City of
FRESNO

Fiscal Year 2018~~17~~

(July 1, 2017~~6~~ – June 30, 2018~~7~~)

Salary Resolution

Personnel Services Department

Date Adopted:
Date Approved:
Effective Date:
City Attorney Approval:

FY18~~7~~ 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 FISCAL YEAR 2018~~7~~

NOW, THEREFORE, BE IT 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 otherwise expressly stated in a provision herein to apply to a specific unit or class, or i~~If any provision(s) of a Memorandum of Understanding (hereafter "MOU") or Terms and Conditions of employment (hereafter "T & C") adopted and approved by the Council under Article 6, Chapter 3 of the Fresno Municipal Code (hereafter "FMC") or employment agreement that is authorized and in compliance with Article V of the City of Fresno Transparency in Government Act and currently in effect, is clearly and specifically in conflict with any rule contained in this resolution, the provision in such MOU, T & C, or employment agreement~~provision herein,~~ 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 an applicable MOU or T & C:

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 (6) months of paid status at the first step.

C. The third step shall be paid upon the completion of one (1) year of service at the second step.

D. The fourth step shall be paid upon completion of one (1) year of service at the third step.

E. The fifth step shall be paid upon completion of one (1) year of service at the fourth step.

F. The sixth step shall be paid upon completion of one (1) year of service at the fifth step.

G. ~~Unless modified by applicable MOU or T & C, e~~Employees who are reinstated in accordance with FMC Section 3-292, who were not at the top step prior to layoff or demotion, will be credited with paid time previously worked at the step at time of layoff or demotion. The next step increase date will be adjusted accordingly upon reinstatement. Any time missed due to mandatory furloughs shall count as paid time.

H. ~~Unless modified by applicable MOU or T & C, r~~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 (6) months and more than six (6) 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 (6) months of service equals 1,040 hours of service, and one (1) year of service equals 2,080 hours of service, except ~~that~~ where employees work a 56-hour work week, six (6) months of service equals 1,456 hours of service, and one (1) year of services equals 2,912 hours of service.

I. 1. Unless modified by applicable MOU or T & C, 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 (3.5%) 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 7 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 the top step, in the new class range after adding five percent (5%) to the employee's salary rate.

J. 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 for purposes of future step increases in the class.

K. 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 Section 2, Ssubsection I above.

L. 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"), until the highest step is greater than the Y rate, -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 on whose behalf it is authorized.

M. Except as noted in Section 2, Ssubsection H above, 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:

At least	But less than	Weeks delayed
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:

At least	But less than	Weeks delayed
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.

N. Transfer to a different classification with the same salary range and in which no salary change occurs, shall result in a new anniversary date upon which advancement to the next step shall be calculated, or merit increase shall be considered.~~.~~

O. In lieu of a Salary Step Plan, an Executive Pay Range Plan has been established for classes as set forth in Exhibit 2.

1. For employees who separated from City service prior to July 1, 2015:

~~a. For purposes of calculating retirement benefits for any employee retired from one of the classes in the Executive Pay Range 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 (5%) 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 (5%) below the respective preceding steps unless modified by the respective MOU or T & C.~~

a~~b~~. The salary for each executive employee in the E1 through E17 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 or T & C.~~

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

For purposes of calculating retirement benefits for any employee in a class in the Executive Pay Range Plan who has left City service after five (5) 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 (5%) below the control point for the class, then the benefit at retirement would be based on that amount, which would be five percent (5%) 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.

2. For employees in Exhibit 2, who separate from City service on or after July 1, 2015:

   a. The salary for each executive employee in the E1 through E17 executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or ~~his/her~~ designee.

      The City Manager or ~~his/her~~ designee shall promulgate such rules and regulations deemed appropriate in the implementation and administration of Section 2, Subsection (O)(2)(b) below.

   b. For purposes of calculating Compensation Earnable as defined in FMC 3-501, any employee in the City of Fresno Employees Retirement System (hereafter "System") in a class in the Executive Pay Plan who separates from City service and elects to remain a member of the System shall have their Compensation Earnable calculated as follows:

      Beginning July 1 following the date the Deferred Vested Member separates from City service, the Member's Compensation Earnable at the time of separation shall be indexed with the Consumer Price Index (hereafter "CPI") – United States City Average for Urban Wage Earners and Clerical Workers -- all items (i.e. general price inflation) and

the Employment Cost Index for Wage Inflation (i.e. across the board pay increases) for State and local government employees, as published by the Bureau of Labor Statistics of the United States Department of Labor.

Determination of the percentage of annual increase or decrease in CPI and Employment Costs for wage inflation shall be made by the Retirement Board on or before April 1 of each year for each of the two immediately preceding calendar years. The percentage by which such indexes for the more recent full calendar year shall have increased or decreased over or below indexes for the full calendar year immediately prior shall be the percentage used to calculate adjustments to Compensation Earnable with the following exceptions: banking shall not be applied nor shall the sum of accumulated CPI and Employment Costs adjustments plus Compensation Earnable fall outside the Executive Pay Range approved by the City Council each fiscal year.

This process will continue each July 1 until the Deferred Vested Member elects to begin receiving the retirement benefit. This adjusted Compensation Earnable shall be used in the Member's final compensation for the calculation of the retirement benefit.

If a Deferred Vested Member held more than one position during his or her highest three consecutive years, the Compensation Earnable in each position shall be allocated on a time held, pro-rata basis and the combined adjusted Compensation Earnable, including adjustments due to CPI and Employment Costs for wage inflation, shall be used in the Member's final compensation for the calculation of the retirement benefit.

c. System members who retire or enter Deferred Retirement Option Program (hereafter "DROP") on or after July 1, 2015, shall have any previously held Executive Pay Range salaries determined in accordance with Section 2, Subsection (O)(2)(b) above.

P. After any permanent employee holding a position in Exhibit 2 has completed ten (10) 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 FMC Section 3-260.

SECTION 3. 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. The hourly rate of pay for employees whose schedule is 40 hours per week is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,080. The hourly rate of pay for employees whose schedule is 56 hours per week is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,912.

SECTION 4. EXEMPT JOB CLASSES

Employees in classes listed in any salary resolution or approved MOU or T & C 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 (hereafter “FLSA”).

In accordance with the rules and regulations of the FLSA, 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 are allowed only for those certain circumstances which are set forth in the applicable FLSA regulations.

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 qualified medical restrictions may be temporarily placed on a part-time basis and will receive the pro-rated salary during the time of restriction.

SECTION 5. WAGES, OVERTIME, AND PAID SICK LEAVE FOR TEMPORARY ~~AND PART-TIME~~ EMPLOYEES

A. 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 FLSA, 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 pursuant to Section 3.

B. Paid Sick Leave for Temporary Employees

1. Temporary employees will accumulate and be able to use paid Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014.

2. Temporary employees will earn one (1) hour of leave for every thirty (30) hours of work, including overtime. This accrual will begin on July 1, 2015, or the first day of employment, whichever is later. Accruals of Sick Leave will be capped at forty-eight (48) hours. Sick Leave may be carried over from year to year.

3. Temporary employees will be eligible to use Sick Leave on the ninetieth (90th) day of employment.

4. Temporary employees may use up to three (3) days of sick leave or twenty-four (24) hours, whichever is greater in each fiscal year (July 1 through June 30).

5. Sick Leave can be used for:

   a. Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee;

   b. Diagnosis, care, or treatment of an existing health condition of, or preventive care for an employee's parent (a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child), child (a child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis - this definition of a child is applicable regardless of age or dependency status), spouse, registered domestic partner, sibling, grandparent, or grandchild; or,

   c. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).

6. Temporary employees who leave City employment and return within one (1) year from the date of separation will have unused Sick Leave accruals restored up to forty-eight (48) hours.

SECTION 6. <u>FLEXIBLE STAFFING</u>

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 director 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 current budget.

SECTION 7. <u>ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2</u>

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

Each 4/10 work schedule will consist of a total of 40 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 FLSA work weeks. All employees working a 9/80 work schedule shall have an FLSA work week, which begins four (4) 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. <u>Holidays</u>:

1. Employees on a 4/10 or 9/80 work schedule shall receive 11~~2~~ holidays of eight (8) hours. An employee who is off on a holiday, which is a regular work day, shall receive eight (8) hours pay for the holiday and must either take two (2) hours Vacation, Annual, Holiday or Management Leave if on a 4/10 schedule, or one (1) hour Vacation, Annual, Holiday, or Management Leave 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 (8) hours of Holiday Leave. When a holiday falls on an employee's day off, such employee shall receive eight (8) hours of Holiday Leave.

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 work schedule. 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 (8) hours of Sick Leave per month, and receive Sick Leave pay for the actual number of hours absent, provided the employee has a sufficient balance of Sick Leave hours.

2. Vacation: Employees on a 4/10 or 9/80 work schedule shall accumulate the same number of hours vacation per month as under a 5/8 work schedule. Vacation will be granted for the actual number of hours absent, provided the employee has a sufficient balance of Vacation hours.

SECTION 8. MANAGEMENT LEAVE FOR EMPLOYEES (formerly "Administrative Leave")

A. For employees in Exhibit 2, Management Leave shall be granted as follows:

1. Full time employees appointed to permanent positions in classes, who are not entitled to payment or equivalent ~~C~~compensatory t~~T~~ime o~~O~~ff for overtime work (as described in Section 4 above.), shall be granted Management Leave, as provided below. A balance of 60 hours shall be credited to each such employee on~~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 (5) hours of Management 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 (5) hours of Management Leave for each full month of such provisional or limited appointment.

2. Unused Management Leave will not be carried over to the next fiscal year. Employees may request payment and be compensated for up to forty-eight (48) hours of Management Leave during the fiscal year in which it is credited, subject to rules established by the City Manager. Employees shall be compensated for any Management Leave balance, not to exceed sixty (60) hours, upon termination from City service.

3. Management 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. For employees in Non-Exempt positions, the Management Leave Plan shall be as follows:

Employees in non-exempt positions who are in limited or provisional appointments to exempt positions, except for employees in Exhibit 5, shall receive five (5) hours of Management Leave for each full month of such provisional or limited appointment. Employees in Exhibit 5 who are in limited or provisional appointments for a Fire Battalion Chief position shall receive six (6) hours of Management Leave for each full month of such provisional or limited appointment. Employees must use the Management Leave in accordance with applicable provisions in appropriate MOUs or T & Cs.

SECTION 9. SICK LEAVE USAGE AND COMPENSATION FOR EMPLOYEES IN EXHIBIT 2

A. Employees holding an appointment in a permanent class included in Exhibit 2 who are not participating in the Annual Leave Plan and who meet the eligibility criteria in Section 189(FM), shall, upon separation from City service, if eligible forby service retirement, or byat a disability retirement if the employee is otherwise eligible for service retirement, be credited with the number of accumulated unused Sick Leave balances in excess of 240 hours at the time of retirement multiplied by 40 percent (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 (hereafter "HRA") as set forth in Section 189(FM).

B. Protected Family Sick Leave: Employees holding an appointment in a permanent positionclass included in Exhibit 2, who are not participating in the Annual Leave Plan, shall be allowed to use up to six (6) months of accrued 48 hours of accumulated Sick Leave per fiscal year for Pprotectedfor Family Sick Leave for the purposes identified in California Labor Code Section 233**,** and up to 20 hours of Supplemental Sick Leave in accordance with the provisions for such leave as set forth in Section 12 below**.** The purpose of this benefit Protected Sick Leave is to allow employees time to care for themselves and family members as defined by the FMC and California Labor Code Section 233. Employees are encouraged to schedule routine medical and/or dental appointments outside of regular work hours when possible. Use of Pprotected Family

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

The first three days or twenty-four hours, whichever is greater, shall also be considered leave taken under California Labor Code Section 246.5 (i.e., AB 1522, Healthy Workplace Healthy Family Act of 2014).

