



# Fiscal Year 2011

(July 1, 2010 – June 30, 2011)

# Salary Resolution

**Personnel Services Department**

**Winner IPMA Award for Excellence**

FY11 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 FY11

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 6, Chapter 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 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	\$6,006 - \$13,367
E2	\$4,809 - \$12,621
E3	\$2,840 - \$8,834

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 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. Full time employees permanently appointed to positions in classes which are included in Exhibit 2, Section 2.0, 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.

Administrative 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 full time 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 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 20(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 3-107, and Vacation Leave, as provided in Section 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 1,200 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:

$\frac{100 \text{ unused hrs} \times \$15.00 \text{ (base rate)}}{\$20.00 \text{ (Transfer class base rate)}} = 75 \text{ hrs placed in non-accruing annual leave balance account}$
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- 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 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 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 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; (5) placed in a Health Reimbursement Arrangement in accordance with Section 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 3-202 (p)(5).

Upon appointment to a permanent position, time served 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 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. 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.
    - b. An employee who declines to participate in the health plan at employment may elect to participate each year thereafter during the annual open enrollment period or within thirty (30) days from the day of a qualified change in status. Participation at any time shall be done by deduction from the employee's paycheck.
  2. PI employees shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System. Until the Retirement Board acts upon the joint recommendation regarding retirement benefits applicable to PPT employees, and any ordinances or resolutions are adopted implementing that action, PPT employees shall not be in the City retirement system and shall be provided with Social Security benefits.

3. Workers' Compensation Benefits for PI and PPT employees shall be those amounts established by the Workers' Compensation regulations of California State Law.
4. PI and PPT employees shall be paid for jury duty attendance and court attendance in accordance with Fresno Municipal Code Sections 3-109 and 3-110.
5. Holidays
  - a. PI employees shall accumulate holiday leave at the rate of eight and two-thirds hours for each 173 hours of non-overtime work.
  - b. PPT employees shall receive paid leave for holidays in proportion to the number of non-overtime hours scheduled for that position, as reflected in the adopted budget.
6. Leave for PPT Employees in Exhibit 2

PPT employees appointed to positions in classes which are included in Exhibit 2, shall be granted leave under the same terms and conditions as full time employees in Exhibit 2, except that such leave shall be at a rate proportionate to a permanent full time employee occupying the same class, according to the number of hours scheduled to work.

#### 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 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 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 31<sup>st</sup> 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 3-108 shall apply.

SECTION 23. – VOLUNTARY LEAVE TIME

Voluntary Leave Time (VLT) is a program by which an employee, with appropriate approval, can take additional time off during the Fiscal Year through a corresponding adjustment in pay. Except as noted in Section L. below, employees may be allowed to take up to ninety-six (96) hours of leave under this program. The program is intended to reduce City expenses by allowing employees to take additional leave time without being replaced. Employees would have regular adjustments to each paycheck. 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 safety 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, and must be approved by the appointing authority.
- C. The employee must complete and submit a Voluntary Leave Time Request Form to participate in the program. The form must be submitted to and approved by the appointing authority. This request must specify the amount of time off and whether the time will be taken as a block or blocks of time, or intermittently.
- D. The appointing authority, after reviewing the proposed leave/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 3-260), or contract extra help.
- E. Voluntary Leave Time cannot exceed ninety-six (96) hours in a Fiscal Year except as noted below in Section L.

- F. Credits toward Health and Welfare and retirement and leave accruals to which the employee is entitled, shall continue as though the employee was not on the voluntary leave time program. The employee will contribute to the Retirement System as if the employee were working full-time.
- G. This Voluntary Leave Time program shall:
  - a. Be available to employees who are otherwise available for the normal performance of their duties;
  - b. Be available only to employees who have been employed by the City for twelve (12) consecutive months and who are either in permanent positions with permanent status or are in established unclassified positions, except as noted in B. above or when waived in accordance with L. below;
  - c. Apply toward time in service for step advancement and toward seniority for purposes of layoff;
  - d. Be granted without requiring an employee to first use accumulated vacation, compensatory-time-off, or other paid leave time;
  - e. Not be available to an employee who is otherwise on leave without pay status;
  - f. Not be available to an employee who is on paid leave which is being exhausted prior to commencing other leave without pay;
  - g. Be taken on a scheduled basis that is mutually agreed upon by the appointing authority and the employee; and,
  - h. Not be available to any employee who is being counseled or disciplined under the FMC, or a City Attendance or Sick Leave Policy.
- H. This program is not to result in overtime. However, an employee participating in this program, who is otherwise eligible for overtime, shall have overtime calculated on the basis of the MOU for the employee's Unit.
- I. At the end of the Fiscal Year, the department and the City Manager's Office will review the impact that the Voluntary Leave Time program has had on department operations and the City's financial situation. The City, in its sole discretion, can discontinue the VLT program at any time, because of operating needs, or because the program no longer is beneficial to the City's financial situation.

- J. Withdrawal from the program or a change in the number of hours requested shall only be granted if Payroll has not yet processed the request, the appointing authority has decreased the number of hours requested, the employee goes out on an extended medical leave of absence during the same fiscal year that the time off request was granted under this provision, or the appointing authority determines that increased workload will not allow the employee to take time off. If the employee withdraws from the program after the beginning of the fiscal year and before completion of the 26 pay periods, appropriate adjustments will be made to the employee's pay. If such adjustments require that an FLSA non-exempt employee reimburse the City, agreement must be reached on a repayment schedule. If an FLSA non-exempt employee's employment with the City ceases prior to completion of the program, any amount due on the program will be taken from the employee's final paycheck. If an employee does not withdraw from the program in accordance with these terms and agreed upon time is not taken, the time is forfeited and no reimbursement will be made. If the City imposes an involuntary furlough, employees may have approved VLT applied toward the involuntary furlough.
- K. This program is not equivalent to job sharing or to PI or PPT positions.
- L. At the discretion of the City Manager, in response to fiscal needs, the VLT hours maximum can be increased and may be extended to employees otherwise excluded in Section G. 2. above.
- M. This program will only be in effect for FY11, 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 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 3-118 shall apply.

