City of FRESNO

Fiscal Year 2026

(July 1, 2025 – June 30, 2026)

Salary Resolution

Personnel Services Department

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Fiscal Year 2026 Salary Resolution

Resolution No. 2025-177

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 6

SECTION 4. EXEMPT JOB CLASSES 6

SECTION 5. WAGES, OVERTIME AND SICK LEAVE FOR TEMPORARY EMPLOYEES 7

SECTION 6. FLEXIBLE STAFFING 8

SECTION 7. ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2 8

SECTION 8. MANAGEMENT LEAVE (formerly “Administrative Leave”)/SUPPLEMENTAL MANAGEMENT LEAVE 9

SECTION 9. ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2 11

SECTION 10. HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2 13

SECTION 11. SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES 14

SECTION 12. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2 14

SECTION 13. SALARY RATES 15

SECTION 14. PROFESSIONAL CERTIFICATE AND LICENSE PAY 15

SECTION 15. BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES 16

SECTION 16. BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2 17

SECTION 17. COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2 20

SECTION 18. BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, AND LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES 22

SECTION 19. CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS 28

SECTION 20. SPECIAL PROVISIONS FOR EMPLOYEES ON LEAVE FOR MILITARY SERVICE 30

SECTION 21. BEREAVEMENT LEAVE 30

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 31

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 32

SECTION 24. BENCHMARKING DELETED CLASSIFICATIONS AND PAY STEPS 32

SECTION 25. IN-SERVICE DISTRIBUTION 33

SECTION 26. RECRUITMENT AND RETENTION INCENTIVE 33

SECTION 27. UNUSUAL CIRCUMSTANCES 36

SECTION 28. CONFLICTING RESOLUTIONS 36

SECTION 29. RESOLUTION EFFECTIVE DATE 36

RESOLUTION NO. 2025-177

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 2026.

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. BASE SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN

The step plan of each base 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.

E. Progression to successive steps in the salary range shall be automatic with two exceptions.

1. Following an unsatisfactory performance evaluation, a step progression may be delayed by the appointing authority for not more than six (6) months and more than six (6) months only with approval of the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

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.

F. Employees in Unit 2 may receive pay increases at the discretion of the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees or as otherwise included in employment contracts in accordance with the City of Fresno Transparency Act.

G. For employees who work a 40-hour work week, six (6) months of service equals 1,040 hours of service, and one (1) year of service equals 2,080 hours of service. For employees who work a 42-hour work week, six (6) months of service equals 1,092 hours of service and one (1) year of service equals 2,184 hours of service. An employee who works a 56 hour workweek, six (6) months of service equals 1,456 hours of service, and one (1) year of service equals 2,912 hours of service.

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

I. 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 requires 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.

J. When a class is assigned a new salary range, the salary of an employee in such class shall be adjusted to the same relative step in the new salary range, and such adjustment shall not alter the employee's anniversary date for purposes of future step increases in the class.

K. A permanent employee, 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 I above.

L. If an employee's base salary is above the highest step of the range, excluding demotions, transfers and reductions in force, 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.

M. Except as noted in Section 2, subsection E above, for those positions in a step plan, 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:

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

For purposes of this section, leave without pay, in reference to step advancement, shall be adjusted appropriately for 42-hour employees:

At least	But less than	Calendar Weeks delayed
1 hour	42 hours	None
42 hours	126 hours	2
126 hours	210 hours	4
210 hours	294 hours	6

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

At least	But less than	Calendar Weeks delayed
1 hour	56 hours	None
56 hours	168 hours	2
168 hours	280 hours	4
280 hours	392 hours	6

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

N. Transfer to a different classification 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.

O. In lieu of a Salary Step Plan, an Executive Pay Range Plan with a maximum and minimum pay 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 – State & Local Government Workers (i.e., across the board pay increases), 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 enter the Deferred Retirement Option Program (hereafter "DROP") or retire not having entered DROP on or after July 1, 2015, shall have any previously held Executive Pay Range salaries determined in accordance with Section 2, Subsection (O)(2)(b).

d. System members who enter DROP or retire not having entered 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 before entering DROP or retiring not having entered DROP, shall have any previously held Executive Pay Range salaries determined in accordance with Section 2, Subsection (O)(2)(b).

P. 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, and the hourly rate of pay for employees whose schedule is 42 hours per week is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,184.

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 workday 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 eighty (80) 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^{th}) 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, grandchild; designated person (limited to one designated person per 12 month period); 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 California Labor Code sections 245, 246, 233, and other applicable law .

   b. Temporary employees may use up to five (5) days as Protected Sick Leave or forty (40) hours, whichever is greater, in each fiscal year (July 1 through June 30). Sick Leave may be used beginning on the nineth (90th) day of employment.

5. Temporary employees who leave City employment and return within one (1) year from the date of separation will have their previously accrued and unused paid Sick Leave restored.

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 12 holidays of eight (8) hours. An employee who is off on a holiday, which is a regular work day, shall receive eight (8) hours pay for the holiday. 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 workday, 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. One hundred eight (108) hours shall be credited to employees in the E1-E5 Executive Pay Range on the first day in July of each fiscal year. Ninety (90) hours shall be credited to employees in the E6 & E7 Executive Pay Range on the first day in July of each 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 new employment by the City or promotion 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 one hundred and eight (108) hours of Management Leave during the fiscal year in which it is credited. Employees in E6 & E7 Executive Pay Ranges may request payment and be compensated for up to ninety (90) 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 sixty (60) 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 one hundred and eight (108) 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.

4. Cash outs received under this provision will be considered pensionable for retirement purposes for members in the Employees Retirement System.

B. For exempt employees in Exhibit 2, Supplemental Management Leave shall be granted as follows:

1. 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 1st of Supplemental Management Leave for employees in the E1-E5 Executive Pay Range.

2. The additional Supplemental Management Leave granted cannot be cashed out by employees but will be automatically transferred to a Special HRA Bank if unused or may be put into a special HRA bank at the employee's election, consistent with the below provisions.

3. Up to thirty-two hours (32) of Supplemental Management Leave per fiscal year may be transferred to a Special Health Reimbursement Arrangement (HRA) Bank (Section 16F) 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 or upon separation of employment. 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.

4. Interim and provisional appointments to classifications in E1-E5 Executive Pay Range are not eligible for the Supplemental Management Leave.

5. Supplemental Management Leave not used by the end of each fiscal year will be automatically transferred to the Special HRA Bank.

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 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 But Less Than Twenty (20) Years – For such employees who have been employed by the City for ten (10) years but less than twenty (20) years 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.

Twenty Years (20) or More – For employees who have been employed by the City for twenty (20) years or more, the Annual Leave accrual rate will be 20 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, E22, E23, and E24 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.

c. At the discretion of the Appointing Authority, employees in Unit 2 that are at the accumulation limit for Annual Leave for a minimum of one (1) complete month with no usage, are eligible to earn Special HRA credits at the same rate as Annual Leave. Special HRA credits will only be accrued when the employee has reached their Annual Leave accumulation limit. Special HRA credits may be converted to HRA eligible hours upon retirement. Once the employee resumes accruing Annual Leave, Special HRA credits will not accrue. Employees will not earn Annual Leave and Special HRA credits in the same month. Special HRA credits have no cash value.

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 1st and March 31st; no cash out may be completed between April 1st and June 30th. Payments between January 1st and March 31st may be halted when the City Manager declares that the City's fiscal condition is such that it is not feasible to make such payments. 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, 245, 246 and other applicable law, 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 1st and January 1st 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 1st and March 31st; 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 to fulfill a legal obligation of the employer, 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. At separation from City service for retirement purposes, accumulated Holiday Leave shall either be cashed out at the employee's option or credited to a Health Reimbursement Arrangement (HRA account for the employee at one hundred percent (100%) of the employees then current hourly base rate of pay if eligible for service retirement in accordance with HRA Plan Document.C.

E. 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;
- 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 sections 233, 245, 246, and other applicable law. Use of Protected Sick Leave must be authorized and recorded by the department director or designee.

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

SECTION 12. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2

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

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

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

SECTION 13. SALARY RATES

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

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

Professional Certificate and License Pay in this provision will be considered pensionable for retirement purposes for members in the Employee Retirement System.

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

4. American Institute of Certified Planners (AICP) Certification

Employees who hold a permanent appointment to a position in Exhibit 2 who possess an AICP Certification are eligible to receive $300 per month.

5. Doctor of Veterinary Medicine License

Employees who hold a permanent appointment to a position in Exhibit 2 who possess a Doctor of Veterinary Medicine license are eligible to receive $300 per month.

B. Employees who possess and maintain certification as a Certified Access Specialist (CASp) and are in a position identified by a department director as eligible for Certificate Pay shall receive $200 per month.

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

SECTION 15. BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES

The bilingual certification program consists of a City administered examination process whereby employees in Exhibit 2 or employees with applicable MOUs or T&Cs with Bilingual pay provisions, may apply for a bilingual examination, and if certified by the examiner, receive bilingual premium pay for interpreting and translating. In conjunction with the Director of Personnel Services, department directors or their designees, shall designate those positions or assignments for which bilingual skills are desired, unless modified by applicable MOU or T&C.

A. In order to remain eligible to receive bilingual premium pay, employees must take and pass the certification examination once every five (5) years. Employees who fail to recertify will no longer receive bilingual premium pay.

B. This bilingual certification program is not subject to the grievance or appeal process.

C. Bilingual certification examinations are conducted for Armenian, Cambodian, Hindi, Hmong, Laotian, Punjabi, Sign, Spanish and Vietnamese languages.

D. The bilingual premium pay rate for certified employees occupying permanent classes in Exhibit 2 is one hundred dollars ($100) per month, regardless of how many languages for which an employee is certified.

E. Certified employees may interpret/translate for departments/divisions they are not assigned to, provided the requesting department/division has a demonstrated customer service related need and has obtained approval from the certified employee's supervisor.

F. Certified employees shall not refuse to interpret/translate while on paid status. Refusal shall result in appropriate disciplinary action.

G. Certified employees may be assigned to any incident or investigation requiring their bilingual skills and may be required to prepare written reports related to the incident or investigation. The objective of this policy will be to utilize department resources in the most efficient way possible.

H. Except in the event of an emergency as determined by management, bilingual employees who are not certified shall not be required to interpret/translate.

SECTION 16. BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2

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

A. The City's contribution towards employee health insurance will be shared on a fifty percent (50%) basis by the City and employees, except that employees will be required to pay no more than thirty percent (30%) of the premium established by the Fresno City Employees Health and Welfare Trust Board and the City shall pay seventy percent (70%).

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

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

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

C. The City provides Long Term Disability Insurance for employees in accordance with the 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 HRAs.

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 Bereavement Leave 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 number of Special HRA hours at the time of retirement multiplied by 80 percent (80%) of the employee's then current hourly base rate of pay.

- The number of remaining accumulated Holiday Leave hours at the time of retirement, not cashed out per Section 10, Subsection D, shall be credited into an HRA account for the employee at one hundred percent (100%) 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.

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.

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:

1. Salary; and

2. 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:

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

2. Education and/or certificate pay;

3. Premium pay;

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

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

6. Leave payoff/cash out;

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

8. Payment for employee's attendance at professional organization conferences, including reimbursement of reasonable and necessary travel and subsistence expenses;

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

10. 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;

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

12. City provided contributions to insurance premiums;

13. Severance pay following an employee's termination; and

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

15. City funded deferred compensation contributions up to the IRS deferral limits set each calendar year.

16. Additional Annual Leave beyond what is authorized in Section 9 of the Salary Resolution. Additional Annual Leave provided under this section is not to exceed the total amount of Annual Leave usually earned by the employee over the course of twelve months.

17. Recruitment and/or retention incentive pay when authorized pursuant to Section 26 below.

18. Compensation paid to employees in the form of cash or any equivalent that is 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) is not authorized.

D. The following forms of compensation are authorized for employees in Exhibit 2, when included in an approved written employment contract:

1. Education and/or certificate pay;

2. Reimbursement for actual education expenses related to job position;

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

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

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

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

7. Up to six months' severance pay following an employee's termination; and

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

9. City funded contributions to deferred compensation up to the IRS deferral limits set each calendar year.

10. Additional Annual Leave beyond what is authorized in Section 9 of the Salary Resolution. Additional Annual Leave provided under this section is not to exceed the total amount of Annual Leave usually earned by the employee over the course of twelve months.

11. Recruitment and/or incentive pay when authorized pursuant to Section 26 below.

E. 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.

F. Deferred Compensation benefits shall apply to employees in Exhibit 2 who are in job classes with Executive Pay Ranges E5 through E24 as follows:

1. Employees opting to enroll in the City's Deferred Compensation plan, will have a seventy-five dollar ($75) per month employer contribution automatically deposited in their Deferred Compensation account, regardless of whether they contribute. The employer contribution shall be made in bi-weekly payments and shall not be calculated as part of base salary and shall stop at the last payroll after separation.

SECTION 18. <u>BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES</u>

A. <u>Employees in the Police Cadet series shall receive the following benefits:</u>

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 SB 616 and AB1522, Healthy Workplace Healthy Family Act of 2014, up to forty (40) hours or five (5) 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 eighty (80) 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 their previously accrued and unused paid Sick Leave restored.

7. Bilingual Premium Pay

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

8. Uniform Pay

New employees in Cadet classification who are required to purchase, maintain, and/or wear a uniform shall receive three hundred ninety-six dollars ($396) in their first paycheck for the purpose of assisting in the purchase and maintenance of uniforms. Upon completion of the initial six (6) months of employment, employees in Cadet I and Cadet II classes shall receive sixty-six dollars ($66) per month for uniform maintenance and replacement to be prorated on a pay-period-by pay period basis. In the event the new employee voluntarily leaves the position within the first six (6) months, the employee shall reimburse the City for one-sixth (1/6) of the three hundred ninety-six dollars ($396) for each full calendar month to be prorated on a pay-period-by-pay-period basis.

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 and will continue contributing to the Retirement Plan. PPT Employees who transfer, demote, or promote, into PPT position 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 PPT status, 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.

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.

6. Long Term Disability and Life Insurance for PPT Employees in Exhibit 2

PPT employees appointed in a permanent class included in Exhibit 2, shall be provided 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. The City provides Long Term Disability Insurance for PPT employees in accordance with the terms of the policy.

C. Benefits for Limited Employees and Temporary Employees

1. Limited Employees

a. Benefits for Limited employees appointed pursuant to FMC Section 3-256 who do not hold a permanent position as defined in FMC Section 3-202 to a job classification listed in Exhibit 2 or who are not permanent employees as defined in FMC Section 3-202 shall be as follows:

i. Health and Welfare and leave benefits shall be afforded to Limited employees commensurate with the benefits provided to employees in the same job classification who hold a permanent position in Exhibit 2 or permanent employees as defined by FMC Section 3-202, respectively.

ii. Limited employees shall be provided with Social Security benefits and shall not be members of the Fresno City Retirement Systems. Limited employees who participated in the plan as permanent full-time employees and whose contributions remain on deposit remain members of the Fresno City Retirement Systems and will continue contributing to the Retirement Plan.

Limited employees who transfer, demote, or promote, into Limited position 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 PPT status, 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.

iii. Limited employees shall be paid for jury duty attendance and court attendance in accordance with FMC Sections 3-109 and 3-110.

iv. Limited employees in non-exempt job classifications who are assigned to standby duty shall receive premium pay commensurate with the pay provided to permanent employees in the same job classification. Standby duty is defined as time outside of a Limited employee's work shift where management requires a Limited employee to be available to report for standby work. Standby work is

defined as the hours worked outside of a Limited employee's work shift where a Limited employee assigned to standby duty is required to report for work. In the event a Limited employee on standby duty is required to report for standby work, standby premium pay shall be discontinued once the Limited employee reports for standby work. Premium pay for standby duty and compensation for hours worked, whether the hours worked are during the Limited employee's standby work or work shift, shall not be paid concurrently. During the time the Limited employee is working standby work, the Limited employee shall be compensated at their applicable rate of pay. Time spent on standby duty shall not be considered hours worked.

b. Benefits for Limited employees appointed pursuant to FMC Section 3-256 who hold a permanent position as defined in FMC Section 3-202 to a job classification listed in Exhibit 2 or who are permanent employees as defined in FMC Section 3-202 shall continue to receive the same benefits commensurate with those provided in their permanent position or as a permanent employee, respectively, except as specifically modified herein.

