



Legislation Details (With Text)

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Title: ***RESOLUTION - 6th amendment to Salary Resolution No. 2017-179 adding the new classification of Graffiti Abatement Technician with the associated salary range in Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39); and amending the minimum hourly rate for Cashier Clerk, Lifeguard, Senior Lifeguard, Pool Supervisor, Police Cadet I, Police Cadet II, Services Aide, Sports Official and Student Aide II in Exhibit 8, Non-Represented (Subject to Mayor's Veto)

Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. Resolution - 6th Amend to FY18 Salary Resolution.pdf, 2. Salary Table - Sixth Amend to FY18 Sal Reso - REDLINE.pdf, 3. Salary Table - Sixth Amend to FY18 Sal Reso.2 - FINAL.pdf

Date	Ver.	Action By	Action	Result
12/7/2017	2	City Council	approved	Pass

REPORT TO THE CITY COUNCIL

December 7, 2017

FROM: JEFF CARDELL, Director
Personnel Services Department

BY: SANDRA CHAVEZ MARTIN, Human Resources Manager
Personnel Services Department

SUBJECT

***RESOLUTION - 6th amendment to Salary Resolution No. 2017-179 adding the new classification of Graffiti Abatement Technician with the associated salary range in Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39); and amending the minimum hourly rate for Cashier Clerk, Lifeguard, Senior Lifeguard, Pool Supervisor, Police Cadet I, Police Cadet II, Services Aide, Sports Official and Student Aide II in Exhibit 8, Non-Represented (**Subject to Mayor's Veto**)

RECOMMENDATION

It is recommended Council approve the Sixth Amendment to Salary Resolution No. 2017-176 to:

- Add the new classification of Graffiti Abatement Technician with the associated salary range in Exhibit 1, Non-Supervisory Blue Collar, represented by Local 39, effective December 11, 2017; and

- Amend the minimum hourly rate for the classes of Cashier Clerk, Lifeguard, Senior Lifeguard, Pool Supervisor, Police Cadet I, Police Cadet II, Services Aide, Sports Official and Student Aide II in Exhibit 8, Non-Represented consistent with the California minimum wage increase, effective January 1, 2018.

EXECUTIVE SUMMARY

In collaboration with the Police Department, Personnel Services has developed one new classification: Graffiti Abatement Technician which is being added to Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39). In addition, classes in Exhibit 8, Non-Represented, of Cashier Clerk, Lifeguard, Police Cadet I, Police Cadet II, Pool Supervisor, Senior Lifeguard, Services Aide, Sports Official and Student Aide II are being amended consistent with California's minimum hourly wage increase effective January 1, 2018, and to maintain appropriate spread between salary ranges.

BACKGROUND

Personnel Services regularly reviews job classifications and revises existing classes or develops new classifications to address changes that have occurred throughout the City. Typically such changes are addressed in advance of a recruitment effort or following a classification study. When such changes occur, notice is provided to the affected bargaining unit with an opportunity to meet on the changes. As a result of a reclassification study the Graffiti Abatement Technician classification is being established to better define the duties and responsibilities of incumbents in the Police Department, Graffiti Unit. Eight current permanent Laborers in the Police Department will be moved to the new classification of Graffiti Abatement Technician.

Effective January 1, 2018, California's minimum wage will increase from \$10.50 per hour to \$11.00 per hour. As a result, the minimum hourly rate for classifications in Exhibit 8 is being modified accordingly. The increase to the minimum wage was included in this year's budget and the compensation for any employee's earning less than \$11.00 per hour will be adjusted in compliance with the minimum wage change. The affected classifications in Exhibit 8 include Cashier Clerk, Lifeguard, Senior Lifeguard, Pool Supervisor, Police Cadet I, Police Cadet II, Services Aide, Sports Official and Student Aide II.

The City provided notice to all of the bargaining units regarding the new classification. The City has concluded its meet and confer obligation, and the affected bargaining unit concurred with the changes that are being presented to Council for approval.

The City Attorney's Office has approved the Sixth Amendment to Salary Resolution No. 2017-176 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

The addition of the Graffiti Abatement Technician classification will result in increased salary and benefit expenses in Fiscal Year 18 of approximately \$14,000, which will be absorbed by the Police Department. The increase to minimum wage was included in this year's budget and will not result in additional salary expenses in Fiscal Year 18.

Attachments:

Resolution - Sixth Amendment to FY 2018 Salary Resolution No. 2017-176

Salary Tables - Sixth Amendment to FY 2018 Salary Resolution No. 2017-176 - Redline

Salary Tables - Sixth Amendment to FY 2018 Salary Resolution No. 2017-176 - Final