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**Title:** \*\*\*RESOLUTION: Adopt the Ninth Amendment to Fiscal Year 2024 Salary Resolution No. 2023-183, amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by adding the new classifications and providing a monthly salary step plan range for Radio Frequency (RF) Network Engineer I, Radio Frequency (RF) Network Engineer II, Senior Radio Frequency (RF) Network Engineer and Airports Public Safety Agent I, Airports Public Safety Agent II, Senior Airports Public Safety Agent, effective December 18, 2023 (Subject to Mayor's Veto); and amending Section 18, Benefits for Police Cadets, Permanent Part-Time Employees, and Limited Employees; and Benefits and Terms and Conditions for Permanent Airport Public Safety Officers and Permanent Airport Public Safety Supervisors, to update the Section 18 and Subsection C headings to include Temporary Employees and modify Subsection C to add a standby premium pay and respective provisions for limited and temporary employees in non-exempt job classifications; retroactively effective December 4, 2023 (Subject to Mayor's Veto)

**Sponsors:** Personnel Services Department

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution - Ninth Amendment to FY24 Salary Resolution No. 2023-183 12.06.2023, 2. Narrative - Ninth Amendment to FY24 Salary Resolution No. 2023-183, 3. Salary Tables - Ninth Amendment to FY24 Salary Resolution No. 2023-183 - Redline 12.06, 4. Salary Tables - Ninth Amendment to FY24 Salary Resolution No. 2023-183 - Final 12.06.2023, 5. Updated Staff Report, Resolution, Narrative, and Salary tables for the Ninth Amendment to the FY 2024 Salary Resolution No. 2023-183

Date	Ver.	Action By	Action	Result
12/14/2023	1	City Council	ADOPTED	Pass

**REPORT TO THE CITY COUNCIL**

**FROM:** Sumeet Malhi, Director  
Personnel Services Department

**BY:** Vanessa Perales, Human Resources Manager  
Personnel Services Department

Stephanie Hernandez, Principal Labor Relations Analyst  
Personnel Services Department

**SUBJECT**

\*\*\*RESOLUTION: Adopt the Ninth Amendment to Fiscal Year 2024 Salary Resolution No. 2023-183, amending Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by adding the new classifications and providing a monthly salary step plan range for Radio Frequency (RF) Network Engineer I, Radio Frequency (RF) Network Engineer II, Senior Radio Frequency (RF) Network Engineer and Airports

Public Safety Agent I, Airports Public Safety Agent II, Senior Airports Public Safety Agent, effective December 18, 2023 (Subject to Mayor's Veto); and amending Section 18, Benefits for Police Cadets, Permanent Part-Time Employees, and Limited Employees; and Benefits and Terms and Conditions for Permanent Airport Public Safety Officers and Permanent Airport Public Safety Supervisors, to update the Section 18 and Subsection C headings to include Temporary Employees and modify Subsection C to add a standby premium pay and respective provisions for limited and temporary employees in non-exempt job classifications; retroactively effective December 4, 2023 (Subject to Mayor's Veto)

## RECOMMENDATION

It is recommended that Council adopt the Ninth Amendment to the Fiscal Year 2024 Salary Resolution No. 2023-183 to amend Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) by adding six (6) new classifications and the respective monthly salary step plan ranges for Radio Frequency Network Engineer I, Radio Frequency Network Engineer II and Senior Radio Frequency Network Engineer to create classifications focused in providing support and maintaining critical City-wide communications/radio systems in addition to the new Airports Public Safety Agent I, Airports Public Safety Agent II and Senior Airports Public Safety Agent which will be focused on performing non-sworn enforcement of rules and regulations within Airports facilities operated by the City of Fresno, effective December 18, 2023; and to amend Section 18 of the Fiscal Year 2024 Salary Resolution No. 2023-183 to update the Section 18 and Subsection C headings to include Temporary Employees and add a standby premium pay of \$1.65 an hour for limited and temporary employees in non-exempt job classifications, retroactively effective December 4, 2023.

## EXECUTIVE SUMMARY

Adopting the Ninth Amendment to the Salary Resolution will create the new classifications and monthly salary step plan ranges in Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA) for:

- Radio Frequency Network Engineer I, Radio Frequency Network Engineer II and Senior Radio Frequency Network Engineer. This classification series will be critical for supporting and maintaining the City's RF (radio frequency)/LMR (land mobile radio) systems, video surveillance cameras and associated systems, dispatch systems, and related data networking systems and public safety communications systems.
- Airports Public Safety Agent I, Airports Public Safety Agent II and Senior Airports Public Safety Agent. This classification series will be responsible for performing non-sworn enforcement of rules and regulations within Airports facilities operated by the City of Fresno; monitoring and directing airport traffic flow; reporting hazard or suspicious activity; verifying credentials and escorting or directing individuals; and performing inspections consistent with Airports guidelines.

