



# Fiscal Year 2023

(July 1, 2022 – June 30, 2023)

# Salary Resolution

## Personnel Services Department

Date Adopted:

Date Approved:

Effective Date: 11-17-2022

City Attorney Approval:

Fiscal Year 2023 Salary Resolution

Resolution No. 2022-152

## TABLE OF CONTENTS

SECTION 1.	SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES .....	1
SECTION 2.	SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN .....	1
SECTION 3.	RATES OF PAY .....	5
SECTION 4.	EXEMPT JOB CLASSES .....	6
SECTION 5.	WAGES, OVERTIME AND SICK LEAVE FOR TEMPORARY EMPLOYEES....	6
SECTION 6.	FLEXIBLE STAFFING.....	7
SECTION 7.	ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2 .....	7
SECTION 8.	MANAGEMENT LEAVE (formerly "Administrative Leave")/SUPPLEMENTAL MANAGEMENT LEAVE .....	8
SECTION 9.	ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2 .....	10
SECTION 10.	HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2.....	11
SECTION 11.	SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES .....	12
SECTION 12.	MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2.....	12
SECTION 13.	SALARY RATES .....	13
SECTION 14.	PROFESSIONAL CERTIFICATE AND LICENSE PAY .....	13
SECTION 15.	BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES .....	14
SECTION 16.	BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2 .....	15
SECTION 17.	COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2.....	17
SECTION 18.	BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, AND BENEFITS AND TERMS AND CONDITIONS FOR PERMANENT AIRPORT PUBLIC SAFETY OFFICERS AND PERMANENT AIRPORT PUBLIC SAFETY SUPERVISORS .....	19
SECTION 19.	CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS .....	32
SECTION 20.	SPECIAL PROVISIONS FOR EMPLOYEES ON LEAVE FOR MILITARY SERVICE .....	34
SECTION 21.	BEREAVEMENT LEAVE.....	34
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 .....	34
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 .....	36
SECTION 24.	BENCHMARKING DELETED CLASSIFICATIONS AND PAY STEPS .....	36
SECTION 25.	TEMPORARY EMPLOYMENT OF CITY RETIREE.....	36
SECTION 26.	RECRUITMENT AND RETENTION INCENTIVE.....	37
SECTION 27.	UNUSUAL CIRCUMSTANCES.....	39
SECTION 28.	CONFICTING RESOLUTIONS .....	40

SECTION 29. RESOLUTION EFFECTIVE DATE.....40

## RESOLUTION NO. 2022-152

### 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 2023

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 AND EXECUTIVE PAY RANGE 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. Each subsequent step shall be paid upon completion of one (1) year of service at the prior step.

Progression to successive steps in the salary range shall be automatic with two exceptions. Exception 1; Following and 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.

Exception 2; an off cycle or an accelerated step advancement may occur upon recommendation of the appointing authority and the Director of Personnel Services whenever an employee exhibits unusual merit as demonstrated in an employee performance evaluation. 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-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.

- E. Employees who are reinstated in accordance with FMC Section 3-292, who were not at the top step prior to layoff or demotion, will be credited with paid time previously worked at the step at time of layoff or demotion. The next step increase date will be adjusted accordingly upon reinstatement. Any time missed due to mandatory furloughs shall count as paid time.
- F. 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.

- G. 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.
- H. A permanent employee, assigned to a higher class on a limited, interim 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 F above.
- I. 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.
- J. Except as noted in Section 2, subsection E 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 calendar weeks shown, and advancement to the next step shall be delayed by such number of calendar weeks:

<u>At least</u>	<u>But less than</u>	<u>Calendar 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>Calendar 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.

- K. 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.
- L. 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).

M. 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 is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,080,

except that 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 (90<sup>th</sup>) 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. Employees in non-exempt classifications who are off on a holiday which is a regular work day must either take two (2) hours Vacation Leave, Annual Leave, Holiday Leave, 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")/SUPPLEMENTAL MANAGEMENT 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. Eighty (80) hours shall be credited to employees in the E1-E5 Executive Pay Range on the first day in July of each fiscal year. Effective November 21, 2022, employees in the E1-E5 Executive Pay Range shall be credited with a prorated balance of the 80 hours for each full calendar month remaining in the fiscal year. For all other exempt employees in Exhibit 2, sixty (60) hours shall be credited to employees 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 the applicable prorated balance of Management Leave for

each full calendar month remaining in such appointment in the fiscal year, including full-time employees in limited or provisional appointments.

2. Unused Management Leave will not be carried over to the next fiscal year. Employees in E1-E5 Executive Pay Ranges may request payment and be compensated for up to sixty (60) hours of Management Leave during the fiscal year in which it is credited. All other employees in Exhibit 2 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. All such requested payments will be 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 eighty (80) 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 exempt employees in Exhibit 2, Supplemental Management Leave shall be granted as follows:

- (a) The City Manager, City Attorney, City Clerk, or Retirement Administrator, as appropriate for their respective areas of authority, may grant up to an additional thirty-two (32) hours per fiscal year on July 1<sup>st</sup> of Supplemental Management Leave for employees in the E1-E5 Executive Pay Range.
- (b) The additional Supplemental Management Leave granted cannot be cashed out by employees.
- (c) At the employee's option, up to thirty-two hours (32) of the additional Supplemental Management Leave per fiscal year may be transferred to a Special HRA Bank to be credited to an HRA account for eligible employees upon service retirement at eighty percent (80%) of the employee's current hourly base rate of pay at the time of retirement. Hours in the Special HRA bank may not be used as leave time and cannot be cashed out. There will be no cash out or transfer of hours in the Special HRA bank for employees who are not eligible to participate in the HRA upon retirement. Employees must remain in an E1-E5 Executive Pay Range in order to retain hours credited to the Special HRA Bank. Employees who do not remain in an E1-E5 Executive Pay Range for any reason will cease getting credit of Special HRA bank hours and shall no longer accrue additional Supplemental Management Leave.
- (d) Interim and provisional appointments to classifications in E1-E5 Executive Pay Range are not eligible for the Supplemental Management Leave.

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

Full-time 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, and if applicable, Section 8.A.1. above.

## 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 1,300 hours for employees in Executive Pay ranges E1 through E4; 1,100 hours for employees in the E5 range; and 840 hours for employees in the, E6, E7, E8, E10, E11, E12, E13, 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. The employee, at their sole discretion, must determine whether to designate leave as Protected Sick Leave under California Labor Code 233. Employees shall note this designation when reporting the absence.

### 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<sup>st</sup> and December 31<sup>st</sup>; no cash out may be completed between January 1<sup>st</sup> and June 30<sup>th</sup>. 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 eighty percent (80%) 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<sup>st</sup> and January 1<sup>st</sup> 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<sup>st</sup> and March 31<sup>st</sup>; 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

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 may utilize earned and accrued Supplemental Sick Leave hours as follows:

- 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 during the first and second year of employment, where an employee is accruing Supplemental Sick Leave, 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. 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 12	Board and Commission Members
EXHIBIT 13-1	Exempt Supervisory and Professional
EXHIBIT 13-2	Non-Exempt Professional
EXHIBIT 14	Management Classes

## SECTION 14. PROFESSIONAL CERTIFICATE AND LICENSE PAY

- A. Professional Certificate and License Pay for possession of the certificates and licenses listed below may be authorized for eligible employees at the sole discretion of the City Manager, City Attorney, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

Pay for possession of more than one (1) certificate and/or license listed below is not stackable, meaning an employee with more than one (1) of the listed certificates and/or licenses may only receive pay for one (1) certificate or license regardless of the number of certificates and/or licenses they possess.

1. Certified Public Accountant (CPA) License / Certified Internal Auditor (CIA) Certification

Employees who hold a permanent appointment to a position in Exhibit 2 who have been licensed as a CPA by the State of California or as a CIA by the Institute of Internal Auditors are eligible to receive \$300 per month.

2. Professional Engineer License

Employees who hold a permanent appointment to a position in Exhibit 2 who possess a Professional Engineer license are eligible to receive \$300 per month.

3. Investment Management Certification / Designation

Employees who hold a permanent appointment to a position in Exhibit 2 who possess any of the following investment management certificates or designations are eligible to receive \$300 per month:

- a. Chartered Financial Analyst (CFA) designation
- b. Financial Risk Manager (FRM) certification
- c. Certified Treasury Professional (CTP) designation
- d. Certified Investment Manager Analyst (CIMA) certification

- A. 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.
- B. 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, but not limited to, 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 to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses pursuant to City of Fresno Retiree HRA Plan Document. 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 80 percent (80%) 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 80 percent (80%) 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 to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses 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:

- Salary; and
- 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 Administrative Order, 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. Payment for employee's attendance at 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.
- o. City funded deferred compensation contributions up to the IRS deferral limits set each calendar year.
- p. Recruitment and/or retention incentive pay when authorized pursuant to Section 26 below.

D. Compensation paid to employees in the form of cash 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 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.
- i. City funded contributions to deferred compensation up to the IRS deferral limits set each calendar year.
- j. Recruitment and/or incentive pay when authorized pursuant to Section 26 below.

F. Performance bonuses for exempt employees, received prior to November 12, 2015, 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 Executive Pay Ranges E5 through E22 are eligible to receive up to seventy-five dollars (\$75) 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, PERMANENT PART-TIME EMPLOYEES, AND BENEFITS AND TERMS AND CONDITIONS FOR PERMANENT AIRPORT PUBLIC SAFETY OFFICERS AND PERMANENT AIRPORT PUBLIC SAFETY SUPERVISORS

- A. Employees 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. 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.
5. 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.

D. Benefits and Terms and Conditions for Permanent Airport Public Safety Officers and Permanent Airport Public Safety Supervisors shall be as follows:

1. Health and Welfare
  - a. Health and Welfare benefits shall be provided as outlined in Section 16A, unless an employee elects the Other Health Insurance Opt Out Option as outlined in subsection C.1.b. below.
  - b. Other Health Insurance Opt Out Option:
    - (1) With proof of other health insurance coverage, employees may opt out of enrolling in the City's Health and Welfare plan if enrolled in a health plan outside of the City, such as a spousal plan.
    - (2) Eligible employees (i.e., with proof of other health insurance) may opt out of enrolling in the City's Health and Welfare plan upon:
      - a) Employment with the City;
      - b) Within thirty (30) days of a qualifying event; or
      - c) During the open enrollment period for the Health Plan.
    - (3) On an annual basis during the month of November, an employee electing to opt out of the City's Health and Welfare plan will be required to submit proof of other health insurance to the Personnel Services Department. If other insurance is discontinued for any reason at any point, the employee must notify the Personnel Services Department

Immediately. If the employee does not provide proof of other health insurance annually during the month of November, they will automatically be enrolled in the City's Health and Welfare Trust Plan, and will not be eligible to opt out of the City's Health and Welfare Trust Plan during the respective plan year unless they have a qualifying event and submit proof of other insurance within thirty (30) (30) days of the qualifying event. Otherwise, they may opt out during the open enrollment period for the Health and Welfare Trust Plan with acceptable proof of other health insurance.