SECTION 26. – CONFLICTING RESOLUTIONS

Resolution No. 2009-152, 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, 2010.

**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	3326	3492	3667	3852	4042
Airports Building Maintenance Technician	310011	12	3141	3299	3465	3637	3819
Airports Operations Specialist	310012	6	3016	3169	3326	3492	3667
Automotive Parts Leadworker	145006	6	3256	3420	3592	3771	3960
Automotive Parts Specialist	145005	6	2955	3101	3256	3420	3592
Body & Fender Repairer	320036	6	3778	3967	4166	4375	4593
Body & Fender Repairer Leadworker	320037	6	4166	4375	4593	4823	5066
Body & Fender Repairer Trainee	320035	6	3106	3263	3427	3597	3778
Brake & Front End Specialist	710085	6	4166	4375	4593	4823	5066
Bus Air Conditioning Mechanic	320031	6	3778	3967	4166	4375	4593
Bus Air Conditioning Mechanic Leadworker	320032	6	4166	4375	4593	4823	5066
Bus Air Conditioning Mechanic Trainee	320030	6	3106	3263	3427	3597	3778
Bus Equipment Attendant Leadworker	320040	6	2982	3133	3292	3455	3628
Bus Mechanic I	320020 <sup>2</sup>	-	3106	3263	3427	3597	3778
Bus Mechanic II	320021	6	3778	3967	4166	4375	4593
Bus Mechanic Leadworker	320022	6	4166	4375	4593	4823	5066
Collection System Maintenance Operator I	630003 <sup>2</sup>	-	2603	2723	2848	2978	3118
Collection System Maintenance Operator II	630001	12	3223	3383	3553	3729	3917
Collection System Maintenance Operator III	630002	12	3553	3729	3917	4112	4320
Combination Welder II	710065	6	3778	3967	4166	4375	4593
Combination Welder Leadworker	710066	6	4166	4375	4593	4823	5066
Communications Technician I	710050 <sup>2</sup>	-	3759	3947	4143	4349	4568
Communications Technician II	710051 <sup>4</sup>	12	4143	4349	4568	4796	5037
Cross Connection Control Technician	610040	6	3739	3928	4124	4332	4550
Custodian	810001	12	2321	2428	2547	2662	2785
Electronic Equipment Installer	710060	6	3024	3176	3335	3500	3677
Equipment Service Worker I	710075	12	2410	2528	2656	2789	2926
Equipment Service Worker II	710076	6	3155	3313	3479	3655	3838

**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	3106	3263	3427	3597	3778
Fire Equipment Mechanic II	420011	6	3778	3967	4166	4375	4593
Fire Equipment Mechanic Leadworker	420012	6	4166	4375	4593	4823	5066
Heavy Equipment Mechanic I	710100 <sup>2</sup>	–	3106	3263	3427	3597	3778
Heavy Equipment Mechanic II	710101	6	3778	3967	4166	4375	4593
Heavy Equipment Mechanic Leadworker	710102	6	4166	4375	4593	4823	5066
Heavy Equipment Operator	710025	6	3778	3968	4168	4376	4594
Helicopter Mechanic	410040	12	3778	3967	4166	4375	4593
Helicopter Mechanic Leadworker	410041	12	4166	4375	4593	4823	5066
Instrumentation Specialist	620025	6	4211	4419	4641	4873	5119
Instrumentation Technician	620026	12	3691	3875	4070	4273	4487
Irrigation Specialist	510005	6	3251	3413	3586	3765	3953
Laborer	710005	12	2603	2723	2848	2978	3118
Light Equipment Mechanic I	710095 <sup>2</sup>	–	3106	3263	3427	3597	3778
Light Equipment Mechanic II	710096	6	3778	3967	4166	4375	4593
Light Equipment Mechanic Leadworker	710097	6	4166	4375	4593	4823	5066
Light Equipment Operator	710020	6	3326	3492	3667	3852	4046
Locksmith	810015	6	3141	3299	3465	3637	3819
Maintenance & Construction Worker	710015	6	3016	3169	3326	3492	3667
Maintenance & Service Worker	710001	6	2236	2348	2465	2591	2720
Maintenance Carpenter I	810020	6	3456	3629	3811	4002	4203
Maintenance Carpenter II	810021	6	3811	4002	4203	4414	4637
Mini Bus Operator	320010	6	2458	2581	2711	2845	2986
Park Equipment Mechanic II	710110	6	3427	3597	3778	3967	4166
Park Equipment Mechanic Leadworker	710111	6	3778	3967	4166	4375	4593
Parking Meter Attendant I	710125 <sup>4</sup>	12 <sup>4</sup>	2501	2627	2759	2896	3040
Parking Meter Attendant II	710126 <sup>4</sup>	12 <sup>4</sup>	2759	2896	3040	3195	3354
Parking Meter Attendant III	710127	6	3040	3195	3354	3521	3698
Parks Maintenance Worker I	510001	12	2545	2673	2805	2948	3095
Parks Maintenance Worker II	510002	6	3082	3236	3399	3567	3747

