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Title: *RESOLUTION - Adopt the First Amendment to the FY15 Salary Resolution No. 2014-108, reducing benefits and increasing salary ranges for Unit 2 (unrepresented) employees; adding new classifications of represented employees; modifying salaries to reflect change in minimum wage; additional technical changes 1st Amendment to Salary Resolution No. 2014-108

Sponsors: Personnel Services Department

Indexes:

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Attachments: 1. 2014-08-13 Final Amendment to Salary Resolution.pdf, 2. 2014-08-13 Redline Amendment to Salary Resolution (2).pdf, 3. Supplement 14-276 - Updated Final Amendment to SR 8-26-2014.pdf, 4. Supplement 14-276 - Updated Redline Amendment to SR.pdf

Date	Ver.	Action By	Action	Result
8/28/2014	1	City Council	adopted	Pass

REPORT TO THE CITY COUNCIL

August 28, 2014

FROM: Jeff Cardell, Director
Personnel Services Department

SUBJECT

*RESOLUTION - Adopt the First Amendment to the FY15 Salary Resolution No. 2014-108, reducing benefits and increasing salary ranges for Unit 2 (unrepresented) employees; adding new classifications of represented employees; modifying salaries to reflect change in minimum wage; additional technical changes 1st Amendment to Salary Resolution No. 2014-108

RECOMMENDATION

It is recommended the City Council adopt the First Amendment to Salary Resolution No. 2014-108.

EXECUTIVE SUMMARY

The First Amendment to Salary Resolution No. 2014-108 reflects salary adjustments which have been negotiated with respective bargaining units; creation of new classes; modification of Unit 2 salary ranges and benefits; clarification and modification of existing provisions; and minor housekeeping items.

BACKGROUND

The Salary Resolution of the Council 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 compensation rates which have previously been authorized by Council in resolutions of Memoranda of Understanding. Attached is the First Amendment to Salary Resolution No. 2014-108.

Following is a summary of changes incorporated in the First Amendment to Salary Resolution No. 2014-108:

- A. In Exhibit 3 - The classes of Commercial Building Inspector and Senior Commercial Building Inspector have been added. The meet and confer process has been completed with the bargaining units.
- B. In Exhibit 3 - The job titles of Identification Technician I, Identification Technician II, and Identification Technician III have been retitled to Crime Scene Technician I, Crime Scene Technician II, and Senior Crime Scene Technician, respectively. The meet and confer process has been completed with the bargaining units.
- C. In Exhibit 13-1 - The class of Supervising Commercial Building Inspector has been added. The meet and confer process has been completed with the bargaining units.
- D. In Exhibit 13-1 - The class of Supervising Identification Technician has been retitled to Supervising Crime Scene Technician. The meet and confer process has been completed with the bargaining units.
- E. In Exhibit 2 the salary ranges have been modified to address compaction with the represented units and provide more meaningful ranges. In Exhibit 14, the range number assigned to the salary range for this unit has been modified consistent with the "E" range number in Unit 2. The salary ranges in Exhibits 4 and 9 have been updated consistent with the current Memoranda of Understanding.
- F. In Exhibit 8 - Salaries have been modified to reflect the change in minimum wage. To be more competitive, the salary rates for Background Investigator and Student Bus Driver have been modified.
- G. Narrative Section - Changes made to benefits in Unit 2, Non-represented employees regarding holiday leave accruals, annual leave accruals for new employees, annual leave caps, Health & Welfare premiums, pension contribution for new employees, leave cash outs, Workers' Compensation, deferred compensation, supplemental sick leave, supplemental administrative leave, and bilingual pay.

ENVIRONMENTAL FINDINGS

N/A

LOCAL PREFERENCE

N/A

FISCAL IMPACT

Approval of this Amendment to the Salary Resolution is estimated to result in savings of approximately \$279,200 for all funds or approximately \$199,600 in the General Fund in FY 2015.

Attachments: Final Version First Amendment to Salary Resolution 2014-108
Redline Version First Amendment to Salary Resolution 2014-108