



Fiscal Year 2009

(July 1, 2008 – June 30, 2009)

Salary Resolution

Personnel Services Department

FY09 SALARY RESOLUTION
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RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO
ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE
COMPENSATION RATES AND SCHEDULES AND RELATED
REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND
SCHEDULES FOR FY09

RESOLVED, by the Council of the City of Fresno, as follows:

SECTION 1. – SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES

The rules set forth in this resolution constitute special provisions applicable to all classes of employment in the City service; provided, however, that if any provisions of a Memorandum of Understanding adopted and approved by the Council under Article ~~49~~ **6**, Chapter ~~2~~ **3** of the Fresno Municipal Code and currently in effect is clearly and specifically in conflict with any rule contained in this resolution, the provision in such Memorandum of Understanding shall prevail.

SECTION 2. – SALARY STEP PLAN

The step plan of each salary range shall be applied and interpreted as follows for permanent and probationary employees appointed to permanent positions, unless modified by applicable MOU:

- A. The first step shall be the minimum rate and shall normally be the hiring rate for the class. In a case where it is difficult to secure a qualified person or if a person of unusual qualifications is engaged, the City Manager or his/her designee, after receiving the recommendation of the Director of Personnel Services, may approve appointment above the first step.
- B. The second step shall be paid upon the completion of six months of paid status at the first step.
- C. The third step shall be paid upon the completion of one year of service at the second step.
- D. The fourth step shall be paid upon completion of one year of service at the third step.
- E. The fifth step shall be paid upon completion of one year of service at the fourth step.
- F. The sixth step shall be paid upon completion of one year of service at the fifth step.

- G. Unless modified by applicable MOU, raises to the second, third, fourth, fifth, and sixth steps shall be automatic unless an unsatisfactory performance evaluation is made by the appointing authority. Following an unsatisfactory performance evaluation, a raise may be delayed by the appointing authority for not more than six months and more than six months only with approval of the City Manager or his/her designee. A raise to any step may be made at any time by the City Manager or his/her designee on recommendation of the appointing authority and the Director of Personnel Services whenever an employee exhibits unusual merit. Six months of service equals 1,040 hours of service, and one year of service equals 2,080 hours of service.
- H. 1. An employee who is selected to fill a reclassified position pursuant to FMC Section ~~2-1607~~ **3-209** (b), or who is promoted from one class to another having a higher salary range, shall be adjusted to the lowest step in the salary range of the new class which is at least three and one-half percent higher than the rate received in the employee's former class. If such an increase would require a payment greater than the highest step, then the highest step shall be paid.
2. An employee in Exhibit 9 who is appointed to a position in a class having a salary range shall be promoted according to the foregoing provisions to the nearest step, but not exceeding Step E, in the new class range after adding five percent to the employee's salary rate.
- I. When a class is assigned a new salary range, the salary of an employee in such class shall be adjusted to the same relative step in the new salary range, and such adjustment shall not alter the employee's anniversary date.
- J. A permanent employee, filling a position in a higher class on a temporary basis, and who is entitled to the rate of pay for such higher class, shall be paid in the same manner as provided for promotion in Subsection H above.
- K. If an employee is receiving compensation above the highest step of the range, the employee's present rate shall be continued as an approved additional step rate for the class ("Y-rated"), but no other employee may be adjusted to this rate, and it shall no longer be in effect after the termination of the employment in that class of the incumbent in whose behalf it is authorized.
- L. Step increases shall become effective immediately upon completion of required service. For purposes of this section, any employee who is absent without pay for the number of hours specified below while on any single step in a range shall not be considered to have been on paid status for the number of weeks shown, and advancement to the next step shall be delayed by such number of weeks:

<u>At least</u>	<u>But less than</u>	<u>Weeks delayed</u>
1 hour	40 hours	None
40 hours	120 hours	2
120 hours	200 hours	4
200 hours	280 hours	6
280 hours	360 hours	8
360 hours	440 hours	10

For purposes of this section, leave without pay, in reference to step advancement, shall be adjusted appropriately for 56-hour employees:

<u>At least</u>	<u>But less than</u>	<u>Weeks delayed</u>
1 hour	56 hours	None
56 hours	168 hours	2
168 hours	280 hours	4
280 hours	392 hours	6

The number of additional weeks by which advancement to the next step shall be delayed shall be calculated in the same manner as those respective formulas specified herein. Such delay shall cause a change in the employee's anniversary date, for purposes of future step increases in the class.

- M. Transfer to a new classification in which no salary change occurs shall result in a new anniversary date upon which advancement to the next step shall be calculated.
- N. In lieu of a Salary Step Plan, an executive Pay Range Plan for certain classes is set forth in Exhibit 2, attached.
 - 1. For purposes of calculating retirement benefits for any employee retired from one of the classes in the Executive Pay Plan prior to the effective date of the Executive Pay Range Plan, the highest step for the class shall be equal to the control point as established by these rules and regulations.

The D, C, B, and A steps shall be five percent below the respective preceding steps. In those classifications for which an "F" step exists, the "F" step for the class shall be equal to the control point as established by these rules and regulations. The E, D, C, B, and A steps shall be five percent below the respective preceding steps unless modified by the respective MOU.

2. The salary for each executive employee in the E1, E2, and E3 executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or his/her designee, except for those ranges established by an MOU.

E1	\$5,720 - \$12,730
E2	\$4,580 - \$12,020
E3	\$2,704 - \$8,413

The City Manager or his/her designee shall promulgate such rules and regulations deemed appropriate in the implementation and administration of this subsection.

3. For purposes of calculating retirement benefits for any employee in a class in the Executive Pay Plan who has left City service after five years of service but prior to attaining an age sufficient for service retirement, and who has elected to leave contributions in the retirement system, retirement benefits shall be calculated as follows:

The employee's salary at the time of separation from employment with the City shall be compared to the control point in existence at the time of separation for the class from which the employee is retiring. Retirement benefits (based on monthly salary only) shall be calculated using the same relationship the employee's salary bore to the control point at the time of separation as it would bear to the control point at the time of retirement. As an example only, if an employee's salary at the time of separation was five percent below the control point for the class, then the benefit at retirement would be based on that amount which would be five percent below the control point for that class at the time of retirement, subject to the applicable provisions of the retirement system regarding years of service, compensation earnable, and so on.

- O. After any permanent employee holding a position in Exhibit 2 has completed ten full working days of service in a higher class pursuant to one or more such assignments, the employee shall thereafter be paid at the rate of pay of the higher class while so assigned. An employee who has held permanent status in the higher class prior to such assignment shall not be required to complete the

qualifying period of service set forth above and shall be paid for the entire duration of the assignment to the higher class at the rate of pay assigned to such higher class.

Except where provided herein, temporary assignment to perform the duties of absent employees shall be in accordance with Fresno Municipal Code Section ~~2-1650~~ **3-260**.

SECTION 3. – MONTHLY RATES OF PAY

Rates of pay provided for by a resolution establishing or approving such salaries are fixed on the basis of dollars per month or full-time service in full-time positions unless otherwise clearly indicated. Salaries shown are the base rate of pay for each respective job classification.

SECTION 4. – EXEMPT JOB CLASSES

Employees in classes listed in any salary resolution or approved Memorandum of Understanding whose job codes are marked with a small “e” shall not be entitled to payment or compensatory time off for overtime as provided for in the rules and regulations of the Fair Labor Standards Act.

In accordance with the rules and regulations of the Fair Labor Standards Act, the base salary of exempt employees shall not be reduced due to variations in the quality or quantity of the work performed. Deductions from the salary of exempt employees based upon job performance are prohibited.

Employees exempt from overtime shall not be subject to deductions for Leave Without Pay in increments of less than a work day or shift. Employees with medical restrictions may be placed on a part-time basis and will receive the pro-rated salary during the time of restriction.

SECTION 5. – WAGES AND OVERTIME FOR TEMPORARY AND PART-TIME EMPLOYEES

Temporary and part-time employees shall be paid on an hourly basis for the hours actually worked, subject to the provisions of Section 4 above and/or the Fair Labor Standards Act which provides for overtime compensation for hours worked in excess of 40 per workweek. Any such employee in a class having a monthly salary rate shall be paid an hourly rate that is converted from the monthly salary for that class.

SECTION 6. – 4/10 AND 9/80 WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2, SECTION 2.0

A 4/10 **or** 9/80 work schedule may be implemented in any department, division, or work unit, upon approval of the City Manager.

Each 4/10 work schedule will consist of a total of forty scheduled hours of actual work time per work week. The work week begins at 12:01 a.m. Monday and ends at Midnight on Sunday.

Each 9/80 work schedule will consist of eight 9-hour shifts, one 8-hour shift and one day off per 14-day period broken down into two 40-hour per week Fair Labor Standards Act (FLSA) work weeks. All employees working a 9/80 work schedule shall have an FLSA work week which begins four hours after the start time of the day of the week which constitutes the employee's alternating day off. This shall be an 8-hour shift. The work week shall end exactly 168 hours later.

Employees working a 4/10 **or** 9/80 work schedule shall have the following exceptions for the holiday benefit apply:

A. Holidays:

1. Employees on a 4/10 **or** 9/80 work schedule shall receive 12 holidays of eight hours, plus their birthdays of eight hours. An employee who is off on a holiday which is a regular work day shall receive eight hours pay for the holiday and may elect to either take two hours vacation, annual, holiday or administrative leave or receive two hours leave without pay **if on a 4/10 schedule, or one hour vacation, annual, holiday or administrative leave or receive one hour leave without pay if on a 9/80 schedule, and the holiday falls on a 9 hour shift.**
2. Employees on a 4/10 **or** 9/80 work schedule who are regularly scheduled to work, and do work, on a holiday which is a regular work day, shall receive eight hours of holiday leave. When a holiday falls on an employee's day off, such employee shall receive eight hours of holiday leave. If an employee in this group is required to and does work on the employee's birthday, or the employee's birthday falls on a holiday or any regular day off, eight hours shall be credited to the employee's holiday leave balance on the first pay period following the employee's birthday.

B. For employees participating in the Annual Leave Plan, the following rules shall apply:

1. Employees shall accumulate the same number of hours of annual leave per month as under a 5/8 plan. Annual leave will be granted for the actual number of hours absent.
- C. For employees not participating in the Annual Leave Plan, the following rules shall apply:
1. Sick Leave: Employees shall accumulate eight hours sick leave per month, and receive sick leave pay for the actual number of hours absent.
 2. Vacation: Employees on a 4/10 **or 9/80** plan shall accumulate the same number of hours vacation per month as under a 5/8 plan. Vacation leave will be granted for the actual number of hours absent.

