to be consistent with the represented employee contribution rates; capping Sick Leave accruals for Police Cadets consistent with Sick Leave provisions for temporary employees; adding a section on leave integration with State Disability Insurance/Paid Family Leave (SDI/PFL) for new hires and employees transferring from a bargaining unit with SDI and the City's long term disability insurance plan; expanding the appendix section and respective Exhibit footnotes for clarification; including salary adjustments which have been negotiated with respective bargaining units or are required by the California minimum wage increase; and, defining the conditions upon

which City retirees may work for the City on a temporary basis .

BACKGROUND

The Salary Resolution of the City of Fresno establishes rules for the application of City employee compensation rates and schedules and related requirements, as well as exhibiting the monthly compensation rates which have already been authorized by the City Council. Except where there is conflict with a Memorandum of Understanding or Terms and Conditions of Employment, the provisions contained in the Salary Resolution shall apply.

Each year the Salary Resolution is updated to reflect changes in law, minimum wage, and other salary adjustments as well as modify language to ensure the respective provisions are clear.

The following summarizes the significant changes incorporated in the proposed Fiscal Year 2020 Salary Resolution:

Section 2. Salary Step Plan:

- The seventh step of the salary step plan was included consistent with salary steps provided in Exhibits 4, 5, 9, and 10.
- Language on temporary assignment pay was modified to clarify that the provision applies to employees in limited or provisional appointments.

Section 12. Supplemental Sick Leave for Employees in Exhibit 2:

- Modified to recognize that not all employees in Exhibit 2 achieve permanent status as defined by FMC Section 3-202 (5).

Section 15. Salary Rates:

- Retitled Exhibit 6 from 'Bus Drivers' to 'Bus Drivers and Student Drivers' consistent with this bargaining unit designation.

Section 17. Bilingual Certification Program for Employees Occupying Permanent Classes:

- Added provision codifying current practice that bilingual premium may be discontinued if an employee fails to recertify.

Section 18. Benefits for Full-Time Employees Occupying Permanent Positions in Exhibit 2:

- Added a provision for eligible employees in Exhibit 2 to participate in Tier 2 of the Fire and Police Retirement System. Such employees hired on or after July 1, 2019, shall pay an additional contribution equal to three (3%) of their pensionable compensation to the Fire and Police Retirement System, consistent with provisions in represented safety units.

Section 20. Benefits for Police Cadets and Permanent Part-Time Employees:

- Clarified Police Cadets may be terminated from the program per FMC 3-266(d).
- Included a forty-eight (48) hour cap for Sick Leave accruals consistent with provisions for temporary employees.

Section 21. Conversion of Leaves when Changing Bargaining Units:

- Clean up to remove 'Administrative Leave,' as leave has been retitled to 'Management Leave' in all units with such provisions.

- Clarified that cash outs are paid at the base rate of pay.
- Clarified moving between units is a transfer.

Section 24. Integration with State Disability Insurance/Paid Family Leave (SDI/PFL) and the City's Long Term Disability Insurance Plan:

- New section to codify the process of leave integration with State Disability Insurance and Long Term Disability Insurance.

Section 26. Benchmarking Deleted Classifications:

- Language was added to clarify that Exhibit 16 reflects classifications benchmarked and deleted from 2016 to present.

Section 27. Temporary Service After Retirement

- This new section defines the conditions upon which a City retiree may return to work on a temporary basis including the provision of a bona fide employment separation of at least 90 calendar days.

Appendix to Salary Resolution:

- Footnote 4 was revised to clarify the probationary period for respective classifications.
- Footnote 5 was revised to remove class specific job titles.
- Footnote 6 was revised to clarify that promotion from Police Officer Recruit to Police Officer occurs after one year of service.
- Footnote 9 was added to clarify the tenure for police cadets consistent with the Fresno Municipal Code.
- Footnote 10 was added to clarify the tenure for incumbents in the Senior Law Clerk classification.

Exhibit 2: The minimum and the maximum of the respective salary ranges have been increased by 2%. The salary range of classification Payroll Accountant was adjusted to maintain consistent 10% spread with Senior Accountant Auditor in Exhibit 13-1.

Exhibits 3, 5, 6, 7, 10, 11, 13-1, and 13-2: Modifies pay ranges pursuant to negotiated salary increases previously approved by Council with the adoptions of respective successor MOUs.

Exhibit 8: Modified the job title of 'Student Aide II' to 'Intern' and adjusts the salary range consistent with Services Aide; modified the salary range of Law Enforcement Instructor consistent with Background Investigator; and adjusts pay ranges effective January 1, 2020, consistent with an increase to the California minimum wage for classes of: Cashier Clerk, Lifeguard, Senior Lifeguard, Pool Supervisor, Police Cadet I, Police Cadet II, Services Aide, Sports Official and Intern.

Exhibit 10: Modified the job title of 'Deputy Fire Chief' to 'Fire Deputy Chief' consistent with the correct classification title.

Exhibits 4 and 16: Deleted the classification of Police Specialist in Exhibit #4; and added the respective classification to Exhibit #16 which identifies a pay relationship to calculate retirement benefits for this deleted class.

Cleanup changes to other Exhibits included adding footnotes where applicable or revising footnotes

pursuant to modifications made in the Appendix, and removing salary tables and/or effective dates as appropriate.

In addition to the above, there was non-substantive language cleanup throughout.

The City Attorney's Office has approved the FY 2020 Salary Resolution 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

Adoption of the Salary Resolution will result in increased salary and benefit expenses of \$26,649, for all Funds. The General Fund share is approximately \$24,677. These increased expenses have been included in the Mayor's Proposed Budget.

Attachments:

Final Version of FY 2020 Salary Resolution

Redlined Version of FY 2020 Salary Resolution