



## Legislation Details (With Text)

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**Title:** \*\*\*RESOLUTION - 4th amendment to Salary Resolution No. 2014-108 amending salaries in Exhibit 13-2, Non-Management Confidential (CFPEA), and Exhibit 14, Management Confidential (CFMEA)  
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**Attachments:** 1. 4th Amendment to Salary Resolution No. 2014-108.pdf, 2. Revised 4th Amend to Salary Resolution.pdf

Date	Ver.	Action By	Action	Result
5/21/2015	1	City Council	adopted	Pass

## REPORT TO THE CITY COUNCIL

**May 21, 2015**

**FROM:** JEFF CARDELL, Director  
Personnel Services Department

**BY:** KEN PHILLIPS, Labor Relations Manager  
Personnel Services Director

### SUBJECT

\*\*\*RESOLUTION - 4th amendment to Salary Resolution No. 2014-108 amending salaries in Exhibit 13-2, Non-Management Confidential (CFPEA), and Exhibit 14, Management Confidential (CFMEA)

### RECOMMENDATION

It is recommended that Council approve the Fourth Amendment to Salary Resolution No. 2014-108 to add classifications and assigned salaries to Exhibit 13-1, Management Non-Confidential, and Unit 13 -2, Non-Management Confidential, represented by the City of Fresno Professional Employees Association (CFPEA), and to add classes and salary ranges in Unit 14, Management Confidential, represented by City of Fresno Management Employees Association (CFMEA).

### EXECUTIVE SUMMARY

The MOU between the City and CFMEA includes a provision to conduct a classification and compensation study. Approval of this Salary Resolution amendment completes the process by

including new classifications and/or new salary ranges for classifications in Unit 14 and moving the classification of Grant Writer from Unit 14 to Unit 13. The City and CFMEA have met and conferred and reached agreement on the changes. CFMEA ratified the changes on May 1, 2015.

The Salary Resolution Amendment also includes a new classification unrelated to the classification and compensation study, Senior Retirement Counselor, which is being allocated to Unit 13. The new Senior Retirement Counselor classification reflects the need for a classification that is responsible for the more complex retirement benefit issues and calculations as well as supervision of assigned staff.

## **BACKGROUND**

In prior negotiations, the City and CFMEA agreed the existing classification and compensation system needed to be changed in recognition of the fact that despite differences in scope of work and responsibility, all classifications in Unit 14 were assigned to the same salary range. Consequently the City and CFMEA agreed that such change would take place after a classification and compensation study had been completed which would then be followed by a meet and confer process to negotiate the changes in the classifications and salary ranges found in Unit 14.

The process included a comprehensive study of the work performed by each employee in the Unit and resulted in recommendations for a number of changes to classifications, including the development of new Senior Management Analyst, Business Manager, Personnel Manager, Projects Administrator, and Deputy City Engineer classifications. The study also resulted in the identification of several classes that are to be deleted including the City Traffic Engineer, Law Office Manager, Management Analyst III, Sewer Maintenance Manager, Wastewater Manager, and Water System Manager classifications. A subsequent action item will complete the deletion of these classifications. Through this process it was also determined that three employees have either moved or will move to other Units as a result of the classification and compensation study.

After the classification portion of the study was completed, the City and CFMEA reviewed external market data and the City's existing compensation plan to assist in determining appropriate compensation for the respective classifications. The parties agreed to the continued use of broad salary ranges rather than steps, but created three different salary ranges which reflect the varying responsibilities for the classifications. The recommended Salary Resolution amendment reflects a tentative agreement which was ratified by CFMEA members on May 1, 2015.

Following approval of the Salary Resolution amendment 23 employees whose current salary is below the bottom of the appropriate salary band will receive an increase to the minimum of the new salary range. The salary increase will be effective with the pay period which begins May 18, 2015. Any employees who are above the assigned salary range will be Y-rated meaning that they will remain at their current salary until the top of the assigned salary range exceeds their current salary. CFMEA and the City agreed that employees whose salary is currently within the range will not receive salary increases at this time. Instead, they will receive merit increases in an objective manner to be negotiated as part of a future successor agreement. The current MOU expires on June 30, 2015.

The new classification of Senior Retirement Counselor is the result of a classification study that demonstrates the need for a classification to reflect the responsibility for performing more complex retirement calculations, addressing more complex retirement issues and supervision of assigned staff.

The City Attorney's Office has approved the Fourth Amendment to Salary Resolution No. 2014-108 as to form.

### **ENVIRONMENTAL FINDINGS**

Not applicable.

### **LOCAL PREFERENCE**

Not applicable.

### **FISCAL IMPACT**

This Salary Resolution Amendment will result in increased salary and benefit expenses of approximately \$15,400 in Fiscal Year 2015 and \$201,100 in FY 2016. The General Fund impact in Fiscal Year 2015 is approximately \$5,200 and in Fiscal Year 2016 is \$67,800.

Attachment: 4th Amendment to Salary Resolution No. 2014-108