SECTION 7. – FLEXIBLE STAFFING

An employee holding a permanent appointment in a position in any class in a group of classes designated as flexibly staffed may be appointed to a higher class in that group, provided that the employee meets the minimum requirements and the department head recommends such appointment. Such appointments may be made without regard to the number of positions listed for that class in the Position Authorization Resolution of the current budget, provided that the number of employees assigned to all classes in the group is authorized in the Position Authorization Resolution of the budget.

SECTION 8. – ADMINISTRATIVE LEAVE

- A. Employees permanently appointed to positions in classes which are included in Exhibit 2, Section 2.0, ~~2.3, 2.4, and 2.5~~, who are not entitled to payment for, or equivalent compensatory time off for overtime work (as described in Section 4.), shall be granted administrative leave, or as may be provided below. A balance of 60 hours as designated by the Section designation above shall be credited to each such employee as of the first day in July of each fiscal year. Upon their employment by the City, new employees appointed in such positions shall be credited with five hours of administrative leave for each full calendar month remaining in such appointment in the fiscal year. Employees in limited or provisional appointments to such positions shall receive five hours of administrative leave for each full month of such provisional or limited appointment.

Administrative leave not taken during the fiscal year in which it is credited shall not be added to the leave credited in the next fiscal year, but an employee may receive payment during the fiscal year for any administrative leave not taken, subject to rules established by the City Manager.

Such leave shall be scheduled at the convenience of the department. Approval by the City Manager or his/her designee must be obtained before an appointing authority may take such leave.

- B. An appointing authority, with the approval of the City Manager, may grant up to an additional thirty-two (32) hours administrative leave each year to exempt employees in Exhibit 2, Section 2.0, based on annual job performance.
 - 1. The determination by the department director to grant the additional administrative leave shall be made at the time the annual performance evaluation is completed, and credited the following July 1st. Any such additional administrative leave must be used within the fiscal year in which it was credited and cannot be cashed in by employees.
 - 2. For employees in Exhibit 2, Section 2.0, earned, but uncredited additional administrative leave shall be paid to an employee at the time of separation from employment with the City.

SECTION 9. – SICK LEAVE USAGE AND COMPENSATION

- A. Employees holding a permanent appointment in a class included in Exhibit 2, Section 2.0 who are not participating in the annual leave plan and who meet the eligibility criteria in Section ~~19 20~~ (D), shall, upon separation from City service, if eligible for service retirement, or at a disability retirement if the employee is otherwise eligible for service retirement, be credited with the number of accumulated sick leave balances in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly rate of pay to be used solely to pay premiums for medical insurance (including COBRA premiums), pursuant to the City's Health Reimbursement Arrangement as set forth in Section ~~1920~~(D).
- B. Employees holding a permanent appointment in a class included in Exhibit 2, who are not participating in the annual leave plan shall be allowed to use up to 48 hours of accumulated sick leave per fiscal year for Family Sick Leave, **and up to twenty (20) hours of supplemental sick leave in accordance with the provisions for such leave.** The purpose of this benefit is to allow employees time to care for members of their immediate family or domestic partners (as defined by the Fresno Municipal Code and California Labor Code Section 233). Family Sick Leave may be used to actually care for or arrange for the care of family members or domestic partners who are ill and cannot care for themselves, or to take family members or domestic partners to routine medical or dental appointments. Employees are encouraged to schedule routine medical and/or dental appointments outside of regular work hours when possible. Use of Family

Sick Leave shall be authorized and recorded by an appointing authority or designee.

SECTION 10. – ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2, SECTION 2.0

- A. This section applies to eligible employees hired on and after July 1, 2000, and those hired prior to July 1, 2000, who elected to participate in Annual Leave. Eligible employees who elected not to participate in Annual Leave shall continue to accrue Sick Leave, as provided in Fresno Municipal Code Section ~~2-1508~~ **3-107**, and Vacation Leave, as provided in Section ~~21~~ **22**, Subsection B of this Salary Resolution **and Fresno Municipal Code Section 3-108**.
- B. For employees on a 40 hour work schedule, the annual leave plan shall be as follows:
1. Annual Leave Accrual – Vacation leave and sick leave will no longer be accumulated as provided in the FMC, but as detailed below. Except for Administrative Orders 2-20 (Sick Leave Policy) and 2-19.1 and any other exceptions noted herein, all other provisions of the FMC, City administrative orders, policies, procedures, rules and regulations concerning leave administration will continue to apply. Employees holding a permanent appointment in a class included in Exhibit 2, who are participating in the annual leave plan, shall be allowed to use up to the hours of annual leave accumulated in six months for Family Sick Leave.
 - a. Less than Ten Years – For such employees who have been continuously employed by the City for less than 10 years, the annual leave accrual rate will be 15.5 hours for each completed calendar month of employment. In the event the City agrees to a higher annual leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the annual accrual rate to the same level for Non-Represented employees.
 - b. More than Ten Years – For such employees who have been continuously employed by the City for 10 years or more, the annual leave accrual rate will be 18.83 hours for each completed calendar month of employment. In the event the City agrees to a higher annual leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the annual leave accrual rate to the same level for Non-Represented employees.

- c. Annual Leave Accumulation Limit – The accumulation of unused annual leave will not exceed 1,000 hours. No extension to the annual leave accumulation limit will be allowed.
- d. Use of Annual Leave – Annual leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval of time off.
- e. Unused Annual Leave Pay Out – Upon separation from City service, an employee will be compensated for all unused annual leave balances at his or her applicable base rate of pay. Payment received under this provision will not be considered pensionable for retirement purposes.
- f. Transfer – An employee transferring to a position in a bargaining group which is not covered by annual leave may either cash out his or her unused annual leave balance at his or her applicable base rate of pay, or have the unused annual leave balance converted to a non-accruing annual leave balance of hours. The conversion is obtained by multiplying unused annual leave hours by the applicable class' base rate of pay (converted to an hourly figure), dividing the product by the transfer class' base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee.

Upon separation from City service, the employee will be compensated for all unused annual leave hours at his or her current applicable base rate of pay. Payment received under this provision will not be considered pensionable for retirement purposes.

Conversion example:

$\frac{100 \text{ unused hrs} \times \$15.00 \text{ (base rate)}}{\$20.00 \text{ (Transfer class base rate)}} = 75 \text{ hrs placed in non-accruing annual leave balance account}$

- g. Unused Annual Leave Pay Out During Fiscal Year – Employees will be permitted to cash out up to forty-eight (48) hours or twenty-five percent (25%) of their annual leave balance, whichever is greater, each fiscal year.

2. Vacation Leave Balances Unused – Employees transferring to a position covered by annual leave will have their unused vacation leave balances transferred into their annual leave account.
3. Sick Leave Balances Unused – Employees transferring to a position covered by annual leave will have their unused sick leave balances frozen.
 - a. Use of Frozen Sick Leave – Except for usage permitted by California Labor Code Section 233 (Sick Leave; Use to Attend to Illness in Family) and Special Sick Leave, frozen sick leave balances may only be used by the employee for a medically verified extended illness over 24 consecutive work hours.
 - b. Unused Frozen Sick Leave Pay Out – Upon separation from City service, if eligible for service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who meet the eligibility criteria in Section ~~19~~ **20(D)** shall be credited with the number of accumulated frozen sick leave balances in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly rate of pay to be used solely to pay premiums for medical insurance (including COBRA premiums), pursuant to the City's Health Reimbursement Arrangement as set forth in Section ~~19~~ **20(D)**.
4. Pensionability – Monies payable under the annual leave program will not be considered pensionable for retirement purposes.

SECTION 11. – HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2

- A. The Police Chief shall accumulate 1.0833 days of holiday leave for each completed calendar month of employment.
- B. Except for the employee in the class for whom holiday accumulation is provided in Subsection A, all employees in classes or positions listed in Exhibit 2, Section 2.0, of this Salary Resolution shall be entitled to the holidays listed in Fresno Municipal Code Section ~~2-1513~~ **3-116** except that, in lieu of February 12 (Lincoln's Birthday) and September 9 (Admissions Day), such employees shall accrue eight hours holiday leave on January 1 and eight hours holiday leave on July 1 of each calendar year. Employees may request payment and be compensated for up to 48 hours or 25 percent of their holiday leave balance, whichever is greater, each fiscal year, and for any balances upon separation from City service.

Any employee in Exhibit 2, Section 2.0, of this Salary Resolution who is exempt from the payment of overtime and who is otherwise eligible to receive such accumulation, who is required to work a regularly scheduled shift on a holiday shall have the number of hours worked up to eight hours added to his or her holiday balance on the first day of the pay period following the date of such work. When a holiday falls on Saturday (or is celebrated on the employee's day off if the employee does not work a Monday through Friday schedule), such employee shall receive eight hours holiday leave. If such employee is required to and does work on his or her birthday, or his or her birthday falls on a holiday or any regular day off, the number of hours worked up to eight hours shall be credited to the employee's holiday leave balance on the first day of the pay period following his or her birthday. Holiday leave accumulation pursuant to this provision shall be in lieu of vacation accumulation previously provided for.

SECTION 12. – SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES IN EXHIBIT 2, SECTION 2.0

Each July 1, Non-Represented management employees in positions/classifications set forth in Exhibit 2, Section 2.0 will receive 40 hours of supplemental sick leave. Upon their employment by the City, new employees appointed to such positions shall be credited with a pro-rated number of hours for each full calendar month remaining on such appointment in the fiscal year. Employees in a Non-Represented management status may utilize the hours: (1) once regular sick or annual leave has been exhausted; (2) as service credit on an hour-per-hour basis upon retirement; (3) to be cashed out at retirement or separation from permanent status with the City if not eligible for participation in the Health Reimbursement Arrangement; (4) may be used in the performance of community activities during the course of the employee's normal work day, with the appropriate approval; ~~or~~ (5) placed in a Health Reimbursement Arrangement in accordance with Section ~~49~~ **20(D); or (6) up to twenty (20) hours per fiscal year for Family Sick Leave used only for those purposes defined in the California Labor Code. Use of Family Sick Leave shall be authorized and recorded by a department head or designee.**

SECTION 13 – ADMINISTRATIVE TIME OFF FOR EMPLOYEES IN EXHIBIT 2, SECTION 2.0

City employees who are designated as exempt from overtime under the provisions of the Fair Labor Standards Act and who receive administrative leave pursuant to Section 8, may be granted Administrative Time Off if the supervisor or designee determines that service delivery and performance of job functions will not be impaired due to the employee's absence. Such time off shall not be calculated on an hour-for-hour basis in relation to total hours worked. Administrative Time Off shall not be deducted from any existing leave banks.

