



# ***Agenda Report***

## ***Fullerton City Council***

**MEETING DATE:** MAY 4, 2021

**TO:** CITY COUNCIL / SUCCESSOR AGENCY

**SUBMITTED BY:** CITY MANAGER

**PREPARED BY:** ELLIS CHANG, DIRECTOR OF ADMINISTRATIVE SERVICES  
LAURA GIANNETTI-MERCER, HUMAN RESOURCES MANAGER II

**SUBJECT:** CLASSIFICATION PLAN UPDATE RELATING TO MAINTENANCE WORKER POSITION

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### **SUMMARY**

Proposed amendment to the City of Fullerton personnel classification plan to reassign the Maintenance Worker classification (appointed on or after September 25, 1996) to a higher salary range.

### **RECOMMENDATION**

Adopt Resolution No. 2021-XX.

RESOLUTION NO. 2021-XX – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, AMENDING APPENDIX A OF RESOLUTION NO. 2020-17 (FULLERTON MUNICIPAL EMPLOYEES FEDERATION)

### **PRIORITY POLICY STATEMENT**

This item matches the following Priority Policy Statements:

- Fiscal and Organizational Stability.

### **FISCAL IMPACT**

The proposed change to the salary range for Maintenance Worker (appointed on or after September 25, 1996) create a fully burdened annual cost to Public Works of approximately \$394,300 (which includes six currently vacant positions). The anticipated costs for the remainder of Fiscal Year 2020-21 totals approximately \$40,300 (including

the six vacant positions). This action does not require adjustments to the FY 2020-21 budget as projected expenditures fall within the current budget.

## DISCUSSION

The Maintenance Worker position is an entry level position performing a variety of general and manual duties related to maintenance and repair of public works, parks, municipal utilities and other City facilities. Maintenance Workers are assigned to various Public Works divisions including Landscape, Streets, Water, Sewer and Building and Facility.

Maintenance Workers (appointed on or after September 25, 1996) are assigned to salary range 220 (\$32,001 - \$37,045). Salary ranges for positions represented by the Fullerton Municipal Employees Federation include six pay steps, providing for a potential 25% increase over time in the position. Due to increases to the minimum wage and the target of \$15.00 per hour on January 1, 2022, the City eliminated Ranges 207 - 215 and Steps 1 and 2 of 220, as they fell under the assigned minimum wage at the time or would fall under the \$15.00 per hour target.

To address the pending compaction between Range 220 and the minimum wage and restore a six-step range for Maintenance Worker (appointed on or after September 25, 1996), Staff recommends assigning Maintenance Worker (appointed on or after September 25, 1996) to salary Range 230 (\$32,090 - \$40,956) which represents an approximate 10.5% increase over 220 at the top step. This will allow new Maintenance Worker appointments to Step 1 (\$15.428 per hour) with the potential for advancement to step 6 (\$19.69 per hour). Incumbents normally progress from step to step after one year of satisfactory service.

## Attachments:

- Attachment 1 – Draft Resolution No. 2021-XX