2. Temporary Employees

a. Temporary employees in non-exempt job classifications who are assigned standby duty shall receive premium pay of commensurate with the pay provided to permanent employees in the same job classification. Standby duty is defined as time outside of a Temporary employee's work shift where management requires a Temporary employee to be available to report for standby work. Standby work is defined as the hours worked outside of a Temporary employee's work shift where a Temporary employee assigned to standby duty is required to report for work. In the event a Temporary employee on standby duty is required to report for standby work, standby premium pay shall be discontinued once the Temporary employee reports for standby work. Premium pay for standby duty and compensation for hours worked, whether the hours worked are during the Temporary employee's standby work or work shift, shall not be paid concurrently. During the time the Temporary employee is working standby work, the Temporary employee shall be compensated at their applicable rate of pay. Time spent on standby duty shall not be considered hours worked.

b. Permanent employees who transfer, demote, or promote, into Temporary a position 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 Temporary status, 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.

D. Use of Protected Sick Leave for Police Cadets and Permanent Part-Time Employees:

1. The employee, at their sole discretion, must determine whether to designate leave as Protected Sick Leave under California Labor Code sections 245, 246, 233, and other applicable laws. Employees shall note this designation when reporting the absence. 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:

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

   ii. 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, grandchild, or designated person (limited to one designated person per 12 month period); or,

   iii. 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. Only the first five (5) days or forty (40) hours, of Sick Leave, whichever is greater, designated by the employee for purposes as defined in subsection C.2 above on or after July 1 of each year. Sick Leave may be used beginning on the ninetieth(90th) day of employment.

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 their previously accrued and unused paid Sick Leave restored.

SECTION 19. CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS

A. Employees changing from a bargaining unit with leave banks that are the same as leave banks in the bargaining unit to which they are transferring, will maintain their existing leave balances (e.g., Vacation Leave to Vacation Leave, Sick Leave to Sick Leave, Supplemental Sick Leave to Supplemental Sick Leave), subject to Section 19, Subsection (H) Leave Caps below.

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

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

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

Conversion example:

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

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

C. Sick Leave – Employees with Sick Leave who move to a bargaining unit with Annual Leave will have their unused Sick Leave balance 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. Voluntary Leave Time (VLT) Program – Upon moving to another bargaining unit, or the unclassified service, time off previously approved under the VLT program shall be cancelled. Payroll will work directly with the impacted employee to reconcile time off actually taken and corresponding payroll deductions. Should the reconciliation result in overpayment by the employee, the City will credit the employee monies owed on the next regular paycheck. Should the reconciliation result in underpayment by the employee, authorized payroll deductions for purposes of the VLT program shall continue until the balance owed is $0. All adjustments shall be made at the employee's former rate of pay (i.e., the rate at which the VLT was approved).

I. 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

1. Employees on temporary military leaves of absence for military duty ordered for purposed of active military training, inactive duty training (military drills), encampment, naval cruises, special exercises, or like activity, provided that the period of ordered duty does not exceed 180 calendar days, including time involved in going to and returning from that duty, shall be entitled to receive their salary for the first thirty (30) calendar days of the absence, in accordance with Administrative Order 2-19 and state and federal law.

   A. Pay for temporary military leave of absences may not exceed thirty (30) calendar days in any one (1) fiscal year.

2. 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) and Government Code Section 12945.7, upon the death of a member of an employee's immediate family, the employee shall be allowed to use Sick Leave (or Annual Leave, or any other accrued and available Leave), or Leave Without Pay if the employee has exhausted all Leave balances, for up to five total working days, taken either consecutively or intermittingly, during a period of up to three (3) months after the immediate family member's death; provided, however, that members of the fire fighting forces working a twenty-four hour shift shall be allowed such Leave not to exceed two regular working shifts.

In accordance with Government Code Section 12945.2, immediate family includes: the employee's child, parent, spouse, registered domestic partner, parent-in-law, grandparent, grandchildren, sibling, or designated person (limited to one designated person per 12 month period).

An employee may use Sick Leave or Annual 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. IN-SERVICE DISTRIBUTION

A. 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.

B. Non-Retiree Terminated Employee

When an employee takes a refund of their retirement contributions and interest following termination of city service, a bona-fide employment separation is required prior to a return to city employment. For purposes of this Section 25B, "bona fide employment separation" means: (1) there has been no explicit or implicit understanding or agreement before terminating city service, and for at least 90 calendar days after their termination, between the employee and the City of their future temporary employment with the City, and (2) upon their termination, the terminated 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. 2025-177, 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, 2025.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), retroactively effective December 30, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4460	4683	4918	5164	5423
Airports Operations Leadworker	310010	12	5211	5472	5746	6034	6336
Airports Operations Specialist	310012	12	4740	4977	5226	5488	5763
Automotive Parts Leadworker	145006	12	4854	5097	5352	5620	5901
Automotive Parts Specialist	145005	12	4460	4683	4918	5164	5423
Aviation Mechanic I	410039[4]	12[4]	6136	6443	6766	7105	7461
Aviation Mechanic II	410040[4]	12[4]	6670	7004	7355	7723	8110
Aviation Mechanic Leadworker	410041	12	7338	7705	8091	8496	8921
Body & Fender Repairer I	320035[3]	12[3]	5211	5472	5746	6034	6336
Body & Fender Repairer II	320036[3]	12[3]	5840	6132	6439	6761	7100
Body & Fender Repairer Leadworker	320037	12	6423	6745	7083	7438	7810
Bus Air Conditioning Mechanic I	320030[3]	12[3]	5211	5472	5746	6034	6336
Bus Air Conditioning Mechanic II	320031[3]	12[3]	5840	6132	6439	6761	7100
Bus Air Conditioning Mechanic Leadworker	320032	12	6423	6745	7083	7438	7810
Bus Equipment Attendant Leadworker	320040	12	4740	4977	5226	5488	5763
Bus Mechanic I	320020[3]	12[3]	5211	5472	5746	6034	6336
Bus Mechanic II	320021[3]	12[3]	5840	6132	6439	6761	7100
Bus Mechanic Leadworker	320022	12	6423	6745	7083	7438	7810
Collection System Maintenance Specialist	630002	12	5270	5534	5811	6102	6408
Collection System Maintenance Technician	630001	12	4817	5058	5311	5577	5856
Combination Welder	710067	12	5796	6086	6391	6711	7047
Combination Welder Leadworker	710066	12	6359	6677	7011	7362	7731
Communications Technician	710051	12	5796	6086	6391	6711	7047
Construction & Heavy Equipment Operator	710025	12	5377	5646	5929	6226	6538
Cross Connection Control Specialist	610040	12	5854	6147	6455	6778	7117

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), retroactively effective December 30, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Custodian	810001	12	3589	3769	3958	4156	4364
Equipment Service Worker I	710075	12	4460	4683	4918	5164	5423
Equipment Service Worker II	710076	12	4854	5097	5352	5620	5901
Fire Equipment Mechanic I	420010[3]	12[3]	5211	5472	5746	6034	6336
Fire Equipment Mechanic II	420011[3]	12[3]	5840	6132	6439	6761	7100
Fire Equipment Mechanic Leadworker	420012	12	6423	6745	7083	7438	7810
Graffiti Abatement Technician	710009	12	4249	4462	4686	4921	5168
Heavy Equipment Mechanic I	710100[3]	12[3]	5211	5472	5746	6034	6336
Heavy Equipment Mechanic II	710101[3]	12[3]	5840	6132	6439	6761	7100
Heavy Equipment Mechanic Leadworker	710102	12	6423	6745	7083	7438	7810
Instrumentation Specialist	620025[4]	12[4]	6086	6391	6711	7047	7400
Instrumentation Technician	620026[4]	12[4]	5537	5814	6105	6411	6732
Irrigation Specialist	510005	12	4676	4910	5156	5414	5685
Laborer	710005	12	3589	3769	3958	4156	4364
Light Equipment Mechanic I	710095[3]	12[3]	5211	5472	5746	6034	6336
Light Equipment Mechanic II	710096[3]	12[3]	5840	6132	6439	6761	7100
Light Equipment Mechanic Leadworker	710097	12	6423	6745	7083	7438	7810
Light Equipment Operator	710020	12	4740	4977	5226	5488	5763
Maintenance & Construction Worker	710015	12	4333	4550	4778	5017	5268
Maintenance & Operations Assistant	710001	12	3589	3769	3958	4156	4364
Maintenance Carpenter I	810020	12	4778	5017	5268	5532	5809
Maintenance Carpenter II	810021	12	5270	5534	5811	6102	6408
Park Equipment Mechanic I	710109[4]	12[4]	4307	4523	4750	4988	5238
Park Equipment Mechanic II	710110[4]	12[4]	4740	4977	5226	5488	5763
Park Equipment Mechanic Leadworker	710111	12	5211	5472	5746	6034	6336

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), retroactively effective December 30, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125[4]	12[4]	3891	4086	4291	4506	4732
Parking Meter Attendant II	710126[4]	12[4]	4307	4523	4750	4988	5238
Parking Meter Attendant Leadworker	710127	12	4709	4945	5193	5453	5726
Parks Maintenance Leadworker	510003	12	4676	4910	5156	5414	5685
Parks Maintenance Worker I	510001	12	3589	3769	3958	4156	4364
Parks Maintenance Worker II	510002	12	4249	4462	4686	4921	5168
Power Generation Operator/Mechanic	620055	12	6416	6737	7074	7428	7800
Property Maintenance Leadworker	810007	12	4778	5017	5268	5532	5809
Property Maintenance Worker	810006	12	4460	4683	4918	5164	5423
Roofer	810010	12	4355	4573	4802	5043	5296
Sanitation Operator	640021	12	4740	4977	5226	5488	5763
Senior Collection System Maintenance Specialist	630004	12	5798	6088	6393	6713	7049
Senior Communications Technician	710052	12	6359	6677	7011	7362	7731
Senior Construction & Heavy Equipment Operator	710026	12	6617	6948	7296	7661	8045
Senior Custodian	810002	12	3891	4086	4291	4506	4732
Senior Sanitation Operator	640022	12	5377	5646	5929	6226	6538
Senior Wastewater Mechanical Specialist	620062	12	6306	6622	6954	7302	7668
Senior Wastewater Treatment Plant Operator	620043	12	6995	7345	7713	8099	8504
Senior Water Distribution/Production Operator	610030	12	6995	7345	7713	8099	8504
Senior Water Treatment Plant Operator	610039	12	7321	7688	8073	8477	8901
Solid Waste Safety & Training Specialist	640005	12	5128	5385	5655	5938	6235
Street Maintenance Leadworker	710040	12	4854	5097	5352	5620	5901
Street Sweeper Lead Operator	710036	12	5211	5472	5746	6034	6336
Street Sweeper Operator	710035	12	4740	4977	5226	5488	5763
Tire Maintenance & Repair Technician	710081	12	4854	5097	5352	5620	5901

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), retroactively effective December 30, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Tire Maintenance Worker	710080	12	4460	4683	4918	5164	5423
Traffic Maintenance Leadworker	710046	12	4854	5097	5352	5620	5901
Traffic Maintenance Worker I	710044[4]	12[4]	4003	4204	4415	4636	4868
Traffic Maintenance Worker II	710045[4]	12[4]	4404	4625	4857	5100	5355
Tree Trimmer Leadworker	510010	12	4817	5058	5311	5577	5856
Utility Leadworker	710010	12	4676	4910	5156	5414	5685
Vehicle Upfitter	710050	12	5270	5534	5811	6102	6408
Waste Container Maintenance Worker	640010	12	3891	4086	4291	4506	4732
Wastewater Distributor Technician	620050	12	4404	4625	4857	5100	5355
Wastewater Mechanical Specialist	620061	12	5854	6147	6455	6778	7117
Wastewater Mechanical Technician	620060	12	5270	5534	5811	6102	6408
Wastewater Treatment Plant Operator-In-Training	620040[1]	-	4663	4897	5142	5400	5671
Wastewater Treatment Plant Specialist	620042[5]	12[5]	6168	6477	6801	7142	7500
Wastewater Treatment Plant Technician	620041[5]	12[5]	5830	6122	6429	6751	7089
Water Distribution/Production Specialist	610029	12	5854	6147	6455	6778	7117
Water Distribution/Production Technician	610028	12	5270	5534	5811	6102	6408
Water Maintenance Mechanic Specialist	610032	12	5830	6122	6429	6751	7089
Water Maintenance Mechanic Technician	610031	12	5270	5534	5811	6102	6408
Water Quality Specialist	610034	12	5854	6147	6455	6778	7117
Water Quality Technician	610033	12	5270	5534	5811	6102	6408
Water System Trainee	610023[1]	-	3589	3769	3958	4156	4364
Water Treatment Plant Operator	610042	12	6359	6677	7011	7362	7731
Water Treatment Plant Operator-In-Training	610041[1]	-	4709	4945	5193	5453	5726

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 15, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4661	4894	5140	5397	5668
Airports Operations Leadworker	310010	12	5446	5719	6005	6306	6622
Airports Operations Specialist	310012	12	4954	5201	5462	5735	6023
Automotive Parts Leadworker	145006	12	5073	5327	5593	5873	6167
Automotive Parts Specialist	145005	12	4661	4894	5140	5397	5668
Aviation Mechanic I	410039[4]	12[4]	6413	6733	7071	7425	7797
Aviation Mechanic II	410040[4]	12[4]	6971	7320	7686	8071	8475
Aviation Mechanic Leadworker	410041	12	7669	8052	8456	8879	9323
Body & Fender Repairer I	320035[3]	12[3]	5446	5719	6005	6306	6622
Body & Fender Repairer II	320036[3]	12[3]	6103	6408	6729	7066	7420
Body & Fender Repairer Leadworker	320037	12	6713	7049	7402	7773	8162
Bus Air Conditioning Mechanic I	320030[3]	12[3]	5446	5719	6005	6306	6622
Bus Air Conditioning Mechanic II	320031[3]	12[3]	6103	6408	6729	7066	7420
Bus Air Conditioning Mechanic Leadworker	320032	12	6713	7049	7402	7773	8162
Bus Equipment Attendant Leadworker	320040	12	4954	5201	5462	5735	6023
Bus Mechanic I	320020[3]	12[3]	5446	5719	6005	6306	6622
Bus Mechanic II	320021[3]	12[3]	6103	6408	6729	7066	7420
Bus Mechanic Leadworker	320022	12	6713	7049	7402	7773	8162
Collection System Maintenance Specialist	630002	12	5508	5784	6073	6377	6697
Collection System Maintenance Technician	630001	12	5034	5286	5550	5828	6120
Combination Welder	710067	12	6057	6360	6679	7013	7365
Combination Welder Leadworker	710066	12	6646	6978	7327	7694	8079
Communications Technician	710051	12	6057	6360	6679	7013	7365
Construction & Heavy Equipment Operator	710025	12	5619	5901	6196	6507	6833
Cross Connection Control Specialist	610040	12	6118	6424	6746	7084	7438