Administrative Time Off must be scheduled in advance when possible, approved as Administrative Time Off by the employee's supervisor or designee and generally taken in increments of less than one day.

Only Department Directors, Assistant Directors or Division Managers may approve Administrative Time Off for a full day's absence.

SECTION 14. – SALARY RATES

The various classes of employment in the City service listed in the following designated exhibits (each of which is hereby incorporated herein, and made part hereof, as if fully set forth herein) shall be paid at the rates set forth therein opposite each class title:

- EXHIBIT 1 - Non-Supervisory Blue Collar
- EXHIBIT 2 - Management and Confidential Classes
 - Section 2.0 – Non-Represented
 - Section 2.1 – Police Management
 - Section 2.2 – Fire Management
 - Section 2.3 – Management Confidential
 - Section 2.4 – Management Non-Confidential
 - Section 2.5 – Non-Management Confidential
- EXHIBIT 3 - Non-Supervisory White Collar
- EXHIBIT 4 - Police Non-Management
- EXHIBIT 5 - Fire Non-Management
- EXHIBIT 6 - Transit
- EXHIBIT 7 - Non-Represented
- EXHIBIT 8 - Airport Public Safety Supervisors
- EXHIBIT 9 - Non-Supervisory Groups and Crafts

SECTION 15. – STIPENDS FOR BOARD AND COMMISSION MEMBERS

Members of the Civil Service Board (156015) shall be paid \$25.00 per Board meeting.

Members of the Housing and Community Development Commission (156005), and Human Relations Commission (156025), shall be paid \$25.00 per Commission meeting, not to exceed 24 meetings per fiscal year.

Members of the Planning Commission (156001) shall be paid \$100.00 per Commission meeting, not to exceed 36 meetings per fiscal year.

Members of the Retirement Boards who are non-City employees (156030) shall be paid \$100.00 per Board meeting, not to exceed \$300.00 per month.

Members of the above boards and commissions will be paid only for meetings actually attended.

SECTION 16. – DEGREE AND CERTIFICATE PAY

The following rules prescribe the payment of additional pay because of the acquisition of a degree, certificate, or similar qualification.

- A. Each employee who holds a permanent appointment to a position in the classes of Principal Internal Auditor or Internal Auditor who has been licensed as a Certified Public Accountant by the State of California or as a Certified Internal Auditor by the Institute of Internal Auditors, shall be paid an additional five percent of base pay.

SECTION 17. – ASSIGNMENT PAY

The following rules prescribe payment of additional pay for assignment to and performance of certain duties. The pay shall be prorated for time so assigned and worked.

An employee who has been assigned by the employee's appointing authority to provide technical support on microcomputer, minicomputer, and/or local area network systems (excluding word processing systems) within the department shall receive premium pay, as provided below, for such assignment, provided that all of the following conditions are met:

1. The appointing authority certifies in writing that these duties and responsibilities cannot be appropriately assigned to any other position existing within the department, or the Information Services Department;
2. Only one employee per department may be so designated (exceptions may be considered on a case by case basis when geographical location and/or type of system require);
3. These duties and responsibilities are not contained within the employee's permanent class specification, nor in the specification of any "acting," provisional, or interim appointment;
4. The duties and responsibilities have accrued to the employee during the two or more years immediately preceding the designation;
5. The duties are necessary to maintain software, hardware and related components required by the department's automated operational systems. Word processing systems and applications software are excluded;

6. The duties must include Initial Program Load or “Boot” functions, performing or routing backups, servicing printers, daily batch and system start and stop functions. Some programming may be required;
7. The assignment shall be on-going and must constitute at least 20 percent of the employee’s duties.

The premium pay for such assignment is \$250.00 per month prorated on a pay period by pay period basis; however, the employee’s combined monthly salary, including any “acting,” provisional, or interim pay, plus premium pay shall not exceed the highest step of the salary range for Network Systems Specialist.

SECTION 18. – SHIFT DIFFERENTIAL PAY

Unless modified by applicable MOU, each employee not represented by a recognized employee organization who is required to work a night shift where at least four or more hours worked occur after 5:00 p.m. and before 8:00 a.m., shall be paid an additional \$1.00 for each shift so worked.

SECTION 19. – SPLIT SHIFT PAY

Each employee who holds a permanent appointment to a position in a class listed in an exhibit attached to this resolution, except any member of a class marked with a small “e”, a Bus Driver, or a uniformed member of the Fire or Police Department, who is required to work a split shift in excess of nine hours, shall be paid \$1.00 per hour for each shift so worked.

SECTION 20. – BENEFITS FOR FULL TIME PERMANENT EMPLOYEES OCCUPYING CLASSES IN EXHIBIT 2, SECTION 2.0 – NON-REPRESENTED CLASSES

- A. The City’s contribution is eighty percent (80%) of the premium established by the Fresno City Employees Health and Welfare Trust Board, and the employee may opt to contribute the amount necessary to make up the difference through payroll deductions, or accept a reduced coverage option.
- B. Benefits, including City contributions to deferred compensation, vehicle allowance, relocation expenses and other such negotiated items, shall not be calculated as part of the base salary or salary ranges.
- C. Pay for performance bonuses for exempt employees shall be considered pensionable compensation for calculation of retirement benefits but shall not be included as part of the base salary or salary ranges.

- D. The City currently maintains a Health Reimbursement Arrangement (HRA) that qualifies as a “health reimbursement arrangement” as described in Internal Revenue Service (IRS) Notice 2002-45 and other guidance published by the IRS regarding HRA’s.

At separation from permanent employment with the City of Fresno by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who have used eighty (80) hours or less of frozen sick leave and/or annual leave used for sick time and/or sick leave and/or vacation leave used for sick time (excluding only hours used for Workers/ Compensation benefits) in the 24 months preceding their date of retirement, will be credited with an account for the employee under the HRA to be used solely to pay premiums for medical insurance (including COBRA premiums). The “value” of the account shall be determined as follows:

- The number of accumulated supplemental sick leave hours at the time of retirement multiplied by the employee's then current hourly base rate of pay.
- For those with annual leave, the number of accumulated frozen sick leave hours in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly base rate of pay.
- For those with vacation/sick leave, the number of accumulated sick leave hours in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly base rate of pay.
- The hourly base rate of pay shall be the equivalent of the monthly salary for an employee as reflected in the applicable Exhibit, multiplied by twelve (12) months then divided by 2,080 hours.

The HRA accounts shall be book accounts only – no actual trust account shall be established for any employee. Each HRA book account shall be credited on a monthly basis with a rate of earnings equal to the yield on the City's Investment Portfolio (provided that such yield is positive).

The HRA accounts shall be used solely to pay premiums for medical insurance (including COBRA premiums) covering the participant, the participant's spouse (or surviving spouse in the event of the death of the participant), and the participant's dependents. Once a participant's account under the HRA has been reduced to \$0, no further benefits shall be payable by the HRA. If the participant, the participant's spouse, and the participant's dependents die before the

participant's account under the HRA has been reduced to \$0, no death benefit shall be payable to any person by the HRA.

While this provision is in effect, eligible employees shall not be allowed to cash out any accumulated or accrued supplemental sick leave or frozen sick leave or sick leave at retirement.

SECTION 21. – BENEFITS FOR PERMANENT EMPLOYEES IN EXHIBIT 7 AND PERMANENT PART-TIME AND PERMANENT INTERMITTENT EMPLOYEES

A. Benefits for the Police Cadet series shall be as follows:

1. Police Cadet is a training series and is designed to ultimately lead to appointment to a permanent position in the Police Department. Failure to successfully complete the on-going training program will be cause for termination.
2. While in the series, incumbents will not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section ~~2-1601.1~~ **3-202** (p)(5).

Upon appointment to a permanent position, time serviced as a Police Cadet I and II shall not be included in calculating an employee's period of continuous service for the purposes of seniority, retirement benefits, leave accruals, or other benefits.

3. The City shall contribute a sum equivalent to that provided to Management and Confidential employees to the Fresno City Employees Health and Welfare Trust for the purpose of purchasing benefits.
4. Workers' Compensation Benefits shall be those amounts established by the Workers' Compensation regulations of California State Law.
5. Police Cadets shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System as they are employed principally for the purpose of training.
6. Police Cadets shall accumulate four hours sick leave for each completed calendar month of employment.
7. Police Cadets shall accumulate six and two-thirds hours vacation leave for each completed calendar month of employment.

8. Police Cadets shall be entitled to the holidays listed in Fresno Municipal Code Section ~~2-1513~~ **3-116** except that, in lieu of February 12 (Lincoln's Birthday) and September 9 (Admissions Day), such employees shall accrue eight hours holiday leave on January 1 and eight hours holiday leave on July 1 of each calendar year.
 9. Actual hours worked in excess of 40 hours a week shall be compensated as overtime. Overtime shall be at one and one-half times the base rate of pay.
 10. Police Cadets shall be provided with a uniform allowance equivalent to that provided to Community Services Officers as outlined in the Fresno City Employees Association (FCEA-Unit 3) MOU.
- B. Benefits for Permanent Intermittent (PI) and Permanent Part-Time (PPT) employees shall be as follows:
1. Health and Welfare
 - a. ~~Permanent Intermittent employees — the City shall contribute \$1.00 per hour of non-overtime pay to the Fresno City Employees Health and Welfare Trust on the condition that the employee contribute to the Health and Welfare Trust the difference between the City contribution to the Trust and the premium amount required by the Trust for the level of benefits provided. If the employee does not agree to make such contribution, then the City shall make no contribution for Health and Welfare. Election to pay such difference shall be made within 30 days of appointment.~~
 - a.b. ~~Permanent Part Time employees —~~ The City shall contribute toward the premium required by the Fresno City Employees Health and Welfare Trust, an amount of money on behalf of the employee in proportion to the number of hours scheduled for that position, as reflected in the adopted budget. The City shall make such contribution only on the condition that the employee agrees to contribute to the Fresno City Employees Health and Welfare Trust the difference between such City contribution and the amount required by the Trust for the level of benefits provided. If the employee does not so agree, then the City shall make no contribution for Health and Welfare for such employee. Election to pay such difference shall be made within 30 days of appointment.

