City of FRESNO

Fiscal Year 2019~~8~~

(July 1, 2018~~7~~ – June 30, 2019~~8~~)

Salary Resolution

Personnel Services Department

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

FY19~~18~~ 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 2019~~8~~

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. If any provision(s) of a Memorandum of Understanding (hereafter "MOU") or Terms and Conditions of employment (hereafter "T & C") adopted and approved by the Council under Article 6, Chapter 3 of the Fresno Municipal Code (hereafter "FMC") or employment agreement that is authorized and in compliance with Article V of the City of Fresno Transparency in Government Act and currently in effect, is clearly and specifically in conflict with any rule contained in this resolution, the provision in such MOU, T & C, or employment agreement 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 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. 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. 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 designee. A raise to any step may be made at any time by the City Manager or 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 where employees work a 56-hour workweek, six (6) months of service equals 1,456 hours of service, and one (1) year of services equals 2,912 hours of service.

~~H.~~I. ~~1. Unless modified by applicable MOU or T & C,~~ A~~a~~n 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.

~~I.~~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.

~~J.~~K. A permanent employee, filling a position in a higher class on a temporary basis, and who is entitled to the rate of pay for such higher class, shall be paid in the same manner as provided for promotion in Section 2, subsection H~~I~~ above.

~~K.~~L. If an employee is receiving compensation above the highest step of the range, the employee's present rate shall be continued as an approved additional step rate for the class ("Y-rated"), until the highest step is greater than the Y rate, but no other employee may be adjusted to this rate, and it shall no longer be in effect after the~~ termination of the employment in that class of the~~ incumbent~~ on whose behalf it is authorized~~ vacates the classification.~~.~~

~~L.~~M. Except as noted in Section 2, subsection G~~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, excluding statutorily protected leave, such as leaves taken under the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), Pregnancy Disability Leave (PDL), and Military Leave 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.

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

~~N.~~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. The salary for each executive employee in the E1 through E19~~21~~ executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or designee**.**

      The City Manager or 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 E19~~21~~ executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or designee.

      The City Manager or 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 their~~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 (N~~O~~)(2)(b) above.

P. Except where provided ~~herein~~in this subsection, temporary assignment to perform the duties of absent employees shall be in accordance with FMC Section 3-260.

~~O.~~ After any ~~permanent~~ employee holding a permanent position in Exhibit 2 has completed ~~ten (10) full working days~~ 40 hours 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 as exempt in any ~~salary~~ exhibit~~resolution or approved MOU or T & C~~ attached to this salary resolution 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 EMPLOYEES

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

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

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

Each 4/10 work schedule will consist of a total of 40 scheduled hours of actual work time per workweek. The workweek 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 workweeks. All employees working a 9/80 work schedule shall have an FLSA workweek, 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 workweek 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 11 holidays of eight (8) hours. An employee who is off on a holiday, which is a regular work day, shall receive eight (8) hours pay for the holiday and must either take two (2) hours Vacation, Annual, Holiday or Management Leave if on a 4/10 schedule, or one (1) hour Vacation, Annual, Holiday, or Management Leave if on a 9/80 schedule and the holiday falls on a 9-hour shift.

2. Employees on a 4/10 or 9/80 work schedule who are regularly scheduled to work, and do work on a holiday, which is a regular work day, shall receive eight (8) hours of Holiday Leave. When a holiday falls on an employee's day off, such employee shall receive eight (8) hours of Holiday Leave.

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

1. Employees shall accumulate the same number of hours of Annual Leave per month as under a 5/8 work schedule. Annual Leave will be granted for the actual number of hours absent.

C. For employees not participating in the Annual Leave Plan, the following rules shall apply:

1. Sick Leave: Employees shall accumulate eight (8) hours of Sick Leave per month, and receive Sick Leave pay for the actual number of hours absent, provided the employee has a sufficient balance of Sick Leave hours.

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

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

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

1. Full time employees appointed to permanent positions in classes, who are not entitled to payment or equivalent compensatory time off for overtime work (as described in Section 4 above.), shall be granted Management Leave, as provided ~~hereinbelow~~in this subsection 1. A balance of 60 hours shall be credited to each such employee on 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, 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~~ a proportional amount of the annual accrual of Management Leave for the exempt classification for each full month of such provisional or limited appointment. ~~Employees in Exhibit 5 who are in limited or provisional appointments for a Fire Battalion Chief position shall~~

~~receive six (6) hours of Management Leave for each full month of such provisional or limited appointment.~~ Employees must use the Management Leave in accordance with applicable provisions in appropriate MOUs or T & Cs.

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

A. Employees holding an appointment in a permanent class included in Exhibit 2 who are not participating in the Annual Leave Plan and who meet the eligibility criteria in Section 18(F), shall, upon separation from City by service retirement or by 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 18(F).

B. Protected ~~Family~~ Sick Leave: After 90 days of employment at the City, e~~E~~mployees holding a permanent position in Exhibit 2~~,~~ who are not participating in the Annual Leave Plan~~,~~ shall be allowed to use up to six (6) months of ~~accrued 48 hours~~ Sick Leave which would be accrued per fiscal year for Protected ~~Family~~ Sick Leave ~~for the~~ purposes identified in California Labor Code Section 233**,** and up to 20 hours of Supplemental Sick Leave in accordance with the provisions for such leave, as set forth in Section 12 below**.** The purpose of Protected Sick Leave is to allow employees time to care for themselves and family members as defined by 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 Protected ~~Family Sick~~ Sick Leave shall be ~~authorized and~~ recorded by an appointing authority or designee.

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

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. ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2

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 of this Salary Resolution and FMC Section 3-108.

B. For employees on a forty (40) hour work schedule, the Annual Leave Plan shall be as follows:

1. Annual Leave Accrual – Vacation Leave and Sick Leave will no longer be accumulated as provided in the FMC, but as detailed below. Employees holding a permanent position included in Exhibit 2, who are participating in the Annual Leave Plan, shall be allowed to use up to the hours of Annual Leave accrued in six (6) months for ~~Family~~ Protected Sick Leave for the purposes identified in California Labor Code Section 233.

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

a. Less than Ten (10) Years – For such employees who have been continuously employed by the City for less than ten (10) years, and were City employees in permanent positions prior to August 31, 2014, the Annual Leave accrual rate will be 15.5 hours for each completed calendar month of employment. In the event the City agrees to a higher Annual Leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the Annual Leave accrual rate to the same level for employees in Exhibit 2.

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

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

18.83 hours for each completed calendar month of employment. In the event the City agrees to a higher Annual Leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the Annual Leave accrual rate to the same level for employees in Exhibit 2.

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

c. Annual Leave Accumulation Limit – Effective September 1, 2014, the accumulation of unused Annual Leave will not exceed 1,200 hours for employees in Executive Pay ranges E1 through E4~~6~~; 1,000 hours for employees in the E5~~8~~ ~~and E10~~ range~~s~~; and 840 hours for employees in the, E6~~13~~, E7, E8, E10, E15, E16, E17, E19~~, E20, and E21~~ 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. Annual Leave Pay Out~~a. 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) = 75 hrs placed in non-accruing~~
~~$20.00 (Transfer class base rate) annual leave balance account~~

a. ~~b.~~ Unused Annual Leave Pay Out During Fiscal Year – Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Annual Leave

balance, whichever is greater, each fiscal year between July 1 and December 31; no cash out may be completed between January 1 and June 30. Cash outs of annual leave balances are not pensionable for retirement purposes.

b.~~c.~~ 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 pensionable for retirement purposes.

~~3. Vacation Leave Balances Unused – Employees transferring to a position covered by Annual Leave will have their unused Vacation Leave balances transferred into their Annual Leave account.~~

~~4. Sick Leave Balances Unused – Employees moving from a bargaining unit with Sick Leave accrual into a bargaining unit covered by Annual Leave will have their unused Sick Leave balances frozen.~~

3. Frozen Sick Leave

a. Use of Frozen Sick Leave – Frozen Sick Leave balances may be used by the employee in accordance with provisions of FMC section 3-107, or for those purposes defined in California Labor Code section 233 up to the statutory amount for the fiscal year unless the statutory amount has been satisfied by use of other leaves for the fiscal year.

b. Unused Frozen Sick Leave Pay Out – Upon separation from City service by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who meet the eligibility criteria in Section 18(F) shall be credited with the number of accumulated frozen Sick Leave balances in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly rate of pay to be used solely to pay premiums for medical insurance (including COBRA premiums), pursuant to the City's HRA as set forth in Section 18(F). 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.

