City of FRESNO

Fiscal Year 2021

(July 1, 2020 – June 30, 2021)

Salary Resolution

Personnel Services Department

Date Adopted:
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City Attorney Approval: TG

Fiscal Year 2021 Salary Resolution

Resolution No. 2020-157

FY21 SALARY RESOLUTION
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RESOLUTION NO. 2020-157

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 2021

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:

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, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority, 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. The seventh step shall be paid upon completion of one (1) year of service at the sixth step.

H. 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.

I. Raises to the second, third, fourth, fifth, sixth, and seventh 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, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority. A raise to any step may be made at any time by the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority, 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 service equals 2,912 hours of service.

J. An employee who is selected to fill a reclassified position pursuant to FMC Section 3-209 (b), or who is promoted from one class to another having a higher salary range, shall be adjusted to the lowest step in the salary range of the new class, which is at least three and one-half percent (3.5%) higher than the rate received in the employee's former class. If such an increase would require a payment greater than the highest step, then the highest step shall be paid.

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.

K. 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.

L. A permanent employee, assigned to a higher class on a limited or provisional 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 J above.

M. 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 incumbent vacates the classification.

N. Except as noted in Section 2, subsection H above, step increases shall become effective immediately upon completion of required service. For purposes of this section, any employee who is absent without pay, 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.

O. 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.

P. 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 employee in the E1 through E24 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 E24 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 (P)(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 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 the 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 (P)(2)(b).

d. System members who retire or enter DROP on or after July 1, 2015, who vacated a Unit 14 class before January 6, 2020, and thereafter does not return to said class, shall have any previously held Executive Pay Range salaries determined in accordance with Section 2, Subsection (P)(2)(b).

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

After any employee holding a permanent position in Exhibit 2 has completed 40 hours of service in a higher class 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.

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 exhibit attached to this salary resolution whose job codes are marked with an “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 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. Protected Sick Leave for Temporary Employees:

1. Temporary employees will accumulate and be able to use Protected Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014 (i.e., Labor Code §§245 et seq.)

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

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

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

5. Protected 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 Protected 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, the essential duties are being satisfactorily performed, and the department director recommends such appointment.

SECTION 7. ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2

A 4/10 or 9/80 work schedule may be implemented in any department, division, or work unit, upon approval of the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

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

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

A. For exempt 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 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, City Attorney, City Clerk, or Retirement Administrator, as appropriate for their respective areas of authority. 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 designee must be obtained before an appointing authority appointed by the City Manager may take such leave.

B. For employees in Non-Exempt classifications, Management Leave shall be as follows:

Employees in non-exempt classifications who are in limited or provisional appointments to exempt classifications, shall receive 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 must use the Management Leave in accordance with applicable provisions in appropriate MOUs or T & Cs.

SECTION 9. ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2

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

1. Annual Leave Accrual – Employees holding a permanent position included in Exhibit 2, shall be allowed to use up to the hours of Annual Leave accrued in six (6) months for 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 in permanent positions, 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.

b. More than Ten (10) Years – For such employees who have been continuously employed by the City for ten (10) years or more in permanent positions, 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.

c. Annual Leave Accumulation Limit – The accumulation of unused Annual Leave will not exceed 1,200 hours for employees in Executive Pay ranges E1 through E4; 1,000 hours for employees in the E5 range; and 840 hours for employees in the, E6, E7, E8, E10, E15, E16, E17, E19, E20, E21 and E22 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. 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. 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. 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 16(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 forty 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 HRA as set forth in Section 16(F). Employees who separate City employment and return within one (1) year of such separation will be entitled to reinstatement of their Frozen Sick Leave balances at the time of separation from City employment, up to a total of forty-eight (48) hours.

SECTION 10. 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 31; no cash out may be completed between April 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 their Holiday Leave 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 of 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 pensionable for retirement purposes.

SECTION 11. SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES IN EXHIBIT 2

Upon employment by the City, new employees appointed to permanent positions set forth in Exhibit 2 shall receive 40 hours of Supplemental Sick Leave each fiscal year with a lifetime 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 in Exhibit 2 may utilize earned and accrued Supplemental Sick Leave hours: (1) once regular Sick Leave and Annual Leave have been exhausted; (2) as service credit on an hour-per-hour basis upon retirement; (3) to be cashed out at retirement or separation from the City, if not eligible for participation in the HRA; (4) 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 16(F); or (6) once regular Sick Leave and Annual Leave have 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) Use of Protected Sick Leave 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 12. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2

City employees in classifications 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 13. 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	Fire Non-Management
EXHIBIT 6	Bus Drivers and Student 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 Classes
EXHIBIT 15	Airport Public Safety Supervisors

SECTION 14. 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 (CPA) 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 (CASp) and are in a position identified by a department director as eligible for Certificate Pay shall receive $200 per month.

C. Employees who possess and maintain a Fundamental Payroll Certification (FPC) and are in a position identified by a department director as eligible shall receive $100 per month in Certificate Pay.

SECTION 15. 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.

Employees who fail to recertify will no longer receive bilingual premium pay.

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.

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 16. <u>BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2</u>

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

A. The City's contribution towards employee health insurance 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 and 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 Deferred Retirement Account Program (DROP) account.

Unit 2 employees who are members of Tier 2 of the Fire and Police Retirement System, hired on or after July 1, 2019, shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the 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 Fire and Police Retirement System. The employee shall have no option to receive the three percent

(3%) contribution in cash. The three percent (3%) 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 a Health Reimbursement Arrangement (HRA) 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 workers' compensation benefits, and/or other statutorily 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, 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 17. <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, Peace Officer Standards and Training (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; 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 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; 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 through E22 are eligible to receive up to fifty dollars ($50) per month. This benefit is for employees who voluntarily participate in the City's 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 18. BENEFITS FOR POLICE CADETS AND 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 terminated from the Police Cadet program pursuant to FMC 3-266(d).

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. Protected Sick Leave

Employees will accumulate and be able to use Protected Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014, up to twenty-four (24) hours or three (3) days each fiscal year, whichever is greater.

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 Protected Sick Leave will be capped at forty-eight (48) hours.

Accruals of Protected 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 Protected Sick Leave accruals restored up to forty-eight (48) hours.

7. Bilingual Premium Pay

Employees in the Cadet Series shall be eligible for the Bilingual Certification Program as provided in Section 15.

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 16A.

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. Holidays

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. Leave for PPT Employees in Exhibit 2

PPT employees appointed in a permanent class included in Exhibit 2, shall be granted leave under the same terms and conditions as full time employees in the same class 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 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.2 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 C.2 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 time off.

SECTION 19. 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), subject to Section 19, Subsection (H) Leave Caps below.

Employees in a bargaining unit with Management Leave who move to a bargaining unit with Management Leave will maintain their existing leave balances.

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

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

Conversion example:

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

Employees with Vacation Leave transferring to a bargaining unit with Annual Leave will have all Vacation accruals converted to Annual Leave.

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

D. Supplemental Sick Leave – Employees with Supplemental Sick Leave who transfer 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 pursuant to Section 11.

E. Supplemental Management Leave (formerly "Supplemental Administrative Leave") – Employees with Supplemental Management Leave who transfer 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 transfer to a bargaining unit with no EITO will have the EITO balance cashed out at the former class' base rate of pay at the time of transfer.

G. Compensatory Time Off (CTO) – Employees with CTO who transfer to a bargaining unit with no CTO, will have all time cashed out at the former class' rate of pay. Employees with CTO who transfer 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' base rate of pay.

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

Employees with Sick Leave who transfer 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 converted to a Frozen Sick Leave bank.

Employees with Holiday Leave who transfer 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 converted to a Special Holiday Leave bank.

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

SECTION 20. 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 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, Annual and/or Management Leave balances to which they are otherwise entitled by unit designation and employee status during the period of deployment.

SECTION 21. BEREAVEMENT LEAVE

In accordance with FMC Section 3-107 (f), 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 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.

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

SECTION 22. LEAVE INTEGRATION WITH STATE DISABILITY INSURANCE (SDI) FOR NEW EMPLOYEES AND EMPLOYEES TRANSITIONING FROM A BARGAINING UNIT WITH SDI; LEAVE INTEGRATION WITH THE CITY'S LONG TERM DISABILITY INSURANCE PLAN

A. INTEGRATION WITH STATE DISABILITY INSURANCE (INCLUDING PAID FAMILY LEAVE) ("SDI/PFL")

Employees eligible for SDI/PFL benefits under Section 2601, et seq. of California Unemployment Insurance Code receive benefits pursuant to California Unemployment Insurance Code Section 2655.