4. The Chief Police Pilot shall accumulate four hours sick leave for each completed calendar month of employment.
5. The Chief Police Pilot shall accumulate eight hours vacation leave for each completed calendar month of employment.
6. The Chief Police Pilot shall accumulate 1.0833 days of holiday leave for each completed calendar month of employment.

SECTION 22. – LEAVE BALANCES

- A. An employee in a class in Exhibit 2 who is not participating in the annual leave plan who is either demoted or transferred to a non-management class as a result of a reduction-in-force, pursuant to the provisions of Fresno Municipal Code Section ~~2-1671~~ **3-291**, may use any hours in the employee's Vacation Leave balance that exceed the maximum allowable within one year following the effective date of the bump or transfer, or request a payoff for those hours above the applicable maximum. The employee must either use, or request a pay off, prior to June 30 of the fiscal year in which the hours were credited, of any remaining Administrative Leave balance.

Requests for payoff of excess Vacation Leave hours and/or Administrative Leave must be submitted prior to the effective date of the bump or transfer.

- B. Eligible employees in classes listed in Exhibit 2, Section 2.0 who are not participating in the annual leave plan, shall accumulate vacation leave as provided in Fresno Municipal Code Section ~~2-1510~~ **3-108**, except that subsection (h) shall not apply. Said employees who have been continuously employed less than ten years shall be allowed to accumulate unused vacation leave credit for four hundred (400) hours. Said employees who have been continuously employed for ten years or more shall be allowed to accumulate unused vacation leave credit of five hundred (500) hours. Said employees may, in November of each year, request a cash payment from eight (8) to forty (40) hours of any vacation accrual the employee has acquired prior to the December payroll period, if on October 31st of that year, the employee has a balance of two hundred-forty (240) or more hours of sick leave. All other provisions of Fresno Municipal Code Section ~~2-1510~~ **3-108** shall apply.

SECTION 23. – VOLUNTARY TIME-OFF

Voluntary Time-Off is a program by which an employee can voluntarily and temporarily reduce the number of hours worked on a daily, weekly, pay period, or monthly basis. Hours not worked are on a non-paid status. The program is intended to reduce City expenses by allowing employees to take unpaid leave time without being replaced. This

program is not intended to increase City costs by offering an advantage to any employee at the City's expense. Participation in the program is subject to the following guidelines:

- A. Participation in this program is not available to the following: Police Department; sworn personnel in the Fire Department; Bus Drivers; and in work units which rely extensively on the use of wages/contract employees to meet on-going operational requirements, as opposed to special or short-term projects.
- B. Participation in the program is voluntary on the part of the employee.
- C. The employee must submit a written request to participate in the program to the appointing authority. This request must specify the number of hours per day/week/pay period/month that are proposed to be taken as voluntary time off without pay, as well as the date participation in the program is to begin. The request must also identify the impact upon service delivery that is expected, should the time-off be granted.
- D. The appointing authority, after reviewing the proposed reduced work schedule, may either approve, disapprove, or decrease the number of hours proposed to be taken off depending upon the operating needs of the department. If an appointing authority reduces the number of hours proposed to be taken off, the employee may withdraw the request to participate in the program. The department cannot fill behind an employee working a reduced work week with overtime, temporary help, acting pay (Municipal Code Section ~~2-1650~~ **3-260**), or contract extra help, except in emergency situations with City Manager approval.
- E. Voluntary time-off without pay cannot exceed the equivalent of two days per week.
- F. Credits toward Health and Welfare and retirement and leave accruals to which the employee is entitled, shall continue as though the employee were on fully paid status. The employee will contribute to the Retirement System as if the employee were working full-time.
- G. This voluntary time-off without pay program shall:
 - 1. Be available to employees who are otherwise available for the normal performance of their duties;
 - 2. Be available only to employees in permanent full-time positions with permanent status in the assigned class or department;
 - 3. Apply toward time in service for step advancement and toward seniority for purposes of layoff;

4. Be granted without requiring an employee to first use accumulated vacation, compensatory-time-off, or other paid leave time;
 5. Not be available to an employee who is otherwise on leave without pay status;
 6. Not be available to an employee who is on paid leave which is being exhausted prior to commencing other leave without pay;
 7. Be taken on a scheduled basis that is mutually agreed upon by the appointing authority and the employee;
 8. Not be available to any employee who has been counseled under the City Sick Leave Policy and who is currently required to submit a physician's verification.
- H. An employee participating in this program, who is otherwise eligible for overtime, shall be paid at the rate of one and one-half times the employee's regular hourly rate for actual work performed in excess of 40 hours per work week. Work performed in excess of eight hours in a day or on a scheduled day off will be paid at the straight time rate of pay. An employee not eligible for overtime, who is required to work when otherwise scheduled for voluntary time-off, shall be compensated for actual hours worked at the normal rate of pay.
- I. At the completion of six months, the department and the City Manager's Office will review the impact that the voluntary time-off program has had on department operations and the City's financial situation. The City, in its sole discretion, can discontinue or decrease an employee's amount of voluntary time-off, at any time, because of operating needs, or because the City's financial situation no longer requires the program.
- J. The employee may submit a written request to the appointing authority to withdraw from the program at the completion of the initial six months, and at each three month interval thereafter. The request must indicate that the employee is ready and available to return to work full-time effective immediately. Any other request to withdraw from the program must be based upon a financial hardship not created by the program. Withdrawal from the program requires appointing authority approval. In a case where a financial hardship withdrawal is not approved by the appointing authority, the employee may request a review by a committee of three individuals selected as follows: one department appointed representative; one employee appointed representative; and one representative mutually agreed upon by the first two representatives. The findings and

recommendation of this committee shall be forwarded to the City Manager. The decision of the City Manager shall be final.

- K. This program is TEMPORARY, and in response to the City's current financial situation. It is not equivalent to job sharing or to PI or PPT positions.
- L. This program will only be in effect for ~~FY08~~ **09**, unless otherwise extended at the sole discretion of the City.

SECTION 24. – UNUSUAL CIRCUMSTANCES

In any case where, by reason of unusual circumstances, rigid adherence to the foregoing rules would cause a manifest injustice, the City Manager, on recommendation of the appropriate appointing authority and the Director of Personnel Services, may make such order deviating therefrom, as is in the City Manager's judgment, proper to mitigate the injustice.

SECTION 25. – SALARIES FOR EMPLOYEES IN EXHIBIT 2, SECTION 2.0 WHILE ABSENT DUE TO INJURY IN THE LINE OF DUTY

Notwithstanding the provisions of FMC Section ~~2-1515~~ **3-118**, an employee in the unrepresented management group who sustains an injury or illness in the course and scope of City employment shall receive 76 percent of full wages and salary from the City, beginning on the fourth calendar day of such absence and continuing thereafter, unless hospitalized on the first day for at least 24 hours or unless the absence exceeds 14 calendar days, in which case the employee shall receive the 76 percent from the first day. At the employee's option, in the event that pay from the City is not provided during the first three days of absence due to injury, the employee may take frozen sick leave for that period. Except as modified herein, the provisions of FMC Section ~~2-1515~~ **3-118** shall apply.

SECTION 26. – CONFLICTING RESOLUTIONS

Resolution No. ~~2006-257~~ **2007-217**, all amendments thereto, and all other resolutions or parts of resolutions in conflict with this resolution except as such resolutions or parts thereof approve a Memorandum of Understanding, are hereby repealed.

SECTION 27. – EFFECTIVE DATE

This resolution shall become effective and in full force and effect on **July 1, 2008**.

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Maintenance Leadworker	310010	6	3042 3134	3195 3291	3355 3456	3524 3630	3698 3809
Airports Building Maintenance Technician	310011	12	2873 2960	3017 3108	3170 3266	3328 3428	3494 3599
Airports Operations Specialist	310012	6	2759 2842	2899 2986	3042 3134	3195 3291	3355 3456
Automotive Parts Leadworker	145006	6	2978 3068	3129 3223	3286 3385	3450 3554	3623 3732
Automotive Parts Specialist	145005	6	2702 2784	2836 2922	2978 3068	3129 3223	3286 3385
Body & Fender Repairer	320036	6	3456 3560	3629 3738	3811 3926	4002 4123	4202 4329
Body & Fender Repairer Leadworker	320037	6	3811 3926	4002 4123	4202 4329	4412 4545	4634 4774
Body & Fender Repairer Trainee	320035	6	2841 2927	2984 3074	3135 3230	3291 3390	3456 3560
Brake & Front End Specialist	710085	6	3811 3926	4002 4123	4202 4329	4412 4545	4634 4774
Bus Air Conditioning Mechanic	320031	6	3456 3560	3629 3738	3811 3926	4002 4123	4202 4329
Bus Air Conditioning Mechanic Leadworker	320032	6	3811 3926	4002 4123	4202 4329	4412 4545	4634 4774
Bus Air Conditioning Mechanic Trainee	320030	6	2841 2927	2984 3074	3135 3230	3291 3390	3456 3560
Bus Equipment Attendant Leadworker	320040	6	2728 2810	2866 2952	3011 3102	3161 3256	3319 3419
Bus Mechanic I	320020 ²	-	2841 2927	2984 3074	3135 3230	3291 3390	3456 3560
Bus Mechanic II	320021	6	3456 3560	3629 3738	3811 3926	4002 4123	4202 4329
Bus Mechanic Leadworker	320022	6	3811 3926	4002 4123	4202 4329	4412 4545	4634 4774
Collection System Maintenance Operator I	630003 ²	-	2381 2453	2491 2566	2605 2684	2724 2806	2852 2938
Collection System Maintenance Operator II	630001	12	2948 3037	3095 3188	3250 3348	3411 3514	3583 3691
Collection System Maintenance Operator III	630002	12	3250 3348	3411 3514	3583 3691	3762 3875	3952 4071

Combination Welder II	710065	6	3456 3560	3629 3738	3811 3926	4002 4123	4202 4329
Combination Welder Leadworker	710066	6	3811 3926	4002 4123	4202 4329	4412 4545	4634 4774
Communications Technician I	710050 ¹⁰ 2	-	3438 3542	3611 3720	3790 3904	3979 4099	4178 4304
Communications Technician II	710051 ⁴	12	3790 3904	3979 4099	4178 4304	4388 4520	4608 4747
Cross Connection Control Technician	610040	6	3421 3524	3593 3701	3772 3886	3963 4082	4163 4288
Custodian	810001	12	2123 2187	2221 2288	2330 2400	2434 2508	2547 2624
Electronic Equipment Installer	710060	6	2766 2849	2905 2993	3050 3142	3202 3299	3364 3465
Equipment Service Worker I	710075	12	2203 2270	2312 2382	2429 2502	2551 2628	2676 2757
Equipment Service Worker II	710076	6	2886 2973	3031 3122	3182 3278	3343 3444	3511 3617