(4) Acceptable proof of other health insurance will be presenting a current insurance identification card bearing the employee's name, or proof of the employee's eligibility from the insurance provider. In all cases, acceptable proof of other health insurance for purposes of this section must include the City employee's name.

2. Pension and Social Security

a. Pension for Airport Public Safety Officers

Airport Public Safety Officers in the Fire and Police Retirement system 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 Deferred Retirement Account Program ("DROP") account.

COLA Adjustments:

COLA Adjustments for Career-Rank Average Method DROP Members and Retirees

Effective February 28, 2022, any future cost of living adjustments ("COLA adjustments") for Career-Rank Average Method Deferred Retirement Option Program ("DROP") members and retirees who entered DROP or retired (not having entered DROP) from positions in this unit under FMC Section 3-301(a)(9) prior to February 28, 2022, and whose COLA adjustments are calculated using the "F" Step of their respective rank, shall have their COLA adjustments calculated under FMC Section 3-301 (a)(9) using the "G" Step salary in lieu of their "F" Step salary to determine "average compensation".

COLA Adjustments for Final Three Year Average Method DROP Members and Retirees

Effective February 28, 2022, any future COLA adjustments for Final Three Year Average Method DROP members and retirees shall be calculated pursuant to FMC Section 3-302(g).

For Final Three Year Average Method DROP members and retirees, COLA pursuant to FMC Section 3-302(g) will be effective July 1, 2021, for the February 28, 2022 wage increase, and will be effective July 1, 2022 for the June 20, 2022 wage increase.

b. Pension for Airport Public Safety Supervisors

Employees in Tier 2 of the Fire and Police Retirement System, hired on or after June 29, 2015, 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 Deferred Retirement Account Program ("DROP") account.

Effective June 29, 2015, employees in Tier 1 of the Fire and Police Retirement System's, and in Tier 2 who were hired before June 29, 2015, including those employees in DROP, shall make an additional contribution equal to one percent (1%) 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 one percent (1%) contribution in cash. The one percent (1%) 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.

COLA Adjustments:

COLA Adjustments for Career-Rank Average Method DROP Members and Retirees

Effective January 17, 2022, any future cost of living adjustments ("COLA adjustments") for Career-Rank Average Method Deferred Retirement Option Program ("DROP") members and retirees who entered DROP or retired (not having entered DROP) from positions in this unit under FMC Section 3-301(a)(9) prior January 17, 2022, and whose COLA adjustments are

calculated using the "F" Step of their respective rank, shall have their COLA adjustments calculated under FMC Section 3-301 (a)(9) using the "G" Step salary in lieu of their "F" Step salary to determine "average compensation".

#### COLA Adjustments for Final Three Year Average Method DROP Members and Retirees

January 17, 2022, any future COLA adjustments for Final Three Year Average Method DROP members and retirees shall be calculated pursuant to FMC Section 3-302(g).

For Final Three Year Average Method DROP members and retirees, COLA pursuant to FMC Section 3-302(g) will be effective July 1, 2021 for the January 17, 2022 wage increase, and will be effective July 1, 2022, for the June 20, 2022 wage increase.

c. Permanent Part Time Airport Public Safety Officers and Permanent Part Time Airport Public Safety Supervisors

Permanent part time Airport Public Safety Officers and permanent Part Time Airport Public Safety Supervisors shall participate in the Social Security System and shall not be members of the City of Fresno Fire and Police Retirement System unless:

- (1) The individual is transferring from a full time permanent position in the City of Fresno Fire and Police Retirement System to a part time position in the Fire and Police System;
- (2) At separation from City employment, the individual elected a Deferred Vested status in the Fire and Police Retirement System. Upon re-employment as a Public Safety Supervisor, the individual will resume participation in the Fire and Police Retirement System; or
- (3) The individual is a retiree of the City of Fresno Fire and Police Retirement System and is reinstated from retirement by the City of Fresno Fire and Police Retirement Board in accordance with Fresno Municipal Code Section 3-334.

3. Life Insurance and Long Term Disability for Permanent Airport Public Safety Supervisors

- a. Life Insurance: 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.
- b. Long Term Disability: The City provides Long Term Disability Insurance for employees in accordance with terms of the City's policy.

#### **4. Sick Leave**

Employees shall accrue Sick Leave at the rate of eight point four (8.4) hours for each completed calendar month of employment. Employees shall not accrue additional Sick Leave once their balance reaches nine hundred (900) hours. The FMC, City Administrative Orders, departmental policies, procedures, rules and regulations concerning Sick Leave usage and administration will continue to apply.

Protected Sick Leave:

All employees may use up to one-half of their annual Sick Leave accrual for purposes consistent with California Labor Code section 233.

Protected Sick Leave, as described above, may be used under the following circumstances, and may be designated as protected time pursuant to the state law at the employees' discretion:

- Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee;
- Diagnosis, care, or treatment of an existing health condition of, or preventive care for an employee's parent (a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child), child (a child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis - this definition of a child is applicable regardless of age or dependency status), spouse, registered domestic partner, sibling, grandparent, or grandchild; or,
- For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).

Employees who terminate City employment and return within one year of such termination will be entitled to reinstatement of their Sick Leave balances at the time of termination from City employment, up to a total of 48 hours.

Any leave taken under these provisions which would also apply to other Sick Leave provisions (e.g., Protected Sick Leave and/or family and medical leave) would also count toward those provisions.

#### **5. Supplemental Sick Leave**

On each July 1 employees shall be credited forty (40) hours of Supplemental Sick Leave with an accrual limit of forty (40) hours per year and up to a total lifetime maximum of eighty (80) hours. However, if an employee is absent from work on a leave without pay status on July 1st, the additional forty (40) hours shall be prorated

and received upon the employee's return to work. The credit of hours shall be prorated for employees hired after July 1st.

Supplemental Sick Leave may only be utilized once the employee has exhausted all other Sick Leave and Vacation Leave accruals, or as Protected Sick Leave during the first and second year of employment where an employee is accruing Supplemental Sick Leave and once their regular Sick Leave balance is exhausted, up to one-half of the total time accrued during the fiscal year may be used in accordance with California Labor Code 233, as described in Section 18.B.3. above.

Upon separation from City service the accrued Supplemental Sick Leave hours will be:

- a. Credited as service credit on an hour-per-hour basis upon retirement; or
- b. Cashed out at retirement or upon separation from the City.

## 6. Vacation Leave

### a. Airport Public Safety Officers:

(1) Employees shall accrue Vacation Leave hours for each completed calendar month of employment as reflected below. Employees are allowed to only accumulate up to twice their amount of annual accrual of Vacation Leave.

Years of Continuous Employment	Accrual Rate (hrs./mo.)
Less than 10	8.4
More than 10	10.5

(2) An employee's Vacation Leave accumulation shall not cease due to refusal by the City to grant Vacation Leave prior to the employee reaching the Vacation Leave accumulation limit applicable to the employee's position and length of service. In the event an employee requests in writing Vacation Leave one (1) month prior to the month in which the limit would be reached, and such request is refused, the Director of Aviation or designee shall extend the employee's Vacation Leave accumulation limit for ninety (90) days during which time the employee shall be scheduled for Vacation Leave sufficient to reduce the employee's balance below the accumulation limit.

### b. Airport Public Safety Supervisors:

(1) Employees hired before June 29, 2015 shall accrue Vacation Leave hours for each completed calendar month of employment as reflected

below. Employees with less than ten (10) years of continuous employment are allowed to accrue 336 hours of Vacation Leave, and employees with ten (10) years or more continuous employment are allowed to accrue 420 hours of Vacation Leave.

Years of Continuous Employment	Accrual Rate (hrs./mo.)
Less than 10	10.5
More than 10	14

(2) Employees hired on or after June 29, 2015 shall accrue Vacation Leave hours for each completed calendar month of employment as reflected below. Employees are allowed to only accrue up to twice their amount of annual accrual of Vacation Leave.

Years of Continuous Employment	Accrual Rate (hrs./mo.)
Less than 10	8.4
More than 10	10.5

(3) An employee's Vacation Leave accumulation shall not cease due to refusal by the City to grant Vacation Leave prior to the employee reaching the Vacation Leave accumulation limit applicable to the employee's position and length of service. In the event an employee requests in writing Vacation Leave one (1) month prior to the month in which the limit would be reached, and such request is refused, the Director of Aviation or designee shall extend the employee's Vacation Leave accumulation limit for ninety (90) days during which time the employee shall be scheduled for Vacation Leave sufficient to reduce the employee's balance below the accumulation limit.

## 7. Holiday Leave

### a. Airport Public Safety Officers:

- (1) Employees shall accrue eight point four 8.4 hours per month in lieu of the Holidays recognized in FMC Section 3-116.
- (2) Employees may request payment and be compensated for up to forty eight (48) hours or ten percent (10%) of their holiday leave balance, whichever is greater, each fiscal year. The employee's request to be paid must be received by the Department payroll clerk at least ten (10)

calendar days prior to the next biweekly pay period. Employees must cash out a minimum of twelve (12) hours. No cash out may be requested between April 1<sup>st</sup> and June 30<sup>th</sup>.

b. Airport Public Safety Supervisors:

- (1) Employees shall accrue eight point four (8.4) hours per month as holiday leave in lieu of the Holidays recognized in FMC Section 3-116.
- (2) Employees may request payment and be compensated for up to forty eight (48) hours or twenty-five percent (25%) of their holiday leave balance, whichever is greater, each fiscal year. The employee's request to be paid must be received by the Department payroll clerk at least ten (10) calendar days prior to the next biweekly pay period. Employees must cash out a minimum of twelve (12) hours.

8. Compensatory Time Off

- a. An employee has the option to accrue CTO in lieu of cash payment for overtime hours worked for the first sixty (60) hours of overtime worked in a fiscal year. CTO may not be rolled over into the next fiscal year. CTO may be used for time off during the fiscal year it is earned, will be cashed out upon separation from employment if unused CTO from the current fiscal year remains, or will be cashed out during the last pay period of each fiscal year at the employee's base rate of pay.
- b. Employees who have reached the maximum accrual (60) hours of CTO in a fiscal year shall be given cash payment for additional overtime hours worked.
- c. CTO shall be accumulated at the applicable overtime rate for the time worked under the provisions of the Fair Labor Standards Act (FLSA).
- d. The use of accumulated CTO shall be requested, and subject to approval by the Airport Public Safety Manager or designee.

