



Fiscal Year 2022

(July 1, 2021 – June 30, 2022)

Salary Resolution

Personnel Services Department

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City Attorney Approval:

Fiscal Year 2022 Salary Resolution

Resolution No. 2021-176

FY22 SALARY RESOLUTION

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RESOLUTION NO. 2021

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 2022

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. Progression to successive steps in the salary range shall be automatic unless an unsatisfactory performance evaluation is made by the appointing authority. Following an unsatisfactory performance evaluation, a step progression 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 step progression 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, but not limited to 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:

<u>At least</u>	<u>But less than</u>	<u>Weeks delayed</u>
1 hour	40 hours	None
40 hours	120 hours	2
120 hours	200 hours	4
200 hours	280 hours	6
280 hours	360 hours	8
360 hours	440 hours	10

For purposes of this section, leave without pay, in reference to step advancement, shall be adjusted appropriately for 56-hour employees:

<u>At least</u>	<u>But less than</u>	<u>Weeks delayed</u>
1 hour	56 hours	None
56 hours	168 hours	2
168 hours	280 hours	4
280 hours	392 hours	6

The number of additional weeks by which advancement to the next step shall be delayed shall be calculated in the same manner as those respective formulas specified herein. Such delay shall cause a change in the employee's anniversary date for purposes of future step increases in the class.

- 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 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 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 of the lowest step in the salary range of the higher class, which must be at least three and one-half percent (3.5%) higher than the rate received in the employee's regular class assignment. If the three and one-half

(3.5%) increase requires a payment greater than the highest step, then the highest step shall be paid.

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. Sick Leave for Temporary Employees:

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

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

3. 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).

4. Protected Sick Leave for Temporary Employees

- a. Temporary employees will accumulate and be able to use Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014 (i.e., Labor Code §§245 et seq.)
- b. Temporary employees may use up to three (3) days as Protected Sick Leave or twenty-four (24) hours, whichever is greater, in each fiscal year (July 1 through June 30).

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

SECTION 6. FLEXIBLE STAFFING

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 five (5) hours 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 –
 - 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.

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.

- b. 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, E11, E12, 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 Used for Protected Sick Leave

- a. 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.

3. 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.

4. 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 available 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. Employees shall also accrue eight (8) hours of 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 with the exception of members of Tier 2 of Fire and Police Retirement System.

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:

- Once Sick Leave and Annual Leave have been exhausted;
- As service credit on an hour-per-hour basis upon retirement;

- To be cashed out at retirement or separation from the City, if not eligible for participation in the HRA;
- In the performance of community activities during the course of the employee's normal work day, with the appropriate approval;
- Placed in the HRA in accordance with Section 16(F); or
- Once 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 (CIA) 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. BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2

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

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

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

- b. Deferred compensation contributions by the City; if permitted by employment contract, the employee may elect to receive a portion of base salary in the form of deferred compensation; and
 - c. Any other form of compensation not specified in paragraph C 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:

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

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. 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.
- F. 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.
- G. 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 date of the SDI/PFL claim. 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 the issue date 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/PFL 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. SALARIES FOR EMPLOYEES IN EXHIBIT 2, EXHIBIT 8, AND PERMANENT PART-TIME EMPLOYEES WHILE ABSENT DUE TO INJURY IN THE LINE OF DUTY

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

SECTION 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. REFERRAL INCENTIVE

Effective March 14, 2022, current permanent City employees who refer an eligible candidate for Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III that is hired by the City as a permanent employee in a respective classification will receive a Referral Incentive of up to a total of one thousand dollars (\$1,000) per referral, subject to the terms outlined below:

A. Police Officer Recruit

The Referral Incentive will be paid in two (2) increments of five hundred dollars (\$500) up to the total one thousand dollars (\$1,000) as follows:

1. Upon the Police Officer Recruit's hire and commencement of work with the City; and

2. Upon the Police Officer Recruit's successful completion of the field training program, as determined by Police Administration;

B. Police Officer Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral Police Officer referral, the candidate referred must, at the time of filing an employment application with the City for a Police Officer position:
 - a. Be currently working for another California law enforcement agency;
 - b. Have two (2) years of experience as a full-time peace officer in California; and
 - c. Possess a current California P.O.S.T. certificate.
2. Employees who refer lateral Police Officer hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral Police Officer has a minimum of two years of separation from the Fresno Police Department as a full-time peace officer and has met the requirements of (a) and (c) described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
 - a. Upon the lateral Police Officer's hire and commencement of work with the City;
 - b. Upon the lateral Police Officer's successful completion of the field training program, as determined by Police Administration;
 - c. Upon the lateral Police Officer's successful completion of the probationary period; and
 - d. Upon the lateral Police Officer's successful completion of an additional twelve (12) months of City service following the successful completion of the probationary period.

C. Emergency Services Dispatcher (ESD) II or III Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral ESD II or III, the candidate referred must, at the time of filing an employment application with the City for an ESD II or III position, have been employed for at least two (2) consecutive years during the past three (3) years with a law enforcement agency in a classification equivalent to an Emergency Dispatcher II with the City of Fresno Police Department.

2. Employees who refer lateral ESD II or III hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral ESD II or III has a minimum of two (2) years of separation from the Fresno Police Department as a permanent full-time ESD and has met the requirements described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
 - a. Upon the lateral ESD's hire and commencement of work with the City;
 - b. Upon the lateral ESD's successful completion of the ESD training program, as determined by Police Administration;
 - c. Upon the lateral ESD's completion of the probationary period; and
 - d. Upon the lateral ESD's completion of an additional twelve (12) months of City service following the successful completion of the probationary period.
- D. Only one current permanent City employee may receive the Referral Incentive for each eligible candidate hired by the City as a permanent Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III.
- E. The referring employee must be designated in writing by the candidate at the time the application for employment is submitted to for the referring employee to be eligible for the Referral Incentive.
- F. Should the referred Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III fail to meet any of the metrics outlined above, the referring employee will be ineligible to receive the coinciding incentive(s).
- G. Employees in the Personnel Services Department, members of the Police Department Recruiting Unit, members of Unit 9 – Police Management, and other employees directly involved in a candidate's hiring process are not eligible to receive the Referral Incentive.
- H. The Referral Incentive is not compensable for retirement purposes.

SECTION 27. 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 28. CONFLICTING RESOLUTIONS

Resolution No. 2021-157, 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 29. RESOLUTION EFFECTIVE DATE

Upon final legislative approval, this Resolution shall become effective July 1, 2021.

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	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)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Specialist	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)							
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)							
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 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
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
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.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective January 3, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3850	4044	4245	4457	4679
Airports Operations Leadworker	310010	12	4498	4722	4959	5207	5467
Airports Operations Specialist	310012	12	4089	4292	4506	4732	4967
Automotive Parts Leadworker	145006	12	4089	4292	4506	4732	4967
Automotive Parts Specialist	145005	12	3715	3901	4095	4301	4515
Aviation Mechanic I	410039 ⁴	12 ⁴	4988	5239	5498	5775	6063
Aviation Mechanic II	410040 ⁴	12 ⁴	5488	5761	6049	6353	6668
Aviation Mechanic Leadworker	410041	12	6036	6337	6654	6986	7336
Body & Fender Repairer	320036	12	4988	5239	5498	5775	6063
Body & Fender Repairer Leadworker	320037	12	5488	5761	6049	6353	6668
Body & Fender Repairer Trainee	320035 ⁷	6 ⁷	4497	4721	4958	5206	5466
Brake & Front End Specialist	710085	12	5488	5761	6049	6353	6668
Bus Air Conditioning Mechanic	320031	12	4988	5239	5498	5775	6063
Bus Air Conditioning Mechanic Leadworker	320032	12	5488	5761	6049	6353	6668
Bus Air Conditioning Mechanic Trainee	320030 ⁷	6 ⁷	4497	4721	4958	5206	5466
Bus Equipment Attendant Leadworker	320040	12	4089	4292	4506	4732	4967
Bus Mechanic I	320020 ⁴	12 ⁴	4497	4721	4958	5206	5546
Bus Mechanic II	320021 ⁴	12 ⁴	4988	5239	5498	5775	6063
Bus Mechanic Leadworker	320022	12	5488	5761	6049	6353	6668
Collection System Maintenance Specialist	630002	12	4548	4775	5014	5264	5527
Collection System Maintenance Technician	630001	12	4135	4341	4559	4785	5025
Combination Welder	710067	12	4988	5239	5498	5775	6063
Combination Welder Leadworker	710066	12	5488	5761	6049	6353	6668
Communications Technician I	710050	12	4471	4696	4929	5175	5434
Communications Technician II	710051	12	4929	5175	5434	5705	5991

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 3, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Specialist	610040	12	4778	5018	5267	5530	5805
Custodian	810001	12	3053	3205	3366	3533	3709
Electronic Equipment Installer	710060	12	3627	3807	3999	4198	4408
Equipment Service Worker I	710075	12	3715	3901	4095	4301	4515
Equipment Service Worker II	710076	12	4089	4292	4506	4732	4967
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	4497	4721	4958	5206	5466
Fire Equipment Mechanic II	420011	12	4988	5239	5498	5775	6063
Fire Equipment Mechanic Leadworker	420012	12	5488	5761	6049	6353	6668
Graffiti Abatement Technician	710009	12	3666	3849	4044	4245	4457
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	4497	4721	4958	5206	5466
Heavy Equipment Mechanic II	710101 ⁴	12 ⁴	4988	5239	5498	5775	6063
Heavy Equipment Mechanic Leadworker	710102	12	5488	5761	6049	6353	6668
Heavy Equipment Operator	710025	12	4639	4873	5115	5372	5638
Instrumentation Specialist	620025	12	5253	5517	5793	6082	6385
Instrumentation Technician	620026	12	4778	5018	5267	5530	5805
Irrigation Specialist	510005	12	4035	4237	4448	4670	4902
Laborer	710005	12	3098	3240	3388	3543	3709
Light Equipment Mechanic I	710095 ⁴	12 ⁴	4497	4721	4958	5206	5466
Light Equipment Mechanic II	710096 ⁴	12 ⁴	4988	5239	5498	5775	6063
Light Equipment Mechanic Leadworker	710097	12	5488	5761	6049	6353	6668
Light Equipment Operator	710020	12	4089	4292	4506	4732	4967
Locksmith	810015	12	3739	3926	4121	4327	4543
Maintenance & Construction Worker	710015	12	3715	3901	4095	4301	4515
Maintenance & Operations Assistant	710001	12	3098	3240	3388	3543	3709