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Fire Equipment Mechanic I	420010	6	2841 2927	2984 3074	3135 3230	3291 3390	3456 3560
Fire Equipment Mechanic II	420011	6	3456 3560	3629 3738	3811 3926	4002 4123	4002 4329
Fire Equipment Mechanic Leadworker	420012	6	3811 3926	4002 4123	4202 4329	4412 4545	4634 4774
Heavy Equipment Mechanic I	710100 ²	–	2841 2927	2984 3074	3135 3230	3291 3390	3456 3560
Heavy Equipment Mechanic II	710101	6	3456 3560	3629 3738	3811 3926	4002 4123	4002 4329
Heavy Equipment Mechanic Leadworker	710102	6	3811 3926	4002 4123	4202 4329	4412 4545	4634 4774
Heavy Equipment Operator	710025	6	3456 3560	3630 3739	3813 3928	4003 4124	4203 4330
Helicopter Mechanic	410040	12	3456 3560	3629 3738	3811 3926	4002 4123	4002 4329
Helicopter Mechanic Leadworker	410041	12	3811 3926	4002 4123	4202 4329	4412 4545	4634 4774
Instrumentation Specialist	620025	6	3852 3968	4043 4165	4245 4373	4459 4593	4683 4824
Instrumentation Technician	620026	12	3376 3478	3545 3652	3723 3835	3909 4027	4105 4229
Irrigation Specialist	510005	6	2974 3064	3122 3216	3280 3379	3444 3548	3616 3725
Laborer	710005	12	2381 2453	2491 2566	2605 2684	2724 2806	2852 2938
Light Equipment Mechanic I	710095 ²	–	2841 2927	2984 3074	3135 3230	3291 3390	3456 3560
Light Equipment Mechanic II	710096	6	3456 3560	3629 3738	3811 3926	4002 4123	4002 4329
Light Equipment Mechanic Leadworker	710097	6	3811 3926	4002 4123	4202 4329	4412 4545	4634 4774
Light Equipment Operator	710020	6	3042 3134	3195 3291	3355 3456	3524 3630	3701 3813
Locksmith	810015	6	2873 2960	3017 3108	3170 3266	3328 3428	3494 3599
Maintenance & Construction Worker	710015	6	2759 2842	2899 2986	3042 3134	3195 3291	3355 3456

Maintenance & Service Worker	710001	6	2044 2106	2147 2212	2255 2323	2369 2441	2488 2563
Maintenance Carpenter I	810020	6	3162 3257	3320 3420	3487 3592	3661 3771	3845 3961
Maintenance Carpenter II	810021	6	3487 3592	3661 3771	3845 3961	4038 4160	4241 4369
Mini Bus Operator	320010	6	2248 2316	2361 2432	2480 2555	2602 2681	2732 2814
Park Equipment Mechanic II	710110	6	3135 3230	3291 3390	3456 3560	3629 3738	3811 3926
Park Equipment Mechanic Leadworker	710111	6	3456 3560	3629 3738	3811 3926	4002 4123	4202 4329
Parking Meter Attendant I	710125 ⁴	12 ⁴	2288 2357	2402 2475	2524 2600	2649 2729	2781 2865
Parking Meter Attendant II	710126 ⁴	12 ⁴	2524 2600	2649 2729	2781 2865	2922 3010	3068 3161
Parking Meter Attendant III	710127	6	2781 2865	2922 3010	3068 3161	3221 3318	3383 3485
Parks Maintenance Worker I	510001	12	2328 2398	2445 2519	2566 2643	2697 2778	2831 2916
Parks Maintenance Worker II	510002	6	2819 2904	2960 3049	3109 3203	3264 3362	3428 3531

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parks Maintenance Leadworker	510003	6	2974 3064	3122 3216	3280 3379	3444 3548	3616 3725
Power Generation Operator/Mechanic	620055	6	3749 3862	3935 4054	4133 4257	4339 4470	4558 4695
Property Maintenance Worker I	810005 ⁴	12 ⁴	2604 2683	2738 2821	2873 2960	3017 3108	3170 3266
Property Maintenance Worker II	810006 ⁴	12 ⁴	2961 3050	3109 3203	3266 3364	3429 3532	3599 3707
Property Maintenance Leadworker	810007	6	3170 3266	3328 3428	3494 3599	3668 3779	3853 3969
Roofer	810010	6	2873 2960	3017 3108	3170 3266	3328 3428	3494 3599
Senior Communications Technician	710052	6	4178 4304	4388 4520	4608 4747	4837 4985	5083 5236
Senior Custodian	810002	6	2234 2302	2346 2417	2463 2537	2590 2668	2718 2800
Senior Heavy Equipment Operator	710026	6	4254 4382	4469 4604	4692 4833	4926 5074	5174 5330
Senior Waste Container Maintenance Worker	640012	6	3098 3191	3253 3351	3417 3520	3587 3695	3768 3882
Senior Wastewater Treatment Plant Operator	620043	6	3943 4062	4140 4265	4347 4478	4565 4702	4794 4938
Solid Waste Safety & Training Specialist	640005	6	3279 3378	3443 3547	3617 3726	3800 3914	3989 4109
Street Maintenance Leadworker	710040	6	3042 3134	3195 3291	3355 3456	3524 3630	3701 3813
Street Sweeper Lead Operator	710036	6	3165 3260	3323 3423	3490 3595	3663 3773	3848 3964
Street Sweeper Operator II	710035	6	2869 2956	3014 3105	3165 3260	3323 3423	3490 3595
Tire Maintenance & Repair Technician	710081	6	2788 2872	2927 3015	3074 3167	3229 3326	3390 3492
Tire Maintenance Worker	710080	6	2553 2630	2678 2759	2815 2900	2957 3046	3105 3199
Traffic Maintenance Leadworker	710046	6	3066 3158	3219 3316	3381 3483	3550 3657	3728 3840
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	2527 2603	2654 2734	2787 2871	2926 3014	3074 3167

Traffic Maintenance Worker II	710045	6	2779 2863	2918 3006	3066 3158	3219 3316	3381 3483
Tree Trimmer Leadworker	510010	6	3195 3291	3355 3456	3524 3630	3701 3813	3886 4003
Utility Leadworker	710010	6	2764 2847	2890 2977	3030 3121	3170 3266	3319 3419
Waste Collector II	640020	6	2483 2558	2606 2685	2735 2818	2874 2961	3017 3108
Waste Collector Leadworker	640021	6	2874 2961	3017 3108	3169 3265	3327 3427	3495 3600
Waste Container Maintenance Assistant	640010	6	2430 2503	2552 2629	2677 2758	2813 2898	2956 3045
Waste Container Maintenance Worker	640011	6	2860 2946	3002 3093	3152 3247	3310 3410	3478 3583
Wastewater Distributor	620050	6	2456 2530	2583 2661	2710 2792	2847 2933	2989 3079
Wastewater Lead Distributor	620051	6	2925 3013	3071 3164	3225 3322	3386 3488	3556 3663
Wastewater Treatment Plant Lead Mechanic	620062	6	3749 3862	3935 4054	4133 4257	4339 4470	4558 4695

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Wastewater Treatment Plant Mechanic I	620060	6	2777 2861	2905 2993	3037 3129	3182 3278	3335 3436
Wastewater Treatment Plant Mechanic II	620061	6	3497 3602	3672 3783	3856 3972	4048 4170	4251 4379
Wastewater Treatment Plant Operator-In-Training (reordered to job code sequence)	620040¹	–	2456 2530	2583 2661	2710 2792	2847 2933	2989 3079
Wastewater Treatment Plant Operator I	620041	6	3026 3117	3177 3273	3337 3438	3504 3610	3578 3789
Wastewater Treatment Plant Operator II	620042	6	3397 3499	3567 3675	3749 3862	3933 4051	4132 4256
Water System Operator I	610025	6	2992 3082	3142 3237	3299 3398	3463 3567	3638 3748
Water System Operator II	610026	6	3319 3419	3486 3591	3659 3769	3843 3959	4036 4158
Water System Operator III	610027	12	4173 4299	4383 4515	4603 4742	4833 4978	5074 5227

EXHIBIT 2
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Manager	310004e	–	E3		2704	-	8413	
Assistant City Attorney	160008e	–	E2		4580	-	12020	
Assistant City Manager	150135e	–	E1		5720	-	12730	
Assistant Controller	135020e	–	E2		4580	-	12020	
Assistant Director	150160e	--	E2		4580	-	12020	
Assistant Director of Parks, Recreation & Community Services	520030e	–	E2		4580	-	12020	
Assistant Director of Personnel Services	150043e	–	E2		4580	-	12020	
Assistant Director of Public Utilities	620100e	–	E2		4580	-	12020	
Assistant Director of Public Works	210089e	–	E2		4580	-	12020	
Assistant Film Commissioner	820050e	–	E3		2704	-	8413	
Assistant Ombudsperson	150115e	–			2704	-	3536	
Assistant Police Chief	415010e	–	E2		4580	-	12020	
Assistant Retirement Administrator	135040e	–	E3		2704	-	8413	
Assistant Treasurer	135017e	–	E2		4580	-	12020	
Benefits Coordinator	150048e	12		3719	3906	4101	4306	4521
Budget Analyst	135006e	12			2704	-	4888	
Budget Manager	135008e	–	E2		4580	-	12020	
Chief Assistant City Attorney	160015e	–	E1		5200	-	12730	
Chief Information Officer	125067e	–	E1		5720	-	12730	
Chief of Staff to the Mayor	150123e	–	E3		2704	-	8413	
City Administrative Hearing Officer	150110e	–	E1		5720	-	12730	
City Attorney	160009e	–	124,488 - 180,000					
City Clerk	150125e	–			5000	-	10700	
City Engineer	210080e	–	E1		5720	-	12730	
City Manager	150130e	–	124,488 - 180,000					
Community Coordinator	150075e	–	E3		2704	-	8413	
Controller	135021e	–	E1		5720	-	12730	
Council Assistant	150085e	–			2704	-	8413	

