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Title: ***RESOLUTION - 4th amendment to Fiscal Year 2018 Salary Resolution No. 2017-176 amending the job titles of Senior Water Treatment Operator to Senior Water Treatment Plant Operator, and Water Distribution Technician, Water Distribution Specialist and Senior Water Distribution Operator to Water Distribution/Production Technician, Water Distribution/Production Specialist and Senior Water Distribution/Production Operator in Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39); adding the new classification of Digital Forensics Analyst to Exhibit 3, Non-Supervisory White Collar, (FCEA); increasing salaries in Exhibit 7, Unit 7 - Non-Supervisory Groups and Crafts (IBEW), as required by the Memorandum of Understanding between the City of Fresno and the International Brotherhood of Electrical Workers (IBEW); adding the new classification of Historic Preservation Specialist to Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA); increasing the salary range for Airports Planning Manager in Exhibit 14, Unit 14, Management Classes (CFMEA); and amending the Salary Step Plan section and the Annual Leave for Employees in Exhibit 2 (Subject to Mayor's Veto)

Sponsors: Personnel Services Department

Indexes:

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Attachments: 1. Resolution - 4th Amend to FY18 Salary Resolution.pdf, 2. Salary Tables - 4th Amend to FY18 Salary Resolution _REDLINE.2pdf.pdf, 3. Salary Tables - 4th Amend to FY18 Salary Resolution _FINAL.pdf, 4. Supplement - Corrected Exhibit.pdf

Date	Ver.	Action By	Action	Result
9/21/2017	1	City Council	approved	Pass

REPORT TO THE CITY COUNCIL

September 21, 2017

FROM: JEFF CARDELL, Director
Personnel Services Department

BY: SANDRA CHAVEZ MARTIN, Human Resources Manager
Personnel Services Department

SUBJECT

***RESOLUTION - 4th amendment to Fiscal Year 2018 Salary Resolution No. 2017-176 amending the job titles of Senior Water Treatment Operator to Senior Water Treatment Plant Operator, and Water Distribution Technician, Water Distribution Specialist and Senior Water Distribution Operator to Water Distribution/Production Technician, Water Distribution/Production Specialist and Senior Water Distribution/Production Operator in Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39); adding the new classification of Digital Forensics Analyst to Exhibit 3, Non-Supervisory White Collar, (FCEA);

increasing salaries in Exhibit 7, Unit 7 - Non-Supervisory Groups and Crafts (IBEW), as required by the Memorandum of Understanding between the City of Fresno and the International Brotherhood of Electrical Workers (IBEW); adding the new classification of Historic Preservation Specialist to Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA); increasing the salary range for Airports Planning Manager in Exhibit 14, Unit 14, Management Classes (CFMEA); and amending the Salary Step Plan section and the Annual Leave for Employees in Exhibit 2 (**Subject to Mayor's Veto**)

RECOMMENDATIONS

It is recommended Council approve the Fourth Amendment to Salary Resolution No. 2017-176 to:

- Retitle Senior Water Treatment Operator class to Senior Water Treatment Plant Operator in Exhibit 1, Unit 1, Non-Supervisory Blue Collar, represented by Local 39, effective October 2, 2017;
- Retitle Water Distribution Technician, Water Distribution Specialist and Senior Water Distribution Operator classes to Water Distribution/Production Technician, Water Distribution/Production Specialist and Senior Water Distribution/Production Operator, respectively, in Exhibit 1, Unit 1, Non-Supervisory Blue Collar, represented by Local 39, effective October 2, 2017;
- Add the new classification of Digital Forensics Analyst and respective salary range to Exhibit 3, Non-Supervisory White Collar, represented by FCEA, effective September 25, 2017;
- Amend salaries in Exhibit 7, Unit 7 - Non-Supervisory Groups and Crafts (IBEW), as required by the Memorandum of Understanding between the City of Fresno and the International Brotherhood of Electrical Workers (IBEW), retroactively effective September 18, 2017;
- Add the respective salary and new classification of Historic Preservation Specialist to Exhibit 13-1, Unit 13, Exempt Supervisory and Professional, represented by CFPEA, effective September 22, 2017;
- Increase the salary range for the Airports Planning Manager class in Exhibit 14, Unit 14, Management Classes, represented by CFMEA, effective October 2, 2107; and
- Modify Salary Step Plan sections 2.O.1.a. and 2.O.2.a., and Annual Leave section 10.B.1.c, for employees in Unit 2, to accurately reflect executive pay ranges in accordance with Exhibit 2, effective September 22, 2017.