**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	3251	3413	3586	3765	3953
Power Generation Operator/Mechanic	620055	6	4098	4302	4517	4744	4982
Property Maintenance Worker I	810005 <sup>4</sup>	12 <sup>4</sup>	2847	2994	3141	3299	3465
Property Maintenance Worker II	810006 <sup>4</sup>	12 <sup>4</sup>	3237	3399	3569	3748	3934
Property Maintenance Leadworker	810007	6	3465	3637	3819	4010	4212
Rofer	810010	6	3141	3299	3465	3637	3819
Senior Communications Technician	710052	6	4568	4796	5037	5290	5556
Senior Custodian	810002	6	2444	2565	2693	2832	2971
Senior Heavy Equipment Operator	710026	6	4650	4886	5128	5384	5655
Senior Waste Container Maintenance Worker	640012	6	3386	3556	3735	3921	4119
Senior Wastewater Treatment Plant Operator	620043	6	4310	4525	4752	4990	5240
Solid Waste Safety & Training Specialist	640005	6	3585	3764	3954	4153	4360
Street Maintenance Leadworker	710040	6	3326	3492	3667	3852	4046
Street Sweeper Lead Operator	710036	6	3459	3632	3815	4004	4206
Street Sweeper Operator II	710035	6	3137	3295	3459	3632	3815
Tire Maintenance & Repair Technician	710081	6	3048	3200	3361	3529	3705
Tire Maintenance Worker	710080	6	2791	2928	3077	3233	3394
Traffic Maintenance Leadworker	710046	6	3351	3519	3696	388	4075
Traffic Maintenance Worker I	710044 <sup>4</sup>	12 <sup>4</sup>	2763	2902	3047	3199	3361
Traffic Maintenance Worker II	710045	6	3038	3190	3351	3519	3696
Tree Trimmer Leadworker	510010	6	3492	3667	3852	4046	4248
Utility Leadworker	710010	6	3021	3160	3312	3465	3628
Waste Collector II	640020	6	2715	2849	2991	3142	3299
Waste Collector Leadworker	640021	6	3142	3299	3464	3636	3820
Waste Container Maintenance Assistant	640010	6	2657	2790	2927	3075	3232
Waste Container Maintenance Worker	640011	6	3127	3282	3446	3619	3802
Wastewater Distributor	620050	6	2685	2824	2963	3112	3268
Wastewater Lead Distributor	620051	6	3198	3357	3525	3701	3887
Wastewater Treatment Plant Lead Mechanic	620062	6	4098	4302	4517	4744	4982

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	3036	3176	3320	3479	3647
Wastewater Treatment Plant Mechanic II	620061	6	3823	4014	4215	4425	4647
Wastewater Treatment Plant Operator-In-Training	620040 <sup>1</sup>	–	2685	2824	2963	3112	3268
Wastewater Treatment Plant Operator I	620041	6	3308	3474	3649	3831	4021
Wastewater Treatment Plant Operator II	620042	6	3713	3900	4098	4299	4516
Water System Operator I	610025	6	3271	3436	3605	3786	3977
Water System Operator II	610026	6	3628	3810	4000	4201	4412
Water System Operator III	610027	12	4561	4791	5032	5282	5546

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		2840	-	8834	
Assistant City Attorney	160008e	–	E2		4809	-	12621	
Assistant City Manager	150135e <sup>7</sup>	–	E1		6006	-	14847	
Assistant Controller	135020e	–	E2		4809	-	12621	
Assistant Director	150160e	--	E2		4809	-	12621	
Assistant Director of Parks, Recreation & Community Services	520030e	–	E2		4809	-	12621	
Assistant Director of Personnel Services	150043e	–	E2		4809	-	12621	
Assistant Director of Public Utilities	620100e	–	E2		4809	-	12621	
Assistant Director of Public Works	210089e	–	E2		4809	-	12621	
Assistant Police Chief	415010e	–	E2		4809	-	12621	
Assistant Retirement Administrator	135040e	–	E3		2840	-	8834	
Assistant Treasurer	135017e	–	E2		4809	-	12621	
Budget Analyst	135006e	12			2840	-	5133	
Budget Manager	135008e	–	E2		4809	-	12621	
Chief Assistant City Attorney	160015e	–	E1		6006	-	13367	
Chief Information Officer	125067e	–	E1		6006	-	13367	
Chief of Staff to the Mayor	150123e	–	E3		2840	-	8834	
City Administrative Hearing Officer	150110e	–	E1		6006	-	13367	
City Attorney	160009e	–	130,713 - 189,000					
City Clerk	150125e	–			5250	-	11235	
City Engineer	210080e	–	E1		6006	-	13367	
City Manager	150130e	–	130,713 - 189,000					
Community Coordinator	150075e	–	E3		2840	-	8834	
Community Outreach Specialist	150230e	–			2840	-	8834	
Controller	135021e	–	E1		6006	-	13367	
Council Assistant	150085e	–			2840	-	8834	
Deputy City Attorney II	160006e	–	E3		2840	-	8834	
Deputy City Attorney III	160007e	–	E3		2840	-	8834	