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%) of their Holiday Leave balance, whichever is greater, each fiscal year between July 1 and March ~~December~~ 31; no cash out may be completed between April ~~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~~their 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. <u>SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES IN EXHIBIT 2</u>

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 a lifetime ~~n~~ accrual limit of 80 hours. Supplemental Sick leave hours shall be credited on a pro-rated basis for each full calendar month remaining on such appointment in the fiscal year. ~~Employees shall be allowed to use up to half of the hours of Supplemental Sick Leave accrued in a fiscal year, for Protected Sick Leave for the purposes identified in California Labor Code 233. The first three days or twenty-four hours, whichever is greater, of Protected Sick Leave shall also be considered leave taken under California Labor Code Section 246.5 (i.e., AB 1522, Healthy Workplace Healthy Family Act of 2014).~~

Employees in Exhibit 2 ~~will retain~~may utilize ~~all~~ earned and accrued 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 18(F); or (6) once regular Sick or Annual Leave has been exhausted, up to half of the hours of Supplemental Sick Leave accrued in a fiscal year for Protected Sick Leave used only for those purposes identified in California Labor Code 233. The first three days or twenty-four hours, whichever is greater, of Protected Sick Leave shall also be considered leave taken under California Labor Code Section 246.5 (i.e., AB 1522, Healthy Workplace Healthy Family Act of 2014)~~up to 20 hours per fiscal year for Protected Sick Leave used Family Sick only for those purposes defined in the California Labor Code 233.~~ Use of Protected Sick Leave ~~for family members~~ must be authorized and recorded by the department director or designee.

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

SECTION 13. VACATION ACCRUALS FOR EMPLOYEES IN EXHIBIT 2

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 pensionable for retirement purposes.

SECTION 14. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2

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

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

Only department directors, assistant directors, or division managers may approve Management Time Off for a full day's absence.

SECTION 15. SALARY RATES

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

EXHIBIT 1	Non-Supervisory Blue Collar
EXHIBIT 2	Non-Represented Management and Confidential Classes
EXHIBIT 3	Non-Supervisory White Collar
EXHIBIT 4	Non-Management Police
EXHIBIT 5	Non-Management Fire
EXHIBIT 6	Bus Drivers
EXHIBIT 7	Non-Supervisory Groups and Crafts
EXHIBIT 8	Non-Represented
EXHIBIT 9	Police Management
EXHIBIT 10	Fire Management
EXHIBIT 11	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
EXHIBIT 15	Airport Public Safety Supervisors

SECTION 16. CERTIFICATE PAY

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. 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. 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.

The cost of increases after September 1, 2014, in the health and welfare premium will be shared on a fifty percent (50%) basis by the City and

employees, except that employees will be required to pay no more than thirty percent (30%) of the premium established by the Fresno City Employees Health and Welfare Trust Board. At such time as the employee share is set at thirty percent (30%), the City shall pay seventy percent (70%).

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

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

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

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

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

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

F. The City currently maintains an HRA that qualifies as a "Health Reimbursement Arrangement" as described in Internal Revenue Service (IRS) Notice 2002-45 and other guidance published by the IRS regarding HRA's.

At separation from permanent employment with the City of Fresno by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who have used 80 hours or less of frozen Sick Leave and/or Annual Leave used for sick time and/or Sick Leave, Holiday Leave, and/or Vacation Leave used for sick time (excluding only Bereavement Leave, and statutorily protected hours used for w~~W~~orkers' c~~C~~ompensation benefits, ~~Bereavement Leave,~~ and/or other statutory protected leave such as Family and Medical Leave Act and Protected Sick Leave taken for the purposes identified in California Labor Code Section 233) in the 24 months preceding their date of retirement, will be credited with an account for the employee under the HRA to be used solely to pay premiums for medical insurance (including COBRA premiums). The "value" of the account shall be determined as follows:

- The number of accumulated Supplemental Sick Leave hours at the time of retirement multiplied by the employee's then current hourly base rate of pay.

- For those with Annual Leave, the number of accumulated frozen Sick Leave hours in excess of 240 hours at the time of retirement multiplied by 40 percent (40%) of the employee's then current hourly base rate of pay.

- For those with Vacation/Sick Leave, the number of accumulated sick leave hours in excess of 240 hours at the time of retirement multiplied by 40 percent (40%) of the employee's then current hourly base rate of pay.

- The hourly base rate of pay shall be the equivalent of the monthly salary for an employee as reflected in the applicable range, multiplied by 12 months then divided by 2,080 hours.

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

The HRA accounts shall be used solely to pay premiums for medical insurance (including COBRA premiums) covering the participant, the participant's spouse (or surviving spouse in the event of the death of the

participant), and the participant's dependents. Once a participant's account under the HRA has been reduced to $0, no further benefits shall be payable by the HRA. If the participant, the participant's spouse, and the participant's dependents die before the participant's account under the HRA has been reduced to $0, no death benefit shall be payable to any person by the HRA.

While this provision is in effect, ~~eligible~~ employees eligible for HRA shall not be allowed to cash out any accumulated or accrued Supplemental Sick Leave or frozen Sick Leave or Sick Leave at retirement.

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

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

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

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

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

SECTION 19. <u>COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2</u>

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

a. Salary;

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

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

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

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

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

b. Education and/or certificate pay;

c. Premium pay;

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

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

f. Leave payoff/cash out;

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

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

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

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

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

l. City provided contributions to insurance premiums;

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

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

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

E. The following forms of compensation are authorized for ~~Unit 2~~ employees in Exhibit 2, 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.

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

G. Employees in Exhibit 2 who are in job classes with salary ranges E6~~10~~ through E19~~22~~ are eligible to receive up to fifty dollars ($50) per month. This benefit is for employees who voluntarily participate in the City's ~~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.

SECTION 20. BENEFITS FOR POLICE CADETS ~~PERMANENT EMPLOYEES IN EXHIBIT 8~~ AND ~~PERMANENT~~ PERMANENT PART-TIME EMPLOYEES

A. Employees in permanent full-time 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 full-time position other than Police Cadet in the Police Department. A Police Cadet may be probationary released pursuant to FMC 3-273 during ~~Failure to successfully complete~~ the Police Cadet program~~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 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.

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.

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 Part-Time (hereafter "PPT") employees shall be as follows:

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

2. PPT employees shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System. Until the Retirement Board acts upon the joint recommendation regarding retirement benefits applicable to PPT employees, and any ordinances or resolutions are adopted implementing that action, PPT employees shall not be in the Fresno City Employees' Retirement System and shall be provided with Social Security benefits. PPT employees who participated in the plan as a permanent full-time employee and whose contributions remain on deposit remain members of the Fresno City Employees' Retirement System.

3. 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>

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

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

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

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

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

and will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014. The leave will not be used or considered for the purpose of corrective and/or disciplinary action.

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

2. Protected Sick Leave can be used for:

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

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

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

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

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

SECTION 21. ~~TRANSFER FROM A UNIT WITH VACATION/SICK LEAVE TO A UNIT WITH ANNUAL LEAVE~~CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS

A. Employees changing from a bargaining unit with leave banks that are the same as leave banks in the bargaining unit to which they are transferring, will maintain their existing leave balances, e.g. Vacation Leave to Vacation Leave, Sick Leave to Sick Leave, Supplemental Sick Leave to Supplemental Sick Leave, etc., subject to Section 21, Subsection (H) Leave Caps below.

Employees in a bargaining unit with Administrative Leave or Management Leave who move to a bargaining unit with Administrative or Management Leave will maintain their existing leave balances. Administrative Leave and Management Leave shall be ~~considered as~~ the same leave type.

~~A.~~ B. Annual Leave/Vacation Leave - ~~An e~~Employees with an Annual Leave balance moving ~~transferring~~ to a position in a bargaining ~~group~~ unit which is not covered by Annual Leave, may either cash out unused Annual Leave ~~balance~~ at the former class' base rate of pay, or convert the unused Annual Leave ~~balance~~ to a non-accruing Annual Leave ~~balance of hours~~bank.

~~B.~~
~~C.~~ The conversion is obtained by multiplying unused Annual Leave hours by the former class's base rate of pay (converted to an hourly figure), dividing the product by the new class's base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee, with appropriate approval.

Conversion example:

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

Employees with Vacation Leave moving to a bargaining unit with Annual Leave will have all Vacation accruals transferred to Annual Leave.

~~D.~~ C. Sick Leave – Employees with Sick Leave who move to a bargaining unit with Annual Leave will have their unused Sick Leave balances frozen.

D. Supplemental Sick Leave – Employees with Supplemental Sick Leave who move to a bargaining unit with no Supplemental Sick Leave may either cash the leave out at the former class' base rate of pay or continue to maintain the Supplemental Sick Leave. If the employee elects to retain the Supplemental Sick Leave, it may be used ~~after all Sick Leave is exhausted, or will be cashed out when the employee leaves City service~~pursuant to Section 12.

E. Supplemental Management Leave (formerly "Supplemental Administrative Leave") – Employees with Supplemental Management Leave who move to a bargaining unit with no Supplemental Management Leave, will retain such leave for use during the fiscal year. Leave not used by the end of the fiscal year cannot be cashed out and is forfeited.

F. Employee Incentive Time Off (EITO) – Employees with EITO who move to a bargaining unit with no EITO will have the EITO balance cashed out at the former class' rate of pay at the time of transfer.

G. Compensatory Time Off (CTO) – Employees with CTO who move to a bargaining unit with no CTO, will have all time cashed out at the former class' rate of pay. Employees with CTO who move to a bargaining unit with CTO will be subject to all provisions regarding CTO in the new bargaining unit. If the employee's CTO balance is over the cap of the new bargaining unit, any CTO above the cap will be cashed out at the former class' rate of pay.