Newly hired employees eligible for the SDI/PFL benefit and employees transitioning from a bargaining unit with SDI/PFL participation are eligible to integrate their leave balances under this Section. Integrating leave balances is defined as using the SDI/PFL benefit combined with an appropriate number of hours per work week of the employee's available leave balances added together to provide regular, bi-weekly income.

Before leave integration will occur, an employee must file a claim as required under SDI/PFL and make a timely election to integrate leave with SDI/PFL benefits which shall be no more than 100 percent of the employee's normal bi-weekly gross wages (excluding overtime pay) immediately prior to the start of the disability period.

A timely election to integrate leave shall be notification to the City as soon as practical, but no later than fourteen (14) calendar days after the effective date of the SDI/PFL claim as determined by the Employment Development Department (EDD). Notification shall be provided by completing an Agreement to Integrate Leave Balance form made available in each department from the Payroll Clerk or Payroll directly. Extensions beyond fourteen (14) calendar days may be given due to exigent good cause circumstances on a case-by-case basis by the Director of Personnel Services or their designee.

Employees who elect to integrate as described above must provide Payroll with a copy of the Employment Development Department's (EDD) Notice of Computation within fourteen (14) calendar days of their receipt of the Notice, and are required to authorize EDD to share benefit computations with the City on their initial claim forms. Extensions beyond fourteen (14) calendar days due to exigent good cause circumstances, such as the employee being incapacitated, may be considered on a case-by-case basis. Leave integration will not be allowed or provided for any period before the City receives the signed Agreement to Integrate Leave Balance and the Notice of Computation, including retroactive integration, unless exigent good cause circumstances apply (i.e., integration will occur only on a prospective basis after the City's receipt of the required leave integration paperwork unless exigent good cause circumstances apply).

Integrating leave balances with SDI benefits will continue only if leave balances are available and the employee remains eligible to receive SDI/PFL benefits. Once integration begins, it will continue as long as leave balances are available and SDI/PFL benefits continue.

Integration will end, whichever comes first in time, upon: (1) notification from the employee that SDI/PFL benefits have terminated, (2) the employee exhausting all leave balances and/or donated time resulting in leave without pay status, (3) the employee's return to work, or (4) the employee's separation from City employment.

An employee who is integrating leave and has exhausted all other leave balances may apply for donated time in accordance with City policies. Donated time will be integrated in the same manner as all other available leave time as described in this Section.

B. INTEGRATION WITH THE CITY'S LONG TERM DISABILITY PLAN

Employees eligible for the City's Long Term Disability Plan may elect to integrate leave time with those Plan benefits by signing an integration agreement as soon as practical, but no later than fourteen (14) calendar days after the Long Term Disability claim date. Notification shall be provided by completing an integration agreement form made available by the City indicating whether or not the employee desires to integrate leave with the claim. Extensions beyond fourteen (14) calendar days may be given due to exigent good cause circumstances on a case-by-case basis by the Director of Personnel Services or their designee.

Employees who elect to integrate as described above must provide Payroll with a copy of the City's Long Term Disability Plan's Notice of Award within fourteen (14) calendar days of the issue date of the Notice. Extension beyond fourteen (14) calendar days due to exigent good cause circumstances, such as the employee being incapacitated, may be considered on a case-by-case basis

Integration will end, whichever comes first in time, upon: (1) notification from the employee that Plan benefits have terminated, (2) the employee exhausting all leave balances and/or donated time resulting in leave without pay status, (3) the employee's return to work, or (4) the employee's separation from City employment.

SECTION 23. <u>SALARIES FOR EMPLOYEES IN EXHIBIT 2, EXHIBIT 8, AND PERMANENT PART-TIME EMPLOYEES WHILE ABSENT DUE TO INJURY IN THE LINE OF DUTY</u>

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

SECTION 24. 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 are hereby established as incorporated by this reference. Exhibit 16 reflects benchmarked job classifications since January 28, 2016.

SECTION 25. TEMPORARY EMPLOYMENT OF CITY RETIREE

Consistent with Fresno Municipal Code Sections 3-345 and 3-557 former employees who are receiving a retirement benefit from the City of Fresno Fire and Police Retirement System or the City of Fresno Employees Retirement System may be employed on a temporary basis not to exceed 2080 hours over the course of two consecutive fiscal years if there is a showing made by the appointing authority that the person possesses special skills or experience necessary to perform the duties of the position. Before commencing such temporary employment, there must be a bona-fide employment separation. For the purposes of this Section, "bona fide employment separation" means: (1) there has been no explicit or implicit understanding or agreement before their retirement, and for at least 90 calendar days after their retirement, between the employee and the City of their future temporary employment with the City, and (2) upon their retirement, the retired employee provides no work for the City, including work as a full-time, part-time, or seasonal employee; an employee through a third-party contract with the City; an independent contractor; or a leased employee, for at least 90 calendar days.

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. CONFLICTING RESOLUTIONS

Resolution No. 2018-159, 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, 2020.

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	3664	3848	4039	4241	4453
Airports Operations Leadworker	310010	12	4280	4494	4719	4955	5202
Airports Operations Specialist	310012	12	3891	4084	4288	4503	4727
Automotive Parts Leadworker	145006	12	3891	4084	4288	4503	4727
Automotive Parts Specialist	145005	12	3535	3712	3897	4093	4297
Aviation Mechanic I	410039[4]	12[4]	4747	4986	5233	5496	5770
Aviation Mechanic II	410040[4]	12[4]	5223	5483	5757	6046	6346
Aviation Mechanic Leadworker	410041	12	5744	6031	6333	6649	6982
Body & Fender Repairer	320036	12	4747	4986	5233	5496	5770
Body & Fender Repairer Leadworker	320037	12	5223	5483	5757	6046	6346
Body & Fender Repairer Trainee	320035[7]	6[7]	4279	4493	4718	4954	5201
Brake & Front End Specialist	710085	12	5223	5483	5757	6046	6346
Bus Air Conditioning Mechanic	320031	12	4747	4986	5233	5496	5770
Bus Air Conditioning Mechanic Leadworker	320032	12	5223	5483	5757	6046	6346
Bus Air Conditioning Mechanic Trainee	320030[7]	6[7]	4279	4493	4718	4954	5201
Bus Equipment Attendant Leadworker	320040	12	3891	4084	4288	4503	4727
Bus Mechanic I	320020[4]	12[4]	4279	4493	4718	4954	5201
Bus Mechanic II	320021[4]	12[4]	4747	4986	5233	5496	5770
Bus Mechanic Leadworker	320022	12	5223	5483	5757	6046	6346
Collection System Maintenance Specialist	630002	12	4328	4544	4771	5009	5260
Collection System Maintenance Technician	630001	12	3934	4131	4338	4554	4782
Combination Welder	710067	12	4747	4986	5233	5496	5770
Combination Welder Leadworker	710066	12	5223	5483	5757	6046	6346
Communications Technician I	710050	12	4255	4468	4691	4925	5171
Communications Technician II	710051	12	4691	4925	5171	5430	5701

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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Technician	610040	12	4547	4775	5012	5263	5525
Custodian	810001	12	2905	3050	3203	3362	3530
Electronic Equipment Installer	710060	12	3451	3623	3805	3995	4195
Equipment Service Worker I	710075	12	3535	3712	3897	4093	4297
Equipment Service Worker II	710076	12	3891	4084	4288	4503	4727
Fire Equipment Mechanic I	420010[7]	6[7]	4279	4493	4718	4954	5201
Fire Equipment Mechanic II	420011	12	4747	4986	5233	5496	5770
Fire Equipment Mechanic Leadworker	420012	12	5223	5483	5757	6046	6346
Graffiti Abatement Technician	710009	12	3489	3663	3848	4039	4241
Heavy Equipment Mechanic I	710100[4]	12[4]	4279	4493	4718	4954	5201
Heavy Equipment Mechanic II	710101[4]	12[4]	4747	4986	5233	5496	5770
Heavy Equipment Mechanic Leadworker	710102	12	5223	5483	5757	6046	6346
Heavy Equipment Operator	710025	12	4415	4637	4867	5112	5366
Instrumentation Specialist	620025	12	5000	5250	5513	5788	6076
Instrumentation Technician	620026	12	4547	4775	5012	5263	5525
Irrigation Specialist	510005	12	3839	4032	4233	4444	4665
Laborer	710005	12	2948	3083	3224	3371	3530
Light Equipment Mechanic I	710095[4]	12[4]	4279	4493	4718	4954	5201
Light Equipment Mechanic II	710096[4]	12[4]	4747	4986	5233	5496	5770
Light Equipment Mechanic Leadworker	710097	12	5223	5483	5757	6046	6346
Light Equipment Operator	710020	12	3891	4084	4288	4503	4727
Locksmith	810015	12	3558	3736	3922	4118	4323
Maintenance & Construction Worker	710015	12	3535	3712	3897	4093	4297
Maintenance & Operations Assistant	710001	12	2948	3083	3224	3371	3530