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.
Effective 12/15/2025 by the Fourteenth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 15, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Custodian	810001	12	3751	3939	4137	4344	4561
Equipment Service Worker I	710075	12	4661	4894	5140	5397	5668
Equipment Service Worker II	710076	12	5073	5327	5593	5873	6167
Fire Equipment Mechanic I	420010[3]	12[3]	5446	5719	6005	6306	6622
Fire Equipment Mechanic II	420011[3]	12[3]	6103	6408	6729	7066	7420
Fire Equipment Mechanic Leadworker	420012	12	6713	7049	7402	7773	8162
Graffiti Abatement Technician	710009	12	4441	4663	4897	5143	5401
Heavy Equipment Mechanic I	710100[3]	12[3]	5446	5719	6005	6306	6622
Heavy Equipment Mechanic II	710101[3]	12[3]	6103	6408	6729	7066	7420
Heavy Equipment Mechanic Leadworker	710102	12	6713	7049	7402	7773	8162
Instrumentation Specialist	620025[4]	12[4]	6360	6679	7013	7365	7733
Instrumentation Technician	620026[4]	12[4]	5787	6076	6380	6700	7035
Irrigation Specialist	510005	12	4887	5131	5389	5658	5941
Laborer	710005	12	3751	3939	4137	4344	4561
Light Equipment Mechanic I	710095[3]	12[3]	5446	5719	6005	6306	6622
Light Equipment Mechanic II	710096[3]	12[3]	6103	6408	6729	7066	7420
Light Equipment Mechanic Leadworker	710097	12	6713	7049	7402	7773	8162
Light Equipment Operator	710020	12	4954	5201	5462	5735	6023
Maintenance & Construction Worker	710015	12	4528	4755	4994	5243	5506
Maintenance & Operations Assistant	710001	12	3751	3939	4137	4344	4561
Maintenance Carpenter I	810020	12	4994	5243	5506	5781	6071
Maintenance Carpenter II	810021	12	5508	5784	6073	6377	6697
Park Equipment Mechanic I	710109[4]	12[4]	4501	4727	4964	5213	5474
Park Equipment Mechanic II	710110[4]	12[4]	4954	5201	5462	5735	6023
Park Equipment Mechanic Leadworker	710111	12	5446	5719	6005	6306	6622

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.
Effective 12/15/2025 by the Fourteenth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 15, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125[4]	12[4]	4067	4270	4485	4709	4945
Parking Meter Attendant II	710126[4]	12[4]	4501	4727	4964	5213	5474
Parking Meter Attendant Leadworker	710127	12	4921	5168	5427	5699	5984
Parks Maintenance Leadworker	510003	12	4887	5131	5389	5658	5941
Parks Maintenance Worker I	510001	12	3751	3939	4137	4344	4561
Parks Maintenance Worker II	510002	12	4441	4663	4897	5143	5401
Power Generation Operator/Mechanic	620055	12	6705	7041	7393	7763	8151
Property Maintenance Leadworker	810007	12	4994	5243	5506	5781	6071
Property Maintenance Worker	810006	12	4661	4894	5140	5397	5668
Roofer	810010	12	4551	4779	5019	5270	5535
Sanitation Operator	640021	12	4954	5201	5462	5735	6023
Senior Collection System Maintenance Specialist	630004	12	6059	6362	6681	7016	7367
Senior Communications Technician	710052	12	6646	6978	7327	7694	8079
Senior Construction & Heavy Equipment Operator	710026	12	6915	7261	7625	8006	8408
Senior Custodian	810002	12	4067	4270	4485	4709	4945
Senior Sanitation Operator	640022	12	5619	5901	6196	6507	6833
Senior Wastewater Mechanical Specialist	620062	12	6590	6920	7267	7631	8014
Senior Wastewater Treatment Plant Operator	620043	12	7310	7676	8061	8464	8887
Senior Water Distribution/Production Operator	610030	12	7310	7676	8061	8464	8887
Senior Water Treatment Plant Operator	610039	12	7651	8034	8437	8859	9302
Solid Waste Safety & Training Specialist	640005	12	5359	5628	5910	6206	6516
Street Maintenance Leadworker	710040	12	5073	5327	5593	5873	6167
Street Sweeper Lead Operator	710036	12	5446	5719	6005	6306	6622
Street Sweeper Operator	710035	12	4954	5201	5462	5735	6023
Tire Maintenance & Repair Technician	710081	12	5073	5327	5593	5873	6167

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.

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EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 15, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Tire Maintenance Worker	710080	12	4661	4894	5140	5397	5668
Traffic Maintenance Leadworker	710046	12	5073	5327	5593	5873	6167
Traffic Maintenance Worker I	710044[4]	12[4]	4184	4394	4614	4845	5088
Traffic Maintenance Worker II	710045[4]	12[4]	4603	4834	5076	5330	5596
Tree Trimmer Leadworker	510010	12	5034	5286	5550	5828	6120
Utility Leadworker	710010	12	4887	5131	5389	5658	5941
Vehicle Upfitter	710050	12	5508	5784	6073	6377	6697
Waste Container Maintenance Worker	640010	12	4067	4270	4485	4709	4945
Wastewater Distributor Technician	620050	12	4603	4834	5076	5330	5596
Wastewater Mechanical Specialist	620061	12	6118	6424	6746	7084	7438
Wastewater Mechanical Technician	620060	12	5508	5784	6073	6377	6697
Wastewater Treatment Plant Operator-In-Training	620040[1]	-	4873	5118	5374	5643	5927
Wastewater Treatment Plant Specialist	620042[5]	12[5]	6446	6769	7108	7464	7838
Wastewater Treatment Plant Technician	620041[5]	12[5]	6093	6398	6719	7055	7409
Water Distribution/Production Specialist	610029	12	6118	6424	6746	7084	7438
Water Distribution/Production Technician	610028	12	5508	5784	6073	6377	6697
Water Maintenance Mechanic Specialist	610032	12	6093	6398	6719	7055	7409
Water Maintenance Mechanic Technician	610031	12	5508	5784	6073	6377	6697
Water Quality Specialist	610034	12	6118	6424	6746	7084	7438
Water Quality Technician	610033	12	5508	5784	6073	6377	6697
Water System Trainee	610023[1]	-	3751	3939	4137	4344	4561
Water Treatment Plant Operator	610042	12	6646	6978	7327	7694	8079
Water Treatment Plant Operator-In-Training	610041[1]	-	4921	5168	5427	5699	5984

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

Effective 12/15/2025 by the Fourteenth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 15, 2026							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4801	5041	5295	5559	5839
Airports Operations Leadworker	310010	12	5610	5891	6186	6496	6821
Airports Operations Specialist	310012	12	5103	5358	5626	5908	6204
Automotive Parts Leadworker	145006	12	5226	5487	5761	6050	6353
Automotive Parts Specialist	145005	12	4801	5041	5295	5559	5839
Aviation Mechanic I	410039[4]	12[4]	6606	6935	7284	7648	8031
Aviation Mechanic II	410040[4]	12[4]	7181	7540	7917	8314	8730
Aviation Mechanic Leadworker	410041	12	7900	8294	8710	9146	9603
Body & Fender Repairer I	320035[3]	12[3]	5610	5891	6186	6496	6821
Body & Fender Repairer II	320036[3]	12[3]	6287	6601	6931	7278	7643
Body & Fender Repairer Leadworker	320037	12	6915	7261	7625	8007	8407
Bus Air Conditioning Mechanic I	320030[3]	12[3]	5610	5891	6186	6496	6821
Bus Air Conditioning Mechanic II	320031[3]	12[3]	6287	6601	6931	7278	7643
Bus Air Conditioning Mechanic Leadworker	320032	12	6915	7261	7625	8007	8407
Bus Equipment Attendant Leadworker	320040	12	5103	5358	5626	5908	6204
Bus Mechanic I	320020[3]	12[3]	5610	5891	6186	6496	6821
Bus Mechanic II	320021[3]	12[3]	6287	6601	6931	7278	7643
Bus Mechanic Leadworker	320022	12	6915	7261	7625	8007	8407
Collection System Maintenance Specialist	630002	12	5674	5958	6256	6569	6898
Collection System Maintenance Technician	630001	12	5186	5445	5717	6003	6304
Combination Welder	710067	12	6239	6551	6880	7224	7586
Combination Welder Leadworker	710066	12	6846	7188	7547	7925	8322
Communications Technician	710051	12	6239	6551	6880	7224	7586
Construction & Heavy Equipment Operator	710025	12	5788	6079	6382	6703	7038
Cross Connection Control Specialist	610040	12	6302	6617	6949	7297	7662

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

Effective 12/15/2025 by the Fourteenth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 15, 2026							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Custodian	810001	12	3864	4058	4262	4475	4698
Equipment Service Worker I	710075	12	4801	5041	5295	5559	5839
Equipment Service Worker II	710076	12	5226	5487	5761	6050	6353
Fire Equipment Mechanic I	420010[3]	12[3]	5610	5891	6186	6496	6821
Fire Equipment Mechanic II	420011[3]	12[3]	6287	6601	6931	7278	7643
Fire Equipment Mechanic Leadworker	420012	12	6915	7261	7625	8007	8407
Graffiti Abatement Technician	710009	12	4575	4803	5044	5298	5564
Heavy Equipment Mechanic I	710100[3]	12[3]	5610	5891	6186	6496	6821
Heavy Equipment Mechanic II	710101[3]	12[3]	6287	6601	6931	7278	7643
Heavy Equipment Mechanic Leadworker	710102	12	6915	7261	7625	8007	8407
Instrumentation Specialist	620025[4]	12[4]	6551	6880	7224	7586	7965
Instrumentation Technician	620026[4]	12[4]	5961	6259	6572	6901	7247
Irrigation Specialist	510005	12	5034	5285	5551	5828	6120
Laborer	710005	12	3864	4058	4262	4475	4698
Light Equipment Mechanic I	710095[3]	12[3]	5610	5891	6186	6496	6821
Light Equipment Mechanic II	710096[3]	12[3]	6287	6601	6931	7278	7643
Light Equipment Mechanic Leadworker	710097	12	6915	7261	7625	8007	8407
Light Equipment Operator	710020	12	5103	5358	5626	5908	6204
Maintenance & Construction Worker	710015	12	4664	4898	5144	5401	5672
Maintenance & Operations Assistant	710001	12	3864	4058	4262	4475	4698
Maintenance Carpenter I	810020	12	5144	5401	5672	5955	6254
Maintenance Carpenter II	810021	12	5674	5958	6256	6569	6898
Park Equipment Mechanic I	710109[4]	12[4]	4637	4869	5113	5370	5639
Park Equipment Mechanic II	710110[4]	12[4]	5103	5358	5626	5908	6204
Park Equipment Mechanic Leadworker	710111	12	5610	5891	6186	6496	6821

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.

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Effective 12/15/2025 by the Fourteenth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 15, 2026							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125[4]	12[4]	4190	4399	4620	4851	5094
Parking Meter Attendant II	710126[4]	12[4]	4637	4869	5113	5370	5639
Parking Meter Attendant Leadworker	710127	12	5069	5324	5590	5870	6164
Parks Maintenance Leadworker	510003	12	5034	5285	5551	5828	6120
Parks Maintenance Worker I	510001	12	3864	4058	4262	4475	4698
Parks Maintenance Worker II	510002	12	4575	4803	5044	5298	5564
Power Generation Operator/Mechanic	620055	12	6907	7253	7615	7996	8396
Property Maintenance Leadworker	810007	12	5144	5401	5672	5955	6254
Property Maintenance Worker	810006	12	4801	5041	5295	5559	5839
Roofer	810010	12	4688	4923	5170	5429	5702
Sanitation Operator	640021	12	5103	5358	5626	5908	6204
Senior Collection System Maintenance Specialist	630004	12	6241	6553	6882	7227	7589
Senior Communications Technician	710052	12	6846	7188	7547	7925	8322
Senior Construction & Heavy Equipment Operator	710026	12	7123	7479	7854	8247	8661
Senior Custodian	810002	12	4190	4399	4620	4851	5094
Senior Sanitation Operator	640022	12	5788	6079	6382	6703	7038
Senior Wastewater Mechanical Specialist	620062	12	6788	7128	7486	7860	8255
Senior Wastewater Treatment Plant Operator	620043	12	7530	7907	8303	8718	9154
Senior Water Distribution/Production Operator	610030	12	7530	7907	8303	8718	9154
Senior Water Treatment Plant Operator	610039	12	7881	8276	8691	9125	9582
Solid Waste Safety & Training Specialist	640005	12	5520	5797	6088	6393	6712
Street Maintenance Leadworker	710040	12	5226	5487	5761	6050	6353
Street Sweeper Lead Operator	710036	12	5610	5891	6186	6496	6821
Street Sweeper Operator	710035	12	5103	5358	5626	5908	6204
Tire Maintenance & Repair Technician	710081	12	5226	5487	5761	6050	6353

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.

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Effective 12/15/2025 by the Fourteenth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 1 Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 15, 2026							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Tire Maintenance Worker	710080	12	4801	5041	5295	5559	5839
Traffic Maintenance Leadworker	710046	12	5226	5487	5761	6050	6353
Traffic Maintenance Worker I	710044[4]	12[4]	4310	4526	4753	4991	5241
Traffic Maintenance Worker II	710045[4]	12[4]	4742	4980	5229	5490	5764
Tree Trimmer Leadworker	510010	12	5186	5445	5717	6003	6304
Utility Leadworker	710010	12	5034	5285	5551	5828	6120
Vehicle Upfitter	710050	12	5674	5958	6256	6569	6898
Waste Container Maintenance Worker	640010	12	4190	4399	4620	4851	5094
Wastewater Distributor Technician	620050	12	4742	4980	5229	5490	5764
Wastewater Mechanical Specialist	620061	12	6302	6617	6949	7297	7662
Wastewater Mechanical Technician	620060	12	5674	5958	6256	6569	6898
Wastewater Treatment Plant Operator-In-Training	620040[1]	-	5020	5272	5536	5813	6105
Wastewater Treatment Plant Specialist	620042[5]	12[5]	6640	6973	7322	7688	8074
Wastewater Treatment Plant Technician	620041[5]	12[5]	6276	6590	6921	7267	7632
Water Distribution/Production Specialist	610029	12	6302	6617	6949	7297	7662
Water Distribution/Production Technician	610028	12	5674	5958	6256	6569	6898
Water Maintenance Mechanic Specialist	610032	12	6276	6590	6921	7267	7632
Water Maintenance Mechanic Technician	610031	12	5674	5958	6256	6569	6898
Water Quality Specialist	610034	12	6302	6617	6949	7297	7662
Water Quality Technician	610033	12	5674	5958	6256	6569	6898
Water System Trainee	610023[1]	-	3864	4058	4262	4475	4698
Water Treatment Plant Operator	610042	12	6846	7188	7547	7925	8322
Water Treatment Plant Operator-In-Training	610041[1]	-	5069	5324	5590	5870	6164

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.

