



Fiscal Year 2027

(July 1, 2026 – June 30, 2027)

Salary Resolution

Personnel Services Department

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Fiscal Year 2027 Salary Resolution

Resolution No. 2026-157

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RESOLUTION NO. 2026-157

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE COMPENSATION RATES AND SCHEDULES AND RELATED REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND SCHEDULES FOR FISCAL YEAR 2027.

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 service 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 four (4) 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.
 3. In the event of Leave without Pay in accordance with Section M below.
 4. Employees in a flexibly-staffed series shall not receive a step increase in the entry-level classification, unless otherwise stated in the MOU.
- 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 , and one (1) year of service equals 2,080 hours. For employees who work a 42-hour work week, six (6) months of service equals 1,092 hours and one (1) year of service equals 2,184 hours. An employee who works a 56 hour work week, six (6) months of service equals 1,456 hours, and one (1) year of service equals 2,912 hours. For those employees in Permanent Part Time (PPT) Positions, their hours will be pro-rated to the 40-hour or 42-hour work week depending upon assignment.
- 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.
- 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:

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

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

<u>At least</u>	<u>But less than</u>	<u>Calendar Weeks delayed</u>
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:

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

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

- 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 met the minimum qualifications of the position, deemed qualified by the Personnel Services Department and approved by the City Manager or applicable appointing authority, the employee shall be paid at the rate of pay of the higher class while so assigned. An employee 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 (90th) day of employment.
 - 3. Sick Leave can be used for:
 - a. Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee;
 - b. Diagnosis, care, or treatment of an existing health condition of, or preventive care for an employee's parent (a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child), child (a child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis - this definition of a child is applicable regardless of age or dependency status), spouse, registered domestic partner, sibling, grandparent, 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).
- d. Upon the death of a member of an employee's immediate family as defined below, the employee shall be allowed to utilize Sick Leave, or other leaves if Sick Leave is not available, as is necessary to take care of funeral arrangements, or attend the funeral, but not to exceed five (5) days.

Immediate Family:

- i. Spouse or Domestic Partner
- ii. Child (biological, adopted, foster, step, legal ward, child of domestic partner, or a person to whom the employee stands in loco parentis)
- iii. Parent (biological, foster, adoptive, in-law, step, a legal guardian, or other person who stood in loco parentis to the employee when the employee was a child)
- iv. Sibling (person related to another person by blood, adoption, or affinity through a common legal or biological parent)
- v. Grandchild
- vi. Grandparent
- vii. Designated person means any individual related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by the employee at the time the employee requests the leave. An employer may limit an employee to one designated person per 12-month period for family care and medical leave.

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. Protected Sick Leave shall be defined as accrued and available Sick Leave used pursuant to Sick Leave protected at law.
- c. Only the use of Sick Leave shall be protected under these Sick Leave provisions. The use of other leave banks will not be recognized as protected Sick Leave under this policy. Employees must have Sick Leave hours accrued and available in order for leave to be considered protected under this policy and under law.

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 13 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 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, employees who have reached their Annual Leave accumulation limit will have all hours exceeding the limit placed in a Special HRA bank to be credited to an HRA account for eligible employees upon retirement, until their Annual Leave accumulation falls below the hour limit as reflected in Section 9, subsection 1 b., at which point they will resume accumulating Annual Leave. 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.

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. Payments between January 1st and June 30th 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/Non-Accruing Sick Leave

- a. Use of Frozen Sick Leave/Non-Accruing 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/Non-Accruing 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 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 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~~ for their Holiday Leave balance, ~~each fiscal year between July 1st and March 31st;~~
- 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.
- 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 IN EXHIBIT 2

Upon employment by the City on or after July 1, 2016, new employees or rehired employees appointed to permanent positions set forth in Exhibit 2 shall receive 40 hours of Supplemental Sick Leave each fiscal year with a lifetime accrual limit of 80 hours. Supplemental Sick Leave hours shall be credited on a pro-rated basis for each full calendar month remaining on such appointment in the fiscal year. Employees in Exhibit 2 or employees transferring from another unit who have balances in Supplemental Sick greater than 80 will maintain their balance.

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 by the State of California are eligible to receive \$300 per month.