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

Employees with Sick Leave who move to a bargaining unit with Sick Leave whose balance is over the cap of the new bargaining unit will have any hours above the Sick Leave cap transferred to a Frozen Sick Leave bank.

Employees with Holiday Leave who move to a bargaining unit with a Holiday Leave whose balance is over the cap of the new bargaining unit will have any Holiday Leave above the cap transferred to a Special Holiday Leave bank.

Employees with Special Holiday Leave who move to a bargaining unit with no Holiday Leave cap will have all Special Holiday Leave transferred to Holiday Leave.

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

The City will extend salary and benefits to permanent City employees while they are serving in active military duty 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~~ Management Leave balances to which they are otherwise entitled by unit designation and employee status during the period of deployment.

SECTION 23. ~~UNUSUAL CIRCUMSTANCES~~BEREAVEMENT LEAVE

~~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.~~ In accordance with FMC Sections 3-107 (d)(1) and (h), upon the death of a member of an employee's immediate family, the employee shall be allowed to use Sick Leave (or Annual Leave) for such Special Leave ~~such sick leave~~ as is actually necessary to take care of funeral arrangements or attend the funeral, but not to exceed four working days; provided, however, that members of the fire fighting forces working a twenty-four hour shift shall be allowed such sick leave not to exceed two regular working shifts.

For the purpose of this provision, immediate family includes: the employee's child, parent, spouse, registered domestic partner, parent-in-law, grandparent, grandchildren, or sibling.

~~Sick leave to attend the funeral of a person other than a member of the immediate family may be granted by their department head. The department head shall notify the Personnel Services Director when any employee is granted such sick leave.~~

An employee may use Sick Leave to attend the funeral of a person other than a member of the immediate family if granted such Special Leave by their department head. The department head shall notify the Personnel Services Director when any employee is granted such Special Leave.

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

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

SECTION 25. BENCHMARKING DELETED CLASSIFICATIONS

Consistent with FMC Section 3-205, the job classifications or pay step identified in Exhibit 16 have been deleted and a pay relationship to calculate retirement benefits for the respective job classifications or pay step ~~has~~has are hereby ~~been~~ established as incorporated by this reference.

~~CONFLICTING RESOLUTIONS~~

~~Resolution No. 2016-120, all amendments thereto, and all other resolutions or parts of resolutions in conflict with this resolution except as such resolutions or parts thereof approve a MOU or T & C, are hereby repealed.~~

SECTION 26. 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 27~~6~~. CONFLICTING RESOLUTIONS

Resolution No. 2017-176~~, 2016-120~~, 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 28. RESOLUTION EFFECTIVE DATE

Upon final legislative approval, this Resolution shall become effective July 1, 2018~~ July 1, 2017~~.

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

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

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

~~EXHIBIT 1~~

~~Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 11, 2017~~

~~CLASS TITLE~~	~~JOB CODE~~	~~PROB PER~~	~~A~~	~~B~~	~~C~~	~~D~~	~~E~~
~~Cross Connection Control Technician~~	~~610040~~	~~12~~	~~4200~~	~~4410~~	~~4630~~	~~4862~~	~~5105~~
~~Custodian~~	~~810001~~	~~12~~	~~2683~~	~~2817~~	~~2958~~	~~3106~~	~~3261~~
~~Electronic Equipment Installer~~	~~710060~~	~~12~~	~~3188~~	~~3347~~	~~3515~~	~~3690~~	~~3875~~
~~Equipment Service Worker I~~	~~710075~~	~~12~~	~~3266~~	~~3429~~	~~3600~~	~~3781~~	~~3969~~
~~Equipment Service Worker II~~	~~710076~~	~~12~~	~~3593~~	~~3772~~	~~3961~~	~~4159~~	~~4367~~
~~Fire Equipment Mechanic I~~	~~420010~~	~~6[7]~~	~~3952~~	~~4150~~	~~4357~~	~~4575~~	~~4804~~
~~Fire Equipment Mechanic II~~	~~420011~~	~~12~~	~~4385~~	~~4605~~	~~4835~~	~~5076~~	~~5330~~
~~Fire Equipment Mechanic Leadworker~~	~~420012~~	~~12~~	~~4824~~	~~5065~~	~~5318~~	~~5585~~	~~5863~~
~~Graffiti Abatement Technician~~	~~710009~~	~~12~~	~~3223~~	~~3384~~	~~3554~~	~~3731~~	~~3918~~
~~Ground Water Production Specialist~~	~~610037~~	~~12~~	~~4200~~	~~4410~~	~~4630~~	~~4862~~	~~5105~~
~~Ground Water Production Technician~~	~~610036~~	~~12~~	~~3819~~	~~4010~~	~~4210~~	~~4420~~	~~4641~~
~~Heavy Equipment Mechanic I~~	~~710100[2]~~	~~–~~	~~3952~~	~~4150~~	~~4357~~	~~4575~~	~~4804~~
~~Heavy Equipment Mechanic II~~	~~710101~~	~~12~~	~~4385~~	~~4605~~	~~4835~~	~~5076~~	~~5330~~
~~Heavy Equipment Mechanic Leadworker~~	~~710102~~	~~12~~	~~4824~~	~~5065~~	~~5318~~	~~5585~~	~~5863~~
~~Heavy Equipment Operator~~	~~710025~~	~~12~~	~~4079~~	~~4283~~	~~4496~~	~~4722~~	~~4957~~
~~Instrumentation Specialist~~	~~620025~~	~~12~~	~~4619~~	~~4850~~	~~5093~~	~~5347~~	~~5614~~
~~Instrumentation Technician~~	~~620026~~	~~12~~	~~4200~~	~~4410~~	~~4630~~	~~4862~~	~~5105~~
~~Irrigation Specialist~~	~~510005~~	~~12~~	~~3547~~	~~3724~~	~~3910~~	~~4105~~	~~4310~~
~~Laborer~~	~~710005~~	~~12~~	~~2723~~	~~2848~~	~~2978~~	~~3114~~	~~3261~~
~~Light Equipment Mechanic I~~	~~710095[2]~~	~~–~~	~~3952~~	~~4150~~	~~4357~~	~~4575~~	~~4804~~
~~Light Equipment Mechanic II~~	~~710096~~	~~12~~	~~4385~~	~~4605~~	~~4835~~	~~5076~~	~~5330~~
~~Light Equipment Mechanic Leadworker~~	~~710097~~	~~12~~	~~4824~~	~~5065~~	~~5318~~	~~5585~~	~~5863~~
~~Light Equipment Operator~~	~~710020~~	~~12~~	~~3593~~	~~3772~~	~~3961~~	~~4159~~	~~4367~~
~~Locksmith~~	~~810015~~	~~12~~	~~3286~~	~~3451~~	~~3623~~	~~3804~~	~~3994~~
~~Maintenance & Construction Worker~~	~~710015~~	~~12~~	~~3266~~	~~3429~~	~~3600~~	~~3781~~	~~3969~~
~~Maintenance & Operations Assistant~~	~~710001~~	~~12~~	~~2723~~	~~2848~~	~~2978~~	~~3114~~	~~3261~~
~~Maintenance Carpenter I~~	~~810020~~	~~12~~	~~3617~~	~~3798~~	~~3988~~	~~4187~~	~~4396~~
~~Maintenance Carpenter II~~	~~810021~~	~~12~~	~~3990~~	~~4189~~	~~4398~~	~~4618~~	~~4849~~
~~Park Equipment Mechanic II~~	~~710110~~	~~12~~	~~3593~~	~~3772~~	~~3961~~	~~4159~~	~~4367~~
~~Park Equipment Mechanic Leadworker~~	~~710111~~	~~12~~	~~3952~~	~~4150~~	~~4357~~	~~4575~~	~~4804~~

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

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

~~EXHIBIT 1~~

~~Unit 1 – Non-Supervisory Blue Collar (Local 39), effective October 2, 2017~~

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

~~4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can "flex" to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.~~

~~EXHIBIT 1~~

~~Unit 1 – Non-Supervisory Blue Collar (Local 39), effective October 2, 2017~~

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

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

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

~~4 This class is in a flexibly staffed series, which requires one year of satisfactory service before an employee can "flex" to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.~~

