City of FRESNO

Fiscal Year 2017

(July 1, 2016 – June 30, 2017)

Salary Resolution

Personnel Services Department

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

Fiscal Year 2017 Salary Resolution

Resolution No.

FY17 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 2017

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 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") 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 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, 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, 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 Subsection 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"), 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 Subsection 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 in which no salary change occurs shall result in a new anniversary date upon which advancement to the next step shall be calculated.

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.

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. ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2

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. Holidays:

1. Employees on a 4/10 or 9/80 work schedule shall receive 12 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

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 Compensatory Time Off for overtime work (as described in Section 4.), shall be granted Management Leave, as provided below. A balance of 60 hours shall be credited to each such employee as of the first day in July of each fiscal year. Upon their employment by the City, new employees appointed in such positions shall be credited with five (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 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 19(M), shall, upon separation from City service, if eligible for service retirement, or at a disability retirement if the employee is otherwise eligible for service retirement, be credited with the number of accumulated 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 19(M).

B. Family Sick Leave: Employees holding an appointment in a permanent class included in Exhibit 2, who are not participating in the Annual Leave Plan, shall be allowed to use up to 48 hours of accumulated Sick Leave per fiscal year for Family Sick Leave**,** and up to 20 hours of Supplemental Sick Leave in accordance with the provisions for such leave**.** The purpose of this benefit is to allow employees time to care for themselves and family 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 Family Sick Leave shall be authorized and recorded by an appointing authority or designee.

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. <u>Annual Leave Accrual</u> – 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 class included in Exhibit 2, who are participating in the Annual Leave Plan, shall be allowed to use up to the hours of Annual Leave accumulated in six (6) months for Family Sick Leave.

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:

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, 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).

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.

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. 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.

   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.

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.

6. Sick Leave Balances Unused – Employees transferring to a position covered by Annual Leave will have their unused Sick Leave balances frozen.

   a. Use of Frozen Sick Leave – Except for usage permitted by California Labor Code Section 233 (Sick Leave; Use to Attend to Illness in Family), AB1522 Healthy Workplace Healthy Family Act of 2014 and Special Sick Leave, frozen Sick Leave balances may only be used by the employee 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, if eligible for service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who meet the eligibility criteria in Section 19(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 19(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 Family Sick Leave. 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 20(F); or (6) up to 20 hours per fiscal year for Family Sick Leave used only for those purposes defined in the California Labor Code 233. Use of Family Sick Leave shall be authorized and recorded by the department director or designee.

Payment 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	Police Non-Management
EXHIBIT 5	Fire Non-Management
EXHIBIT 6	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 19. 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%).

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 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 D below.

C. 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.

D. 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.

E. 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.

F. 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.

G. 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.

H. 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.

I. 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.

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

K. Employees in Exhibit 2 who are in job classes with salary ranges E10 through E17 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.

L. 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. Sick Leave

   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. Bilingual Premium Pay

   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

   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 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>

a. 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.

b. PPT employees shall receive paid leave for holidays in proportion to the number of non-overtime hours scheduled for that position, as reflected in the adopted budget.

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 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.

2. The first three (3) days or twenty-four (24) hours, whichever is greater, of leave used as Sick Leave by an employee on or after July 1 of each year for the purposes noted in subsection C.3 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.

3. 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).

4. After the employee has taken the first three (3) days of leave used for Sick Leave 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.

SECTION 21. 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 22. 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 23. 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 24. CONFLICTING RESOLUTIONS

Resolution No. 2014-108, 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 25. RESOLUTION EFFECTIVE DATE