This action will not require additional funding or an increase in total positions to the Information Services Department or the Airports Department as existing positions will be converted to the new classifications.

The City has provided notice to the respective bargaining unit regarding the proposed new classification series and has concluded its meet and confer obligation.

Additionally, adopting the Ninth Amendment to the Salary Resolution to amend Section 18, by

updating Section 18 and Subsection C to include Temporary Employees, and amending Subsection C will provide standby premium pay of \$1.65 per hour to limited and temporary employees in non-exempt classifications when the City requires such employees to remain ready and available to report to work outside of regularly scheduled work hours to provide critical services based on operation need.

## **BACKGROUND**

### **Radio Frequency Network Engineer**

As the Information Services Department works to upgrade the existing City-wide radio and communications systems and maintain support for the critical infrastructure, there is a need to hire dedicated staff and offer career advancement opportunities to qualified candidates in this specialized field. While efforts have been made to recruit qualified candidates, recruitments have not yielded candidates with experience in the focused communications/radio systems field. Personnel Services staff has worked collaboratively with the Information Services Department to develop a focused classification series that will be critical for supporting and maintaining the City's RF (radio frequency)/LMR (land mobile radio) systems, video surveillance cameras and associated systems, dispatch systems, and related data networking systems and public safety communications systems. The Radio Frequency Network Engineer classification series is proposed as a I/II/Senior to allow for entry and experienced level career opportunities to aid in recruitment and retention efforts in this specialized field.

The new classifications and the respective monthly salary step plan ranges for Radio Frequency Network Engineer I, Radio Frequency Network Engineer II and Senior Radio Frequency Network Engineer are recommended as follows:

#### **Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA)**

- Radio Frequency Network Engineer I monthly salary will be set at Step A - Step E: \$6,178 - \$7,447.
- Radio Frequency Network Engineer II monthly salary will be set at Step A - Step E: \$6,781 - \$8,184.
- Senior Radio Frequency Network Engineer monthly salary will be set at Step A - Step E: \$7,446 - \$8,990.

### **Airports Public Safety Agent**

The Airports Department has identified the need for a focused classification series to assist in performing non-sworn enforcement of rules and regulations within Airports facilities operated by the City of Fresno. The Airports Public Safety Agent series was developed to meet this need and responsibilities include monitoring ground airport traffic, escalators, and gates; enforcing curb traffic, safety and security rules and regulations; reporting safety hazards, unattended baggage and suspicious activities; assisting in the coordination of emergency and non-emergency incidents; providing assistance, direction, and excellent customer service to the public; conducting inspections, checking badges and vehicle permits; and may provide support in the Airports communications center.

The new classifications and the respective monthly salary step plan ranges for Airports Public Safety

Agent I, Airports Public Safety Agent II and Senior Airports Public Safety Agent are recommended as follows:

Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA)

- Airports Public Safety Agent I monthly salary will be set at Step A - Step E: \$3,616 - \$4,332.
- Airports Public Safety Agent II monthly salary will be set at Step A - Step E: \$3,956 - \$4,751.
- Senior Airports Public Safety Agent monthly salary will be set at Step A - Step E: \$4,304 - \$5,170.

The City has provided notice to the respective bargaining unit regarding the proposed new classification series and has concluded its meet and confer obligation.

**Standby Premium Pay**

For operational purposes, limited or temporary employees in non-exempt classifications may be assigned standby duty and required to remain ready and available to report to work outside of regularly scheduled work hours. During time spent on standby duty, an employee is expected to conduct themselves in a manner which would not preclude or obstruct them from effectively and safely performing their job duties and will be required to respond to work within a designated time frame once contacted by the City. Standby pay of \$1.65 per hour is recommended to compensate limited and temporary employees in non-exempt classifications for the time spent on standby duty in which they need to remain available to the City outside of their regular work hours.

The City Attorney's Office has approved the Ninth Amendment to Fiscal Year 2024 Salary Resolution No. 2023-183 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**

Amending Exhibit 3 will not require additional appropriations as the Information Services Department and Airports Department will convert existing positions to the new classifications.

Amending Section 18 will not require additional appropriations.

Attachments:

Resolution: Ninth Amendment to FY24 Salary Resolution No. 2023-183

Narrative: Ninth Amendment to FY24 Salary Resolution No. 2023-183

Salary Tables: Ninth Amendment to FY24 Salary Resolution No. 2023-183 - Redline

Salary Tables: Ninth Amendment to FY24 Salary Resolution No. 2023-183 - Final