EXHIBIT 2  
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Deputy City Manager	150140e	–	E3		2840	-	8834	
Deputy Development Director- Inspection	230035e	–	E2		4809	-	12621	
Deputy Development Director- Planning	220015e	–	E2		4809	-	12621	
Director	150170e	--	E1		6006	-	13367	
Director of Aviation	310045e	–	E1		6006	-	13367	
Director of Development	220020e	–	E1		6006	-	13367	
Director of General Services	150150e	–	E1		6006	-	13367	
Director of Personnel Services	150042e	–	E1		6006	-	13367	
Director of Public Utilities	620101e	–	E1		6006	-	13367	
Director of Transportation	310040e	–	E1		6006	-	13367	
Economic Development Coordinator	150090e	–	E3		2840	-	8834	
Economic Development Director	150099e	–	E1		6006	-	13367	
Executive Analyst to the Council	150120e	–	E3		2840	-	8834	
Executive Assistant to Department Director	115003e	–			2840	-	5133	
Executive Assistant to the City Manager	115001e	–			2840	-	5133	
Fire Chief	425007e	–	E1		6006	-	13367	
Governmental Affairs Manager	150240e	–	E3		2840	-	8834	
Human Resources Manager	150025e	–	E3		2840	-	8834	
Independent Reviewer	150220e	–	E1		6006	-	13367	
Internal Auditor	135010e	12			2840	-	5390	
Labor Relations Manager	150030e	–	E3		2840	-	8834	
Labor Relations Secretary	115010e	12			2840	-	5133	
Parks, Recreation & Community Services Director	520035e	–	E1		6006	-	13367	
Police Chief	415008e <sup>7</sup>	–	E1		6006	-	14847	
Principal Budget Analyst	135009e	–	E3		2840	-	8834	
Principal Internal Auditor	135011e	–	E3		2840	-	8834	

**EXHIBIT 2**  
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Public Affairs Officer	150118e	–	E3		2840	-	8834	
Public Works Director	210085e	–	E1		6006	-	13367	
Redevelopment Administrator	150080e	–	E2		4809	-	12621	
Retirement Administrator	135030e	–	E2		4809	-	12621	
Risk/Safety Manager	150035e	–	E3		2840	-	8834	
Senior Budget Analyst	135007e	–	E3		2840	-	8834	
Senior Deputy City Attorney	160013e	–	E2		4809	-	12621	
Senior Human Resources/Risk Analyst	150017e	–	E3		2840	-	8834	
Transit General Manager	320065e	–	E2		4809	-	12621	

**Salaries effective July 1, 2010:**

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		4163	-	12,044		
Police Captain	415006e	12		8538	8965	9414	9885	10,380	10,728
Police Lieutenant	415005e	12		7414	7785	8175	8584	9014	9316

**Salaries effective January 1, 2011:**

**Deferred to 7/1/14**

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		4163	-	12,165		
Police Captain	415006e	12		8624	9056	9509	9985	10,485	10,837
Police Lieutenant	415005e	12		7489	7864	8258	8671	9105	9411

*1/1/11 Third Council Amendment  
Supersedes Original*

**Salaries effective July 1, 2010:**

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		7587	7967	8364	8783	9220	9681
Fire Deputy Chief	425006e	--	E2		6483	-	12,271		

**Salaries effective January 1, 2011:**

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		7663	8047	8448	8871	9312	9778
Fire Deputy Chief	425006e	--	E2		6483	-	12,394		

**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		2840	-	8834	
Airports Marketing & Public Relations Coordinator	310150e		E3		2840	-	8834	
Airports Operations Manager	310020e	–	E3		2840	-	8834	
Airports Planning Manager	310019e	–	E3		2840	-	8834	
Airports Properties Manager	310021e	–	E3		2840	-	8834	
Assistant City Clerk	115030e	–	E3		2840	-	8834	
Building & Safety Services Manager	230031e	–	E3		2840	-	8834	
City Construction Engineer	210060e	–	E3		2840	-	8834	
City Traffic Engineer	210076e	–	E3		2840	-	8834	
Communications Manager	125060e	–	E3		2840	-	8834	
Community Sanitation Manager	720040e	–	E3		2840	-	8834	
Construction Manager	210096	--	E3		2840	-	8834	
Division Manager	150024e	–	E3		2840		8834	
Economic Development Analyst	150095e	–	E3		2840	-	8834	
Facilities Manager	810040e	–	E3		2840	-	8834	
Fleet Manager	720032e	–	E3		2840	-	8834	
Grant Writer	150105e	–	E3		2840	-	8834	
Housing & Neighborhood Revitalization Manager	230065e	–	E3		2840	-	8834	
Information Services Manager	125055e	–	E3		2840	-	8834	
Law Office Manager	115020e	–	E3		2840	-	8834	
Management Analyst III	150022e	–	E3		2840	-	8834	
Parks Manager	510035e	–	E3		2840	-	8834	
Planning Manager	220010e	–	E3		2840	-	8834	
Police Technical Services Manager	410045e	–	E3		2840	-	8834	
Public Works Manager	210095e	–	E3		2840	-	8834	
Purchasing Manager	140005e	–	E3		2840	-	8834	
Records Manager	115046e	–	E3		2840	-	8834	
Recreation Manager	520025e	–	E3		2840	-	8834	

**EXHIBIT 2**  
**Section 2.3 – Management Confidential Classes (CFMEA)**

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Retirement Benefits Manager	135045e	–	E3		2840	-	8834	
Revenue Manager	135026e	–	E3		2840	-	8834	
Sewer Maintenance Manager	630010e	–	E3		2840	-	8834	
Solid Waste Manager	640040e	–	E3		2840	-	8834	
Training Officer	150046e	–	E3		2840	-	8834	
Transit Maintenance Manager	320060e	–	E3		2840	-	8834	
Transit Operations Manager	320055e	–	E3		2840	-	8834	
Wastewater Manager	620095e	–	E3		2840	-	8834	
Water System Manager	610075e	–	E3		2840	-	8834	