9. Premium Pay

a. P.O.S.T Certificate Pay:

(1) Airport Public Safety Officers

- a) Employees who have satisfactorily attained the Advanced P.O.S.T. Certificate shall be compensated at a rate of seven percent (7%) above the base rate of pay.

(2) Airport Public Safety Supervisors

- a) Employees who have satisfactorily attained the Intermediate P.O.S.T. Certificate shall be compensated at a rate of five percent (5%) above the base rate of pay.
- b) Employees who have satisfactorily attained the Advanced P.O.S.T. Certificate shall be compensated at a rate of seven percent (7%) above the base rate of pay.
- c) Airport Public Safety Supervisors who have satisfactorily attained the Supervisory P.O.S.T. Certificate shall be compensated at a rate of nine percent (9%) above the base rate of pay.
- d) P.O.S.T. Certificate pays are not stackable with each other and shall be paid at the highest certification obtained.

b. Night Shift Premium:

Employees who have a shift regularly scheduled from 19:00 hours to 07:00 hours will receive night shift premium pay of \$1.75 per hour for all hours actually worked between said hours.

c. Bilingual Certification Pay:

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

10. Uniform Allowance

Employees shall receive \$1,200 per year as a uniform purchase and maintenance allowance and paid in semi-annual installments on the last pay period in December and June. For employees in Tier 2 of the City of Fresno Fire and Police Retirement System, the uniform allowance is not pensionable.

11. Health Reimbursement Arrangement

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

At service retirement, or at a disability retirement if a Tier I or Tier II member is otherwise eligible for service retirement, or upon resignation if the employee is otherwise eligible for service retirement, employees who have used one hundred twelve (112) hours or less of Sick Leave used for sick time (excluding only hours used for Workers' Compensation benefits and/or statutorily protected leaves such as Family & Medical Leave, and Family Sick Leave, and/or Bereavement Leave) in the 24 months preceding their date of retirement, will be credited with an account for the employee under the HRA to be used solely to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses for the participant, the participant's spouse (or surviving spouse in the event of

the death of the participant), and the participant's dependents pursuant to the City of Fresno Retiree HRA Plan Document.

The "value" of the account shall be determined as follows:

- The number of accumulated Sick Leave hours in excess of 240 hours at the time of retirement multiplied by 80% of the employee's then current hourly base rate of pay.
- The hourly base rate of pay for employees shall be the equivalent of the monthly salary for the classification as reflected in the Salary Resolution, multiplied by twelve (12) months then divided by 2,080 hours.

At the employer's option, the HRA accounts shall be book accounts only – no actual trust account shall be established for any employee. Each HRA book 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).

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

While this provision is in effect, eligible employees shall not be allowed to cash out any accumulated or accrued sick leave at retirement.

## 12. Workers' Compensation

- a. Consistent with FMC Section 3-118, the percentage of wages or salary and benefits received by an employee who suffers an injury in the course and scope of City employment shall be the percentage and benefits established by the State of California workers' compensation laws set forth in the California Labor Code.
- b. Partial days of absence due to a work related injury or illness, including the day of injury or illness, shall be at full pay and shall not count toward the exclusion period; however, this time shall be recorded as work related injury/illness absence.
- c. At the employee's option, in the event work related injury/illness pay from the City is not provided during the first three (3) days of absence due to the work related injury or illness, the employee may first take Sick Leave, Vacation Leave, or Holiday Leave for that period.
- d. If the employee is placed on sick leave, vacation or holiday pending determination as to whether the injury or illness is industrial, and the injury or illness is determined to be industrial, sick leave, vacation or holiday shall be restored within thirty (30) calendar days of such determination provided that

the employee has submitted all necessary documents relevant to their Workers' Compensation claim, and the employee placed on work related injury/illness leave as provided herein.

- e. If the employee is placed on sick leave, vacation or holiday pending determination as to whether the injury or illness is industrial, and the injury or illness is determined not to be industrial, sick leave, vacation or holiday shall not be restored.
- f. Retirement benefits shall not be reduced as a result of compensation paid at the one hundred percent (100%) rate level of compensation established herein. Changes in contribution by the City and employee shall be in accordance with the applicable retirement code sections.
- g. Notwithstanding the provisions of the FMC, for the first sixty (60) days of absence in any fiscal year, benefits, including but not limited to holiday leave accumulation and uniform allowance, shall continue to accrue.

13. Airport Public Safety Officer Temporary Assignment to Perform Duties of Absent Employees (Acting)

In the absence of an Airport Public Safety Supervisor, Airport Public Safety Officers who meet the minimum qualifications of the Airport Public Safety Supervisor classification may be authorized by the Airports Director or designee to act as an Airport Public Safety Supervisor. For hours actually worked in an acting capacity, the employee will be compensated as an Airport Public Safety Supervisor such that the employee shall be paid the step in the Airport Public Safety Supervisor salary range which is at least three and one-half percent (3.5%) higher than the base rate of pay received as an Airport Public Safety Officer. If such an increase would require a payment greater than the highest step of the Airport Public Safety Supervisor salary range, then the highest step of the Airport Public Safety Supervisor salary range shall be paid.

14. Rates of Pay

The hourly base rate of pay for employees shall be the equivalent of the monthly salary for the classification as reflected in the Salary Resolution, multiplied by twelve (12) months then divided by 2,080 hours.

## 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:

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

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. Management Leave – Employees in a bargaining unit with Management Leave who move to a bargaining unit with no Management Leave will have their Management Leave cashed out at the former class' base rate of pay at the time of transfer.

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

multiplying the amount of hours over the new cap by the former class' base rate of pay (converted to an hourly figure).

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

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

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

## **SECTION 20. SPECIAL PROVISIONS FOR EMPLOYEES ON LEAVE FOR MILITARY SERVICE**

The City will extend salary and benefits to permanent City employees while they are serving in active military duty deployments of more than thirty-one (31) days as follows:

- A. Payment of the employee's salary differential benefit;
- B. Payment of the City's portion of the employees' Health and Welfare Contribution, if the employee is currently covered by the City of Fresno Health and Welfare Trust; and
- C. Continued accrual of Vacation, Sick, Annual and/or Management Leave balances to which they are otherwise entitled by unit designation and employee status during the period of deployment.

## **SECTION 21. BEREAVEMENT LEAVE**

In accordance with FMC Section 3-107 (f), upon the death of a member of an employee's immediate family, the employee shall be allowed to use Sick Leave (or Annual Leave) 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 or from 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 AND PAY STEPS

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 and pay steps 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. RECRUITMENT AND RETENTION INCENTIVE

Effective upon amendment of the Transparency Act to permit recruitment incentives and retention incentives, such incentives may be paid for particular classifications, provided:

- A. Classifications are designated as hard to fill by the City Manager, the City Attorney, the Retirement Administrator, or the City Clerk, and;
- B. The City Council concurs with the appointing authority's designation by majority vote, and;
- C. The recruitment incentive or the retention incentive does not exceed the equivalent of one month's salary at the top step, or the top of the range, for the classification, and;
- D. No employee shall be eligible for both a recruitment incentive and retention incentive in the same fiscal year, whether in the same classification or in different classifications, and;
- E. An employee, having received a recruitment incentive, must work in the same classification for twelve (12) consecutive months prior to becoming eligible to receive a retention incentive, and;
- F. The recruitment incentive and retention incentive shall be, lump-sum payments, and shall not be pensionable, and;
- G. Payment of any recruitment incentive or retention incentive is authorized at the sole discretion of the City Manager, the City Attorney, the City Clerk or the Retirement Administrator provided the above conditions are met.

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. 2021-176, 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, 2022.

**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	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 <sup>4</sup>	12 <sup>4</sup>	4988	5239	5498	5775	6063
Aviation Mechanic II	410040 <sup>4</sup>	12 <sup>4</sup>	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 <sup>7</sup>	6 <sup>7</sup>	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 <sup>7</sup>	6 <sup>7</sup>	4497	4721	4958	5206	5466
Bus Equipment Attendant Leadworker	320040	12	4089	4292	4506	4732	4967
Bus Mechanic I	320020 <sup>4</sup>	12 <sup>4</sup>	4497	4721	4958	5206	5546
Bus Mechanic II	320021 <sup>4</sup>	12 <sup>4</sup>	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

<sup>4</sup> 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.

<sup>7</sup> 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	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 <sup>7</sup>	6 <sup>7</sup>	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 <sup>4</sup>	12 <sup>4</sup>	4497	4721	4958	5206	5466
Heavy Equipment Mechanic II	710101 <sup>4</sup>	12 <sup>4</sup>	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 <sup>4</sup>	12 <sup>4</sup>	4497	4721	4958	5206	5466
Light Equipment Mechanic II	710096 <sup>4</sup>	12 <sup>4</sup>	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)**

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 I***	710109 <sup>4</sup>	12 <sup>4</sup>	3715	3901	4095	4301	4515
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 <sup>4</sup>	12 <sup>4</sup>	3358	3526	3703	3887	4082
Parking Meter Attendant II	710126 <sup>4</sup>	12 <sup>4</sup>	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.

\*\*\* Effective 4/24/2023, by the Thirteenth Amendment to the Salary Resolution 2022-152.

**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	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 <sup>4</sup>	12 <sup>4</sup>	3454	3627	3807	3999	4198
Traffic Maintenance Worker II	710045 <sup>4</sup>	12 <sup>4</sup>	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 <sup>1</sup>	-	3759	3946	4144	4350	4567
Wastewater Treatment Plant Specialist	620042 <sup>5</sup>	12 <sup>5</sup>	5032	5284	5547	5826	6115
Wastewater Treatment Plant Technician	620041 <sup>5</sup>	12 <sup>5</sup>	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 <sup>1</sup>	-	3098	3240	3388	3543	3709
Water Treatment Plant Operator	610042	12	4778	5018	5267	5530	5805
Water Treatment Plant Operator-In-Training	610041 <sup>1</sup>	-	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**

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 Labor Negotiator*	150030e	-	E6	8558	-	13181
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

e Exempt class, see Section 4

\*Effective 10/3/22, by the Third Amendment to the Salary Resolution 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Deputy City Manager* **	150140e	-	E5	9588	-	14806
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
Management Analyst II	150032e <sup>†</sup>	12	E15	5411	-	7205
Payroll Accountant**	130016e	12	E20	5705	-	10364
Payroll Manager	135012e	-	E7	8291	-	11401
Police Chief	415008e	-	E2	15570	-	21420

<sup>†</sup> 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 10/3/22, by the Third Amendment to the Salary Resolution 2022-152.