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 3, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	4115	4320	4536	4762	5000
Maintenance Carpenter II	810021	12	4538	4766	5003	5252	5516
Park Equipment Mechanic II	710110	12	4089	4292	4506	4732	4967
Park Equipment Mechanic Leadworker	710111	12	4497	4721	4958	5206	5466
Parking Meter Attendant I	710125 ⁴	12 ⁴	3358	3526	3703	3887	4082
Parking Meter Attendant II	710126 ⁴	12 ⁴	3696	3880	4072	4276	4491
Parking Meter Attendant III	710127	12	4064	4266	4479	4704	4937
Parks Maintenance Leadworker	510003	12	4035	4237	4448	4670	4902
Parks Maintenance Worker I	510001	12	3053	3205	3366	3533	3709
Parks Maintenance Worker II	510002	12	3667	3850	4044	4245	4457
Power Generation Operator/Mechanic	620055	12	5536	5811	6103	6406	6727
Property Maintenance Leadworker	810007	12	4123	4328	4545	4773	5011
Property Maintenance Worker	810006	12	3850	4044	4247	4458	4679
Roofer	810010	12	3739	3925	4122	4327	4543
Sanitation Operator	640021	12	4089	4292	4506	4732	4967
Senior Collection System Maintenance Specialist	630004	12	5002	5251	5515	5790	6079
Senior Communications Technician	710052	12	5437	5708	5995	6293	6608
Senior Custodian	810002	12	3358	3526	3703	3887	4082
Senior Heavy Equipment Operator	710026	12	5711	5997	6296	6611	6942
Senior Sanitation Operator	640022	12	4639	4873	5115	5372	5638
Senior Wastewater Mechanical Specialist	620062	12	5032	5284	5547	5826	6115
Senior Wastewater Treatment Plant Operator	620043	12	5844	6138	6444	6766	7104
Senior Water Distribution/Production Operator	610030	12	5844	6138	6444	6766	7104
Senior Water Treatment Plant Operator	610039	12	5965	6263	6576	6905	7249
Solid Waste Safety & Training Specialist	640005	12	4426	4641	4871	5108	5358

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 3, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	4190	4398	4617	4849	5090
Street Sweeper Lead Operator	710036	12	4497	4721	4958	5206	5466
Street Sweeper Operator	710035	12	4089	4292	4506	4732	4967
Tire Maintenance & Repair Technician	710081	12	4089	4292	4506	4732	4967
Tire Maintenance Worker	710080	12	3715	3901	4095	4301	4515
Traffic Maintenance Leadworker	710046	12	4190	4398	4617	4849	5090
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3454	3627	3807	3999	4198
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	3799	3988	4189	4397	4615
Tree Trimmer Leadworker	510010	12	4157	4364	4583	4813	5054
Utility Leadworker	710010	12	4035	4237	4448	4670	4902
Waste Container Maintenance Worker	640010	12	3358	3526	3703	3887	4082
Wastewater Distributor Technician	620050	12	3759	3946	4144	4350	4567
Wastewater Mechanical Specialist	620061	12	4778	5018	5267	5530	5805
Wastewater Mechanical Technician	620060	12	4345	4562	4788	5028	5279
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	3759	3946	4144	4350	4567
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	5032	5284	5547	5826	6115
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	4778	5018	5267	5530	5805
Water Distribution/Production Specialist	610029	12	4778	5018	5267	5530	5805
Water Distribution/Production Technician	610028	12	4345	4562	4788	5028	5279
Water Maintenance Mechanic Specialist	610032	12	4778	5018	5267	5530	5805
Water System Trainee	610023 ¹	-	3098	3240	3388	3543	3709
Water Treatment Plant Operator	610042	12	4778	5018	5267	5530	5805
Water Treatment Plant Operator-In-Training	610041 ¹	-	3759	3946	4144	4350	4567
Water Maintenance Mechanic Technician	610031	12	4345	4562	4788	5028	5279
Water Quality Specialist	610034	12	4778	5018	5267	5530	5805
Water Quality Technician	610033	12	4345	4562	4788	5028	5279
Welder	710065	12	4497	4721	4958	5206	5466

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.

EXHIBIT 2

Unit 2 – Non-Represented Management and Confidential Classes, effective June 6, 2022

CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Airport Public Safety Manager	310004e	-	E7	8291	-	11401
Assistant City Attorney	160008e	-	E4	11389	-	17979
Assistant City Manager	150135e	-	E3	15190	-	20887
Assistant Controller	135020e	-	E5	9588	-	14806
Assistant Director	150160e	-	E5	9588	-	14806
Assistant Director of Personnel Services	150043e	-	E5	9588	-	14806
Assistant Director of Public Utilities	620100e	-	E5	9588	-	14806
Assistant Director of Public Works	210089e	-	E5	9588	-	14806
Assistant Police Chief	415010e	-	E5	9588	-	14806
Assistant Retirement Administrator	135040e	-	E5	9588	-	14806
Background Investigator	410055	-	E16	4086	-	6323
Budget Analyst	135006e	12	E15	5411	-	7205
Budget Manager	135008e	-	E5	9588	-	14806
Chief Assistant City Attorney	160015e	-	E3	15190	-	20887
Chief Information Officer	125067e	-	E4	11389	-	17979
Chief of Staff to Councilmember	150086e	-	E10	3124	-	10364
Chief of Staff to the Mayor	150123e	-	E5	9588	-	14806
City Attorney	160009e	-	E1	17294	-	23779
City Attorney Investigator	160003	-	E15	5411	-	7205
City Clerk*	150125e	-	E4	11389	-	17979
City Engineer	210080e	-	E4	11389	-	17979
City Manager	150130e	-	E1	17294	-	23779
Community Coordinator	150075e	-	E11	4086	-	6956
Community Outreach Specialist	150230e	-	E11	4086	-	6956
Controller	135021e	-	E4	11389	-	17979
Council Assistant	150085e	-	E10	3124	-	10364
Deputy City Attorney II	160006e	-	E8	7537	-	10364
Deputy City Attorney III	160007e	-	E7	8291	-	11401
Deputy City Manager	150140e	-	E7	8291	-	11401

Exempt class, see Section 4

* Effective 7/15/2021, by the First Amendment to the Salary Resolution 2021-176.

* Effective 6/6/2022, by the Nineteenth Amendment to the Salary Resolution 2021-176.

EXHIBIT 2						
Unit 2 – Non-Represented Management and Confidential Classes, effective June 6, 2022						
CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Director	150170e	-	E4	11389	-	17979
Director of Aviation	310045e	-	E4	11389	-	17979
Director of Development	220020e	-	E4	11389	-	17979
Director of Personnel Services	150042e	-	E4	11389	-	17979
Director of Public Utilities	620101e	-	E4	11389	-	17979
Director of Transportation	310040e	-	E4	11389	-	17979
Economic Development Coordinator	150090e	-	E10	3124	-	10364
Economic Development Director	150099e	-	E4	11389	-	17979
Executive Assistant to Department Director	115003e	-	E19	3978	-	6169
Executive Assistant to the City Attorney	115004e	-	E17	3978	-	7094
Executive Assistant to the City Manager	115001e	-	E17	3978	-	7094
Executive Assistant to the Mayor	115002e		E17	3978		7094
Fire Chief	425007e	-	E3	15190	-	20887
Governmental Affairs Manager	150240e	-	E10	3124	-	10364
Human Resources Manager	150025e	-	E7	8291	-	11401
Independent Reviewer	150220e	-	E5	9588	-	14806
Internal Auditor	135010e	12	E15	5411	-	7205
Investment Officer	135014e	-	E6	8558	-	13181
Labor Relations Manager	150030e	-	E7	8291	-	11401
Management Analyst II	150032e [†]	12	E15	5411	-	7205
Payroll Accountant	130016e	12	E20	5705	-	7596
Payroll Manager	135012e	-	E7	8291	-	11401
Police Chief	415008e	-	E2	15570	-	21420

[†] 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.

* Effective 6/6/2022, by the Nineteenth Amendment to the Salary Resolution 2021-176.

EXHIBIT 2 Unit 2 – Non-Represented Management and Confidential Classes, effective June 6, 2022						
CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Principal Budget Analyst	135009e	-	E7	8291	-	11401
Principal Internal Auditor	135011e	-	E8	7537	-	10364
Principal Labor Relations Analyst*	150018e	-	E12	7914	-	10882
Public Affairs Officer	150118e	-	E8	7537	-	10364
Public Works Director	210085e	-	E4	11389	-	17979
Retirement Administrator	135030e	-	E3	15190	-	20887
Retirement Benefits Manager	135045e	-	E7	8291	-	11401
Retirement Office Manager	115007e	-	E17	3978	-	7094
Senior Budget Analyst	135007e	-	E8	7537	-	10364
Senior Deputy City Attorney I	160013e	-	E6	8558	-	13181
Senior Deputy City Attorney II	160014e	-	E21	9414	-	14500
Senior Deputy City Attorney III	160016e	-	E22	9884	-	15224
Senior Human Resources/Risk Analyst	150017e	-	E8	7537	-	10364
Senior Law Clerk	115022 ¹⁰	-	E16	4086	-	6323
Supervising Deputy City Attorney	160010e	-	E5	9588	-	14806

E Exempt class, see Section 4.