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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	3916	4111	4317	4532	4758
Maintenance Carpenter II	810021	12	4319	4535	4761	4999	5249
Park Equipment Mechanic II	710110	12	3891	4084	4288	4503	4727
Park Equipment Mechanic Leadworker	710111	12	4279	4493	4718	4954	5201
Parking Meter Attendant I	710125[4]	12[4]	3196	3355	3524	3699	3884
Parking Meter Attendant II	710126[4]	12[4]	3517	3692	3875	4069	4273
Parking Meter Attendant III	710127	12	3867	4060	4263	4476	4699
Parks Maintenance Leadworker	510003	12	3839	4032	4233	4444	4665
Parks Maintenance Worker I	510001	12	2905	3050	3203	3362	3530
Parks Maintenance Worker II	510002	12	3490	3664	3848	4039	4241
Power Generation Operator/Mechanic	620055	12	5268	5531	5808	6097	6402
Property Maintenance Leadworker	810007	12	3924	4119	4325	4542	4768
Property Maintenance Worker	810006	12	3664	3848	4041	4242	4453
Roofer	810010	12	3558	3735	3923	4118	4323
Sanitation Operator	640021	12	3891	4084	4288	4503	4727
Senior Collection System Maintenance Specialist	630004	12	4760	4998	5248	5510	5785
Senior Communications Technician	710052	12	5174	5433	5705	5989	6289
Senior Custodian	810002	12	3196	3355	3524	3699	3884
Senior Heavy Equipment Operator	710026	12	5435	5707	5992	6292	6606
Senior Sanitation Operator	640022	12	4415	4637	4867	5112	5366
Senior Wastewater Mechanical Specialist	620062	12	4789	5029	5279	5544	5820
Senior Wastewater Treatment Plant Operator	620043	12	5562	5841	6133	6439	6761
Senior Water Distribution/Production Operator	610030	12	5562	5841	6133	6439	6761
Senior Water Treatment Plant Operator	610039	12	5677	5961	6259	6571	6899
Solid Waste Safety & Training Specialist	640005	12	4212	4417	4635	4861	5099

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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	3987	4185	4394	4614	4844
Street Sweeper Lead Operator	710036	12	4279	4493	4718	4954	5201
Street Sweeper Operator	710035	12	3891	4084	4288	4503	4727
Tire Maintenance & Repair Technician	710081	12	3891	4084	4288	4503	4727
Tire Maintenance Worker	710080	12	3535	3712	3897	4093	4297
Traffic Maintenance Leadworker	710046	12	3987	4185	4394	4614	4844
Traffic Maintenance Worker I	710044[4]	12[4]	3287	3451	3623	3805	3995
Traffic Maintenance Worker II	710045[4]	12[4]	3615	3795	3986	4184	4392
Tree Trimmer Leadworker	510010	12	3956	4153	4362	4580	4809
Utility Leadworker	710010	12	3839	4032	4233	4444	4665
Waste Container Maintenance Worker	640010	12	3196	3355	3524	3699	3884
Wastewater Distributor Technician	620050	12	3577	3755	3943	4139	4346
Wastewater Mechanical Specialist	620061	12	4547	4775	5012	5263	5525
Wastewater Mechanical Technician	620060	12	4134	4341	4557	4785	5024
Wastewater Treatment Plant Operator-In-Training	620040[1]	-	3577	3755	3943	4139	4346
Wastewater Treatment Plant Specialist	620042[5]	12[5]	4789	5029	5279	5544	5820
Wastewater Treatment Plant Technician	620041[5]	12[5]	4547	4775	5012	5263	5525
Water Distribution/Production Specialist	610029	12	4547	4775	5012	5263	5525
Water Distribution/Production Technician	610028	12	4134	4341	4557	4785	5024
Water Maintenance Mechanic Specialist	610032	12	4547	4775	5012	5263	5525
Water Maintenance Mechanic Technician	610031	12	4134	4341	4557	4785	5024
Water Quality Specialist	610034	12	4547	4775	5012	5263	5525
Water Quality Technician	610033	12	4134	4341	4557	4785	5024
Water System Trainee*	610023[1]	-	2948	3083	3224	3371	3530
Water Treatment Plant Operator*	610042	12	4547	4775	5012	5263	5525
Water Treatment Plant Operator-In-Training*	610041[1]	-	3577	3755	3943	4139	4346
Welder	710065	12	4279	4493	4718	4954	5201

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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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

* Effective 9/28/20, by the First Amendment to Salary Resolution No. 2020-157.

SEE APPENDIX FOR FOOTNOTES

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective January 4, 2021							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3774	3964	4161	4369	4587
Airports Operations Leadworker	310010	12	4409	4629	4861	5104	5359
Airports Operations Specialist	310012	12	4008	4207	4417	4639	4869
Automotive Parts Leadworker	145006	12	4008	4207	4417	4639	4869
Automotive Parts Specialist	145005	12	3642	3824	4014	4216	4426
Aviation Mechanic I	410039[4]	12[4]	4890	5136	5390	5661	5944
Aviation Mechanic II	410040[4]	12[4]	5380	5648	5930	6228	6537
Aviation Mechanic Leadworker	410041	12	5917	6212	6523	6849	7192
Body & Fender Repairer	320036	12	4890	5136	5390	5661	5944
Body & Fender Repairer Leadworker	320037	12	5380	5648	5930	6228	6537
Body & Fender Repairer Trainee	320035[7]	6[7]	4408	4628	4860	5103	5358
Brake & Front End Specialist	710085	12	5380	5648	5930	6228	6537
Bus Air Conditioning Mechanic	320031	12	4890	5136	5390	5661	5944
Bus Air Conditioning Mechanic Leadworker	320032	12	5380	5648	5930	6228	6537
Bus Air Conditioning Mechanic Trainee	320030[7]	6[7]	4408	4628	4860	5103	5358
Bus Equipment Attendant Leadworker	320040	12	4008	4207	4417	4639	4869
Bus Mechanic I	320020[4]	12[4]	4408	4628	4860	5103	5358
Bus Mechanic II	320021[4]	12[4]	4890	5136	5390	5661	5944
Bus Mechanic Leadworker	320022	12	5380	5648	5930	6228	6537
Collection System Maintenance Specialist	630002	12	4458	4681	4915	5160	5418
Collection System Maintenance Technician	630001	12	4053	4255	4469	4691	4926
Combination Welder	710067	12	4890	5136	5390	5661	5944
Combination Welder Leadworker	710066	12	5380	5648	5930	6228	6537
Communications Technician I	710050	12	4383	4603	4832	5073	5327
Communications Technician II	710051	12	4832	5073	5327	5593	5873

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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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 January 4, 2021							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Technician	610040	12	4684	4919	5163	5421	5691
Custodian	810001	12	2993	3142	3300	3463	3636
Electronic Equipment Installer	710060	12	3555	3732	3920	4115	4321
Equipment Service Worker I	710075	12	3642	3824	4014	4216	4426
Equipment Service Worker II	710076	12	4008	4207	4417	4639	4869
Fire Equipment Mechanic I	420010[7]	6[7]	4408	4628	4860	5103	5358
Fire Equipment Mechanic II	420011	12	4890	5136	5390	5661	5944
Fire Equipment Mechanic Leadworker	420012	12	5380	5648	5930	6228	6537
Graffiti Abatement Technician	710009	12	3594	3773	3964	4161	4369
Heavy Equipment Mechanic I	710100[4]	12[4]	4408	4628	4860	5103	5358
Heavy Equipment Mechanic II	710101[4]	12[4]	4890	5136	5390	5661	5944
Heavy Equipment Mechanic Leadworker	710102	12	5380	5648	5930	6228	6537
Heavy Equipment Operator	710025	12	4548	4777	5014	5266	5527
Instrumentation Specialist	620025	12	5150	5408	5679	5962	6259
Instrumentation Technician	620026	12	4684	4919	5163	5421	5691
Irrigation Specialist	510005	12	3955	4153	4360	4578	4805
Laborer	710005	12	3037	3176	3321	3473	3636
Light Equipment Mechanic I	710095[4]	12[4]	4408	4628	4860	5103	5358
Light Equipment Mechanic II	710096[4]	12[4]	4890	5136	5390	5661	5944
Light Equipment Mechanic Leadworker	710097	12	5380	5648	5930	6228	6537
Light Equipment Operator	710020	12	4008	4207	4417	4639	4869
Locksmith	810015	12	3665	3849	4040	4242	4453
Maintenance & Construction Worker	710015	12	3642	3824	4014	4216	4426
Maintenance & Operations Assistant	710001	12	3037	3176	3321	3473	3636

