

AGENDA ITEM NO.

COUNCIL MEETING 1/23/07

APPROVED BY _____

DEPARTMENT DIRECTOR _____

CITY MANAGER _____

January 23, 2007

FROM: TERRY A. BOND, Director of Personnel Services
Personnel Services Department

SUBJECT: ADOPT THE FOURTEENTH AMENDMENT TO THE FY07 SALARY RESOLUTION
2006-257 ADDING THE CLASSIFICATION OF STREET MAINTENANCE
SUPERINTENDENT

KEY RESULT AREA

Customer Service, Employee Satisfaction, Financial Management

RECOMMENDATIONS

Staff recommends that Council approve the Fourteenth Amendment to the Salary Resolution No. 2006-257, adding the classification of Street Maintenance Superintendent and establishing an appropriate salary structure.

EXECUTIVE SUMMARY

The City of Fresno concluded its meet and confer obligation with the City of Fresno Professional Employees Association (CFPEA) and is requesting Council approval of the addition of Street Maintenance Superintendent to the Salary Resolution. The request will convert an existing higher level position in the Public Works Department to fill this vacancy.

KEY OBJECTIVE BALANCE

The Fourteenth Amendment to the Salary Resolution No. 2006-257 balances the key objectives of Customer Service, Employee Satisfaction and Financial Management. Approval balances all three objectives by adding a classification that addresses the need for a second level of supervision that addresses the field operations of street maintenance.

BACKGROUND

In the past, a secondary level of day-to-day field operations management existed between the Streets Manager and the Street Maintenance Supervisors. The Streets Manager position remains and is currently responsible for all operations in the Division. There are seven Street Maintenance Supervisors, which is a first line of supervision series responsible for scheduling work and crews. Each of these supervisors is assigned a unique set of responsibilities such as street lighting, painting and signage, etc. As the volume and engineering needs of street maintenance jobs has increased, as well as the complexity of the sections that have been added to the division over the years, it is felt that reestablishing a classification to provide greater efficiency through better coordination of field operations is warranted. The salary step range for Street Maintenance Superintendent has been established at A/\$5,820, B/\$6,110, C/\$6,417, D/\$6,738, and E/\$7,076. Since this is a new classification, there is no adverse effect to any incumbents and the Public Works Department will be converting an existing, higher level vacant position to Street Maintenance Superintendent. The Fourteenth Amendment to the Salary Resolution shall be effective January 23, 2007.

FISCAL IMPACT

There is no fiscal impact.

January 17, 2007

Attachment: 14th Amendment to 2006-257 FY07 Salary Resolution

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE FOURTEENTH AMENDMENT TO RESOLUTION NO. 2006-257 ENTITLED "A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE COMPENSATION RATES AND SCHEDULES AND RELATED REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND SCHEDULES FOR FY07"

RESOLVED, by the Council of the City of Fresno, as follows:

SECTION 1.

Page 3 of Exhibit 2.4 of Resolution No. 2006-257 is hereby amended to reflect the following change:

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Superintendent	720004	12	5820	6110	6417	6738	7076

SECTION 2.

Upon final legislative approval, this resolution shall become effective retroactively on January 23, 2007.

* * * * *

STATE OF CALIFORNIA)
COUNTY OF FRESNO) ss.
CITY OF FRESNO)

I, REBECCA E. KLISCH, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the _____ day of _____, 2007.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2007

Mayor Approval/No Return: _____, 2007

Mayor Veto: _____, 2007

Council Override Vote: _____, 2007

REBECCA E. KLISCH
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: _____
Deputy

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Environmental & Safety Consultant	230005e	12	4659	4888	5127	5379	5644
Senior Plumbing & Mechanical Consultant	230014e	12	4659	4888	5127	5379	5644
Senior Real Estate Agent	170012e	12	4984	5228	5485	5755	6037
Solid Waste Management Supervisor I	640030e	12	4328	4540	4761	4996	5240
Street Maintenance Superintendent	720004e	12	5820	6110	6417	6738	7076
Street Maintenance Supervisor	720001e	12	5370	5634	5911	6201	6506
Supervising Buyer	140004e	12	4455	4673	4900	5141	5392
Supervising Engineering Technician	210008e	12	5276	5537	5810	6096	6395
Supervising Environmental Control Officer	620005e	12	4629	4855	5094	5343	5606
Supervising Fire Prevention Inspector	420005e	12	4877	5115	5369	5633	5910
Supervising Identification Technician	410013	12	4078	4278	4486	4707	4936
Supervising Planner	220008e	12	5009	5255	5512	5782	6066
Supervising Plans Examiner	210044e	12	5125	5378	5643	5919	6210
Supervising Professional Engineer	210110e	12	6287	6598	6923	7265	7624
Supervising Real Estate Agent	170013e	12	5473	5742	6024	6320	6632
Survey Party Chief	210031e	12	4187	4391	4607	4831	5070
Traffic Engineering Assistant	210070e	12	4664	4893	5135	5384	5650
Transit Supervisor I	320050e	12	4328	4540	4761	4996	5240
Transit Supervisor II	320051e	12	4703	4933	5176	5430	5697
Treasury Officer	135015e	12	5057	5305	5567	5840	6127
Wastewater Treatment Maintenance Supervisor	620070e	12	5208	5464	5732	6015	6310
Water Conservation Supervisor	610045e	12	5208	5464	5732	6015	6310
Water System Supervisor	610055e	12	5208	5464	5732	6015	6310
Zoo Supervisor	530020e	12	3665	3849	4042	4246	4458
Zoo Veterinarian	530016e	12	5306	5568	5842	6129	6430