~~C. For those employees not participating in the Annual Leave Plan, the first three (3) days or twenty-four (24) hours, whichever is greater, of Sick Leave used by an employee on or after July 1 of each fiscal year will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014, and will not be subject to corrective and/or disciplinary action.~~

~~The first three (3) days or twenty-four (24) hours, whichever is greater, of Sick Leave on or after July 1 of each year can be used for:~~

~~a. Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee;~~

~~b. Diagnosis, care, or treatment of an existing health condition of, or preventive care for an employee's parent (a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child) , child (a child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis - this definition of a child is applicable regardless of age or dependency status), spouse, registered domestic partner, sibling, grandparent, or grandchild; or,~~

~~c. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).~~

~~After the employee has taken the first three (3) days of Sick Leave on or after July 1 of each year, these provisions under AB1522, Healthy Workplace Healthy Family Act of 2014 will no longer be applicable.~~

Employees who separate City employment and return within one (1) year of such separation will be entitled to reinstatement of unused Sick Leave balances at the time of separation from City employment, up to a total of forty-eight (48) hours.

SECTION 10. <u>ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2</u>

A. This section applies to eligible employees hired on and after July 1, 2000, and those hired prior to July 1, 2000, who have been continuously employed by the City and previously 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 FMC Section 3-107, and Vacation Leave, as provided in Section 13~~, Subsection A~~ of this Salary Resolution and FMC Section 3-108.

B. For employees on a forty (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 (Attendance Policy) 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 ~~an appointment in~~ a permanent position~~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 accrued~~accumulated~~ in six (6) months for Family Protected Sick Leave for the purposes identified in California Labor Code Section 233.
The first three days or twenty-four hours, whichever is greater, of used Protected Sick Leave shall also be considered leave taken under California Labor Code Section 246.5 (i.e., AB 1522, Healthy Workplace Healthy Family Act of 2014).

a. Less than Ten (10) Years – For such employees who have been continuously employed by the City for less than ten (10) years, and were City employees in permanent positions prior to August 31, 2014, 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 Leave accrual rate to the same level for employees in Exhibit 2.

For such employees who have been continuously employed by the City for less than ten (10) years and became City employees in permanent positions on or after August 31, 2014, the Annual Leave accrual rate will be 13.33 hours for each completed calendar month of employment.

b. More than Ten (10) Years – For such employees who have been continuously employed by the City for ten (10) years or more, and were City employees in permanent positions prior to August 31, 2014, 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 employees in Exhibit 2.

For such employees who have been continuously employed by the City for ten (10) years or more and became City employees in permanent positions on or after August 31, 2014, the Annual Leave accrual rate will be 16 hours for each completed calendar month of employment.

c. Annual Leave Accumulation Limit – Effective September 1, 2014, the accumulation of unused Annual Leave will not exceed 1,200 hours for employees in Executive Pay ranges E1 through E6; 1,000 hours for employees in the E7 and E10 ranges; and 840 hours for employees in the E8, E9, E11, E12, E13, E14, E15, E16, and E17 ranges. In the event an employee has an Annual Leave balance over the limits listed above, accruals will cease until the balance is under the limit.

2.

~~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.~~

~~The first three (3) days or twenty-four (24) hours, whichever is greater, of Annual Leave used in lieu of Sick Leave by an employee on or after July 1 of each year for the purposes noted below will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014. The leave cannot be used or considered for the purpose of corrective and/or disciplinary action.~~

~~The first three (3) days or twenty-four (24) hours, whichever is greater, in lieu of Annual Leave used as Sick Leave on or after July 1 of each year can be used for:~~

~~Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee;~~

~~Diagnosis, care, or treatment of an existing health condition of, or preventive care for an employee's parent (a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child), child (a child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis - this definition of a child is applicable regardless of age or dependency status), spouse, registered domestic partner, parent-in-law, sibling, grandchild, or grandchild; or,~~

~~For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).~~

~~After the employee has taken the first three (3) days of Annual Leave used for sick leave purposes as defined above on or after July 1 of each year, these provisions under AB1522, Healthy Workplace Healthy Family Act of 2014 will no longer be applicable.~~

a. ~~3.~~ Transfer An employee transferring to a position in a bargaining group, which is not covered by Annual Leave, may either cash out unused Annual Leave balance at the 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's base rate of pay (converted to an hourly figure), dividing the product by the transfer class's base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee.

Conversion example:		
100 unused hrs x $15.00 (base rate) / $20.00 (Transfer class base rate)	=	75 hrs placed in non-accruing annual leave balance account

~~4.~~ b~~a~~. Unused Annual Leave Pay Out During Fiscal Year – Employees may request payment and be compensated for up to 48 hours or ten percent (10%) ~~percent~~ of their Annual Leave balance, whichever is greater, each fiscal year between July 1 and

December 31; no cash out may be completed between January 1 and June 30. Cash outs of annual leave balances are not pensionable for retirement purposes.

c~~b~~. Unused Annual Leave Pay Out – Upon separation from City service, employees will be compensated for all unused Annual Leave balances at their applicable base rate of pay. Payment received under this provision will not be ~~considered~~ pensionable for retirement purposes.

3~~5~~. 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.

4~~6~~. Sick Leave Balances Unused – Employees moving from a bargaining unit with Sick Leave accrual into a bargaining unit~~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), AB1522 Healthy Workplace Healthy Family Act of 2014 and Special Sick Leave,~~ F~~f~~rozen Sick Leave balances may ~~only~~ be used by the employee in accordance with provisions of FMC section 3-107, or for those purposes defined in California Labor Code section 233 up to the statutory amount for the fiscal year unless the statutory amount has been satisfied by use of other leaves for the fiscal year.~~for a medically verified extended illness over three (3) days or twenty-four (24) consecutive work hours, whichever is greater~~.

b. Unused Frozen Sick Leave Pay Out – Upon separation from City service by~~, 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 18~~9~~(F~~M~~) 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 HRA as set forth in Section 18~~9~~(F~~M~~). Employees who separate City employment and return within one (1) year of such separation will be entitled to reinstatement of their Sick Leave balances at the time of

separation from City employment, up to a total of forty-eight (48) hours.

~~7. Pensionability – Cash outs of annual leave balances are not pensionable for retirement purposes.~~

SECTION 11. HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2

A. Employees occupying a permanent position in Exhibit 2 shall be entitled to the holidays listed in FMC Section 3-116, except in lieu of February 12 (Lincoln's Birthday) and September 9 (Admissions Day) such employees shall accrue eight (8) hours Holiday Leave on July 1 of each calendar year.

B. Employees may request payment and be compensated for up to 48 hours or ten percent (10%) ~~percent~~ of their Holiday Leave balance, whichever is greater, each fiscal year between July 1 and December 31; no cash out may be completed between January 1 and June 30.

C. Any employee in Exhibit 2 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 (8) 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 falls on the employee's day off such employee shall receive eight (8) hours Holiday Leave.

D. Upon separation from City service, employees will be compensated for all unused holiday balances at their applicable base rate of pay.

Payment for cash outs of accumulated Holiday Leave balances received under this provision will not be considered pensionable for retirement purposes.

SECTION 12. SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES IN EXHIBIT 2

Upon employment by the City, new employees appointed to permanent positions set forth in Exhibit 2 shall receive 40 hours of Supplemental Sick Leave each fiscal year with an accrual limit of 80 hours. Supplemental Sick leave hours shall be credited on a pro-rated basis for each full calendar month remaining on such appointment in the fiscal year. Employees shall be allowed to use up to half of the hours of Supplemental Sick Leave accrued in a fiscal year, for Protected ~~Family~~ Sick Leave for the purposes identified in California Labor Code 233. The first three days or twenty-four hours, whichever is greater, of Protected Sick Leave shall also be considered leave taken under California Labor Code Section 246.5 (i.e., AB 1522, Healthy Workplace Healthy Family Act of 2014).

Employees in Exhibit 2 will retain all Supplemental Sick Leave hours already earned and may continue to 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 HRA; (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 the HRA in accordance with Section 1820(F); or (6) up to 20 hours per fiscal year for Protected Sick Leave used Family Sick Leave used only for those purposes defined in the California Labor Code 233. Use of Protected Sick Family Sick Leave for family members mustshall be authorized and recorded by the department director or designee.

Cash outsPayment received under this provision will not be considered pensionable for retirement purposes.

SECTION 13. VACATION ACCRUALS FOR EMPLOYEES IN EXHIBIT 2

A. Eligible employees in classes listed in Exhibit 2 who are not participating in the Annual Leave plan, shall accumulate Vacation Leave as provided in FMC Section 3-108, except that subsection (h) shall not apply. Said employees who have been continuously employed less than ten (10) years shall be allowed to accumulate unused Vacation Leave credit for 400 hours. Said employees who have been continuously employed for ten (10) years or more shall be allowed to accumulate unused Vacation Leave credit of 500 hours. Said employees may, in November of each year, request a cash payment from eight (8) to 40 hours of any vacation accrual the employee has acquired prior to the December payroll period, if on October 31 of that year, the employee has a balance of 240 or more hours of Sick Leave. All other provisions of FMC Section 3-108 shall apply.

Payment received under this provision will not be considered pensionable for retirement purposes.

B. Reduction in Force

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 FMC Sections 3-291 and/or 3-277, may use any hours in the employee's Vacation Leave balance that exceed the maximum allowable within one (1) 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 payoff prior to June 30 of the fiscal year in which the hours were credited, of any remaining Management Leave balance.~~

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

SECTION 14. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2

City employees who are designated as exempt from overtime under the provisions of the FLSA and who receive Management Leave pursuant to Section 8, may be granted Management 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. Management Time Off shall not be deducted from any existing leave banks.

Management Time Off must be scheduled in advance when possible, approved as Management 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 Management Time Off for a full day's absence.

SECTION 15. SALARY RATES

The various classes of employment in the City service listed in the following designated exhibits (which are incorporated herein) shall be paid at the rates set forth therein opposite each class title:

EXHIBIT 1	Non-Supervisory Blue Collar
EXHIBIT 2	Non-Represented Management and Confidential Classes
EXHIBIT 3	Non-Supervisory White Collar
EXHIBIT 4	Non-Management Police ~~Non-Management~~
EXHIBIT 5	Non-Management Fire ~~Non-Management~~
EXHIBIT 6	Bus Drivers~~Transit~~
EXHIBIT 7	Non-Supervisory Groups and Crafts
EXHIBIT 8	Non-Represented
EXHIBIT 9	Police Management
EXHIBIT 10	Fire Management
EXHIBIT 11	~~Fresno~~ Airport Public Safety Officers
EXHIBIT 12	Board and Commission Members
EXHIBIT 13-1	Exempt Supervisory and Professional
EXHIBIT 13-2	Non-Exempt Professional
EXHIBIT 14	Management ~~Confidential~~
EXHIBIT 15	Airport Public Safety Supervisors

SECTION 16. CERTIFICATE PAY

~~Certificate pays are not pensionable unless otherwise required to be under the FMC or under law.~~

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 (5%) of base pay.

B. Employees who possess and maintain certification as a Certified Access Specialist program (CASp) and are in a position identified by a department as eligible for Certificate Pay shall receive $200 per month.

SECTION 17. BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES

The bilingual certification program consists of a City administered examination process whereby employees in Exhibit 2 or employees with applicable MOUs or T & Cs with Bilingual pay provisions, may apply for a bilingual examination, and if certified by the examiner, receive bilingual premium pay for interpreting and translating. ~~Bilingual premium pay is not pensionable unless otherwise required under the FMC or under law.~~ In conjunction with the Director of Personnel Services, department directors or their designees shall designate those positions or assignments for which bilingual skills are desired, unless modified by applicable MOU or T & C.

A. In order to remain eligible to receive bilingual premium pay, employees must take and pass the certification examination once every five (5) years.