EXECUTIVE SUMMARY

After providing notice to the respective bargaining units, several job titles are being amended, new classifications are being established, and negotiated salaries are being increased, as reflected in this amendment to the Salary Resolution. In addition, the Salary Step Plan and the Annual Leave for Employees in Exhibit 2, are being amended to accurately reflect E ranges as identified in Exhibit 2 of the Salary Resolution.

BACKGROUND

In September 2016, the City and Unit 1 met and conferred on new classifications specific to the Department of Public Utilities, Water Division. Since then, it has been determined that several of these classes should be retitled. The Senior Water Treatment Operator class is being retitled to Senior Water Treatment Plant Operator to clarify that the respective operators are assigned to the City's surface water treatment plants.

In addition, the Water Distribution series is being retitled to include Production. Both the distribution operators and the production operators require the same state certification. By merging these classifications, the Department of Public Utilities will have the flexibility to assign/reassign staff between these two operational areas. The Ground Water Production Technician class will also be merged with distribution and retitled to Water Distribution/Production Technician. The Ground Water Production Specialist class will be merged with distribution and retitled to Water Distribution/Production Specialist. The Senior Ground Water Production Operator class will be merged with distribution and retitled to Senior Water Distribution/Production Operator. Incumbents in the Ground Water Production job classes will be moved to the corresponding level within the Distribution/Production series.

The Digital Forensics Analyst classification is being established to better define the duties and responsibilities of an incumbent in the Police Department. The Digital Forensics Analyst class specializes in the processing and analysis of digital evidence, including disassembly of computer hardware, forensic imaging of digital media and examination of data related to criminal offenses and recovery of data from cellular telephones and digital media. A current employee in the Computer Systems Specialist III will be moved to the new classification.

The classification of Historic Preservation Specialist is being established as a specialized position in DARM responsible for implementing and maintaining the City's historic preservation program and ordinance. These duties were previously performed by a Project Manager. However, recent recruitment efforts for a Project Manager that met the minimum professional qualifications required by the Federal government for this program were unsuccessful. Therefore, a new classification with these specific requirements is hereby established.

In addition, the City and IBEW started meeting in April 2017 to work towards reaching agreement on a successor MOU. The parties reached a tentative agreement and members of the Unit ratified on August, 24, 2017. The successor MOU provides for an increase in wages by 2.5% beginning the seventh pay period of FY 2018, FY 2019, and FY 2020.

The salary range for the Airports Planning Manager class in Unit 14 is being increased to address compaction issues. A Construction Manager in Airports reports to the Airports Planning Manager. Both classifications are in the same salary range. As time has progressed, the classifications have come closer to the top of the range and compaction has become an issue. To mitigate this matter, the Airports Planning Manager will be assigned to a salary range approximately 10% higher than the lower classification.

Lastly, the Salary Resolution is being modified to update the Salary Step Plan and the Annual Leave for Employees in Unit 2 to accurately display ranges specific to Exhibit 2.

The City provided notice to all of the bargaining units regarding the new classifications and the affected bargaining units regarding the title and salary changes. The City has concluded its meet and confer obligation, and the affected bargaining units concurred with the changes that are being presented to Council for approval.

The City Attorney's Office has approved the Fourth Amendment to Salary Resolution No. 2017-176 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

The addition of the Digital Forensic Analyst classification will result in increased salary and benefit expenses in FY 18 of approximately \$3,063 which will be absorbed by the Police Department.

The wage increases pursuant to the successor MOU with IBEW will result in additional Fiscal Year 2018 salary and benefit expenses of approximately \$83,600 for all funds, and approximately \$3,739 in the General Fund; in Fiscal Year 2019 approximately \$177,568 for all funds and \$7,574 in the General Fund; and, in Fiscal Year 2020 approximately \$269,797 for all funds and \$11,302 to the General Fund.

Attachments: Resolution - Fourth Amendment to FY 2018 Salary Resolution No. 2017-176
Salary Tables - Fourth Amend to FY 2018 Salary Resolution No. 2017-176 - Redline
Salary Tables - Fourth Amend to FY 2018 Salary Resolution No. 2017-176 - Final