

June 25, 2010

FROM: Terry A. Bond, Director  
Personnel Services Department

SUBJECT: ADOPT RESOLUTION ESTABLISHING COMPARISONS FOR PURPOSES OF  
ESTABLISHING RETIREMENT BENEFITS FOR DELETED CLASSES

### RECOMMENDATION

It is recommended that the Council approve the attached Resolution benchmarking salaries for deleted classes.

### EXECUTIVE SUMMARY

The resolution incorporates benchmarks for classes recommended to be deleted in the FY 2011 Salary Resolution, which had not been used in a number of years. Prior to proposing these classes for deletion, affected bargaining units were notified, given opportunity to respond and benchmarks identified. In order to satisfy the requirement of the Fresno Municipal Code that Council shall establish the benchmarks for deleted classes, these benchmarks for retirement benefit calculations are now submitted for approval to be effective retroactive to July 1, 2010.

### BACKGROUND

As periodic maintenance of the Salary Resolution, the Personnel Services Department reviews classifications which have not been used in a number of years, recommends benchmarks for retirement calculations with comparable positions, and contacts appropriate bargaining units for comment. The recommended benchmarks take into account comparable unit, salary and qualifications. In the FY 2011 Salary Resolution, classes have been identified as inactive and recommended for deletion. Fresno Municipal Code Section 3-205 states that, whenever a class is deleted, Council shall establish a pay relationship for those classes in order to calculate retirement benefits for any incumbent with qualifying service in the deleted classes. The attached Resolution lists these classes and incorporates the benchmark classes for deletions, all of which shall be effective July 1, 2010. The appropriate bargaining units have been contacted and allowed an opportunity to respond.

### FISCAL IMPACT

There is no fiscal impact associated with the approval of this resolution.

Attachment: Resolution Establishing a Retirement Benchmark for Deleted Classes

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO ESTABLISHING A PAY RELATIONSHIP FOR A DELETED CLASS WITH AN EXISTING CLASS FOR THE PURPOSE OF CALCULATING RETIREMENT BENEFITS PURSUANT TO FRESNO MUNICIPAL CODE SECTION 3-205

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

SECTION 1.

The following class titles, having been deleted from the City of Fresno Salary Resolution effective July 1, 2010, shall have retirement benefits calculated as follows:

<u>Deleted Classes</u>	<u>Basis for Determining Retirement Compensation</u>
Administrative Support Clerk (115005)	99.08% of Legal Secretary I (115015)
Assistant Film Commissioner (820050)	52.61% of Economic Dev Coordinator (150090)
Assistant Ombudsperson (150115)	52.32% of Community Coordinator (150075)
Assistant Training Officer (150045)	96.14% of Indus/Comm Water Consv Rep (610015)
Benefits Coordinator (150048)	100.19% of Management Analyst II (150021)
Central Printing Technician (120006)	100% of Offset Equip Operator (120010)
Chandler Airport Superintendent (310030)	81.16% of Airports Operations Manager (310020)
Chief Police Pilot (410031)	83.49% of Airports Airside/Landside Sup (310018)
City Design Engineer (210065)	100% of City Construction Engineer (210060)
Claims Specialist (150005)	100.57% of Human Resources Technician (150015)
Computer Operator III (125017)	99.44% of Senior Call Center Rep (115072)
Criminalist Specialist (410017)	106.54% of Professional Engineer (210100)
Deputy Mayor (150200)	66.89% of Human Resources Manager (150025)
Deputy Recreation Manager (520020)	107.46% of Management Analyst III (150022)
Economic Development Manager (150100)	112.76% of Budget Manager (135008)
Education Liaison (150210)	64.28% of Community Coordinator (150075)
Electrical Safety Consultant I (230020)	86.68% of Assoc Electrical Safety Cons I (230022)
Electrical Safety Consultant II (230021)	90.93% of Assoc Electrical Safety Cons I (230022)
Film Commissioner (820051)	60.50% of Economic Dev Coordinator (150090)
Land Surveyor (210035)	100% of Criminalist (410016)
Life Skills Instructor (940015)	118.16% of Recreation Specialist (520005)
Mail Operations Technician (120001)	99.61% of Computer Operator I (125015)
Ombudsperson (150116)	79.14% of Community Coordinator (150075)
Outreach Coordinator (520040)	101.59% of Recycling Coordinator (640001)
PAR Program Specialist (410023)	96.09% of Staff Assistant (150001)

Cont.

<u>Deleted Classes</u>	<u>Basis for Determining Retirement Compensation</u>
Parks Planning Coordinator (510020)	111.47% of Planner II (220006)
Planning Illustrator I (220001)	94.96% of Engineering Technician II (210006)
Planning Illustrator II (220002)	105.39% of Engineering Technician II (210006)
Sr Real Estate Finance Spec (170003)	99.96% of Sr Engineering Technician (210007)
Water Education Coordinator (610010)	100% of Indus/Comm Water Consv Rep (610015)

## SECTION 2.

Upon final legislative approval, these benchmarks shall become effective retroactively on July 1, 2010.

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CLERK'S CERTIFICATION

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 \_\_\_\_\_, 2010.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2010  
Mayor Approval/No Return: \_\_\_\_\_, 2010  
Mayor Veto: \_\_\_\_\_, 2010  
Council Override Vote: \_\_\_\_\_, 2010

REBECCA E. KLISCH  
City Clerk

BY: \_\_\_\_\_

APPROVED AS TO FORM  
CITY ATTORNEY'S OFFICE

BY: Tommi R. Aghatelian  
Deputy City Attorney