B. This bilingual certification program is not subject to the grievance or appeal process.

C. Bilingual certification examinations are conducted for Armenian, Cambodian, Hindi, Hmong, Laotian, Punjabi, Sign, Spanish, and Vietnamese languages.

D. The bilingual premium pay rate for certified employees occupying permanent classes in Exhibit 2 is one hundred dollars ($100) per month, regardless of how many languages for which an employee is certified. Employees will not be entitled to receive bilingual premium pay during an absence from work in excess of 30 calendar days.

E. Certified employees may interpret/translate for departments/divisions they are not assigned to, provided the requesting department/division has a demonstrated customer service related need and has obtained approval from the certified employee's supervisor.

F. Certified employees shall not refuse to interpret/translate while on paid status. Refusal shall result in appropriate disciplinary action.

G. Certified employees may be assigned to any incident or investigation requiring their bilingual skills, and may be required to prepare written reports related to the incident or investigation. The objective of this policy will be to utilize department resources in the most efficient way possible.

H. Except in the event of an emergency as determined by management, bilingual employees who are not certified shall not be required to interpret/translate.

~~SECTION 18. 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 (9) hours, shall be paid $1.00 per hour for each shift so worked.~~

SECTION 189. BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2

Benefits for employees occupying permanent positions in Exhibit 2 shall be as follows:

A. Effective September 1, 2014, the City's contribution towards employee health insurance is seventy-five percent (75%) 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.~~

The cost of increases after September 1, 2014, in the health and welfare premium will be shared on a fifty percent (50%) basis by the City and employees, except that employees will be required to pay no more than thirty percent (30%) of the premium established by the Fresno City Employees Health and Welfare Trust Board. At such time as the employee share is set at thirty percent (30%), the City shall pay seventy percent (70%).

The employee may opt to contribute the amount necessary to make up the difference through payroll deductions, or accept a reduced coverage option.

Should any represented bargaining unit in the City negotiate a successor MOU, impose T & C, extend the period of an MOU or T & C, resulting in a greater contribution by the City (including maintenance of percentage contributions) the City will match that benefit.

B. The City will provide a Life Insurance benefit that is equal to the employee's annual earnings, rounding up to the next $1,000, with a maximum benefit of $150,000.

C. The City provides Long Term Disability Insurance for employees in accordance with terms of the policy.

D. Employees may elect to make contributions through payroll deductions for voluntary supplemental benefits made available by the City.

E. Employees in Exhibit 2 hired with the City on or after August 31, 2014, shall make an additional contribution equal to one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Employees Retirement System. The employee shall have no option to receive the one and one-half percent (1.5%) contribution in cash. The one and one-half percent (1.5%) contribution paid by the employee will not be credited to an employee's accumulated contribution account, nor will it be deposited into a member's DROP account.

F. The City currently maintains an 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 80 hours or less of frozen Sick Leave and/or Annual Leave used for sick time and/or Sick Leave, Holiday Leave, and/or Vacation Leave used for sick time (excluding only hours used for Workers' Compensation benefits and/or other statutory protected leave such as Family and Medical Leave Act and Sick Leave taken for the purposes identified in California Labor Code Section 233) 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 percent (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 percent (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 range, multiplied by 12 months then divided by 2,080 hours.

- The accounts may be book accounts only, or cash accounts at the City's option. No actual trust account shall be established for any employee. Each HRA 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.

G. On September 15, 2011, the City Council adopted Resolution No. 2011-193, which began the imposition of a salary concession effective September 5, 2011, on employees holding positions listed in Exhibit 2 of the Salary Resolution (FY12 salary concessions).

Employees in Exhibit 2 impacted by FY12 salary concessions will be held harmless with respect to DROP and retirement calculations, including

calculations impacting members who separate from City employment and elect a deferred vested status.

Employer and employee retirement contributions will continue to be calculated based on the unadjusted, pre-concessions salary/hourly rate.

Employee leave payoffs at separation will be calculated using the unadjusted, pre-concessions salary/hourly rate, including those leave payoffs used to calculate credit to the employee's HRA retirement.

This section shall be applied retroactively to those employees who separated from City employment on or after July 1, 2012.

SECTION 19. COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2

A. The following forms of compensation, when authorized, are to be included in base salary:

a. Salary;

b. Deferred compensation contributions by the City; if permitted by employment contract, the employee may elect to receive a portion of base salary in the form of deferred compensation; and

c. Any other form of compensation not specified in paragraph C~~D~~ below.

B. The rate of base salary paid shall not be less than or greater than the ranges established in this Salary Resolution at the time the salary is earned.

C. The following forms of compensation, when authorized by ordinance, resolution, or an approved written employment contract, are not to be included in base salary:

a. Monthly vehicle allowance pursuant to the requirements of Administrative Order 2-2;

b. Education and/or certificate pay;

c. Premium pay;

d. Reimbursement for actual educational expenses related to job position;

e. Uniform pay allowance, excluding costs for uniform upkeep;

f. Leave payoff/cash out;

g. Professional dues for enrollment of professional organizations related to job position;

h. Annual payment for employee's attendance at two professional organization conferences, including reimbursement of reasonable and necessary travel and subsistence expenses;

i. Reimbursement for actual relocation expenses incurred at the time of commencement of employment with the City;

j. Professional pay authorized in a memorandum of understanding closest in relation to the employee's classification, for example, POST pay for peace officers;

k. Mileage, meal, hotel, public transportation, and other authorized expenses reimbursed for travel expenses incurred while on City business;

l. City provided contributions to insurance premiums;

m. Severance pay following an employee's termination or resignation; and

n. City contributions to health and welfare benefits paid during the term of any severance period.

B. D. Compensation paid to employees in the form of either cash or City funded deferred compensation contributions or any equivalent that are in addition to base salary and not covered by another form of authorized compensation approved by City Council (e.g., a memorandum of understanding closest in relation to the employee's classification; an ordinance; or a resolution) are not authorized.

D. E. The following forms of compensation are authorized for Unit 2 employees, when included in an approved written employment contract:

a. Education and/or certificate pay;

b. Reimbursement for actual education expenses related to job position;

c. Professional dues for enrollment of professional organizations related to job position;

d. Annual payment for employee's attendance at two professional organization conferences, including reimbursement of reasonable and necessary travel and subsistence expenses;

e. Reimbursement for actual relocation expenses incurred at the time of commencement of employment with the City;

f. Mileage, meal, hotel, public transportation, and other authorized expenses reimbursed for travel expenses incurred while on City business;

g. Up to six months' severance pay following an employee's termination or resignation; and

h. City contributions to health and welfare benefits paid during the term of any severance period.

~~E.~~ F. Performance bonuses for exempt employees, received prior to November 12, 2015, or specifically authorized by City Council after that date, shall be considered pensionable compensation for calculation of retirement benefits and shall not be included as part of base salary.

~~F. The City will provide a Life Insurance benefit that is equal to the employee's annual earnings, rounding up to the next $1,000, with a maximum benefit of $150,000.~~

~~G. The City provides Long Term Disability Insurance for employees after a 30 calendar day waiting period that provides 2/3 salary replacement benefit up to $7,500 per month.~~

~~H. Employees may elect to make contributions through payroll deductions for voluntary supplemental benefits made available by the City.~~

~~I.~~ G. Employees in Exhibit 2 who are in job classes with salary ranges E10 through E22~~17~~ are eligible to receive up to fifty dollars ($50) per month into the City Sponsored Deferred Compensation plan, which shall not be calculated as part of base salary. Employees not currently participating in the plan will be required to complete a Participation Agreement and elect to contribute.

~~J. Employees in Exhibit 2 hired on or after August 31, 2014, shall make an additional contribution equal to one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary~~

~~reduction in accordance with this provision to the City of Fresno Employees Retirement System. The employee shall have no option to receive the one and one-half percent (1.5%) contribution in cash. The one and one-half percent (1.5%) contribution paid by the employee will not be credited to an employee's accumulated contribution account, nor will it be deposited into a member's DROP account.~~

~~M. The City currently maintains an 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 80 hours or less of frozen Sick Leave and/or Annual Leave used for sick time and/or Sick Leave, Holiday Leave, and/or Vacation Leave used for sick time (excluding only hours used for Workers' Compensation benefits and/or other statutory protected leave such as Family and Medical Leave Act and Family Sick Leave) 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 percent (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 percent (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 range, multiplied by 12 months then divided by 2,080 hours.~~

- ~~The accounts may be book accounts only, or cash accounts at the City's option. No actual trust account shall be established for any employee. Each HRA 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.~~

~~N. On September 15, 2011, the City Council adopted Resolution No. 2011-193, which began the imposition of a salary concession effective September 5, 2011, on employees holding positions listed in Exhibit 2 of the Salary Resolution (FY12 salary concessions).~~

~~Employees in Exhibit 2 impacted by FY12 salary concessions will be held harmless with respect to DROP and retirement calculations, including calculations impacting members who separate from City employment and elect a deferred vested status.~~

~~Employer and employee retirement contributions will continue to be calculated based on the unadjusted, pre-concessions salary/hourly rate.~~

~~Employee leave payoffs at separation will be calculated using the unadjusted, pre-concessions salary/hourly rate, including those leave payoffs used to calculate credit to the employee's HRA retirement.~~

~~This section shall also be applied retroactively to those employees who separated from City employment on or after July 1, 2012.~~

SECTION 20. <u>BENEFITS FOR PERMANENT EMPLOYEES IN EXHIBIT 8 AND PERMANENT PART-TIME~~ AND PERMANENT INTERMITTENT~~ EMPLOYEES</u>

A. Employees in permanent positions in the Police Cadet series shall receive the following benefits:

1. Police Cadet is a training series and is designed to ultimately lead to appointment to a permanent position other than Police Cadet in the Police Department. Failure to successfully complete the on-

going training program will be cause for termination pursuant to FMC 3-266.

2. Upon appointment to a permanent position other than Police Cadet, 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. 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.

4. Actual hours worked in excess of 40 hours a week shall be compensated as overtime in accordance with the applicable provisions of FLSA.

5. Fringe benefits for employees in permanent positions in the Cadet series will be determined by the City Manager or ~~authorized~~ designee.

6. <u>Sick Leave</u>

   Employees will accumulate and be able to use Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014.

   Employees will earn one (1) hour of leave for every thirty (30) hours of work, including overtime. This accrual will begin on July 1, 2015, or the first day of employment, whichever is later. Accruals of Sick Leave may be carried over from year to year.

7. <u>Bilingual Premium Pay</u>

   Employees in permanent positions in the Cadet Series shall be eligible for the Bilingual Certification Program as provided in Section 17.

B. Benefits for ~~Permanent Intermittent (hereafter "PI") and~~ Permanent Part-Time (hereafter "PPT") employees shall be as follows:

1. Health and Welfare benefits shall be provided as outlined in Section 18A.

   ~~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 the pro-rated 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 its contribution for Health and Welfare for such employee, and the employee will be enrolled in the non-contributory plan. Election to pay such difference must 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 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~~ PPT 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 Fresno City Employees' Retirement System and shall be provided with Social Security benefits. PPT employees who participated in the plan as a permanent full-time employee and whose contributions remain on deposit remain members of the Fresno City Employees' Retirement System.

3. ~~PI and~~ PPT employees shall be paid for jury duty attendance and court attendance in accordance with FMC Sections 3-109 and 3-110.

4. <u>Holidays</u>

~~PI employees shall accumulate Holiday Leave at the rate of seven and one-third (7 1/3) hours for each 173 hours of non-overtime work.~~

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.

5. <u>Leave for PPT Employees in Exhibit 2</u>

PPT employees holding an appointment in a permanent class 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.

C. Use of Protected Sick Leave for Permanent Employees in Exhibit 8 and Permanent Part-Time ~~and Permanent Intermittent~~ Employees:

~~1. Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval of time off.~~

1. The first three (3) days or twenty-four (24) hours, whichever is greater, of leave shall be Protected~~used as~~ Sick Leave by an employee on or after July 1 of each year if used for the purposes noted in subsection C.3 below, and will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014. The leave will not~~cannot~~ be used or considered for the purpose of corrective and/or disciplinary action.