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EXHIBIT 2 Unit 2 – Non-Represented Management and Confidential Classes						
CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Airports Public Safety Manager	310004e	-	E7	8968	-	12701
Airports Public Safety Assistant Manager	310170e	-	E8	7957	-	11546
Assistant City Attorney	160008e	-	E4	12317	-	20029
Assistant City Manager	150135e	-	E3	16429	-	23267
Assistant Controller	135020e	-	E5	9876	-	17054
Assistant Director	150160e	-	E5	9876	-	17054
Assistant Director of Personnel Services	150043e	-	E5	9876	-	17054
Assistant Director of Public Utilities	620100e	-	E5	9876	-	17054
Assistant Director of Public Works	210089e	-	E5	9876	-	17054
Assistant Police Chief	415010e	-	E5	9876	-	17054
Assistant Retirement Administrator	135040e	-	E5	9876	-	17054
Background Investigator	410055	-	E16	5051	-	7045
Budget Analyst	135006e	-	E15	5713	-	8026
Budget Manager	135008e	-	E7	8968	-	12701
Chief Assistant City Attorney	160015e	-	E3	16429	-	23267
Chief Information Officer	125067e	-	E4	12317	-	20029
Chief Labor Negotiator	150030e	-	E6	10579	-	14684
Chief of Staff to Councilmember	150086e	-	E10	4023	-	11546
Chief of Staff to the Mayor	150123e	-	E5	9876	-	17054
City Attorney	160009e	-	E1	19354	-	27411
City Attorney Investigator	160003	-	E15	5713	-	8026
City Clerk	150125e	-	E4	12317	-	20029
City Engineer	210080e	-	E4	12317	-	20029
City Manager	150130e	-	E1	19354	-	27411
Community Coordinator	150075e	-	E11	4314	-	7750
Community Outreach Specialist	150230e	-	E11	4314	-	7750
Controller	135021e	-	E4	12317	-	20029
Council Assistant	150085e	-	E10	4023	-	11546
Deputy City Attorney II	160006e	-	E8	7957	-	11546
Deputy City Attorney III	160007e	-	E24	8968	-	12701

e Exempt class, see Section 4

EXHIBIT 2 Unit 2 – Non-Represented Management and Confidential Classes						
CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Deputy City Manager	150140e	-	E5	9876	-	17054
Director	150170e	-	E4	12317	-	20029
Director of Aviation	310045e	-	E4	12317	-	20029
Director of Development	220020e	-	E4	12317	-	20029
Director of Personnel Services	150042e	-	E4	12317	-	20029
Director of Public Utilities	620101e	-	E4	12317	-	20029
Director of Transportation	310040e	-	E4	12317	-	20029
Economic Development Coordinator	150090e	-	E10	4023	-	11546
Economic Development Director	150099e	-	E4	12317	-	20029
Executive Assistant to Department Director	115003e	-	E19	4508	-	6873
Executive Assistant to the City Attorney	115004e	-	E17	5123	-	7904
Executive Assistant to the City Council	115008e	-	E19	4508	-	6873
Executive Assistant to the City Manager	115001e	-	E17	5123	-	7904
Executive Assistant to the Mayor	115002e	-	E17	5123		7904
Fire Chief	425007e	-	E3	16429	-	23267
Governmental Affairs Manager	150240e	-	E10	4023	-	11546
Human Resources Manager	150025e	-	E7	8968	-	12701
Independent Reviewer	150220e	-	E5	9876	-	17054
Internal Auditor	135010e	-	E15	5713	-	8026
Investment Officer	135014e	-	E6	10579	-	14684
Management Analyst II	150032e†	12	E15	5713	-	8026
Payroll Accountant	130016e	-	E20	6170	-	11546
Payroll Manager	135012e	-	E7	8968	-	12701
Police Chief	415008e	-	E2	16840	-	25055

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

e Exempt class, see Section 4.

EXHIBIT 2 Unit 2 – Non-Represented Management and Confidential Classes						
CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Principal Budget Analyst	135009e	-	E12	8560	-	12123
Principal Internal Auditor	135011e	-	E8	7957	-	11546
Principal Labor Relations/Risk Analyst	150018e	-	E12	8560	-	12123
Project Liaison/Program Administrator	150062e	-	E13	9365	-	13926
Public Affairs Officer	150118e	-	E8	7957	-	11546
Public Works Director	210085e	-	E4	12317	-	20029
Retirement Administrator	135030e	-	E3	16429	-	23267
Retirement Benefits Manager	135045e	-	E7	8968	-	12701
Retirement Office Manager	115007e	-	E17	5123	-	7904
Senior Budget Analyst	135007e	-	E8	7957	-	11546
Senior City Attorney Investigator	160004e	-	E8	7957	-	11546
Senior Deputy City Attorney I	160013e	-	E23	10579	-	14684
Senior Deputy City Attorney II	160014e	-	E21	9939	-	16153
Senior Deputy City Attorney III	160016e	-	E22	10435	-	16959
Senior Human Resources/Risk Analyst	150017e	-	E8	7957	-	11546
Senior Law Clerk	115022[10]	-	E16	5051	-	7045
Special Assistant City Attorney[XV]	160011e	-	E5	9876	-	17054
Supervising Deputy City Attorney	160010e	-	E5	9876	-	17054
Veterinarian	150250e	-	E4	12317	-	20029

E Exempt class, see Section 4.
10 Persons in this classification are limited to no more than two (2) consecutive years in this class.
XV Effective 12/1/2025, by the Fifteenth Amendment to the Salary Resolution No. 2025-177.

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001[3]	6[3]	3237	3384	3536	3700	3877
Account Clerk II	130002[3]	12[3]	3578	3742	3921	4098	4286
Accountant-Auditor I	130011[4]	12[4]	5235	5475	5728	6006	6288
Accountant-Auditor II	130012[4]	12[4]	5737	6002	6293	6592	6905
Accounting Technician	130010	12	4319	4522	4735	4953	5187
Administrative Clerk I	110001[3]	6[3]	3011	3143	3283	3434	3590
Administrative Clerk II	110002[3]	12[3]	3590	3754	3925	4108	4297
Airports Credentialing Technician	115080	12	4181	4376	4579	4797	5022
Airports Operations Officer I	310006[4]	12[4]	5239	5497	5761	6049	6351
Airports Operations Officer II	310009[4]	12[4]	5761	6049	6351	6669	7003
Airports Public Safety Agent I	310061	12[4]	4321	4518	4727	4946	5176
Airports Public Safety Agent II	310062	12[4]	4741	4961	5191	5438	5695
Airports Systems Technician[XVII]	310171	12	5677	5960	6257	6569	6897
Animal Care Specialist I	560020	6[3]	3536	3714	3899	4094	4299
Animal Care Specialist II	560021	12[3]	3891	4085	4288	4503	4729
Animal Resource Officer I	560001	12[4]	4321	4518	4727	4946	5176
Animal Resource Officer II	560002	12[4]	4741	4961	5191	5438	5695
Animal Services Representative I	560030	6[3]	3610	3773	3944	4127	4321
Animal Services Representative II	560031	12[3]	3942	4125	4320	4516	4722
Associate Electrical Safety Consultant I	230022	12	6541	6851	7181	7520	7882
Associate Electrical Safety Consultant II	230023	12	7206	7551	7909	8289	8691
Associate Environmental & Safety Consultant I	230003	12	6541	6851	7181	7520	7882
Associate Environmental & Safety Consultant II	230004	12	7206	7551	7909	8289	8691
Associate Plumbing & Mechanical Consultant I	230012	12	6541	6851	7181	7520	7882
Associate Plumbing & Mechanical Consultant II	230013	12	7206	7551	7909	8289	8691
Billing System Specialist	125075	12	4756	4980	5216	5450	5705
Budget Technician	135005	12	4320	4519	4731	4954	5187
Building Inspector I	230007[4]	12[4]	5980	6263	6560	6876	7201
Building Inspector II	230008[4]	12[4]	6541	6851	7181	7520	7882
Building Inspector III	230009	12	7206	7551	7909	8289	8691

[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.

Effective 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177

[XVII] Effective 12/22/2025, by the Seventeenth Amendment to the FY26 Salary Resolution, No. 2025-177.

SEE APPENDIX FOR FOOTNOTES

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[3]	6[3]	3745	3918	4111	4290	4487
Call Center Representative II	115071[3]	12[3]	4117	4303	4502	4714	4934
Central Printing Clerk	120005	12	3409	3565	3728	3903	4082
Chemist	620020	12	5412	5674	5941	6226	6522
City Records Specialist	115025	12	4090	4279	4479	4689	4913
Commercial Building Inspector	230015	12	6214	6509	6822	7144	7488
Community Recreation Assistant	520010	12	4145	4330	4510	4692	4896
Community Revitalization Specialist	230053	12	5544	5810	6089	6421	6689
Community Revitalization Technician	230059	12	3857	4037	4224	4424	4632
Community Services Officer I	410025[4]	12[4]	4105	4292	4491	4699	4917
Community Services Officer II	410026[4]	12[4]	4504	4713	4932	5166	5410
Computer Systems Specialist I	125010[4]	12[4]	5749	6015	6302	6605	6917
Computer Systems Specialist II	125011[4]	12[4]	6302	6601	6915	7245	7596
Computer Systems Specialist III	125012	12	6917	7249	7598	7962	8348
Construction Compliance Specialist	150055	12	4753	4970	5208	5455	5710
Crime Scene Technician I	410010[4]	12[4]	4550	4762	4987	5224	5472
Crime Scene Technician II	410011[4]	12[4]	4987	5224	5472	5731	6007
Crime Specialist	410008	12	5705	5975	6261	6560	6878
Customer Services Clerk I	115060[3]	6[3]	3429	3584	3747	3921	4105
Customer Services Clerk II	115061[3]	12[3]	3745	3919	4104	4290	4486
Cybersecurity Analyst	125090	12	6917	7249	7598	7962	8348
Deputy City Clerk	115028[4]	12[4]	3739	3912	4093	4284	4480
Development Services Coordinator	230057	12	5817	6136	6435	6742	7065
Digital Forensics Analyst	410050	12	7546	7926	8321	8737	9173
Emergency Services Call Taker	410000	12	5100	5332	5529	5782	6026
Emergency Services Dispatcher I	410001[5]	12[5]	5100	5332	5529	5782	6026
Emergency Services Dispatcher II	410002[5]	12[5]	5519	5776	6050	6335	6626
Emergency Services Dispatcher III	410003	12	6067	6345	6652	6936	7288

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

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

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

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015[4]	12[4]	7603	7983	8382	8799	9240
Engineer II	210016[4]	12[4]	8579	9010	9460	9933	10429
Engineering Aide I	210001[3]	6[3]	3745	3912	4091	4281	4485
Engineering Aide II	210002[3]	12[3]	4449	4659	4868	5095	5343
Engineering Inspector I	230075[4]	12[4]	5985	6289	6572	6883	7216
Engineering Inspector II	230076[4]	12[4]	6552	6861	7191	7535	7898
Engineering Technician I	210005[4]	12[4]	4400	4605	4827	5042	5281
Engineering Technician II	210006[4]	12[4]	5382	5645	5904	6180	6475
Environmental Compliance Inspector[XV]	620001	12	5619	5888	6160	6453	6756
Facilities Construction Specialist	230085	12	5742	6008	6296	6594	6912
Firearms & Digital Forensics Technician	410070	12	5500	5761	6033	6324	6624
Fire Prevention Inspector I	420001[5]	12[5]	5075	5312	5555	5827	6104
Fire Prevention Inspector II	420002[5]	12[5]	5849	6116	6409	6724	7041
Fleet Operations Specialist	710105	12	5366	5616	5887	6164	6461
Geographic Information System (GIS) Specialist	125025	12	7281	7630	7997	8381	8787
Geographic Information System (GIS) Technician I	125026[4]	12[4]	6047	6328	6628	6947	7275
Geographic Information System (GIS) Technician II	125027[4]	12[4]	6633	6946	7279	7626	7995
Graphics Technician	120013	12	4721	4949	5188	5442	5707
Helicopter Pilot	410033	12	7157	7506	7873	8259	8667
Housing Rehabilitation Specialist	230056	12	5817	6100	6402	6715	7041
Industrial/Commercial Water Conservation Representative	610015	12	5628	5897	6170	6465	6770
Interpreter/Translator	150232	12	6214	6557	6875	7204	7548
Laboratory Assistant	620010	12	3929	4116	4306	4506	4715
Laboratory Technician I	620011[4]	12[4]	4723	4945	5177	5418	5671
Laboratory Technician II	620012[4]	12[4]	5187	5429	5685	5957	6241
Landscape Water Conservation Specialist	610005	12	5612	5880	6160	6451	6756

[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.

Effective 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177

[XV]Effective 12/1/2025, by the Fifteenth Amendment to the Salary Resolution No. 2025-177.

SEE APPENDIX FOR FOOTNOTES

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	4482	4702	4930	5170	5420
Network Systems Specialist	125030	12	6917	7249	7598	7962	8348
PAR Program Specialist	410023	12	3857	4037	4224	4424	4632
Paratransit Specialist	320005	12	4108	4302	4505	4708	4928
Park Ranger I	410060[4]	12[4]	4105	4292	4491	4699	4917
Park Ranger II	410061[4]	12[4]	4504	4713	4932	5166	5410
Parking Enforcement Officer I	710120[4]	12[4]	3612	3761	3916	4070	4243
Parking Enforcement Officer II	710121[4]	12[4]	3957	4125	4296	4469	4669
Parking Enforcement Officer III	710122	12	4357	4533	4736	4930	5142
Phlebotomist	410007	12	3733	3910	4091	4281	4479
Planner I	220005[3]	6[3]	5445	5690	5962	6249	6549
Planner II	220006[3]	12[3]	5906	6231	6535	6845	7173
Plans Examiner	210041	12	5960	6229	6528	6848	7170
Plans and Permit Technician	220002	12	5432	5686	5944	6236	6533
Police Data Transcriptionist	115035	12	4359	4560	4772	4993	5228
Police Support Services Clerk	115043	12	3618	3786	3960	4144	4335
Police Support Services Technician	115044	12	3972	4157	4350	4557	4771
Principal Account Clerk	130004	12	4103	4296	4498	4705	4928
Procurement Specialist	140002	12	5153	5399	5653	5923	6205
Program Compliance Officer	640026	12	4406	4623	4849	5084	5332
Programmer/Analyst I	125020[4]	12[4]	5752	6021	6306	6610	6921
Programmer/Analyst II	125021[4]	12[4]	6302	6601	6915	7245	7596
Programmer/Analyst III	125022	12	6917	7249	7598	7962	8348
Programmer/Analyst IV	125023	12	7597	7967	8353	8750	9172
Property & Evidence Technician	145010	12	4482	4692	4913	5144	5387
Property Specialist I	175001[4]	12[4]	5326	5583	5847	6122	6418
Property Specialist II	175002[4]	12[4]	6171	6465	6777	7099	7442
Radio Dispatcher	120015	12	3786	3956	4121	4303	4479
Radio Frequency (RF) Network Engineer I	125095	12[4]	6302	6601	6915	7245	7596
Radio Frequency (RF) Network Engineer II	125096	12[4]	6917	7249	7598	7962	8348
Rangemaster/Armorer	410035	12	5225	5473	5732	6008	6293

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

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

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001[4]	12[4]	4318	4520	4725	4952	5185
Real Estate Finance Specialist II	170002[4]	12[4]	5647	5913	6196	6488	6795
Recreation Specialist	520005	12	4455	4660	4879	5109	5347
Retirement Counselor I	135050[4]	12[4]	4102	4295	4497	4707	4928
Retirement Counselor II	135051[4]	12[4]	4509	4719	4941	5175	5420
Right of Way Agent	210120	12	7331	7698	8083	8487	8911
Safety and Training Specialist	150050	12	4815	5048	5297	5555	5828
Senior Account Clerk	130003	12	3738	3907	4087	4279	4480
Senior Administrative Clerk	110003	12	3749	3923	4104	4295	4496
Senior Airports Public Safety Agent	310063	12	4964	5197	5440	5692	5962
Senior Animal Care Specialist	560022	12	4065	4268	4481	4706	4941
Senior Animal Resource Officer	560003	12	4964	5197	5440	5692	5962
Senior Animal Services Representative	560032	12	4572	4777	4998	5233	5479
Senior Call Center Representative	115072	12	4494	4710	4937	5177	5428
Senior Commercial Building Inspector	230016	12	6846	7174	7514	7875	8257
Senior Community Revitalization Specialist	230054	12	6214	6506	6809	7138	7484
Senior Community Services Officer	410027	12	4964	5197	5440	5692	5962
Senior Crime Scene Technician	410012	12	5225	5473	5732	6008	6293
Senior Customer Services Clerk	115062	12	4572	4777	4998	5233	5479
Senior Cybersecurity Analyst	125091	12	7595	7965	8350	8748	9170
Senior Deputy City Clerk	115029[4]	12[4]	4103	4292	4495	4705	4928
Senior Engineering Technician	210007	12	5630	5897	6174	6470	6768
Senior Fire Prevention Inspector	420003	12	6214	6506	6809	7138	7484
Senior Laboratory Technician	620013	12	5493	5756	6031	6317	6618
Senior Network Systems Specialist	125031	12	7595	7965	8350	8748	9170
Senior Park Ranger	410062	12	4964	5197	5440	5692	5962
Senior Plans Examiner	210042	12	6546	6852	7171	7519	7885
Senior Procurement Specialist	140003	12	5653	5923	6205	6502	6810
Senior Property & Evidence Technician	145011	12	4928	5161	5404	5656	5927
Senior Radio Frequency (RF) Network Engineer	125097	12	7595	7965	8350	8748	9170
Senior Records Clerk	110101	12	3738	3910	4092	4282	4479
Senior Secretary	110051	12	4120	4312	4513	4721	4944

