



AGENDA ITEM NO.

<u>COUNCIL MEETING</u>	<u>4/10/07</u>
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<u>APPROVED BY</u>	
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<u>DEPARTMENT DIRECTOR</u>

<u>CITY MANAGER</u>

April 10, 2007

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

SUBJECT: ADOPT THE FIFTEENTH AMENDMENT TO THE FY07 SALARY RESOLUTION
2006-257 MODIFYING THE CLASSIFICATION OF BUS MECHANIC I

KEY RESULT AREA

Customer Service, Employee Satisfaction, Financial Management

RECOMMENDATIONS

Staff recommends that Council approve the Fifteenth Amendment to the Salary Resolution No. 2006-257, modifying the classification of Bus Mechanic I to recognize the trainee status of the position.

EXECUTIVE SUMMARY

The City of Fresno concluded its meet and confer obligation with Local 39 Stationary Engineers on January 24, 2007, and is requesting Council approval the modification of the Salary Resolution designating the classification of Bus Mechanic I as a trainee position.

KEY OBJECTIVE BALANCE

The Fifteenth 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 appropriately classifying the position of Bus Mechanic I in trainee status with the ability to promote to Bus Mechanic II within a minimum of one year.

BACKGROUND

The current specifications for Bus Mechanic I indicate in the Distinguishing Characteristics that this is a "trainee" level in the series. The Maintenance Division of the Transportation Department has not had any long term employees in the position of Bus Mechanic I, as it is intended to be a trainee position leading to journey level competence. All employees in the position of Bus Mechanic I have promoted within two years to Bus Mechanic II. In addition, the revised specification will make this truly a training position, as one would not achieve permanent status within this classification.

The progression from Bus Mechanic I to Bus Mechanic II is comparable to the heavy equipment mechanic series, in which an incumbent begins as a trainee and advances to the journey level class upon successful completion of training. The higher level class signifies successful professional certification and advanced knowledge of heavy-duty mechanical maintenance. Personnel Services recommends a comparable progression for Bus Mechanics and has appropriately modified the job specification to include language requiring certification from the National Institute of Automotive Excellence and completion of training to successfully promote to a Bus Mechanic II and achieve permanent status. This change will ensure that future staff will meet industry standards.

The salary steps for this position remain the same, and there is no adverse effect to any incumbents as there are no incumbents in the position of Bus Mechanic I. The Fifteenth Amendment to the Salary Resolution shall be effective April 10, 2007.

FISCAL IMPACT

There is no fiscal impact.

April 6, 2007

Attachment: 15th Amendment to 2006-257 FY07 Salary Resolution