   The purpose of this benefit is to allow employees time to care for themselves and family members as defined in California Labor Code section 246.5 for the purposes identified in California Labor Code section 233 as stated in subsection 3 below. Employees are encouraged to schedule routine medical and/or dental appointments outside of regular work hours when possible. Use of Protected Sick Leave shall be authorized and recorded by an appointing authority or designee.

~~2.~~ 2. Protected Sick Leave~~The first three (3) days or twenty-four (24) hours, whichever is greater, of leave used as Sick Leave on or after July 1 of each year~~ can be used for:

a. Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee;

b. Diagnosis, care, or treatment of an existing health condition of, or preventative care for an employee's parent (a biological adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child), child (a child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis - this definition of a child is applicable regardless of age or dependency

status), spouse, registered domestic partner, parent-in-law, sibling, grandchild, or grandchild; or,

c. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).

~~3. used for~~

3. After the employee has taken the first three (3) days of Protected ~~leave~~ Sick Leave for purposes as defined in subsection C3 above on or after July 1 of each year, these provisions under AB1522, Healthy Workplace Healthy Family Act of 2014 will no longer be applicable.

4. Protected Sick Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval of time off.

SECTION 21. TRANSFER FROM A UNIT WITH VACATION/SICK LEAVE TO A UNIT WITH ANNUAL LEAVE

A. Annual Leave - An employee transferring to a position in a bargaining group which is not covered by Annual Leave, may either cash out unused Annual Leave balance at the former class' base rate of pay, or convert the unused Annual Leave balance to a non-accruing Annual Leave balance of hours. The conversion is obtained by multiplying unused Annual Leave hours by the former class's base rate of pay (converted to an hourly figure), dividing the product by the new class's base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee, with appropriate approval.

Conversion example:

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

B. Leave Caps - When an employee changes from one bargaining unit to a different bargaining unit that has a lower leave accrual cap for leave banks other than Sick Leave, all leave over the maximum will be cashed out at the former classification's base rate of pay upon the conclusion of the second pay period after the change in bargaining unit. The cash out is obtained by multiplying the amount of hours over the new maximum by the former classification's base rate of pay (converted to an hourly figure).

SECTION 22. SPECIAL PROVISIONS FOR EMPLOYEES ON LEAVE FOR MILITARY SERVICE

The City will extend salary and benefits to permanent City employees while they are serving in active military duty ~~on~~ deployments of more than thirty-one (31) days as the result of the ongoing Middle Eastern conflict, as follows:

A. Payment of the employee's salary differential benefit;

B. Payment of the City's portion of the employees' Health and Welfare Contribution, if the employee is currently covered by the City of Fresno Health and Welfare Trust; and

C. Continued accrual of Vacation, Sick Leave, Annual Leave and/or Administrative Leave balances to which they are otherwise entitled by unit designation and employee status during the period of deployment.

SECTION 23~~2~~. 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 24~~3~~. SALARIES FOR EMPLOYEES IN EXHIBIT 2, EXHIBIT 8, AND PERMANENT PART-TIME ~~AND PERMANENT INTERMITTENT~~ EMPLOYEES WHILE ABSENT DUE TO INJURY IN THE LINE OF DUTY

The percentage of wages or salary received for an employee who suffers an injury in the course and scope of City employment shall be the percentage established by the State of California Workers' Compensation laws.

SECTION 25~~4~~. CONFLICTING RESOLUTIONS

Resolution No. 2016-120~~14-108~~, 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 MOU or T & C, are hereby repealed.

SECTION 26~~5~~. RESOLUTION EFFECTIVE DATE

Upon final legislative approval, this Resolution shall become effective, July 1, 2017~~6~~.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)~~, effective March 20, 2017~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3385	3554	3731	3918	4114
Airports Operations Leadworker	310010	12	3953	4151	4358	4576	4805
Airports Operations Specialist	310012	12	3593	3772	3961	4159	4367
Automotive Parts Leadworker	145006	12	3593	3772	3961	4159	4367
Automotive Parts Specialist	145005	12	3266	3429	3600	3781	3969
Aviation Mechanic	410040	12	4824	5065	5318	5585	5863
Aviation Mechanic Leadworker	410041	12	5306	5571	5850	6143	6450
Body & Fender Repairer	320036	12	4385	4605	4835	5076	5330
Body & Fender Repairer Leadworker	320037	12	4824	5065	5318	5585	5863
Body & Fender Repairer Trainee	320035	6[7]	3952	4150	4357	4575	4804
Brake & Front End Specialist	710085	12	4824	5065	5318	5585	5863
Bus Air Conditioning Mechanic	320031	12	4385	4605	4835	5076	5330
Bus Air Conditioning Mechanic Leadworker	320032	12	4824	5065	5318	5585	5863
Bus Air Conditioning Mechanic Trainee	320030	6[7]	3952	4150	4357	4575	4804
Bus Equipment Attendant Leadworker	320040	12	3593	3772	3961	4159	4367
Bus Mechanic I	320020[2]	-	3952	4150	4357	4575	4804
Bus Mechanic II	320021	12	4385	4605	4835	5076	5330
Bus Mechanic Leadworker	320022	12	4824	5065	5318	5585	5863
~~Collection System Maintenance Operator I~~	~~630003[2]~~	~~-~~	~~3223~~	~~3384~~	~~3553~~	~~3730~~	~~3917~~
Collection System Maintenance Technician	630001	12	3634	3816	4007	4207	4417
Collection System Maintenance Specialist	630002	12	3998	4198	4408	4628	4859
Combination Welder	710067	12	4385	4605	4835	5076	5330
Combination Welder Leadworker	710066	12	4824	5065	5318	5585	5863
Communications Technician I	710050	12	3931	4127	4333	4550	4777
Communications Technician II	710051	12	4333	4550	4777	5016	5267

2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).

7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

~~*03/20/2017 Fourteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)~~, effective March 20, 2017~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Technician	610040	12	4200	4410	4630	4862	5105
Custodian	810001	12	2683	2817	2958	3106	3261
Electronic Equipment Installer	710060	12	3188	3347	3515	3690	3875
Equipment Service Worker I	710075	12	3266	3429	3600	3781	3969
Equipment Service Worker II	710076	12	3593	3772	3961	4159	4367
Fire Equipment Mechanic I	420010	6[7]	3952	4150	4357	4575	4804
Fire Equipment Mechanic II	420011	12	4385	4605	4835	5076	5330
Fire Equipment Mechanic Leadworker	420012	12	4824	5065	5318	5585	5863
Ground Water Production Specialist	610037	12	4200	4410	4630	4862	5105
Ground Water Production Technician	610036	12	3819	4010	4210	4420	4641
Heavy Equipment Mechanic I	710100[2]	–	3952	4150	4357	4575	4804
Heavy Equipment Mechanic II	710101	12	4385	4605	4835	5076	5330
Heavy Equipment Mechanic Leadworker	710102	12	4824	5065	5318	5585	5863
Heavy Equipment Operator	710025	12	4079	4283	4496	4722	4957
Instrumentation Specialist	620025	12	4619	4850	5093	5347	5614
Instrumentation Technician	620026	12	4200	4410	4630	4862	5105
Irrigation Specialist	510005	12	3547	3724	3910	4105	4310
Laborer	710005	12	2723	2848	2978	3114	3261
Light Equipment Mechanic I	710095[2]	–	3952	4150	4357	4575	4804
Light Equipment Mechanic II	710096	12	4385	4605	4835	5076	5330
Light Equipment Mechanic Leadworker	710097	12	4824	5065	5318	5585	5863
Light Equipment Operator	710020	12	3593	3772	3961	4159	4367
Locksmith	810015	12	3286	3451	3623	3804	3994
Maintenance & Construction Worker	710015	12	3266	3429	3600	3781	3969
Maintenance & Operations Assistant	710001	12	2723	2848	2978	3114	3261
Maintenance Carpenter I	810020	12	3617	3798	3988	4187	4396
Maintenance Carpenter II	810021	12	3990	4189	4398	4618	4849
Park Equipment Mechanic II	710110	12	3593	3772	3961	4159	4367
Park Equipment Mechanic Leadworker	710111	12	3952	4150	4357	4575	4804

2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

~~*03/20/2017 Fourteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)~~, effective March 20, 2017~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125[4]	12[4]	2951	3099	3255	3417	3588
Parking Meter Attendant II	710126[4]	12[4]	3248	3410	3580	3759	3947
Parking Meter Attendant III	710127	12	3572	3750	3938	4134	4341
Parks Maintenance Leadworker	510003	12	3547	3724	3910	4105	4310
Parks Maintenance Worker I	510001	12	2683	2817	2958	3106	3261
Parks Maintenance Worker II	510002	12	3223	3384	3554	3731	3918
Power Generation Operator/Mechanic	620055	12	4867	5110	5365	5633	5915
Property Maintenance Leadworker	810007	12	3624	3805	3995	4195	4405
Property Maintenance Worker	810006	12	3385	3554	3733	3919	4114
Roofer	810010	12	3286	3450	3624	3804	3994
Sanitation Operator	640021	12	3593	3772	3961	4159	4367
Senior Collection System Maintenance Specialist	630004	12	4397	4617	4848	5090	5345
Senior Communications Technician	710052	12	4780	5019	5270	5533	5810
Senior Custodian	810002	12	2951	3099	3255	3417	3588
Senior Ground Water Production Operator	610038	12	5139	5396	5666	5949	6246
Senior Heavy Equipment Operator	710026	12	5021	5272	5535	5812	6103
Senior Sanitation Operator	640022	12	3952	4150	4357	4575	4804
Senior Wastewater Mechanical Specialist	620062	12	4424	4645	4877	5121	5377
Senior Wastewater Treatment Plant Operator	620043	12	5139	5396	5666	5949	6246
Senior Water Distribution Operator	610030	12	5139	5396	5666	5949	6246
Senior Water Treatment Operator	610039	12	5244	5506	5781	6071	6374
Solid Waste Safety & Training Specialist	640005	12	3751	3939	4136	4343	4560
Street Maintenance Leadworker	710040	12	3682	3866	4059	4262	4475
Street Sweeper Lead Operator	710036	12	3952	4150	4357	4575	4804
Street Sweeper Operator	710035	12	3593	3772	3961	4159	4367
Tire Maintenance & Repair Technician	710081	12	3593	3772	3961	4159	4367
Tire Maintenance Worker	710080	12	3266	3429	3600	3781	3969
Traffic Maintenance Leadworker	710046	12	3682	3866	4059	4262	4475

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.