**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	5030	5277	5533	5806	6090
Airports Airside/Landside Superintendent	310018e	12	5191	5446	5714	5994	6288
Airports Projects Supervisor	310016e	12	5819	6105	6405	6719	7052
Airports Property Supervisor	175005e	12	5084	5334	5597	5872	6159
Architect	210045e	12	5267	5525	5797	6081	6380
Assistant Chief of Wastewater Treatment Operations	620079e	12	5361	5621	5897	6187	6490
Building Services Supervisor	810030e	12	4075	4275	4484	4705	4933
Call Center Supervisor	115073e	12	3831	4017	4212	4415	4632
Central Printing Supervisor	120007e	12	3868	4057	4255	4461	4679
Chief Engineering Inspector	230078e	12	5377	5641	5918	6209	6513
Chief Engineering Technician	210009e	12	6297	6606	6932	7274	7633
Chief of Facilities Maintenance	810037e	12	5848	6137	6438	6754	7086
Chief of Solid Waste Operations	640035e	12	5597	5872	6159	6462	6780
Chief of Wastewater Environmental Services	620075e	12	5597	5872	6159	6462	6780
Chief of Wastewater Facilities Maintenance	620085e	12	5848	6137	6438	6754	7086
Chief of Wastewater Treatment Operations	620080e	12	5914	6208	6512	6832	7168
Chief of Water Operations	610070e	12	6009	6304	6617	6942	7282
Chief Surveyor	210032e	12	6606	6932	7274	7633	8011
Collection System Maintenance Supervisor	630005e	12	4691	4921	5162	5416	5682
Community Recreation Supervisor I	520015e	12	4075	4275	4484	4705	4933
Community Recreation Supervisor II	520016e	12	4471	4691	4922	5165	5416
Community Sanitation Supervisor I	720042e	12	4942	5183	5439	5705	5986
Contract Compliance Officer	150061e	12	4162	4364	4578	4804	5036
Custodial Supervisor	810025e	12	3417	3584	3758	3942	4131
DBE/Small Business Coordinator	150070e	12	4806	5039	5287	5546	5820
Emergency Preparedness Officer	420020e	12	3915	4107	4307	4518	4738
Emergency Services Communications Supervisor	410004e	12	4388	4601	4825	5062	5310
Equipment Supervisor	720031e	12	5327	5586	5860	6149	6451

**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	4136	4337	4548	4771	5004
Fire Prevention Engineer	210055e	12	5819	6105	6405	6719	7052
Fleet Administration Supervisor	720025e	12	5165	5416	5682	5961	6254
Forestry Supervisor II	510031e	12	4471	4691	4922	5165	5416
Housing Program Supervisor	230055e	12	5113	5366	5628	5904	6194
Human Resources Records Supervisor	115050e	12	4180	4385	4599	4823	5060
Industrial Electrician Supervisor	720020e	12	5588	5868	6161	6469	6794
Information Services Supervisor	125032e	12	6030	6326	6635	6962	7308
Laboratory Supervisor	620014e	12	4864	5102	5352	5615	5892
Parking Supervisor	720035e	12	3003	3147	3299	3459	3628
Parks Supervisor I	510025e	12	4075	4275	4484	4705	4933
Parks Supervisor II	510026e	12	4471	4691	4922	5165	5416
Planner III	220007e	12	4792	5028	5273	5533	5804
Power Generation System Supervisor	620056e	12	5327	5586	5860	6149	6451
Principal Accountant	130014e	12	5314	5575	5850	6137	6438
Professional Engineer	210100e	12	5819	6105	6405	6719	7052
Project Manager	150065e	12	5385	5651	5930	6219	6525
Real Estate Finance Supervisor	170004e	12	4928	5171	5424	5690	5970
Records Supervisor	115045e	12	4180	4385	4599	4823	5060
Recycling Coordinator	640001e	12	4065	4263	4470	4688	4918
Redevelopment Project Planner	220050e	12	4291	4501	4720	4953	5193
Revenue Supervisor	135025e	12	3831	4017	4212	4415	4632
Senior Accountant-Auditor	130013e	12	4410	4626	4853	5092	5339
Senior Building Inspector	230034e	12	4895	5136	5387	5652	5931
Senior Electrical Safety Consultant	230024e	12	4895	5136	5387	5652	5931
Senior Engineering Inspector	230077e	12	4895	5136	5387	5652	5931
Senior Environmental & Safety Consultant	230005e	12	4895	5136	5387	5652	5931
Senior Plumbing & Mechanical Consultant	230014e	12	4895	5136	5387	5652	5931
Senior Real Estate Agent	170012e	12	5237	5493	5763	6047	6344

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Solid Waste System Supervisor	640030e	12	4913	5154	5403	5670	5947
Street Maintenance Superintendent	720004e	12	6115	6420	6743	7080	7435
Street Maintenance Supervisor	720001e	12	5643	5921	6211	6516	6837
Supervising Buyer	140004e	12	4681	4911	5148	5402	5666
Supervising Engineering Technician	210008e	12	5544	5819	6105	6405	6719
Supervising Environmental Control Officer	620005e	12	4864	5102	5352	5615	5891
Supervising Fire Prevention Inspector	420005e	12	5125	5375	5642	5919	6210
Supervising Identification Technician	410013	12	4286	4496	4714	4946	5187
Supervising Planner	220008e	12	5264	5522	5792	6076	6373
Supervising Plans Examiner	210044e	12	5385	5651	5930	6219	6525
Supervising Professional Engineer	210110e	12	6606	6932	7274	7633	8011
Supervising Real Estate Agent	170013e	12	5751	6034	6330	6641	6968
Survey Party Chief	210031e	12	4400	4614	4841	5076	5328
Transit Supervisor I	320050e	12	4913	5154	5403	5670	5947
Transit Supervisor II	320051e	12	5327	5586	5860	6149	6451
Treasury Officer	135015e	12	5314	5575	5850	6137	6438
Wastewater Treatment Maintenance Supervisor	620070e	12	5473	5741	6023	6320	6630
Water Conservation Supervisor	610045e	12	5473	5741	6023	6320	6630
Water System Supervisor	610055e	12	5473	5741	6023	6320	6630