3. Investment Management/Fraud Examiner Certification / Designation

Employees who hold a permanent appointment to a position in Exhibit 2 who possess any of the following 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

e. Certified Fraud Examiner (CFE) 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 by the State of California are eligible to receive \$300 per month.

6. Accredited Airport Executive Program

Employees who hold a permanent appointment to a position in Exhibit 2 who possess an Accredited Airport Executive designation by the American Association of Airport Executives are eligible to receive \$300 per month.

7. Public Sector Human Resources Association

Employees who hold a permanent appointment to a position in Exhibit 2 who possess a PSHRA CP (Certified Professional) certification by the Public Sector Human Resources Association (formerly IPMA) are eligible to receive \$300 per month.

B. Employees who possess and maintain certification as a Certified Access Specialist (CASP) by the State of California 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 shall select the City's high plan or low plan and contribute the employee premium through payroll deductions.

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 accumulated Special HRA bank hours at the time of retirement multiplied by 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. For individuals in executive ranges E1- E4, additional HRA leave credits beyond what is already contained in this document, not to exceed 100 credits.
 18. Recruitment and/or retention incentive pay when authorized pursuant to Section 26 below.
 19. 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. BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES

A. Employees in the Police Cadet series shall receive the following benefits:

1. Police Cadet is a training series and is designed to ultimately lead to appointment to a permanent full-time position other than Police Cadet in the Police Department. A Police Cadet may be terminated from the Police Cadet program pursuant to FMC 3-266(d).
2. Upon appointment to a permanent position other than Police Cadet, time served as a Police Cadet I and II shall not be included in calculating an employee's period of continuous service for the purposes of seniority, retirement benefits, leave accruals, or other benefits.
3. Police Cadets shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System as they are employed principally for the purpose of training.
4. Actual hours worked in excess of 40 hours a week shall be compensated as overtime in accordance with the applicable provisions of FLSA.
5. Fringe benefits for employees in permanent positions in the Cadet series will be determined by the City Manager or designee.

6. Health & Welfare Insurance

The City contribution of the total premiums shall be eighty percent (80%) and the employee share of the total premium shall be (20%). Effective July 1, 2027, the City contribution of the total premiums shall be seventy percent (70%) and the cadet share of the total premium shall be (30%). Employees may opt to contribute the employee share through payroll deductions to make up the difference between the total premium and the City contribution to receive the maximum benefit coverage provided under the Trust or opt to contribute a minimum employee share and accept a reduced coverage option. Employees may opt out of enrolling in the City's Health and Welfare plan if enrolled in a health plan outside of the City. Eligible employees (i.e., with proof of other health insurance) may opt out of enrolling in the City's Health and Welfare plan upon:

- (a) employment with the City;
- (b) within thirty (30) days of a qualifying event;

(c) or during the open enrollment period for the Health Plan.

On an annual basis during the month of November, An employee electing to opt out of the City's Health and Welfare plan will be required to submit proof of other health insurance to the Personnel Services Department. If other insurance is discontinued for any reason at any point, the employee must notify the Personnel Services Department Immediately. If the employee does not provide proof of other health insurance annually during the month of November, they will automatically be enrolled in the City's Health and Welfare Trust

7. Holiday Leave

Employees occupying a permanent position in Exhibit 08A shall be entitled to the holidays listed in FMC Section 3-116. Upon separation from City service, employees will be compensated for all unused holiday balances at their applicable base rate of pay.

8. Vacation Leave

Employees occupying a permanent position in Exhibit 08A shall be entitled to accrue 6 hours of Vacation leave for each completed month.

9. 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,.

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.

10. Bilingual Premium Pay

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

11. 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.
8. 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).
- iv. Upon the death of a member of an employee's immediate family as defined below, the employee shall be allowed to utilize Sick Leave, or other leaves if Sick Leave is not available, as is necessary to take care of funeral arrangements, or attend the funeral, but not to exceed five (5) days.