EXHIBIT 2
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Deputy City Attorney II	160006e	–	E3		2704	-	8413	
Deputy City Attorney III	160007e	–	E3		2704	-	8413	
Deputy City Manager	150140e	–	E3		2704	-	8413	
Deputy Development Director- Inspection	230035e	–	E2		4580	-	12020	
Deputy Development Director- Planning	220015e	–	E2		4580	-	12020	
Deputy Mayor	150200e	–	E3		2704	-	8413	
Director	150170e	--	E1		5720	-	12730	
Director of Aviation	310045e	–	E1		5720	-	12730	
Director of Development	220020e	–	E1		5720	-	12730	
Director of General Services	150150e	–	E1		5720	-	12730	
Director of Personnel Services	150042e	–	E1		5720	-	12730	
Director of Public Utilities	620101e	–	E1		5720	-	12730	
Director of Transportation	310040e	–	E1		5720	-	12730	
Economic Development Coordinator	150090e	–	E3		2704	-	8413	
Economic Development Director	150099e	–	E1		5720	-	12730	
Economic Development Manager	150100e	–	E1		5720	-	12730	
Education Liaison	150210e	–	E3		2704	-	8413	
Executive Analyst to the Council	150120e	–	E3		2704	-	8413	
Executive Assistant to Department Director	115003e	–			2704	-	4888	
Executive Assistant to the City Manager	115001e	12			2704	-	4888	
Film Commissioner	820051e	–	E3		2704	-	8413	
Fire Chief	425007e	–	E1		5720	-	12730	
Human Resources Manager	150025e	–	E3		2704	-	8413	
Internal Auditor	135010e	12			2704	-	5133	
Labor Relations Manager	150030e	–	E3		2704	-	8413	
Labor Relations Secretary	115010e	12			2704	-	4888	
Ombudsperson	150116e	–	E3		2704	-	8413	

EXHIBIT 2
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Parks, Recreation & Community Services Director	520035e	–	E1		5720	-	12730	
Police Chief	415008e ⁷	–	E1		5720	-	14140	
Principal Budget Analyst	135009e	–	E3		2704	-	8413	
Principal Internal Auditor	135011e	–	E3		2704	-	8413	
Public Affairs Officer	150118e	–	E3		2704	-	8413	
Public Works Director	210085e	–	E1		5720	-	12730	
Redevelopment Administrator	150080e	–	E2		4580	-	12020	
Retirement Administrator	135030e	–	E2		4580	-	12020	
Risk/Safety Manager	150035e	–	E3		2704	-	8413	
Senior Budget Analyst	135007e	–	E3		2704	-	8413	
Senior Deputy City Attorney	160013e	–	E2		4580	-	12020	
Senior Human Resources/Risk Analyst	150017e	–	E3		2704	-	8413	
Transit General Manager	320065e	–	E2		4580	-	12020	

EXHIBIT 2
Section 2.1 – Police Management

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Deputy Police Chief	415007e	--	E2		4080 4101	-	11516 11,574		
Police Captain	415006e	12		8163 8204	8572 8615	9001 9047	9452 9500	9925 9975	10258 10,310
Police Lieutenant	415005e	12		7088 7124	7443 7481	7816 7856	8207 8249	8618 8662	8907 8952

EXHIBIT 2
Section 2.2 – Fire Management

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Fire Battalion Chief	425005e	12		7061	7414	7784	8173	8580	9009
Fire Deputy Chief	425006e	--	E2		5600	-	10600		

EXHIBIT 2
Section 2.3 – Management Confidential Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Administrative Manager	220025e	–	E3		2704	-	8413	
Airports Marketing & Public Relations Coordinator	310150e		E3		2704	-	8413	
Airports Operations Manager	310020e	–	E3		2704	-	8413	
Airports Planning Manager	310019e	–	E3		2704	-	8413	
Airports Properties Manager	310021e	–	E3		2704	-	8413	
Assistant City Clerk	115030e	–	E3		2704	-	8413	
Building & Safety Services Manager	230031e	–	E3		2704	-	8413	
Chandler Airport Superintendent	310030e	–	E3		2704	-	8413	
City Construction Engineer	210060e	–	E3		2704	-	8413	
City Design Engineer	210065e	–	E3		2704	-	8413	
City Traffic Engineer	210076e	–	E3		2704	-	8413	
Communications Manager	125060e	–	E3		2704	-	8413	
Community Sanitation Manager	720040e	–	E3		2704	-	8413	
Construction Manager	210096	--	E3		2704	-	8413	
Deputy Recreation Manager	520020e	–	E3		2704	-	8413	
Economic Development Analyst	150095e	–	E3		2704	-	8413	
Facilities Manager	810040e	–	E3		2704	-	8413	
Fleet Manager	720032e	–	E3		2704	-	8413	
Grant Writer	150105e	–	E3		2704	-	8413	
Housing & Neighborhood Revitalization Manager	230065e	–	E3		2704	-	8413	
Information Services Manager	125055e	–	E3		2704	-	8413	
Law Office Manager	115020e	–	E3		2704	-	8413	
Management Analyst III	150022e	–	E3		2704	-	8413	
Parks Manager	510035e	–	E3		2704	-	8413	
Planning Manager	220010e	–	E3		2704	-	8413	
Police Technical Services Manager	410045e	–	E3		2704	-	8413	
Public Works Manager	210095e	–	E3		2704	-	8413	

EXHIBIT 2
Section 2.3 – Management Confidential Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Purchasing Manager	140005e	–	E3		2704	-	8413	
Records Manager	115046e	–	E3		2704	-	8413	
Recreation Manager	520025e	–	E3		2704	-	8413	
Retirement Benefits Manager	135045e	–	E3		2704	-	8413	
Revenue Manager	135026e	–	E3		2704	-	8413	
Sewer Maintenance Manager	630010e	–	E3		2704	-	8413	
Solid Waste Manager	640040e	–	E3		2704	-	8413	
Street Maintenance Manager	720003e	–	E3		2704	-	8413	
Training Officer	150046e	–	E3		2704	-	8413	
Transit Maintenance Manager	320060e	–	E3		2704	-	8413	
Transit Operations Manager	320055e	–	E3		2704	-	8413	
Wastewater Manager	620095e	–	E3		2704	-	8413	
Water System Manager	610075e	–	E3		2704	-	8413	

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	4931	5173	5424	5692	5970
Airports Airside/Landside Superintendent	310018e	12	5089	5339	5601	5876	6164
Airports Projects Supervisor	310016e	12	5704	5985	6279	6587	6913
Airports Property Supervisor	175005e	12	4984	5229	5487	5756	6038
Architect	210045e	12	5163	5416	5683	5961	6254
Assistant Chief of Wastewater Treatment Operations	620079e	12	5255	5510	5781	6065	6362
Building Services Supervisor	810030e	12	3995	4191	4396	4612	4836
Call Center Supervisor	115073e	12	3755	3938	4129	4328	4541
Central Printing Supervisor	120007e	12	3792	3977	4171	4373	4587
Chief Engineering Inspector	230078e	12	5271	5530	5801	6087	6385
Chief Engineering Technician	210009e	12	6173	6476	6796	7131	7483
Chief of Facilities Maintenance	810037e	12	5733	6016	6311	6621	6947
Chief of Solid Waste Operations	640035e	12	5487	5756	6038	6335	6647
Chief of Wastewater Environmental Services	620075e	12	5487	5756	6038	6335	6647
Chief of Wastewater Facilities Maintenance	620085e	12	5733	6016	6311	6621	6947
Chief of Wastewater Treatment Operations	620080e	12	5798	6086	6384	6698	7027
Chief of Water Operations	610070e	12	5891	6180	6487	6805	7139
Chief Surveyor	210032e	12	5348	5612	5887	6174	6479
Collection System Maintenance Supervisor	630005e	12	4599	4824	5060	5309	5570
Community Recreation Supervisor I	520015e	12	3995	4191	4396	4612	4836
Community Recreation Supervisor II	520016e	12	4383	4599	4825	5063	5309
Community Sanitation Supervisor I	720042e	12	4845	5081	5332	5593	5868
Contract Compliance Officer	150061e	12	4080	4278	4488	4709	4937
Custodial Supervisor	810025e	12	3350	3513	3684	3864	4050
DBE/Small Business Coordinator	150070e	12	4711	4940	5183	5437	5705
Electrician Supervisor I	720020	12	5074	5324	5583	5858	6145
Emergency Preparedness Officer	420020e	12	3838	4026	4222	4429	4645
Emergency Services Communications Supervisor	410004e	12	4301	4510	4730	4962	5205
Equipment Supervisor	720031e	12	5222	5476	5745	6028	6324

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Facilities Maintenance Supervisor	810035e	12	4054	4251	4458	4677	4905
Fire Prevention Engineer	210055e	12	5704	5985	6279	6587	6913
Fleet Administration Supervisor	720025e	12	5063	5309	5570	5844	6131
Forestry Supervisor II	510031e	12	4383	4599	4825	5063	5309
General Curator	530010e	12	3827	4015	4213	4419	4631
Housing Program Supervisor	230055e	12	5012	5260	5517	5788	6072
Human Resources Records Supervisor	115050e	12	4098	4299	4508	4728	4960
Industrial Electrician Supervisor	720020e	12	5478	5752	6040	6342	6660
Information Services Supervisor	125032e	12	5911	6201	6504	6825	7164
Laboratory Supervisor	620014e	12	4768	5001	5247	5504	5776
Outreach Coordinator	520040e	12	4047	4244	4452	4672	4898
Parking Supervisor	720035e	12	2944	3085	3234	3391	3556
Parks Supervisor I	510025e	12	3995	4191	4396	4612	4836
Parks Supervisor II	510026e	12	4383	4599	4825	5063	5309
Planner III	220007e	12	4698	4929	5169	5424	5690
Power Generation System Supervisor	620056e	12	5222	5476	5745	6028	6324
Principal Accountant	130014e	12	5209	5465	5735	6016	6311
Professional Engineer	210100e	12	5704	5985	6279	6587	6913
Project Manager	150065e	12	5279	5540	5813	6097	6397
Real Estate Finance Supervisor	170004e	12	4831	5069	5317	5578	5852
Records Supervisor	115045e	12	4098	4299	4508	4728	4960
Recycling Coordinator	640001e	12	3985	4179	4382	4596	4821
Redevelopment Project Planner	220050e	12	4206	4412	4627	4855	5091
Revenue Supervisor	135025e	12	3755	3938	4129	4328	4541
Senior Accountant-Auditor	130013e	12	4323	4535	4757	4992	5234
Senior Building Inspector	230034e	12	4799	5035	5281	5541	5814
Senior Electrical Safety Consultant	230024e	12	4799	5035	5281	5541	5814
Senior Engineering Inspector	230077e	12	4799	5035	5281	5541	5814
Senior Environmental & Safety Consultant	230005e	12	4799	5035	5281	5541	5814
Senior Plumbing & Mechanical Consultant	230014e	12	4799	5035	5281	5541	5814