~~*10/2/2017 Fourth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)~~, effective March 19, 2018~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3470	3643	3825	4016	4217
Airports Operations Leadworker	310010	12	4052	4255	4468	4691	4926
Airports Operations Specialist	310012	12	3684	3868	4061	4264	4477
Automotive Parts Leadworker	145006	12	3684	3868	4061	4264	4477
Automotive Parts Specialist	145005	12	3348	3515	3690	3876	4069
Aviation Mechanic	410040	12	4945	5192	5451	5725	6010
Aviation Mechanic Leadworker	410041	12	5439	5711	5997	6297	6612
Body & Fender Repairer	320036	12	4495	4721	4956	5204	5464
Body & Fender Repairer Leadworker	320037	12	4945	5192	5451	5725	6010
Body & Fender Repairer Trainee	320035	6[7]	4051	4254	4467	4690	4925
Brake & Front End Specialist	710085	12	4945	5192	5451	5725	6010
Bus Air Conditioning Mechanic	320031	12	4495	4721	4956	5204	5464
Bus Air Conditioning Mechanic Leadworker	320032	12	4945	5192	5451	5725	6010
Bus Air Conditioning Mechanic Trainee	320030	6[7]	4051	4254	4467	4690	4925
Bus Equipment Attendant Leadworker	320040	12	3684	3868	4061	4264	4477
Bus Mechanic I	320020[2]	-	4051	4254	4467	4690	4925
Bus Mechanic II	320021	12	4495	4721	4956	5204	5464
Bus Mechanic Leadworker	320022	12	4945	5192	5451	5725	6010
~~Collection System Maintenance Operator I~~	~~630003[2]~~	~~-~~	~~3223~~	~~3384~~	~~3553~~	~~3730~~	~~3917~~
Collection System Maintenance Specialist	630002	12	4098	4303	4519	4744	4981
Collection System Maintenance Technician	630001	12	3725	3912	4108	4313	4528
Combination Welder	710067	12	4495	4721	4956	5204	5464
Combination Welder Leadworker	710066	12	4945	5192	5451	5725	6010
Communications Technician I	710050	12	4030	4231	4442	4664	4897
Communications Technician II	710051	12	4442	4664	4897	5142	5399

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

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

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)~~, effective March 19, 2018~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Technician	610040	12	4306	4521	4747	4984	5233
Custodian	810001	12	2751	2888	3032	3184	3343
Electronic Equipment Installer	710060	12	3268	3431	3603	3783	3972
Equipment Service Worker I	710075	12	3348	3515	3690	3876	4069
Equipment Service Worker II	710076	12	3684	3868	4061	4264	4477
Fire Equipment Mechanic I	420010	6[7]	4051	4254	4467	4690	4925
Fire Equipment Mechanic II	420011	12	4495	4721	4956	5204	5464
Fire Equipment Mechanic Leadworker	420012	12	4945	5192	5451	5725	6010
Graffiti Abatement Technician	710009	12	3304	3469	3643	3825	4016
Ground Water Production Specialist	610037	12	4306	4521	4747	4984	5233
Ground Water Production Technician	610036	12	3915	4111	4316	4531	4758
Heavy Equipment Mechanic I	710100[2]	-	4051	4254	4467	4690	4925
Heavy Equipment Mechanic II	710101	12	4495	4721	4956	5204	5464
Heavy Equipment Mechanic Leadworker	710102	12	4945	5192	5451	5725	6010
Heavy Equipment Operator	710025	12	4181	4391	4609	4841	5081
Instrumentation Specialist	620025	12	4735	4972	5221	5481	5755
Instrumentation Technician	620026	12	4306	4521	4747	4984	5233
Irrigation Specialist	510005	12	3636	3818	4008	4208	4418
Laborer	710005	12	2792	2920	3053	3192	3343
Light Equipment Mechanic I	710095[2]	-	4051	4254	4467	4690	4925
Light Equipment Mechanic II	710096	12	4495	4721	4956	5204	5464
Light Equipment Mechanic Leadworker	710097	12	4945	5192	5451	5725	6010
Light Equipment Operator	710020	12	3684	3868	4061	4264	4477
Locksmith	810015	12	3369	3538	3714	3900	4094
Maintenance & Construction Worker	710015	12	3348	3515	3690	3876	4069
Maintenance & Operations Assistant	710001	12	2792	2920	3053	3192	3343
Maintenance Carpenter I	810020	12	3708	3893	4088	4292	4506
Maintenance Carpenter II	810021	12	4090	4294	4509	4734	4971
Park Equipment Mechanic II	710110	12	3684	3868	4061	4264	4477
Park Equipment Mechanic Leadworker	710111	12	4051	4254	4467	4690	4925

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

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

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)~~, effective March 19, 2018~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125[4]	12[4]	3026	3177	3337	3503	3678
Parking Meter Attendant II	710126[4]	12[4]	3330	3496	3670	3853	4046
Parking Meter Attendant III	710127	12	3662	3844	4037	4238	4450
Parks Maintenance Leadworker	510003	12	3636	3818	4008	4208	4418
Parks Maintenance Worker I	510001	12	2751	2888	3032	3184	3343
Parks Maintenance Worker II	510002	12	3305	3470	3643	3825	4016
Power Generation Operator/Mechanic	620055	12	4989	5238	5500	5774	6063
Property Maintenance Leadworker	810007	12	3715	3901	4096	4301	4516
Property Maintenance Worker	810006	12	3470	3643	3827	4017	4217
Roofer	810010	12	3369	3537	3715	3900	4094
Sanitation Operator	640021	12	3684	3868	4061	4264	4477
Senior Collection System Maintenance Specialist	630004	12	4508	4733	4970	5218	5479
Senior Communications Technician	710052	12	4900	5145	5402	5672	5956
Senior Custodian	810002	12	3026	3177	3337	3503	3678
Senior Ground Water Production Operator	610038	12	5268	5531	5808	6098	6403
Senior Heavy Equipment Operator	710026	12	5147	5404	5674	5958	6256
Senior Sanitation Operator	640022	12	4051	4254	4467	4690	4925
Senior Wastewater Mechanical Specialist	620062	12	4535	4762	5000	5250	5512
Senior Wastewater Treatment Plant Operator	620043	12	5268	5531	5808	6098	6403
Senior Water Distribution/Production Operator	610030	12	5268	5531	5808	6098	6403
Senior Water Treatment Plant Operator	610039	12	5376	5645	5927	6223	6534
Solid Waste Safety & Training Specialist	640005	12	3845	4038	4240	4452	4674
Street Maintenance Leadworker	710040	12	3775	3963	4161	4369	4587
Street Sweeper Lead Operator	710036	12	4051	4254	4467	4690	4925
Street Sweeper Operator	710035	12	3684	3868	4061	4264	4477
Tire Maintenance & Repair Technician	710081	12	3684	3868	4061	4264	4477
Tire Maintenance Worker	710080	12	3348	3515	3690	3876	4069
Traffic Maintenance Leadworker	710046	12	3775	3963	4161	4369	4587

SEE APPENDIX FOR FOOTNOTES

4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)~~, effective March 19, 2018~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Traffic Maintenance Worker I	710044[4]	12[4]	3113	3268	3431	3603	3783
Traffic Maintenance Worker II	710045[4]	12[4]	3423	3594	3774	3962	4160
Tree Trimmer Leadworker	510010	12	3746	3933	4130	4337	4554
Utility Leadworker	710010	12	3636	3818	4008	4208	4418
~~Waste Collector II~~	~~640020~~	~~6~~	~~2770~~	~~2906~~	~~3051~~	~~3205~~	~~3365~~
Waste Container Maintenance Worker	640010	12	3026	3177	3337	3503	3678
~~Waste Container Maintenance Worker~~	~~640011~~	~~6~~	~~3190~~	~~3348~~	~~3515~~	~~3692~~	~~3879~~
Wastewater Distributor Technician	620050	12	3387	3556	3734	3920	4116
~~Wastewater Lead Distributor~~	~~620051~~	~~12~~	~~3262~~	~~3425~~	~~3596~~	~~3776~~	~~3965~~
Wastewater Mechanical Specialist	620061	12	4306	4521	4747	4984	5233
Wastewater Mechanical Technician	620060	12	3915	4111	4316	4531	4758
Wastewater Treatment Plant Operator-In-Training	620040[1]	-	3387	3556	3734	3920	4116
Wastewater Treatment Plant Specialist	620042	12	4535	4762	5000	5250	5512
Wastewater Treatment Plant Technician	620041	12	4306	4521	4747	4984	5233
Water Distribution/Production Specialist	610029	12	4306	4521	4747	4984	5233
Water Distribution/Production Technician	610028	12	3915	4111	4316	4531	4758
Water Maintenance Mechanic Specialist	610032	12	4306	4521	4747	4984	5233
Water Maintenance Mechanic Technician	610031	12	3915	4111	4316	4531	4758
Water Quality Specialist	610034	12	4306	4521	4747	4984	5233
Water Quality Technician	610033	12	3915	4111	4316	4531	4758
~~Water System Operator I~~	~~610025~~	~~12~~	~~3508~~	~~3683~~	~~3867~~	~~4061~~	~~4263~~
~~Water System Operator II~~	~~610026~~	~~12~~	~~3891~~	~~4086~~	~~4290~~	~~4505~~	~~4730~~
~~Water System Operator III~~	~~610027~~	~~12~~	~~4891~~	~~5136~~	~~5394~~	~~5662~~	~~5944~~
Welder	710065	12	4051	4254	4467	4690	4925