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

*Effective 4/25/22, by the Eighteenth Amendment to the Salary Resolution 2021-176.

*Effective 6/6/2022, by the Nineteenth Amendment to the Salary Resolution 2021-176.

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective May 9, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6 ³	2840	2969	3103	3247	3401
Account Clerk II	130002 ³	12 ³	3139	3284	3440	3596	3762
Accountant-Auditor I	130011 ⁴	12 ⁴	4538	4746	4966	5207	5451
Accountant-Auditor II	130012 ⁴	12 ⁴	5035	5268	5524	5787	6061
Accounting Technician	130010	12	3790	3968	4155	4346	4553
Administrative Clerk I	110001 ³	6 ³	2635	2758	2880	3013	3150
Administrative Clerk II	110002 ³	12 ³	2968	3105	3246	3398	3554
Airports Operations Officer I	310006 ⁴	12 ⁴	4598	4824	5056	5309	5574
Airports Operations Officer II	310009 ⁴	12 ⁴	5056	5309	5574	5854	6147
Airports Property Specialist I	175001 ⁴	12 ⁴	4920	5158	5402	5656	5930
Airports Property Specialist II	175002 ⁴	12 ⁴	5701	5973	6262	6559	6876
Associate Electrical Safety Consultant I	230022	12	5690	5961	6247	6542	6858
Associate Electrical Safety Consultant II	230023	12	5961	6247	6542	6858	7190
Associate Environmental & Safety Consultant I	230003	12	5690	5961	6247	6542	6858
Associate Environmental & Safety Consultant II	230004	12	5961	6247	6542	6858	7190
Associate Plumbing & Mechanical Consultant I	230012	12	5690	5961	6247	6542	6858
Associate Plumbing & Mechanical Consultant II	230013	12	5961	6247	6542	6858	7190
Billing System Specialist	125075	12	4174	4370	4577	4784	5007
Budget Technician	135005	12	3791	3966	4152	4347	4553
Building Inspector I	230007 ⁴	12 ⁴	5248	5498	5758	6035	6320
Building Inspector II	230008 ⁴	12 ⁴	5690	5961	6247	6542	6858
Building Inspector III	230009	12	5961	6247	6542	6858	7190

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.

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.

5/9/2022 Seventeenth Amendment Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective May 9, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070 ³	6 ³	3103	3247	3407	3555	3719
Call Center Representative II	115071 ³	12 ³	3401	3555	3719	3894	4077
Central Printing Clerk	120005	12	2954	3090	3230	3381	3537
Chemist	620020	12	5000	5242	5489	5752	6026
City Records Specialist	115025	12	3778	3953	4138	4333	4538
Commercial Building Inspector	230015	12	5690	5961	6247	6542	6858
Community Recreation Assistant	520010	12	3609	3770	3927	4085	4265
Community Revitalization Specialist	230053	12	5122	5368	5626	5933	6180
Community Revitalization Technician	230059	12	3563	3729	3902	4087	4279
Community Services Officer I	410025 ⁴	12 ⁴	3357	3509	3672	3842	4021
Community Services Officer II	410026 ⁴	12 ⁴	3672	3842	4021	4211	4410
Computer Systems Specialist I	125010 ⁴	12 ⁴	5248	5492	5753	6030	6314
Computer Systems Specialist II	125011 ⁴	12 ⁴	5762	6034	6322	6624	6945
Computer Systems Specialist III	125012	12	6331	6634	6954	7286	7640
Construction Compliance Specialist	150055	12	4391	4592	4811	5040	5275
Crime Scene Technician I	410010 ⁴	12 ⁴	4203	4400	4607	4826	5055
Crime Scene Technician II	410011 ⁴	12 ⁴	4607	4826	5055	5295	5550
Crime Specialist	410008	12	5271	5520	5785	6061	6355
Customer Services Clerk I	115060 ³	6 ³	3106	3246	3394	3553	3719
Customer Services Clerk II	115061 ³	12 ³	3402	3561	3729	3897	4077
Cybersecurity Analyst	125090	12	6331	6634	6954	7286	7640
Deputy City Clerk	115028 ⁴	12 ⁴	3347	3501	3664	3834	4011
Development Services Coordinator	230057	12	5190	5475	5741	6016	6304
Digital Forensics Analyst	410050	12	6921	7268	7631	8012	8413
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	4126	4293	4472	4676	4873
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	4460	4672	4894	5124	5360
Emergency Services Dispatcher III	410003	12	4907	5132	5381	5630	5896

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.

5/9/2022 Seventeenth Amendment Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective May 9, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I*	210015 ⁴	12 ⁴	6673	7007	7357	7725	8111
Engineer II*	210016 ⁴	12 ⁴	7532	7909	8304	8719	9155
Engineering Aide I	210001 ³	6 ³	3287	3433	3590	3757	3936
Engineering Aide II	210002 ³	12 ³	3839	4020	4202	4398	4611
Engineering Inspector I	230075 ⁴	12 ⁴	5057	5314	5554	5816	6098
Engineering Inspector II	230076 ⁴	12 ⁴	5532	5793	6072	6362	6667
Engineering Technician I	210005 ⁴	12 ⁴	3862	4042	4237	4426	4634
Engineering Technician II	210006 ⁴	12 ⁴	4518	4738	4957	5187	5436
Environmental Control Officer	620001	12	4932	5168	5406	5664	5931
Facilities Construction Specialist	230085	12	5040	5274	5526	5789	6067
Fire Prevention Inspector I	420001 ⁵	12 ⁵	4454	4663	4875	5114	5358
Fire Prevention Inspector II	420002 ⁵	12 ⁵	5134	5368	5626	5901	6180
Fleet Operations Specialist	710105	12	4710	4929	5167	5410	5670
Geographic Information System (GIS) Specialist	125025	12	6331	6634	6954	7286	7640
Geographic Information System (GIS) Technician I	125026 ⁴	12 ⁴	5271	5517	5779	6057	6343
Geographic Information System (GIS) Technician II	125027 ⁴	12 ⁴	5788	6061	6351	6654	6977
Graphics Technician	120013	12	4116	4315	4525	4745	4977
Helicopter Pilot	410033	12	6176	6477	6795	7128	7479
Housing Rehabilitation Specialist	230056	12	5105	5354	5619	5894	6180
Industrial/Commercial Water Conservation Representative	610015	12	4940	5176	5416	5674	5942
Interpreter/Translator	150232	12	5281	5571	5842	6121	6414
Laboratory Assistant	620010	12	3448	3612	3779	3955	4138
Laboratory Technician I	620011 ⁴	12 ⁴	4145	4339	4543	4756	4978
Laboratory Technician II	620012 ⁴	12 ⁴	4553	4765	4990	5229	5477
Landscape Water Conservation Specialist	610005	12	4926	5161	5406	5663	5931

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.

5/9/2022 Seventeenth Amendment Supersedes Original

*Effective 6/13/2022 by the Twentieth Amendment to Salary Resolution No. 2021-176

*SEE APPENDIX FOR FOOTNOTES

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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective May 9, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4141	4343	4555	4776	5007
Network Systems Specialist	125030	12	6331	6634	6954	7286	7640
PAR Program Specialist	410023	12	3563	3729	3902	4087	4279
Paratransit Specialist	320005	12	3795	3974	4162	4349	4553
Parking Enforcement Officer I	710120 ⁴	12 ⁴	2915	3035	3161	3285	3425
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3169	3303	3440	3579	3740
Parking Enforcement Officer III	710122	12	3440	3579	3740	3893	4061
Phlebotomist	410007	12	3448	3612	3779	3955	4138
Planner I	220005 ³	6 ³	4687	4899	5133	5380	5638
Planner II	220006 ³	12 ³	5281	5571	5842	6121	6414
Plans and Permit Technician	220002	12	5018	5253	5492	5761	6035
Plans Examiner	210041	12	5506	5755	6032	6327	6625
Police Data Transcriptionist	115035	12	3969	4152	4345	4547	4761
Police Support Services Clerk	115043	12	3297	3448	3607	3775	3950
Police Support Services Technician	115044	12	3617	3785	3961	4149	4344
Principal Account Clerk	130004	12	3790	3968	4155	4346	4553
Procurement Specialist	140002	12	4760	4988	5223	5471	5733
Program Compliance Officer	640026	12	4070	4271	4479	4697	4926
Programmer/Analyst I	125020 ⁴	12 ⁴	5223	5467	5726	6002	6285
Programmer/Analyst II	125021 ⁴	12 ⁴	5762	6034	6322	6624	6945
Programmer/Analyst III	125022	12	6331	6634	6954	7286	7640
Programmer/Analyst IV	125023	12	6962	7300	7654	8018	8405
Property & Evidence Technician	145010	12	4033	4222	4420	4629	4847
Radio Dispatcher	120015	12	3497	3655	3807	3975	4138
Rangemaster/Armorer	410035	12	4827	5056	5296	5551	5814

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.

