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Title: ***RESOLUTION - Adopt the 13th Amendment to FY 2022 Salary Resolution No. 2021-176, amending Exhibit 4, Unit 4 - Non-Management Police (FPOA); Exhibit 5, Unit 5 - Fire Non-Management (IAFF); Exhibit 8, Unit 8, Non-Represented; Exhibit 9, Unit 9 - Police Management; Exhibit 10, Unit 10 - Fire Management; and Exhibit 16 - Benchmarked Deleted Job Classifications or Deleted Pay Step, Since 1/28/16 (Subject to Mayor's Veto).

Sponsors: Personnel Services Department

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Attachments: 1. Resolution: Thirteenth Amendment to FY22 Salary Resolution No. 2021-176, 2. Salary Tables: Thirteenth Amendment to FY 2022 Salary Resolution No. 2021-176 - Redline.pdf, 3. Salary Tables: Thirteenth Amendment to FY 2022 Salary Resolution No. 2021-176 - Final.pdf

Date	Ver.	Action By	Action	Result
2/10/2022	1	City Council	ADOPTED	Pass

REPORT TO THE CITY COUNCIL

FROM: TJ MILLER, Director
Personnel Services Department

SUBJECT

***RESOLUTION - Adopt the 13th Amendment to FY 2022 Salary Resolution No. 2021-176, amending Exhibit 4, Unit 4 - Non-Management Police (FPOA); Exhibit 5, Unit 5 - Fire Non-Management (IAFF); Exhibit 8, Unit 8, Non-Represented; Exhibit 9, Unit 9 - Police Management; Exhibit 10, Unit 10 - Fire Management; and Exhibit 16 - Benchmarked Deleted Job Classifications or Deleted Pay Step, Since 1/28/16 (**Subject to Mayor's Veto**).

RECOMMENDATION

It is recommended that Council approve the Thirteenth Amendment to the FY 2022 Salary Resolution No. 2021-176 as follows:

- Exhibit 4, Unit 4 - Non-Management Police (FPOA): amend the Exhibit to provide a salary increase for respective classes, and add an additional step for the classifications of Police Officer and Police Sergeant, increase the A Step and B Step for Police Officer Recruit, and eliminate the A Step and B Step for Police Officer;
- Exhibit 5, Unit 5 - Fire Non-Management (IAFF): amend the Exhibit to adjust the effective dates of across-the-board wage increases retroactive to June 21, 2021;

- Exhibit 9, Unit 9 - Police Management: amend the Exhibit to provide a salary increase for respective classes, and add an additional step for the classifications of Police Lieutenant and Police Captain, and increase the bottom and top of the salary range for Deputy Police Chief;
- Exhibit 10, Unit 10 - Fire Management: amend the Exhibit to adjust the effective dates of across-the-board wage increases retroactive to June 21, 2021;
- Exhibit 8, Unit 8 - Non-Represented: amend the salary ranges for the Cashier Clerk, Lifeguard, Senior Lifeguard, and Pool Supervisor classifications, effective January 1, 2022; and
- Exhibit 16 - Benchmarked Deleted Job Classifications or Deleted Pay Step, Since 1/28/16 is amended to add the deleted A and B steps from the classification of Police Officer, effective January 31, 2022.

EXECUTIVE SUMMARY

Pursuant to the successor Memoranda of Understanding between the City and Fresno Police Officers Association representing Unit 4 - Non-Management Police and Unit 9 - Police Management, Exhibit 4 and Exhibit 9 are being amended to implement salary increases and adjustments to salary ranges as required by the respective MOUs.

In accordance with the “Me Too” clause specified in the successor Memoranda of Understanding between the City and International Association of Fire Fighters (IAFF), Local 202, representing Unit 5 - Fire Non-Management and Unit 10 - Fire Management, which requires the City to match the benefit of any other represented Public Safety bargaining unit that receives an across the board increase to base wage greater than what was provided to the respective IAFF bargaining units, Exhibit 5 and Exhibit 10 are being amended to adjust the effective dates of the wage increases for IAFF Unit 5 and Unit 10 to match the effective dates of FPOA’s wage increases of June 21, 2021, June 20, 2022, and June 19, 2023.

To maintain a similar and equitable pay range amongst other temporary classifications, it is recommended to amend the salary ranges for the Cashier Clerk, Lifeguard, Senior Lifeguard and Pool Supervisor classifications found in Exhibit 8, Unit 8, Non-Represented, effective January 1, 2022.

Finally, the deleted Police Officer A and B Steps are being benchmarked and added to Exhibit 16, Benchmarked Deleted Job Classifications or Deleted Pay Step, Since 1/28/16, to establish a pay relationship for the purposes of calculating retirement benefits for any incumbent with qualifying service in the deleted class.

To implement these actions, it is necessary to approve the Thirteenth Amendment to FY 2022 Salary Resolution No. 2021-176.

BACKGROUND

Exhibit 4 and Exhibit 9

On January 27, 2022, Council approved successor Memoranda of Understanding between the City and Fresno Police Officers Association, representing Unit 4 - Non-Management Police and Unit 9 - Police Management, which provide for agreements from January 31, 2022, through June 16, 2024,

increases to wages, and other changes in terms or conditions of employment, respectively.

Exhibit 4 is being amended to implement salary increases and other adjustments to salary ranges as follows:

- 3% across the board wage increase, retroactively effective June 21, 2021.
- 3% across the board wage increase, effective June 20, 2022.
- 3% across the board wage increase, effective June 19, 2023.