Immediate Family:

- a. Spouse or Domestic Partner
 - b. Child (biological, adopted, foster, step, legal ward, child of domestic partner, or a person to whom the employee stands in loco parentis)
 - c. Parent (biological, foster, adoptive, in-law, step, a legal guardian, or other person who stood in loco parentis to the employee when the employee was a child)
 - d. Sibling (person related to another person by blood, adoption, or affinity through a common legal or biological parent)
 - e. Grandchild
 - f. Grandparent
 - g. Designated person' means any individual related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by the employee at the time the employee requests the leave. An employer may limit an employee to one designated person per 12-month period for family care and medical leave.
3. Protected Sick Leave shall be defined as accrued and available Sick Leave used pursuant to Sick Leave protected at law.
 4. Only the use of Sick Leave shall be protected under these Sick Leave provisions. The use of other leave banks will not be recognized as protected Sick Leave under this policy. Employees must have Sick Leave hours accrued and available in order for leave to be considered protected under this policy and under law
 5. 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.
 6. 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:

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

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

- C. Sick Leave – Employees with Sick Leave who move to a bargaining unit with Annual Leave will have their unused Sick Leave remain in a Non-Accruing Sick Leave Bank.
- 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 intermittently, 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. Re-Employment of previously terminated Employees

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. 2026-157, all amendments thereto, and all other resolutions or parts of resolutions in conflict with this resolution except as such resolutions or parts thereof approve a MOU or T & C, are hereby repealed.

SECTION 29. RESOLUTION EFFECTIVE DATE

Upon final legislative approval, this Resolution shall become effective July 1, 2026.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	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.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39)							
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.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39)							
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.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39)							
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.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 14, 2027							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4946	5193	5454	5726	6015
Airports Operations Leadworker	310010	12	5779	6068	6372	6691	7026
Airports Operations Specialist	310012	12	5257	5519	5795	6086	6391
Automotive Parts Leadworker	145006	12	5383	5652	5934	6232	6544
Automotive Parts Specialist	145005	12	4946	5193	5454	5726	6015
Aviation Mechanic I	410039 ⁴	12 ⁴	6805	7144	7503	7878	8272
Aviation Mechanic II	410040 ⁴	12 ⁴	7397	7767	8155	8564	8992
Aviation Mechanic Leadworker	410041	12	8137	8543	8972	9421	9892
Body & Fender Repairer I	320035 ³	12 ³	5779	6068	6372	6691	7026
Body & Fender Repairer II	320036 ³	12 ³	6476	6800	7139	7497	7873
Body & Fender Repairer Leadworker	320037	12	7123	7479	7854	8248	8660
Bus Air Conditioning Mechanic I	320030 ³	12 ³	5779	6068	6372	6691	7026
Bus Air Conditioning Mechanic II	320031 ³	12 ³	6476	6800	7139	7497	7873
Bus Air Conditioning Mechanic Leadworker	320032	12	7123	7479	7854	8248	8660
Bus Equipment Attendant Leadworker	320040	12	5257	5519	5795	6086	6391
Bus Mechanic I	320020 ³	12 ³	5779	6068	6372	6691	7026
Bus Mechanic II	320021 ³	12 ³	6476	6800	7139	7497	7873
Bus Mechanic Leadworker	320022	12	7123	7479	7854	8248	8660
Collection System Maintenance Specialist	630002	12	5845	6137	6444	6767	7105
Collection System Maintenance Technician	630001	12	5342	5609	5889	6184	6494
Combination Welder	710067	12	6427	6748	7087	7441	7814
Combination Welder Leadworker	710066	12	7052	7404	7774	8163	8572
Communications Technician	710051	12	6427	6748	7087	7441	7814
Construction & Heavy Equipment Operator	710025	12	5962	6262	6574	6905	7250
Cross Connection Control Specialist	610040	12	6492	6816	7158	7516	7892