\*\*Effective 3/27/2023, by the Twelfth Amendment to the Salary Resolution 2022-152.

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

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/Risk Analyst*	150018e	-	E12	7914	-	10882
Project Liaison/Program Administrator*	150062e	-	E13	9092***	-	12501
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 City Attorney Investigator**	160004e	-	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 <sup>10</sup>	-	E16	4086	-	6323
Supervising Deputy City Attorney	160010e	-	E5	9588	-	14806

E     Exempt class, see Section 4.

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

\*Effective 10/3/22, by the Third Amendment to Salary Resolution 2022-152.

\*\*Effective 12/15/22, by the Seventh Amendment to Salary Resolution 2022-152.

\*\*\*Effective 1/2/23, by the Eighth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	2926	3059	3197	3345	3504
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	3234	3383	3544	3704	3875
Accountant-Auditor I**	130011 <sup>4</sup>	12 <sup>4</sup>	4733	4950	5179	5431	5685
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	5187	5427	5690	5961	6243
Accounting Technician	130010	12	3904	4088	4280	4477	4690
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2715	2841	2967	3104	3245
Administrative Clerk II**	110002 <sup>3</sup>	12 <sup>3</sup>	3104	3247	3395	3553	3716
Airports Credentialing Technician***	115080	12	3780	3956	4139	4336	4540
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	4736	4969	5208	5469	5742
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	5208	5469	5742	6030	6332
Associate Electrical Safety Consultant I**	230022	12	5914	6195	6493	6799	7127
Associate Electrical Safety Consultant II**	230023	12	6233	6532	6841	7170	7518
Associate Environmental & Safety Consultant I**	230003	12	5914	6195	6493	6799	7127
Associate Environmental & Safety Consultant II**	230004	12	6233	6532	6841	7170	7518
Associate Plumbing & Mechanical Consultant I**	230012	12	5914	6195	6493	6799	7127
Associate Plumbing & Mechanical Consultant II**	230013	12	6233	6532	6841	7170	7518
Billing System Specialist	125075	12	4300	4502	4715	4928	5158
Budget Technician	135005	12	3905	4085	4277	4478	4690
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	5406	5663	5931	6217	6510
Building Inspector II**	230008 <sup>4</sup>	12 <sup>4</sup>	5914	6195	6493	6799	7127
Building Inspector III**	230009	12	6233	6532	6841	7170	7518

<sup>3</sup> 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.

<sup>4</sup> 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 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

\*\*\*Effective 4/24/2023, by the Thirteenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I**	115070 <sup>3</sup>	6 <sup>3</sup>	3245	3396	3563	3717	3889
Call Center Representative II**	115071 <sup>3</sup>	12 <sup>3</sup>	3557	3717	3889	4072	4263
Central Printing Clerk**	120005	12	3089	3231	3377	3536	3699
Chemist	620020	12	5150	5400	5654	5925	6207
City Records Specialist	115025	12	3892	4072	4263	4463	4675
Commercial Building Inspector**	230015	12	5914	6195	6493	6799	7127
Community Recreation Assistant**	520010	12	3774	3943	4106	4272	4459
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 <sup>4</sup>	12 <sup>4</sup>	3510	3670	3840	4018	4205
Community Services Officer II**	410026 <sup>4</sup>	12 <sup>4</sup>	3840	4018	4205	4404	4612
Computer Systems Specialist I**	125010 <sup>4</sup>	12 <sup>4</sup>	5471	5725	5998	6286	6583
Computer Systems Specialist II**	125011 <sup>4</sup>	12 <sup>4</sup>	5998	6282	6581	6895	7230
Computer Systems Specialist III**	125012	12	6583	6899	7232	7577	7945
Construction Compliance Specialist	150055	12	4523	4730	4956	5192	5434
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4330	4532	4746	4971	5207
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4746	4971	5207	5454	5717
Crime Specialist	410008	12	5430	5686	5959	6243	6546
Customer Services Clerk I**	115060 <sup>3</sup>	6 <sup>3</sup>	3248	3395	3549	3715	3889
Customer Services Clerk II**	115061 <sup>3</sup>	12 <sup>3</sup>	3558	3724	3899	4075	4263
Cybersecurity Analyst**	125090	12	6583	6899	7232	7577	7945
Deputy City Clerk**	115028 <sup>4</sup>	12 <sup>4</sup>	3500	3662	3831	4010	4194
Development Services Coordinator**	230057	12	5427	5725	6003	6290	6592
Digital Forensics Analyst**	410050	12	7182	7543	7919	8315	8731
Emergency Services Call Taker*	410000	12	4854	5074	5262	5502	5734
Emergency Services Dispatcher I*	410001 <sup>5</sup>	12 <sup>5</sup>	4854	5074	5262	5502	5734
Emergency Services Dispatcher II*	410002 <sup>5</sup>	12 <sup>5</sup>	5247	5497	5758	6029	6306
Emergency Services Dispatcher III*	410003	12	5774	6038	6331	6601	6936

<sup>3</sup> 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.

<sup>4</sup> 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.

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

\*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	6874	7218	7578	7957	8355
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	7758	8147	8554	8981	9430
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3386	3536	3698	3870	4055
Engineering Aide II**	210002 <sup>3</sup>	12 <sup>3</sup>	4015	4204	4394	4598	4822
Engineering Inspector I**	230075 <sup>4</sup>	12 <sup>4</sup>	5288	5557	5807	6081	6376
Engineering Inspector II**	230076 <sup>4</sup>	12 <sup>4</sup>	5784	6057	6349	6652	6972
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	3978	4164	4365	4559	4774
Engineering Technician II**	210006 <sup>4</sup>	12 <sup>4</sup>	4724	4955	5183	5424	5684
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 <sup>5</sup>	12 <sup>5</sup>	4588	4803	5022	5268	5519
Fire Prevention Inspector II	420002 <sup>5</sup>	12 <sup>5</sup>	5289	5530	5795	6079	6366
Fleet Operations Specialist	710105	12	4852	5077	5323	5573	5841
Geographic Information System (GIS) Specialist**	125025	12	6583	6899	7232	7577	7945
Geographic Information System (GIS) Technician I**	125026 <sup>4</sup>	12 <sup>4</sup>	5467	5722	5993	6281	6578
Geographic Information System (GIS) Technician II**	125027 <sup>4</sup>	12 <sup>4</sup>	5998	6280	6581	6895	7230
Graphics Technician**	120013	12	4268	4474	4691	4920	5160
Helicopter Pilot**	410033	12	6471	6787	7119	7468	7836
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 <sup>4</sup>	12 <sup>4</sup>	4270	4470	4680	4899	5128
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4690	4908	5140	5386	5642
Landscape Water Conservation Specialist	610005	12	5074	5316	5569	5833	6109

<sup>3</sup> 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.

<sup>4</sup> 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.

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

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

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	6583	6899	7232	7577	7945
PAR Program Specialist	410023	12	3670	3841	4020	4210	4408
Paratransit Specialist	320005	12	3909	4094	4287	4480	4690
Park Ranger I* **	410060 <sup>4</sup>	12 <sup>4</sup>	3510	3670	3840	4018	4205
Park Ranger II* **	410061 <sup>4</sup>	12 <sup>4</sup>	3840	4018	4205	4404	4612
Parking Enforcement Officer I**	710120 <sup>4</sup>	12 <sup>4</sup>	3049	3174	3305	3435	3581
Parking Enforcement Officer II**	710121 <sup>4</sup>	12 <sup>4</sup>	3314	3455	3598	3743	3911
Parking Enforcement Officer III**	710122	12	3598	3743	3911	4071	4246
Phlebotomist	410007	12	3552	3721	3893	4074	4263
Planner I**	220005 <sup>3</sup>	6 <sup>3</sup>	4901	5122	5367	5626	5896
Planner II**	220006 <sup>3</sup>	12 <sup>3</sup>	5522	5826	6109	6400	6707
Plans Examiner	210041	12	5672	5928	6213	6517	6824
Plans and Permit Technician	220002	12	5169	5411	5657	5934	6217
Police Data Transcriptionist**	115035	12	4148	4339	4541	4752	4975
Police Support Services Clerk**	115043	12	3443	3602	3768	3943	4126
Police Support Services Technician**	115044	12	3780	3956	4139	4336	4540
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 <sup>4</sup>	12 <sup>4</sup>	5474	5730	6001	6291	6587
Programmer/Analyst II**	125021 <sup>4</sup>	12 <sup>4</sup>	5998	6282	6581	6895	7230
Programmer/Analyst III**	125022	12	6583	6899	7232	7577	7945
Programmer/Analyst IV**	125023	12	7231	7582	7950	8328	8730
Property & Evidence Technician**	145010	12	4217	4415	4622	4840	5068
Property Specialist I***	175001 <sup>4</sup>	12 <sup>4</sup>	5068	5313	5565	5826	6108
Property Specialist II***	175002 <sup>4</sup>	12 <sup>4</sup>	5873	6153	6450	6756	7083
Radio Dispatcher	120015	12	3602	3765	3922	4095	4263
Rangemaster/Armor	410035	12	4972	5208	5455	5718	5989

<sup>3</sup> 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.