Upon final legislative approval, this Resolution shall become effective, July 1, 2016.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective January 23, 2017							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3302	3467	3640	3822	4013
Airports Operations Leadworker	310010	6	3856	4049	4251	4464	4687
Airports Operations Specialist	310012	6	3505	3680	3864	4057	4260
Automotive Parts Leadworker	145006	6	3505	3680	3864	4057	4260
Automotive Parts Specialist	145005	6	3186	3345	3512	3688	3872
Aviation Mechanic	410040	12	4706	4941	5188	5448	5720
Aviation Mechanic Leadworker	410041	12	5176	5435	5707	5992	6292
Body & Fender Repairer	320036	6	4278	4492	4717	4952	5200
Body & Fender Repairer Leadworker	320037	6	4706	4941	5188	5448	5720
Body & Fender Repairer Trainee	320035	6	3855	4048	4250	4463	4686
Brake & Front End Specialist	710085	6	4706	4941	5188	5448	5720
Bus Air Conditioning Mechanic	320031	6	4278	4492	4717	4952	5200
Bus Air Conditioning Mechanic Leadworker	320032	6	4706	4941	5188	5448	5720
Bus Air Conditioning Mechanic Trainee	320030	6[7]	3855	4048	4250	4463	4686
Bus Equipment Attendant Leadworker	320040	6	3505	3680	3864	4057	4260
Bus Mechanic I	320020[2]	-	3855	4048	4250	4463	4686
Bus Mechanic II	320021	6	4278	4492	4717	4952	5200
Bus Mechanic Leadworker	320022	6	4706	4941	5188	5448	5720
Collection System Maintenance Operator I	630003[2]	-	3223	3384	3553	3730	3917
Collection System Maintenance Operator II	630001	12	3545	3722	3908	4104	4309
Collection System Maintenance Operator III	630002	12	3900	4095	4299	4514	4740
Combination Welder	710067	6	4278	4492	4717	4952	5200
Combination Welder Leadworker	710066	6	4706	4941	5188	5448	5720
Communications Technician I	710050	12	3835	4026	4226	4436	4660
Communications Technician II	710051	12	4226	4436	4660	4892	5138

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.

01/23/17 Eleventh Council Amendment
Supersedes Original

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Technician	610040	6	4097	4302	4517	4743	4980
Custodian	810001	12	2617	2748	2885	3030	3181
Electronic Equipment Installer	710060	6	3110	3265	3429	3600	3780
Equipment Service Worker I	710075	12	3186	3345	3512	3688	3872
Equipment Service Worker II	710076	6	3505	3680	3864	4057	4260
Fire Equipment Mechanic I	420010	6	3855	4048	4250	4463	4686
Fire Equipment Mechanic II	420011	6	4278	4492	4717	4952	5200
Fire Equipment Mechanic Leadworker	420012	6	4706	4941	5188	5448	5720
Ground Water Production Specialist	610037	6	4097	4302	4517	4743	4980
Ground Water Production Technician	610036	6	3724	3911	4106	4311	4527
Heavy Equipment Mechanic I	710100[2]	–	3855	4048	4250	4463	4686
Heavy Equipment Mechanic II	710101	6	4278	4492	4717	4952	5200
Heavy Equipment Mechanic Leadworker	710102	6	4706	4941	5188	5448	5720
Heavy Equipment Operator	710025	6	3979	4178	4386	4606	4836
Instrumentation Specialist	620025	6	4506	4731	4968	5216	5477
Instrumentation Technician	620026	12	4097	4302	4517	4743	4980
Irrigation Specialist	510005	6	3459	3632	3813	4004	4204
Laborer	710005	12	2656	2778	2905	3038	3181
Light Equipment Mechanic I	710095[2]	–	3855	4048	4250	4463	4686
Light Equipment Mechanic II	710096	6	4278	4492	4717	4952	5200
Light Equipment Mechanic Leadworker	710097	6	4706	4941	5188	5448	5720
Light Equipment Operator	710020	6	3505	3680	3864	4057	4260
Locksmith	810015	6	3205	3366	3534	3710	3896
Maintenance & Construction Worker	710015	6	3186	3345	3512	3688	3872
Maintenance & Operations Assistant	710001	6	2656	2778	2905	3038	3181
Maintenance Carpenter I	810020	6	3528	3704	3889	4084	4288
Maintenance Carpenter II	810021	6	3891	4086	4290	4505	4730
Park Equipment Mechanic II	710110	6	3505	3680	3864	4057	4260
Park Equipment Mechanic Leadworker	710111	6	3855	4048	4250	4463	4686

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).