*5/9/2022 Seventeenth Amendment
Supersedes Original*

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective May 9, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	3989	4175	4366	4574	4790
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	4680	4901	5134	5377	5632
Recreation Specialist	520005	12	3908	4088	4280	4482	4692
Retirement Counselor I	135050 ⁴	12 ⁴	3789	3967	4154	4348	4553
Retirement Counselor II	135051 ⁴	12 ⁴	4166	4360	4565	4781	5007
Safety and Training Specialist	150050	12	4448	4664	4894	5133	5384
Secretary	110050	12	3554	3719	3892	4072	4266
Senior Account Clerk	130003	12	3453	3609	3775	3953	4139
Senior Administrative Clerk	110003	12	3246	3398	3554	3719	3892
Senior Call Center Representative	115072	12	3916	4104	4302	4511	4730
Senior Commercial Building Inspector	230016	12	5961	6247	6542	6858	7190
Senior Community Revitalization Specialist	230054	12	5741	6011	6291	6596	6915
Senior Community Services Officer	410027	12	3996	4183	4379	4582	4800
Senior Crime Scene Technician	410012	12	4826	5055	5295	5550	5813
Senior Customer Services Clerk	115062	12	3888	4063	4251	4451	4660
Senior Deputy City Clerk	115029 ⁴	12 ⁴	3790	3965	4152	4346	4553
Senior Engineering Technician	210007	12	5097	5337	5588	5857	6127
Senior Fire Prevention Inspector	420003	12	5741	6011	6291	6596	6915
Senior Laboratory Technician	620013	12	5075	5318	5571	5836	6115
Senior Network Systems Specialist	125031	12	7018	7359	7715	8083	8473
Senior Plans Examiner	210042	12	6048	6331	6626	6947	7285
Senior Procurement Specialist	140003	12	5223	5471	5733	6007	6292
Senior Property & Evidence Technician	145011	12	4420	4629	4847	5073	5316
Senior Cybersecurity Analyst	125091	12	7018	7359	7715	8083	8473
Senior Records Clerk	110101	12	3453	3612	3780	3956	4138
Senior Secretary	110051	12	3790	3965	4152	4346	4553

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.

5/9/2022 Seventeenth Amendment
Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective May 9, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4033	4222	4420	4629	4847
Senior Utility Service Representative	230092	12	4164	4359	4565	4779	5007
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7018	7359	7715	8083	8473
Staff Assistant	150001	12	3796	3974	4163	4350	4554
Storeskeeper	145001	12	3762	3938	4120	4313	4516
Survey Party Technician	210030	12	4518	4738	4957	5187	5436
Tax/Permit Inspector	135001	12	4454	4664	4877	5117	5359
Traffic Signal Operations Specialist	710150	12	6383	6688	7011	7345	7703
Transit Scheduler	320049	12	6383	6688	7011	7345	7703
Tree Program Specialist	510015	12	4709	4931	5169	5414	5670
Utility Service Representative I	230090 ⁴	12 ⁴	3452	3611	3778	3955	4138
Utility Service Representative II	230091 ⁴	12 ⁴	3789	3967	4152	4347	4552
Wastewater Reclamation Coordinator	620035	12	4920	5158	5402	5656	5930
Water Conservation Representative	610001	12	3562	3729	3902	4085	4278
Water Systems Telemetry & Distributed Control Specialist	610021	12	5810	6085	6376	6681	7002

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.

*5/9/2022 Seventeenth Amendment
Supersedes Original*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6 ³	2926	3059	3197	3345	3504
Account Clerk II	130002 ³	12 ³	3234	3383	3544	3704	3875
Accountant-Auditor I	130011 ⁴	12 ⁴	4675	4889	5115	5364	5615
Accountant-Auditor II	130012 ⁴	12 ⁴	5187	5427	5690	5961	6243
Accounting Technician	130010	12	3904	4088	4280	4477	4690
Administrative Clerk I	110001 ³	6 ³	2715	2841	2967	3104	3245
Administrative Clerk II	110002 ³	12 ³	3058	3199	3344	3500	3661
Airports Operations Officer I	310006 ⁴	12 ⁴	4736	4969	5208	5469	5742
Airports Operations Officer II	310009 ⁴	12 ⁴	5208	5469	5742	6030	6332
Airports Property Specialist I	175001 ⁴	12 ⁴	5068	5313	5565	5826	6108
Airports Property Specialist II	175002 ⁴	12 ⁴	5873	6153	6450	6756	7083
Associate Electrical Safety Consultant I	230022	12	5861	6140	6435	6739	7064
Associate Electrical Safety Consultant II	230023	12	6140	6435	6739	7064	7406
Associate Environmental & Safety Consultant I	230003	12	5861	6140	6435	6739	7064
Associate Environmental & Safety Consultant II	230004	12	6140	6435	6739	7064	7406
Associate Plumbing & Mechanical Consultant I	230012	12	5861	6140	6435	6739	7064
Associate Plumbing & Mechanical Consultant II	230013	12	6140	6435	6739	7064	7406
Billing System Specialist	125075	12	4300	4502	4715	4928	5158
Budget Technician	135005	12	3905	4085	4277	4478	4690
Building Inspector I	230007 ⁴	12 ⁴	5406	5663	5931	6217	6510
Building Inspector II	230008 ⁴	12 ⁴	5861	6140	6435	6739	7064
Building Inspector III	230009	12	6140	6435	6739	7064	7406

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.

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5/9/2022 Seventeenth Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070 ³	6 ³	3197	3345	3510	3662	3831
Call Center Representative II	115071 ³	12 ³	3504	3662	3831	4011	4200
Central Printing Clerk	120005	12	3043	3183	3327	3483	3644
Chemist	620020	12	5150	5400	5654	5925	6207
City Records Specialist	115025	12	3892	4072	4263	4463	4675
Commercial Building Inspector	230015	12	5861	6140	6435	6739	7064
Community Recreation Assistant	520010	12	3718	3884	4045	4208	4393
Community Revitalization Specialist	230053	12	5276	5530	5795	6111	6366
Community Revitalization Technician	230059	12	3670	3841	4020	4210	4408
Community Services Officer I	410025 ⁴	12 ⁴	3458	3615	3783	3958	4142
Community Services Officer II	410026 ⁴	12 ⁴	3783	3958	4142	4338	4543
Computer Systems Specialist I	125010 ⁴	12 ⁴	5406	5657	5926	6211	6504
Computer Systems Specialist II	125011 ⁴	12 ⁴	5935	6216	6512	6823	7154
Computer Systems Specialist III	125012	12	6521	6834	7163	7505	7870
Construction Compliance Specialist	150055	12	4523	4730	4956	5192	5434
Crime Scene Technician I	410010 ⁴	12 ⁴	4330	4532	4746	4971	5207
Crime Scene Technician II	410011 ⁴	12 ⁴	4746	4971	5207	5454	5717
Crime Specialist	410008	12	5430	5686	5959	6243	6546
Customer Services Clerk I	115060 ³	6 ³	3200	3344	3496	3660	3831
Customer Services Clerk II	115061 ³	12 ³	3505	3668	3841	4014	4200
Cybersecurity Analyst	125090	12	6521	6834	7163	7505	7870
Deputy City Clerk	115028 ⁴	12 ⁴	3448	3607	3774	3950	4132
Development Services Coordinator	230057	12	5346	5640	5914	6197	6494
Digital Forensics Analyst	410050	12	7129	7487	7860	8253	8666
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	4250	4422	4607	4817	5020
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	4594	4813	5041	5278	5521
Emergency Services Dispatcher III	410003	12	5055	5286	5543	5799	6073

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.

5/9/2022 Seventeenth Amendment Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I*	210015 ⁴	12 ⁴	6874	7218	7578	7957	8355
Engineer II*	210016 ⁴	12 ⁴	7758	8147	8554	8981	9430
Engineering Aide I	210001 ³	6 ³	3386	3536	3698	3870	4055
Engineering Aide II	210002 ³	12 ³	3955	4141	4329	4530	4750
Engineering Inspector I	230075 ⁴	12 ⁴	5209	5474	5721	5991	6281
Engineering Inspector II	230076 ⁴	12 ⁴	5698	5967	6255	6553	6868
Engineering Technician I	210005 ⁴	12 ⁴	3978	4164	4365	4559	4774
Engineering Technician II	210006 ⁴	12 ⁴	4654	4881	5106	5343	5600
Environmental Control Officer	620001	12	5080	5324	5569	5834	6109
Facilities Construction Specialist	230085	12	5192	5433	5692	5963	6250
Fire Prevention Inspector I	420001 ⁵	12 ⁵	4588	4803	5022	5268	5519
Fire Prevention Inspector II	420002 ⁵	12 ⁵	5289	5530	5795	6079	6366
Fleet Operations Specialist	710105	12	4852	5077	5323	5573	5841
Geographic Information System (GIS) Specialist	125025	12	6521	6834	7163	7505	7870
Geographic Information System (GIS) Technician I	125026 ⁴	12 ⁴	5430	5683	5953	6239	6534
Geographic Information System (GIS) Technician II	125027 ⁴	12 ⁴	5962	6243	6542	6854	7187
Graphics Technician	120013	12	4240	4445	4661	4888	5127
Helicopter Pilot	410033	12	6362	6672	6999	7342	7704
Housing Rehabilitation Specialist	230056	12	5259	5515	5788	6071	6366
Industrial/Commercial Water Conservation Representative	610015	12	5089	5332	5579	5845	6121
Interpreter/Translator	150232	12	5440	5739	6018	6305	6607
Laboratory Assistant	620010	12	3552	3721	3893	4074	4263
Laboratory Technician I	620011 ⁴	12 ⁴	4270	4470	4680	4899	5128
Laboratory Technician II	620012 ⁴	12 ⁴	4690	4908	5140	5386	5642
Landscape Water Conservation Specialist	610005	12	5074	5316	5569	5833	6109

