



REPORT TO THE CITY COUNCIL

AGENDA ITEM NO. 1K
COUNCIL MEETING 12/2/2008
APPROVED BY

Presented to City Council
Date 12/2/08
Disposition Rev. 08-327
adopted

DEPARTMENT DIRECTOR [Signature]
CITY MANAGER [Signature]

December 2, 2008

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

BY: KENNETH G. PHILLIPS, Labor Relations Manager
Personnel Services Department

[Signature]

SUBJECT: ADOPT THE EIGHTH AMENDMENT TO THE FY09 SALARY RESOLUTION 2008-165
MODIFYING THE SALARIES IN EXHIBIT 2, SECTION 2.1, POLICE MANAGEMENT

KEY RESULT AREA

Employee Satisfaction, Financial Management

RECOMMENDATIONS

It is recommended that Council adopt the Eighth Amendment to the Salary Resolution No. 2008-165, pending salaries in Exhibit 2, Section 2.1, to reflect increases approved by Council on August 26, 2008.

EXECUTIVE SUMMARY

On August 6, 2008, the Fresno City Council approved a negotiated agreement between the City and the Fresno Police Officers Association (FPOA) Management increasing salaries for Police Lieutenants and Police Captains, and the salary range for Deputy Police Chiefs. The Eighth Amendment to the Salary Resolution No. 2008-165 will reflect the salary adjustments effective January 1, 2006.

KEY OBJECTIVE BALANCE

The salary increase for employees represented by FPOA/Management balances the Key Objectives of Financial Management and Employee Satisfaction. As part of the MOU reopener approved by both the City and the FPOA, employees represented by FPOA will receive a negotiated wage increase. The amount negotiated was determined with consideration of City revenues.

BACKGROUND

The MOU between the City and FPOA/Management included a provision for a reopener on wages in FY09 if the General Fund did not grow by at least 6%. The reopener resulted in a postponement of a scheduled wage increase from July 1, 2008 to January 1, 2009. In August 2008, Council approved the provisions of the reopener agreement which include a 1.5% salary increase for Police Lieutenants and Police Captains and a 1.5% increase in the range for Deputy Police Chiefs effective January 1, 2009. This recommended action would implement the increase. Members in the unit will be eligible to have the 1.5% increase extended to July 1, 2008 if certain cost savings are met by June 30, 2009.

FISCAL IMPACT

It is estimated that the overall fiscal effect of the salary increase from January through June will be approximately \$37,261 in FY09.

November 25, 2008

Attachment: Eighth Amendment to 2008-165 FY09 Salary Resolution



RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE EIGHTH AMENDMENT TO RESOLUTION NO. 2008-165 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 FY09"

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

SECTION 1.

Exhibit 2, Section 2.1, Police Management is hereby amended to provide increases for respective classes in the said exhibit, as required by the Memorandum of Understanding between the City and the Fresno Police Officers Association, effective January 1, 2009.

SECTION 2.

Upon final legislative approval, this resolution shall become effective on January 1, 2009.

* * * * *

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 _____, 2008.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2008
Mayor Approval/No Return: _____, 2008
Mayor Veto: _____, 2008
Council Override Vote: _____, 2008

REBECCA E. KLISCH
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: Tommi R. Saghatelian
Tommi Saghatelian, Deputy

EXHIBIT 2
Section 2.1 – Police Management

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Deputy Police Chief	415007e	--	E2		4163	-	11,748		
Police Captain	415006e	12		8328	8745	9183	9643	10,125	10,465
Police Lieutenant	415005e	12		7231	7594	7974	8373	8792	9087

*01/01/09 Eighth Council Amendment
Supersedes Original*