- Additional Steps for Police Officers and Police Sergeants:
 - Addition of an H Step, effective January 31, 2022.
 - Addition of an I Step, effective June 19, 2023.
 - The additional steps represent a 5% increase above the respective immediate lower step. Employees will progress to the H and I Steps after completing one year at the respective lower step.
 - Update of COLA language for DROP members and retirees to reflect the new steps.
- Police Officer Recruit A Step and B Step increase, effective January 31, 2022.
- Police Officer A Step and B Step will be eliminated, effective January 31, 2022. Incumbents in the current A and B Steps will be placed at the C Step and will receive a new anniversary date for purposes of future step progressions.

Exhibit 9 is being amended to implement salary increases and other adjustments to salary ranges as follows:

- 3% across the board wage increase, retroactively effective June 21, 2021.
- 3% across the board wage increase, effective June 20, 2022.
- 3% across the board wage increase, effective June 19, 2023.

- Additional Steps for Police Lieutenants and Police Captains:
 - Addition of an H Step, effective January 31, 2022.
 - Addition of an I Step, effective June 19, 2023.
 - The additional steps represent a 5% increase above the respective immediate lower step. Employees will progress to the H and I Steps after completing one year at the respective lower step.
 - Update of COLA language for DROP members and retirees to reflect the new steps.
- Adjustment to Salary Range for Deputy Chiefs:
 - Increase of 5% to the bottom and top of the salary range, effective January 31, 2022.
 - Increase of 5% to the bottom and top of the salary range, effective June 19, 2023.

Exhibit 5 and Exhibit 10

Successor Memoranda of Understanding between the City and International Association of Fire Fighters (IAFF), Local 202, representing Unit 5 - Fire Non-Management and Unit 10 - Fire Management, which were approved by Council on December 9, 2021, provided 3% across the board wages increase on November 22, 2022, July 1, 2022, and July 1, 2023. The MOUs also included a “Me Too” clause, which requires the City to match the benefit of any other represented Public Safety bargaining unit that receives an across-the-board increase to base wage greater than what was provided to the respective IAFF bargaining units. Providing an across-the-board wage increase to FPOA retroactive back to June 21, 2021, activates the “Me Too” clause in the IAFF MOUs. Consequently, Exhibit 5 and Exhibit 10 of the Salary Resolution are being amended to adjust the effective dates of the wage increases for IAFF Unit 5 and Unit 10 to match the effective dates of FPOA’s wage increases of June 21, 2021, June 20, 2022, and June 19, 2023.

Exhibit 8

For recruiting purposes and to maintain a similar and equitable pay range amongst other temporary classifications, it is necessary that the salary ranges for the Cashier Clerk, Lifeguard, Senior Lifeguard and Pool Supervisor positions be amended. It is recommended that the salary for the Cashier Clerk classification be adjusted from a flat rate of \$15.00 to an hourly range of \$15.00 - \$19.00 per hour; the salary range for the Lifeguard classification be adjusted from \$15.00 - \$15.50 per hour to a range of \$15.00- \$19.00 per hour, the salary range for the Senior Lifeguard classification be adjusted from \$15.50-\$16.00 per hour to a range of \$15.50 - \$20.00 per hour, and the range for the Pool Supervisor classification be adjusted from \$15.50 - \$25.00 per hour to a range of \$18.00 - \$25.00 per hour. These adjustments will provide more opportunity to recruit, attract and retain future employees for the City while maintaining competitive pay in this current competitive job market, as well as provide equitable pay in comparison to other temporary classes.

Exhibit 16

The deleted Police Officer A and B Steps are being benchmarked and added to Exhibit 16, Benchmarked Deleted Job Classifications or Deleted Pay Step, Since 1/28/16, pursuant to Fresno Municipal Code Section 3-205, Deletion of Classes, which requires the City to benchmark the deletion in order to establish a pay relationship for the purposes of calculating retirement benefits for any incumbent with qualifying service in the deleted class. The deleted Police Officer A Step is being benchmarked to 90.72% of Police Officer C Step, and the deleted Police Officer B Step is being benchmarked to 95.23% of Police Officer C Step.

The City Attorney’s Office has approved the Thirteenth Amendment to Salary Resolution No. 2021-176 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

Amending Exhibit 4 will result in estimated additional salary and benefit expenses of \$3,105,850 to the General Fund and \$4,418,146 to All Funds in FY22, \$8,884,297 to the General Fund and \$8,975,073 to All Funds in FY23, and \$14,957,173 to the General Fund and \$15,096,125 to All Funds in FY24, for a total of \$26,947,319 to the General Fund and \$28,489,344 to All Funds for the term of the MOU, which expires June 16, 2024.

Amending Exhibit 5 will result in estimated additional salary and benefit expenses of \$332,040 to the General Fund and \$339,620 to all Funds in FY 22.

Amending Exhibit 9 will result in estimated additional salary and benefit expenses of \$202,297 to the General Fund and \$417,012 to All Funds in FY22, \$654,065 to the General Fund and \$794,568 to All Funds in FY23, and \$1,077,638 to the General Fund and \$1,218,142 to All Funds in FY24, for a total of \$1,934,000 to the General Fund and \$2,429,722 to All Funds for the term of the MOU, which expires 6/16/2024.

Amending Exhibit 8 will not require additional appropriations for Fiscal Year 2022.

Amending Exhibit 10 will result in estimated additional salary and benefit expenses of \$37,590 to the General Fund and \$37,590 to all Funds in FY 22.

Amending Exhibit 16 will not result in additional salary and benefit expenses.

Attachments:

Resolution: Thirteenth Amendment to FY22 Salary Resolution No. 2021-176

Salary Table: Thirteenth Amendment to FY22 Salary Resolution No. 2021-176 - Redline

Salary Table: Thirteenth Amendment to FY22 Salary Resolution No. 2021-176 - Final