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Title: ***RESOLUTION - Adopt the 16th Amendment to FY 2022 Salary Resolution No. 2021-176, amending Section 9, subsection 1.b; Exhibit 2, Non-Represented Management and Confidential Classes; Exhibit 3, Unit 3 - Non Supervisory White Collar (FCEA); Exhibit 7, Unit 7 - Non-Supervisory Groups and Crafts (IBEW); Exhibit 13-1, Unit 13 - Exempt Supervisory and Professional (CFPEA); and Exhibit 13-2, Unit 13 - Non-Exempt Professional (Subject to Mayor's Veto)

Sponsors: Personnel Services Department

Indexes:

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Attachments: 1. Resolution - Sixteenth Amendment to FY 2022 Salary Resolution No. 2021-176, 2. Narrative: Sixteenth Amendment to FY22 Salary Resolution No. 2021-176 - Redline, 3. Salary Tables: Sixteenth Amendment to FY22 Salary Resolution No. 2021-176 - Redline, 4. Salary Tables: Sixteenth Amendment to FY22 Salary Resolution No. 2021-176 - Final

Date	Ver.	Action By	Action	Result
4/21/2022	1	City Council	ADOPTED	Pass

REPORT TO THE CITY COUNCIL

FROM: MARISSA J. SANCHEZ, Director
Personnel Services Department

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

SUBJECT

***RESOLUTION - Adopt the 16th Amendment to FY 2022 Salary Resolution No. 2021-176, amending Section 9, subsection 1.b; Exhibit 2, Non-Represented Management and Confidential Classes; Exhibit 3, Unit 3 - Non Supervisory White Collar (FCEA); Exhibit 7, Unit 7 - Non-Supervisory Groups and Crafts (IBEW); Exhibit 13-1, Unit 13 - Exempt Supervisory and Professional (CFPEA); and Exhibit 13-2, Unit 13 - Non-Exempt Professional (Subject to Mayor's Veto)

RECOMMENDATION

It is recommended that Council approve the Sixteenth Amendment to the Salary Resolution No. 2021-176 effective April 25, 2022 to:

- Modify Section 9, subsection 1.b, Annual Leave for Employees in Exhibit 2, to include the new E12 Executive Pay Range;
- Add the new classification of Principal Labor Relations Analyst in Exhibit 2, Non-Represented

Management and Confidential Classes and the respective new E 12 salary range;

- Amend Exhibit 3, Unit 3 - Non-Supervisory White Collar, to implement a scheduled salary increase for classes in the Unit;
- Amend Exhibit 7, Unit 7 - Non-Supervisory Groups and Crafts (IBEW), to implement a scheduled salary increase for classes in the Unit;
- Amend Exhibit 13-1, Unit 13 - Exempt Supervisor and Professional (CFPEA), to implement a scheduled salary increase for classes in the Unit; and
- Amend Exhibit 13-2, Unit 13 - Non-Exempt Professional (CFPEA), to implement a scheduled salary increase for classes in the Unit.

EXECUTIVE SUMMARY

The Personnel Services Department has created the Principal Labor Relations Analyst classification to provide a more balanced and effective work unit in the Labor Relations Division. In addition, a new Executive Pay Range of E12 is being created and added to Exhibit 2 for this new classification. Further, Section 9, subsection 1.b, Annual Leave for Employees in Exhibit 2, is being amended to include the E12 pay .

Additionally, Exhibit 3 for FCEA, Exhibit 7 for IBEW, and Exhibits 13-1 and 13-2 for CFPEA are being amended to reflect scheduled salary increases pursuant to respective Memoranda of Understanding, effective June 20, 2022.

To implement these actions, it is necessary to approve the Sixteenth Amendment to FY 2022 Salary Resolution No. 2021-176.

BACKGROUND

The City has eleven (11) represented bargaining units and over four thousand (4,000) employees with currently four (4) positions allocated to the Labor Relations Division in the Personnel Services Department. Two of these four positions were recently added via the 5th Amendment to Position Authorization Resolution No. 2021-179, one (1) of which will be converted to the new Principal Labor Relations Analyst classification upon Council approval.

The Principal Labor Relations Analyst will assist the Labor Relations Manager with daily operations in the division; including but not limited to; training of staff, implementation of policies and procedures, leading specialized labor relations projects, participation in and leading of Labor negotiations as assigned, and performing advanced-level professional and analytical activities directly related to labor relations. The incumbent will be essential in improving overall processes and procedures, improve timely resolution for concerns and issues brought forth, and improve overall content and application of the Memorandums of Understanding.

The Principal Labor Relations Analyst classification will be assigned the new E12 Executive Pay Range, and as a result, it is necessary to modify Section 9, subsection 1.b, Annual Leave for Employees in Exhibit 2, to include the new pay range.

The City provided notice to all of the bargaining units regarding the new classification; therefore, the City has concluded its meet and confer obligation.

On December 9, 2022, Council approved successor Memoranda of Understanding (MOU) between the City and Fresno City Employees Association (FCEA), Non-Supervisory White Collar, Unit 3; International Brotherhood of Electrical Workers (IBEW) Local 100 for Unit 7, Non-Supervisory Groups and Crafts; and City of Fresno Professional Employees Association, Inc. (CFPEA), Exempt Supervisory and Professional and Non-Exempt Professional, Unit 13; respectively. Each successor MOU included a 3% wage increase, effective June 20, 2022. Respective Exhibits of the Salary Resolution are being amended to reflect the scheduled wage increase.

The City Attorney's Office has approved the Sixteenth Amendment to Salary Resolution No. 2021-176 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

Amending the Salary Resolution will not require additional appropriations for Fiscal Years 2022 or 2023.

Attachments:

Resolution: Sixteenth Amendment to FY22 Salary Resolution No. 2021-176

Narrative: Sixteenth Amendment to FY22 Salary Resolution No. 2021-176

Salary Tables: Sixteenth Amendment to FY22 Salary Resolution No. 2021-176 - Redline

Salary Tables: Sixteenth Amendment to FY22 Salary Resolution No. 2021-176 - Final