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

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

4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective March 18, 2019							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3557	3735	3921	4117	4323
Airports Operations Leadworker	310010	12	4155	4363	4581	4810	5050
Airports Operations Specialist	310012	12	3777	3965	4163	4371	4589
Automotive Parts Leadworker	145006	12	3777	3965	4163	4371	4589
Automotive Parts Specialist	145005	12	3432	3603	3783	3973	4171
Aviation Mechanic	410040	12	5070	5323	5589	5869	6161
Aviation Mechanic Leadworker	410041	12	5576	5855	6148	6455	6778
Body & Fender Repairer	320036	12	4608	4840	5080	5335	5601
Body & Fender Repairer Leadworker	320037	12	5070	5323	5589	5869	6161
Body & Fender Repairer Trainee	320035	6[7]	4154	4362	4580	4809	5049
Brake & Front End Specialist	710085	12	5070	5323	5589	5869	6161
Bus Air Conditioning Mechanic	320031	12	4608	4840	5080	5335	5601
Bus Air Conditioning Mechanic Leadworker	320032	12	5070	5323	5589	5869	6161
Bus Air Conditioning Mechanic Trainee	320030	6[7]	4154	4362	4580	4809	5049
Bus Equipment Attendant Leadworker	320040	12	3777	3965	4163	4371	4589
Bus Mechanic I	320020[2]	-	4154	4362	4580	4809	5049
Bus Mechanic II	320021	12	4608	4840	5080	5335	5601
Bus Mechanic Leadworker	320022	12	5070	5323	5589	5869	6161
~~Collection System Maintenance Operator I~~	~~630003[2]~~	~~-~~	~~3223~~	~~3384~~	~~3553~~	~~3730~~	~~3917~~
Collection System Maintenance Specialist	630002	12	4201	4411	4632	4863	5106
Collection System Maintenance Technician	630001	12	3819	4010	4211	4421	4642
Combination Welder	710067	12	4608	4840	5080	5335	5601
Combination Welder Leadworker	710066	12	5070	5323	5589	5869	6161
Communications Technician I	710050	12	4131	4337	4554	4781	5020
Communications Technician II	710051	12	4554	4781	5020	5271	5534

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

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

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective March 18, 2019							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Technician	610040	12	4414	4635	4866	5109	5364
Custodian	810001	12	2820	2961	3109	3264	3427
Electronic Equipment Installer	710060	12	3350	3517	3694	3878	4072
Equipment Service Worker I	710075	12	3432	3603	3783	3973	4171
Equipment Service Worker II	710076	12	3777	3965	4163	4371	4589
Fire Equipment Mechanic I	420010	6[7]	4154	4362	4580	4809	5049
Fire Equipment Mechanic II	420011	12	4608	4840	5080	5335	5601
Fire Equipment Mechanic Leadworker	420012	12	5070	5323	5589	5869	6161
Graffiti Abatement Technician	710009	12	3387	3556	3735	3921	4117
Ground Water Production Specialist	610037	12	4414	4635	4866	5109	5364
Ground Water Production Technician	610036	12	4013	4214	4424	4645	4877
Heavy Equipment Mechanic I	710100[2]	-	4154	4362	4580	4809	5049
Heavy Equipment Mechanic II	710101	12	4608	4840	5080	5335	5601
Heavy Equipment Mechanic Leadworker	710102	12	5070	5323	5589	5869	6161
Heavy Equipment Operator	710025	12	4286	4501	4725	4963	5209
Instrumentation Specialist	620025	12	4854	5097	5352	5619	5899
Instrumentation Technician	620026	12	4414	4635	4866	5109	5364
Irrigation Specialist	510005	12	3727	3914	4109	4314	4529
Laborer	710005	12	2862	2993	3130	3272	3427
Light Equipment Mechanic I	710095[2]	-	4154	4362	4580	4809	5049
Light Equipment Mechanic II	710096	12	4608	4840	5080	5335	5601
Light Equipment Mechanic Leadworker	710097	12	5070	5323	5589	5869	6161
Light Equipment Operator	710020	12	3777	3965	4163	4371	4589
Locksmith	810015	12	3454	3627	3807	3998	4197
Maintenance & Construction Worker	710015	12	3432	3603	3783	3973	4171
Maintenance & Operations Assistant	710001	12	2862	2993	3130	3272	3427
Maintenance Carpenter I	810020	12	3801	3991	4191	4400	4619
Maintenance Carpenter II	810021	12	4193	4402	4622	4853	5096
Park Equipment Mechanic II	710110	12	3777	3965	4163	4371	4589
Park Equipment Mechanic Leadworker	710111	12	4154	4362	4580	4809	5049

[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).

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective March 18, 2019							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125[4]	12[4]	3102	3257	3421	3591	3770
Parking Meter Attendant II	710126[4]	12[4]	3414	3584	3762	3950	4148
Parking Meter Attendant III	710127	12	3754	3941	4138	4345	4562
Parks Maintenance Leadworker	510003	12	3727	3914	4109	4314	4529
Parks Maintenance Worker I	510001	12	2820	2961	3109	3264	3427
Parks Maintenance Worker II	510002	12	3388	3557	3735	3921	4117
Power Generation Operator/Mechanic	620055	12	5114	5369	5638	5919	6215
Property Maintenance Leadworker	810007	12	3809	3999	4199	4409	4629
Property Maintenance Worker	810006	12	3557	3735	3923	4118	4323
Roofer	810010	12	3454	3626	3808	3998	4197
Sanitation Operator	640021	12	3777	3965	4163	4371	4589
Senior Collection System Maintenance Specialist	630004	12	4621	4852	5095	5349	5616
Senior Communications Technician	710052	12	5023	5274	5538	5814	6105
Senior Custodian	810002	12	3102	3257	3421	3591	3770
Senior Ground Water Production Operator	610038	12	5400	5670	5954	6251	6564
Senior Heavy Equipment Operator	710026	12	5276	5540	5817	6108	6413
Senior Sanitation Operator	640022	12	4154	4362	4580	4809	5049
Senior Wastewater Mechanical Specialist	620062	12	4649	4882	5125	5382	5650
Senior Wastewater Treatment Plant Operator	620043	12	5400	5670	5954	6251	6564
Senior Water Distribution/Production Operator	610030	12	5400	5670	5954	6251	6564
Senior Water Treatment Plant Operator	610039	12	5511	5787	6076	6379	6698
Solid Waste Safety & Training Specialist	640005	12	3942	4139	4346	4564	4791
Street Maintenance Leadworker	710040	12	3870	4063	4266	4479	4702
Street Sweeper Lead Operator	710036	12	4154	4362	4580	4809	5049
Street Sweeper Operator	710035	12	3777	3965	4163	4371	4589
Tire Maintenance & Repair Technician	710081	12	3777	3965	4163	4371	4589
Tire Maintenance Worker	710080	12	3432	3603	3783	3973	4171
Traffic Maintenance Leadworker	710046	12	3870	4063	4266	4479	4702

4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can "flex" to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective March 18, 2019							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Traffic Maintenance Worker I	710044[4]	12[4]	3191	3350	3517	3694	3878
Traffic Maintenance Worker II	710045[4]	12[4]	3509	3684	3869	4062	4264
Tree Trimmer Leadworker	510010	12	3840	4032	4234	4446	4668
Utility Leadworker	710010	12	3727	3914	4109	4314	4529
Waste Container Maintenance Worker	640010	12	3102	3257	3421	3591	3770
Wastewater Distributor Technician	620050	12	3472	3645	3828	4018	4219
Wastewater Mechanical Specialist	620061	12	4414	4635	4866	5109	5364
Wastewater Mechanical Technician	620060	12	4013	4214	4424	4645	4877
Wastewater Treatment Plant Operator-In-Training	620040[1]	-	3472	3645	3828	4018	4219
Wastewater Treatment Plant Specialist	620042	12	4649	4882	5125	5382	5650
Wastewater Treatment Plant Technician	620041	12	4414	4635	4866	5109	5364
Water Distribution/Production Specialist	610029	12	4414	4635	4866	5109	5364
Water Distribution/Production Technician	610028	12	4013	4214	4424	4645	4877
Water Maintenance Mechanic Specialist	610032	12	4414	4635	4866	5109	5364
Water Maintenance Mechanic Technician	610031	12	4013	4214	4424	4645	4877
Water Quality Specialist	610034	12	4414	4635	4866	5109	5364
Water Quality Technician	610033	12	4013	4214	4424	4645	4877
Welder	710065	12	4154	4362	4580	4809	5049

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).