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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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 January 4, 2021							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	4034	4235	4447	4668	4901
Maintenance Carpenter II	810021	12	4449	4672	4904	5149	5407
Park Equipment Mechanic II	710110	12	4008	4207	4417	4639	4869
Park Equipment Mechanic Leadworker	710111	12	4408	4628	4860	5103	5358
Parking Meter Attendant I	710125[4]	12[4]	3292	3456	3630	3810	4001
Parking Meter Attendant II	710126[4]	12[4]	3623	3803	3992	4192	4402
Parking Meter Attendant III	710127	12	3984	4182	4391	4611	4840
Parks Maintenance Leadworker	510003	12	3955	4153	4360	4578	4805
Parks Maintenance Worker I	510001	12	2993	3142	3300	3463	3636
Parks Maintenance Worker II	510002	12	3595	3774	3964	4161	4369
Power Generation Operator/Mechanic	620055	12	5427	5697	5983	6280	6595
Property Maintenance Leadworker	810007	12	4042	4243	4455	4679	4912
Property Maintenance Worker	810006	12	3774	3964	4163	4370	4587
Roofer	810010	12	3665	3848	4041	4242	4453
Sanitation Operator	640021	12	4008	4207	4417	4639	4869
Senior Collection System Maintenance Specialist	630004	12	4903	5148	5406	5676	5959
Senior Communications Technician	710052	12	5330	5596	5877	6169	6478
Senior Custodian	810002	12	3292	3456	3630	3810	4001
Senior Heavy Equipment Operator	710026	12	5599	5879	6172	6481	6805
Senior Sanitation Operator	640022	12	4548	4777	5014	5266	5527
Senior Wastewater Mechanical Specialist	620062	12	4933	5180	5438	5711	5995
Senior Wastewater Treatment Plant Operator	620043	12	5729	6017	6317	6633	6964
Senior Water Distribution/Production Operator	610030	12	5729	6017	6317	6633	6964
Senior Water Treatment Plant Operator	610039	12	5848	6140	6447	6769	7106
Solid Waste Safety & Training Specialist	640005	12	4339	4550	4775	5007	5252

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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective January 4, 2021							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	4107	4311	4526	4753	4990
Street Sweeper Lead Operator	710036	12	4408	4628	4860	5103	5358
Street Sweeper Operator	710035	12	4008	4207	4417	4639	4869
Tire Maintenance & Repair Technician	710081	12	4008	4207	4417	4639	4869
Tire Maintenance Worker	710080	12	3642	3824	4014	4216	4426
Traffic Maintenance Leadworker	710046	12	4107	4311	4526	4753	4990
Traffic Maintenance Worker I	710044[4]	12[4]	3386	3555	3732	3920	4115
Traffic Maintenance Worker II	710045[4]	12[4]	3724	3909	4106	4310	4524
Tree Trimmer Leadworker	510010	12	4075	4278	4493	4718	4954
Utility Leadworker	710010	12	3955	4153	4360	4578	4805
Waste Container Maintenance Worker	640010	12	3292	3456	3630	3810	4001
Wastewater Distributor Technician	620050	12	3685	3868	4062	4264	4477
Wastewater Mechanical Specialist	620061	12	4684	4919	5163	5421	5691
Wastewater Mechanical Technician	620060	12	4259	4472	4694	4929	5175
Wastewater Treatment Plant Operator-In-Training	620040[1]	-	3685	3868	4062	4264	4477
Wastewater Treatment Plant Specialist	620042[5]	12[5]	4933	5180	5438	5711	5995
Wastewater Treatment Plant Technician	620041[5]	12[5]	4684	4919	5163	5421	5691
Water Distribution/Production Specialist	610029	12	4684	4919	5163	5421	5691
Water Distribution/Production Technician	610028	12	4259	4472	4694	4929	5175
Water Maintenance Mechanic Specialist	610032	12	4684	4919	5163	5421	5691
Water Maintenance Mechanic Technician	610031	12	4259	4472	4694	4929	5175
Water Quality Specialist	610034	12	4684	4919	5163	5421	5691
Water Quality Technician	610033	12	4259	4472	4694	4929	5175
Water System Trainee*	610023[1]	-	3037	3176	3321	3473	3636
Water Treatment Plant Operator*	610042	12	4684	4919	5163	5421	5691
Water Treatment Plant Operator-In-Training*	610041[1]	-	3685	3868	4062	4264	4477
Welder	710065	12	4408	4628	4860	5103	5358

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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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

* Effective 9/28/20, by the First Amendment to Salary Resolution No. 2020-157.

SEE APPENDIX FOR FOOTNOTES

EXHIBIT 2 Unit 2 – Non-Represented Management and Confidential Classes								
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Manager	310004e	-	E7		8291	-	10364	
Assistant City Attorney	160008e	-	E4		11389	-	16344	
Assistant City Manager	150135e	-	E3		15190	-	18988	
Assistant Controller	135020e	-	E5		9588	-	13460	
Assistant Director	150160e	-	E5		9588	-	13460	
Assistant Director of Personnel Services	150043e	-	E5		9588	-	13460	
Assistant Director of Public Utilities	620100e	-	E5		9588	-	13460	
Assistant Director of Public Works	210089e	-	E5		9588	-	13460	
Assistant Police Chief	415010e	-	E5		9588	-	13460	
Assistant Retirement Administrator	135040e	-	E5		9588	-	13460	
Background Investigator	410055	-	E16		4086	-	5748	
Budget Analyst	135006e	12	E15		5411	-	6550	
Budget Manager	135008e	-	E5		9588	-	13460	
Chief Assistant City Attorney	160015e	-	E3		15190	-	18988	
Chief Information Officer	125067e	-	E4		11389	-	16344	
Chief of Staff to Councilmember	150086e	-	E10		3124	-	9421	
Chief of Staff to the Mayor	150123e	-	E5		9588	-	13460	
City Attorney	160009e	-	E1		17294	-	21617	
City Attorney Investigator	160003	-	E15		5411	-	6550	
City Clerk	150125e	-	E5		9588	-	13460	
City Engineer	210080e	-	E4		11389	-	16344	
City Manager	150130e	-	E1		17294	-	21617	
Community Coordinator	150075e	-	E16		4086	-	5748	
Community Outreach Specialist	150230e	-	E16		4086	-	5748	
Controller	135021e	-	E4		11389	-	16344	
Council Assistant	150085e	-	E10		3124	-	9421	
Deputy City Attorney II	160006e	-	E8		7537	-	9421	
Deputy City Attorney III	160007e	-	E7		8291	-	10364	
Deputy City Manager	150140e	-	E7		8291	-	10364	

e Exempt class, see Section 4.

