



# CITY OF CONCORD

## Report to Council

**FROM:** Jennifer Johnston, Director of Human Resources and Labor Relations

**DATE:** August 4, 2016

**SUBJECT:** AFSCME Position Title Changes

### **Recommendation**

Accept this report regarding two position title changes in the General Services Department, Fleet Division to modify Schedule D. These title changes result in no change in labor grade or salary range.

### **Background**

As a result of discussions AFSCME, it was determined the City had a need to update the job title of the Automotive Mechanic II and to correct the job title of Welder/Mechanic II.

### **Discussion**

Recently, it was discovered that the position of Welder/Mechanic had been mistakenly changed to Welder/Mechanic II during the Condrey study that concluded in 2008. All discussions leading up to the finalization of the Condrey study made no indication of changing the Welder/Mechanic position and the job classification duties did not change as a result of the Condrey Study. However, the ordinance was passed with the position as a Welder/Mechanic II. It is requested that Council approve the reversion to the correct title of this position as a Welder/Mechanic with no impact to the labor grade, the job duties or the salary range.

Changing the position title of the Automotive Mechanic II to Fleet Maintenance Technician better reflects the industry standard which has moved away from the use of the mechanic term in the field. Further, as these positions work with a wide range of vehicles, many not automotive, assigning Fleet to the title is more descriptively accurate. With this change to the position titles, the division would be better served with no impact to the salary range.

cc: City Manager