<sup>4</sup> 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 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

\*\*\*Effective 3/27/2023, by the Twelfth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	4109	4301	4497	4712	4934
Real Estate Finance Specialist II**	170002 <sup>4</sup>	12 <sup>4</sup>	4894	5125	5369	5623	5889
Recreation Specialist**	520005	12	4087	4275	4476	4687	4906
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	3903	4087	4279	4479	4690
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	4291	4491	4702	4925	5158
Safety and Training Specialist	150050	12	4582	4804	5041	5287	5546
Secretary**	110050	12	3716	3889	4070	4258	4460
Senior Account Clerk	130003	12	3557	3718	3889	4072	4264
Senior Administrative Clerk**	110003	12	3395	3553	3716	3889	4070
Senior Call Center Representative**	115072	12	4095	4292	4499	4717	4946
Senior Commercial Building Inspector**	230016	12	6233	6532	6841	7170	7518
Senior Community Revitalization Specialist	230054	12	5914	6192	6480	6794	7123
Senior Community Services Officer**	410027	12	4178	4374	4579	4791	5019
Senior Crime Scene Technician**	410012	12	4972	5208	5455	5718	5989
Senior Customer Services Clerk**	115062	12	4066	4248	4445	4654	4872
Senior Cybersecurity Analyst	125091	12	7229	7580	7947	8326	8728
Senior Deputy City Clerk	115029 <sup>4</sup>	12 <sup>4</sup>	3904	4084	4277	4477	4690
Senior Engineering Technician**	210007	12	5329	5581	5843	6124	6406
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 Park Ranger* **	410062	12	4178	4374	4579	4791	5019
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	4622	4840	5068	5305	5559
Senior Records Clerk	110101	12	3557	3721	3894	4075	4263
Senior Secretary	110051	12	3904	4084	4277	4477	4690

<sup>4</sup> 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 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution No. 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper**	145002	12	4217	4415	4622	4840	5068
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	4724	4955	5183	5424	5684
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 <sup>4</sup>	12 <sup>4</sup>	3556	3720	3892	4074	4263
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	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

<sup>4</sup> 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 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	3014	3151	3293	3446	3610
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	3332	3485	3651	3816	3992
Accountant-Auditor I**	130011 <sup>4</sup>	12 <sup>4</sup>	4875	5099	5335	5594	5856
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	5343	5590	5861	6140	6431
Accounting Technician	130010	12	4022	4211	4409	4612	4831
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2797	2927	3057	3198	3343
Administrative Clerk II**	110002 <sup>3</sup>	12 <sup>3</sup>	3198	3345	3497	3660	3828
Airports Credentialing Technician***	115080	12	3894	4075	4264	4467	4677
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	4879	5119	5365	5634	5915
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	5365	5634	5915	6211	6522
Associate Electrical Safety Consultant I**	230022	12	6092	6381	6688	7003	7341
Associate Electrical Safety Consultant II**	230023	12	6420	6728	7047	7386	7744
Associate Environmental & Safety Consultant I**	230003	12	6092	6381	6688	7003	7341
Associate Environmental & Safety Consultant II**	230004	12	6420	6728	7047	7386	7744
Associate Plumbing & Mechanical Consultant I**	230012	12	6092	6381	6688	7003	7341
Associate Plumbing & Mechanical Consultant II**	230013	12	6420	6728	7047	7386	7744
Billing System Specialist	125075	12	4429	4638	4857	5076	5313
Budget Technician	135005	12	4023	4208	4406	4613	4831
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	5569	5833	6109	6404	6706
Building Inspector II**	230008 <sup>4</sup>	12 <sup>4</sup>	6092	6381	6688	7003	7341
Building Inspector III**	230009	12	6420	6728	7047	7386	7744

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.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

\*\*\*Effective 4/24/2023, by the Thirteenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I**	115070 <sup>3</sup>	6 <sup>3</sup>	3343	3498	3670	3829	4006
Call Center Representative II**	115071 <sup>3</sup>	12 <sup>3</sup>	3664	3829	4006	4195	4391
Central Printing Clerk**	120005	12	3182	3328	3479	3643	3810
Chemist	620020	12	5305	5562	5824	6103	6394
City Records Specialist	115025	12	4009	4195	4391	4597	4816
Commercial Building Inspector**	230015	12	6092	6381	6688	7003	7341
Community Recreation Assistant**	520010	12	3888	4062	4230	4401	4593
Community Revitalization Specialist	230053	12	5435	5696	5969	6295	6557
Community Revitalization Technician	230059	12	3781	3957	4141	4337	4541
Community Services Officer I*	410025 <sup>4</sup>	12 <sup>4</sup>	3616	3781	3956	4139	4332
Community Services Officer II**	410026 <sup>4</sup>	12 <sup>4</sup>	3956	4139	4332	4537	4751
Computer Systems Specialist I**	125010 <sup>4</sup>	12 <sup>4</sup>	5636	5897	6178	6475	6781
Computer Systems Specialist II**	125011 <sup>4</sup>	12 <sup>4</sup>	6178	6471	6779	7102	7447
Computer Systems Specialist III**	125012	12	6781	7106	7449	7805	8184
Construction Compliance Specialist	150055	12	4659	4872	5105	5348	5598
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4460	4668	4889	5121	5364
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4889	5121	5364	5618	5889
Crime Specialist	410008	12	5593	5857	6138	6431	6743
Customer Services Clerk I**	115060 <sup>3</sup>	6 <sup>3</sup>	3346	3497	3656	3827	4006
Customer Services Clerk II**	115061 <sup>3</sup>	12 <sup>3</sup>	3665	3836	4016	4198	4391
Cybersecurity Analyst**	125090	12	6781	7106	7449	7805	8184
Deputy City Clerk**	115028 <sup>4</sup>	12 <sup>4</sup>	3605	3772	3946	4131	4320
Development Services Coordinator**	230057	12	5590	5897	6184	6479	6790
Digital Forensics Analyst**	410050	12	7398	7770	8157	8565	8993
Emergency Services Call Taker*	410000	12	5000	5227	5420	5668	5907
Emergency Services Dispatcher I*	410001 <sup>5</sup>	12 <sup>5</sup>	5000	5227	5420	5668	5907
Emergency Services Dispatcher II*	410002 <sup>5</sup>	12 <sup>5</sup>	5405	5662	5931	6210	6496
Emergency Services Dispatcher III*	410003	12	5948	6220	6521	6800	7145

<sup>3</sup> 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.

<sup>4</sup> 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.

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

\*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	7081	7435	7806	8196	8606
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	7991	8392	8811	9251	9713
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3488	3643	3809	3987	4177
Engineering Aide II**	210002 <sup>3</sup>	12 <sup>3</sup>	4136	4331	4526	4736	4967
Engineering Inspector I**	230075 <sup>4</sup>	12 <sup>4</sup>	5447	5724	5982	6264	6568
Engineering Inspector II**	230076 <sup>4</sup>	12 <sup>4</sup>	5958	6239	6540	6852	7182
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	4098	4289	4496	4696	4918
Engineering Technician II**	210006 <sup>4</sup>	12 <sup>4</sup>	4866	5104	5339	5587	5855
Environmental Control Officer	620001	12	5233	5484	5737	6010	6293
Facilities Construction Specialist	230085	12	5348	5596	5863	6142	6438
Fire Prevention Inspector I	420001 <sup>5</sup>	12 <sup>5</sup>	4726	4948	5173	5427	5685
Fire Prevention Inspector II	420002 <sup>5</sup>	12 <sup>5</sup>	5448	5696	5969	6262	6557
Fleet Operations Specialist	710105	12	4998	5230	5483	5741	6017
Geographic Information System (GIS) Specialist**	125025	12	6781	7106	7449	7805	8184
Geographic Information System (GIS) Technician I**	125026 <sup>4</sup>	12 <sup>4</sup>	5632	5894	6173	6470	6776
Geographic Information System (GIS) Technician II**	125027 <sup>4</sup>	12 <sup>4</sup>	6178	6469	6779	7102	7447
Graphics Technician**	120013	12	4397	4609	4832	5068	5315
Helicopter Pilot**	410033	12	6666	6991	7333	7693	8072
Housing Rehabilitation Specialist	230056	12	5417	5681	5962	6254	6557
Industrial/Commercial Water Conservation Representative	610015	12	5242	5492	5747	6021	6305
Interpreter/Translator	150232	12	5604	5912	6199	6495	6806
Laboratory Assistant	620010	12	3659	3833	4010	4197	4391
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	4399	4605	4821	5046	5282
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4831	5056	5295	5548	5812
Landscape Water Conservation Specialist	610005	12	5227	5476	5737	6008	6293

<sup>3</sup> 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.

<sup>4</sup> 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.

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

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152

## EXHIBIT 3

## Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4394	4609	4833	5068	5313
Network Systems Specialist**	125030	12	6781	7106	7449	7805	8184
PAR Program Specialist	410023	12	3781	3957	4141	4337	4541
Paratransit Specialist	320005	12	4027	4217	4416	4615	4831
Park Ranger I* **	410060 <sup>4</sup>	12 <sup>4</sup>	3616	3781	3956	4139	4332
Park Ranger II* **	410061 <sup>4</sup>	12 <sup>4</sup>	3956	4139	4332	4537	4751
Parking Enforcement Officer I**	710120 <sup>4</sup>	12 <sup>4</sup>	3141	3270	3405	3539	3689
Parking Enforcement Officer II**	710121 <sup>4</sup>	12 <sup>4</sup>	3414	3559	3706	3856	4029
Parking Enforcement Officer III**	710122	12	3706	3856	4029	4194	4374
Phlebotomist	410007	12	3659	3833	4010	4197	4391
Planner I**	220005 <sup>3</sup>	6 <sup>3</sup>	5049	5276	5529	5795	6073
Planner II**	220006 <sup>3</sup>	12 <sup>3</sup>	5688	6001	6293	6592	6909
Plans Examiner	210041	12	5843	6106	6400	6713	7029
Plans and Permit Technician	220002	12	5325	5574	5827	6113	6404
Police Data Transcriptionist**	115035	12	4273	4470	4678	4895	5125
Police Support Services Clerk**	115043	12	3547	3711	3882	4062	4250
Police Support Services Technician**	115044	12	3894	4075	4264	4467	4677
Principal Account Clerk	130004	12	4022	4211	4409	4612	4831
Procurement Specialist	140002	12	5051	5293	5542	5806	6083
Program Compliance Officer	640026	12	4319	4532	4753	4984	5227
Programmer/Analyst I**	125020 <sup>4</sup>	12 <sup>4</sup>	5639	5902	6182	6480	6785
Programmer/Analyst II**	125021 <sup>4</sup>	12 <sup>4</sup>	6178	6471	6779	7102	7447
Programmer/Analyst III**	125022	12	6781	7106	7449	7805	8184
Programmer/Analyst IV**	125023	12	7448	7810	8189	8578	8992
Property & Evidence Technician**	145010	12	4344	4548	4761	4986	5221
Property Specialist I***	175001 <sup>4</sup>	12 <sup>4</sup>	5221	5473	5732	6001	6292
Property Specialist II***	175002 <sup>4</sup>	12 <sup>4</sup>	6050	6338	6644	6959	7296
Radio Dispatcher	120015	12	3711	3878	4040	4218	4391
Rangemaster/Armor	410035	12	5122	5365	5619	5890	6169

<sup>3</sup> 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.