EXHIBIT 2 Unit 2 – Non-Represented Management and Confidential Classes								
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Director	150170e	-	E4		11389	-	16344	
Director of Aviation	310045e	-	E4		11389	-	16344	
Director of Development	220020e	-	E4		11389	-	16344	
Director of Personnel Services	150042e	-	E4		11389	-	16344	
Director of Public Utilities	620101e	-	E4		11389	-	16344	
Director of Transportation	310040e	-	E4		11389	-	16344	
Economic Development Coordinator	150090e	-	E10		3124	-	9421	
Economic Development Director	150099e	-	E4		11389	-	16344	
Executive Assistant to Department Director	115003e	-	E19		3978	-	5608	
Executive Assistant to the City Attorney	115004e	-	E17		3978	-	6142	
Executive Assistant to the City Manager	115001e	-	E17		3978	-	6142	
Executive Assistant to the Retirement Administrator	115006e	-	E17		3978	-	6142	
Fire Chief	425007e	-	E3		15190	-	18988	
Governmental Affairs Manager	150240e	-	E10		3124	-	9421	
Human Resources Manager	150025e	-	E7		8291	-	10364	
Independent Reviewer	150220e	-	E5		9588	-	13460	
Internal Auditor	135010e	12	E15		5411	-	6550	
Investment Officer	135014e	-	E6		8558	-	11982	
Labor Relations Manager	150030e	-	E7		8291	-	10364	
Management Analyst II	150032e†	12	E15		5411	-	6550	
Payroll Accountant	130016e	12	E20		5705	-	6905	
Payroll Manager	135012e	-	E7		8291	-	10364	
Police Chief	415008e	-	E2		15570	-	19472	

† 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
Principal Budget Analyst	135009e	-	E7		8291	-	10364	
Principal Internal Auditor	135011e	-	E8		7537	-	9421	
Public Affairs Officer	150118e	-	E8		7537	-	9421	
Public Works Director	210085e	-	E4		11389	-	16344	
Retirement Administrator	135030e	-	E3		15190	-	18988	
Retirement Benefits Manager	135045e	-	E7		8291	-	10364	
Senior Budget Analyst	135007e	–	E8		7537	-	9421	
Senior Deputy City Attorney I	160013e	–	E6		8558	-	11982	
Senior Deputy City Attorney II	160014e	–	E21		9414	–	13181	
Senior Deputy City Attorney III	160016e	–	E22		9884	–	13840	
Senior Human Resources/Risk Analyst	150017e	–	E8		7537	-	9421	
Senior Law Clerk	115022[10]	–	E16		4086	–	5748	
Supervising Deputy City Attorney	160010e	–	E5		9588	-	13460	

e Exempt class, see Section 4.

[10] Persons in this classification are limited to no more than two (2) consecutive years in this class.

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]	2757	2882	3012	3152	3301	-
Account Clerk II	130002[3]	12[3]	3012	3152	3301	3451	3610	-
Accountant-Auditor I	130011[4]	12[4]	4114	4302	4502	4721	4942	-
Accountant-Auditor II	130012[4]	12[4]	4764	4984	5227	5475	5734	-
Accounting Technician	130010	12	3610	3780	3958	4140	4337	-
Administrative Clerk I	110001[3]	6[3]	2558	2677	2796	2925	3058	-
Administrative Clerk II	110002[3]	12[3]	2838	2969	3104	3249	3399	-
Airports Operations Officer I	310006[4]	12[4]	4464	4683	4908	5154	5411	-
Airports Operations Officer II	310009[4]	12[4]	4908	5154	5411	5683	5967	-
Airports Property Specialist I	175001[4]	12[4]	4776	5007	5244	5491	5757	
Airports Property Specialist II	175002[4]	12[4]	5534	5799	6079	6367	6675	-
Associate Electrical Safety Consultant I	230022	12	5524	5787	6065	6351	6658	-
Associate Electrical Safety Consultant II	230023	12	5787	6065	6351	6658	6980	-
Associate Environmental & Safety Consultant I	230003	12	5524	5787	6065	6351	6658	-
Associate Environmental & Safety Consultant II	230004	12	5787	6065	6351	6658	6980	-
Associate Plumbing & Mechanical Consultant I	230012	12	5524	5787	6065	6351	6658	-
Associate Plumbing & Mechanical Consultant II	230013	12	5787	6065	6351	6658	6980	-
Billing System Specialist	125075	12	4052	4242	4443	4644	4861	-
Budget Technician	135005	12	3667	3837	4017	4206	4405	-
Building Inspector I	230007[4]	12[4]	5095	5337	5590	5859	6135	-
Building Inspector II	230008[4]	12[4]	5524	5787	6065	6351	6658	-
Building Inspector III	230009	12	5787	6065	6351	6658	6980	-

[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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070[3]	6[3]	3012	3152	3307	3451	3610	-
Call Center Representative II	115071[3]	12[3]	3301	3451	3610	3780	3958	-
Central Printing Clerk	120005	12	2838	2969	3104	3249	3399	-
Chemist	620020	12	4854	5089	5329	5584	5850	
City Records Specialist	115025	12	3667	3837	4017	4206	4405	-
Commercial Building Inspector	230015	12	5524	5787	6065	6351	6658	-
Community Recreation Assistant	520010	12	3090	3228	3362	3498	3652	-
Community Revitalization Specialist	230053	12	4972	5211	5462	5760	6000	-
Community Revitalization Technician	230059	12	3459	3620	3788	3967	4154	-
Community Services Officer I	410025[4]	12[4]	3210	3356	3511	3674	3845	-
Community Services Officer II	410026[4]	12[4]	3511	3674	3845	4027	4217	-
Computer Systems Specialist I	125010[4]	12[4]	4356	4559	4775	5005	5241	-
Computer Systems Specialist II	125011[4]	12[4]	5510	5770	6046	6335	6642	-
Computer Systems Specialist III	125012	12	6082	6373	6680	7000	7339	-
Construction Compliance Specialist	150055	12	4263	4458	4670	4893	5121	-
Crime Scene Technician I	410010[4]	12[4]	4080	4271	4472	4685	4907	-
Crime Scene Technician II	410011[4]	12[4]	4472	4685	4907	5140	5388	-
Crime Specialist	410008	12	5117	5359	5616	5884	6169	-
Customer Services Clerk I	115060[3]	6[3]	3015	3151	3295	3449	3610	-
Customer Services Clerk II	115061[3]	12[3]	3302	3457	3620	3783	3958	-
Deputy City Clerk	115028[4]	12[4]	3249	3399	3557	3722	3894	-
Development Services Coordinator	230057	12	5038	5315	5573	5840	6120	-
Digital Forensics Analyst	410050	12	6719	7056	7408	7778	8167	-
Emergency Services Dispatcher I	410001[5]	12[5]	3823	3977	4143	4333	4515	-
Emergency Services Dispatcher II	410002[5]	12[5]	4203	4402	4612	4829	5051	-
Emergency Services Dispatcher III	410003	12	4698	4913	5152	5390	5645	-

[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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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

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]	5746	6015	6298	6603	6907	-
Engineer II	210016[4]	12[4]	6302	6591	6908	7234	7597	-
Engineering Aide I	210001[3]	6[3]	3191	3333	3485	3647	3821	-
Engineering Aide II	210002[3]	12[3]	3727	3902	4079	4269	4476	-
Engineering Inspector I	230075[4]	12[4]	4909	5159	5392	5646	5920	-
Engineering Inspector II	230076[4]	12[4]	5370	5624	5895	6176	6472	-
Engineering Technician I	210005[4]	12[4]	3749	3924	4113	4297	4499	-
Engineering Technician II	210006[4]	12[4]	4386	4600	4812	5035	5277	-
Environmental Control Officer	620001	12	4788	5017	5248	5499	5758	-
Facilities Construction Specialist	230085	12	4893	5120	5365	5620	5890	-
Fire Prevention Inspector I	420001[5]	12[5]	4324	4527	4733	4965	5201	-
Fire Prevention Inspector II	420002[5]	12[5]	4984	5211	5462	5729	6000	-
Fleet Operations Specialist	710105	12	4572	4785	5016	5252	5504	-
Geographic Information System (GIS) Specialist	125025	12	6082	6373	6680	7000	7339	-
Geographic Information System (GIS) Technician I	125026[4]	12[4]	4356	4559	4775	5005	5241	-
Geographic Information System (GIS) Technician II	125027[4]	12[4]	5510	5770	6046	6335	6642	-
Graphics Technician	120013	12	3936	4127	4328	4537	4760	-
Helicopter Pilot	410033	12	5996	6288	6597	6920	7261	-
Housing Rehabilitation Specialist	230056	12	4956	5198	5455	5722	6000	-
Industrial/Commercial Water Conservation Representative	610015	12	4796	5025	5258	5508	5768	-
Laboratory Assistant	620010	12	3347	3506	3668	3839	4017	-
Laboratory Technician I	620011[4]	12[4]	4024	4212	4410	4617	4833	-
Laboratory Technician II	620012[4]	12[4]	4420	4626	4844	5076	5317	-
Landscape Water Conservation Specialist	610005	12	4782	5010	5248	5498	5758	-

[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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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