[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. [VII]

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EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4718	4939	5171	5415	5670
Senior Utility Service Representative	230092	12	4744	4966	5201	5445	5705
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7994	8384	8789	9208	9652
Staff Assistant	150001	12	4337	4539	4750	4969	5204
Storeskeeper	145001	12	4286	4487	4695	4915	5145
Survey Party Technician	210030	12	5382	5645	5904	6180	6475
Tax/Permit Inspector	135001	12	5075	5314	5557	5830	6105
Traffic Signal Operations Specialist	710150	12	7272	7618	7987	8367	8776
Transit Scheduler	320049	12	7272	7618	7987	8367	8776
Tree Program Specialist	510015	12	5365	5618	5889	6168	6461
Transit Scheduler Technician[XVII]	320070	12	5718	5985	6257	6564	6876
Utility Service Representative I	230090[4]	12[4]	3934	4115	4305	4506	4715
Utility Service Representative II	230091[4]	12[4]	4318	4521	4731	4954	5186
Wastewater Reclamation Coordinator	620035	12	5606	5877	6154	6444	6755
Water Conservation Representative	610001	12	4059	4249	4446	4655	4875
Water Systems Telemetry & Distributed Control Specialist	610021	12	6620	6933	7265	7611	7977

[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 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177

[XVII] Effective 12/22/2025, by the Seventeenth Amendment to the FY26 Salary Resolution, No. 2025-177.

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001[3]	6[3]	3237	3384	3536	3700	3877
Account Clerk II	130002[3]	12[3]	3578	3742	3921	4098	4286
Accountant-Auditor I	130011[4]	12[4]	5235	5475	5728	6006	6288
Accountant-Auditor II	130012[4]	12[4]	5737	6002	6293	6592	6905
Accounting Technician	130010	12	4319	4522	4735	4953	5187
Administrative Clerk I	110001[3]	6[3]	3011	3143	3283	3434	3590
Administrative Clerk II	110002[3]	12[3]	3590	3754	3925	4108	4297
Airports Credentialing Technician	115080	12	4181	4376	4579	4797	5022
Airports Operations Officer I	310006[4]	12[4]	5239	5497	5761	6049	6351
Airports Operations Officer II	310009[4]	12[4]	5761	6049	6351	6669	7003
Airports Public Safety Agent I	310061	12[4]	4321	4518	4727	4946	5176
Airports Public Safety Agent II	310062	12[4]	4741	4961	5191	5438	5695
Animal Care Specialist I	560020	6[3]	3536	3714	3899	4094	4299
Animal Care Specialist II	560021	12[3]	3891	4085	4288	4503	4729
Animal Resource Officer I	560001	12[4]	4321	4518	4727	4946	5176
Animal Resource Officer II	560002	12[4]	4741	4961	5191	5438	5695
Animal Services Representative I	560030	6[3]	3610	3773	3944	4127	4321
Animal Services Representative II	560031	12[3]	3942	4125	4320	4516	4722
Associate Electrical Safety Consultant I	230022	12	6541	6851	7181	7520	7882
Associate Electrical Safety Consultant II	230023	12	7206	7551	7909	8289	8691
Associate Environmental & Safety Consultant I	230003	12	6541	6851	7181	7520	7882
Associate Environmental & Safety Consultant II	230004	12	7206	7551	7909	8289	8691
Associate Plumbing & Mechanical Consultant I	230012	12	6541	6851	7181	7520	7882
Associate Plumbing & Mechanical Consultant II	230013	12	7206	7551	7909	8289	8691
Billing System Specialist	125075	12	4756	4980	5216	5450	5705
Budget Technician	135005	12	4320	4519	4731	4954	5187
Building Inspector I	230007[4]	12[4]	5980	6263	6560	6876	7201
Building Inspector II	230008[4]	12[4]	6541	6851	7181	7520	7882
Building Inspector III	230009	12	7206	7551	7909	8289	8691

[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.

Effective 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177I

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070[3]	6[3]	3942	4124	4327	4516	4723
Call Center Representative II	115071[3]	12[3]	4334	4529	4739	4962	5194
Central Printing Clerk	120005	12	3588	3753	3924	4108	4297
Chemist	620020	12	5697	5972	6253	6553	6865
City Records Specialist	115025	12	4305	4504	4715	4936	5171
Commercial Building Inspector	230015	12	6541	6851	7181	7520	7882
Community Recreation Assistant	520010	12	4363	4558	4747	4939	5154
Community Revitalization Specialist	230053	12	5836	6116	6409	6759	7041
Community Revitalization Technician	230059	12	4060	4249	4446	4657	4876
Community Services Officer I	410025[4]	12[4]	4321	4518	4727	4946	5176
Community Services Officer II	410026[4]	12[4]	4741	4961	5191	5438	5695
Computer Systems Specialist I	125010[4]	12[4]	6051	6331	6633	6952	7281
Computer Systems Specialist II	125011[4]	12[4]	6633	6948	7279	7626	7995
Computer Systems Specialist III	125012	12	7281	7630	7997	8381	8787
Construction Compliance Specialist	150055	12	5003	5231	5482	5742	6010
Crime Scene Technician I	410010[4]	12[4]	4789	5013	5249	5499	5760
Crime Scene Technician II	410011[4]	12[4]	5249	5499	5760	6032	6323
Crime Specialist	410008	12	6005	6289	6590	6905	7240
Customer Services Clerk I	115060[3]	6[3]	3610	3773	3944	4127	4321
Customer Services Clerk II	115061[3]	12[3]	3942	4125	4320	4516	4722
Cybersecurity Analyst	125090	12	7281	7630	7997	8381	8787
Deputy City Clerk	115028[4]	12[4]	3936	4118	4308	4509	4716
Development Services Coordinator	230057	12	6123	6459	6773	7096	7436
Digital Forensics Analyst	410050	12	7943	8343	8758	9196	9655
Emergency Services Call Taker	410000	12	5368	5612	5820	6086	6343
Emergency Services Dispatcher I	410001[5]	12[5]	5368	5612	5820	6086	6343
Emergency Services Dispatcher II	410002[5]	12[5]	5809	6080	6368	6668	6974
Emergency Services Dispatcher III	410003	12	6386	6679	7002	7301	7671

[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.

Effective 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015[4]	12[4]	7603	7983	8382	8799	9240
Engineer II	210016[4]	12[4]	8579	9010	9460	9933	10429
Engineering Aide I	210001[3]	6[3]	3745	3912	4091	4281	4485
Engineering Aide II	210002[3]	12[3]	4449	4659	4868	5095	5343
Engineering Inspector I	230075[4]	12[4]	5985	6289	6572	6883	7216
Engineering Inspector II	230076[4]	12[4]	6552	6861	7191	7535	7898
Engineering Technician I	210005[4]	12[4]	4400	4605	4827	5042	5281
Engineering Technician II	210006[4]	12[4]	5382	5645	5904	6180	6475
Environmental Control Officer	620001	12	5619	5888	6160	6453	6756
Facilities Construction Specialist	230085	12	5742	6008	6296	6594	6912
Firearms & Digital Forensics Technician	410070	12	5500	5761	6033	6324	6624
Fire Prevention Inspector I	420001[5]	12[5]	5075	5312	5555	5827	6104
Fire Prevention Inspector II	420002[5]	12[5]	5849	6116	6409	6724	7041
Fleet Operations Specialist	710105	12	5366	5616	5887	6164	6461
Geographic Information System (GIS) Specialist	125025	12	7281	7630	7997	8381	8787
Geographic Information System (GIS) Technician I	125026[4]	12[4]	6047	6328	6628	6947	7275
Geographic Information System (GIS) Technician II	125027[4]	12[4]	6633	6946	7279	7626	7995
Graphics Technician	120013	12	4721	4949	5188	5442	5707
Helicopter Pilot	410033	12	7157	7506	7873	8259	8667
Housing Rehabilitation Specialist	230056	12	5817	6100	6402	6715	7041
Industrial/Commercial Water Conservation Representative	610015	12	5628	5897	6170	6465	6770
Interpreter/Translator	150232	12	6214	6557	6875	7204	7548
Laboratory Assistant	620010	12	3929	4116	4306	4506	4715
Laboratory Technician I	620011[4]	12[4]	4723	4945	5177	5418	5671
Laboratory Technician II	620012[4]	12[4]	5187	5429	5685	5957	6241
Landscape Water Conservation Specialist	610005	12	5612	5880	6160	6451	6756

[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.

Effective 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177

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EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4718	4949	5189	5442	5705
Network Systems Specialist	125030	12	7281	7630	7997	8381	8787
PAR Program Specialist	410023	12	4060	4249	4446	4657	4876
Paratransit Specialist	320005	12	4324	4528	4742	4956	5187
Park Ranger I	410060[4]	12[4]	4321	4518	4727	4946	5176
Park Ranger II	410061[4]	12[4]	4741	4961	5191	5438	5695
Parking Enforcement Officer I	710120[4]	12[4]	3802	3959	4122	4284	4466
Parking Enforcement Officer II	710121[4]	12[4]	4165	4342	4522	4704	4915
Parking Enforcement Officer III	710122	12	4586	4771	4985	5189	5412
Phlebotomist	410007	12	3929	4116	4306	4506	4715
Planner I	220005[3]	6[3]	5731	5989	6276	6578	6893
Planner II	220006[3]	12[3]	6217	6559	6879	7205	7550
Plans Examiner	210041	12	6273	6557	6871	7208	7547
Plans and Permit Technician	220002	12	5718	5985	6257	6564	6876
Police Data Transcriptionist	115035	12	4588	4800	5023	5256	5503
Police Support Services Clerk	115043	12	3808	3985	4168	4362	4563
Police Support Services Technician	115044	12	4181	4376	4579	4797	5022
Principal Account Clerk	130004	12	4319	4522	4735	4953	5187
Procurement Specialist	140002	12	5424	5683	5950	6234	6531
Program Compliance Officer	640026	12	4638	4866	5104	5351	5612
Programmer/Analyst I	125020[4]	12[4]	6054	6338	6638	6958	7285
Programmer/Analyst II	125021[4]	12[4]	6633	6948	7279	7626	7995
Programmer/Analyst III	125022	12	7281	7630	7997	8381	8787
Programmer/Analyst IV	125023	12	7996	8386	8792	9210	9654
Property & Evidence Technician	145010	12	4718	4939	5171	5415	5670
Property Specialist I	175001[4]	12[4]	5606	5877	6154	6444	6755
Property Specialist II	175002[4]	12[4]	6495	6805	7133	7472	7833
Radio Dispatcher	120015	12	3985	4164	4338	4529	4715
Radio Frequency (RF) Network Engineer I	125095	12[4]	6633	6948	7279	7626	7995
Radio Frequency (RF) Network Engineer II	125096	12[4]	7281	7630	7997	8381	8787
Rangemaster/Armorer	410035	12	5500	5761	6033	6324	6624

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

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Effective 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001[4]	12[4]	4545	4758	4974	5212	5458
Real Estate Finance Specialist II	170002[4]	12[4]	5944	6224	6522	6829	7152
Recreation Specialist	520005	12	4689	4905	5136	5378	5628
Retirement Counselor I	135050[4]	12[4]	4318	4521	4734	4955	5187
Retirement Counselor II	135051[4]	12[4]	4746	4967	5201	5447	5705
Right of Way Agent	210120	12	7716	8103	8508	8933	9379
Safety and Training Specialist	150050	12	5068	5314	5576	5847	6134
Senior Account Clerk	130003	12	3935	4113	4302	4504	4716
Senior Administrative Clerk	110003	12	3946	4129	4320	4521	4733
Senior Airports Public Safety Agent	310063	12	5225	5470	5726	5991	6276
Senior Animal Care Specialist	560022	12	4279	4493	4717	4954	5201
Senior Animal Resource Officer	560003	12	5225	5470	5726	5991	6276
Senior Animal Services Representative	560032	12	4813	5028	5261	5508	5767
Senior Call Center Representative	115072	12	4730	4958	5197	5449	5713
Senior Commercial Building Inspector	230016	12	7206	7551	7909	8289	8691
Senior Community Revitalization Specialist	230054	12	6541	6848	7167	7513	7877
Senior Community Services Officer	410027	12	5225	5470	5726	5991	6276
Senior Crime Scene Technician	410012	12	5500	5761	6033	6324	6624
Senior Customer Services Clerk	115062	12	4813	5028	5261	5508	5767
Senior Cybersecurity Analyst	125091	12	7994	8384	8789	9208	9652
Senior Deputy City Clerk	115029[4]	12[4]	4319	4518	4731	4953	5187
Senior Engineering Technician	210007	12	5926	6207	6499	6810	7124
Senior Fire Prevention Inspector	420003	12	6541	6848	7167	7513	7877
Senior Laboratory Technician	620013	12	5782	6059	6348	6649	6966
Senior Network Systems Specialist	125031	12	7994	8384	8789	9208	9652
Senior Park Ranger	410062	12	5225	5470	5726	5991	6276
Senior Plans Examiner	210042	12	6890	7212	7548	7914	8299
Senior Procurement Specialist	140003	12	5950	6234	6531	6844	7168
Senior Property & Evidence Technician	145011	12	5187	5432	5688	5953	6239
Senior Radio Frequency (RF) Network Engineer	125097	12	7994	8384	8789	9208	9652
Senior Records Clerk	110101	12	3935	4116	4307	4507	4715
Senior Secretary	110051	12	4337	4539	4750	4969	5204

[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. [VII]

Effective 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177

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EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4718	4939	5171	5415	5670
Senior Utility Service Representative	230092	12	4744	4966	5201	5445	5705
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7994	8384	8789	9208	9652
Staff Assistant	150001	12	4337	4539	4750	4969	5204
Storeskeeper	145001	12	4286	4487	4695	4915	5145
Survey Party Technician	210030	12	5382	5645	5904	6180	6475
Tax/Permit Inspector	135001	12	5075	5314	5557	5830	6105
Traffic Signal Operations Specialist	710150	12	7272	7618	7987	8367	8776
Transit Scheduler	320049	12	7272	7618	7987	8367	8776
Tree Program Specialist	510015	12	5365	5618	5889	6168	6461
Utility Service Representative I	230090[4]	12[4]	3934	4115	4305	4506	4715
Utility Service Representative II	230091[4]	12[4]	4318	4521	4731	4954	5186
Wastewater Reclamation Coordinator	620035	12	5606	5877	6154	6444	6755
Water Conservation Representative	610001	12	4059	4249	4446	4655	4875
Water Systems Telemetry & Distributed Control Specialist	610021	12	6620	6933	7265	7611	7977

[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 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Police Officer Recruit	415001	12	6498	6821	–	–	–	–	–	–	–
Police Officer	415002[6]	12[6]	–	–	7162	7521	7898	8294	8709	9145	9602
Police Sergeant	415004	12	7828	8221	8633	9064	9520	9996	10495	11020	11572

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

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), effective July 28, 2025											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Police Officer Recruit	415001	12	6693	7026	–	–	–	–	–	–	–
Police Officer	415002[6]	12[6]	–	–	7377	7747	8135	8543	8971	9420	9891
Police Sergeant	415004	12	8063	8468	8892	9336	9806	10296	10810	11351	11920

[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.

