



City Council Memorandum

City of Arts & Innovation

TO: HONORABLE MAYOR AND CITY COUNCIL DATE: JULY 15, 2025

FROM: HUMAN RESOURCES DEPARTMENT WARDS: ALL

SUBJECT: REVISIONS TO THE MASTER FRINGE BENEFITS AND SALARY PLAN TO APPROVE AN ADDITIONAL STEP FOR THE SENIOR MECHANIC CLASSIFICATION AND DELETION OF NON-UTILIZED CLASSIFICATIONS; APPROVE ADDITIONAL FIVE PERCENT SPECIAL COMPENSATION FOR CNG FUEL ISLAND ASSIGNMENT.

ISSUE:

Approve an additional step for the Senior Mechanic classification and deletion of the non-utilized Senior Mechanic Specialist classification; approve additional five percent (5%) special compensation for CNG fuel island assignment.

RECOMMENDATION:

That the City Council

1. Approve an additional step for the Senior Mechanic classification and deletion of the Senior Mechanic Specialist classification;
2. Approve an additional five percent (5%) special compensation for employees in the Fire Mechanic, Mechanic and Senior Mechanic classifications when assigned to the CNG fuel island.
3. Adopt the attached Resolution amending the Master Fringe Benefits and Salary Plan to reflect add an additional step for the Senior Mechanic classification and deletion of the non-utilized Senior Mechanic Specialist classification; an additional five percent (5%) special compensation for employees assigned to perform CNG fuel island duties.

DISCUSSION

Senior Mechanic and Senior Mechanic Specialist:

In addition to the above salary adjustments, the City has met and conferred with SEIU in regard to proposed changes to the Senior Mechanic classification. These changes included adjusting some of the duties from the Senior Mechanic Specialist classification to now be included in the duties of the Senior Mechanic classification. With these adjustments in mind, the City and SEIU

agreed to add an additional step to the Senior Mechanic class since the Senior Mechanic Specialist class would no longer be utilized. In addition to the salary range adjustment, the City and the Union agreed to memorialize the additional special compensation of five percent (5%) to eligible employees in the Mechanic, Senior Mechanic and Fire Mechanic classifications for performing CNG fuel island duties and responsibilities, which entail fulfilling specific training requirements. The additional step for this classification is illustrated below:

	Senior Mechanic Job Code 3540 (Tier 1)	Senior Mechanic Job Code 3541 (Tier 2/3)
Step 1	\$6,010	\$5,831
Step 2	\$6,310	\$6,122
Step 3	\$6,626	\$6,429
Step 4	\$6,928	\$6,751
Step 5	\$7,306	\$7,088
NEW Step 6	\$7,671	\$7,442

Deletion of Non-utilized Classifications:

As a result of the meet and confer with SEIU, the Senior Mechanic Specialist classification will no longer be utilized and therefore will be deleted from the classification plan. In addition, the Development Services Supervisor and the Assistant General Services Director are also not being utilized and will be deleted from the classification plan.

Job Code	DELETE NON-UTILIZED CLASSIFICATION
5242	Senior Mechanic Specialist (BU 20 – SEIU – General Unit)
5243	Senior Mechanic Specialist (T) (BU 20 – SEIU – General Unit)
4541	Assistant General Services Director – (BU 07 -Sr Management)
0930	Development Services Supervisor – (BU 50 -Supervisory)

FISCAL IMPACT:

There is no immediate fiscal impact anticipated with this report. The new step added to the Sr. Mechanic salary schedule will provide additional future growth for the incumbents and is not expected to exceed currently budgeted merit increases. The 5% special compensation is included in the adopted budget; therefore, no additional fiscal impact will result from memorializing that item.

Prepared by:	Rene Goldman, Human Resources Director
Certified as to	
Availability of funds:	Kristie Thomas, Finance Director/Assistant CFO
Approved by:	Edward Enriquez, Assistant City Manager/CFO, City Treasurer
Approved as to form:	Rebecca McKee-Reimbold, Interim City Attorney

Attachments:

1. Resolution Amending the Fringe Benefits and Salary Plan
 - a. Exhibit A – Job Code Table