09/05/16 Third Council Amendment
Supersedes Original

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125[4]	12[4]	2879	3023	3175	3333	3500
Parking Meter Attendant II	710126[4]	12[4]	3167	3326	3492	3667	3850
Parking Meter Attendant III	710127	6	3484	3658	3841	4033	4235
Parks Maintenance Leadworker	510003	6	3459	3632	3813	4004	4204
Parks Maintenance Worker I	510001	12	2617	2748	2885	3030	3181
Parks Maintenance Worker II	510002	6	3144	3301	3467	3639	3822
Power Generation Operator/Mechanic	620055	6	4747	4984	5234	5495	5770
Property Maintenance Leadworker	810007	6	3535	3710	3896	4091	4297
Property Maintenance Worker	810006	12	3302	3467	3641	3823	4013
Roofer	810010	6	3204	3365	3535	3710	3896
Sanitation Operator	640021	6	3505	3680	3864	4057	4260
Senior Communications Technician	710052	6	4660	4892	5138	5396	5668
Senior Custodian	810002	6	2879	3023	3175	3333	3500
Senior Ground Water Production Operator	610038	6	5013	5263	5527	5803	6093
Senior Heavy Equipment Operator	710026	6	4898	5143	5400	5670	5954
Senior Sanitation Operator	640022	6	3855	4048	4250	4463	4686
Senior Wastewater Mechanical Specialist	620062	6	4315	4531	4757	4995	5245
Senior Wastewater Treatment Plant Operator	620043	6	5013	5263	5527	5803	6093
Senior Water Distribution Operator	610030	6	5013	5263	5527	5803	6093
Senior Water Treatment Operator	610039	6	5116	5371	5640	5922	6218
Solid Waste Safety & Training Specialist	640005	6	3657	3840	4034	4237	4448
Street Maintenance Leadworker	710040	6	3591	3771	3959	4157	4365
Street Sweeper Lead Operator	710036	6	3855	4048	4250	4463	4686
Street Sweeper Operator	710035	6	3505	3680	3864	4057	4260
Tire Maintenance & Repair Technician	710081	6	3505	3680	3864	4057	4260
Tire Maintenance Worker	710080	6	3186	3345	3512	3688	3872
Traffic Maintenance Leadworker	710046	6	3591	3771	3959	4157	4365

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)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Traffic Maintenance Worker I	710044[4]	12[4]	2962	3110	3265	3429	3600
Traffic Maintenance Worker II	710045[4]	6[4]	3257	3420	3591	3770	3959
Tree Trimmer Leadworker	510010	6	3562	3741	3930	4127	4333
Utility Leadworker	710010	6	3459	3632	3813	4004	4204
~~Waste Collector II~~	~~640020~~	~~6~~	~~2770~~	~~2906~~	~~3051~~	~~3205~~	~~3365~~
Waste Container Maintenance Worker	640010	6	2879	3023	3175	3333	3500
~~Waste Container Maintenance Worker~~	~~640011~~	~~6~~	~~3190~~	~~3348~~	~~3515~~	~~3692~~	~~3879~~
Wastewater Distributor Technician	620050	6	3223	3384	3553	3730	3917
~~Wastewater Lead Distributor~~	~~620051~~	~~6~~	~~3262~~	~~3425~~	~~3596~~	~~3776~~	~~3965~~
Wastewater Mechanical Specialist	620061	6	4097	4302	4517	4743	4980
Wastewater Mechanical Technician	620060	6	3724	3911	4106	4311	4527
Wastewater Treatment Plant Operator-In-Training	620040[1]	–	3223	3384	3553	3730	3917
Wastewater Treatment Plant Specialist	620042	6	4315	4531	4757	4995	5245
Wastewater Treatment Plant Technician	620041	6	4097	4302	4517	4743	4980
Water Distribution Specialist	610029	6	4097	4302	4517	4743	4980
Water Distribution Technician	610028	6	3724	3911	4106	4311	4527
Water Maintenance Mechanic Specialist	610032	6	4097	4302	4517	4743	4980
Water Maintenance Mechanic Technician	610031	6	3724	3911	4106	4311	4527
Water Quality Specialist	610034	6	4097	4302	4517	4743	4980
Water Quality Technician	610033	6	3724	3911	4106	4311	4527
Water System Operator I	610025	6	3337	3505	3678	3862	4057
Water System Operator II	610026	6	3701	3887	4080	4286	4501
Water System Operator III	610027	12	4653	4887	5133	5388	5657
Welder	710065	6	3855	4048	4250	4463	4686

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.