Effective 7/28/2025 by the Third Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), effective December 29, 2025 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Police Officer Recruit	415001	12	6760	7097	–	–	–	–	–	–	–
Police Officer	415002[6]	12[6]	–	–	7451	7825	8217	8629	9061	9515	9990
Police Sergeant	415004	12	8144	8553	8981	9430	9905	10399	10919	11465	12040

[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.

Effective 12/29/2025 if met FY26 1% contingency by the Third Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), effective June 15, 2026 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Police Officer Recruit	415001	12	6828	7168	–	–	–	–	–	–	–
Police Officer	415002[6]	12[6]	–	–	7526	7904	8300	8716	9152	9611	10090
Police Sergeant	415004	12	8226	8639	9071	9525	10005	10503	11029	11580	12161

[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.

Effective 6/15/2026 if met FY26 1% contingency by the Third Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Captain	425004	12	7712	8097	8502	8929	9377	9846	10339	10856	11398
Fire Investigation Unit Supervisor	425010	12	7712	8097	8502	8929	9377	9846	10339	10856	11398
Firefighter	425002	12	6170	6477	6803	7141	7522	7878	8272	8686	9121
Firefighter Specialist	425003	12	6910	7255	7620	7997	8398	8818	9259	9723	10209
Firefighter Trainee	425001	---	5553								

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF), effective September 8, 2025											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Captain	425004	12	7944	8340	8758	9197	9659	10142	10650	11182	11740
Fire Investigation Unit Supervisor	425010	12	7944	8340	8758	9197	9659	10142	10650	11182	11740
Firefighter	425002	12	6356	6672	7008	7356	7748	8115	8521	8947	9395
Firefighter Specialist	425003	12	7118	7473	7849	8237	8650	9083	9537	10015	10516
Firefighter Trainee	425001	---	5720								

Effective 9/8/2025 by the Sixth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF), effective December 29, 2025 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Captain	425004	12	8024	8424	8846	9289	9756	10244	10757	11294	11858
Fire Investigation Unit Supervisor	425010	12	8024	8424	8846	9289	9756	10244	10757	11294	11858
Firefighter	425002	12	6420	6739	7079	7430	7826	8197	8607	9037	9489
Firefighter Specialist	425003	12	7190	7548	7928	8320	8737	9174	9633	10116	10622
Firefighter Trainee	425001	---	5778								

Effective 12/29/2025 if met FY26 1% contingency by the Sixth Amendment to FY26 Salary Resolution No. 2025-17

EXHIBIT 5 Unit 5 – Fire Non-Management (IAFF), effective June 15, 2026 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Captain	425004	12	8105	8509	8935	9382	9854	10347	10865	11407	11977
Fire Investigation Unit Supervisor	425010	12	8105	8509	8935	9382	9854	10347	10865	11407	11977
Firefighter	425002	12	6485	6807	7150	7505	7905	8279	8694	9128	9584
Firefighter Specialist	425003	12	7262	7624	8008	8404	8825	9266	9730	10218	10729
Firefighter Trainee	425001	---	5837								

Effective 6/15/2026 if met FY26 1% contingency by the Sixth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 6 Unit 6 – Bus Drivers and Student Drivers (ATU)								
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[1]	-	24.236538					
Student Driver	320014[1]	-	4201					
Trolley Operator	710160	12	4621	4854	5095	5349	5617	

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

EXHIBIT 6 Unit 6 – Bus Drivers and Student Drivers (ATU), effective October 20, 2025								
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	Longevity
Bus Driver	320015	9	28.13076923	29.54423077	31.01538462	32.56153846	34.18846154	35.90192308
Bus Driver	320015	9	4876	5121	5376	5644	5926	6223
Student Driver	320014[1]	-	25.575					
Student Driver	320014[1]	-	4433					
Trolley Operator	710160	12	4876	5121	5376	5644	5926	

[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).

Effective 10/20/2025 by the Eleventh Amendment to FY26 Salary Resolution No. 2025-177; 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	8005
Airports Electrician	730011	12	Flat Rate	7241
Concrete Finisher	730005	12	Flat Rate	6982
Electrician	730010	12	Flat Rate	7241
Industrial Electrician	730012	12	Flat Rate	8005
Painter	730015	12	Flat Rate	6362
Plumber	730030	12	Flat Rate	7241

EXHIBIT 8 Unit 8 – Non-Represented				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk	910010	-	Hourly	$16.50 – $20.50 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	$16.50 - $20.50 Per Hour
Per Diem Veterinarian[I] [12]	910020e	-	Flat Rate	$1,000 Flat Rate Per Shift
Police Cadet I	940005[9]	48 mos.	Hourly	$16.50 - $21.50 Per Hour
Police Cadet II	940006[9]	48 mos.	Hourly	$18.00- $25.00 Per Hour
Pool Supervisor	950015	-	Hourly	$18.00 - $25.00 Per Hour
Senior Lifeguard	950002	-	Hourly	$17.00 - $21.50 Per Hour
Services Aide	910005	-	Hourly	$16.50 - $23.50 Per Hour
Sports Official	950010	-	Hourly	$16.50 - $25.00 Per Hour
Intern	910002	-	Hourly	$16.50 - $20.50 Per Hour
Youth Jobs Corps Program Ambassador	910031	-	Hourly	$16.50 - $20.50 Per Hour
Youth Jobs Corps Program Participant	910032	-	Hourly	$16.50 - $20.50 Per Hour
Youth Jobs Corps Program Mentor	910033	-	Hourly	$17.00 - $21.50 Per Hour

[I] Effective 7/28/2025, by the First Amendment to the Salary Resolution No. 2025-177.
[12] Subject to full shift as determined by the City Manager.

EXHIBIT 8 Unit 8 – Non-Represented				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk[XVI]	910010	-	Hourly	$16.90 – $20.90 Per Hour
Law Clerk	910015	-	Hourly	$20.00 - $25.00 Per Hour
Law Enforcement Instructor	940020	-	Hourly	$18.00 - $25.00 Per Hour
Lifeguard[XVI]	950001	-	Hourly	$16.90 - $20.90 Per Hour
Per Diem Veterinarian[I 12]	910020e	-	Flat Rate	$1,000 Flat Rate Per Shift
Police Cadet I[XVI]	940005[9]	48 mos.	Hourly	$16.90 - $21.90 Per Hour
Police Cadet II	940006[9]	48 mos.	Hourly	$18.00- $25.00 Per Hour
Pool Supervisor	950015	-	Hourly	$18.00 - $25.00 Per Hour
Senior Lifeguard	950002	-	Hourly	$17.00 - $21.50 Per Hour
Services Aide[XVI]	910005	-	Hourly	$16.90 - $23.50 Per Hour
Sports Official[XVI]	950010	-	Hourly	$16.90 - $25.00 Per Hour
Intern[XVI]	910002	-	Hourly	$16.90 - $20.90 Per Hour
Youth Jobs Corps Program Ambassador[XVI]	910031	-	Hourly	$16.90 - $20.90 Per Hour
Youth Jobs Corps Program Participant[XVI]	910032	-	Hourly	$16.90 - $20.90 Per Hour
Youth Jobs Corps Program Mentor	910033	-	Hourly	$17.00 - $21.50 Per Hour

[I] Effective 7/28/2025, by the First Amendment to the Salary Resolution No. 2025-177.
[12] Subject to full shift as determined by the City Manager.
[XVI] Effective 1/1/2026, by the Sixteenth Amendment to the Salary Resolution, No. 2025-177.

EXHIBIT 9 Unit 9 – Police Management											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007e[11]	-		14005	-	18205	-	-	-	-	-
Police Captain	415006e	12	11150	11707	12293	12906	13555	14233	14945	15692	16476
Police Lieutenant	415005e	12	9684	10168	10677	11210	11771	12360	12978	13628	14310

e Exempt class, see Section 4.
[11] E9 Executive Pay Range

EXHIBIT 9 Unit 9 – Police Management (FPOA), effective July 28, 2025											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007e[11]	-		14426	-	18752	-	-	-	-	-
Police Captain	415006e	12	11485	12059	12662	13294	13962	14660	15394	16163	16971
Police Lieutenant	415005e	12	9975	10474	10998	11547	12125	12731	13368	14037	14740

e Exempt class, see Section 4.
[11] E9 Executive Pay Range

Effective 7/28/2025 by the Fourth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 9 Unit 9 – Police Management (FPOA), effective December 29, 2025 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007e[11]	-		14571	-	18940	-	-	-	-	-
Police Captain	415006e	12	11600	12180	12789	13427	14102	14807	15548	16325	17141
Police Lieutenant	415005e	12	10075	10579	11108	11663	12247	12859	13502	14178	14888

e Exempt class, see Section 4.
[11] E9 Executive Pay Range

Effective 12/29/2025 if met FY26 1% contingency by the Fourth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 9 Unit 9 – Police Management (FPOA), effective June 15, 2026 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007e[11]	-		14717	-	19130	-	-	-	-	-
Police Captain	415006e	12	11716	12302	12917	13562	14244	14956	15704	16489	17313
Police Lieutenant	415005e	12	10176	10685	11220	11780	12370	12988	13638	14320	15037

e Exempt class, see Section 4.
[11] E9 Executive Pay Range

Effective 6/15/2026 if met FY26 1% contingency by the Fourth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 10 Unit 10 – Fire Management											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Battalion Chief	425005e	12	9850	10345	10861	11401	11972	12570	13199	13858	14551
Fire Deputy Chief	425006e	-	12488	13112	13770	14459	15182	15943	16742	17580	18459

e Exempt class, see Section 4.

EXHIBIT 10 Unit 10 – Fire Management, effective September 8, 2025											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Battalion Chief	425005e	12	10146	10656	11187	11744	12332	12948	13595	14274	14988
Fire Deputy Chief	425006e	-	12863	13506	14184	14893	15638	16422	17245	18108	19013

e Exempt class, see Section 4.
Effective 9/8/2025 by the Seventh Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 10 Unit 10 – Fire Management, effective December 29, 2025 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Battalion Chief	425005e	12	10248	10763	11299	11862	12456	13078	13731	14417	15138
Fire Deputy Chief	425006e	-	12992	13642	14326	15042	15795	16587	17418	18290	19204

e Exempt class, see Section 4.
Effective 12/29/2025 if met FY26 1% contingency by the Seventh Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 10 Unit 10 – Fire Management, effective June 15, 2026 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Battalion Chief	425005e	12	10351	10871	11412	11981	12581	13209	13869	14562	15290
Fire Deputy Chief	425006e	-	13122	13779	14470	15193	15953	16753	17593	18473	19397

e Exempt class, see Section 4.
Effective 6/15/2026 if met FY26 1% contingency by the Seventh Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 11 Unit 11 – Fresno Airport Public Safety Officers Association (FAPSOA)									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Airports Public Safety Officer‡	310002	12	5923	6216	6511	6834	7170	7530	7907
Airports Public Safety Supervisor‡	310005	12	6910	7254	7617	7997	8395	8815	9256

‡To be calculated as if working 40 hours per week.

EXHIBIT 11 Unit 11 – Fresno Airports Public Safety Officers' Association (FAPSOA), effective November 17, 2025									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Airports Public Safety Officer	310002	12	35.20	36.94	38.69	40.61	42.61	44.75	46.99
Airports Public Safety Supervisor	310005	12	41.06	43.11	45.26	47.52	49.89	52.38	55.00

Retroactively effective 11/17/2025 by the Eighteenth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 12 Unit 12 – Board and Commission Members			
CLASS TITLE	JOB CODE	RANGE	SALARY
Building Standards Appeals Board Member[XIII]	156040	Stipend	$100 Per Meeting Attended, not to exceed $200 per month
Civil Service Board Member	156015	Stipend	$100 Per Hearing Meeting Attended, and $25 Per Administrative Meeting Attended
Housing and Community Development Commissioner	156005	Stipend	$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year
Human Relations Commissioner	156025	Stipend	$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year
Planning Commissioner	156001	Stipend	$100 Per Meeting Attended, not to exceed 36 meetings per fiscal year
Retirement Board Member[8]	156030	Stipend	$100 Per Meeting Attended, not to exceed $300 per month

[8] Not applicable for current City employees.

[XIII] Effective 10/16/2025, by the Thirteenth Amendment to the Salary Resolution No. 2025-177.

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	6606	6932	7268	7627	8000
Airports Airside/Landside Superintendent	310018e	12	7267	7622	7999	8389	8801
Airports Credentialing Supervisor	115081e	12	6708	7038	7386	7740	8123
Airports Operations Supervisor	310013e	12	7138	7487	7850	8237	8635
Airports Projects Supervisor	310016e	12	7636	8011	8404	8818	9254
Airports Property Supervisor	175005e	12	6612	6936	7272	7631	8000
Animal Center Supervisor	560035e	12	6612	6936	7272	7631	8000
Animal Programs Coordinator	560050e	12	4413	4646	4852	5089	5339
Architect	210045e	12	9228	9684	10160	10669	11200
Assistant Law Office Manager	115019e	12	7551	7915	8307	8708	9136
Business Process & Systems Analyst	125044e	12	7550	7915	8304	8710	9136
Call Center Supervisor*	115073e	12	6844	7175	7522	7884	8269
Capital Development Specialist	310007e	12	7264	7624	7998	8391	8802
Central Print Supervisor*	120007e	12	6055	6352	6660	6987	7325
Chief Engineering Inspector	230078e	12	7457	7820	8206	8609	9031
Chief Engineering Technician	210009e	12	8384	8794	9228	9684	10160
Chief of Facilities Maintenance	810037e	12	7309	7669	8045	8439	8856
Chief of Wastewater Environmental Services	620075e	12	6994	7339	7699	8076	8472
Chief of Wastewater Facilities Maintenance	620085e	12	7309	7669	8045	8439	8856
Chief of Wastewater Treatment Operations	620080e	12	7389	7758	8139	8538	8957
Chief of Water Operations	610070e	12	7512	7878	8269	8676	9100
Chief Police Pilot	410031e	12	8257	8661	9091	9538	10011
Chief Surveyor	210032e	12	11639	12221	12832	13474	14147
Community Services and Recreation Supervisor	520016e	12	6625	6949	7292	7653	8020
Contract Compliance Officer	150061e	12	6612	6936	7272	7631	8000
Custodial Supervisor	810025e	12	6612	6936	7272	7631	8000
Cybersecurity Specialist	125093e	12	9105	9561	10040	10542	11070
Database Administrator	125045e	12	7550	7915	8304	8710	9136

e Exempt class, see Section 4.
III Effective 9/9/2024 by the Third Amendment to the Salary Resolution No. 2024-120.
V Effective 9/8/2025, by the Fifth Amendment to the Salary Resolution No. 2025-177.