<sup>4</sup> 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 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

\*\*\*Effective 3/27/2023, by the Twelfth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	4233	4431	4632	4854	5083
Real Estate Finance Specialist II**	170002 <sup>4</sup>	12 <sup>4</sup>	5041	5279	5531	5792	6066
Recreation Specialist**	520005	12	4210	4404	4611	4828	5054
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	4021	4210	4408	4614	4831
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	4420	4626	4844	5073	5313
Safety and Training Specialist	150050	12	4720	4949	5193	5446	5713
Secretary**	110050	12	3828	4006	4193	4386	4594
Senior Account Clerk	130003	12	3664	3830	4006	4195	4392
Senior Administrative Clerk**	110003	12	3497	3660	3828	4006	4193
Senior Call Center Representative**	115072	12	4218	4421	4634	4859	5095
Senior Commercial Building Inspector**	230016	12	6420	6728	7047	7386	7744
Senior Community Revitalization Specialist	230054	12	6092	6378	6675	6998	7337
Senior Community Services Officer**	410027	12	4304	4506	4717	4935	5170
Senior Crime Scene Technician**	410012	12	5122	5365	5619	5890	6169
Senior Customer Services Clerk**	115062	12	4188	4376	4579	4794	5019
Senior Cybersecurity Analyst	125091	12	7446	7808	8186	8576	8990
Senior Deputy City Clerk	115029 <sup>4</sup>	12 <sup>4</sup>	4022	4207	4406	4612	4831
Senior Engineering Technician**	210007	12	5489	5749	6019	6308	6599
Senior Fire Prevention Inspector	420003	12	6092	6378	6675	6998	7337
Senior Laboratory Technician	620013	12	5385	5643	5912	6193	6488
Senior Network Systems Specialist	125031	12	7446	7808	8186	8576	8990
Senior Park Ranger* **	410062	12	4304	4506	4717	4935	5170
Senior Plans Examiner	210042	12	6417	6717	7030	7371	7730
Senior Procurement Specialist	140003	12	5542	5806	6083	6374	6676
Senior Property & Evidence Technician**	145011	12	4761	4986	5221	5465	5726
Senior Records Clerk	110101	12	3664	3833	4011	4198	4391
Senior Secretary	110051	12	4022	4207	4406	4612	4831

<sup>4</sup> 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 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

\*\*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper**	145002	12	4344	4548	4761	4986	5221
Senior Utility Service Representative	230092	12	4418	4625	4844	5071	5313
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7446	7808	8186	8576	8990
Staff Assistant	150001	12	4028	4217	4417	4616	4832
Storeskeeper	145001	12	3992	4179	4372	4577	4792
Survey Party Technician**	210030	12	4866	5104	5339	5587	5855
Tax/Permit Inspector	135001	12	4726	4949	5175	5430	5686
Traffic Signal Operations Specialist	710150	12	6773	7096	7439	7793	8174
Transit Scheduler	320049	12	6773	7096	7439	7793	8174
Tree Program Specialist	510015	12	4997	5232	5485	5745	6017
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	3663	3832	4009	4197	4391
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	4021	4210	4406	4613	4830
Wastewater Reclamation Coordinator	620035	12	5221	5473	5732	6001	6292
Water Conservation Representative	610001	12	3780	3957	4141	4335	4540
Water Systems Telemetry & Distributed Control Specialist	610021	12	6165	6457	6766	7089	7430

<sup>4</sup> 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 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 4**  
**Unit 4 - Non-Management Police (FPOA),**

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

<sup>6</sup> 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), effective June 19, 2023**

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

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

**EXHIBIT 5**  
**Unit 5 – Fire Non-Management (IAFF)**

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

**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
Fire Investigation Unit Supervisor	425010	12	7487	7861	8254	8668	9103	9559	10037	10539
Firefighter	425002	12	5990	6288	6604	6933	7302	7648	8031	8433
Fire Captain	425004	12	7487	7861	8254	8668	9103	9559	10037	10539
Firefighter Specialist	425003	12	6708	7043	7398	7764	8153	8561	8989	9439
Firefighter Trainee	425001	---	5390							

**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
Fire Investigation Unit Supervisor	425010	12	7487	7861	8254	8668	9103	9559	10037	10539	11066
Firefighter	425002	12	5990	6288	6604	6933	7302	7648	8031	8433	8855
Fire Captain	425004	12	7487	7861	8254	8668	9103	9559	10037	10539	11066
Firefighter Specialist	425003	12	6708	7043	7398	7764	8153	8561	8989	9439	9911
Firefighter Trainee	425001	---	5390								

**EXHIBIT 6**

Unit 6 – Bus Drivers and Student Drivers (ATU), retroactively effective October 26, 2020

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Bus Driver	320015	9	23.676923	24.865385	26.105769	27.409615	28.782692
Bus Driver	320015	9	4104	4310	4525	4751	4989
Student Driver	320014 <sup>1</sup>	-	21.525000				
Student Driver	320014 <sup>1</sup>	-	3731				

<sup>1</sup> 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 6**

Unit 6 – Bus Drivers and Student Drivers (ATU), retroactively effective June 21, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Bus Driver	320015	9	24.392308	25.615385	26.890385	28.234615	29.648077
Bus Driver	320015	9	4228	4440	4661	4894	5139
Student Driver	320014 <sup>1</sup>	-	22.171154				
Student Driver	320014 <sup>1</sup>	-	3843				

<sup>1</sup> 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 6**

Unit 6 – Bus Drivers and Student Drivers (ATU), retroactively effective June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	Longevity
Bus Driver	320015	9	25.125000	26.388462	27.698077	29.082692	30.542308	32.071154
Bus Driver	320015	9	4355	4574	4801	5041	5294	5559
Student Driver	320014 <sup>1</sup>	-	22.840385					
Student Driver	320014 <sup>1</sup>	-	3959					

<sup>1</sup> 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 6**

Unit 6 – Bus Drivers and Student Drivers (ATU), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	Longevity
Bus Driver	320015	9	25.880769	27.184615	28.534615	29.959615	31.459615	33.034615
Bus Driver	320015	9	4486	4712	4946	5193	5453	5726
Student Driver	320014 <sup>1</sup>	-	23.526923					
Student Driver	320014 <sup>1</sup>	-	4078					

<sup>1</sup> 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 6**

Unit 6 – Bus Drivers and Student Drivers (ATU), effective June 17 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	Longevity
Bus Driver	320015	9	26.659615	28.003846	29.394231	30.859615	32.405769	34.026923
Bus Driver	320015	9	4621	4854	5095	5349	5617	5898
Student Driver	320014 <sup>1</sup>	-	24.236538					
Student Driver	320014 <sup>1</sup>	-	4201					

<sup>1</sup> 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).

*7/21/2022 Second Amendment  
Supersedes Original*

**EXHIBIT 7**  
**Unit 7 – Non-Supervisory Groups and Crafts (IBEW)**

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	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

**EXHIBIT 7**  
**Unit 7 – Non-Supervisory Groups and Crafts (IBEW), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	7276
Airports Electrician	730011	12	Flat Rate	6582
Concrete Finisher	730005	12	Flat Rate	6347
Electrician	730010	12	Flat Rate	6582
Industrial Electrician	730012	12	Flat Rate	7276
Painter	730015	12	Flat Rate	5783
Plumber	730030	12	Flat Rate	6582

**EXHIBIT 8**  
**Unit 8 – Non-Represented**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Airport Public Safety Officer <sup>†‡</sup>	310002	12	5750	6034	6321	6634	6961	7310	7676
Airport Public Safety Supervisor <sup>†*‡</sup>	310003	12	7673	8056	8460	8882	9327	9794	10284
Airport Public Safety Supervisor <sup>†***‡</sup>	310005	12	6708	7042	7395	7764	8150	8558	8986

<sup>†</sup>To be calculated as if working 40 hours per week.

<sup>\*</sup>Hired before July 1, 2010

<sup>\*\*</sup>Hired on or after July 1, 2010

<sup>‡</sup>Effective 5/22/2023, by the Fourteenth Amendment to the Salary Resolution 2022-152.

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk*	910010	-	Hourly	\$15.50 – \$19.50 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	\$15.50 - \$19.50 Per Hour
Police Cadet I*	940005 <sup>9</sup>	48 mos.	Hourly	\$15.50 - \$20.50 Per Hour
Police Cadet II	940006 <sup>9</sup>	48 mos.	Hourly	\$18.00- \$25.00 Per Hour
Pool Supervisor	950015	-	Hourly	\$18.00 - \$25.00 Per Hour
Senior Lifeguard*	950002	-	Hourly	\$16.00 - \$20.50 Per Hour
Services Aide*	910005	-	Hourly	\$15.50 - \$19.50 Per Hour
Sports Official*	950010	-		\$15.50 - \$50.00 Per Game
Intern*	910002	-	Hourly	\$15.50 - \$19.50 Per Hour
Youth Jobs Corps Program Ambassador*****	910031	-	Hourly	\$15.50 - \$19.50 Per Hour
Youth Jobs Corps Program Participant*****	910032	-	Hourly	\$15.50 - \$19.50 Per Hour
Youth Jobs Corps Program Mentor*****	910033	-	Hourly	\$16.00 - \$20.50 Per Hour

<sup>\*</sup>Effective 1/1/2023, by the Sixth Amendment to the Salary Resolution 2022-152.

\*\*\*\*\*Effective 5/22/2023, by the Fourteenth Amendment to the Salary Resolution 2022-152.

## EXHIBIT 9

## Unit 9 – Police Management

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

## 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

**EXHIBIT 10**  
**Unit 10 – Fire Management**

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, 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.

## 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 <sup>8</sup>	156030	Stipend	\$100 Per Meeting Attended, not to exceed \$300 per month

<sup>8</sup> Not applicable for current City employees.

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6256	6564	6882	7223	7575
Airports Airside/Landside Superintendent	310018e	12	6881	7218	7574	7944	8334
Airports Credentialing Supervisor***	115081e	12	5527	5798	6085	6377	6693
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	5767	6048	6340	6645	6969
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 Police Pilot	410031e	12	7818	8201	8608	9032	9480
Chief Surveyor	210032e	12	9573	10047	10542	11064	11617
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
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	6271	6575	6897	7235	7593

e Exempt class, see Section 4.

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

\*\*\*Effective 4/24/2023, by the Thirteenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Dispatch Supervisor*	410004e	12	6590	6911	7246	7602	7973
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	5043	5291	5547	5820	6102
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	5793	6076	6370	6683	7012
Human Resources Records Supervisor**	115050e	12	5734	6015	6312	6615	6943
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	6271	6582	6912	7257	7621
Management Analyst I	150020e <sup>4</sup>	12 <sup>4</sup>	4178	4381	4594	4818	5055
Management Analyst II**	150021e <sup>4</sup>	12 <sup>4</sup>	5161	5415	5677	5956	6244
Parking Supervisor**	720035e	12	5616	5884	6168	6468	7072
Parks Supervisor I	510025e	12	5168	5423	5686	5965	6254
Parks Supervisor II	510026e	12	6273	6580	6904	7246	7595
Planner III**	220007e	12	6083	6380	6691	7021	7368
Police Support Services Supervisor	115047e	12	5527	5798	6085	6377	6693
Principal Accountant**	130014e	12	6895	7233	7589	7961	8352
Procurement Supervisor**	140004e	12	6247	6559	6886	7231	7593

e Exempt class, see Section 4.