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), effective June 20, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4266	4474	4692	4920	5158
Network Systems Specialist	125030	12	6521	6834	7163	7505	7870
PAR Program Specialist	410023	12	3670	3841	4020	4210	4408
Paratransit Specialist	320005	12	3909	4094	4287	4480	4690
Parking Enforcement Officer I	710120 ⁴	12 ⁴	3003	3127	3256	3384	3528
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3265	3403	3544	3687	3853
Parking Enforcement Officer III	710122	12	3544	3687	3853	4010	4183
Phlebotomist	410007	12	3552	3721	3893	4074	4263
Planner I	220005 ³	6 ³	4828	5046	5287	5542	5808
Planner II	220006 ³	12 ³	5440	5739	6018	6305	6607
Plans and Permit Technician	220002	12	5169	5411	5657	5934	6217
Plans Examiner	210041	12	5672	5928	6213	6517	6824
Police Data Transcriptionist	115035	12	4089	4277	4476	4684	4904
Police Support Services Clerk	115043	12	3396	3552	3716	3889	4069
Police Support Services Technician	115044	12	3726	3899	4080	4274	4475
Principal Account Clerk	130004	12	3904	4088	4280	4477	4690
Procurement Specialist	140002	12	4903	5138	5380	5636	5905
Program Compliance Officer	640026	12	4193	4400	4614	4838	5074
Programmer/Analyst I	125020 ⁴	12 ⁴	5380	5632	5898	6183	6474
Programmer/Analyst II	125021 ⁴	12 ⁴	5935	6216	6512	6823	7154
Programmer/Analyst III	125022	12	6521	6834	7163	7505	7870
Programmer/Analyst IV	125023	12	7171	7519	7884	8259	8658
Property & Evidence Technician	145010	12	4154	4349	4553	4768	4993
Radio Dispatcher	120015	12	3602	3765	3922	4095	4263
Rangemaster/Armorer	410035	12	4972	5208	5455	5718	5989

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.

5/9/2022 Seventeenth Amendment
Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA) , effective June 20, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	4109	4301	4497	4712	4934
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	4821	5049	5289	5539	5801
Recreation Specialist	520005	12	4026	4211	4409	4617	4833
Retirement Counselor I	135050 ⁴	12 ⁴	3903	4087	4279	4479	4690
Retirement Counselor II	135051 ⁴	12 ⁴	4291	4491	4702	4925	5158
Safety and Training Specialist	150050	12	4582	4804	5041	5287	5546
Secretary	110050	12	3661	3831	4009	4195	4394
Senior Account Clerk	130003	12	3557	3718	3889	4072	4264
Senior Administrative Clerk	110003	12	3344	3500	3661	3831	4009
Senior Call Center Representative	115072	12	4034	4228	4432	4647	4872
Senior Commercial Building Inspector	230016	12	6140	6435	6739	7064	7406
Senior Community Revitalization Specialist	230054	12	5914	6192	6480	6794	7123
Senior Community Services Officer	410027	12	4116	4309	4511	4720	4944
Senior Crime Scene Technician	410012	12	4971	5207	5454	5717	5988
Senior Customer Services Clerk	115062	12	4005	4185	4379	4585	4800
Senior Deputy City Clerk	115029 ⁴	12 ⁴	3904	4084	4277	4477	4690
Senior Engineering Technician	210007	12	5250	5498	5756	6033	6311
Senior Fire Prevention Inspector	420003	12	5914	6192	6480	6794	7123
Senior Laboratory Technician	620013	12	5228	5478	5739	6012	6299
Senior Network Systems Specialist	125031	12	7229	7580	7947	8326	8728
Senior Plans Examiner	210042	12	6230	6521	6825	7156	7504
Senior Procurement Specialist	140003	12	5380	5636	5905	6188	6481
Senior Property & Evidence Technician	145011	12	4553	4768	4993	5226	5476
Senior Cybersecurity Analyst	125091	12	7229	7580	7947	8326	8728
Senior Records Clerk	110101	12	3557	3721	3894	4075	4263
Senior Secretary	110051	12	3904	4084	4277	4477	4690

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.

5/9/2022 Seventeenth Amendment
Supersedes Original

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA) , effective June 20, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4154	4349	4553	4768	4993
Senior Utility Service Representative	230092	12	4289	4490	4702	4923	5158
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7229	7580	7947	8326	8728
Staff Assistant	150001	12	3910	4094	4288	4481	4691
Storeskeeper	145001	12	3875	4057	4244	4443	4652
Survey Party Technician	210030	12	4654	4881	5106	5343	5600
Tax/Permit Inspector	135001	12	4588	4804	5024	5271	5520
Traffic Signal Operations Specialist	710150	12	6575	6889	7222	7566	7935
Transit Scheduler	320049	12	6575	6889	7222	7566	7935
Tree Program Specialist	510015	12	4851	5079	5325	5577	5841
Utility Service Representative I	230090 ⁴	12 ⁴	3556	3720	3892	4074	4263
Utility Service Representative II	230091 ⁴	12 ⁴	3903	4087	4277	4478	4689
Wastewater Reclamation Coordinator	620035	12	5068	5313	5565	5826	6108
Water Conservation Representative	610001	12	3669	3841	4020	4208	4407
Water Systems Telemetry & Distributed Control Specialist	610021	12	5985	6268	6568	6882	7213

- 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.

5/9/2022 Seventeenth Amendment
Supersedes Original

- 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 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 4 Unit 4 - Non-Management Police (FPOA), retroactively effective June 21, 2021									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Police Officer Recruit	415001	12	5145	5402	–	–	–	–	–
Police Officer	415002 ⁶	12 ⁶	5945	6241	6553	6881	7226	7589	7968
Police Sergeant	415004	12	7163	7522	7899	8294	8710	9146	9603

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

2/10/22 Thirteenth Amendment to Salary
Resolution Supersedes Original

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), effective January 31, 2022										
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Police Officer Recruit	415001	12	5945	6241	–	–	–	–	–	–
Police Officer	415002 ⁶	12 ⁶	–	–	6553	6881	7226	7589	7968	8367
Police Sergeant	415004	12	7163	7522	7899	8294	8710	9146	9603	10084

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

2/10/22 Thirteenth Amendment to Salary
Resolution Supersedes Original

EXHIBIT 4
Unit 4 - Non-Management Police (FPOA), effective June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Police Officer Recruit	415001	12	6124	6429	–	–	–	–	–	–
Police Officer	415002 ⁶	12 ⁶	–	–	6750	7088	7443	7817	8208	8619
Police Sergeant	415004	12	7378	7748	8136	8543	8972	9421	9892	10387

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

*2/10/22 Thirteenth Amendment to Salary
Resolution Supersedes Original*

EXHIBIT 4
Unit 4 - Non-Management Police (FPOA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Police Officer Recruit	415001	12	6308	6622	–	–	–	–	–	–	–
Police Officer	415002 ⁶	12 ⁶	–	–	6953	7301	7667	8052	8455	8878	9322
Police Sergeant	415004	12	7600	7981	8381	8800	9242	9704	10189	10699	11234

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

*2/10/22 Thirteenth Amendment to Salary
Resolution Supersedes Original*

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 5
Unit 5 – Fire Non-Management (IAFF), effective November 15, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Firefighter Trainee	425001	---	5080						
Firefighter	425002	12	5645	5926	6224	6534	6882	7208	7569
Firefighter Specialist	425003	12	6322	6637	6972	7317	7684	8068	8472
Fire Captain	425004	12	7056	7409	7779	8169	8579	9009	9460
Fire Investigation Unit Supervisor	425010	12	7056	7409	7779	8169	8579	9009	9460

*11/15/2021 Seventh Amendment to Salary Resolution
Supersedes Original*

EXHIBIT 5

Unit 5 – Fire Non-Management (IAFF), retroactively effective June 21, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Firefighter Trainee	425001	---	5080						
Firefighter	425002	12	5645	5926	6224	6534	6882	7208	7569
Firefighter Specialist	425003	12	6322	6637	6972	7317	7684	8068	8472
Fire Captain	425004	12	7056	7409	7779	8169	8579	9009	9460
Fire Investigation Unit Supervisor	425010	12	7056	7409	7779	8169	8579	9009	9460

EXHIBIT 5

Unit 5 – Fire Non-Management (IAFF), effective June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Firefighter Trainee	425001	---	5233							
Firefighter	425002	12	5815	6104	6411	6731	7089	7425	7797	8187
Firefighter Specialist	425003	12	6512	6837	7182	7537	7915	8311	8727	9164
Fire Captain	425004	12	7268	7632	8013	8415	8837	9280	9744	10232
Fire Investigation Unit Supervisor	425010	12	7268	7632	8013	8415	8837	9280	9744	10232

EXHIBIT 5

Unit 5 – Fire Non-Management (IAFF), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Firefighter Trainee	425001	---	5390							
Firefighter	425002	12	5990	6288	6604	6933	7302	7648	8031	8433
Firefighter Specialist	425003	12	6708	7043	7398	7764	8153	8561	8989	9439
Fire Captain	425004	12	7487	7861	8254	8668	9103	9559	10037	10539
Fire Investigation Unit Supervisor	425010	12	7487	7861	8254	8668	9103	9559	10037	10539

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF), effective September 25, 2023											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Firefighter Trainee	425001	---	5390								
Firefighter	425002	12	5990	6288	6604	6933	7302	7648	8031	8433	8855
Firefighter Specialist	425003	12	6708	7043	7398	7764	8153	8561	8989	9439	9911
Fire Captain	425004	12	7487	7861	8254	8668	9103	9559	10037	10539	11066
Fire Investigation Unit Supervisor	425010	12	7487	7861	8254	8668	9103	9559	10037	10539	11066