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
DBE/Small Business Program Coordinator	150070e	12	6623	6944	7284	7642	8018
Emergency Services Dispatch Supervisor	410004e	12	6959	7299	7653	8028	8420
Energy Efficiency Supervisor	230058e	12	5863	6150	6451	6770	7101
Equipment Supervisor	720031e	12	7191	7541	7911	8299	8709
Fire Prevention Engineer	210055e	12	8010	8404	8815	9249	9706
Fleet Administration Supervisor	720025e	12	6612	6936	7272	7631	8000
Grant Writer	150105e	12	5522	5792	6074	6372	6682
Historic Preservation Specialist	230066e	12	6933	7275	7634	8007	8398
Housing Program Supervisor	230055e	12	7147	7504	7878	8272	8687
Human Resources Analyst	150016e	12	6708	7037	7376	7738	8120
Human Resources Records Supervisor	115050e	12	6734	7064	7412	7768	8154
Information Services Supervisor	125032e	12	8301	8710	9136	9585	10061
Landscape Maintenance Superintendent	510027e	12	8235	8642	9064	9510	9977
Lead Risk Analyst	150008e	12	6969	7315	7682	8065	8470
Licensed Professional Engineer	210110e	12	11639	12221	12832	13474	14147
Management Analyst I	150020e[4]	12[4]	4413	4628	4852	5089	5339
Management Analyst II	150021e[4]	12[4]	5543	5815	6097	6396	6706
Parking Supervisor	720035e	12	6938	7268	7619	7990	8736
Parks Supervisor I	510025e	12	6055	6352	6660	6987	7325
Parks Supervisor II	510026e	12	6625	6949	7292	7653	8020
Planner III	220007e	12	6629	6953	7292	7652	8030
Police Support Services Supervisor	115047e	12	6708	7038	7386	7740	8123
Principal Accountant	130014e	12	7282	7637	8014	8406	8820
Procurement Supervisor	140004e	12	6597	6927	7272	7635	8018
Professional Engineer	210100e	12	9228	9684	10160	10669	11200

e Exempt class, see Section 4.

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

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Project Manager	150065e	12	8437	8859	9303	9767	10257
Records Supervisor	115045e	12	6708	7038	7386	7740	8123
Recycling Coordinator	640001e	12	5519	5786	6070	6364	6678
Registered Veterinary Technician	560060e	12	4958	5206	5467	5740	6027
Revenue Supervisor	135025e	12	6812	7144	7490	7851	8231
Risk Analyst	150010e	12	6708	7037	7376	7738	8120
Sanitation Supervisor	640029e	12	6612	6936	7272	7631	8000
Senior Accountant-Auditor	130013e	12	6658	6983	7326	7684	8058
Senior Building Inspector	230034e	12	7311	7672	8048	8442	8863
Senior Database Administrator	125046e	12	8330	8727	9146	9584	10061
Senior Electrical Safety Consultant	230024e	12	7310	7672	8047	8442	8862
Senior Engineering Inspector	230077e	12	6777	7112	7460	7826	8214
Senior Environmental & Safety Consultant	230005e	12	7324	7686	8063	8458	8879
Senior Plumbing & Mechanical Consultant	230014e	12	7311	7672	8048	8442	8863
Senior Programmer Analyst	125019e	12	8301	8710	9136	9585	10061
Senior Real Estate Agent	170012e	12	6612	6936	7272	7631	8000
Senior Retirement Counselor	135052e	12	7273	7641	8019	8419	8841
Senior Right of Way Agent	210121e	12	8612	9043	9495	9970	10469
Street Maintenance Superintendent	720004e	12	8235	8642	9064	9510	9977
Street Maintenance Supervisor	720001e	12	7267	7622	7999	8389	8801
Supervising Airports Building Maintenance Technician	310014e	12	6612	6936	7272	7631	8000
Supervising Commercial Building Inspector	230036e	12	7311	7672	8048	8442	8863
Supervising Engineering Technician	210008e	12	7264	7624	7998	8391	8802
Supervising Fire Prevention Inspector	420005e	12	7301	7659	8036	8431	8846
Supervising Paralegal	160020e	12	7289	7647	8019	8414	8827
Supervising Planner	220008e	12	7297	7654	8025	8420	8830

e Exempt class, see Section 4.

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	8478	8897	9337	9792	10273
Supervising Real Estate Agent	170013e	12	7268	7623	8000	8390	8802
Supervising Traffic Signal Operations Specialist	720050e	12	7541	7910	8302	8711	9136
Survey Party Chief	210031e	12	7448	7807	8189	8587	9014
Systems Security Administrator	125050e	12	7551	7915	8307	8708	9136
Transit Supervisor I	320050e	12	6389	6700	7024	7370	7729
Transit Supervisor II	320051e	12	7192	7540	7911	8300	8709
Treasury Officer	135015e	12	7282	7637	8014	8406	8820
Trolley Supervisor	720060e	12	6389	6700	7024	7370	7729
Urban Forestry Supervisor I	510030e	12	6055	6352	6660	6987	7325
Urban Forestry Supervisor II	510031e	12	6625	6949	7292	7653	8020
Wastewater Environmental Supervisor	620073e	12	7740	8117	8518	8938	9376
Wastewater Operations Supervisor	620072e	12	7740	8117	8518	8938	9376
Wastewater System Supervisor	620071e	12	7740	8117	8518	8938	9376
Water Conservation Supervisor	610045e	12	6841	7175	7526	7899	8285
Water System Supervisor	610055e	12	7740	8117	8518	8938	9376

e Exempt class, see Section 4.

EXHIBIT 13-2 Unit 13 – Non-Exempt Professional (CFPEA)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	5037	5279	5533	5799	6080
Legal Secretary II	115016	12	5540	5810	6089	6381	6691
Paralegal	160001	12	6238	6541	6858	7194	7548
Senior Human Resources Technician	150014	12	5205	5454	5714	5993	6282
Senior Legal Secretary	115017	12	6375	6694	7028	7379	7748
Senior Paralegal	160002	12	6507	6831	7173	7532	7910
Supervising Crime Scene Technician	410013	12	6603	6926	7262	7615	7985

EXHIBIT 13-1 Unit 13 - Exempt Supervisory and Professional (CFPEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6904	7244	7596	7971	8360
Airports Airside/Landside Superintendent	310018e	12	7595	7965	8359	8767	9198
Airports Credentialing Supervisor	115081e	12	7010	7355	7719	8089	8489
Airports Operations Supervisor	310013e	12	7460	7824	8204	8608	9024
Airports Projects Supervisor	310016e	12	7980	8372	8783	9215	9671
Airports Property Supervisor	175005e	12	6910	7249	7600	7975	8360
Animal Center Supervisor	560035e	12	6910	7249	7600	7975	8360
Animal Programs Coordinator	560050e	12	4612	4856	5071	5319	5580
Architect	210045e	12	9644	10120	10618	11150	11704
Assistant Law Office Manager	115019e	12	7891	8272	8681	9100	9548
Business Process & Systems Analyst	125044e	12	7890	8272	8678	9102	9548
Call Center Supervisor	115073e	12	7152	7498	7861	8239	8642
Capital Development Specialist	310007e	12	7591	7968	8358	8769	9199
Central Print Supervisor	120007e	12	6328	6638	6960	7302	7655
Chief Engineering Inspector	230078e	12	7793	8172	8576	8997	9438
Chief Engineering Technician	210009e	12	8762	9190	9644	10120	10618
Chief of Facilities Maintenance	810037e	12	7638	8015	8408	8819	9255
Chief of Wastewater Environmental Services	620075e	12	7309	7670	8046	8440	8854
Chief of Wastewater Facilities Maintenance	620085e	12	7638	8015	8408	8819	9255
Chief of Wastewater Treatment Operations	620080e	12	7722	8108	8506	8923	9361
Chief of Water Operations	610070e	12	7851	8233	8642	9067	9510
Chief Police Pilot	410031e	12	8629	9051	9501	9968	10462
Chief Surveyor	210032e	12	12163	12771	13410	14081	14784
Community Services and Recreation Supervisor	520016e	12	6924	7262	7621	7998	8381
Contract Compliance Officer	150061e	12	6910	7249	7600	7975	8360
Custodial Supervisor	810025e	12	6910	7249	7600	7975	8360
Cybersecurity Specialist	125093e	12	9515	9992	10492	11017	11569
Database Administrator	125045e	12	7890	8272	8678	9102	9548
DBE/Small Business Coordinator	150070e	12	6922	7257	7612	7986	8379
Emergency Services Dispatch Supervisor	410004e	12	7273	7628	7998	8390	8799
Energy Efficiency Supervisor	230058e	12	6127	6427	6742	7075	7421

e Exempt class, see Section 4.

Effective 10/20/2025 by the Ninth Amendment to the FY26 Salary Resolution No. 2025-177.

Exhibit 13-1 Unit 13 - Exempt Supervisory and Professional (CFPEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Equipment Supervisor	720031e	12	7515	7881	8267	8673	9101
Fire Prevention Engineer	210055e	12	8371	8783	9212	9666	10143
Fleet Administration Supervisor	720025e	12	6910	7249	7600	7975	8360
Grant Writer	150105e	12	5771	6053	6348	6659	6983
Historic Preservation Specialist	230066e	12	7245	7603	7978	8368	8776
Housing Program Supervisor	230055e	12	7469	7842	8233	8645	9078
Human Resources Analyst	150016e	12	7010	7354	7708	8087	8486
Human Resources Records Supervisor	115050e	12	7038	7382	7746	8118	8521
Information Services Supervisor	125032e	12	8675	9102	9548	10017	10514
Landscape Maintenance Superintendent	510027e	12	8606	9031	9472	9938	10426
Lead Risk Analyst	150008e	12	7283	7645	8028	8428	8852
Licensed Professional Engineer	210110e	12	12163	12771	13410	14081	14784
Management Analyst I	150020e	12	4612	4837	5071	5319	5580
Management Analyst II	150021e	12	5793	6077	6372	6684	7008
Parking Supervisor	720035e	12	7251	7596	7962	8350	9130
Parks Supervisor I	510025e	12	6328	6638	6960	7302	7655
Parks Supervisor II	510026e	12	6924	7262	7621	7998	8381
Planner III	220007e	12	6928	7266	7621	7997	8392
Police Support Services Supervisor	115047e	12	7010	7355	7719	8089	8489
Principal Accountant	130014e	12	7610	7981	8375	8785	9217
Procurement Supervisor	140004e	12	6894	7239	7600	7979	8379
Professional Engineer	210100e	12	9644	10120	10618	11150	11704
Project Manager	150065e	12	8817	9258	9722	10207	10719
Records Supervisor	115045e	12	7010	7355	7719	8089	8489
Recycling Coordinator	640001e	12	5768	6047	6344	6651	6979
Registered Veterinary Tech	560060e	12	5182	5441	5714	5999	6299
Revenue Supervisor	135025e	12	7119	7466	7828	8205	8602
Risk Analyst	150010e	12	7010	7354	7708	8087	8486
Sanitation Supervisor	640029e	12	6910	7249	7600	7975	8360
Senior Accountant-Auditor	130013e	12	6958	7298	7656	8030	8421
Senior Building Inspector	230034e	12	7640	8018	8411	8822	9262
Senior Database Administrator	125046e	12	8705	9120	9558	10016	10514
Senior Electrical Safety Consultant	230024e	12	7639	8018	8410	8822	9261

e Exempt class, see Section 4.

Effective 10/20/2025 by the Ninth Amendment to the FY26 Salary Resolution No. 2025-177.

Exhibit 13-1 Unit 13 - Exempt Supervisory and Professional (CFPEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Engineering Inspector	230077e	12	7082	7433	7796	8179	8584
Senior Environmental & Safety Consultant	230005e	12	7654	8032	8426	8839	9279
Senior Plumbing & Mechanical Consultant	230014e	12	7640	8018	8411	8822	9262
Senior Programmer Analyst	125019e	12	8675	9102	9548	10017	10514
Senior Real Estate Agent	170012e	12	6910	7249	7600	7975	8360
Senior Retirement Counselor	135052e	12	7601	7985	8380	8798	9239
Senior Right of Way Agent	210121e	12	9000	9450	9923	10419	10941
Street Maintenance Superintendent	720004e	12	8606	9031	9472	9938	10426
Street Maintenance Supervisor	720001e	12	7595	7965	8359	8767	9198
Supervising Airports Building Maintenance Technician	310014e	12	6910	7249	7600	7975	8360
Supervising Commercial Building Inspector	230036e	12	7640	8018	8411	8822	9262
Supervising Engineering Technician	210008e	12	7591	7968	8358	8769	9199
Supervising Fire Prevention Inspector	420005e	12	7630	8004	8398	8811	9245
Supervising Paralegal	160020e	12	7618	7992	8380	8793	9225
Supervising Planner	220008e	12	7626	7999	8387	8799	9228
Supervising Plans Examiner	210044e	12	8860	9298	9758	10233	10736
Supervising Real Estate Agent	170013e	12	7596	7967	8360	8768	9199
Supervising Traffic Signal Operations Specialist	720050e	12	7881	8266	8676	9103	9548
Survey Party Chief	210031e	12	7784	8159	8558	8974	9420
Systems Security Administrator	125050e	12	7891	8272	8681	9100	9548
Transit Supervisor I	320050e	12	6677	7002	7341	7702	8077
Transit Supervisor II	320051e	12	7516	7880	8267	8674	9101
Treasury Officer	135015e	12	7610	7981	8375	8785	9217
Trolley Supervisor	720060e	12	6677	7002	7341	7702	8077
Urban Forestry Supervisor I	510030e	12	6328	6638	6960	7302	7655
Urban Forestry Supervisor II	510031e	12	6924	7262	7621	7998	8381
Wastewater Environmental Supervisor	620073e	12	8089	8483	8902	9341	9798
Wastewater Operations Supervisor	620072e	12	8089	8483	8902	9341	9798
Wastewater System Supervisor	620071e	12	8089	8483	8902	9341	9798
Water Conservation Supervisor	610045e	12	7149	7498	7865	8255	8658
Water System Supervisor	610055e	12	8089	8483	8902	9341	9798

e Exempt class, see Section 4.

Effective 10/20/2025 by the Ninth Amendment to the FY26 Salary Resolution No. 2025-177.

EXHIBIT 13-2 Unit 13 - Non-Exempt Professional (CFPEA), effective October 20, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	5264	5517	5782	6060	6354
Legal Secretary II	115016	12	5790	6072	6364	6669	6993
Paralegal	160001	12	6519	6836	7167	7518	7888
Senior Human Resources Technician	150014	12	5440	5700	5972	6263	6565
Senior Legal Secretary	115017	12	6662	6996	7345	7712	8097
Senior Paralegal	160002	12	6800	7139	7496	7871	8266
Supervising Crime Scene Technician	410013	12	6901	7238	7589	7958	8345

Effective 10/20/2025 by the Ninth Amendment to the FY26 Salary Resolution No. 2025-177.