~~*03/20/2017 Fourteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)~~, effective March 20, 2017~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Traffic Maintenance Worker I	710044[4]	12[4]	3037	3188	3347	3515	3690
Traffic Maintenance Worker II	710045[4]	12[4]	3339	3506	3681	3865	4058
Tree Trimmer Leadworker	510010	12	3654	3837	4029	4231	4442
Utility Leadworker	710010	12	3547	3724	3910	4105	4310
~~Waste Collector II~~	~~640020~~	~~6~~	~~2770~~	~~2906~~	~~3051~~	~~3205~~	~~3365~~
Waste Container Maintenance Worker	640010	12	2951	3099	3255	3417	3588
~~Waste Container Maintenance Worker~~	~~640011~~	~~6~~	~~3190~~	~~3348~~	~~3515~~	~~3692~~	~~3879~~
Wastewater Distributor Technician	620050	12	3304	3469	3642	3824	4015
~~Wastewater Lead Distributor~~	~~620051~~	~~12~~	~~3262~~	~~3425~~	~~3596~~	~~3776~~	~~3965~~
Wastewater Mechanical Specialist	620061	12	4200	4410	4630	4862	5105
Wastewater Mechanical Technician	620060	12	3819	4010	4210	4420	4641
Wastewater Treatment Plant Operator-In-Training	620040[1]	–	3304	3469	3642	3824	4015
Wastewater Treatment Plant Specialist	620042	12	4424	4645	4877	5121	5377
Wastewater Treatment Plant Technician	620041	12	4200	4410	4630	4862	5105
Water Distribution Specialist	610029	12	4200	4410	4630	4862	5105
Water Distribution Technician	610028	12	3819	4010	4210	4420	4641
Water Maintenance Mechanic Specialist	610032	12	4200	4410	4630	4862	5105
Water Maintenance Mechanic Technician	610031	12	3819	4010	4210	4420	4641
Water Quality Specialist	610034	12	4200	4410	4630	4862	5105
Water Quality Technician	610033	12	3819	4010	4210	4420	4641
Water System Operator I	610025	12	3421	3593	3772	3961	4159
Water System Operator II	610026	12	3796	3986	4185	4394	4614
Water System Operator III	610027	12	4771	5010	5262	5523	5799
Welder	710065	12	3952	4150	4357	4575	4804

1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC 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 FMC Section 3-202 (p)(5).

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.

~~*03/20/2017 Fourteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective March 20, 2018							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3470	3643	3825	4016	4217
Airports Operations Leadworker	310010	12	4052	4255	4468	4691	4926
Airports Operations Specialist	310012	12	3684	3868	4061	4264	4477
Automotive Parts Leadworker	145006	12	3684	3868	4061	4264	4477
Automotive Parts Specialist	145005	12	3348	3515	3690	3876	4069
Aviation Mechanic	410040	12	4945	5192	5451	5725	6010
Aviation Mechanic Leadworker	410041	12	5439	5711	5997	6297	6612
Body & Fender Repairer	320036	12	4495	4721	4956	5204	5464
Body & Fender Repairer Leadworker	320037	12	4945	5192	5451	5725	6010
Body & Fender Repairer Trainee	320035	6[7]	4051	4254	4467	4690	4925
Brake & Front End Specialist	710085	12	4945	5192	5451	5725	6010
Bus Air Conditioning Mechanic	320031	12	4495	4721	4956	5204	5464
Bus Air Conditioning Mechanic Leadworker	320032	12	4945	5192	5451	5725	6010
Bus Air Conditioning Mechanic Trainee	320030	6[7]	4051	4254	4467	4690	4925
Bus Equipment Attendant Leadworker	320040	12	3684	3868	4061	4264	4477
Bus Mechanic I	320020[2]	-	4051	4254	4467	4690	4925
Bus Mechanic II	320021	12	4495	4721	4956	5204	5464
Bus Mechanic Leadworker	320022	12	4945	5192	5451	5725	6010
~~Collection System Maintenance Operator I~~	~~630003[2]~~	~~-~~	~~3223~~	~~3384~~	~~3553~~	~~3730~~	~~3917~~
Collection System Maintenance Technician	630001	12	3725	3912	4108	4313	4528
Collection System Maintenance Specialist	630002	12	4098	4303	4519	4744	4981
Combination Welder	710067	12	4495	4721	4956	5204	5464
Combination Welder Leadworker	710066	12	4945	5192	5451	5725	6010
Communications Technician I	710050	12	4030	4231	4442	4664	4897
Communications Technician II	710051	12	4442	4664	4897	5142	5399

2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).

7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective March 20, 2018							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Technician	610040	12	4306	4521	4747	4984	5233
Custodian	810001	12	2751	2888	3032	3184	3343
Electronic Equipment Installer	710060	12	3268	3431	3603	3783	3972
Equipment Service Worker I	710075	12	3348	3515	3690	3876	4069
Equipment Service Worker II	710076	12	3684	3868	4061	4264	4477
Fire Equipment Mechanic I	420010	6[7]	4051	4254	4467	4690	4925
Fire Equipment Mechanic II	420011	12	4495	4721	4956	5204	5464
Fire Equipment Mechanic Leadworker	420012	12	4945	5192	5451	5725	6010
Ground Water Production Specialist	610037	12	4306	4521	4747	4984	5233
Ground Water Production Technician	610036	12	3915	4111	4316	4531	4758
Heavy Equipment Mechanic I	710100[2]	–	4051	4254	4467	4690	4925
Heavy Equipment Mechanic II	710101	12	4495	4721	4956	5204	5464
Heavy Equipment Mechanic Leadworker	710102	12	4945	5192	5451	5725	6010
Heavy Equipment Operator	710025	12	4181	4391	4609	4841	5081
Instrumentation Specialist	620025	12	4735	4972	5221	5481	5755
Instrumentation Technician	620026	12	4306	4521	4747	4984	5233
Irrigation Specialist	510005	12	3636	3818	4008	4208	4418
Laborer	710005	12	2792	2920	3053	3192	3343
Light Equipment Mechanic I	710095[2]	–	4051	4254	4467	4690	4925
Light Equipment Mechanic II	710096	12	4495	4721	4956	5204	5464
Light Equipment Mechanic Leadworker	710097	12	4945	5192	5451	5725	6010
Light Equipment Operator	710020	12	3684	3868	4061	4264	4477
Locksmith	810015	12	3369	3538	3714	3900	4094
Maintenance & Construction Worker	710015	12	3348	3515	3690	3876	4069
Maintenance & Operations Assistant	710001	12	2792	2920	3053	3192	3343
Maintenance Carpenter I	810020	12	3708	3893	4088	4292	4506
Maintenance Carpenter II	810021	12	4090	4294	4509	4734	4971
Park Equipment Mechanic II	710110	12	3684	3868	4061	4264	4477
Park Equipment Mechanic Leadworker	710111	12	4051	4254	4467	4690	4925

2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective March 20, 2018							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125[4]	12[4]	3026	3177	3337	3503	3678
Parking Meter Attendant II	710126[4]	12[4]	3330	3496	3670	3853	4046
Parking Meter Attendant III	710127	12	3662	3844	4037	4238	4450
Parks Maintenance Leadworker	510003	12	3636	3818	4008	4208	4418
Parks Maintenance Worker I	510001	12	2751	2888	3032	3184	3343
Parks Maintenance Worker II	510002	12	3305	3470	3643	3825	4016
Power Generation Operator/Mechanic	620055	12	4989	5238	5500	5774	6063
Property Maintenance Leadworker	810007	12	3715	3901	4096	4301	4516
Property Maintenance Worker	810006	12	3470	3643	3827	4017	4217
Roofer	810010	12	3369	3537	3715	3900	4094
Sanitation Operator	640021	12	3684	3868	4061	4264	4477
Senior Collection System Maintenance Specialist	630004	12	4508	4733	4970	5218	5479
Senior Communications Technician	710052	12	4900	5145	5402	5672	5956
Senior Custodian	810002	12	3026	3177	3337	3503	3678
Senior Ground Water Production Operator	610038	12	5268	5531	5808	6098	6403
Senior Heavy Equipment Operator	710026	12	5147	5404	5674	5958	6256
Senior Sanitation Operator	640022	12	4051	4254	4467	4690	4925
Senior Wastewater Mechanical Specialist	620062	12	4535	4762	5000	5250	5512
Senior Wastewater Treatment Plant Operator	620043	12	5268	5531	5808	6098	6403
Senior Water Distribution Operator	610030	12	5268	5531	5808	6098	6403
Senior Water Treatment Operator	610039	12	5376	5645	5927	6223	6534
Solid Waste Safety & Training Specialist	640005	12	3845	4038	4240	4452	4674
Street Maintenance Leadworker	710040	12	3775	3963	4161	4369	4587
Street Sweeper Lead Operator	710036	12	4051	4254	4467	4690	4925
Street Sweeper Operator	710035	12	3684	3868	4061	4264	4477
Tire Maintenance & Repair Technician	710081	12	3684	3868	4061	4264	4477
Tire Maintenance Worker	710080	12	3348	3515	3690	3876	4069
Traffic Maintenance Leadworker	710046	12	3775	3963	4161	4369	4587

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.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective March 20, 2018							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Traffic Maintenance Worker I	710044[4]	12[4]	3113	3268	3431	3603	3783
Traffic Maintenance Worker II	710045[4]	12[4]	3423	3594	3774	3962	4160
Tree Trimmer Leadworker	510010	12	3746	3933	4130	4337	4554
Utility Leadworker	710010	12	3636	3818	4008	4208	4418
~~Waste Collector II~~	~~640020~~	~~6~~	~~2770~~	~~2906~~	~~3051~~	~~3205~~	~~3365~~
Waste Container Maintenance Worker	640010	12	3026	3177	3337	3503	3678
~~Waste Container Maintenance Worker~~	~~640011~~	~~6~~	~~3190~~	~~3348~~	~~3515~~	~~3692~~	~~3879~~
Wastewater Distributor Technician	620050	12	3387	3556	3734	3920	4116
~~Wastewater Lead Distributor~~	~~620051~~	12	~~3262~~	~~3425~~	~~3596~~	~~3776~~	~~3965~~
Wastewater Mechanical Specialist	620061	12	4306	4521	4747	4984	5233
Wastewater Mechanical Technician	620060	12	3915	4111	4316	4531	4758
Wastewater Treatment Plant Operator-In-Training	620040[1]	–	3387	3556	3734	3920	4116
Wastewater Treatment Plant Specialist	620042	12	4535	4762	5000	5250	5512
Wastewater Treatment Plant Technician	620041	12	4306	4521	4747	4984	5233
Water Distribution Specialist	610029	12	4306	4521	4747	4984	5233
Water Distribution Technician	610028	12	3915	4111	4316	4531	4758
Water Maintenance Mechanic Specialist	610032	12	4306	4521	4747	4984	5233
Water Maintenance Mechanic Technician	610031	12	3915	4111	4316	4531	4758
Water Quality Specialist	610034	12	4306	4521	4747	4984	5233
Water Quality Technician	610033	12	3915	4111	4316	4531	4758
Water System Operator I	610025	12	3508	3683	3867	4061	4263
Water System Operator II	610026	12	3891	4086	4290	4505	4730
Water System Operator III	610027	12	4891	5136	5394	5662	5944
Welder	710065	12	4051	4254	4467	4690	4925

1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC 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 FMC Section 3-202 (p)(5).

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.

EXHIBIT 2
Unit 2 – Non-Represented Management and Confidential Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Manager	310004e	–	E19~~11~~		~~7781~~ 7937	-	~~9717~~ 9912	
Assistant City Attorney	160008e	–	E6~~7~~		~~11200~~ 11165	-	~~14000~~ 15632	
Assistant City Manager	150135e	–	E4		~~10946~~ 11165	-	~~18250~~ 18615	
Assistant Controller	135020e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	
Assistant Director	150160e	--	E8		~~8970~~ 9150	-	~~12621~~ 12874	
Assistant Director of Personnel Services	150043e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	
Assistant Director of Public Utilities	620100e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	
Assistant Director of Public Works	210089e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	
Assistant Police Chief	415010e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	
Assistant Retirement Administrator	135040e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	
Budget Analyst	135006e	12	E16		~~3830~~ 3907	-	~~5390~~ 5498	
Budget Manager	135008e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	
Chief Assistant City Attorney	160015e	–	E5		~~10946~~ 11165	-	~~17625~~ 17978	
Chief Information Officer	125067e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Chief of Staff to the Mayor	150123e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	
City Attorney	160009e	-	E1		~~14475~~ 14765	-	~~20270~~ 20676	
City Clerk	150125e	–	E10		~~7984~~ 8144	-	~~11235~~ 11460	
City Engineer	210080e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
City Manager	150130e	-	E1		~~14475~~	-	~~20270~~	

					14765		20676	
Community Coordinator	150075e	–	E16		~~3830~~ 3907	-	~~5390~~ 5498	
Community Outreach Specialist	150230e	–	E16		~~3830~~ 3907	-	~~5390~~ 5498	
Controller	135021e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Council Assistant	150085e	–	E21~~13~~		~~2840~~ 2897	-	~~8834~~ 9011	
Deputy City Attorney II	160006e	–	E20~~12~~		~~7074~~ 7216	-	~~8834~~ 9011	
Deputy City Attorney III	160007e	–	E19~~11~~		~~7781~~ 7937	-	~~9717~~ 9912	
Deputy City Manager	150140e	–	E19~~11~~		~~7781~~ 7937	-	~~9717~~ 9912	
Director	150170e	--	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Director of Aviation	310045e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	

e Exempt class, see Section 4.