4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

EXHIBIT 2
Unit 2 – Non-Represented Management and Confidential Classes~~, effective August 1, 2017~~

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Manager	310004e	-	E7~~19~~		~~7937~~ 8128	-	~~9912~~ 10160	
Assistant City Attorney	160008e	-	E4~~6~~		11165	-	~~15632~~ 16023	
Assistant City Manager	150135e	-	E3~~4~~		~~11165~~ 14892	-	18615	
Assistant Controller	135020e	-	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	
Assistant Director	150160e	-	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	
Assistant Director of Personnel Services	150043e	-	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	
Assistant Director of Public Utilities	620100e	-	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	
Assistant Director of Public Works	210089e	-	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	
Assistant Police Chief	415010e	-	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	
Assistant Retirement Administrator	135040e	-	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	
Budget Analyst	135006e	12	E15~~6~~		~~3907~~ 5304	-	~~5498~~ 6421	
Budget Manager	135008e	-	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	
Chief Assistant City Attorney	160015e	-	E3~~5~~		~~11165~~ 14892	-	~~17978~~ 18615	
Chief Information Officer	125067e	-	E4~~6~~		11165	-	~~15632~~ 16023	
Chief of Staff to Councilmember	150086e	-	E10		3062	-	9236	
Chief of Staff to the Mayor	150123e	-	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	
City Attorney	160009e	-	E1		~~14765~~ 16954	-	~~20676~~ 21193	
City Attorney Investigator	160003	-	E15		~~5175~~ 5304	-	~~6264~~ 6421	
City Clerk	150125e	-	E5~~10~~		~~8144~~ 9400	-	~~11460~~ 13196	

City Engineer	210080e	-	E4~~6~~		11165	-	~~15632~~ 16023	
City Manager	150130e	-	E1		~~14765~~ 16954	-	~~20676~~ 21193	
Community Coordinator	150075e	-	E16		~~3907~~ 4005	-	~~5498~~ 5635	
Community Outreach Specialist	150230e	-	E16		~~3907~~ 4005	-	~~5498~~ 5635	
Controller	135021e	-	E4~~6~~		11165	-	~~15632~~ 16023	
Council Assistant	150085e	-	E10~~21~~		~~2897~~ 3062	-	~~9011~~ 9236	
Deputy City Attorney II	160006e	-	E8~~20~~		~~7216~~ 7389	-	~~9011~~ 9236	
Deputy City Attorney III	160007e	-	E7~~19~~		~~7937~~ 8128	-	~~9912~~ 10160	
Deputy City Manager	150140e	-	E7~~19~~		~~7937~~ 8128	-	~~9912~~ 10160	
Director	150170e	-	E4~~6~~		11165	-	~~15632~~ 16023	
Director of Aviation	310045e	-	E4~~6~~		11165	-	~~15632~~ 16023	

e Exempt class, see Section 4.

~~*8/1/2017 Second 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
Director of Development	220020e	-	E4~~6~~		11165	-	~~15632~~ 16023	
Director of Personnel Services	150042e	-	E4~~6~~		11165	-	~~15632~~ 16023	
Director of Public Utilities	620101e	-	E4~~6~~		11165	-	~~15632~~ 16023	
Director of Transportation	310040e	-	E4~~6~~		11165	-	~~15632~~ 16023	
Economic Development Coordinator	150090e	-	E10~~21~~		~~2897~~ 3062	-	~~9011~~ 9236	
Economic Development Director	150099e	-	E4~~6~~		11165	-	~~15632~~ 16023	
Executive Assistant to Department Director	115003e	-	E19~~7~~		~~3757~~ 3900	-	~~5236~~ 5498	
Executive Assistant to the City Attorney's Office	115004e	-	E17		3900	-	6021	
Executive Assistant to the City Manager's Office	115001e	-	E17		~~3757~~ 3900	-	~~5236~~ 6021	
Fire Chief	425007e	-	E3~~5~~		~~11165~~ 14892	-	~~17978~~ 18615	
Governmental Affairs Manager	150240e	-	E10~~21~~		~~2897~~ 3062	-	~~9011~~ 9236	
Human Resources Manager	150025e	-	E7~~19~~		~~7937~~ 8128	-	~~9912~~ 10160	
Independent Reviewer	150220e	-	E5~~10~~		~~8144~~ 9400	-	~~11460~~ 13196	
Internal Auditor	135010e	12	E15~~6~~		~~3907~~ 5304	-	~~5498~~ 6421	
Investment Officer	135014e	-	E6~~10~~		~~8144~~ 8390	-	~~11460~~ 11747	
Labor Relations Manager	150030e	-	E7~~19~~		~~7937~~ 8128	-	~~9912~~ 10160	
~~Labor Relations Secretary~~	~~115010e~~	~~12~~	~~E17~~		~~3757~~	~~-~~	~~5236~~	
Management Analyst II	150032e†	12	E15~~6~~		~~3907~~ 5304	-	~~5498~~ 6421	

Payroll Accountant	130016e	12	E15		~~5175~~ 5304	-	~~6264~~ 6421	
Payroll Manager	135012e	-	E7~~19~~		~~7937~~ 8128	-	~~9912~~ 10160	
Police Chief	415008e	-	E2		~~15100~~ 15264	-	~~18615~~ 19080	
Principal Budget Analyst	135009e	-	E7~~19~~		~~7937~~ 8128	-	~~9912~~ 10160	
Principal Internal Auditor	135011e	-	E8~~20~~		~~7216~~ 7389	-	~~9011~~ 9236	
Public Affairs Officer	150118e	-	E8~~20~~		~~7216~~ 7389	-	~~9011~~ 9236	
Public Works Director	210085e	-	E4~~6~~		11165	-	~~15632~~ 16023	
~~Redevelopment Administrator~~	~~150080e~~	~~-~~	~~E8~~		~~9150~~	~~-~~	~~12874~~	
Retirement Administrator	135030e	-	E3~~6~~		~~11165~~ 14892	-	~~15632~~ 18615	
Retirement Benefits Manager	135045e	-	E7~~19~~		~~7937~~ 8128	-	~~9912~~ 10160	
~~Risk/Safety Manager~~	~~150035e~~	~~-~~	~~E19~~		~~7937~~	~~-~~	~~9912~~	

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

e Exempt class, see Section 4.

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	–	E8~~20~~		~~7216~~ 7389	-	~~9011~~ 9236	
Senior Deputy City Attorney	160013e	–	E6~~10~~		~~8144~~ 8390	-	~~11460~~ 11747	
Senior Human Resources/Risk Analyst	150017e	–	E8~~20~~		~~7216~~ 7389	-	~~9011~~ 9236	
Supervising Deputy City Attorney	160010e	–	E5~~8~~		~~9150~~ 9400	-	~~12874~~ 13196	

e Exempt class, see Section 4.

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

[3] This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

[4] This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)~~, effective September 25, 2017~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070[3]	6[3]	2796	2926	3070	3202	3351	-
Call Center Representative II	115071[3]	12[3]	3064	3202	3351	3509	3674	-
Central Printing Clerk	120005	12	2595	2715	2839	2970	3109	-
City Records Specialist	115025	12	3403	3561	3729	3904	4089	-
Commercial Building Inspector	230015	12	4955	5190	5440	5696	5971	-
Community Recreation Assistant	520010	12	2825	2952	3075	3198	3339	-
Community Revitalization Specialist	230053	12	4615	4838	5071	5347	5570	-
Community Revitalization Technician	230059	12	3210	3360	3516	3682	3856	-
Community Services Officer I	410025[4]	12[4]	2934	3069	3210	3360	3516	-
Community Services Officer II	410026[4]	12[4]	3210	3360	3516	3682	3856	-
Computer Systems Specialist I	125010[4]	12[4]	4043	4232	4433	4645	4866	-
Computer Systems Specialist II	125011[4]	12[4]	4751	4975	5214	5463	5727	-
Computer Systems Specialist III	125012	12	5326	5581	5851	6130	6428	-
Construction Compliance Specialist	150055	12	3958	4138	4335	4542	4755	-
Crime Scene Technician I	410010[4]	12[4]	3787	3964	4151	4349	4556	-
Crime Scene Technician II	410011[4]	12[4]	4151	4349	4556	4771	5001	-
Crime Specialist	410008	12	4751	4975	5214	5463	5727	-
Customer Services Clerk I	115060[3]	6[3]	2559	2675	2796	2926	3064	-
Customer Services Clerk II	115061[3]	12[3]	2796	2926	3064	3202	3351	-
Development Services Coordinator	230057	12	4608	4861	5097	5341	5597	-
Digital Forensics Analyst	410050	12	6103	6408	6728	7064	7417	-
Emergency Services Dispatcher I	410001[5]	12[5]	3462	3601	3751	3923	4088	-
Emergency Services Dispatcher II	410002[5]	12[5]	3708	3883	4069	4261	4456	-
Emergency Services Dispatcher III	410003	12	4145	4335	4546	4756	4981	-

[3] This class is in a flexibly-staffed series which allows an employee to "flex" to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

[4] This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can "flex" to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

[5] This class is in a flexibly-staffed series. The probationary period for employees in the Emergency Services Dispatcher I class shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

~~*9/25/2017 Fourth Council Amendment*~~
~~*Supersedes Original*~~

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

[3] This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

[4] This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

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

[3] This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

[4] This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

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

[4] This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level

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

[4] This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.

~~EXHIBIT 4~~ ~~Unit 4 - Non-Management Police (FPOA), effective June 26, 2017~~									
~~CLASS TITLE~~	~~JOB CODE~~	~~PROB PER~~	~~A~~	~~B~~	~~C~~	~~D~~	~~E~~	~~F~~	~~G~~
~~Police Officer Recruit~~	~~415001~~	~~12~~	~~4569~~	~~4798~~	~~–~~	~~–~~	~~–~~	~~–~~	~~–~~
~~Police Officer~~	~~415002~~	~~12[6]~~	~~5279~~	~~5543~~	~~5821~~	~~6112~~	~~6418~~	~~6740~~	~~7077~~
~~Police Sergeant~~	~~415004~~	~~12~~	~~6363~~	~~6681~~	~~7016~~	~~7367~~	~~7736~~	~~8124~~	~~8531~~
~~Police Specialist~~	~~415003~~	~~–~~	~~5279~~	~~5543~~	~~5821~~	~~6112~~	~~6418~~	~~6740~~	~~7077~~

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA)~~, effective June 25, 2018~~									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Police Officer Recruit	415001	12	4707	4942	–	–	–	–	–
Police Officer	415002	12[6]	5438	5710	5996	6296	6611	6943	7290
Police Sergeant	415004	12	6554	6882	7227	7589	7969	8368	8787
Police Specialist	415003	–	5438	5710	5996	6296	6611	6943	7290

[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.