<sup>4</sup> 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 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	8738	9170	9621	10102	10606
Project Manager**	150065e	12	7990	8389	8809	9249	9712
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	5793	6076	6370	6683	7012
Sanitation Supervisor	640029e	12	6262	6567	6886	7227	7575
Senior Accountant-Auditor**	130013e	12	6304	6612	6937	7276	7630
Senior Building Inspector**	230034e	12	6923	7265	7621	7995	8393
Senior Database Administrator	125046e	12	7888	8264	8661	9076	9527
Senior Electrical Safety Consultant**	230024e	12	6922	7265	7620	7995	8392
Senior Engineering Inspector**	230077e	12	6417	6734	7064	7411	7778
Senior Environmental & Safety** Consultant**	230005e	12	6935	7278	7634	8009	8407
Senior Plumbing & Mechanical Consultant**	230014e	12	6923	7265	7621	7995	8393
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	6923	7265	7621	7995	8393
Supervising Engineering Technician	210008e	12	6878	7220	7573	7946	8335
Supervising Fire Prevention Inspector**	420005e	12	6634	6960	7303	7663	8039
Supervising Paralegal**	160020e	12	6582	6905	7242	7600	7972
Supervising Planner**	220008e	12	6909	7247	7600	7973	8362

e Exempt class, see Section 4.

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner**	210044e	12	8028	8425	8841	9272	9728
Supervising Professional Engineer	210110e	12	9573	10047	10542	11064	11617
Supervising Real Estate Agent**	170013e	12	6882	7219	7575	7945	8335
Supervising Traffic Signal Operations Specialist	720050e	12	7140	7490	7862	8249	8651
Survey Party Chief**	210031e	12	7052	7393	7755	8132	8536
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	6895	7233	7589	7961	8352
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.

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

## EXHIBIT 13-1

## Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6444	6761	7089	7440	7803
Airports Airside/Landside Superintendent	310018e	12	7088	7435	7802	8183	8585
Airports Credentialing Supervisor***	115081e	12	5693	5972	6268	6569	6894
Airports Projects Supervisor	310016e	12	7449	7814	8198	8601	9026
Airports Property Supervisor	175005e	12	6450	6765	7093	7444	7803
Architect	210045e	12	9001	9446	9910	10406	10925
Assistant Law Office Manager	115019e	12	7365	7720	8102	8494	8911
Business Process & Systems Analyst	125044e	12	7364	7720	8100	8496	8911
Call Center Supervisor**	115073e	12	5941	6230	6531	6845	7179
Capital Development Specialist	310007e	12	7085	7437	7801	8185	8586
Central Print Supervisor	120007e	12	5324	5586	5857	6144	6442
Chief Engineering Inspector	230078e	12	7273	7628	8004	8398	8809
Chief Engineering Technician	210009e	12	8178	8578	9001	9446	9910
Chief Police Pilot	410031e	12	8053	8448	8867	9303	9765
Chief Surveyor	210032e	12	9861	10349	10859	11396	11966
Chief of Facilities Maintenance	810037e	12	7129	7480	7847	8232	8638
Chief of Wastewater Environmental Services	620075e	12	6822	7158	7509	7877	8263
Chief of Wastewater Facilities Maintenance	620085e	12	7129	7480	7847	8232	8638
Chief of Wastewater Treatment Operations	620080e	12	7207	7567	7939	8328	8737
Chief of Water Operations	610070e	12	7327	7684	8065	8462	8876
Community Services and Recreation Supervisor*	520016e	12	6462	6778	7112	7464	7823
Contract Compliance Officer	150061e	12	6450	6765	7093	7444	7803
Custodial Supervisor	810025e	12	6450	6765	7093	7444	7803
Database Administrator	125045e	12	7364	7720	8100	8496	8911
DBE/Small Business Program Coordinator**	150070e	12	6460	6773	7104	7453	7821

e Exempt class, see Section 4.

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

\*\*\*Effective 4/24/2023, by the Thirteenth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA), June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Dispatch Supervisor*	410004e	12	6788	7119	7464	7831	8213
Energy Efficiency Supervisor	230058e	12	5718	5999	6292	6603	6926
Equipment Supervisor	720031e	12	7014	7355	7716	8095	8495
Fire Prevention Engineer	210055e	12	7236	7592	7964	8355	8768
Fleet Administration Supervisor	720025e	12	6450	6765	7093	7444	7803
Forestry Supervisor I	510030e	12	5324	5586	5857	6144	6442
Forestry Supervisor II	510031e	12	5452	5718	6000	6298	6603
Grant Writer**	150105e	12	5195	5450	5714	5995	6286
Historic Preservation Specialist	230066e	12	6762	7096	7447	7810	8192
Housing Program Supervisor	230055e	12	6971	7319	7684	8068	8473
Human Resources Analyst**	150016e	12	5967	6259	6562	6884	7223
Human Resources Records Supervisor**	115050e	12	5907	6196	6502	6814	7152
Information Services Supervisor	125032e	12	8097	8496	8911	9350	9813
Landscape Maintenance Superintendent	510027e	12	8033	8430	8841	9276	9732
Lead Risk Analyst**	150008e	12	6460	6780	7120	7475	7850
Management Analyst I	150020e <sup>4</sup>	12 <sup>4</sup>	4304	4513	4732	4963	5207
Management Analyst II**	150021e <sup>4</sup>	12 <sup>4</sup>	5316	5578	5848	6135	6432
Parking Supervisor**	720035e	12	5785	6061	6354	6663	7285
Parks Supervisor I	510025e	12	5324	5586	5857	6144	6442
Parks Supervisor II	510026e	12	6462	6778	7112	7464	7823
Planner III**	220007e	12	6266	6572	6892	7232	7590
Police Support Services Supervisor	115047e	12	5693	5972	6268	6569	6894
Principal Accountant**	130014e	12	7102	7450	7817	8200	8603
Procurement Supervisor**	140004e	12	6435	6756	7093	7448	7821

e Exempt class, see Section 4.

<sup>4</sup> 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 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

## EXHIBIT 13-1

## Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	9001	9446	9910	10406	10925
Project Manager**	150065e	12	8230	8641	9074	9527	10004
Records Supervisor	115045e	12	5693	5972	6268	6569	6894
Recycling Coordinator	640001e	12	5383	5644	5920	6207	6513
Revenue Supervisor	135025e	12	5705	5983	6272	6574	6894
Risk Analyst**	150010e	12	5967	6259	6562	6884	7223
Sanitation Supervisor	640029e	12	6450	6765	7093	7444	7803
Senior Accountant-Auditor**	130013e	12	6494	6811	7146	7495	7859
Senior Building Inspector**	230034e	12	7131	7483	7850	8235	8645
Senior Database Administrator	125046e	12	8125	8512	8921	9349	9813
Senior Electrical Safety Consultant**	230024e	12	7130	7483	7849	8235	8644
Senior Engineering Inspector**	230077e	12	6610	6937	7276	7634	8012
Senior Environmental & Safety Consultant**	230005e	12	7144	7497	7864	8250	8660
Senior Plumbing & Mechanical Consultant**	230014e	12	7131	7483	7850	8235	8645
Senior Programmer Analyst	125019e	12	8097	8496	8911	9350	9813
Senior Real Estate Agent	170012e	12	6450	6765	7093	7444	7803
Senior Retirement Counselor	135052e	12	7094	7452	7822	8212	8624
Street Maintenance Superintendent	720004e	12	8033	8430	8841	9276	9732
Street Maintenance Supervisor	720001e	12	7088	7435	7802	8183	8585
Supervising Airports Building Maintenance Technician	310014e	12	6450	6765	7093	7444	7803
Supervising Airports Operations Officer	310013e	12	6450	6765	7093	7444	7803
Supervising Commercial Building Inspector**	230036e	12	7131	7483	7850	8235	8645
Supervising Engineering Technician	210008e	12	7085	7437	7801	8185	8586
Supervising Fire Prevention Inspector**	420005e	12	6834	7169	7523	7893	8281
Supervising Paralegal**	160020e	12	6780	7113	7460	7828	8212
Supervising Planner**	220008e	12	7117	7465	7828	8213	8613

e Exempt class, see Section 4.

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA), June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner**	210044e	12	8269	8678	9107	9551	10020
Supervising Professional Engineer	210110e	12	9861	10349	10859	11396	11966
Supervising Real Estate Agent**	170013e	12	7089	7436	7803	8184	8586
Supervising Traffic Signal Operations Specialist	720050e	12	7355	7715	8098	8497	8911
Survey Party Chief**	210031e	12	7264	7615	7988	8376	8793
Systems Security Administrator	125050e	12	7365	7720	8102	8494	8911
Transit Supervisor I	320050e	12	6232	6535	6851	7189	7539
Transit Supervisor II	320051e	12	7015	7354	7716	8096	8495
Treasury Officer**	135015e	12	7102	7450	7817	8200	8603
Wastewater Environmental Supervisor	620073e	12	7550	7917	8308	8718	9146
Wastewater Operations Supervisor	620072e	12	7550	7917	8308	8718	9146
Wastewater System Supervisor	620071e	12	7550	7917	8308	8718	9146
Water Conservation Supervisor	610045e	12	6672	6999	7341	7704	8081
Water System Supervisor	610055e	12	7550	7917	8308	8718	9146

e Exempt class, see Section 4.

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	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	4929	5164	5410	5675	5948
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

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

**EXHIBIT 13-2**  
**Unit 13 – Non-Exempt Professional (CFPEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3848	4034	4228	4431	4646
Legal Secretary II	115016	12	4257	4465	4679	4904	5142
Paralegal	160001	12	5432	5696	5972	6265	6573
Senior Human Resources Technician**	150014	12	5077	5319	5573	5846	6127
Senior Legal Secretary	115017	12	4899	5144	5401	5671	5954
Senior Paralegal	160002	12	5963	6260	6574	6903	7248
Supervising Crime Scene Technician	410013	12	5701	5979	6269	6575	6894

\*\*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution 2022-152.