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Database Administrator	125045e	12	5574	5844	6132	6432	6748
Human Resources Analyst	150016e	12	3915	4107	4307	4518	4738
Human Resources Technician	150015	12	2891	3030	3178	3331	3492
Legal Assistant	160001	12	3487	3656	3833	4021	4218
Legal Secretary I	115015	12	2878	3016	3161	3313	3475
Legal Secretary II	115016	12	3181	3336	3496	3665	3844
Management Analyst I	150020e <sup>4</sup>	12 <sup>4</sup>	3193	3349	3511	3683	3864
Management Analyst II	150021e <sup>4</sup>	12 <sup>4</sup>	3915	4107	4307	4518	4738
Risk Analyst	150010e	12	4303	4513	4733	4965	5209
Senior Database Administrator	125046e	12	5562	5833	6119	6420	6737
Senior Human Resources Technician	150014	12	3180	3333	3492	3662	3841
Systems Security Administrator	125050e	12	5055	5300	5562	5833	6119

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	2298	2407	2521	2642	2772	-
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	2521	2642	2772	2901	3041	-
Accountant-Auditor I	130011 <sup>4</sup>	12 <sup>4</sup>	3426	3587	3759	3947	4138	-
Accountant -Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	3984	4173	4381	4593	4817	-
Accounting Technician	130010	12	3041	3189	3343	3502	3674	-
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2125	2228	2333	2444	2561	-
Administrative Clerk II	110002 <sup>3</sup>	12 <sup>3</sup>	2333	2444	2561	2683	2815	-
Airports Property Specialist I	175001 <sup>4</sup>	12 <sup>4</sup>	4057	4256	4464	4680	4911	-
Airports Property Specialist II	175002 <sup>4</sup>	12 <sup>4</sup>	4717	4947	5190	5442	5710	-
Associate Electrical Safety Consultant I	230022	12	4544	4766	5000	5240	5498	-
Associate Electrical Safety Consultant II	230023	12	4766	5000	5240	5498	5769	-
Associate Environmental & Safety Consultant I	230003	12	4544	4766	5000	5240	5498	-
Associate Environmental & Safety Consultant II	230004	12	4766	5000	5240	5498	5769	-
Associate Plumbing & Mechanical Consultant I	230012	12	4544	4766	5000	5240	5498	-
Associate Plumbing & Mechanical Consultant II	230013	12	4766	5000	5240	5498	5769	-
Billing System Specialist	125075	12	3031	3179	3334	3489	3657	-
Budget Technician	135005	12	3090	3238	3395	3559	3733	-
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	4334	4544	4766	5000	5240	-
Building Inspector II	230008 <sup>4</sup>	12 <sup>4</sup>	4544	4766	5000	5240	5498	-
Building Inspector III	230009	12	4766	5000	5240	5498	5769	-
Buyer I	140001 <sup>4</sup>	12 <sup>4</sup>	3564	3739	3921	4112	4312	-
Buyer II	140002 <sup>4</sup>	12 <sup>4</sup>	3921	4112	4312	4522	4743	-
Call Center Representative I	115070 <sup>3</sup>	6 <sup>3</sup>	2521	2642	2778	2901	3041	-
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	2772	2901	3041	3189	3343	-
Central Printing Clerk	120005	12	2333	2444	2561	2683	2815	-
City Records Specialist	115025	12	3090	3238	3395	3559	3733	-
Community Recreation Assistant	520010	12	2547	2667	2781	2898	3029	-
Community Revitalization Specialist	230053	12	4015	4226	4436	4654	4913	5121
Community Services Officer I	410025 <sup>4</sup>	12 <sup>4</sup>	2650	2777	2909	3050	3196	-
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	2909	3050	3196	3351	3514	-

*5/01/11 Fourth Council Amendment  
Supersedes 4/28/11 Fourth Council Amendment*

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Computer Operator I	125015 <sup>4</sup>	12 <sup>4</sup>	2608	2721	2837	2963	3102	-
Computer Operator II	125016 <sup>4</sup>	12 <sup>4</sup>	2884	3021	3162	3314	3479	-
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	3690	3867	4056	4254	4461	-
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	4353	4564	4787	5021	5268	-
Computer Systems Specialist III	125012	12	4893	5132	5385	5647	5926	-
Computer Systems Technician	125005	12	2490	2609	2735	2865	3001	-
Construction Compliance Specialist	150055	12	3610	3779	3964	4157	4357	-
Contract Compliance Specialist	150060	12	3610	3779	3964	4157	4357	-
Criminalist	410016	12	5031	5277	5538	5807	6093	-
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	2298	2407	2521	2642	2772	-
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	2521	2642	2772	2901	3041	-
Emergency Services Dispatcher I	410001 <sup>5</sup>	12 <sup>5</sup>	3145	3275	3416	3578	3732	-
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	3376	3540	3714	3895	4077	-
Emergency Services Dispatcher III	410003	12	3785	3964	4161	4358	4570	-
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	4119	4317	4526	4748	4972	-
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	4781	5007	5253	5504	5786	-
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	2676	2799	2933	3073	3224	-
Engineering Aide II	210002 <sup>3</sup>	12 <sup>3</sup>	3089	3238	3389	3552	3729	-
Engineering Inspector I	230075 <sup>4</sup>	12 <sup>4</sup>	4015	4224	4420	4632	4862	-
Engineering Inspector II	230076 <sup>4</sup>	12 <sup>4</sup>	4397	4610	4836	5072	5320	-
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	3162	3314	3479	3639	3815	-
Engineering Technician II	210006 <sup>4</sup>	12 <sup>4</sup>	3552	3729	3907	4095	4295	-
Environmental Control Officer	620001	12	3961	4155	4351	4564	4783	-
Facilities Construction Specialist	230085	12	4157	4356	4570	4790	5025	-
Fire Prevention Inspector I	420001 <sup>4</sup>	12 <sup>4</sup>	3662	3839	4019	4220	4427	-
Fire Prevention Inspector II	420002 <sup>4</sup>	12 <sup>4</sup>	4238	4436	4654	4886	5121	-
Fleet Operations Specialist	710105	12	3843	4026	4225	4430	4647	-
Graphics Technician	120013	12	3325	3491	3666	3849	4042	-
Helicopter Pilot-in-Training	410032 <sup>1</sup>		4428	-	-	-	-	-
Helicopter Pilot	410033	12	5118	5373	5642	5924	6220	-