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	3890	4079	4278	4486	4703	-
Network Systems Specialist	125030	12	6082	6373	6680	7000	7339	-
PAR Program Specialist	410023	12	3459	3620	3788	3967	4154	-
Paratransit Specialist	320005	12	3684	3858	4040	4222	4420	-
Parking Enforcement Officer I	710120[4]	12[4]	2747	2860	2978	3096	3228	-
Parking Enforcement Officer II	710121[4]	12[4]	2986	3112	3241	3372	3525	-
Parking Enforcement Officer III	710122	12	3241	3372	3525	3668	3827	-
Phlebotomist	410007	12	3347	3506	3668	3839	4017	-
Planner I	220005[3]	6[3]	4550	4756	4983	5223	5473	-
Planner II	220006[3]	12[3]	5127	5408	5671	5942	6227	-
Plans and Permit Technician	220002	12	4871	5100	5332	5593	5859	-
Plans Examiner	210041	12	5345	5587	5856	6142	6432	-
Police Data Transcriptionist	115035	12	3796	3970	4155	4348	4553	-
Police Support Services Clerk	115043	12	3162	3306	3459	3620	3788	-
Police Support Services Technician	115044	12	3459	3620	3788	3967	4154	-
Principal Account Clerk	130004	12	3610	3780	3958	4140	4337	-
Procurement Specialist	140002	12	4621	4842	5070	5311	5566	-
Program Compliance Officer	640026	12	3951	4146	4348	4560	4782	-
Programmer/Analyst I	125020[4]	12[4]	4356	4559	4775	5005	5241	-
Programmer/Analyst II	125021[4]	12[4]	5510	5770	6046	6335	6642	-
Programmer/Analyst III	125022	12	6082	6373	6680	7000	7339	-
Programmer/Analyst IV	125023	12	6647	6970	7308	7656	8025	-
Property & Evidence Technician	145010	12	3857	4037	4227	4427	4635	-
Radio Dispatcher	120015	12	3395	3548	3696	3859	4017	-
Rangemaster/Armorer	410035	12	4685	4907	5140	5388	5643	-

[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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Real Estate Finance Specialist I	170001[4]	12[4]	3872	4053	4238	4440	4650	-
Real Estate Finance Specialist II	170002[4]	12[4]	4475	4687	4910	5142	5386	-
Recreation Specialist	520005	12	3737	3909	4093	4286	4487	-
Retirement Counselor I	135050[4]	12[4]	3678	3851	4033	4221	4420	-
Retirement Counselor II	135051[4]	12[4]	4044	4233	4432	4641	4861	-
Safety and Training Specialist	150050	12	4318	4528	4751	4983	5227	-
Secretary	110050	12	3399	3557	3722	3894	4079	-
Senior Account Clerk	130003	12	3301	3451	3610	3780	3958	-
Senior Administrative Clerk	110003	12	3104	3249	3399	3557	3722	-
Senior Call Center Representative	115072	12	3801	3984	4176	4379	4592	-
Senior Commercial Building Inspector	230016	12	5787	6065	6351	6658	6980	-
Senior Community Revitalization Specialist	230054	12	5573	5835	6107	6403	6713	-
Senior Community Services Officer	410027	12	3766	3942	4127	4318	4524	-
Senior Crime Scene Technician	410012	12	4685	4907	5140	5388	5643	-
Senior Customer Services Clerk	115062	12	3774	3944	4127	4321	4524	-
Senior Deputy City Clerk	115029[4]	12[4]	3679	3849	4031	4219	4420	-
Senior Engineering Technician	210007	12	4948	5181	5425	5686	5948	-
Senior Fire Prevention Inspector	420003	12	5573	5835	6107	6403	6713	-
Senior Laboratory Technician	620013	12	4927	5163	5408	5666	5936	-
Senior Network Systems Specialist	125031	12	6813	7144	7490	7847	8226	-
Senior Plans Examiner	210042	12	5871	6146	6433	6744	7072	-
Senior Procurement Specialist	140003	12	5070	5311	5566	5832	6108	-
Senior Property & Evidence Technician	145011	12	4227	4427	4635	4852	5084	-
Senior Records Clerk	110101	12	3249	3399	3557	3722	3894	-
Senior Secretary	110051	12	3679	3849	4031	4219	4420	-

[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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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	3857	4037	4227	4427	4635	-
Senior Utility Service Representative	230092	12	4042	4232	4432	4639	4861	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	6813	7144	7433	7847	8226	-
Staff Assistant	150001	12	3654	3825	4006	4187	4383	-
Storeskeeper	145001	12	3652	3823	4000	4187	4384	-
Survey Party Technician	210030	12	4386	4600	4812	5035	5277	-
Tax/Permit Inspector	135001	12	4324	4528	4734	4967	5202	-
Traffic Signal Operations Specialist	710150	12	6197	6493	6806	7131	7478	-
Transit Scheduler	320049	12	6197	6493	6806	7131	7478	-
Tree Program Specialist	510015	12	4571	4787	5018	5256	5504	-
Utility Service Representative I	230090[4]	12[4]	3351	3505	3667	3839	4017	-
Utility Service Representative II	230091[4]	12[4]	3678	3851	4031	4220	4419	-
Wastewater Reclamation Coordinator	620035	12	4776	5007	5244	5491	5757	-
Water Conservation Representative	610001	12	3458	3620	3788	3966	4153	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	5640	5907	6190	6486	6798	-

[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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA)									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Police Officer Recruit	415001	12	4995	5244	–	–	–	–	–
Police Officer	415002[6]	12[6]	5771	6059	6362	6680	7015	7367	7735
Police Sergeant	415004	12	6954	7302	7668	8052	8456	8879	9323

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

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF)									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Firefighter Trainee	425001	--	4932						
Firefighter	425002	12	5480	5753	6042	6343	6681	6998	7348
Firefighter Specialist	425003	12	6137	6443	6768	7103	7460	7833	8225
Fire Captain	425004	12	6850	7193	7552	7931	8329	8746	9184
Fire Investigation Unit Supervisor	425010	12	6850	7193	7552	7931	8329	8746	9184

EXHIBIT 6 Unit 6 – Bus Drivers and Student Drivers (ATU)								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	
Bus Driver	320015	9	22.984615	24.138462	25.344231	26.607692	27.940385	
Bus Driver	320015	9	3984	4184	4393	4612	4843	
Student Driver	320014[1]	-	20.896154					
Student Driver	320014[1]	-	3622					

[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)				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	6658
Airports Electrician	730011	12	Flat Rate	6022
Concrete Finisher	730005	12	Flat Rate	5807
Electrician	730010	12	Flat Rate	6022
Industrial Electrician	730012	12	Flat Rate	6658
Painter	730015	12	Flat Rate	5291
Plumber	730030	12	Flat Rate	6022

EXHIBIT 8 Unit 8 – Non-Represented				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk	910010	–	Flat Rate	$13.00 Per Hour
Law Clerk	910015	-	Hourly	$20.00 - $25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	$18.00 - $25.00 Per Hour
Lifeguard	950001	–	Hourly	$13.00 - $13.50 Per Hour
Police Cadet I	940005[9]	48 mos.	Hourly	$13.00 - $15.48 Per Hour
Police Cadet II	940006[9]	48 mos.	Hourly	$18.00- $25.00 Per Hour
Pool Supervisor	950015	–	Hourly	$14.50 - $25.00 Per Hour
Senior Lifeguard	950002	–	Hourly	$13.50 - $15.00 Per Hour
Services Aide	910005	–	Hourly	$13.00 - $16.00 Per Hour
Sports Official	950010	–		$13.00 - $50.00 Per Game
Intern	910002	–	Hourly	$13.00 - $16.00 Per Hour

[9] 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 8 Unit 8 – Non-Represented, effective January 1, 2021				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk	910010	–	Flat Rate	$14.00 Per Hour
Law Clerk	910015	-	Hourly	$20.00 - $25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	$18.00 - $25.00 Per Hour
Lifeguard	950001	–	Hourly	$14.00 - $14.50 Per Hour
Police Cadet I	940005[9]	48 mos.	Hourly	$14.00 - $15.48 Per Hour
Police Cadet II	940006[9]	48 mos.	Hourly	$18.00- $25.00 Per Hour
Pool Supervisor	950015	–	Hourly	$14.50 - $25.00 Per Hour
Senior Lifeguard	950002	–	Hourly	$14.50 - $15.00 Per Hour
Services Aide	910005	–	Hourly	$14.00 - $16.00 Per Hour
Sports Official	950010	–		$14.00 - $50.00 Per Game
Intern	910002	–	Hourly	$14.00 - $16.00 Per Hour

[9] 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										
CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F	G
Deputy Police Chief	415007e	--	E9		11283	-	14668			
Police Captain	415006e	12		9904	10400	10920	11466	12041	12644	13276
Police Lieutenant	415005e	12		8602	9032	9485	9959	10457	10980	11530

e Exempt class, see Section 4.

