



**Employment Opportunity:
Labor Relations Manager**

THE COMMUNITY

The City of Fresno is the largest city in the San Joaquin Valley and the fifth largest city in California, with a population of more than 545,000 residents. The city's name was derived from the Spanish word for ash tree, a common sight along the San Joaquin River. Fresno is the financial core of the San Joaquin Valley, and its economy relies on its large-scale agricultural production. Revitalization of Downtown Fresno's core and the construction of High Speed Rail are two of many exciting projects that continue to successfully support Fresno's growing economy.

Located in the geographical center of California, Fresno offers many sights. From fertile agricultural fields, an abundance of lakes, and the snowy Sierra Nevada mountain range, the scenic variety in Fresno is large. Fresno also features a diverse selection of dining, shopping, farmers markets, vibrant arts and culture, wineries, as well as a variety of attractions. With 300 days of sunshine a year, the Mediterranean climate in Fresno is the source of its agricultural productivity, and allows year-round recreational activities including sailing, snow and water skiing, fishing, backpacking, and golfing. With so much to see and do, Fresno is truly California's year-round playground.

Traveling to other major metropolitan locations in California from Fresno is easy; Los Angeles is approximately four hours north and the San Francisco Bay Area is approximately three hours south. Fresno is located in proximity to three sites of natural beauty; Yosemite National Park, Kings Canyon National Park, and Sequoia National Park. Residents and visitors alike enjoy these scenes and others, including the Sierra Nevada Mountains and the Pacific Ocean.

Another advantage to living in Fresno is the exceptional housing that is available at lower price levels than California's other large metropolitan areas. The current median home price in Fresno is approximately \$300,000. There are four large school districts in the Fresno area, Fresno Unified, Central Unified, Sanger Unified and Clovis Unified. Fresno is the home of California State University, Fresno, as well as a number of other colleges and universities.

Residents consider Fresno to be a community of unique charm, with the amenities of a large metropolitan city and the pleasantness of a smaller



town. The people of Fresno enjoy a wide variety of social, cultural, athletic, educational and recreational activities in an affordable and clean living environment.

CITY STRUCTURE

Fresno is a full-service charter city operating under a strong mayor form of government. There are seven Council Members. The Council appoints the City Attorney and the City Clerk. The Mayor is elected at-large and does not serve on the Council, but has veto power over certain actions taken by the City Council. The City Manager, who is appointed by the Mayor, is responsible for appointing all other department heads in the City.

THE POSITION

Under general direction, the Labor Relations Manager plans, coordinates, and manages the activities of the Labor Relations Division of the Department of Personnel Services. The Labor Relations Division has as its primary responsibility of the negotiation and administration of memoranda of understanding with 12 employee organizations. The Labor Relations Manager acts as the chief negotiator for the City in labor negotiations and advises City management in the disposition of employer/employee matters.

This is an unclassified position in which the incumbent serves at the will of the Department Director.

The ideal candidate will demonstrate the ability to assure compliance with the City Charter, Municipal Code, Civil Service Rules, equal employment

opportunity objectives, and applicable laws, rules and regulations.

THE REQUIREMENTS

Graduation from an accredited college or university with a Bachelor's Degree in Business Administration, Public Administration, Political Science, or a closely related field; and four years of professional labor relations, human resources, or related experience which included, or is supplemented by, one year at the supervisory level. Additional qualifying experience may be substituted for the required education on a year-for-year basis, up to a maximum of two years.

Possession of a valid California Driver's License is required at time of appointment. Candidates considered for hire must provide proof of a valid driver's license and current copy of their driving record and satisfactorily complete a Department of Justice fingerprinting.

COMPENSATION AND BENEFITS

The City of Fresno offers an attractive and competitive salary and benefits package. The salary for Labor Relations Manager is dependent upon qualifications. The employee benefits package, as noted below, is subject to change and includes:

- Salary Range: \$8,291 - \$10,364
- Retirement: Fresno City Retirement System; reciprocity with other public California systems. The City's pension funds are among the best-funded public systems in California. The City does not participate in Social Security.
- Health Insurance: City contributes toward the current monthly premium for medical, dental, and vision for employee and dependents.
- Flexible Spending Account: IRS 125 Plan for health/dependent care.
- Deferred Compensation: 457 plan available.
- Management Leave: 60 hours per fiscal year.
- Annual Leave: 20 days per year of annual leave with cash out provision.
- Holidays: Ten (10) City-observed holidays annually, plus birthday and one (1) personal day per year.
- Life Insurance: Equal to annual salary; premium paid by City.
- Long-Term Disability: City pays premium for 66.66% of monthly salary up to \$7,500 per

month after 30 days.

Additional information regarding the City of Fresno is available at www.fresno.gov.

THE SELECTION PROCESS

If you are interested in this outstanding opportunity, please submit a letter of interest, your resume, and five references to:

Yvonne Teixeira, Executive Assistant to the Personnel Director

(559) 621-6966

Yvonne.teixeira@fresno.gov

2600 Fresno Street

Fresno, California 93721-3614

Filing Deadline: March 3, 2021

A select group of candidates will be invited to interview for this excellent opportunity.