09/05/2016 Third 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
Airport Public Safety Manager	310004e	–	E11		7781	-	9717	
Assistant City Attorney	160008e	–	E7		11200	-	14000	
Assistant City Manager	150135e	–	E4		10946	-	18250	
Assistant Controller	135020e	–	E8		8970	-	12621	
Assistant Director	150160e	--	E8		8970	-	12621	
Assistant Director of Personnel Services	150043e	–	E8		8970	-	12621	
Assistant Director of Public Utilities	620100e	–	E8		8970	-	12621	
Assistant Director of Public Works	210089e	–	E8		8970	-	12621	
Assistant Police Chief	415010e	–	E8		8970	-	12621	
Assistant Retirement Administrator	135040e	–	E8		8970	-	12621	
Budget Analyst	135006e	12	E16		3830	-	5390	
Budget Manager	135008e	–	E8		8970	-	12621	
Chief Assistant City Attorney	160015e	–	E5		10946	-	17625	
Chief Information Officer	125067e	–	E6		10946	-	15325	
Chief of Staff to the Mayor	150123e	–	E8		8970	-	12621	
City Attorney	160009e	-	E1		14475	-	20270	
City Clerk	150125e	–	E10		7984	-	11235	
City Engineer	210080e	–	E6		10946	-	15325	
City Manager	150130e	-	E1		14475	-	20270	
Community Coordinator	150075e	–	E16		3830	-	5390	
Community Outreach Specialist	150230e	–	E16		3830	-	5390	
Controller	135021e	–	E6		10946	-	15325	
Council Assistant	150085e	–	E13		2840	-	8834	
Deputy City Attorney II	160006e	–	E12		7074	-	8834	
Deputy City Attorney III	160007e	–	E11		7781	-	9717	
Deputy City Manager	150140e	–	E11		7781	-	9717	
Director	150170e	--	E6		10946	-	15325	
Director of Aviation	310045e	–	E6		10946	-	15325	

e Exempt class, see Section 4.

EXHIBIT 2 Unit 2 – Non-Represented Management and Confidential Classes								
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Director of Development	220020e	–	E6		10946	-	15325	
Director of Personnel Services	150042e	–	E6		10946	-	15325	
Director of Public Utilities	620101e	–	E6		10946	-	15325	
Director of Transportation	310040e	–	E6		10946	-	15325	
Economic Development Coordinator	150090e	–	E13		2840	-	8834	
Economic Development Director	150099e	–	E6		10946	-	15325	
Executive Assistant to Department Director	115003e	–	E17		3683	-	5133	
Executive Assistant to the City Manager	115001e	–	E17		3683	-	5133	
Fire Chief	425007e	–	E5		10946	-	17625	
Governmental Affairs Manager	150240e	–	E13		2840	-	8834	
Human Resources Manager	150025e	–	E11		7781	-	9717	
Independent Reviewer	150220e	–	E10		7984	-	11235	
Internal Auditor	135010e	12	E16		3830	-	5390	
Investment Officer	135014e	–	E10		7984	-	11235	
Labor Relations Manager	150030e	–	E11		7781	-	9717	
Labor Relations Secretary	115010e	12	E17		3683	-	5133	
Payroll Accountant	130016e	12	E13		4949	-	5991	
Payroll Manager	135012e	–	E11		7781	-	9717	
Police Chief	415008e	–	E2		14803	-	18250	
Principal Budget Analyst	135009e	–	E11		7781	-	9717	
Principal Internal Auditor	135011e	–	E12		7074	-	8834	
Public Affairs Officer	150118e	–	E12		7074	-	8834	
Public Works Director	210085e	–	E6		10946	-	15325	
Redevelopment Administrator	150080e	–	E8		8970	-	12621	
Retirement Administrator	135030e	–	E6		10946	-	15325	
Retirement Benefits Manager	135045e	–	E11		7781	-	9717	
Risk/Safety Manager	150035e	–	E11		7781	-	9717	

e Exempt class, see Section 4.

08/22/16 First 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	–	E12		7074	-	8834	
Senior Deputy City Attorney	160013e	–	E10		7984	-	11235	
Senior Human Resources/Risk Analyst	150017e	–	E12		7074	-	8834	
Supervising Deputy City Attorney	160010e	–	E8		8970	-	12621	

e Exempt class, see Section 4.