6/20/2022 Twenty-First Amendment
Supersedes Original

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF), effective June 20, 2022									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Firefighter Trainee	425001	---	5233						
Firefighter	425002	12	5815	6104	6411	6731	7089	7425	7797
Firefighter Specialist	425003	12	6512	6837	7182	7537	7915	8311	8727
Fire Captain	425004	12	7268	7632	8013	8415	8837	9280	9744
Fire Investigation Unit Supervisor	425010	12	7268	7632	8013	8415	8837	9280	9744

2/10/22 Thirteenth Amendment to Salary
Resolution Supersedes Original

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF), effective June 19, 2023									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Firefighter Trainee	425001	---	5390						
Firefighter	425002	12	5990	6288	6604	6933	7302	7648	8031
Firefighter Specialist	425003	12	6708	7043	7398	7764	8153	8561	8989
Fire Captain	425004	12	7487	7861	8254	8668	9103	9559	10037
Fire Investigation Unit Supervisor	425010	12	7487	7861	8254	8668	9103	9559	10037

2/10/22 Thirteenth Amendment to Salary
Resolution Supersedes Original

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), effective December 6, 2021				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	6858
Airports Electrician	730011	12	Flat Rate	6203
Concrete Finisher	730005	12	Flat Rate	5982
Electrician	730010	12	Flat Rate	6203
Industrial Electrician	730012	12	Flat Rate	6858
Painter	730015	12	Flat Rate	5450
Plumber	730030	12	Flat Rate	6203

12/2/2021 Fourth Amendment
Supersedes Original

EXHIBIT 7 Unit 7 – Non-Supervisory Groups and Crafts (IBEW), effective June 20, 2022				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	7064
Airports Electrician	730011	12	Flat Rate	6390
Concrete Finisher	730005	12	Flat Rate	6162
Electrician	730010	12	Flat Rate	6390
Industrial Electrician	730012	12	Flat Rate	7064
Painter	730015	12	Flat Rate	5614
Plumber	730030	12	Flat Rate	6390

4/25/2022 Sixteenth Amendment
Supersedes Original

EXHIBIT 8
Unit 8 – Non-Represented

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 8
Unit 8 – Non-Represented effective January 1, 2022

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk***	910010	-	Flat Rate	\$15.00 – 19.00 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	\$15.00 - \$19.00 Per Hour
Police Cadet I	940005 ⁹	48 mos.	Hourly	\$15.00 - \$20.00 Per Hour
Police Cadet II	940006 ⁹	48 mos.	Hourly	\$18.00- \$25.00 Per Hour
Pool Supervisor***	950015	-	Hourly	\$18.00 - \$25.00 Per Hour
Senior Lifeguard***	950002	-	Hourly	\$15.50 - \$20.00 Per Hour
Services Aide*	910005	-	Hourly	\$15.00 - \$19.00 Per Hour
Sports Official	950010	-		\$15.00 - \$50.00 Per Game
Intern**	910002	-	Hourly	\$15.00 - \$19.00 Per Hour

*Effective January 1, 2022, by the 10th Amendment to the Salary Resolution 2021-327.

**Effective January 1, 2022, by the 12th Amendment to the Salary Resolution 2022-009.

***Effective January 1, 2022, by the 13th Amendment to the Salary Resolution.

EXHIBIT 9										
Unit 9 – Police Management, effective January 31, 2022										
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Deputy Police Chief	415007e*	-		12204	-	15865				
Police Captain	415006e	12	10202	10712	11248	11810	12403	13024	13675	14359
Police Lieutenant	415005e	12	8861	9303	9770	10258	10771	11310	11876	12470

e Exempt class, see Section 4.

*E9 Executive Pay Range
2/10/2022 Thirteenth Amendment
Supersedes Original

EXHIBIT 9										
Unit 9 – Police Management, effective June 20, 2022										
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Deputy Police Chief	415007e*	-		12571	-	16341	-	-	-	-
Police Captain	415006e	12	10509	11034	11586	12165	12776	13415	14086	14790
Police Lieutenant	415005e	12	9127	9583	10064	10566	11095	11650	12233	12845

e Exempt class, see Section 4.

*E9 Executive Pay Range
2/10/2022 Thirteenth Amendment
Supersedes Original

EXHIBIT 9											
Unit 9 – Police Management, effective June 19, 2023											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007e*	-		13597	-	17674	-	-	-	-	-
Police Captain	415006e	12	10825	11366	11934	12530	13160	13818	14509	15234	15996
Police Lieutenant	415005e	12	9401	9871	10366	10883	11428	12000	12600	13231	13893

e Exempt class, see Section 4.

*E9 Executive Pay Range
2/10/2022 Thirteenth Amendment
Supersedes Original

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 10
Unit 10 – Fire Management, effective November 22, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Fire Battalion Chief	425005e	12	9013	9466	9937	10432	10955	11501	12077
Fire Deputy Chief	425006e	-	11427	11999	12600	13231	13892	14589	15320

*11/22/2021 Eighth Amendment
Supersedes Original*

EXHIBIT 10
Unit 10 – Fire Management, retroactively effective June 21, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Fire Battalion Chief	425005e	12	9013	9466	9937	10432	10955	11501	12077
Fire Deputy Chief	425006e	-	11427	11999	12600	13231	13892	14589	15320

e Exempt class, see Section 4.
*2/10/22 Thirteenth Amendment to Salary
Resolution Supersedes Original*

EXHIBIT 10 Unit 10 – Fire Management, effective June 20, 2022										
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Fire Battalion Chief	425005e	12	9284	9750	10236	10745	11284	11847	12440	13062
Fire Deputy Chief	425006e	-	11770	12359	12978	13628	14309	15027	15780	16569

e Exempt class, see Section 4.

EXHIBIT 10 Unit 10 – Fire Management, effective June 19, 2023										
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Fire Battalion Chief	425005e	12	9563	10043	10544	11068	11623	12203	12814	13454
Fire Deputy Chief	425006e	-	12124	12730	13368	14037	14739	15478	16254	17067

e Exempt class, see Section 4.

EXHIBIT 10 Unit 10 – Fire Management, effective September 25, 2023											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Battalion Chief	425005e	12	9563	10043	10544	11068	11623	12203	12814	13454	14127
Fire Deputy Chief	425006e	-	12124	12730	13368	14037	14739	15478	16254	17067	17921

e Exempt class, see Section 4.

6/20/2022 Twenty-First Amendment
Supersedes Original

EXHIBIT 11							
Unit 11 – Airport Public Safety Officers							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Officer	310002	12	5419	5687	5957	6252	6561

EXHIBIT 11								
Unit 11 – Airport Public Safety Officers, effective July 5, 2021*								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Airport Public Safety Officer	310002	12	5419	5687	5957	6252	6561	6890

*Effective 7/5/2021 by the Second Amendment to Salary Resolution No. 2021-176.

EXHIBIT 11									
Unit 11 – Airport Public Safety Officers, effective February 28, 2022									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Airport Public Safety Officer	310002	12	5582	5858	6136	6440	6758	7097	7452

2/28/2022 Fifteenth Amendment
Supersedes Original

EXHIBIT 11									
Unit 11 – Airport Public Safety Officers, effective June 20, 2022									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Airport Public Safety Officer	310002	12	5750	6034	6321	6634	6961	7310	7676

2/28/2022 Fifteenth Amendment
Supersedes Original

EXHIBIT 12

Unit 12 – Board and Commission Members

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

⁸ Not applicable for current City employees.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 21, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6073	6372	6681	7012	7354
Airports Airside/Landside Superintendent	310018e	12	6680	7007	7353	7712	8091
Airports Projects Supervisor	310016e	12	7021	7365	7727	8106	8507
Airports Property Supervisor	175005e	12	6079	6375	6685	7016	7354
Architect**	210045e	12	8483	8902	9340	9807	10297
Assistant Law Office Manager	115019e	12	6941	7276	7636	8005	8399
Business Process & Systems Analyst	125044e	12	6940	7276	7634	8007	8399
Call Center Supervisor	115073e	12	5376	5638	5911	6196	6498
Capital Development Specialist	310007e	12	6677	7009	7352	7714	8092
Central Print Supervisor	120007e	12	5017	5265	5520	5791	6071
Chief Engineering Inspector	230078e	12	6855	7189	7543	7915	8302
Chief Engineering Technician	210009e	12	7707	8085	8483	8902	9340
Chief of Facilities Maintenance	810037e	12	6719	7050	7396	7759	8141
Chief of Wastewater Environmental Services	620075e	12	6430	6746	7077	7424	7788
Chief of Wastewater Facilities Maintenance	620085e	12	6719	7050	7396	7759	8141
Chief of Wastewater Treatment Operations	620080e	12	6793	7132	7482	7849	8234
Chief of Water Operations	610070e	12	6905	7242	7601	7975	8366
Chief Police Pilot	410031e	12	7590	7962	8357	8768	9203
Chief Surveyor**	210032e	12	9294	9754	10234	10741	11278
Community Services and Recreation Supervisor*	520016e	12	6090	6388	6702	7034	7373
Contract Compliance Officer	150061e	12	6079	6375	6685	7016	7354
Custodial Supervisor	810025e	12	6079	6375	6685	7016	7354
Database Administrator	125045e	12	6940	7276	7634	8007	8399
DBE/Small Business Program Coordinator	150070e	12	5996	6286	6595	6917	7260

e Exempt class, see Section 4.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