## EXHIBIT 14

## Unit 14 – Management Classes (CFMEA), retroactively effective January 3, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	6782	6952	7125	7302	7484	7672	7865	8060	8262
Administrative Manager	220025e	-	8937	9160	9390	9624	9865	10111	10364	10624	10890
Airports Marketing & Public Relations Coordinator	310150e	-	6782	6952	7125	7302	7484	7672	7865	8060	8262
Airports Operations Manager	310020e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Airports Planning Manager	310019e	-	8937	9160	9390	9624	9865	10111	10364	10624	10890
Airports Properties Manager	310021e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Airports Safety Management Systems Manager	310161e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Assistant City Clerk	115030e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Building Services Manager	230031e	-	10599	10865	11136	11415	11701	11993	12294	12599	12914
Business Manager	150019e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Communications Manager	125060e	-	8937	9160	9390	9624	9865	10111	10364	10624	10890
Construction Manager	210096e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Crime Scene Investigation Bureau Manager	410015e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Cybersecurity Manager	125092e	-	8937	9160	9390	9624	9865	10111	10364	10624	10890
Deputy City Engineer	210081e	-	10599	10865	11136	11415	11701	11993	12294	12599	12914
Division Manager	150024e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Economic Development Analyst	150095e	-	6782	6952	7125	7302	7484	7672	7865	8060	8262
Facilities Manager	810040e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900

e Exempt class, See Section 4

7/21/2022 First Amendment  
Supersedes Original

**EXHIBIT 14**  
**Unit 14 – Management Classes (CFMEA), retroactively effective January 3, 2022**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Graffiti Abatement Manager	720040e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Housing & Neighborhood Revitalization Manager	230065e	-	8937	9160	9390	9624	9865	10111	10364	10624	10890
Information Services Manager	125055e	-	8937	9160	9390	9624	9865	10111	10364	10624	10890
Law Office Manager	115020e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Parks Manager	510035e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Personnel Manager	150026e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Planning Manager	220010e	-	8937	9160	9390	9624	9865	10111	10364	10624	10890
Program Manager	510040e	-	6782	6952	7125	7302	7484	7672	7865	8060	8262
Projects Administrator	150063e	-	8937	9160	9390	9624	9865	10111	10364	10624	10890
Public Works/Public Utilities Manager	210095e	-	8937	9160	9390	9624	9865	10111	10364	10624	10890
Public Works/Public Utilities Manager – Licensed Engineer	210094e	-	10342	10599	10865	11136	11414	11700	11992	12293	12598
Purchasing Manager	140005e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Records Manager	115046e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Recreation Manager	520025e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Retirement Accounting Manager	135044e	-	9160	9390	9624	9865	10111	10364	10624	10890	11163
Revenue Manager	135026e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900

e Exempt class, see Section 4.

7/21/2022 First Amendment  
 Supersedes Original

**EXHIBIT 14**  
**Unit 14 – Management Classes (CFMEA), retroactively effective January 3, 2022**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Senior Management Analyst	150023e	-	6782	6952	7125	7302	7484	7672	7865	8060	8262
Solid Waste Manager	640040e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Training Officer	150046e	-	6782	6952	7125	7302	7484	7672	7865	8060	8262
Transit Operations Manager	320055e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Wastewater Manager	620095e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Water Manager	610075e	-	8126	8330	8538	8751	8970	9193	9423	9659	9900
Water/Wastewater Manager-Certified	620096e	-	9344	9576	9816	10062	10314	10571	10835	11106	11384

e Exempt class, see Section 4.

*7/21/2022 First Amendment  
 Supersedes Original*

**EXHIBIT 14**  
**Unit 14 – Management Classes (CFMEA), retroactively effective June 20, 2022**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	6986	7161	7339	7522	7709	7903	8101	8302	8510
Administrative Manager	220025e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Airports Marketing & Public Relations Coordinator	310150e	-	6986	7161	7339	7522	7709	7903	8101	8302	8510
Airports Operations Manager	310020e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Airports Planning Manager	310019e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Airports Properties Manager	310021e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Airports Safety Management Systems Manager	310161e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Assistant City Clerk	115030e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Building Services Manager	230031e	-	10917	11191	11471	11758	12053	12353	12663	12977	13302
Business Manager	150019e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Communications Manager	125060e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Construction Manager	210096e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Crime Scene Investigation Bureau Manager	410015e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Cybersecurity Manager	125092e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Deputy City Engineer	210081e	-	10917	11191	11471	11758	12053	12353	12663	12977	13302
Division Manager	150024e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Economic Development Analyst	150095e	-	6986	7161	7339	7522	7709	7903	8101	8302	8510
Emergency Services Dispatch Manager*	410005e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Facilities Manager	810040e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197

e Exempt class, See Section 4

7/21/2022 First Amendment Supersedes Original

\*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

**EXHIBIT 14**  
**Unit 14 – Management Classes (CFMEA), retroactively effective June 20, 2022**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Graffiti Abatement Manager	720040e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Housing & Neighborhood Revitalization Manager	230065e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Information Services Manager	125055e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Law Office Manager	115020e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Parks Manager	510035e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Personnel Manager	150026e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Planning Manager	220010e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Program Manager	510040e	-	6986	7161	7339	7522	7709	7903	8101	8302	8510
Projects Administrator	150063e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Public Works/Public Utilities Manager	210095e	-	9206	9435	9672	9913	10161	10415	10675	10943	11217
Public Works/Public Utilities Manager – Licensed Engineer	210094e	-	10653	10917	11191	11471	11757	12051	12352	12662	12976
Purchasing Manager	140005e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Records Manager	115046e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Recreation Manager	520025e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Retirement Accounting Manager	135044e	-	9435	9672	9913	10161	10415	10675	10943	11217	11498
Revenue Manager	135026e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197

e Exempt class, See Section 4

7/21/2022 First Amendment  
 Supersedes Original

**EXHIBIT 14**  
**Unit 14 – Management Classes (CFMEA), retroactively effective June 20, 2022**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Senior Management Analyst	150023e	-	6986	7161	7339	7522	7709	7903	8101	8302	8510
Solid Waste Manager	640040e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Training Officer	150046e	-	6986	7161	7339	7522	7709	7903	8101	8302	8510
Transit Operations Manager	320055e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Wastewater Manager	620095e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Water Manager	610075e	-	8370	8580	8795	9014	9240	9469	9706	9949	10197
Water/Wastewater Manager-Certified	620096e	-	9625	9864	10111	10364	10624	10889	11161	11440	11726

e Exempt class, See Section 4

7/21/2022 First Amendment  
 Supersedes Original

**EXHIBIT 14**  
**Unit 14 – Management Classes (CFMEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Administrative Manager	220025e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Airports Marketing & Public Relations Coordinator	310150e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Airports Operations Manager	310020e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Airports Planning Manager	310019e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Airports Properties Manager	310021e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Airports Safety Management Systems Manager	310161e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Assistant City Clerk	115030e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Building Services Manager	230031e	-	11245	11527	11816	12111	12415	12724	13043	13367	13702
Business Manager	150019e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Communications Manager	125060e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Construction Manager	210096e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Crime Scene Investigation Bureau Manager	410015e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Cybersecurity Manager	125092e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Deputy City Engineer	210081e	-	11245	11527	11816	12111	12415	12724	13043	13367	13702
Division Manager	150024e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Economic Development Analyst	150095e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Emergency Services Dispatch Manager*	410005e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Facilities Manager	810040e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503

e Exempt class, See Section 4

7/21/2022 First Amendment Supersedes Original

\*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

SEE APPENDIX FOR FOOTNOTES

**EXHIBIT 14**  
**Unit 14 – Management Classes (CFMEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Graffiti Abatement Manager	720040e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Housing & Neighborhood Revitalization Manager	230065e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Information Services Manager	125055e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Law Office Manager	115020e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Parks Manager	510035e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Personnel Manager	150026e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Planning Manager	220010e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Program Manager	510040e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Projects Administrator	150063e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Public Works/Public Utilities Manager	210095e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Public Works/Public Utilities Manager – Licensed Engineer	210094e	-	10973	11245	11527	11816	12110	12413	12723	13042	13366
Purchasing Manager	140005e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Records Manager	115046e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Recreation Manager	520025e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Retirement Accounting Manager	135044e	-	9719	9963	10211	10466	10728	10996	11272	11554	11843
Revenue Manager	135026e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503

e Exempt class, See Section 4

7/21/2022 First Amendment  
 Supersedes Original

**EXHIBIT 14**  
**Unit 14 – Management Classes (CFMEA), effective June 19, 2023**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Senior Management Analyst	150023e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Solid Waste Manager	640040e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Training Officer	150046e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Transit Operations Manager	320055e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Wastewater Manager	620095e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Water Manager	610075e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Water/Wastewater Manager-Certified	620096e	-	9914	10160	10415	10675	10943	11216	11496	11784	12078

## 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
Bus Driver – F Step (320015)	1/1/17	Bus Driver – E Step (320015)	100%	1/1/17
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 Revitalization Specialist – F Step (230053)	10/3/16	Community Revitalization Specialist – E Step (230053)	100%	10/3/16
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

**EXHIBIT 16**

**Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16**

Classification Title	Deleted	Benchmarked To	Percent	Effective
Industrial Electrician Supervisor (720020)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Labor Relations Secretary (115010)	7/1/18	Executive Assistant to Department Director (115003)	100%	7/1/18
Laboratory Supervisor (620014)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Management Analyst III (150022)	7/1/18	Business Manager (150019)	100%	7/1/18
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
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

**EXHIBIT 16**

**Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16**

Classification Title	Deleted	Benchmarked To	Percent	Effective
Waste Collector II (640020)	9/5/16	Sanitation Operator (640021)	84.19%	9/5/16
Waste Container Maintenance Worker (640011)	9/5/16	Waste Container Maintenance Worker (640010)	117.65%	9/5/16
Wastewater Lead Distributor (620051)	9/5/16	Wastewater Distributor Technician (620050)	118.92%	9/5/16
Wastewater Treatment Maintenance Supervisor (620070)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Water System Operator I (610025)	7/1/18	Water Distribution/Production Technician (610028)	100%	7/1/18
Water System Operator II (610026)	7/1/18	Water Distribution/Production Specialist (610029)	100%	7/1/18
Water System Operator III (610027)	7/1/18	Senior Water Treatment Plant Operator (610039)	90.79%	7/1/18

## 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, TODD STERMER, 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 \_\_\_\_\_, 2022.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2022  
Mayor Approval/No Return: \_\_\_\_\_, 2022  
Mayor Veto: \_\_\_\_\_, 2022  
Council Override Vote: \_\_\_\_\_, 2022

TODD STERMER  
City Clerk

BY: \_\_\_\_\_  
Deputy

APPROVED AS TO FORM:  
CITY ATTORNEY'S OFFICE

BY: \_\_\_\_\_  
Jenni DeRuosi, Senior Deputy City Attorney