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Real Estate Agent	170012e	12	5134	5385	5650	5928	6219
Solid Waste System Supervisor	640030e	12	4816	5052	5297	5558	5830
Street Maintenance Superintendent	720004e	12	5995	6294	6610	6941	7289
Street Maintenance Supervisor	720001e	12	5532	5804	6089	6388	6702
Supervising Buyer	140004e	12	4589	4814	5047	5296	5554
Supervising Engineering Technician	210008e	12	5435	5704	5985	6279	6587
Supervising Environmental Control Officer	620005e	12	4768	5001	5247	5504	5775
Supervising Fire Prevention Inspector	420005e	12	5024	5269	5531	5802	6088
Supervising Identification Technician	410013	12	4201	4407	4621	4849	5085
Supervising Planner	220008e	12	5160	5413	5678	5956	6248
Supervising Plans Examiner	210044e	12	5279	5540	5813	6097	6397
Supervising Professional Engineer	210110e	12	6476	6796	7131	7483	7853
Supervising Real Estate Agent	170013e	12	5638	5915	6205	6510	6831
Survey Party Chief	210031e	12	4313	4523	4746	4976	5223
Transit Supervisor I	320050e	12	4816	5052	5297	5558	5830
Transit Supervisor II	320051e	12	5222	5476	5745	6028	6324
Treasury Officer	135015e	12	5209	5465	5735	6016	6311
Wastewater Treatment Maintenance Supervisor	620070e	12	5365	5628	5904	6196	6500
Water Conservation Supervisor	610045e	12	5365	5628	5904	6196	6500
Water System Supervisor	610055e	12	5365	5628	5904	6196	6500

EXHIBIT 2
Section 2.5 – Non-Management Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Administrative Support Clerk	115005	12	2792	2927	3069	3217	3375
Claims Specialist	150005e	12	2846	2986	3131	3281	3443
Criminalist Specialist	410017	12	6060	6363	6681	7015	7365
Database Administrator	125045e	12	5464	5729	6011	6305	6615
Executive Secretary	110052e	12	3419	3585	3761	3944	4136
Human Resources Analyst	150016e	12	3838	4026	4222	4429	4645
Human Resources Technician	150015	12	2834	2970	3115	3265	3423
Legal Assistant	160001	12	3418	3584	3757	3942	4135
Legal Secretary I	115015	12	2821	2956	3099	3248	3406
Legal Secretary II	115016	12	3118	3270	3427	3593	3768
Management Analyst I	150020e ⁴	12 ⁴	3130	3283	3442	3610	3788
Management Analyst II	150021e ⁴	12 ⁴	3838	4026	4222	4429	4645
Risk Analyst	150010e	12	4218	4424	4640	4867	5106
Senior Database Administrator	125046e	12	5452	5718	5999	6294	6604
Senior Human Resources Technician	150014	12	3117	3267	3423	3590	3765
Systems Security Administrator	125050e	12	4955	5196	5452	5718	5999

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6 ³	2186	2290	2399	2514	2637
Account Clerk II	130002 ³	12 ³	2399	2514	2637	2761	2894
Accountant-Auditor I	130011 ⁴	12 ⁴	3260	3413	3577	3756	3937
Accountant -Auditor II	130012 ⁴	12 ⁴	3791	3971	4169	4370	4584
Accounting Technician	130010	12	2894	3034	3181	3333	3496
Administrative Clerk I	110001 ³	6 ³	2022	2120	2220	2326	2436
Administrative Clerk II	110002 ³	12 ³	2220	2326	2436	2553	2678
Airports Property Specialist I	175001 ⁴	12 ⁴	3861	4050	4248	4454	4673
Airports Property Specialist II	175002 ⁴	12 ⁴	4489	4708	4939	5179	5434
Assistant Training Officer	150045	12	3619	3793	3979	4174	4376
Associate Electrical Safety Consultant I	230022	12	4324	4535	4758	4987	5233
Associate Electrical Safety Consultant II	230023	12	4535	4758	4987	5233	5490
Associate Environmental & Safety Consultant I	230003	12	4324	4535	4758	4987	5233
Associate Environmental & Safety Consultant II	230004	12	4535	4758	4987	5233	5490
Associate Plumbing & Mechanical Consultant I	230012	12	4324	4535	4758	4987	5233
Associate Plumbing & Mechanical Consultant II	230013	12	4535	4758	4987	5233	5490
Billing System Specialist	125075	12	2884	3025	3172	3320	3480
Budget Technician	135005	12	2940	3081	3231	3387	3552
Building Inspector I	230007 ⁴	12 ⁴	4125	4324	4535	4758	4987
Building Inspector II	230008 ⁴	12 ⁴	4324	4535	4758	4987	5233
Building Inspector III	230009	12	4535	4758	4987	5233	5490
Buyer I	140001 ⁴	12 ⁴	3392	3558	3732	3913	4103
Buyer II	140002 ⁴	12 ⁴	3732	3913	4103	4303	4514
Call Center Representative I	115070 ³	6 ³	2399	2514	2643	2761	2894
Call Center Representative II	115071 ³	12 ³	2637	2761	2894	3034	3181
Central Printing Clerk	120005	12	2220	2326	2436	2553	2678
Central Printing Technician	120006	12	2611	2737	2870	3008	3152
City Records Specialist	115025	12	2940	3081	3231	3387	3552
Code Enforcement Specialist	230040	12	3170	3318	3479	3642	3821
Community Recreation Assistant	520010	12	2424	2537	2646	2758	2882

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Community Services Officer I	410025 ⁴	12 ⁴	2522	2642	2767	2902	3041
Community Services Officer II	410026 ⁴	12 ⁴	2767	2902	3041	3189	3344
Computer Operator I	125015 ⁴	12 ⁴	2481	2589	2700	2819	2952
Computer Operator II	125016 ⁴	12 ⁴	2744	2874	3009	3154	3310
Computer Operator III	125017	12	3009	3154	3310	3463	3631
Computer Systems Specialist I	125010 ⁴	12 ⁴	3511	3680	3860	4048	4245
Computer Systems Specialist II	125011 ⁴	12 ⁴	4142	4343	4556	4778	5013
Computer Systems Specialist III	125012	12	4657	4884	5125	5374	5639
Computer Systems Technician	125005	12	2369	2482	2602	2726	2856
Construction Compliance Specialist	150055	12	3435	3596	3772	3956	4146
Contract Compliance Specialist	150060	12	3435	3596	3772	3956	4146
Criminalist	410016	12	4788	5022	5270	5527	5799
Customer Services Clerk I	115060 ³	6 ³	2186	2290	2399	2514	2637
Customer Services Clerk II	115061 ³	12 ³	2399	2514	2637	2761	2894
Electrical Safety Consultant I	230020 ⁴	12 ⁴	3756	3937	4125	4324	4535
Electrical Safety Consultant II	230021 ⁴	12 ⁴	3937	4125	4324	4535	4758
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	2993	3116	3251	3404	3551
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	3212	3368	3534	3706	3880
Emergency Services Dispatcher III	410003	12	3601	3772	3960	4147	4349
Engineer I	210015 ⁴	12 ⁴	3920	4108	4307	4518	4732
Engineer II	210016 ⁴	12 ⁴	4550	4765	5000	5238	5506
Engineering Aide I	210001 ³	6 ³	2546	2664	2791	2924	3067
Engineering Aide II	210002 ³	12 ³	2939	3081	3225	3380	3548
Engineering Inspector I	230075 ⁴	12 ⁴	3821	4020	4206	4408	4627
Engineering Inspector II	230076 ⁴	12 ⁴	4184	4387	4602	4827	5063
Engineering Technician I	210005 ⁴	12 ⁴	3009	3154	3310	3463	3631
Engineering Technician II	210006 ⁴	12 ⁴	3380	3548	3718	3897	4087
Environmental & Safety Consultant I	230001 ⁴	12 ⁴	3756	3937	4125	4324	4535
Environmental & Safety Consultant II	230002 ⁴	12 ⁴	3937	4125	4324	4535	4758

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Environmental Control Officer	620001	12	3769	3954	4140	4343	4552
Facilities Construction Specialist	230085	12	3956	4145	4349	4559	4782
Fire Prevention Inspector I	420001 ⁴	12 ⁴	3485	3653	3825	4016	4213
Fire Prevention Inspector II	420002 ⁴	12 ⁴	4033	4222	4429	4650	4873
Fleet Operations Specialist	710105	12	3657	3832	4021	4216	4422
Helicopter Pilot-in-Training	410032 ¹	--	4214				
Helicopter Pilot	410033	12	4870	5113	5369	5637	5920
Identification Technician I	410010 ⁴	12 ⁴	3283	3441	3607	3785	3969
Identification Technician II	410011 ⁴	12 ⁴	3607	3785	3969	4162	4366
Identification Technician III	410012	12	3785	3969	4162	4366	4579
Industrial Waste Inspector	620030	12	3221	3373	3537	3710	3883
Industrial/Commercial Water Conservation Representative	610015	12	3769	3954	4140	4343	4552
Inorganic Chemist	620020	12	3824	4012	4207	4412	4628
Laboratory Assistant	620010	12	2621	2750	2880	3020	3166
Laboratory Technician I	620011 ⁴	12 ⁴	3166	3319	3480	3647	3824
Laboratory Technician II	620012 ⁴	12 ⁴	3480	3647	3824	4012	4207
Land Surveyor	210035	12	4788	5022	5270	5527	5799
Landscape Water Conservation Specialist	610005	12	3681	3861	4049	4246	4453
Life Skills Instructor	940015	12	3483	3651	3828	4016	4212
Mail Operations Technician	120001	12	2436	2553	2678	2805	2940
Neighborhood Services Specialist I	230050 ⁴	12 ⁴	3485	3653	3825	4016	4213
Neighborhood Services Specialist II	230051 ⁴	12 ⁴	4033	4222	4429	4650	4873
Neighborhood Standards Specialist I	230045 ⁴	12 ⁴	3260	3413	3581	3756	3937
Neighborhood Standards Specialist II	230046 ⁴	12 ⁴	3864	4048	4251	4456	4675
Network Systems Specialist	125030	12	4657	4884	5125	5374	5639
Offset Equipment Operator	120010	12	2611	2737	2870	3008	3152
PAR Program Specialist	410023	12	2767	2902	3041	3189	3344
Paratransit Specialist	320005	12	2884	3025	3172	3320	3480