08/18/16 First Council Amendment
Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective January 1, 2017								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001[3]	6[3]	2507	2621	2741	2867	3003	-
Account Clerk II	130002[3]	12[3]	2741	2867	3003	3138	3284	-
Accountant-Auditor I	130011[4]	12[4]	3686	3855	4034	4231	4431	-
Accountant-Auditor II	130012[4]	12[4]	4270	4468	4685	4906	5141	-
Accounting Technician	130010	12	3284	3438	3600	3766	3945	-
Administrative Clerk I	110001[3]	6[3]	2327	2434	2544	2660	2783	-
Administrative Clerk II	110002[3]	12[3]	2544	2660	2783	2910	3048	-
Airports Operations Officer	310006	12	3669	3846	4034	4232	4436	-
Airports Property Specialist I	175001[4]	12[4]	4346	4554	4772	4998	5239	
Airports Property Specialist II	175002[4]	12[4]	5036	5276	5530	5795	6074	-
Associate Electrical Safety Consultant I	230022	12	4855	5088	5333	5583	5853	-
Associate Electrical Safety Consultant II	230023	12	5088	5333	5583	5853	6136	-
Associate Environmental & Safety Consultant I	230003	12	4855	5088	5333	5583	5853	-
Associate Environmental & Safety Consultant II	230004	12	5088	5333	5583	5853	6136	-
Associate Plumbing & Mechanical Consultant I	230012	12	4855	5088	5333	5583	5853	-
Associate Plumbing & Mechanical Consultant II	230013	12	5088	5333	5583	5853	6136	-
Billing System Specialist	125075	12	3273	3428	3590	3753	3928	-
Budget Technician	135005	12	3335	3489	3654	3825	4008	-
Building Inspector I	230007[4]	12[4]	4636	4855	5088	5333	5583	-
Building Inspector II	230008[4]	12[4]	4855	5088	5333	5583	5853	-
Building Inspector III	230009	12	5088	5333	5583	5853	6136	-

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.

01/01/17 Eleventh Council
Amendment Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective January 1, 2017								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070[3]	6[3]	2741	2867	3009	3138	3284	-
Call Center Representative II	115071[3]	12[3]	3003	3138	3284	3438	3600	-
Central Printing Clerk	120005	12	2544	2660	2783	2910	3048	-
City Records Specialist	115025	12	3335	3489	3654	3825	4008	-
Commercial Building Inspector	230015	12	4855	5088	5333	5583	5853	-
Community Recreation Assistant	520010	12	2767	2893	3012	3134	3271	-
Community Revitalization Specialist	230053	12	4523	4742	4970	5241	5459	-
Community Revitalization Technician	230059	12	3146	3294	3446	3608	3778	-
Community Services Officer I	410025[4]	12[4]	2875	3008	3146	3294	3446	-
Community Services Officer II	410026[4]	12[4]	3146	3294	3446	3608	3778	-
Computer Systems Specialist I	125010[4]	12[4]	3963	4147	4345	4552	4769	-
Computer Systems Specialist II	125011[4]	12[4]	4655	4877	5109	5354	5612	-
Computer Systems Specialist III	125012	12	5220	5470	5734	6009	6301	-
Construction Compliance Specialist	150055	12	3879	4056	4249	4450	4659	-
Crime Scene Technician I	410010[4]	12[4]	3712	3885	4068	4263	4466	-
Crime Scene Technician II	410011[4]	12[4]	4068	4263	4466	4677	4900	-
Customer Services Clerk I	115060[3]	6[3]	2507	2621	2741	2867	3003	-
Customer Services Clerk II	115061[3]	12[3]	2741	2867	3003	3138	3284	-
Development Services Coordinator	230057	12	4517	4764	4996	5235	5486	-
Emergency Services Dispatcher I	410001[5]	12[5]	3393	3528	3676	3845	4007	-
Emergency Services Dispatcher II	410002[5]	12[5]	3634	3806	3987	4177	4367	-
Emergency Services Dispatcher III	410003	12	4062	4249	4455	4660	4883	-

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.