~~*06/26/2017 First Council Amendment*~~
~~*Supersedes Original*~~

~~EXHIBIT 5~~ ~~Unit 5 – Fire Non-Management (IAFF)~~								
~~CLASS TITLE~~	~~JOB CODE~~	~~PROB PER~~	~~A~~	~~B~~	~~C~~	~~D~~	~~E~~	~~F~~
~~Firefighter Trainee~~	~~425001~~	~~--~~	~~4694~~					
~~Firefighter~~	~~425002~~	~~12~~	~~5215~~	~~5475~~	~~5751~~	~~6038~~	~~6341~~	~~6660~~
~~Firefighter Specialist~~	~~425003~~	~~12~~	~~5841~~	~~6132~~	~~6441~~	~~6761~~	~~7100~~	~~7455~~
~~Fire Captain~~	~~425004~~	~~12~~	~~6519~~	~~6846~~	~~7189~~	~~7549~~	~~7927~~	~~8325~~
~~Fire Investigation Unit Supervisor~~	~~425010~~	~~12~~	~~6519~~	~~6846~~	~~7189~~	~~7549~~	~~7927~~	~~8325~~

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF)~~, effective June 30, 2018~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Firefighter Trainee	425001	--	4788					
Firefighter	425002	12	5320	5585	5866	6158	6486	6794
Firefighter Specialist	425003	12	5958	6255	6570	6896	7242	7604
Fire Captain	425004	12	6650	6983	7332	7700	8086	8491
Fire Investigation Unit Supervisor	425010	12	6650	6983	7332	7700	8086	8491

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

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

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

EXHIBIT 7 Unit 7 – Non-Supervisory Groups and Crafts (IBEW)~~, effective September 18, 2017~~				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	6336
Concrete Finisher	730005	12	Flat Rate	5526
Electrician	730010	12	Flat Rate	5731
Industrial Electrician	730012	12	Flat Rate	6336
Painter	730015	12	Flat Rate	5035
Plumber	730030	12	Flat Rate	5731

EXHIBIT 7 Unit 7 – Non-Supervisory Groups and Crafts (IBEW), effective September 17, 2018				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	6495
Concrete Finisher	730005	12	Flat Rate	5665
Electrician	730010	12	Flat Rate	5875
Industrial Electrician	730012	12	Flat Rate	6495
Painter	730015	12	Flat Rate	5161
Plumber	730030	12	Flat Rate	5875

~~*9/18/2017 Fourth Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 8 Unit 8 – Non-Represented~~, effective January 1, 2018~~				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	$18.00 - $25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	$11.00 Per Hour
Law Clerk	910015	-	Hourly	$20.00 - $25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	$18.00 - $22.00 Per Hour
Lifeguard	950001	–	Hourly	$11.00 - $11.50 Per Hour
Police Cadet I	940005	~~–~~48 mos.	Hourly	$11.00 - $13.48 Per Hour
Police Cadet II	940006	~~–~~48 mos.	Hourly	$13.49 - $17.00 Per Hour
Pool Supervisor	950015	–	Hourly	$12.50 - $22.00 Per Hour
Senior Lifeguard	950002	–	Hourly	$11.50 - $13.00 Per Hour
Services Aide	910005	–	Hourly	$11.00 - $15.00 Per Hour
Sports Official	950010	–		$11.00 - $50.00 Per Game
Student Aide II	910002	–	Hourly	$11.00 Per Hour

EXHIBIT 8 Unit 8 – Non-Represented, effective January 1, 2019				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	$18.00 - $25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	$~~11.00~~12.00 Per Hour
Law Clerk	910015	-	Hourly	$20.00 - $25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	$18.00 - $22.00 Per Hour
Lifeguard	950001	–	Hourly	$~~11.00~~12.00 - $~~11.50~~12.50 Per Hour
Police Cadet I	940005	~~–~~48 mos.	Hourly	$~~11.00~~12.00 - $~~13.48~~14.48 Per Hour
Police Cadet II	940006	~~–~~48 mos.	Hourly	$~~13.49~~14.49 - $~~17.00~~18.00 Per Hour
Pool Supervisor	950015	–	Hourly	$~~12.50~~13.50 - $22.00 Per Hour
Senior Lifeguard	950002	–	Hourly	$~~11.50~~12.50 - $~~13.00~~14.00 Per Hour
Services Aide	910005	–	Hourly	$~~11.00~~12.00 - $15.00 Per Hour
Sports Official	950010	–		$~~11.00~~12.00 - $50.00 Per Game

Student Aide II	910002	–	Hourly	$~~11.00~~12.00 Per Hour

~~*1/1/2018 Sixth Amendment*~~
~~*Supersedes Original*~~

1 The classifications of Police Cadet I and II have a 48 month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).

~~EXHIBIT 9~~ ~~Unit 9 – Police Management, effective June 26, 2017~~										
~~CLASS TITLE~~	~~JOB CODE~~	~~PROB PER~~	~~RANGE~~	~~A~~	~~B~~	~~C~~	~~D~~	~~E~~	~~F~~	~~G~~
~~Deputy Police Chief~~	~~415007e~~	~~--~~	~~E9~~		~~10324~~	~~-~~	~~13422~~			
~~Police Captain~~	~~415006e~~	~~12~~		~~9062~~	~~9516~~	~~9992~~	~~10492~~	~~11018~~	~~11569~~	~~12148~~
~~Police Lieutenant~~	~~415005e~~	~~12~~		~~7870~~	~~8264~~	~~8678~~	~~9112~~	~~9568~~	~~10047~~	~~10550~~

EXHIBIT 9 Unit 9 – Police Management~~, effective June 25, 2018~~										
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F	G
Deputy Police Chief	415007e	--	E9		10634	-	13825			
Police Captain	415006e	12		9334	9802	10292	10807	11349	11917	12513
Police Lieutenant	415005e	12		8107	8512	8939	9386	9856	10349	10867

e Exempt class, see Section 4.

~~*08/17/2017 Third Council Amendment*~~
~~*Supersedes Original*~~

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

EXHIBIT 10 Unit 10 – Fire Management~~, effective January 1, 2018~~								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Fire Battalion Chief	425005e	12	8495	8922	9366	9833	10325	10840
Deputy Fire Chief	425006e	--	10770	11309	11876	12470	13094	13751

e Exempt class, see Section 4.

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

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

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.

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA)~~, effective April 16, 2018~~							
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
Historic Preservation Specialist	230066e	12	5631	5910	6201	6503	6823
Housing Program Supervisor	230055e	12	5979	6278	6592	6921	7268
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	5436	5708	5993	6293	6608

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)							
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	640029e	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 Airports Operations Officer	310013e	12	4353	4564	4787	5024	5266
Supervising Airports Building Maintenance Technician	310014e	12	4261	4471	4689	4920	5158
Supervising Commercial Building Inspector	230036e	12	5118	5370	5633	5911	6202
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.

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 Environmental Supervisor	620073e	12	6010	6303	6614	6940	7280
Wastewater Operations Supervisor	620072e	12	6010	6303	6614	6940	7280
Wastewater System Supervisor	620071e	12	6010	6303	6614	6940	7280
~~Wastewater Treatment Maintenance Supervisor~~	~~620070e~~	~~12~~	~~6010~~	~~6303~~	~~6614~~	~~6940~~	~~7280~~
Water Conservation Supervisor	610045e	12	5723	6003	6298	6609	6933
Water System Supervisor	610055e	12	6010	6303	6614	6940	7280

e Exempt class, see Section 4.