EXHIBIT 2
Unit 2 – Non-Represented Management and Confidential Classes~~, effective February 20, 2017~~

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Director of Development	220020e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Director of Personnel Services	150042e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Director of Public Utilities	620101e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Director of Transportation	310040e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Economic Development Coordinator	150090e	–	E21~~13~~		~~2840~~ 2897	-	~~8834~~ 9011	
Economic Development Director	150099e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Executive Assistant to Department Director	115003e	–	E17		~~3683~~ 3757	-	~~5133~~ 5236	
Executive Assistant to the City Manager	115001e	–	E17		~~3683~~ 3757	-	~~5133~~ 5236	
Fire Chief	425007e	–	E5		~~10946~~ 11165	-	~~17625~~ 17978	
Governmental Affairs Manager	150240e	–	E21~~13~~		~~2840~~ 2897	-	~~8834~~ 9011	
Human Resources Manager	150025e	–	E19~~11~~		~~7781~~ 7937	-	~~9717~~ 9912	
Independent Reviewer	150220e	–	E10		~~7984~~ 8144	-	~~11235~~ 11460	
Internal Auditor	135010e	12	E16		~~3830~~ 3898	-	~~5390~~ 5498	
Investment Officer	135014e	–	E10		~~7984~~ 8144	-	~~11235~~ 11460	
Labor Relations Manager	150030e	–	E19~~11~~		~~7781~~ 7937	-	~~9717~~ 9912	
Labor Relations Secretary	115010e	12	E17		~~3683~~ 3757	-	~~5133~~ 5236	
Management Analyst II	150032e†	12	E16		~~3830~~ 3907	-	~~5390~~ 5498	
Payroll Accountant	130016e	12	E15		~~5073~~ 5175	-	~~6141~~ 6264	
Payroll Manager	135012e	–	E19~~11~~		~~7781~~ 7937	-	~~9717~~ 9912	

Police Chief	415008e	–	E2		~~14803~~ 15100	-	~~18250~~ 18615	
Principal Budget Analyst	135009e	–	E19~~11~~		~~7781~~ 7937	-	~~9717~~ 9912	
Principal Internal Auditor	135011e	–	E20~~12~~		~~7074~~ 7216	-	~~8834~~ 9011	
Public Affairs Officer	150118e	–	E20~~12~~		~~7074~~ 7216	-	~~8834~~ 9011	
Public Works Director	210085e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Redevelopment Administrator	150080e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	
Retirement Administrator	135030e	–	E6		~~10946~~ 11165	-	~~15325~~ 15632	
Retirement Benefits Manager	135045e	–	E19~~11~~		~~7781~~ 7937	-	~~9717~~ 9912	
Risk/Safety Manager	150035e	–	E19~~11~~		~~7781~~ 7937	-	~~9717~~ 9912	

† This is one position assigned to the Labor Relations Division in the Personnel Services Department, working on confidential issues related to negotiations with bargaining units.

e Exempt class, see Section 4.

~~*02/20/17 Twelfth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 2 Unit 2 – Non-Represented Management and Confidential Classes								
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Senior Budget Analyst	135007e	–	E20~~12~~		~~7074~~ 7216	-	~~8834~~ 9011	
Senior Deputy City Attorney	160013e	–	E10		~~7984~~ 8144	-	~~11235~~ 11460	
Senior Human Resources/Risk Analyst	150017e	–	E20~~12~~		~~7074~~ 7216	-	~~8834~~ 9011	
Supervising Deputy City Attorney	160010e	–	E8		~~8970~~ 9150	-	~~12621~~ 12874	

e Exempt class, see Section 4.

~~*08/18/16 First Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)~~, effective June 30, 2017~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001[3]	6[3]	2559	2675	2796	2926	3064	-
Account Clerk II	130002[3]	12[3]	2796	2926	3064	3202	3351	-
Accountant-Auditor I	130011[4]	12[4]	3762	3934	4117	4317	4520	-
Accountant-Auditor II	130012[4]	12[4]	4357	4558	4780	5007	5244	-
Accounting Technician	130010	12	3351	3509	3674	3843	4026	-
Administrative Clerk I	110001[3]	6[3]	2374	2484	2595	2715	2839	-
Administrative Clerk II	110002[3]	12[3]	2595	2715	2839	2970	3109	-
Airports Operations Officer	310006	12	3743	3924	4117	4318	4526	-
Airports Property Specialist I	175001[4]	12[4]	4434	4647	4869	5098	5345	
Airports Property Specialist II	175002[4]	12[4]	5138	5384	5643	5911	6198	-
Associate Electrical Safety Consultant I	230022	12	4955	5190	5440	5696	5971	-
Associate Electrical Safety Consultant II	230023	12	5190	5440	5696	5971	6260	-
Associate Environmental & Safety Consultant I	230003	12	4955	5190	5440	5696	5971	-
Associate Environmental & Safety Consultant II	230004	12	5190	5440	5696	5971	6260	-
Associate Plumbing & Mechanical Consultant I	230012	12	4955	5190	5440	5696	5971	-
Associate Plumbing & Mechanical Consultant II	230013	12	5190	5440	5696	5971	6260	-
Billing System Specialist	125075	12	3341	3498	3663	3829	4008	-
Budget Technician	135005	12	3403	3561	3729	3904	4089	-
Building Inspector I	230007[4]	12[4]	4729	4955	5190	5440	5696	-
Building Inspector II	230008[4]	12[4]	4955	5190	5440	5696	5971	-
Building Inspector III	230009	12	5190	5440	5696	5971	6260	-

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.

~~*06/30/2017 Fifteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)~~, effective June 30, 2017~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070[3]	6[3]	2796	2926	3070	3202	3351	-
Call Center Representative II	115071[3]	12[3]	3064	3202	3351	3509	3674	-
Central Printing Clerk	120005	12	2595	2715	2839	2970	3109	-
City Records Specialist	115025	12	3403	3561	3729	3904	4089	-
Commercial Building Inspector	230015	12	4955	5190	5440	5696	5971	-
Community Recreation Assistant	520010	12	2825	2952	3075	3198	3339	-
Community Revitalization Specialist	230053	12	4615	4838	5071	5347	5570	-
Community Revitalization Technician	230059	12	3210	3360	3516	3682	3856	-
Community Services Officer I	410025[4]	12[4]	2934	3069	3210	3360	3516	-
Community Services Officer II	410026[4]	12[4]	3210	3360	3516	3682	3856	-
Computer Systems Specialist I	125010[4]	12[4]	4043	4232	4433	4645	4866	-
Computer Systems Specialist II	125011[4]	12[4]	4751	4975	5214	5463	5727	-
Computer Systems Specialist III	125012	12	5326	5581	5851	6130	6428	-
Construction Compliance Specialist	150055	12	3958	4138	4335	4542	4755	-
Crime Specialist	410008	12	4751	4975	5214	5463	5727	-
Crime Scene Technician I	410010[4]	12[4]	3787	3964	4151	4349	4556	-
Crime Scene Technician II	410011[4]	12[4]	4151	4349	4556	4771	5001	-
Customer Services Clerk I	115060[3]	6[3]	2559	2675	2796	2926	3064	-
Customer Services Clerk II	115061[3]	12[3]	2796	2926	3064	3202	3351	-
Development Services Coordinator	230057	12	4608	4861	5097	5341	5597	-
Emergency Services Dispatcher I	410001[5]	12[5]	3462	3601	3751	3923	4088	-
Emergency Services Dispatcher II	410002[5]	12[5]	3708	3883	4069	4261	4456	-
Emergency Services Dispatcher III	410003	12	4145	4335	4546	4756	4981	-

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.

~~*06/30/2017 Fifteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)~~, effective June 30, 2017~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015[4]	12[4]	4501	4712	4934	5172	5410	-
Engineer II	210016[4]	12[4]	5208	5447	5709	5978	6279	-
Engineering Aide I	210001[3]	6[3]	2962	3093	3236	3386	3547	-
Engineering Aide II	210002[3]	12[3]	3402	3561	3722	3896	4085	-
Engineering Inspector I	230075[4]	12[4]	4390	4613	4821	5048	5293	-
Engineering Inspector II	230076[4]	12[4]	4798	5024	5266	5518	5782	-
Engineering Technician I	210005[4]	12[4]	3480	3642	3818	3989	4176	-
Engineering Technician II	210006[4]	12[4]	3896	4085	4275	4474	4688	-
Environmental Control Officer	620001	12	4332	4539	4749	4975	5210	-
Facilities Construction Specialist	230085	12	4542	4754	4981	5217	5468	-
Fire Prevention Inspector I	420001[4]	12[4]	4014	4202	4394	4608	4829	-
Fire Prevention Inspector II	420002[4]	12[4]	4627	4838	5071	5319	5570	-
Fleet Operations Specialist	710105	12	4206	4402	4614	4832	5064	-
Geographic Information System (GIS) Specialist	125025	12	5326	5581	5851	6130	6428	-
Graphics Technician	120013	12	3654	3831	4018	4212	4418	-
Helicopter Pilot	410033	12	5566	5838	6125	6425	6741	-
Housing Rehabilitation Specialist	230056	12	4510	4729	4962	5205	5459	-
Industrial/Commercial Water Conservation Representative	610015	12	4332	4539	4749	4975	5210	-
Inorganic Chemist	620020	12	4393	4604	4823	5053	5294	-
Laboratory Assistant	620010	12	3045	3190	3337	3493	3656	-
Laboratory Technician I	620011[4]	12[4]	3656	3828	4008	4196	4393	-
Laboratory Technician II	620012[4]	12[4]	4008	4196	4393	4604	4823	-
Landscape Water Conservation Specialist	610005	12	4233	4434	4646	4867	5097	-

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.

~~*06/30/2017 Fifteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)~~, effective June 30, 2017~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3611	3786	3971	4164	4366	-
Network Systems Specialist	125030	12	5326	5581	5851	6130	6428	-
PAR Program Specialist	410023	12	3210	3360	3516	3682	3856	-
Paratransit Specialist	320005	12	3341	3498	3663	3829	4008	-
Parking Controller I	710120[4]	12[4]	2512	2614	2723	2831	2952	-
Parking Controller II	710121[4]	12[4]	2730	2845	2962	3082	3224	-
Parking Controller III	710122	12	2962	3082	3224	3354	3499	-
Phlebotomist	410007	12	3045	3190	3337	3493	3656	-
Planner I	220005[3]	6[3]	3939	4118	4315	4521	4738	-
Planner II	220006[3]	12[3]	4608	4861	5097	5341	5597	-
Plans and Permit Technician	220002	12	4014	4202	4394	4608	4829	-
Plans Examiner	210041	12	4627	4838	5071	5319	5570	-
Police Data Transcriptionist	115035	12	3109	3252	3403	3561	3729	-
Principal Account Clerk	130004	12	3351	3509	3674	3843	4026	-
Procurement Specialist	140002	12	4290	4494	4707	4930	5167	-
Program Compliance Officer	640026	12	3668	3848	4036	4233	4440	-
Programmer/Analyst I	125020[4]	12[4]	4043	4232	4433	4645	4866	-
Programmer/Analyst II	125021[4]	12[4]	4751	4975	5214	5463	5727	-
Programmer/Analyst III	125022	12	5326	5581	5851	6130	6428	-
Programmer/Analyst IV	125023	12	5708	5986	6276	6575	6892	-
Property & Evidence Technician	145010	12	3526	3691	3865	4048	4238	-
Radio Dispatcher	120015	12	2970	3104	3234	3376	3515	-
Rangemaster/Armorer	410035	12	4349	4556	4771	5001	5239	-
Real Estate Finance Specialist I	170001[4]	12[4]	3594	3762	3934	4121	4317	-
Real Estate Finance Specialist II	170002[4]	12[4]	4092	4286	4490	4702	4925	-

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.