01/01/17 Eleventh Council
Amendment Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective January 1, 2017								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015[4]	12[4]	4410	4618	4837	5068	5303	-
Engineer II	210016[4]	12[4]	5103	5340	5597	5859	6154	-
Engineering Aide I	210001[3]	6[3]	2902	3030	3171	3317	3475	-
Engineering Aide II	210002[3]	12[3]	3334	3489	3648	3818	4004	-
Engineering Inspector I	230075[4]	12[4]	4302	4521	4726	4947	5188	-
Engineering Inspector II	230076[4]	12[4]	4701	4925	5160	5407	5667	-
Engineering Technician I	210005[4]	12[4]	3411	3569	3741	3909	4093	-
Engineering Technician II	210006[4]	12[4]	3818	4004	4189	4386	4595	-
Environmental Control Officer	620001	12	4246	4448	4653	4877	5105	-
Facilities Construction Specialist	230085	12	4450	4658	4883	5112	5358	-
Fire Prevention Inspector I	420001[4]	12[4]	3933	4118	4306	4517	4733	-
Fire Prevention Inspector II	420002[4]	12[4]	4535	4742	4970	5213	5459	-
Fleet Operations Specialist	710105	12	4123	4314	4522	4736	4963	-
Geographic Information System (GIS) Specialist	125025	12	5220	5470	5734	6009	6301	-
Graphics Technician	120013	12	3581	3755	3937	4129	4331	-
Helicopter Pilot	410033	12	5455	5722	6004	6299	6608	-
Housing Rehabilitation Specialist	230056	12	4421	4636	4862	5101	5351	-
Industrial/Commercial Water Conservation Representative	610015	12	4246	4448	4653	4877	5105	-
Inorganic Chemist	620020	12	4305	4512	4727	4951	5189	-
Laboratory Assistant	620010	12	2984	3126	3269	3423	3583	-
Laboratory Technician I	620011[4]	12[4]	3583	3752	3928	4112	4305	-
Laboratory Technician II	620012[4]	12[4]	3928	4112	4305	4512	4727	-
Landscape Water Conservation Specialist	610005	12	4148	4346	4553	4770	4996	-

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.

01/01/17 Eleventh Council
Amendment Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective January 1, 2017								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3539	3711	3891	4081	4279	-
Network Systems Specialist	125030	12	5220	5470	5734	6009	6301	-
PAR Program Specialist	410023	12	3146	3294	3446	3608	3778	-
Paratransit Specialist	320005	12	3273	3428	3590	3753	3928	-
Parking Controller I	710120[4]	12[4]	2461	2560	2668	2773	2893	-
Parking Controller II	710121[4]	12[4]	2675	2789	2902	3019	3160	-
Parking Controller III	710122	12	2902	3019	3160	3287	3429	-
Phlebotomist	410007	12	2984	3126	3269	3423	3583	-
Planner I	220005[3]	6[3]	3860	4036	4229	4432	4643	-
Planner II	220006[3]	12[3]	4517	4764	4996	5235	5486	-
Plans and Permit Technician	220002	12	3933	4118	4306	4517	4733	-
Plans Examiner	210041	12	4535	4742	4970	5213	5459	-
Police Data Transcriptionist	115035	12	3048	3186	3335	3489	3654	-
Principal Account Clerk	130004	12	3284	3438	3600	3766	3945	-
Procurement Specialist	140002	12	4204	4403	4612	4833	5063	-
Program Compliance Officer	640026	12	3596	3771	3956	4148	4350	-
Programmer/Analyst I	125020[4]	12[4]	3963	4147	4345	4552	4769	-
Programmer/Analyst II	125021[4]	12[4]	4655	4877	5109	5354	5612	-
Programmer/Analyst III	125022	12	5220	5470	5734	6009	6301	-
Programmer/Analyst IV	125023	12	5596	5866	6151	6444	6755	-
Property & Evidence Technician	145010	12	3456	3618	3788	3968	4152	-
Radio Dispatcher	120015	12	2910	3043	3169	3308	3445	-
Rangemaster/Armorer	410035	12	4263	4466	4677	4900	5136	-
Real Estate Finance Specialist I	170001[4]	12[4]	3521	3686	3855	4039	4231	-
Real Estate Finance Specialist II	170002[4]	12[4]	4011	4199	4399	4607	4827	-

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.