** Effective 2/14/22, by the Fourteenth Amendment to the Salary Resolution 2021-176.

12/9/2021 Fifth Amendment
Supersedes Original

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 21, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Communications Supervisor	410004e	12	5370	5633	5905	6196	6498
Energy Efficiency Supervisor	230058e	12	5389	5654	5930	6223	6528
Equipment Supervisor	720031e	12	6610	6932	7272	7630	8006
Fire Prevention Engineer	210055e	12	6820	7155	7506	7874	8264
Fleet Administration Supervisor	720025e	12	6079	6375	6685	7016	7354
Forestry Supervisor I	510030e	12	5017	5265	5520	5791	6071
Forestry Supervisor II	510031e	12	5138	5389	5655	5935	6223
Grant Writer	150105e	12	4836	5074	5320	5581	5852
Historic Preservation Specialist	230066e	12	6373	6688	7019	7361	7721
Housing Program Supervisor	230055e	12	6569	6898	7242	7604	7986
Human Resources Analyst	150016e	12	5448	5714	5991	6285	6595
Human Resources Records Supervisor	115050e	12	5366	5629	5907	6191	6498
Information Services Supervisor	125032e	12	7632	8007	8399	8812	9249
Landscape Maintenance Superintendent	510027e	12	7571	7945	8333	8742	9172
Lead Risk Analyst	150008e	12	5983	6279	6595	6924	7270
Management Analyst I	150020e ⁴	12 ⁴	4056	4253	4460	4677	4907
Management Analyst II	150021e ⁴	12 ⁴	4982	5227	5480	5749	6028
Parking Supervisor	720035e	12	5160	5406	5667	5943	6498
Parks Supervisor I	510025e	12	5017	5265	5520	5791	6071
Parks Supervisor II	510026e	12	6090	6388	6702	7034	7373
Police Support Services Supervisor*	115047e	12	5366	5629	5907	6191	6498
Planner III	220007e	12	5843	6129	6427	6744	7077
Principal Accountant	130014e	12	6385	6698	7028	7372	7734
Procurement Supervisor	140004e	12	5972	6271	6584	6914	7260

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.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

12/9/2021 Fifth Amendment
Supersedes Original

SEE APPENDIX FOR FOOTNOTES

Page 13-1.2

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 21, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer**	210100e	12	8483	8902	9340	9807	10297
Project Manager	150065e	12	6372	6688	7019	7361	7721
Records Supervisor	115045e	12	5366	5629	5907	6191	6498
Recycling Coordinator	640001e	12	5073	5319	5579	5850	6138
Revenue Supervisor	135025e	12	5376	5638	5911	6196	6498
Risk Analyst	150010e	12	5448	5714	5991	6285	6595
Sanitation Supervisor	640029e	12	6079	6375	6685	7016	7354
Senior Accountant-Auditor	130013e	12	5342	5603	5878	6166	6466
Senior Building Inspector	230034e	12	6242	6551	6871	7209	7567
Senior Database Administrator	125046e	12	7658	8023	8408	8811	9249
Senior Electrical Safety Consultant	230024e	12	6242	6551	6871	7209	7567
Senior Engineering Inspector	230077e	12	6180	6486	6803	7137	7492
Senior Environmental & Safety Consultant	230005e	12	6242	6551	6871	7209	7567
Senior Plumbing & Mechanical Consultant	230014e	12	6242	6551	6871	7209	7567
Senior Programmer Analyst*	125019e	12	7632	8007	8399	8812	9249
Senior Real Estate Agent	170012e	12	6079	6375	6685	7016	7354
Senior Retirement Counselor	135052e	12	6686	7023	7372	7739	8128
Street Maintenance Superintendent	720004e	12	7571	7945	8333	8742	9172
Street Maintenance Supervisor	720001e	12	6680	7007	7353	7712	8091
Supervising Airports Building Maintenance Technician	310014e	12	6079	6375	6685	7016	7354
Supervising Airports Operations Officer	310013e	12	6079	6375	6685	7016	7354
Supervising Commercial Building Inspector	230036e	12	6242	6551	6871	7209	7567
Supervising Engineering Technician	210008e	12	6677	7009	7352	7714	8092
Supervising Paralegal	160020e	12	6288	6597	6919	7261	7616
Supervising Fire Prevention Inspector	420005e	12	6351	6663	6992	7336	7697
Supervising Planner	220008e	12	6495	6812	7144	7495	7861

e Exempt class, see Section 4.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

** Effective 2/14/22, by the Fourteenth Amendment to the Salary Resolution 2021-176.

12/9/2021 Fifth Amendment
Supersedes Original

SEE APPENDIX FOR FOOTNOTES

Page 13-1.3

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 21, 2021							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	7352	7716	8097	8492	8909
Supervising Professional Engineer**	210110e	12	9294	9754	10234	10741	11278
Supervising Real Estate Agent	170013e	12	6680	7007	7353	7712	8091
Supervising Traffic Signal Operations Specialist	720050e	12	6932	7271	7633	8008	8399
Survey Party Chief	210031e	12	5845	6128	6428	6740	7075
Systems Security Administrator	125050e	12	6941	7276	7636	8005	8399
Transit Supervisor I	320050e	12	5873	6159	6457	6775	7105
Transit Supervisor II	320051e	12	6611	6931	7272	7631	8006
Treasury Officer	135015e	12	6385	6698	7028	7372	7734
Wastewater Environmental Supervisor	620073e	12	7116	7462	7831	8217	8620
Wastewater Operations Supervisor	620072e	12	7116	7462	7831	8217	8620
Wastewater System Supervisor	620071e	12	7116	7462	7831	8217	8620
Water Conservation Supervisor	610045e	12	6288	6597	6919	7261	7616
Water System Supervisor	610055e	12	7116	7462	7831	8217	8620

e Exempt class, see Section 4.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

** Effective 2/14/22, by the Fourteenth Amendment to the Salary Resolution 2021-176.

12/9/2021 Fifth Amendment
Supersedes Original

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA), June 20, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6256	6564	6882	7223	7575
Airports Airside/Landside Superintendent	310018e	12	6881	7218	7574	7944	8334
Airports Projects Supervisor	310016e	12	7232	7586	7959	8350	8763
Airports Property Supervisor	175005e	12	6262	6567	6886	7227	7575
Architect	210045e	12	8738	9170	9621	10102	10606
Assistant Law Office Manager	115019e	12	7150	7495	7866	8246	8651
Business Process & Systems Analyst	125044e	12	7149	7495	7864	8248	8651
Call Center Supervisor	115073e	12	5538	5808	6089	6382	6693
Capital Development Specialist	310007e	12	6878	7220	7573	7946	8335
Central Print Supervisor	120007e	12	5168	5423	5686	5965	6254
Chief Engineering Inspector	230078e	12	7061	7405	7770	8153	8552
Chief Engineering Technician	210009e	12	7939	8328	8738	9170	9621
Chief of Facilities Maintenance	810037e	12	6921	7262	7618	7992	8386
Chief of Wastewater Environmental Services	620075e	12	6623	6949	7290	7647	8022
Chief of Wastewater Facilities Maintenance	620085e	12	6921	7262	7618	7992	8386
Chief of Wastewater Treatment Operations	620080e	12	6997	7346	7707	8085	8482
Chief of Water Operations	610070e	12	7113	7460	7830	8215	8617
Chief Police Pilot	410031e	12	7818	8201	8608	9032	9480
Chief Surveyor	210032e	12	9573	10047	10542	11064	11617
Community Services and Recreation Supervisor*	520016e	12	6273	6580	6904	7246	7595
Contract Compliance Officer	150061e	12	6262	6567	6886	7227	7575
Custodial Supervisor	810025e	12	6262	6567	6886	7227	7575
Database Administrator	125045e	12	7149	7495	7864	8248	8651
DBE/Small Business Program Coordinator	150070e	12	6176	6475	6793	7125	7478

e Exempt class, see Section 4.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

4/25/2022 Sixteenth Amendment
Supersedes Original

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA), June 20, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Communications Supervisor	410004e	12	5532	5802	6083	6382	6693
Energy Efficiency Supervisor	230058e	12	5551	5824	6108	6410	6724
Equipment Supervisor	720031e	12	6809	7140	7491	7859	8247
Fire Prevention Engineer	210055e	12	7025	7370	7732	8111	8512
Fleet Administration Supervisor	720025e	12	6262	6567	6886	7227	7575
Forestry Supervisor I	510030e	12	5168	5423	5686	5965	6254
Forestry Supervisor II	510031e	12	5293	5551	5825	6114	6410
Grant Writer	150105e	12	4982	5227	5480	5749	6028
Historic Preservation Specialist	230066e	12	6565	6889	7230	7582	7953
Housing Program Supervisor	230055e	12	6767	7105	7460	7833	8226
Human Resources Analyst	150016e	12	5612	5886	6171	6474	6793
Human Resources Records Supervisor	115050e	12	5527	5798	6085	6377	6693
Information Services Supervisor	125032e	12	7861	8248	8651	9077	9527
Landscape Maintenance Superintendent	510027e	12	7799	8184	8583	9005	9448
Lead Risk Analyst	150008e	12	6163	6468	6793	7132	7489
Management Analyst I	150020e ⁴	12 ⁴	4178	4381	4594	4818	5055
Management Analyst II	150021e ⁴	12 ⁴	5132	5384	5645	5922	6209
Parking Supervisor	720035e	12	5315	5569	5838	6122	6693
Parks Supervisor I	510025e	12	5168	5423	5686	5965	6254
Parks Supervisor II	510026e	12	6273	6580	6904	7246	7595
Police Support Services Supervisor*	115047e	12	5527	5798	6085	6377	6693
Planner III	220007e	12	6019	6313	6620	6947	7290
Principal Accountant	130014e	12	6577	6899	7239	7594	7967
Procurement Supervisor	140004e	12	6152	6460	6782	7122	7478