~~*06/30/2017 Fifteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)~~, effective June 30, 2017~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	3417	3575	3743	3920	4103	-
Retirement Counselor I	135050[4]	12[4]	3351	3509	3674	3845	4026	-
Retirement Counselor II	135051[4]	12[4]	3674	3845	4026	4216	4417	-
Safety and Training Specialist	150050	12	4008	4203	4410	4626	4852	-
Secretary	110050	12	3109	3252	3403	3561	3729	-
Senior Account Clerk	130003	12	3064	3202	3351	3509	3674	-
Senior Administrative Clerk	110003	12	2839	2970	3109	3252	3403	-
Senior Call Center Representative	115072	12	3476	3642	3819	4004	4200	-
Senior Commercial Building Inspector	230016	12	5190	5440	5696	5971	6260	-
Senior Community Revitalization Specialist	230054	12	5087	5336	5597	5914	6233	-
Senior Community Services Officer	410027	12	3444	3604	3773	3949	4137	-
Senior Crime Scene Technician	410012	12	4349	4556	4771	5001	5239	-
Senior Customer Services Clerk	115062	12	3064	3202	3351	3509	3674	-
Senior Engineering Technician	210007	12	4501	4712	4934	5172	5410	-
Senior Fire Prevention Inspector	420003	12	5174	5417	5670	5944	6233	-
Senior Laboratory Technician	620013	12	4393	4604	4823	5053	5294	-
Senior Network Systems Specialist	125031	12	5708	5986	6276	6575	6892	-
Senior Plans Examiner	210042	12	5174	5417	5670	5944	6233	-
Senior Procurement Specialist	140003	12	4707	4930	5167	5414	5671	-
Senior Property & Evidence Technician	145011	12	3865	4048	4238	4437	4650	-
Senior Records Clerk	110101	12	2970	3109	3252	3403	3561	-
Senior Secretary	110051	12	3403	3561	3729	3904	4089	-

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.

~~*06/30/2017 Fifteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)~~, effective June 30, 2017~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3526	3691	3865	4048	4238	-
Senior Utility Service Representative	230092	12	3575	3743	3920	4103	4300	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	5708	5986	6228	6575	6892	-
Staff Assistant	150001	12	3341	3498	3663	3829	4008	-
Storeskeeper	145001	12	3219	3370	3526	3691	3865	-
Survey Party Technician	210030	12	3896	4085	4275	4474	4688	-
Tax/Permit Inspector	135001	12	4012	4201	4393	4608	4828	-
Traffic Signal Operations Specialist	710150	12	5326	5581	5851	6130	6428	-
Transit Scheduler	320049	12	5326	5581	5851	6130	6428	-
Tree Program Specialist	510015	12	4233	4434	4646	4867	5097	-
Utility Service Representative I	230090[4]	12[4]	2982	3119	3262	3416	3575	-
Utility Service Representative II	230091[4]	12[4]	3262	3416	3575	3743	3920	-
Wastewater Reclamation Coordinator	620035	12	4434	4647	4869	5098	5345	-
Water Conservation Representative	610001	12	3209	3360	3516	3681	3855	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	4751	4975	5214	5463	5727	-

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.

~~*06/30/2017 Fifteenth Council Amendment*~~
~~*Supersedes Original*~~

~~EXHIBIT 4~~ ~~Unit 4 - Non-Management Police (FPOA)~~								
~~CLASS TITLE~~	~~JOB CODE~~	~~PROB PER~~	~~A~~	~~B~~	~~C~~	~~D~~	~~E~~	~~F~~
~~Police Officer Recruit~~	~~415001~~	~~12~~	~~4479~~	~~4703~~	~~–~~	~~–~~	~~–~~	~~–~~
~~Police Officer~~	~~415002~~	~~12[6]~~	~~5175~~	~~5434~~	~~5706~~	~~5992~~	~~6292~~	~~6607~~
~~Police Specialist~~	~~415003~~	~~–~~	~~5175~~	~~5434~~	~~5706~~	~~5992~~	~~6292~~	~~6607~~
~~Police Sergeant~~	~~415004~~	~~12~~	~~6238~~	~~6550~~	~~6878~~	~~7222~~	~~7584~~	~~7964~~

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA)~~, effective December 31, 2016~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Police Officer Recruit	415001	12	4569	4798	–	–	–	–
Police Officer	415002	12[6]	5279	5543	5821	6112	6418	6740
Police Specialist	415003	–	5279	5543	5821	6112	6418	6740
Police Sergeant	415004	12	6363	6681	7016	7367	7736	8124

6 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.

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF)								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Firefighter Trainee	425001	--	~~4557~~ 4694					
Firefighter	425002	12	~~5063~~ 5215	~~5316~~ 5475	~~5584~~ 5751	~~5862~~ 6038	~~6156~~ 6341	~~6466~~ 6660
Firefighter Specialist	425003	12	~~5671~~ 5841	~~5953~~ 6132	~~6253~~ 6441	~~6564~~ 6761	~~6893~~ 7100	~~7238~~ 7455
Fire Captain	425004	12	~~6329~~ 6519	~~6647~~ 6846	~~6979~~ 7189	~~7329~~ 7549	~~7696~~ 7927	~~8082~~ 8325
Fire Investigation Unit Supervisor	425010	12	~~6329~~ 6519	~~6647~~ 6846	~~6979~~ 7189	~~7329~~ 7549	~~7696~~ 7927	~~8082~~ 8325

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF), effective June 30, 2018								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Firefighter Trainee	425001	--	~~4694~~ 4788					
Firefighter	425002	12	~~5215~~ 5320	~~5475~~ 5585	~~5751~~ 5866	~~6038~~ 6158	~~6341~~ 6486	~~6660~~ 6794
Firefighter Specialist	425003	12	~~5841~~ 5958	~~6132~~ 6255	~~6441~~ 6570	~~6761~~ 6896	~~7100~~ 7242	~~7455~~ 7604
Fire Captain	425004	12	~~6519~~ 6650	~~6846~~ 6983	~~7189~~ 7332	~~7549~~ 7700	~~7927~~ 8086	~~8325~~ 8491
Fire Investigation Unit Supervisor	425010	12	~~6519~~ 6650	~~6846~~ 6983	~~7189~~ 7332	~~7549~~ 7700	~~7927~~ 8086	~~8325~~ 8491

~~*9/5/2016 Second Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 6 Unit 6 – Bus Drivers (ATU)~~, effective January 1, 2017~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F†
Bus Driver	320015	9	21.871154	22.967308	24.115385	25.321154	26.584615	26.584615
Bus Driver	320015	9	3791	3981	4180	4389	4608	4608
Student Driver	320014[1]	-	19.800769					
Student Driver	320014[1]	-	3446					

† F step shown solely for the purpose of establishing the appropriate benchmark for retirement calculations.

1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).

~~*2/20/17 Twelfth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 7 Unit 7 – Non-Supervisory Groups and Crafts (IBEW)				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	6181
Concrete Finisher	730005	12	Flat Rate	5391
Electrician	730010	12	Flat Rate	5591
Industrial Electrician	730012	12	Flat Rate	6181
Painter	730015	12	Flat Rate	4912
Plumber	730030	12	Flat Rate	5591

~~*09/5/16 Fifth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 8 Unit 8 – Non-Represented~~, effective May 29, 2017~~				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	$18.00 - $25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	$10.50 Per Hour
Law Clerk	910015	-	Hourly	$20.00 - $25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	$18.00 - $22.00 Per Hour
Lifeguard	950001	–	Hourly	$10.50 - $11.00 Per Hour
Police Cadet I	940005	–	Hourly	$10.50 - $12.98 Per Hour
Police Cadet II	940006	–	Hourly	$12.99 - $16.50 Per Hour
Pool Supervisor	950015	–	Hourly	$12.00 - $22.00 Per Hour
Senior Lifeguard	950002	–	Hourly	$11.00 - $12.50 Per Hour
Services Aide	910005	–	Hourly	$10.50 - $15.00 Per Hour
Sports Official	950010	–		$10.50 - $50.00 Per Game
Student Aide II	910002	–	Hourly	$10.50 Per Hour

~~*05/18/17 Thirteenth Council Amendment*~~
~~*Supersedes Original*~~

~~EXHIBIT 9~~ ~~Unit 9 – Police Management~~									
~~CLASS TITLE~~	~~JOB CODE~~	~~PROB PER~~	~~RANGE~~	~~A~~	~~B~~	~~C~~	~~D~~	~~E~~	~~F~~
~~Deputy Police Chief~~	~~415007e~~	~~--~~	~~E9~~		~~9639~~	~~-~~	~~12531~~		
~~Police Captain~~	~~415006e~~	~~12~~		~~8884~~	~~9329~~	~~9796~~	~~10286~~	~~10801~~	~~11163~~
~~Police Lieutenant~~	~~415005e~~	~~12~~		~~7715~~	~~8101~~	~~8507~~	~~8933~~	~~9380~~	~~9695~~

EXHIBIT 9 Unit 9 – Police Management~~, effective December 31, 2016~~									
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Deputy Police Chief	415007e	--	E9		9832	-	12782		
Police Captain	415006e	12		9062	9516	9992	10492	11018	11388
Police Lieutenant	415005e	12		7870	8264	8678	9112	9568	9889

e Exempt class, see Section 4.

EXHIBIT 10 Unit 10 – Fire Management								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Fire Battalion Chief	425005e	12	8248	8662	9093	9547	10024	10524
Deputy Fire Chief	425006e	--	10456	10980	11530	12107	12713	13350

EXHIBIT 10 Unit 10 – Fire Management, effective January 1, 2018								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Fire Battalion Chief	425005e	12	~~8248~~ 8495	~~8662~~ 8922	~~9093~~ 9366	~~9547~~ 9833	~~10024~~ 10325	~~10524~~ 10840
Deputy Fire Chief	425006e	--	~~10456~~ 10770	~~10980~~ 11309	~~11530~~ 11876	~~12107~~ 12470	~~12713~~ 13094	~~13350~~ 13751

e Exempt class, see Section 4.

~~*10/17/16 Eighth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 11 Unit 11 – Airport Public Safety Officers							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Officer	310002	12	5007	5255	5504	5776	6062

EXHIBIT 11 Unit 11 – Airport Public Safety Officers, effective September 4, 2017							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Officer	310002	12	~~5007~~ 5107	~~5255~~ 5360	~~5504~~ 5614	~~5776~~ 5892	~~6062~~ 6183

~~*09/05/16 Fourth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 12 Unit 12 – Board and Commission Members			
CLASS TITLE	JOB CODE	RANGE	SALARY
Civil Service Board Member	156015	Stipend	$25 Per Meeting Attended
Housing and Community Development Commissioner	156005	Stipend	$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year
Human Relations Commissioner	156025	Stipend	$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year
Planning Commissioner	156001	Stipend	$100 Per Meeting Attended, not to exceed 36 meetings per fiscal year
Retirement Board Member[8]	156030	Stipend	$100 Per Meeting Attended, not to exceed $300 per month

[8] Not applicable for current City employees.

