



Legislation Details (With Text)

File #: ID17-902 **Version:** 1 **Name:**
Type: Action Item **Status:** Passed
File created: 6/13/2017 **In control:** City Council
On agenda: 6/26/2017 **Final action:** 6/26/2017
Title: ***RESOLUTION - Adopt the Fiscal Year 2018 Salary Resolution.
Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. FY18 FINAL Salary Resolution.pdf, 2. FY18 REDLINE Salary Resolution.pdf

Date	Ver.	Action By	Action	Result
6/26/2017	1	City Council	adopted	Pass

REPORT TO THE CITY COUNCIL

June 26, 2017

FROM: Jeff Cardell, Director
Personnel Services Department

SUBJECT

***RESOLUTION - Adopt the Fiscal Year 2018 Salary Resolution.

RECOMMENDATION

It is recommended that the City Council adopt the Fiscal Year 2018 Salary Resolution.

EXECUTIVE SUMMARY

The proposed Fiscal Year 2018 Salary Resolution reflects a number of changes that are overall housekeeping in nature. Other changes include: specific language providing payroll authority to process provisions for employees with employment contracts that are in compliance with the City's Transparency in City Government Act; removing Acting language relating to unclassified employees where the Fresno Municipal Code would apply; providing a process for cash out of leave that exceed caps when an employee transfers between bargaining units; removing split shift pay; consolidating provisions affecting employees in Exhibit 2; removing references to permanent intermittent employees; and, including salary adjustments which have been negotiated with respective bargaining units or are supported by a salary survey. The new Salary Resolution also includes language which

clarifies existing provisions.

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. The proposed Salary Resolution for Fiscal Year 2018 is attached.

Following is a summary of the changes incorporated in the proposed Fiscal Year 2017 Salary Resolution:

Section 1: Includes new language providing authority for payroll to process or apply provisions not listed in this Salary Resolution for employees in Exhibit 2 with employment contracts which are in compliance with the City's Transparency in City Government Act.

Section 2:

- L. Includes new language that helps clarify that Y-rating ceases once the top stop of the class exceeds the amount the employee is held at through Y-rating.
- N. New language makes it clear that transfers to unclassified positions are treated in a manner similar to a transfer to a classified position.
- O. Remove references to process no longer used on using control points for calculation retirement benefits.
- P. Remove Acting language for unrepresented employees. Acting assignments for unrepresented employees would either be governed by Fresno Municipal Code Section 3-260 or through provisional or limited appointment.

Section 5: Clean up language removes reference to part time employees that are covered in another section of the Salary Resolution.

Section 7:

- A. Clean up language provides the correct reference to the number of holidays available to positions in Exhibit 2.

Section 8:

- A. Clean up - correct title for Fire Battalion Chief.

Section 9: Clean up language reflecting the effects of AB 1522, the Healthy Workplace, Healthy Family Act of 2014, and SB 579 which amended California Labor Code Section 233 - Protected Sick Leave.

Section 10:

- Clean up language reflecting the effects of AB 1522, the Healthy Workplace, Healthy Family Act of 2014, and SB 579 which amended California Labor Code Section 233 - Protected Sick Leave.
- Move conversion of Vacation leave to Annual leave to a new Section 21.
- Simplify use of Frozen Sick Leave.

Section 12: Clean up language reflecting changes to California Labor Code Section 233 as a result of SB 579.

Section 13: Eliminate Section on reduction in force for employees in Unit 2 that still have vacation plans. There are only two employees who still have vacation accrual.

Section 15: Clean up - titles to match Exhibits.

Section 16: Clean up - certificate pay is not pensionable.

Section 17: Clean up - bilingual pay is pensionable. D, Eliminate language on ceasing bilingual differential if employee is not at work for one month. Impractical to administer. Employees will not receive bilingual pay when not on paid status and when not ineligible for other benefits.

Section 18: Delete Section. Split shift pay has not been provided to any classification other than bus drivers for over ten years. Bus Drivers receive the split shift pay by virtue of the Memorandum of Understanding (MOU) between the City and the Amalgamated Transit Union (ATU).

Section 19:

- Retitle to Section 18.
- Consolidate benefits for employees in Exhibit 2 into Section 18.

New Section 19: Consolidate compensation for employees in Exhibit 2 into Section 19 in order to better organize 'benefits' (Section 18) and 'compensation' (Section 19) for positions in Exhibit 2.

Section 20:

- Remove references to permanent intermittent employees, as there are no permanent intermittent positions in the City.
- Consistent with the Affordable Care Act provisions, the City will pay the full amount for a permanent part time employee rather than a pro-rated share for unrepresented permanent part time employees.
- Update sick leave language to conform with AB 1522 and SB 579.

New Section 21: Transfer from a Unit with Vacation/Sick Leave to a Unit with Annual Leave and Transfer from a Unit with Lower Leave Caps.

- A. Move language on conversion of Vacation/Sick leave to Annual leave and frozen Sick leave to this new section.
- B. New provision - When an employee is moving from a unit to another unit with lower leave caps, the city will cash out leave that would be over the cap of the new unit.

Renumber Sections 21 through 25 to 22 through 26 to account for the creation of a new Section 21.

Exhibit 2:

- Modifies the pay range for the Assistant City Attorney position to reflect appropriate compensation range based on salary survey.
- Modifies pay range increases of 2%.
- Differentiation of Job Classes from Exhibit 14 by assigning new range identifiers:

- E11 now identified as E19
- E12 now identified as E20
- E13 now identified as E21

Exhibits 1, 4, 5, 9, 10 and 11: Modifies pay ranges pursuant to negotiated increases approved by Council in their respective successor MOU adoptions.

Exhibit 14: Modified the title to accurately identify the Management Class.

The City Attorney's Office has approved the FY 2018 Salary Resolution as to form.

ENVIRONMENTAL FINDINGS

N/A

LOCAL PREFERENCE

N/A

FISCAL IMPACT

Adoption of the Salary Resolution will result in increased salary and benefit expenses in the General Fund of approximately \$15,300 over the current fiscal year. These increases have been included in the Mayor's Proposed Budget.

Attachment:

Final Version of FY 2018 Salary Resolution

Redline Version of FY 2018 Salary Resolution