EXHIBIT 10 Unit 10 – Fire Management									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Fire Battalion Chief	425005e	12	8750	9190	9647	10128	10635	11166	11725
Fire Deputy Chief	425006e	--	11094	11649	12233	12845	13487	14164	14873

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	5419	5687	5957	6252	6561

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	5896	6186	6486	6807	7139
Airports Airside/Landside Superintendent	310018e	12	6485	6802	7138	7487	7855
Airports Projects Supervisor	310016e	12	6816	7150	7501	7869	8259
Airports Property Supervisor	175005e	12	5901	6189	6490	6811	7139
Architect	210045e	12	6233	6538	6858	7196	7550
Business Process & Systems Analyst	125044e	12	6737	7064	7411	7773	8154
Call Center Supervisor	115073e	12	5219	5473	5738	6015	6308
Capital Development Specialist*	310007e	12	6482	6804	7137	7489	7856
Chief Engineering Inspector	230078e	12	6655	6979	7323	7684	8060
Chief Engineering Technician	210009e	12	7482	7849	8235	8642	9067
Chief of Facilities Maintenance	810037e	12	6523	6844	7180	7533	7903
Chief of Wastewater Environmental Services	620075e	12	6242	6549	6870	7207	7561
Chief of Wastewater Facilities Maintenance	620085e	12	6523	6844	7180	7533	7903
Chief of Wastewater Treatment Operations	620080e	12	6595	6924	7264	7620	7994
Chief of Water Operations	610070e	12	6703	7031	7379	7742	8122
Chief Police Pilot	410031e	12	7368	7730	8113	8512	8934
Chief Surveyor	210032e	12	8600	9023	9469	9935	10428
Community Services and Recreation Supervisor	520016e	12	4988	5232	5490	5762	6041
Contract Compliance Officer	150061e	12	5901	6189	6490	6811	7139
Custodial Supervisor	810025e	12	5901	6189	6490	6811	7139
Database Administrator	125045e	12	6737	7064	7411	7773	8154
DBE/Small Business Coordinator	150070e	12	5821	6102	6402	6715	7048

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
Emergency Services Communications Supervisor	410004e	12	5213	5468	5733	6015	6308
Energy Efficiency Supervisor	230058e	12	5232	5489	5757	6041	6337
Equipment Supervisor	720031e	12	6417	6730	7060	7407	7772
Fire Prevention Engineer	210055e	12	6621	6946	7287	7644	8023
Fleet Administration Supervisor	720025e	12	5901	6189	6490	6811	7139
Forestry Supervisor I	510030e	12	4870	5111	5359	5622	5894
Forestry Supervisor II	510031e	12	4988	5232	5490	5762	6041
Grant Writer	150105e	12	4695	4926	5165	5418	5681
Historic Preservation Specialist	230066e	12	6187	6493	6814	7146	7496
Housing Program Supervisor	230055e	12	6377	6697	7031	7382	7753
Human Resources Analyst	150016e	12	5289	5547	5816	6101	6402
Human Resources Records Supervisor	115050e	12	5209	5465	5734	6010	6308
Information Services Supervisor	125032e	12	7409	7773	8154	8555	8979
Landscape Maintenance Superintendent	510027e	12	7350	7713	8090	8487	8904
Lead Risk Analyst	150008e	12	5808	6096	6402	6722	7058
Management Analyst I	150020e[4]	12[4]	3937	4129	4330	4540	4764
Management Analyst II	150021e[4]	12[4]	4836	5074	5320	5581	5852
Parking Supervisor	720035e	12	5009	5248	5501	5769	6308
Parks Supervisor I	510025e	12	4870	5111	5359	5622	5894
Parks Supervisor II	510026e	12	5912	6201	6506	6829	7158
Planner III	220007e	12	5672	5950	6239	6547	6870
Principal Accountant	130014e	12	6199	6502	6823	7157	7508
Procurement Supervisor	140004e	12	5798	6088	6392	6712	7048

e Exempt class, see Section 4.

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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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	7482	7849	8235	8642	9067
Project Manager	150065e	12	6186	6493	6814	7146	7496
Records Supervisor	115045e	12	5209	5465	5734	6010	6308
Recycling Coordinator	640001e	12	4925	5164	5416	5679	5959
Revenue Supervisor	135025e	12	5219	5473	5738	6015	6308
Risk Analyst	150010e	12	5289	5547	5816	6101	6402
Sanitation Supervisor	640029e	12	5901	6189	6490	6811	7139
Senior Accountant-Auditor	130013e	12	5186	5439	5706	5986	6277
Senior Building Inspector	230034e	12	6060	6360	6670	6999	7346
Senior Database Administrator	125046e	12	7434	7789	8163	8554	8979
Senior Electrical Safety Consultant	230024e	12	6060	6360	6670	6999	7346
Senior Engineering Inspector	230077e	12	6000	6297	6604	6929	7273
Senior Environmental & Safety Consultant	230005e	12	6060	6360	6670	6999	7346
Senior Plumbing & Mechanical Consultant	230014e	12	6060	6360	6670	6999	7346
Senior Real Estate Agent	170012e	12	5901	6189	6490	6811	7139
Senior Retirement Counselor	135052e	12	6491	6818	7157	7513	7891
Street Maintenance Superintendent	720004e	12	7350	7713	8090	8487	8904
Street Maintenance Supervisor	720001e	12	6485	6802	7138	7487	7855
Supervising Airports Building Maintenance Technician	310014e	12	5901	6189	6490	6811	7139
Supervising Airports Operations Officer	310013e	12	5901	6189	6490	6811	7139
Supervising Commercial Building Inspector	230036e	12	6060	6360	6670	6999	7346
Supervising Engineering Technician	210008e	12	6482	6804	7137	7489	7856
Supervising Fire Prevention Inspector	420005e	12	6166	6468	6788	7122	7472
Supervising Paralegal*	160020e	12	6104	6404	6717	7049	7394
Supervising Planner	220008e	12	6305	6613	6935	7276	7632

e Exempt class, see Section 4.

* Effective 9/28/20, by the First Amendment to Salary Resolution No. 2020-157.

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	7137	7491	7861	8244	8649
Supervising Professional Engineer	210110e	12	8600	9023	9469	9935	10428
Supervising Real Estate Agent	170013e	12	6485	6802	7138	7487	7855
Supervising Traffic Signal Operations Specialist	720050e	12	6730	7059	7410	7774	8154
Survey Party Chief	210031e	12	5674	5949	6240	6543	6868
Systems Security Administrator	125050e	12	6738	7064	7413	7771	8154
Transit Supervisor I	320050e	12	5701	5979	6268	6577	6898
Transit Supervisor II	320051e	12	6418	6729	7060	7408	7772
Treasury Officer	135015e	12	6199	6502	6823	7157	7508
Wastewater Environmental Supervisor	620073e	12	6908	7244	7602	7977	8368
Wastewater Operations Supervisor	620072e	12	6908	7244	7602	7977	8368
Wastewater System Supervisor	620071e	12	6908	7244	7602	7977	8368
Water Conservation Supervisor	610045e	12	6104	6404	6717	7049	7394
Water System Supervisor	610055e	12	6908	7244	7602	7977	8368

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	3520	3690	3867	4053	4250
Legal Secretary II	115016	12	3895	4084	4280	4487	4704
Paralegal	160001	12	4969	5211	5465	5732	6014
Senior Human Resources Technician	150014	12	3852	4036	4229	4435	4650
Senior Legal Secretary	115017	12	4482	4706	4941	5188	5447
Senior Paralegal	160002	12	5456	5728	6015	6315	6632
Supervising Crime Scene Technician	410013	12	5215	5469	5735	6016	6308

