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Title: ***RESOLUTION - 1st amendment to Salary Resolution No. 2015-108 to reflect salary increases contained in Memoranda of Understandings between the City and the City of Fresno Professional Employees Association (Unit 13, Non-Management Confidential and Non-Confidential Management) and Fresno Airports Public Safety Supervisors (Unit 15); and, Amend Exhibit 14 (Unit 14, Management Confidential) to include the Personnel Manager and Project Administrator Classifications

Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. 1st Amend to FY16 Salary Resolution.pdf

Date	Ver.	Action By	Action	Result
7/16/2015	1	City Council	approved	Pass

REPORT TO THE CITY COUNCIL

July 16, 2015

FROM: JEFF CARDELL, Director
Personnel Services Department

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Personnel Services Department

SUBJECT

***RESOLUTION - 1st amendment to Salary Resolution No. 2015-108 to reflect salary increases contained in Memoranda of Understandings between the City and the City of Fresno Professional Employees Association (Unit 13, Non-Management Confidential and Non-Confidential Management) and Fresno Airports Public Safety Supervisors (Unit 15); and, Amend Exhibit 14 (Unit 14, Management Confidential) to include the Personnel Manager and Project Administrator Classifications

RECOMMENDATION

It is recommended the City Council adopt the First Amendment to Salary Resolution No. 2015-108.

EXECUTIVE SUMMARY

The First Amendment to Salary Resolution No. 2015-108 reflects salary adjustments which were negotiated with respective bargaining units and includes housekeeping items. This amendment updates the Salary Resolution to include the salary and equity adjustments contained in the recently approved Memoranda of Understanding with Bargaining Units 13 & 15. This Amendment also corrects Exhibit 14 to include the Personnel Manager and Projects Administrator classifications that were inadvertently excluded from this salary table.

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. 2015-108.

Following is a summary of changes incorporated in the First Amendment to Salary Resolution No. 2015-108:

- A. Section 1, Exhibit 13-1: A successor Memorandum of Understanding (MOU) between the City and the City of Fresno Professional Employees Association (CFPEA) provided for wage increases for all classifications in Exhibit 13-1, including equity adjustments for Water System Supervisors and Wastewater Treatment Maintenance Supervisors effective June 29, 2015. The City Council approved a Salary Resolution Amendment with the increases; however, the Amendment was to the Fiscal Year 2015 Salary Resolution. Because of timing, they were not included in the Fiscal Year 2016 Salary Resolution. This Amendment updates the Fiscal Year 2016 Salary Resolution.
- B. Section 2, Exhibit 13-2: A successor MOU between the City and CFPEA also included increases for classifications in Exhibit 13-2 effective June 29, 2015, as well as an equity adjustment for Legal Secretaries effective July 1, 2015. The City Council approved a Salary Resolution Amendment with the increases; however, the Amendment was to the Fiscal Year 2015 Salary Resolution. Because of timing, they were not included in the Fiscal Year 2016 Salary Resolution. This Amendment updates the Fiscal Year 2016 Salary Resolution.
- C. Section 3, Exhibit 14 - Unit 14: In 2015, the City completed a classification and compensation study affecting all classifications in Unit 14, represented by the City of Fresno Management Employees Association (CFMEA). New salary bands for the classifications were approved by the City Council and were effective May 15, 2015. The classifications were included in the Fiscal Year 2015 Salary Resolution; however, two classifications, Personnel Manager and Projects Administrator, were inadvertently not included in the Fiscal Year 2016 Salary Resolution. This Amendment includes these two classifications to the Fiscal Year 2016 Salary Resolution.

Section 4, Exhibit 15 - Unit 15: A successor MOU between the City and the Fresno Airport Public Safety Supervisors/Operating Engineers, Local 3 (FAPSS/OE3) included increases for the classification of Airport Public Safety Supervisor effective June 29, 2015. The City Council approved a Salary Resolution Amendment with the increases; however, the Amendment was to the Fiscal Year 2015 Salary Resolution. Because of timing, they were not included in the Fiscal Year 2016 Salary Resolution. This Amendment updates the Fiscal Year 2016 Salary

ENVIRONMENTAL FINDINGS

N/A

LOCAL PREFERENCE

N/A

FISCAL IMPACT

The City Council previously approved salary adjustments for all affected classifications. There is no additional funding impacts.

Attachment:

1st Amendment to Salary Resolution No. 2015-108