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Controller I	710120 ⁴	12 ⁴	2144	2234	2333	2429	2537
Parking Controller II	710121 ⁴	12 ⁴	2339	2442	2546	2653	2780
Parking Controller III	710122	12	2546	2653	2780	2897	3026
Parks Planning Coordinator	510020	12	4512	4732	4963	5205	5461
Phlebotomist	410007	12	2621	2750	2880	3020	3166
Planner I	220005 ³	6 ³	3418	3578	3754	3938	4131
Planner II	220006 ³	12 ³	4016	4241	4453	4669	4899
Planning Illustrator I	220001 ⁴	12 ⁴	3216	3370	3536	3708	3881
Planning Illustrator II	220002 ⁴	12 ⁴	3567	3738	3920	4108	4307
Plans Examiner I	210040 ⁴	12 ⁴	3409	3573	3747	3930	4124
Plans Examiner II	210041 ⁴	12 ⁴	3937	4125	4324	4535	4758
Plans Examiner III	210042	12	4324	4535	4758	4987	5233
Plumbing & Mechanical Consultant I	230010⁴	12⁴	3756	3937	4125	4324	4535
Plumbing & Mechanical Consultant II	230011⁴	12⁴	3937	4125	4324	4535	4758
Police Data Transcriptionist	115035	12	2678	2805	2940	3081	3231
Principal Account Clerk	130004	12	2894	3034	3181	3333	3496
Program Compliance Officer	640026	12	3177	3337	3504	3681	3865
Programmer/Analyst I	125020 ⁴	12 ⁴	3511	3680	3860	4048	4245
Programmer/Analyst II	125021 ⁴	12 ⁴	4142	4343	4556	4778	5013
Programmer/Analyst III	125022	12	4657	4884	5125	5374	5639
Programmer/Analyst IV	125023	12	4999	5244	5503	5771	6054
Property & Evidence Technician	145010	12	3050	3198	3352	3516	3685
Radio Dispatcher	120015	12	2553	2673	2789	2915	3040
Rangemaster/Armorer	410035	12	3785	3969	4162	4366	4579
Real Estate Agent I	170010 ⁴	12 ⁴	3581	3756	3937	4125	4330
Real Estate Agent II	170011 ⁴	12 ⁴	4631	4842	5084	5320	5595
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	3109	3260	3413	3581	3756
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	3555	3728	3909	4099	4299

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Recreation Leader	520001	12	1758	1840	1928	2018	2114
Recreation Specialist	520005	12	2953	3094	3244	3401	3565
Retirement Counselor I	135050 ⁴	12 ⁴	2894	3034	3181	3334	3496
Retirement Counselor II	135051 ⁴	12 ⁴	3181	3334	3496	3666	3845
Safety Specialist	150050	12	3009	3153	3307	3467	3636
Secretary	110050	12	2678	2805	2940	3081	3231
Senior Account Clerk	130003	12	2637	2761	2894	3034	3181
Senior Administrative Clerk	110003	12	2436	2553	2678	2805	2940
Senior Buyer	140003	12	4103	4303	4514	4734	4965
Senior Call Center Representative	115072	12	3005	3154	3311	3477	3651
Senior Community Services Officer	410027	12	2976	3119	3270	3428	3595
Senior Customer Services Clerk	115062	12	2637	2761	2894	3034	3181
Senior Engineering Technician	210007	12	3920	4108	4307	4518	4732
Senior Fire Prevention Inspector	420003	12	4520	4737	4964	5207	5466
Senior Laboratory Technician	620013	12	3824	4012	4207	4412	4628
Senior Neighborhood Services Specialist	230052	12	4520	4737	4964	5207	5466
Senior Neighborhood Standards Specialist	230047	12	4048	4246	4453	4669	4899
Senior Network Systems Specialist	125031	12	4999	5244	5503	5771	6054
Senior Offset Equipment Operator	120011	12	2870	3008	3152	3305	3465
Senior Property & Evidence Technician	145011	12	3352	3516	3685	3864	4053
Senior Real Estate Finance Specialist	170003	12	3909	4099	4299	4509	4730
Senior Records Clerk	110101	12	2553	2678	2805	2940	3081
Senior Secretary	110051	12	2940	3081	3231	3387	3552
Senior Storeskeeper	145002	12	3050	3198	3352	3516	3685
Senior Utility Service Representative	230092	12	3094	3244	3401	3565	3740
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	4999	5244	5462	5771	6054
Staff Assistant	150001	12	2884	3025	3172	3320	3480
Storeskeeper	145001	12	2775	2911	3050	3198	3352

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Survey Party Technician	210030	12	3380	3548	3718	3897	4087
Tax/Permit Representative	135001	12	3025	3172	3320	3480	3653
Tree Program Specialist	510015	12	3681	3861	4049	4246	4453
Utility Service Representative I	230090 ⁴	12 ⁴	2565	2686	2815	2952	3094
Utility Service Representative II	230091 ⁴	12 ⁴	2815	2952	3094	3244	3401
Veterinary Technician	530015	12	2803	2939	3080	3230	3386
Wastewater Reclamation Coordinator	620035	12	3861	4050	4248	4454	4673
Water Conservation Representative	610001	12	2537	2646	2758	2896	3025
Water Education Coordinator	610010	12	3769	3954	4140	4343	4552
Water Systems Telemetry & Distributed Control Specialist	610021	12	4142	4343	4556	4778	5013
Water Systems Telemetry & Distributed Control Technician	610020	12	3767	3951	4142	4343	4556

EXHIBIT 4

Unit 4 - Non-Supervisory Police (FPOA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Police Officer Recruit	415001	6	4137	4344	–	–	–	–
Police Officer	415002	12	4779	5018	5269	5533	5810	6101
Police Specialist	415003	–	4779	5018	5269	5533	5810	6101
Police Sergeant	415004	12	5761	6049	6352	6671	7004	7355

EXHIBIT 5
Unit 5 – Fire Non-Management (IAFF)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Firefighter Trainee	425001 ⁹	--	15.73 per hour					
Firefighter Trainee	425001	--	4100					
Firefighter	425002	12	4556	4783	5022	5271	5534	5811
Firefighter Specialist	425003	12	5114	5370	5638	5918	6213	6524
Fire Captain	425004	12	5721	6008	6306	6621	6951	7299
Fire Investigation Unit Supervisor	425010	12	5271	6008	6306	6621	6951	7299

EXHIBIT 6
Section 6 – Transit (ATU)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Bus Driver	320015 ⁸	9	16.148076	17.982692	18.859615	19.753846	21.682246	22.713461
			16.632692	18.525000	19.425000	20.348076	22.275000	23.394230
Bus Driver	320015	9	2799	3117	3269	3424	3749	3934
			2883	3211	3367	3527	3861	4055

EXHIBIT 7
Group 8 – Non-Represented

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	\$18.00 - \$22.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	\$8.00 Per Hour
Chief Police Pilot ⁶	410031e	12	Monthly	\$3,500 - \$5,250
Contract Law Enforcement Services Coordinator	940025	–	Hourly	\$18.00 - \$22.00 Per Hour
Information Services Aide	125001	–	Hourly	\$8.00 - \$22.00
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$22.00 Per Hour
Lifeguard	950001	–	Hourly	\$8.50-\$9.50 Per Hour
Police Cadet I	940005	–	Hourly	\$9.92 - \$12.48 Per Hour
Police Cadet II	940006	–	Hourly	\$12.49 - \$16.00 Per Hour
Pool Supervisor	950015	–	Hourly	\$12.00-\$22.00 Per Hour
Senior Lifeguard	950002	–	Hourly	\$9.50-\$11.00 Per Hour
Services Aide	910005	–	Hourly	\$8.00 - \$15.00 Per Hour
Sports Official	950010	–		\$8.00 - \$50.00 Per Game
Student Aide II	910002	–	Hourly	\$8.00 Per Hour

EXHIBIT 8
Unit 15 – Airport Public Safety Supervisors (FAPSS)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Supervisor	310003	12	5820	6110	6417	6739	7074

EXHIBIT 9
Unit 7 – Non-Supervisory Groups and Crafts (IBEW)

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	5544 5711
Concrete Finisher	730005	12	Flat Rate	4835 4981
Electrician	730010	12	Flat Rate	5015 5166
Painter	730015	12	Flat Rate	4405 4538
Plumber	730030	12	Flat Rate	5015 5166

APPENDIX TO SALARY RESOLUTION

- 1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section ~~2-1601.1~~ **3-302** (p)(5).
- 2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section ~~2-1601.1~~ **3-302** (p)(5).
- 3 This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 4 This class is in a flexibly-staffed series which requires one year of satisfactory service before an employee can “flex” to the journey level. **Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.**
- 5 This class is in a flexibly-staffed series. The probationary period for employees in the Emergency Services Dispatcher I class shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.
- 6 Appointments to positions in this class may be made at any point within the specified pay range, with approval of the City Manager based upon experience and qualifications.
- 7 Applicable to Police Chief only pursuant to employment agreement.
- 8 A person selected to fill a vacant position is a “student driver.” A “student driver” is a new operator who must be trained and instructed on all lines and bus equipment of the system until, in the opinion of the Director of Transportation, the person is capable of performing the duties of a regular or extra board operator. A “student driver” shall be employed as a temporary employee at \$9.50 per hour. Overtime for a “student driver” shall be paid for work in excess of 40 hours in a week, at the rate of time and one-half.
- 9 Firefighter Trainee not in the City of Fresno Fire Department Academy.
- 10 ~~This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section 3-202. Incumbents are expected to progress to, and meet the minimum qualifications for, the Communications Technician II class within eighteen months of appointment.~~
- e Exempt class, see Narrative Section 4.

* * * * *

STATE OF CALIFORNIA)
COUNTY OF FRESNO) ss.
CITY OF FRESNO)

I, REBECCA E. KLISCH, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the _____ day of _____, 2007 **8**.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2007 **8**

Mayor Approval/No Return: _____, 2007 **8**

Mayor Veto: _____, 2007 **8**

Council Override Vote: _____, 2007 **8**

REBECCA E. KLISCH
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: _____
Tommi R. Saghatelian
Deputy City Attorney