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Identification Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	3450	3616	3791	3977	4171	-
Identification Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	3791	3977	4171	4373	4587	-
Identification Technician III	410012	12	3977	4171	4373	4587	4812	-
Industrial/Commercial Water Conservation Representative	610015	12	3961	4155	4351	4564	4783	-
Inorganic Chemist	620020	12	4018	4216	4421	4636	4863	-
Laboratory Assistant	620010	12	2754	2890	3027	3174	3327	-
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	3327	3488	3657	3833	4018	-
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	3657	3833	4018	4216	4421	-
Landscape Water Conservation Specialist	610005	12	3868	4057	4255	4462	4679	-
Network Systems Specialist	125030	12	4893	5132	5385	5647	5926	-
Offset Equipment Operator	120010	12	2744	2877	3017	3161	3312	-
PAR Program Specialist	410023	12	2909	3050	3196	3351	3514	-
Paratransit Specialist	320005	12	3031	3179	3334	3489	3657	-
Parking Controller I	710120 <sup>4</sup>	12 <sup>4</sup>	2254	2349	2452	2553	2667	-
Parking Controller II	710121 <sup>4</sup>	12 <sup>4</sup>	2459	2567	2676	2788	2922	-
Parking Controller III	710122	12	2676	2788	2922	3044	3180	-
Phlebotomist	410007	12	2754	2890	3027	3174	3327	-
Planner I	220005 <sup>3</sup>	6 <sup>3</sup>	3592	3760	3945	4139	4341	-
Planner II	220006 <sup>3</sup>	12 <sup>3</sup>	4220	4457	4679	4907	5147	-
Plans Examiner I	210040 <sup>4</sup>	12 <sup>4</sup>	3583	3755	3938	4129	4333	-
Plans Examiner II	210041 <sup>4</sup>	12 <sup>4</sup>	4138	4334	4544	4766	5000	-
Plans Examiner III	210042	12	4544	4766	5000	5240	5498	-
Police Data Transcriptionist	115035	12	2815	2948	3090	3238	3395	-
Principal Account Clerk	130004	12	3041	3189	3343	3502	3674	-
Program Compliance Officer	640026	12	3339	3507	3683	3868	4061	-
Programmer/Analyst I	125020 <sup>4</sup>	12 <sup>4</sup>	3690	3867	4056	4254	4461	-
Programmer/Analyst II	125021 <sup>4</sup>	12 <sup>4</sup>	4353	4564	4787	5021	5268	-

*4/28/11 Fourth Council Amendment  
Supersedes First Council Amendment*

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Programmer/Analyst III	125022	12	4893	5132	5385	5647	5926	-
Programmer/Analyst IV	125023	12	5252	5511	5783	6064	6361	-
Property & Evidence Technician	145010	12	3205	3360	3523	3695	3872	-
Radio Dispatcher	120015	12	2683	2810	2931	3064	3195	-
Rangemaster/Armorer	410035	12	3977	4171	4373	4587	4812	-
Real Estate Agent I	170010 <sup>4</sup>	12 <sup>4</sup>	3763	3947	4138	4334	4550	-
Real Estate Agent II	170011 <sup>4</sup>	12 <sup>4</sup>	4866	5088	5342	5590	5879	-
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	3268	3426	3587	3763	3947	-
Real Estate Finance Specialist II	170002 <sup>4</sup>	12 <sup>4</sup>	3736	3917	4108	4307	4517	-
Recreation Leader	520001	12	1848	1934	2026	2121	2222	-
Recreation Specialist	520005	12	3103	3251	3409	3575	3746	-
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	3041	3189	3343	3504	3674	-
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	3343	3504	3674	3852	4041	-
Safety Specialist	150050	12	3162	3313	3476	3644	3821	-
Secretary	110050	12	2815	2948	3090	3238	3395	-
Senior Account Clerk	130003	12	2772	2901	3041	3189	3343	-
Senior Administrative Clerk	110003	12	2561	2683	2815	2948	3090	-
Senior Buyer	140003	12	4312	4522	4743	4975	5217	-
Senior Call Center Representative	115072	12	3158	3314	3480	3654	3837	-
Senior Community Revitalization Specialist	230054	12	4669	4902	5147	5445	5743	-
Senior Community Services Officer	410027	12	3128	3278	3437	3602	3778	-
Senior Customer Services Clerk	115062	12	2772	2901	3041	3189	3343	-
Senior Engineering Technician	210007	12	4119	4317	4526	4748	4972	-
Senior Fire Prevention Inspector	420003	12	4750	4978	5216	5472	5743	-
Senior Laboratory Technician	620013	12	4018	4216	4421	4636	4863	-
Senior Network Systems Specialist	125031	12	5252	5511	5783	6064	6361	-
Senior Offset Equipment Operator	120011	12	3017	3161	3312	3474	3641	-
Senior Property & Evidence Technician	145011	12	3523	3695	3872	4060	4259	-
Senior Records Clerk	110101	12	2683	2815	2948	3090	3238	-
Senior Secretary	110051	12	3090	3238	3395	3559	3733	-