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.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

4/25/2022 Sixteenth Amendment
Supersedes Original

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	8738	9170	9621	10102	10606
Project Manager	150065e	12	6564	6889	7230	7582	7953
Records Supervisor	115045e	12	5527	5798	6085	6377	6693
Recycling Coordinator	640001e	12	5226	5479	5747	6026	6323
Revenue Supervisor	135025e	12	5538	5808	6089	6382	6693
Risk Analyst	150010e	12	5612	5886	6171	6474	6793
Sanitation Supervisor	640029e	12	6262	6567	6886	7227	7575
Senior Accountant-Auditor	130013e	12	5503	5772	6055	6351	6660
Senior Building Inspector	230034e	12	6430	6748	7078	7426	7795
Senior Database Administrator	125046e	12	7888	8264	8661	9076	9527
Senior Electrical Safety Consultant	230024e	12	6430	6748	7078	7426	7795
Senior Engineering Inspector	230077e	12	6366	6681	7008	7352	7717
Senior Environmental & Safety Consultant	230005e	12	6430	6748	7078	7426	7795
Senior Plumbing & Mechanical Consultant	230014e	12	6430	6748	7078	7426	7795
Senior Programmer Analyst*	125019e	12	7861	8248	8651	9077	9527
Senior Real Estate Agent	170012e	12	6262	6567	6886	7227	7575
Senior Retirement Counselor	135052e	12	6887	7234	7594	7972	8372
Street Maintenance Superintendent	720004e	12	7799	8184	8583	9005	9448
Street Maintenance Supervisor	720001e	12	6881	7218	7574	7944	8334
Supervising Airports Building Maintenance Technician	310014e	12	6262	6567	6886	7227	7575
Supervising Airports Operations Officer	310013e	12	6262	6567	6886	7227	7575
Supervising Commercial Building Inspector	230036e	12	6430	6748	7078	7426	7795
Supervising Engineering Technician	210008e	12	6878	7220	7573	7946	8335
Supervising Paralegal	160020e	12	6477	6795	7127	7479	7845
Supervising Fire Prevention Inspector	420005e	12	6542	6863	7202	7557	7928
Supervising Planner	220008e	12	6690	7017	7359	7720	8097

e Exempt class, see Section 4.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

4/25/2022 Sixteenth Amendment
Supersedes Original

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	7573	7948	8340	8747	9177
Supervising Professional Engineer	210110e	12	9573	10047	10542	11064	11617
Supervising Real Estate Agent	170013e	12	6881	7218	7574	7944	8334
Supervising Traffic Signal Operations Specialist	720050e	12	7140	7490	7862	8249	8651
Survey Party Chief	210031e	12	6021	6312	6621	6943	7288
Systems Security Administrator	125050e	12	7150	7495	7866	8246	8651
Transit Supervisor I	320050e	12	6050	6344	6651	6979	7319
Transit Supervisor II	320051e	12	6810	7139	7491	7860	8247
Treasury Officer	135015e	12	6577	6899	7239	7594	7967
Wastewater Environmental Supervisor	620073e	12	7330	7686	8066	8464	8879
Wastewater Operations Supervisor	620072e	12	7330	7686	8066	8464	8879
Wastewater System Supervisor	620071e	12	7330	7686	8066	8464	8879
Water Conservation Supervisor	610045e	12	6477	6795	7127	7479	7845
Water System Supervisor	610055e	12	7330	7686	8066	8464	8879

e Exempt class, see Section 4.

*4/25/2022 Sixteenth Amendment
Supersedes Original*

EXHIBIT 13-2 Unit 13 – Non-Exempt Professional (CFPEA), effective June 21, 2021							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3626	3801	3984	4175	4378
Legal Secretary II	115016	12	4012	4207	4409	4622	4846
Paralegal	160001	12	5119	5368	5629	5904	6195
Senior Human Resources Technician	150014	12	3968	4158	4356	4569	4790
Senior Legal Secretary	115017	12	4617	4848	5090	5344	5611
Senior Paralegal	160002	12	5620	5900	6196	6505	6831
Supervising Crime Scene Technician	410013	12	5372	5634	5908	6197	6498

12/9/2021 Fifth Amendment
Supersedes Original

EXHIBIT 13-2 Unit 13 – Non-Exempt Professional (CFPEA), effective June 20, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3735	3916	4104	4301	4510
Legal Secretary II	115016	12	4133	4334	4542	4761	4992
Paralegal	160001	12	5273	5530	5798	6082	6381
Senior Human Resources Technician	150014	12	4088	4283	4487	4707	4934
Senior Legal Secretary	115017	12	4756	4994	5243	5505	5780
Senior Paralegal	160002	12	5789	6077	6382	6701	7036
Supervising Crime Scene Technician	410013	12	5534	5804	6086	6383	6693

4/25/2022 Eighteenth Amendment
Supersedes Original

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	-	6584	6749	6917	7089	7266	7448	7635	7825	8021
Administrative Manager	220025e	-	8676	8893	9116	9343	9577	9816	10062	10314	10572
Airports Marketing & Public Relations Coordinator	310150e	-	6584	6749	6917	7089	7266	7448	7635	7825	8021
Airports Operations Manager	310020e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Airports Planning Manager	310019e	-	8676	8893	9116	9343	9577	9816	10062	10314	10572
Airports Properties Manager	310021e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Airports Safety Management Systems Manager	310161e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Assistant City Clerk*	115030e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Building Services Manager	230031e	-	10290	10548	10811	11082	11360	11643	11935	12232	12537
Business Manager	150019e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Communications Manager	125060e	-	8676	8893	9116	9343	9577	9816	10062	10314	10572
Construction Manager	210096e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Crime Scene Investigation Bureau Manager	410015e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Cybersecurity Manager	125092e	-	8676	8893	9116	9343	9577	9816	10062	10314	10572
Deputy City Engineer	210081e	-	10290	10548	10811	11082	11360	11643	11935	12232	12537
Division Manager	150024e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Economic Development Analyst	150095e	-	6584	6749	6917	7089	7266	7448	7635	7825	8021
Facilities Manager	810040e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611

e Exempt class, See Section 4

* Effective December 13, 2021, by the 9th Amendment to the Salary Resolution.

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	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Graffiti Abatement Manager	720040e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Housing & Neighborhood Revitalization Manager	230065e	-	8676	8893	9116	9343	9577	9816	10062	10314	10572
Information Services Manager	125055e	-	8676	8893	9116	9343	9577	9816	10062	10314	10572
Law Office Manager	115020e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Parks Manager	510035e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Personnel Manager	150026e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Planning Manager	220010e	-	8676	8893	9116	9343	9577	9816	10062	10314	10572
Program Manager	510040e	-	6584	6749	6917	7089	7266	7448	7635	7825	8021
Projects Administrator	150063e	-	8676	8893	9116	9343	9577	9816	10062	10314	10572
Public Works/Public Utilities Manager	210095e	-	8676	8893	9116	9343	9577	9816	10062	10314	10572
Public Works/Public Utilities Manager – Licensed Engineer	210094e	-	10040	10290	10548	10811	11081	11359	11642	11934	12231
Purchasing Manager	140005e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Records Manager	115046e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Recreation Manager	520025e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Retirement Accounting Manager	135044e	-	8893	9116	9343	9577	9816	10062	10314	10572	10837
Revenue Manager	135026e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611

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	-	6584	6749	6917	7089	7266	7448	7635	7825	8021
Solid Waste Manager	640040e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Training Officer	150046e	-	6584	6749	6917	7089	7266	7448	7635	7825	8021
Transit Operations Manager	320055e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Wastewater Manager	620095e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Water Manager	610075e	-	7889	8087	8289	8496	8708	8925	9148	9377	9611
Water/Wastewater Manager-Certified	620096e	-	9071	9297	9530	9768	10013	10263	10519	10782	11052

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	F
Airport Public Safety Supervisor*	310003	12	7232	7593	7973	8371	8791	9231
Airport Public Safety Supervisor**	310005	12	6322	6636	6969	7317	7681	8066

* Hired before July 1, 2010

** Hired after July 1, 2010

EXHIBIT 15 Unit 15 – Airport Public Safety Supervisors (FAPSS), effective January 17, 2022									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Airport Public Safety Supervisor*	310003	12	7449	7821	8213	8623	9055	9508	9984
Airport Public Safety Supervisor**	310005	12	6512	6836	7179	7537	7912	8308	8724

* Hired before July 1, 2010

** Hired after July 1, 2010

*Effective 1/17/22, by the 11th Amendment to the Salary Resolution 2022-008.
Supersedes Original*

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
Executive Assistant to the Retirement Administrator (115006e)	7/1/21	Executive Assistant to the City Attorney (115004e)	100%	7/1/21
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
Special Guard (940010)	4/1/02	Police Cadet II (940006)	100%	12/10/20
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
Police Officer – A Step (415002)*	1/31/22	Police Officer – C Step (415002)	90.72%	1/31/22
Police Officer – B Step (415002)*	1/31/22	Police Officer – C Step (415002)	95.23%	1/31/22

*Effective February 10, 2022, by the 13th Amendment to the Salary Resolution.

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.

* * * * *

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

I, BRIANA PARRA, Interim 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 _____, 2021.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2021
Mayor Approval/No Return: _____, 2021
Mayor Veto: _____, 2021
Council Override Vote: _____, 2021

BRIANA PARRA
Interim City Clerk

BY: _____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY: _____
Jenni DeRuosi, Senior Deputy City Attorney