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5260	5518	5786	6072	6368
Airports Airside/Landside Superintendent	310018e	12	5428	5694	5975	6267	6575
Airports Projects Supervisor	310016e	12	6085	6384	6698	7026	7374
Airports Property Supervisor	175005e	12	5316	5578	5852	6140	6441
Architect	210045e	12	5508	5777	6061	6359	6671
Assistant Chief of Wastewater Treatment Operations	620079e	12	5606	5878	6166	6469	6786
Call Center Supervisor	115073e	12	4006	4201	4405	4617	4844
Capital Development Specialist	310007e	12	5631	5910	6201	6503	6823
Chief Engineering Inspector	230078e	12	5623	5898	6188	6493	6811
Chief Engineering Technician	210009e	12	6584	6908	7248	7606	7981
Chief of Facilities Maintenance	810037e	12	6115	6417	6732	7063	7409
Chief of Solid Waste Operations	640035e	12	5852	6140	6441	6757	7089
Chief of Wastewater Environmental Services	620075e	12	5852	6140	6441	6757	7089
Chief of Wastewater Facilities Maintenance	620085e	12	6115	6417	6732	7063	7409
Chief of Wastewater Treatment Operations	620080e	12	6184	6492	6810	7144	7495
Chief of Water Operations	610070e	12	6284	6592	6919	7259	7614
Chief Police Pilot	410031e	12	6908	7248	7606	7981	8377
Chief Surveyor	210032e	12	6908	7248	7606	7981	8377
Collection System Maintenance Supervisor	630005e	12	4905	5146	5398	5664	5941
Community Recreation Supervisor I	520015e	12	4261	4471	4689	4920	5158
Community Recreation Supervisor II	520016e	12	4676	4905	5147	5401	5664
Community Sanitation Supervisor I	720042e	12	5168	5420	5687	5966	6259
Contract Compliance Officer	150061e	12	4353	4564	4787	5024	5266
Custodial Supervisor	810025e	12	4261	4471	4689	4920	5158
Database Administrator	125045e	12	5829	6111	6412	6726	7056
DBE/Small Business Coordinator	150070e	12	5026	5269	5528	5799	6086

e Exempt class, see Section 4.

~~*08/22/16 First Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA)~~, effective January 23, 2017~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Preparedness Officer	420020e	12	4094	4295	4504	4725	4954
Emergency Services Communications Supervisor	410004e	12	4588	4812	5046	5294	5553
Energy Efficiency Supervisor	230058e	12	4905	5146	5398	5664	5941
Equipment Supervisor	720031e	12	5570	5841	6128	6429	6746
Fire Prevention Engineer	210055e	12	6085	6384	6698	7026	7374
Fleet Administration Supervisor	720025e	12	5401	5664	5941	6234	6540
Forestry Supervisor I	510030e	12	4261	4471	4689	4920	5158
Forestry Supervisor II	510031e	12	4676	4905	5147	5401	5664
Grant Writer	150105e	12	4380	4600	4830	5071	5325
Housing Program Supervisor	230055e	12	5347	5611	5885	6174	6476
Human Resources Analyst	150016e	12	4500	4720	4949	5192	5447
Human Resources Records Supervisor	115050e	12	4371	4585	4809	5043	5292
Industrial Electrician Supervisor	720020e	12	5843	6136	6443	6764	7104
Information Services Supervisor	125032e	12	6305	6615	6938	7280	7642
Laboratory Supervisor	620014e	12	5087	5336	5597	5872	6161
Landscape Maintenance Superintendent	510027e	12	5852	6140	6441	6757	7089
Lead Risk Analyst	150008e	12	4941	5188	5447	5720	6006
Management Analyst I	150020e[4]	12	3339	3502	3672	3851	4041
Management Analyst II	150021e[4]	12	4094	4295	4504	4725	4954
Parking Supervisor	720035e	12	3141	3291	3450	3618	3957
Parks Supervisor I	510025e	12	4261	4471	4689	4920	5158
Parks Supervisor II	510026e	12	4676	4905	5147	5401	5664
Planner III	220007e	12	5011	5258	5514	5786	6070
Power Generation System Supervisor	620056e	12	5570	5841	6128	6429	6746
Principal Accountant	130014e	12	5557	5830	6117	6417	6732
Procurement Supervisor	140004e	12	4895	5136	5383	5649	5925

e Exempt class, see Section 4.

4 This is 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.

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA)~~, effective January 23, 2017~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	6085	6384	6698	7026	7374
Project Manager	150065e	12	5631	5910	6201	6503	6823
Records Supervisor	115045e	12	4371	4585	4809	5043	5292
Recycling Coordinator	640001e	12	4251	4458	4674	4902	5143
Revenue Supervisor	135025e	12	4006	4201	4405	4617	4844
Risk Analyst	150010e	12	4500	4720	4949	5192	5447
Sanitation Supervisor	640029	12	5168	5420	5687	5966	6259
Senior Accountant-Auditor	130013e	12	4612	4837	5075	5324	5583
Senior Building Inspector	230034e	12	5118	5370	5633	5911	6202
Senior Database Administrator	125046e	12	6425	6733	7056	7394	7762
Senior Electrical Safety Consultant	230024e	12	5118	5370	5633	5911	6202
Senior Engineering Inspector	230077e	12	5118	5370	5633	5911	6202
Senior Environmental & Safety Consultant	230005e	12	5118	5370	5633	5911	6202
Senior Plumbing & Mechanical Consultant	230014e	12	5118	5370	5633	5911	6202
Senior Real Estate Agent	170012e	12	5476	5744	6026	6323	6633
Senior Retirement Counselor	135052e	12	4458	4682	4916	5161	5420
Solid Waste System Supervisor	640030e	12	5138	5390	5650	5929	6218
Street Maintenance Superintendent	720004e	12	6394	6713	7050	7403	7774
Street Maintenance Supervisor	720001e	12	5900	6191	6495	6814	7149
Supervising Commercial Building Inspector	230036e	12	5118	5370	5633	5911	6202
Supervising Airports Operations Officer	310013	12	4353	4564	4787	5024	5266
Supervising Airports Building Maintenance Technician	310014	12	4261	4471	4689	4920	5158
Supervising Engineering Technician	210008e	12	5797	6085	6384	6698	7026
Supervising Environmental Control Officer	620005e	12	5087	5336	5597	5872	6160
Supervising Fire Prevention Inspector	420005e	12	5359	5621	5899	6189	6494
Supervising Planner	220008e	12	5505	5774	6056	6353	6664

e Exempt class, see Section 4.

~~*01/23/17 Eleventh Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA)~~, effective May 29, 2017~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	5631	5910	6201	6503	6823
Supervising Professional Engineer	210110e	12	6908	7248	7606	7981	8377
Supervising Real Estate Agent	170013e	12	6014	6309	6619	6944	7286
Supervising Traffic Signal Operations Specialist	720050e	12	6284	6592	6919	7259	7614
Survey Party Chief	210031e	12	4601	4825	5062	5308	5571
Systems Security Administrator	125050e	12	5286	5542	5816	6099	6399
Transit Supervisor I	320050e	12	5138	5390	5650	5929	6218
Transit Supervisor II	320051e	12	5570	5841	6128	6429	6746
Treasury Officer	135015e	12	5557	5830	6117	6417	6732
Wastewater Environmental Supervisor	620073e	12	6010	6303	6614	6940	7280
Wastewater Operations Supervisor	620072e	12	6010	6303	6614	6940	7280
Wastewater System Supervisor	620071e	12	6010	6303	6614	6940	7280
Wastewater Treatment Maintenance Supervisor	620070e	12	6010	6303	6614	6940	7280
Water Conservation Supervisor	610045e	12	5723	6003	6298	6609	6933
Water System Supervisor	610055e	12	6010	6303	6614	6940	7280

e Exempt class, see Section 4.

~~*05/18/17 Thirteenth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 13-2 Unit 13 – Non-Exempt Professional (CFPEA)~~, effective January 23, 2017~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3101	3250	3406	3570	3744
Legal Secretary II	115016	12	3427	3594	3765	3949	4140
Paralegal	160001	12	4500	4720	4949	5192	5447
Senior Human Resources Technician	150014	12	3326	3485	3652	3830	4016
Senior Paralegal	160002	12	4941	5188	5447	5720	6006
Supervising Crime Scene Technician	410013	12	4482	4701	4930	5172	5424

~~*01/23/17 Eleventh Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 14 Unit 14 – Management ~~Confidential~~ Classes (CFMEA)								
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Administrative Manager	220025e	–	E11		7781	-	9717	
Airports Marketing & Public Relations Coordinator	310150e	–	E14		5903		7372	
Airports Operations Manager	310020e	–	E12		7074	-	8834	
Airports Planning Manager	310019e	–	E12		7074	-	8834	
Airports Properties Manager	310021e	–	E12		7074	-	8834	
Assistant City Clerk	115030e	–	E14		5903	-	7372	
Building Services Manager	230031e	–	E11		7781	-	9717	
Business Manager	150019e	–	E12		7074	-	8834	
City Traffic Engineer	210076e	–	E13		2840	-	8834	
Communications Manager	125060e	–	E11		7781	-	9717	
Community Sanitation Manager	720040e	–	E14		5903	-	7372	
Construction Manager	210096	–	E12		7074	-	8834	
Crime Scene Investigation Bureau Manager	410015e	–	E12		7074	-	8834	
Deputy City Engineer	210081e	–	E11		7781	-	9717	
Division Manager	150024e	–	E12		7074		8834	
Economic Development Analyst	150095e	–	E14		5903	-	7372	
Facilities Manager	810040e	–	E12		7074	-	8834	
Fleet Manager	720032e	–	E12		7074	-	8834	
Housing & Neighborhood Revitalization Manager	230065e	–	E11		7781	-	9717	
Information Services Manager	125055e	–	E11		7781	-	9717	
Law Office Manager	115020e	–	E13		2840	-	8834	
Management Analyst III	150022e	–	E13		2840	-	8834	
Parks Manager	510035e	–	E12		7074	-	8834	
Personnel Manager	150026e	–	E12		7074	-	8834	
Planning Manager	220010e	–	E11		7781	-	9717	
Projects Administrator	150063e	–	E11		7781	-	9717	
Public Works Manager	210095e	–	E11		7781	-	9717	
Purchasing Manager	140005e	–	E12		7074	-	8834	

e Exempt class, see Section 4.

~~*08/22/16 First Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 14 Unit 14 – Management ~~Confidential~~ Classes (CFMEA)								
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Records Manager	115046e	–	E12		7074	-	8834	
Recreation Manager	520025e	–	E12		7074	-	8834	
Revenue Manager	135026e	–	E12		7074	-	8834	
Senior Management Analyst	150023e	–	E14		5903	-	7372	
Sewer Maintenance Manager	630010e	–	E13		2840	-	8834	
Solid Waste Manager	640040e	–	E12		7074	-	8834	
Training Officer	150046e	–	E14		5903	-	7372	
Transit Maintenance Manager	320060e	–	E13		2840	-	8834	
Transit Operations Manager	320055e	–	E12		7074	-	8834	
Wastewater Manager	620095e	–	E12		7074	-	8834	
Water System Manager	610075e	–	E12		7074	-	8834	

e Exempt class, see Section 4.

~~*08/22/16 First Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 15 Unit 15 – Airport Public Safety Supervisors (FAPSS)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Supervisor*	310003	12	6420	6743	7081	7433	7808
Airport Public Safety Supervisor**	310005	12	5615	5894	6190	6500	6823

* Hired before July 1, 2010
** Hired after July 1, 2010

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 FMC 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 FMC 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] 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.

[7] This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

[8] Not applicable to current City employees.

[e] Exempt class, see Section 4.

* * * * * * * * * * * * * *

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

I, YVONNE SPENCE, 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 _____, ~~2016~~2017.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, ~~2016~~2017
Mayor Approval/No Return: _____, ~~2016~~2017
Mayor Veto: _____, ~~2016~~2017
Council Override Vote: _____, ~~2016~~2017

YVONNE SPENCE, CMC
City Clerk

BY:_____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY:_____
Tina R. Griffin, Assistant City Attorney