EXHIBIT 14 Unit 14 – Management Classes (CFMEA)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	–	6,423	6,584	6,748	6,916	7,088	7,266	7,448	7,634	7,825
Administrative Manager	220025e	–	8,464	8,676	8,893	9,115	9,343	9,576	9,816	10,062	10,314
Airports Marketing & Public Relations Coordinator	310150e	–	6,423	6,584	6,748	6,916	7,088	7,266	7,448	7,634	7,825
Airports Operations Manager	310020e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Airports Planning Manager	310019e	–	8,464	8,676	8,893	9,115	9,343	9,576	9,816	10,062	10,314
Airports Properties Manager	310021e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Airports Safety Management Systems Manager	310161e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Assistant City Clerk	115030e	–	6,423	6,584	6,748	6,916	7,088	7,266	7,448	7,634	7,825
Building Services Manager	230031e	–	10,039	10,290	10,547	10,811	11,082	11,359	11,643	11,933	12,231
Business Manager	150019e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Communications Manager	125060e	–	8,464	8,676	8,893	9,115	9,343	9,576	9,816	10,062	10,314
Construction Manager	210096e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Crime Scene Investigation Bureau Manager	410015e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Deputy City Engineer	210081e	–	10,039	10,290	10,547	10,811	11,082	11,359	11,643	11,933	12,231
Division Manager	150024e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Economic Development Analyst	150095e	–	6,423	6,584	6,748	6,916	7,088	7,266	7,448	7,634	7,825
Facilities Manager	810040e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376

e Exempt class, see Section 4.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Graffiti Abatement Manager	720040e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Housing & Neighborhood Revitalization Manager	230065e	–	8,464	8,676	8,893	9,115	9,343	9,576	9,816	10,062	10,314
Information Services Manager	125055e	–	8,464	8,676	8,893	9,115	9,343	9,576	9,816	10,062	10,314
Law Office Manager	115020e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Parks Manager	510035e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Personnel Manager	150026e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Planning Manager	220010e	–	8,464	8,676	8,893	9,115	9,343	9,576	9,816	10,062	10,314
Projects Administrator	150063e	–	8,464	8,676	8,893	9,115	9,343	9,576	9,816	10,062	10,314
Public Works/Public Utilities Manager	210095e	–	8,464	8,676	8,893	9,115	9,343	9,576	9,816	10,062	10,314
Public Works/Public Utilities Manager – Licensed Engineer	210094e	–	9,795	10,039	10,290	10,547	10,810	11,081	11,358	11,642	11,932
Purchasing Manager	140005e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Records Manager	115046e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Recreation Manager	520025e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Retirement Accounting Manager	135044e	–	8,676	8,893	9,115	9,343	9,576	9,816	10,062	10,314	10,572
Revenue Manager	135026e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376

e Exempt class, see Section 4.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Senior Management Analyst	150023e	–	6,423	6,584	6,748	6,916	7,088	7,266	7,448	7,634	7,825
Solid Waste Manager	640040e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Training Officer	150046e	–	6,423	6,584	6,748	6,916	7,088	7,266	7,448	7,634	7,825
Transit Operations Manager	320055e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Wastewater Manager	620095e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Water Manager	610075e	–	7,696	7,889	8,086	8,288	8,495	8,707	8,924	9,148	9,376
Water/Wastewater Manager-Certified	620096e	–	8,849	9,070	9,297	9,529	9,678	10,012	10,262	10,519	10,782

e Exempt class, see Section 4.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA), effective January 4, 2021											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	–	6,584	6,749	6,917	7,089	7,266	7,448	7,635	7,825	8,021
Administrative Manager	220025e	–	8,676	8,893	9,116	9,343	9,577	9,816	10,062	10,314	10,572
Airports Marketing & Public Relations Coordinator	310150e	–	6,584	6,749	6,917	7,089	7,266	7,448	7,635	7,825	8,021
Airports Operations Manager	310020e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Airports Planning Manager	310019e	–	8,676	8,893	9,116	9,343	9,577	9,816	10,062	10,314	10,572
Airports Properties Manager	310021e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Airports Safety Management Systems Manager	310161e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Assistant City Clerk	115030e	–	6,584	6,749	6,917	7,089	7,266	7,448	7,635	7,825	8,021
Building Services Manager	230031e	–	10,290	10,548	10,811	11,082	11,360	11,643	11,935	12,232	12,537
Business Manager	150019e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Communications Manager	125060e	–	8,676	8,893	9,116	9,343	9,577	9,816	10,062	10,314	10,572
Construction Manager	210096e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Crime Scene Investigation Bureau Manager	410015e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Deputy City Engineer	210081e	–	10,290	10,548	10,811	11,082	11,360	11,643	11,935	12,232	12,537
Division Manager	150024e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Economic Development Analyst	150095e	–	6,584	6,749	6,917	7,089	7,266	7,448	7,635	7,825	8,021
Facilities Manager	810040e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611

e Exempt class, see Section 4.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA), effective January 4, 2021											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Graffiti Abatement Manager	720040e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Housing & Neighborhood Revitalization Manager	230065e	–	8,676	8,893	9,116	9,343	9,577	9,816	10,062	10,314	10,572
Information Services Manager	125055e	–	8,676	8,893	9,116	9,343	9,577	9,816	10,062	10,314	10,572
Law Office Manager	115020e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Parks Manager	510035e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Personnel Manager	150026e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Planning Manager	220010e	–	8,676	8,893	9,116	9,343	9,577	9,816	10,062	10,314	10,572
Projects Administrator	150063e	–	8,676	8,893	9,116	9,343	9,577	9,816	10,062	10,314	10,572
Public Works/Public Utilities Manager	210095e	–	8,676	8,893	9,116	9,343	9,577	9,816	10,062	10,314	10,572
Public Works/Public Utilities Manager – Licensed Engineer	210094e	–	10,040	10,290	10,548	10,811	11,081	11,359	11,642	11,934	12,231
Purchasing Manager	140005e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Records Manager	115046e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Recreation Manager	520025e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Retirement Accounting Manager	135044e	–	8,893	9,116	9,343	9,577	9,816	10,062	10,314	10,572	10,837
Revenue Manager	135026e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611

e Exempt class, see Section 4.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA), effective January 4, 2021											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Senior Management Analyst	150023e	–	6,584	6,749	6,917	7,089	7,266	7,448	7,635	7,825	8,021
Solid Waste Manager	640040e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Training Officer	150046e	–	6,584	6,749	6,917	7,089	7,266	7,448	7,635	7,825	8,021
Transit Operations Manager	320055e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Wastewater Manager	620095e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Water Manager	610075e	–	7,889	8,087	8,289	8,496	8,708	8,925	9,148	9,377	9,611
Water/Wastewater Manager-Certified	620096e	–	9,071	9,297	9,530	9,768	10,013	10,263	10,519	10,782	11,052

e Exempt class, see Section 4.

EXHIBIT 15 Unit 15 – Airport Public Safety Supervisors (FAPSS)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Supervisor*	310003	12	7021	7371	7740	8127	8534
Airport Public Safety Supervisor**	310005	12	6137	6442	6766	7103	7457

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

EXHIBIT 15 Unit 15 – Airport Public Safety Supervisors (FAPSS), effective August 17, 2020							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Supervisor*	310003	12	7232	7593	7973	8371	8791
Airport Public Safety Supervisor**	310005	12	6322	6636	6969	7317	7681

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

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16				
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
Community Recreation Supervisor I (520015)	7/1/20	Community Services and Recreation Supervisor (520016)	96%	7/1/20
Ground Water Production Specialist (610037)	7/1/20	Water Distribution/Production Specialist (610029)	100%	7/1/20
Ground Water Production Technician (610036)	7/1/20	Water Distribution/Production Technician (610028)	100%	7/1/20
Senior Ground Water Production Operator (610038)	7/1/20	Senior Water Distribution/Production Operator (610030)	100%	7/1/20
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

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Management Analyst III (150022)	7/1/18	Business Manager (150019)	100%	7/1/18
Police Specialist (415003)	7/1/19	Police Officer (415002)	100%	7/1/19
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
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

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16				
Classification Title	Deleted	Benchmarked To	Percent	Effective
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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

[5] This class is in a flexibly-staffed series. The probationary period for employees in these classes 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 of service 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.

[9] 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).

[10] Persons in this classification are limited to no more than two (2) consecutive years in this class.

[e] Exempt class, see Section 4.

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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 _____, 2020.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2020
Mayor Approval/No Return: _____, 2020
Mayor Veto: _____, 2020
Council Override Vote: _____, 2020

YVONNE SPENCE, CRM MMC
City Clerk

BY:_____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY:_____
Tina R. Griffin, Assistant City Attorney