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Title: ***RESOLUTION - 8th Amendment to FY 2019 Salary Resolution No. 2018-159, increasing the Payroll Accountant classification to a new E20 salary range in Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes (Non-Represented); amending salaries in Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) for Chief Surveyor, Street Maintenance Superintendent, Senior Electrical Safety Consultant and Senior Environmental & Safety Consultant classifications; and amending the Salary Step Plan section, the Annual Leave for Employees in Exhibit 2 section, and Compensation for Full-Time Employees Occupying Permanent Positions in Exhibit 2 section of the Salary Resolution, to add the new E20 salary range. (Subject to Mayor's Veto).

Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. RESOLUTION_8th_Amendment_FY19_Salary Resolution.pdf, 2. REDLINE_SALARY TABLES_8th Amend to FY19 Salary Resolution.pdf, 3. FINAL_SALARY TABLES_8th Amend to FY19 Salary Resolution.pdf

Date	Ver.	Action By	Action	Result
11/29/2018	1	City Council	approved	Pass

REPORT TO THE CITY COUNCIL

November 29, 2018

FROM: JEFF CARDELL, Director
Personnel Services Department

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

SUBJECT

*****RESOLUTION** - 8th Amendment to FY 2019 Salary Resolution No. 2018-159, increasing the Payroll Accountant classification to a new E20 salary range in Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes (Non-Represented); amending salaries in Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) for Chief Surveyor, Street Maintenance Superintendent, Senior Electrical Safety Consultant and Senior Environmental & Safety Consultant classifications; and amending the Salary Step Plan section, the Annual Leave for Employees in Exhibit 2 section, and Compensation for Full-Time Employees Occupying Permanent Positions in

Exhibit 2 section of the Salary Resolution, to add the new E20 salary range. **(Subject to Mayor's Veto).**

RECOMMENDATION

It is recommended Council approve the Eighth Amendment to the Salary Resolution No. 2018-159 retroactively effective November 12, 2018, to:

- Create a new E20 salary range in Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes (Non-Represented); and
- Amend salaries in Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) for Chief Surveyor, Street Maintenance Superintendent, Senior Electrical Safety Consultant and Senior Environmental & Safety Consultant classifications; and
- Modify Salary Step Plan sections 2.O.1.a. and 2.O.2.a., Annual Leave section 10.B.1.c, and Compensation for Full-Time Employees Occupying Permanent Positions in Exhibit 2 section 19.G., to accurately reflect executive pay ranges in accordance with Exhibit 2.

EXECUTIVE SUMMARY

The salary range of E20 is being created and added to Exhibit 2 to maintain the desired internal relationship with the Payroll Accountant and Senior Accountant-Auditor classification, which was established to attract and retain people in the Payroll Unit. As a result of the new E range, the Salary Step Plan, the Annual Leave, and Annual Leave Accumulation Limit sections are being amended to accurately reflect the reference to the new E20 range as identified in Exhibit 2 of the Salary Resolution.

Exhibit 13-1 is also being amended to increase the salary ranges for the Chief Surveyor, Street Maintenance Superintendent, Senior Electrical Safety Consultant and Senior Environmental & Safety Consultant classifications as a result of the Classification and Compensation Study for the Unit.

BACKGROUND

The Payroll Accountant classification was created and approved by Council in February of 2016. In an effort to attract and retain in this position, the compensation was originally established at 10% above the top step for Senior Accountant-Auditor. An increase of 2.83% maintains the desired 10% between the classifications; therefore, the new salary range of E20 in Exhibit 2, is being created. As a result of the E range, the Salary Step Plan, Annual Leave, and Annual Leave Accumulation Limit sections of the Salary Resolution are being modified to accurate display E ranges specific to Exhibit 2.

On June 20, 2018, the City and CFPEA reached a tentative agreement on a successor MOU which provided equity adjustments to salaries for certain classes as a result of a Classification and Compensation Study of classes in the Unit. This action was approved by Council on July 26, 2018. Subsequently, it has been determined that other immediate salary adjustments are warranted. The Chief Surveyor salary is being amended to align with Supervising Professional Engineer, as both classes require state registration as an engineer or land surveyor and to address recruitment needs. The Street Maintenance Superintendent salary is being amended to align with Landscape Maintenance Superintendent due to similar minimum qualifications and scope of responsibility. The Senior Electrical Safety Consultant and Senior Environmental & Safety Consultant are being aligned with other building inspector classifications which perform similar work.

The City provided notice to the respective bargaining unit regarding the modified salaries in Unit 13. The City has concluded its meet and confer obligation, and the affected bargaining unit concurred with the changes that are being presented to Council for approval.

The City Attorney's Office has approved the Eighth Amendment to Salary Resolution No. 2018-159 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

There is no fiscal impact in creating the new E20 salary range in Unit 2 being that current Payroll Accountant incumbents are currently paid within the new range. The new salary range will not result in additional salary and benefit expenses.

Amending the salary ranges for the four classifications in Exhibit 13-1, Unit 13, will result in increased salary and benefit expenses in Fiscal Year 2019 of approximately \$11,882 to the General Fund and \$26,042 to all funds. The additional expenses do not require additional appropriations for the Department of Public Works or the Development and Resource Management Department.

Attachments:

Resolution: Eighth Amendment to FY19 Salary Resolution No. 2018-159

Salary Tables: Eighth Amendment to FY19 Salary Resolution No. 2018-159 - Redline

Salary Tables: Eighth Amendment to FY19 Salary Resolution No. 2018-159 - Final