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Title: ***RESOLUTION - Adopt the Fiscal Year 2021 Salary Resolution (Subject to Mayor's Veto)

Sponsors: Personnel Services Department

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Attachments: 1. CLEAN_REDLINE_FY21 Salary Resolution, 2. FINAL_FY21 Salary Resolution

Date	Ver.	Action By	Action	Result
6/30/2020	2	City Council	adopted	

REPORT TO THE CITY COUNCIL

June 25, 2020

FROM: Jeff Cardell, Director
Personnel Services Department

SUBJECT
***RESOLUTION - Adopt the Fiscal Year 2021 Salary Resolution (Subject to Mayor's Veto)

RECOMMENDATION

It is recommended that the City Council adopt the Fiscal Year 2021 Salary Resolution.

EXECUTIVE SUMMARY

The proposed Fiscal Year 2021 Salary Resolution includes a number of changes that are cleanup in nature. Other changes include eliminating the two tier Annual Leave accrual rate for employees in Exhibit 2, modifying the State Disability Insurance and the City's Long Term Disability provisions, and including salary adjustments which have been negotiated with respective bargaining units or are required by the California minimum wage increase.

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 2021 Salary Resolution.

Section 2. Salary Step Plan

This year CFMEA changed from an Executive Pay Range to a Step System. As a result of this change language was added to this section, at the request of Retirement staff, to clarify that Executive Pay Range salaries held by an employee in Exhibit 14 prior to the creation of the Salary Step Plan for Exhibit 14 will be included in the calculation of Compensation Earnable for retirement purposes for employees who retire or enter DROP on or after July 1, 2015, or who vacated a classification in Exhibit 14 before January 6, 2020 and thereafter do not return to said class.

Section 6 Flexible Staffing

To be clear about the requirements to promote from one class to another by way of flexible staffing language was added, consistent with current practice, which states that an employee must satisfactorily perform the essential duties of the higher classification.

Section 9. Sick Leave Usage and Compensation for Employees in Exhibit 2

Section 9 and 13, and the first paragraph in Section 10 are deleted completely and the remaining sections renumbered because the sections are no longer applicable because there are no longer any employees in Unit 2 accruing Sick/Vacation Leave.

Section 10. Annual Leave for Employees in Exhibit 2

Eliminated two tier accrual effective July 1, 2020. All employees to accrue at classic employee accrual levels of 15.5 hours per month for less than 10 years of service and 18.83 hours per month for 10 or more years of service consistent with accrual rate change implemented with Unit 14 CFMEA effective July 1.

Section 13. Vacation Accruals for Employees in Exhibit 2

This section is deleted and remaining sections renumbered because the section is no longer applicable because there are no longer any employees in Unit 2 accruing Vacation Leave.

Section 24. Leave Integration with State Disability Insurance (SDI) for New Employees and Employees Transitioning from a Bargaining Unit with SDI; Leave Integration with the City's Long Term Disability Insurance Plan

Revised this section to state that employees with an approved SDI, Paid Family Leave or Long Term Disability claim are to notify the City of intent to integrate leave within 14 days of the claim date instead of commencement of leave date. This section was also revised to state that employees electing to integrate leave with the City's Long Term Disability Plan to provide Payroll with a Notice of Award within 14 days of receipt date rather than the receipt date.

Exhibit 1: Deletion of Ground Water Production Technician, Ground Water Production Specialist, and Senior Ground Water Production Operator classifications. These classes are obsolete and there are no current incumbents. Job classes benchmarked accordingly and reflected in Exhibit 16.

Exhibit 2: The salary range of the Payroll Accountant classification was adjusted to maintain a consistent 10% spread with Senior Accountant Auditor in Exhibit 13-1.

Exhibit 3: Addition of new Geographic Information (GIS) Technician I and II classifications and respective salary ranges.

Exhibit 8: Adjustment of pay ranges effective January 1, 2021 consistent with an increase to the California minimum wage for classes of: Cashier Clerk, Lifeguard, Senior Lifeguard, Police Cadet I, Services Aide, Sports Official, and Intern.

Exhibit 13-1: Retitled the classification of Community Recreation Supervisor II to Community Services and Recreation Supervisor.

Exhibits 13-1 and 16: Deletion of the Community Recreation Supervisor I classification in Exhibit 13-1 and addition of the class to Exhibit 16, which identifies a pay relationship to calculate retirement benefits for the deleted class.

Exhibits 1, 14, and 15: Exhibits have been included for each of these units pursuant to negotiated salary increases previously approved by Council with the respective Memoranda of Understanding.

In addition to the above, there are a number of non-substantive language changes that are cleanup in nature throughout the document. In sections throughout the document, language was added to reflect the appointing authorities in respective areas of authority for Charter officials other than the City Manager.

The City Attorney's Office has approved the FY 2021 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

There is no fiscal impact associated with the adoption of the Fiscal Year 2021 Salary Resolution.

Attachments:

Final Version of FY 2021 Salary Resolution

Redlined Version of FY 2021 Salary Resolution