EXHIBIT 13-2 Unit 13 – Non-Exempt Professional (CFPEA)							
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

~~EXHIBIT 14~~ ~~Unit 14 – Management Classes (CFMEA), effective October 2, 2017~~								
~~CLASS TITLE~~	~~JOB CODE~~	~~PROB PER~~	~~RANGE~~	~~A~~	~~B~~	~~C~~	~~D~~	~~E~~
~~Administrative Manager~~	~~220025e~~	~~–~~	~~E11~~		~~7937~~	~~-~~	~~9912~~	
~~Airports Marketing & Public Relations Coordinator~~	~~310150e~~	~~–~~	~~E14~~		~~6022~~		~~7520~~	
~~Airports Operations Manager~~	~~310020e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Airports Planning Manager~~	~~310019e~~	~~–~~	~~E11~~		~~7937~~	~~-~~	~~9912~~	
~~Airports Properties Manager~~	~~310021e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Assistant City Clerk~~	~~115030e~~	~~–~~	~~E14~~		~~6022~~		~~7520~~	
~~Building Services Manager~~	~~230031e~~	~~–~~	~~E18~~		~~8136~~	~~-~~	~~10160~~	
~~Business Manager~~	~~150019e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~City Traffic Engineer~~	~~210076e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Communications Manager~~	~~125060e~~	~~–~~	~~E11~~		~~7937~~	~~-~~	~~9912~~	
~~Community Sanitation Manager~~	~~720040e~~	~~–~~	~~E14~~		~~6022~~		~~7520~~	
~~Construction Manager~~	~~210096~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Crime Scene Investigation Bureau Manager~~	~~410015e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Deputy City Engineer~~	~~210081e~~	~~–~~	~~E18~~		~~8136~~	~~-~~	~~10160~~	
~~Division Manager~~	~~150024e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Economic Development Analyst~~	~~150095e~~	~~–~~	~~E14~~		~~6022~~		~~7520~~	
~~Facilities Manager~~	~~810040e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Fleet Manager~~	~~720032e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Housing & Neighborhood Revitalization Manager~~	~~230065e~~	~~–~~	~~E11~~		~~7937~~	~~-~~	~~9912~~	
~~Information Services Manager~~	~~125055e~~	~~–~~	~~E11~~		~~7937~~	~~-~~	~~9912~~	
~~Law Office Manager~~	~~115020e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Management Analyst III~~	~~150022e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Parks Manager~~	~~510035e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Personnel Manager~~	~~150026e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Planning Manager~~	~~220010e~~	~~–~~	~~E11~~		~~7937~~	~~-~~	~~9912~~	
~~Projects Administrator~~	~~150063e~~	~~–~~	~~E11~~		~~7937~~	~~-~~	~~9912~~	
~~Public Works Manager~~	~~210095e~~	~~–~~	~~E11~~		~~7937~~	~~-~~	~~9912~~	
~~Purchasing Manager~~	~~140005e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	

~~e Exempt class, see Section 4.~~

~~*10/2/2017 Fourth Council Amendment*~~
~~*Supersedes Original*~~

~~EXHIBIT 14~~ ~~Unit 14 – Management Classes (CFMEA)~~								
~~CLASS TITLE~~	~~JOB CODE~~	~~PROB PER~~	~~RANGE~~	~~A~~	~~B~~	~~C~~	~~D~~	~~E~~
~~Records Manager~~	~~115046e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Recreation Manager~~	~~520025e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Revenue Manager~~	~~135026e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Senior Management Analyst~~	~~150023e~~	~~–~~	~~E14~~		~~6022~~		~~7520~~	
~~Sewer Maintenance Manager~~	~~630010e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Solid Waste Manager~~	~~640040e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Training Officer~~	~~150046e~~	~~–~~	~~E14~~		~~6022~~		~~7520~~	
~~Transit Maintenance Manager~~	~~320060e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Transit Operations Manager~~	~~320055e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Wastewater Manager~~	~~620095e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	
~~Water System Manager~~	~~610075e~~	~~–~~	~~E12~~		~~7216~~	~~-~~	~~9011~~	

~~e Exempt class, see Section 4.~~

EXHIBIT 14 Unit 14 – Management Classes (CFMEA)~~, effective July 1, 2018~~								
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Administrative Manager	220025e	–	E11		8096	-	10111	
Airports Marketing & Public Relations Coordinator	310150e	–	E14		6143		7671	
Airports Operations Manager	310020e	–	E12		7361	-	9192	
Airports Planning Manager	310019e	–	E11		8096	-	10111	
Airports Properties Manager	310021e	–	E12		7361	-	9192	
Assistant City Clerk	115030e	–	E14		6143		7671	
Building Services Manager	230031e	–	E18		8299	-	10364	
Business Manager	150019e	–	E12		7361	-	9192	
Communications Manager	125060e	–	E11		8096	-	10111	
Community Sanitation Manager	720040e	–	E14		6143		7671	
Construction Manager	210096e	–	E12		7361	-	9192	
Crime Scene Investigation Bureau Manager	410015e	–	E12		7361	-	9192	
Deputy City Engineer	210081e	–	E18		8299	-	10364	
Division Manager	150024e	–	E12		7361	-	9192	
Economic Development Analyst	150095e	–	E14		6143		7671	
Facilities Manager	810040e	–	E12		7361	-	9192	
Fleet Manager	720032e	–	E12		7361	-	9192	
Housing & Neighborhood Revitalization Manager	230065e	–	E11		8096	-	10111	
Information Services Manager	125055e	–	E11		8096	-	10111	
Law Office Manager	115020e	_	E12		7361	-	9192	
Parks Manager	510035e	–	E12		7361	-	9192	
Personnel Manager	150026e	–	E12		7361	-	9192	
Planning Manager	220010e	–	E11		8096	-	10111	
Projects Administrator	150063e	–	E11		8096	-	10111	
Public Works Manager	210095e	–	E11		8096	-	10111	
Purchasing Manager	140005e	–	E12		7361	-	9192	

~~*7/1/2017 Second Council Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 14 Unit 14 – Management Classes (CFMEA)								
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Records Manager	115046e	–	E12		7361	-	9192	
Recreation Manager	520025e	–	E12		7361	-	9192	
Revenue Manager	135026e	–	E12		7361	-	9192	
Senior Management Analyst	150023e	–	E14		6143		7671	
Solid Waste Manager	640040e	–	E12		7361	-	9192	
Training Officer	150046e	–	E14		6143		7671	
Transit Maintenance Manager	320060e	–	E12		7361	-	9192	
Transit Operations Manager	320055e	–	E12		7361	-	9192	
Wastewater Manager	620095e	–	E12		7361	-	9192	
Water System Manager	610075e	–	E12		7361	-	9192	

EXHIBIT 15 Unit 15 – Airport Public Safety Supervisors (FAPSS)~~, effective October 16, 2017~~							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Supervisor*	310003	12	6617	6947	7295	7660	8043
Airport Public Safety Supervisor**	310005	12	5784	6071	6376	6695	7028

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

~~*10/12/2017 Fifth Amendment*~~
~~*Supersedes Original*~~

EXHIBIT 15 Unit 15 – Airport Public Safety Supervisors (FAPSS), effective October 15, 2018							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Supervisor*	310003	12	6816	7156	7514	7890	8285
Airport Public Safety Supervisor**	310005	12	5958	6254	6568	6896	7239

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

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Assistant Chief of Wastewater Treatment Operations (620079)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Buyer I (140001)	1/28/16	Procurement Specialist (140002)	90%	1/28/16
Chief of Solid Waste Operations (640035)	7/1/18	Landscape Maintenance Superintendent (510027)	100%	7/1/18
City Traffic Engineer (210076)	7/1/18	Construction Manager (210096)	100%	7/1/18
Collection System Maintenance Operator I (630003)	5/29/17	Collection System Maintenance Technician (630001)	90%	5/29/17
Collection System Maintenance Supervisor (630005)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Community Sanitation Supervisor I (720042)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
Emergency Preparedness Officer (420020)	7/1/18	Management Analyst II (150021)	100%	7/1/18
Industrial Electrician Supervisor (720020)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Labor Relations Secretary (115010)	7/1/18	Executive Assistant to Department Director (115003)	100%	7/1/18
Laboratory Supervisor (620014)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Management Analyst III (150022)	7/1/18	Business Manager (150019)	100%	7/1/18
Plans Examiner I (210040)	10/3/16	Plans Examiner (210041)	84.61%	10/3/16
Power Generation System Supervisor (620056)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Risk/Safety Manager (150035)	7/1/18	Human Resources Manager (150025)	100%	7/1/18

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Redevelopment Administrator (150080)	7/1/18	Assistant Director of Personnel Services (150043)	100%	7/1/18
Sewer Maintenance Manager (630010)	7/1/18	Wastewater Manager (620095)	100%	7/1/18
Solid Waste System Supervisor (640030)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
Supervising Environmental Control Officer (620005)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Transit Maintenance Manager (320060)	7/1/18	Transit Operations Manager (320055)	100%	7/1/18
Waste Collector II (640020)	9/5/16	Sanitation Operator (640021)	84.19%	9/5/16
Waste Container Maintenance Worker (640011)	9/5/16	Waste Container Maintenance Worker (640010)	117.65%	9/5/16
Wastewater Lead Distributor (620051)	9/5/16	Wastewater Distributor Technician (620050)	118.92%	9/5/16
Wastewater Treatment Maintenance Supervisor (620070)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Water System Operator I (610025)	7/1/18	Water Distribution/Production Technician (610028)	100%	7/1/18
Water System Operator II (610026)	7/1/18	Water Distribution/Production Specialist (610029)	100%	7/1/18
Water System Operator III (610027)	7/1/18	Senior Water Treatment Plant Operator (610039)	90.79%	7/1/18
Bus Driver – F Step (320015)	1/1/17	Bus Driver – E Step (320015)	100%	1/1/17
Community Revitalization Specialist – F Step (230053)	10/3/16	Community Revitalization Specialist – E Step (230053)	100%	10/3/16

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 _____, 2018.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2018
Mayor Approval/No Return: _____, 2018
Mayor Veto: _____, 2018
Council Override Vote: _____, 2018

YVONNE SPENCE, CMC
City Clerk

BY:_____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY:_____
Tina R. Griffin, Assistant City Attorney