

CITY OF FRESNO / CFPEA (UNIT 13) MOU NEGOTIATIONS FY 2024

City Package Proposal

Tendered to CFPEA on **April 19, 2024**

This is a package proposal provided to CFPEA. Rejection of any single item will be considered rejection of the entire proposal. As part of the package proposal, any proposals by either party not addressed in the package would be considered withdrawn.

PACKAGE PROPOSAL	
Term (City Proposal #16, Counter to CFPEA #1)	The term of MOU would be effective January 1, 2024 through June 15, 2025 and change in title of article.
Previous Classification & Compensation Study (City Proposal #19, Counter to CFPEA #2a)	Agree to implement remainder compensation adjustments from the previous classification & compensation study, effective June 17, 2024.
Building Inspections (City Proposal #18, Counter to CFPEA #38)	Incorporate existing side letter with some minor edits.

TENTATIVE AGREEMENTS

1	Annual Leave as Protected Sick Leave – City Proposal #2	Updates consistent with state law.
2	Certificate, License, Registration Premium Pay – City Proposal #3	Add a process for the effective date of new/renewal premium pay and discontinuance of premium pay for expired certificates/licenses/registration.
3	Health & Welfare – City Proposal #4	Clarification, cleanup, removal of obsolete language.
4	Holidays – City Proposal #5	Clarifying language for employees regularly scheduled to work a day which falls on a Sunday holiday.
5	Licensed Professional Engineer – City Proposal #6	Incorporate existing side letter.
6	Cleanup and Clarification – City Proposal #1A	Cleanup and clarification throughout MOU such as simplification, clarification, updates, and removal of obsolete language.
7	Leave Election on Holidays – City Proposal #9	Clarifying that only non-exempt employees working 4/10 or 9/80 will need to use leave to provide for a full day if the holiday falls on a regular workday, or elect leave without pay.
8	New Class Specifications – City Proposal #10	Clarifying that the meet and confer is to adopt a base salary for the new class.
9	Notification to Association – City Proposal #11	Revising the language to be consistent with the law.
10	Pay for Performance – City Proposal #12	Removing obsolete provision.
11	Supplemental Sick Leave – City Proposal #13	Language update consistent with State law.
12	Voluntary Leave Time (VLT) Program – City Proposal #14	Add new provision on voluntary leave time (VLT) program.

**CFPEA Classification and Compensation Study
Remainder Compensation Adjustments**

Job Code	Job Title	Equity Adjustment
115015	Legal Secretary I	27.63%
115016	Legal Secretary II	26.91%
115017	Senior Legal Secretary	26.91%
720035	Parking Supervisor	16.96%
135025	Revenue Supervisor	16.46%
115081	Airports Credentialing Supervisor	14.92%
115047	Police Support Services Supervisor	14.92%
115045	Records Supervisor	14.92%
410013	Supervising Crime Scene Technician	12.97%
115073	Call Center Supervisor	12.34%
160001	Paralegal	12.00%
115050	Human Resources Records Supervisor	11.19%
120007	Central Print Supervisor	10.91%
510030	Forestry Supervisor I	10.91%
510025	Parks Supervisor I	10.91%
150016	Human Resources Analyst	9.64%
150010	Risk Analyst	9.64%
210055	Fire Prevention Engineer	7.97%
160002	Senior Paralegal	6.43%
150008	Lead Risk Analyst	5.23%
160020	Supervising Paralegal	4.84%
420005	Supervising Fire Prevention Inspector	4.19%
150105	Grant Writer	3.66%
220007	Planner III	3.19%
150021	Management Analyst II	1.68%