SEE APPENDIX FOR FOOTNOTES

EXHIBIT 14
Unit 14 – Management Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	7340	7524	7712	7903	8100	8304	8512	8724	8942
Administrative Manager	220025e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Airports Marketing & Public Relations Coordinator	310150e	-	7340	7524	7712	7903	8100	8304	8512	8724	8942
Airports Operations Manager	310020e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Airports Planning Manager	310019e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Airports Properties Manager	310021e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Airports Safety Management Systems Manager	310161e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Animal Behaviorist	560041e	-	7340	7524	7712	7903	8100	8304	8512	8724	8942
Assistant City Clerk	115030e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Building Services Manager	230031e	-	12945	13269	13600	13939	14289	14646	15012	15387	15772
Business Manager	150019e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Clinic Manager	560061e	-	7340	7524	7712	7903	8100	8304	8512	8724	8942
Communications Manager	125060e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Construction Manager	210096e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Crime Scene Investigation Bureau Manager	410015e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Cybersecurity Manager	125092e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Deputy City Engineer	210081e	-	11470	11758	12053	12354	12664	12979	13304	13635	13977
Division Manager	150024e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Economic Development Analyst	150095e	-	7340	7524	7712	7903	8100	8304	8512	8724	8942
Emergency Services Dispatch Manager	410005e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Facilities Manager	810040e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714

e Exempt class, See Section 4

EXHIBIT 14 Unit 14 – Management Classes (CFMEA)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Graffiti Abatement Manager	720040e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Housing & Neighborhood Revitalization Manager	230065e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Information Services Manager	125055e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Law Office Manager	115020e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Licensed Engineer Manager	210094e	-	12816	13136	13464	13801	14146	14500	14862	15234	15615
PARCS Operations Manager	520025e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Parks Manager	510035e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Personnel Manager	150026e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Planning Manager	220010e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Program Manager	510040e	-	7340	7524	7712	7903	8100	8304	8512	8724	8942
Projects Administrator	150063e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Public Works/Public Utilities Manager	210095e	-	9673	9914	10163	10416	10676	10943	11216	11498	11786
Purchasing Manager	140005e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Records Manager	115046e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Retirement Accounting Manager	135044e	-	9914	10163	10416	10676	10943	11216	11498	11786	12080
Revenue Manager	135026e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714

e Exempt class, See Section 4

EXHIBIT 14 Unit 14 – Management Classes (CFMEA)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Right of Way Agent Manager	210122e	-	9545	9784	10029	10280	10537	10801	11072	11349	11633
Senior Management Analyst	150023e	-	7340	7524	7712	7903	8100	8304	8512	8724	8942
Solid Waste Manager	640040e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Training Officer	150046e	-	7340	7524	7712	7903	8100	8304	8512	8724	8942
Transit Operations Manager	320055e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Trolley Manager	720061e		8063	8265	8472	8684	8902	9125	9354	9588	9828
Wastewater Manager	620095e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Water Manager	610075e	-	8795	9015	9241	9471	9709	9950	10198	10453	10714
Water/Wastewater Manager-Certified	620096e	-	10113	10364	10624	10889	11162	11441	11726	12020	12320

e Exempt class, See Section 4

EXHIBIT 14
Unit 14 – Management Classes (CFMEA), effective July 28, 2025

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	7561	7750	7944	8141	8343	8554	8768	8986	9211
Administrative Manager	220025e	-	9964	10212	10468	10729	10997	11272	11553	11843	12140
Airports Marketing & Public Relations Coordinator	310150e	-	7561	7750	7944	8141	8343	8554	8768	8986	9211
Airports Operations Manager	310020e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Airports Planning Manager	310019e	-	9964	10212	10468	10729	10997	11272	11553	11843	12140
Airports Properties Manager	310021e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Airports Safety Management Systems Manager	310161e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Animal Behaviorist	560041e	-	7561	7750	7944	8141	8343	8554	8768	8986	9211
Assistant City Clerk	115030e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Building Services Manager	230031e	-	13334	13668	14008	14358	14718	15086	15463	15849	16246
Business Manager	150019e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Clinic Manager	560061e	-	7561	7750	7944	8141	8343	8554	8768	8986	9211
Communications Manager	125060e	-	9964	10212	10468	10729	10997	11272	11553	11843	12140
Construction Manager	210096e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Crime Scene Investigation Bureau Manager	410015e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Cybersecurity Manager	125092e	-	9964	10212	10468	10729	10997	11272	11553	11843	12140
Deputy City Engineer	210081e	-	11815	12111	12415	12725	13044	13369	13704	14045	14397
Division Manager	150024e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Economic Development Analyst	150095e	-	7561	7750	7944	8141	8343	8554	8768	8986	9211
Emergency Services Dispatch Manager	410005e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Facilities Manager	810040e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036

e Exempt class, See Section 4
Effective 7/28/2025 by the Second Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA), effective July 28, 2025											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Graffiti Abatement Manager	720040e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Housing & Neighborhood Revitalization Manager	230065e	-	9964	10212	10468	10729	10997	11272	11553	11843	12140
Information Services Manager	125055e	-	9964	10212	10468	10729	10997	11272	11553	11843	12140
Law Office Manager	115020e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Licensed Engineer Manager	210094e	-	13201	13531	13868	14216	14571	14935	15308	15692	16084
PARCS Operations Manager	520025e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Parks Manager	510035e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Personnel Manager	150026e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Planning Manager	220010e	-	9964	10212	10468	10729	10997	11272	11553	11843	12140
Program Manager	510040e	-	7561	7750	7944	8141	8343	8554	8768	8986	9211
Projects Administrator	150063e	-	9964	10212	10468	10729	10997	11272	11553	11843	12140
Public Works/Public Utilities Manager	210095e	-	9964	10212	10468	10729	10997	11272	11553	11843	12140
Purchasing Manager	140005e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Records Manager	115046e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Retirement Accounting Manager	135044e	-	10212	10468	10729	10997	11272	11553	11843	12140	12443
Revenue Manager	135026e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036

e Exempt class, See Section 4

Effective 7/28/2025 by the Second Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA), effective July 28, 2025											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Right of Way Agent Manager	210122e	-	9832	10078	10330	10589	10854	11126	11405	11690	11982
Senior Management Analyst	150023e	-	7561	7750	7944	8141	8343	8554	8768	8986	9211
Solid Waste Manager	640040e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Training Officer	150046e	-	7561	7750	7944	8141	8343	8554	8768	8986	9211
Transit Operations Manager	320055e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Trolley Manager	720061e		8305	8513	8727	8945	9170	9399	9635	9876	10123
Wastewater Manager	620095e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Water Manager	610075e	-	9059	9286	9519	9756	10001	10249	10504	10767	11036
Water/Wastewater Manager-Certified	620096e	-	10417	10675	10943	11216	11497	11785	12078	12381	12690

e Exempt class, See Section 4

Effective 7/28/2025 by the Second Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 14
Unit 14 – Management Classes (CFMEA), effective December 29, 2025 (if met FY26 1% contingency)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	7637	7828	8024	8223	8427	8640	8856	9076	9304
Administrative Manager	220025e	-	10064	10315	10573	10837	11107	11385	11669	11962	12262
Airports Marketing & Public Relations Coordinator	310150e	-	7637	7828	8024	8223	8427	8640	8856	9076	9304
Airports Operations Manager	310020e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Airports Planning Manager	310019e	-	10064	10315	10573	10837	11107	11385	11669	11962	12262
Airports Properties Manager	310021e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Airports Safety Management Systems Manager	310161e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Animal Behaviorist	560041e	-	7637	7828	8024	8223	8427	8640	8856	9076	9304
Assistant City Clerk	115030e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Building Services Manager	230031e	-	13468	13805	14149	14502	14866	15237	15618	16008	16409
Business Manager	150019e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Clinic Manager	560061e	-	7637	7828	8024	8223	8427	8640	8856	9076	9304
Communications Manager	125060e	-	10064	10315	10573	10837	11107	11385	11669	11962	12262
Construction Manager	210096e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Crime Scene Investigation Bureau Manager	410015e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Cybersecurity Manager	125092e	-	10064	10315	10573	10837	11107	11385	11669	11962	12262
Deputy City Engineer	210081e	-	11934	12233	12540	12853	13175	13503	13842	14186	14541
Division Manager	150024e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Economic Development Analyst	150095e	-	7637	7828	8024	8223	8427	8640	8856	9076	9304
Emergency Services Dispatch Manager	410005e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Facilities Manager	810040e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147

e Exempt class, See Section 4
Effective 12/29/2025 if met FY26 1% contingency by the Second Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA), effective December 29, 2025 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Graffiti Abatement Manager	720040e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Housing & Neighborhood Revitalization Manager	230065e	-	10064	10315	10573	10837	11107	11385	11669	11962	12262
Information Services Manager	125055e	-	10064	10315	10573	10837	11107	11385	11669	11962	12262
Law Office Manager	115020e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Licensed Engineer Manager	210094e	-	13334	13667	14007	14359	14717	15085	15462	15849	16245
PARCS Operations Manager	520025e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Parks Manager	510035e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Personnel Manager	150026e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Planning Manager	220010e	-	10064	10315	10573	10837	11107	11385	11669	11962	12262
Program Manager	510040e	-	7637	7828	8024	8223	8427	8640	8856	9076	9304
Projects Administrator	150063e	-	10064	10315	10573	10837	11107	11385	11669	11962	12262
Public Works/Public Utilities Manager	210095e	-	10064	10315	10573	10837	11107	11385	11669	11962	12262
Purchasing Manager	140005e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Records Manager	115046e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Retirement Accounting Manager	135044e	-	10315	10573	10837	11107	11385	11669	11962	12262	12568
Revenue Manager	135026e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147

e Exempt class, See Section 4

Effective 12/29/2025 if met FY26 1% contingency by the Second Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA), effective December 29, 2025 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Right of Way Agent Manager	210122e	-	9931	10179	10434	10695	10963	11238	11520	11807	12102
Senior Management Analyst	150023e	-	7637	7828	8024	8223	8427	8640	8856	9076	9304
Solid Waste Manager	640040e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Training Officer	150046e	-	7637	7828	8024	8223	8427	8640	8856	9076	9304
Transit Operations Manager	320055e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Trolley Manager	720061e		8389	8599	8815	9035	9262	9493	9732	9975	10225
Wastewater Manager	620095e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Water Manager	610075e	-	9150	9379	9615	9854	10102	10352	10610	10875	11147
Water/Wastewater Manager-Certified	620096e	-	10522	10782	11053	11329	11612	11903	12199	12505	12817

e Exempt class, See Section 4

Effective 12/29/2025 if met FY26 1% contingency by the Second Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 14
Unit 14 – Management Classes (CFMEA), effective June 15, 2026 (if met FY26 1% contingency)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	7714	7907	8105	8306	8512	8727	8945	9167	9398
Administrative Manager	220025e	-	10165	10419	10679	10946	11219	11499	11786	12082	12385
Airports Marketing & Public Relations Coordinator	310150e	-	7714	7907	8105	8306	8512	8727	8945	9167	9398
Airports Operations Manager	310020e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Airports Planning Manager	310019e	-	10165	10419	10679	10946	11219	11499	11786	12082	12385
Airports Properties Manager	310021e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Airports Safety Management Systems Manager	310161e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Animal Behaviorist	560041e	-	7714	7907	8105	8306	8512	8727	8945	9167	9398
Assistant City Clerk	115030e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Building Services Manager	230031e	-	13603	13944	14291	14648	15015	15390	15775	16169	16574
Business Manager	150019e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Clinic Manager	560061e	-	7714	7907	8105	8306	8512	8727	8945	9167	9398
Communications Manager	125060e	-	10165	10419	10679	10946	11219	11499	11786	12082	12385
Construction Manager	210096e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Crime Scene Investigation Bureau Manager	410015e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Cybersecurity Manager	125092e	-	10165	10419	10679	10946	11219	11499	11786	12082	12385
Deputy City Engineer	210081e	-	12054	12356	12666	12982	13307	13639	13981	14328	14687
Division Manager	150024e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Economic Development Analyst	150095e	-	7714	7907	8105	8306	8512	8727	8945	9167	9398
Emergency Services Dispatch Manager	410005e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Facilities Manager	810040e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259

e Exempt class, See Section 4
Effective 6/15/2026 if met FY26 1% contingency by the Second Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA), effective June 15, 2026 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Graffiti Abatement Manager	720040e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Housing & Neighborhood Revitalization Manager	230065e	-	10165	10419	10679	10946	11219	11499	11786	12082	12385
Information Services Manager	125055e	-	10165	10419	10679	10946	11219	11499	11786	12082	12385
Law Office Manager	115020e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Licensed Engineer Manager	210094e	-	13468	13804	14148	14503	14865	15236	15617	16008	16408
PARCS Operations Manager	520025e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Parks Manager	510035e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Personnel Manager	150026e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Planning Manager	220010e	-	10165	10419	10679	10946	11219	11499	11786	12082	12385
Program Manager	510040e	-	7714	7907	8105	8306	8512	8727	8945	9167	9398
Projects Administrator	150063e	-	10165	10419	10679	10946	11219	11499	11786	12082	12385
Public Works/Public Utilities Manager	210095e	-	10165	10419	10679	10946	11219	11499	11786	12082	12385
Purchasing Manager	140005e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Records Manager	115046e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Retirement Accounting Manager	135044e	-	10419	10679	10946	11219	11499	11786	12082	12385	12694
Revenue Manager	135026e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259

e Exempt class, See Section 4

Effective 6/15/2026 if met FY26 1% contingency by the Second Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 14 Unit 14 – Management Classes (CFMEA), effective June 15, 2026 (if met FY26 1% contingency)											
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Right of Way Agent Manager	210122e	-	10031	10281	10539	10802	11073	11351	11636	11926	12224
Senior Management Analyst	150023e	-	7714	7907	8105	8306	8512	8727	8945	9167	9398
Solid Waste Manager	640040e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Training Officer	150046e	-	7714	7907	8105	8306	8512	8727	8945	9167	9398
Transit Operations Manager	320055e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Trolley Manager	720061e		8473	8685	8904	9126	9355	9588	9830	10075	10328
Wastewater Manager	620095e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Water Manager	610075e	-	9242	9473	9712	9953	10204	10456	10717	10984	11259
Water/Wastewater Manager-Certified	620096e	-	10628	10890	11164	11443	11729	12023	12321	12631	12946

e Exempt class, See Section 4

Effective 6/15/2026 if met FY26 1% contingency by the Second Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/2016				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Airport Public Safety Supervisor (310003)	7/1/24	Airport Public Safety Supervisor (310005)	114.44%	7/1/24
Assistant Chief of Wastewater Treatment Operations (620079)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Brake & Front End Specialist (710085)	10/20/25	Heavy Equipment Mechanic Leadworker (710102)	100%	10/20/25
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 Recreation Supervisor I (520015)	7/1/20	Community Services and Recreation Supervisor (520016)	96%	7/1/20
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
Electronic Equipment Installer (710060)	10/20/25	Vehicle Upfitter (710050)	81.14%	10/20/25
Emergency Preparedness Officer (420020)	7/1/18	Management Analyst II (150021)	100%	7/1/18
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

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Ground Water Production Technician (610036)	7/1/20	Water Distribution/Production Technician (610028)	100%	7/1/20
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
Locksmith (810015)	10/20/25	Roofer (810010)	100%	10/20/25
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
Secretary (110050)	2/24/25	Senior Secretary (110051)	100%	2/24/25
Senior Ground Water Production Operator (610038)	7/1/20	Senior Water Distribution/Production Operator (610030)	100%	7/1/20
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
Special Guard (940010)	4/1/02	Police Cadet II (940006)	100%	12/10/20

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Supervising Environmental Control Officer (620005)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Transit Maintenance Manager (320060)	7/1/18	Transit Operations Manager (320055)	100%	7/1/18
Waste Collector II (640020)	9/5/16	Sanitation Operator (640021)	84.19%	9/5/16
Waste Container Maintenance Worker (640011)	9/5/16	Waste Container Maintenance Worker (640010)	117.65%	9/5/16
Wastewater Lead Distributor (620051)	9/5/16	Wastewater Distributor Technician (620050)	118.92%	9/5/16
Wastewater Treatment Maintenance Supervisor (620070)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Water System Operator I (610025)	7/1/18	Water Distribution/Production Technician (610028)	100%	7/1/18
Water System Operator II (610026)	7/1/18	Water Distribution/Production Specialist (610029)	100%	7/1/18
Water System Operator III (610027)	7/1/18	Senior Water Treatment Plant Operator (610039)	90.79%	7/1/18
Welder (710065)	10/20/25	Combination Welder (710067)	90.14%	10/20/25

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.

[11] E9 Executive Pay Range.

[12] Subject to full shift as determined by the City Manager.[I]

[e] Exempt class, see Section 4.

[†] 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.

[‡] To be calculated as if working 40 hours per week.

[I] Effective 7/28/2025, by the First Amendment to the Salary Resolution No. 2025-826.

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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 _____, 2025.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2025
Mayor Approval/No Return: _____, 2025
Mayor Veto: _____, 2025
Council Override Vote: _____, 2025

TODD STERMER
City Clerk

BY:_____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY:_____
Jennifer DeRuosi, Assistant City Attorney