05/01/11 Fourth Council Amendment  
 Supersedes 4/28/11 Fourth Council Amendment

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3205	3360	3523	3695	3872	-
Senior Utility Service Representative	230092	12	3251	3409	3575	3746	3931	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	5252	5511	5739	6064	6361	-
Staff Assistant	150001	12	3031	3179	3334	3489	3657	-
Storeskeeper	145001	12	2917	3059	3205	3360	3523	-
Survey Party Technician	210030	12	3552	3729	3907	4095	4295	-
Tax/Permit Representative	135001	12	3179	3334	3489	3657	3839	-
Tree Program Specialist	510015	12	3868	4057	4255	4462	4679	-
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	2695	2823	2958	3102	3251	-
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	2958	3102	3251	3409	3575	-
Wastewater Reclamation Coordinator	620035	12	4057	4256	4464	4680	4911	-
Water Conservation Representative	610001	12	2667	2781	2898	3043	3179	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	4353	4564	4787	5021	5268	-
Water Systems Telemetry & Distributed Control Technician	610020	12	3959	4152	4353	4564	4787	-

**Salaries effective July 1, 2010:**

EXHIBIT 4								
Unit 4 - Non-Supervisory Police (FPOA)								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Police Officer Recruit	415001	12	4305	4520	-	-	-	-
Police Officer	415002	12 <sup>10</sup>	4973	5222	5483	5757	6046	6348
Police Specialist	415003	-	4973	5222	5483	5757	6046	6348
Police Sergeant	415004	12	5995	6294	6610	6942	7287	7653

**Salaries effective January 1, 2011:**

**Deferred to 7/1/14**

EXHIBIT 4								
Unit 4 - Non-Supervisory Police (FPOA)								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
<del>Police Officer Recruit</del>	415001	12	4349	4566	-	-	-	-
<del>Police Officer</del>	415002	12 <sup>10</sup>	5023	5275	5538	5815	6107	6412
<del>Police Specialist</del>	415003	-	5023	5275	5538	5815	6107	6412
<del>Police Sergeant</del>	415004	12	6055	6357	6677	7012	7360	7730

*1/1/11 Third Council Amendment  
Supersedes Original*

**Salaries effective July 1, 2010:**

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF)								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Firefighter Trainee	425001 <sup>9</sup>	--	15.97 per hour					
Firefighter Trainee	425001	--	4254					
Firefighter	425002	12	4726	4963	5212	5473	5747	6035
Firefighter Specialist	425003	12	5293	5558	5836	6128	6435	6757
Fire Captain	425004	12	5909	6205	6516	6842	7185	7545
Fire Investigation Unit Supervisor	425010	12	5909	6205	6516	6842	7185	7545

**Salaries effective January 1, 2011:**

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF)								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Firefighter Trainee	425001 <sup>9</sup>	--	16.29 per hour					
Firefighter Trainee	425001	--	4339					
Firefighter	425002	12	4821	5062	5316	5582	5862	6156
Firefighter Specialist	425003	12	5399	5669	5953	6251	6564	6892
Fire Captain	425004	12	6027	6329	6646	6979	7329	7696
Fire Investigation Unit Supervisor	425010	12	6027	6329	6646	6979	7329	7696

EXHIBIT 6  
Section 6 – Transit (ATU)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Bus Driver	320015 <sup>8</sup>	9	16.632692	18.525000	19.425000	20.348076	22.275000	23.394230
Bus Driver	320015	9	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
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	6170	6480	6805	7144	7503
Airport Public Safety Supervisor**	310005	12	5396	5664	5949	6247	6557

\* Hired before July 1, 2010

\*\* Hired after July 1, 2010

*9/06/10 Second Council Amendment  
Supersedes Original*

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

<b>CLASS TITLE</b>	<b>JOB CODE</b>	<b>PROB PER</b>	<b>RANGE</b>	<b>SALARY</b>
Air Conditioning Mechanic	730001	12	Flat Rate	6060
Concrete Finisher	730005	12	Flat Rate	5285
Electrician	730010	12	Flat Rate	5481
Painter	730015	12	Flat Rate	4816
Plumber	730030	12	Flat Rate	5481

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 3-202 (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 3-202 (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 Deleted July 1, 2010. Provision no longer in use.

7 Only applicable pursuant to employment agreements.

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 A person promoting from Police Officer Recruit to Police Officer after one year at “A” step must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class.

e Exempt class, see Narrative Section 4.

\* \* \* \* \*

CLERK'S CERTIFICATION

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 \_\_\_\_\_, 2010.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2010

Mayor Approval/No Return: \_\_\_\_\_, 2010

Mayor Veto: \_\_\_\_\_, 2010

Council Override Vote: \_\_\_\_\_, 2010

REBECCA E. KLISCH  
City Clerk

BY: \_\_\_\_\_

APPROVED AS TO FORM  
CITY ATTORNEY'S OFFICE

BY: \_\_\_\_\_  
Tommi R. Saghatelian  
Deputy City Attorney