01/01/17 Eleventh Council
Amendment Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective January 1, 2017								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	3349	3504	3669	3842	4021	-
Retirement Counselor I	135050[4]	12[4]	3284	3438	3600	3768	3945	-
Retirement Counselor II	135051[4]	12[4]	3600	3768	3945	4132	4330	-
Safety and Training Specialist	150050	12	3928	4120	4322	4534	4755	-
Secretary	110050	12	3048	3186	3335	3489	3654	-
Senior Account Clerk	130003	12	3003	3138	3284	3438	3600	-
Senior Administrative Clerk	110003	12	2783	2910	3048	3186	3335	-
Senior Call Center Representative	115072	12	3406	3569	3743	3925	4116	-
Senior Commercial Building Inspector	230016	12	5088	5333	5583	5853	6136	-
Senior Community Revitalization Specialist	230054	12	4986	5230	5486	5798	6109	-
Senior Community Services Officer	410027	12	3375	3531	3698	3871	4055	-
Senior Crime Scene Technician	410012	12	4263	4466	4677	4900	5136	-
Senior Customer Services Clerk	115062	12	3003	3138	3284	3438	3600	-
Senior Engineering Technician	210007	12	4410	4618	4837	5068	5303	-
Senior Fire Prevention Inspector	420003	12	5070	5309	5558	5825	6109	-
Senior Laboratory Technician	620013	12	4305	4512	4727	4951	5189	-
Senior Network Systems Specialist	125031	12	5596	5866	6151	6444	6755	-
Senior Plans Examiner	210042	12	5070	5309	5558	5825	6109	-
Senior Procurement Specialist	140003	12	4612	4833	5063	5306	5559	-
Senior Property & Evidence Technician	145011	12	3788	3968	4152	4349	4557	-
Senior Records Clerk	110101	12	2910	3048	3186	3335	3489	-
Senior Secretary	110051	12	3335	3489	3654	3825	4008	-

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.

01/01/17 Eleventh Council
Amendment Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective January 1, 2017								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3456	3618	3788	3968	4152	-
Senior Utility Service Representative	230092	12	3504	3669	3842	4021	4215	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	5596	5866	6105	6444	6755	-
Staff Assistant	150001	12	3273	3428	3590	3753	3928	-
Storeskeeper	145001	12	3154	3303	3456	3618	3788	-
Survey Party Technician	210030	12	3818	4004	4189	4386	4595	-
Tax/Permit Representative	135001	12	3428	3590	3753	3928	4118	-
Traffic Signal Operations Specialist	710150	12	5220	5470	5734	6009	6301	-
Transit Scheduler	320049	12	5220	5470	5734	6009	6301	-
Tree Program Specialist	510015	12	4148	4346	4553	4770	4996	-
Utility Service Representative I	230090[4]	12[4]	2922	3056	3197	3348	3504	-
Utility Service Representative II	230091[4]	12[4]	3197	3348	3504	3669	3842	-
Wastewater Reclamation Coordinator	620035	12	4346	4554	4772	4998	5239	-
Water Conservation Representative	610001	12	3146	3294	3446	3608	3778	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	4655	4877	5109	5354	5612	-

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.

01/01/17 Eleventh Council Amendment Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective January 23, 2017								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3456	3618	3788	3968	4152	-
Senior Utility Service Representative	230092	12	3504	3669	3842	4021	4215	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	5596	5866	6105	6444	6755	-
Staff Assistant	150001	12	3273	3428	3590	3753	3928	-
Storeskeeper	145001	12	3154	3303	3456	3618	3788	-
Survey Party Technician	210030	12	3818	4004	4189	4386	4595	-
Tax/Permit Inspector	135001	12	3933	4118	4306	4517	4733	-
Traffic Signal Operations Specialist	710150	12	5220	5470	5734	6009	6301	-
Transit Scheduler	320049	12	5220	5470	5734	6009	6301	-
Tree Program Specialist	510015	12	4148	4346	4553	4770	4996	-
Utility Service Representative I	230090[4]	12[4]	2922	3056	3197	3348	3504	-
Utility Service Representative II	230091[4]	12[4]	3197	3348	3504	3669	3842	-
Wastewater Reclamation Coordinator	620035	12	4346	4554	4772	4998	5239	-
Water Conservation Representative	610001	12	3146	3294	3446	3608	3778	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	4655	4877	5109	5354	5612	-

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.

01/23/17 Eleventh 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					
Firefighter	425002	12	5063	5316	5584	5862	6156	6466
Firefighter Specialist	425003	12	5671	5953	6253	6564	6893	7238
Fire Captain	425004	12	6329	6647	6979	7329	7696	8082
Fire Investigation Unit Supervisor	425010	12	6329	6647	6979	7329	7696	8082

9/5/2016 Second Council Amendment
Supersedes Original

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

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).

01/01/17 Tenth 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 January 1, 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 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

01/01/17 Eleventh 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

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

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)							
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 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.

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	–	E13		2840	-	8834	
Water System Manager	610075e	–	E13		2840	-	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.

AYES :
NOES :
ABSENT :
ABSTAIN :

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

YVONNE SPENCE, CMC
City Clerk

BY:_____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY:_____
Tina R. Griffin, Assistant City Attorney