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 1

Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 14, 2027

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Custodian	810001	12	3980	4180	4390	4610	4839
Equipment Service Worker I	710075	12	4946	5193	5454	5726	6015
Equipment Service Worker II	710076	12	5383	5652	5934	6232	6544
Fire Equipment Mechanic I	420010 ³	12 ³	5779	6068	6372	6691	7026
Fire Equipment Mechanic II	420011 ³	12 ³	6476	6800	7139	7497	7873
Fire Equipment Mechanic Leadworker	420012	12	7123	7479	7854	8248	8660
Graffiti Abatement Technician	710009	12	4713	4948	5196	5457	5731
Heavy Equipment Mechanic I	710100 ³	12 ³	5779	6068	6372	6691	7026
Heavy Equipment Mechanic II	710101 ³	12 ³	6476	6800	7139	7497	7873
Heavy Equipment Mechanic Leadworker	710102	12	7123	7479	7854	8248	8660
Instrumentation Specialist	620025 ⁴	12 ⁴	6748	7087	7441	7814	8204
Instrumentation Technician	620026 ⁴	12 ⁴	6140	6447	6770	7109	7465
Irrigation Specialist	510005	12	5186	5444	5718	6003	6304
Laborer	710005	12	3980	4180	4390	4610	4839
Light Equipment Mechanic I	710095 ³	12 ³	5779	6068	6372	6691	7026
Light Equipment Mechanic II	710096 ³	12 ³	6476	6800	7139	7497	7873
Light Equipment Mechanic Leadworker	710097	12	7123	7479	7854	8248	8660
Light Equipment Operator	710020	12	5257	5519	5795	6086	6391
Maintenance & Construction Worker	710015	12	4804	5045	5299	5564	5843
Maintenance & Operations Assistant	710001	12	3980	4180	4390	4610	4839
Maintenance Carpenter I	810020	12	5299	5564	5843	6134	6442
Maintenance Carpenter II	810021	12	5845	6137	6444	6767	7105
Park Equipment Mechanic I	710109 ⁴	12 ⁴	4777	5016	5267	5532	5809
Park Equipment Mechanic II	710110 ⁴	12 ⁴	5257	5519	5795	6086	6391
Park Equipment Mechanic Leadworker	710111	12	5779	6068	6372	6691	7026

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 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 14, 2027							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125 ⁴	12 ⁴	4316	4531	4759	4997	5247
Parking Meter Attendant II	710126 ⁴	12 ⁴	4777	5016	5267	5532	5809
Parking Meter Attendant Leadworker	710127	12	5222	5484	5758	6047	6349
Parks Maintenance Leadworker	510003	12	5186	5444	5718	6003	6304
Parks Maintenance Worker I	510001	12	3980	4180	4390	4610	4839
Parks Maintenance Worker II	510002	12	4713	4948	5196	5457	5731
Power Generation Operator/Mechanic	620055	12	7115	7471	7844	8236	8648
Property Maintenance Leadworker	810007	12	5299	5564	5843	6134	6442
Property Maintenance Worker	810006	12	4946	5193	5454	5726	6015
Roofer	810010	12	4829	5071	5326	5592	5874
Sanitation Operator	640021	12	5257	5519	5795	6086	6391
Senior Collection System Maintenance Specialist	630004	12	6429	6750	7089	7444	7817
Senior Communications Technician	710052	12	7052	7404	7774	8163	8572
Senior Construction & Heavy Equipment Operator	710026	12	7337	7704	8090	8495	8921
Senior Custodian	810002	12	4316	4531	4759	4997	5247
Senior Sanitation Operator	640022	12	5962	6262	6574	6905	7250
Senior Wastewater Mechanical Specialist	620062	12	6992	7342	7711	8096	8503
Senior Wastewater Treatment Plant Operator	620043	12	7756	8145	8553	8980	9429
Senior Water Distribution/Production Operator	610030	12	7756	8145	8553	8980	9429
Senior Water Treatment Plant Operator	610039	12	8118	8525	8952	9399	9870
Solid Waste Safety & Training Specialist	640005	12	5686	5971	6271	6585	6914
Street Maintenance Leadworker	710040	12	5383	5652	5934	6232	6544
Street Sweeper Lead Operator	710036	12	5779	6068	6372	6691	7026
Street Sweeper Operator	710035	12	5257	5519	5795	6086	6391
Tire Maintenance & Repair Technician	710081	12	5383	5652	5934	6232	6544

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

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 14, 2027							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Tire Maintenance Worker	710080	12	4946	5193	5454	5726	6015
Traffic Maintenance Leadworker	710046	12	5383	5652	5934	6232	6544
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	4440	4662	4896	5141	5399
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4885	5130	5386	5655	5937
Tree Trimmer Leadworker	510010	12	5342	5609	5889	6184	6494
Utility Leadworker	710010	12	5186	5444	5718	6003	6304
Vehicle Upfitter	710050	12	5845	6137	6444	6767	7105
Waste Container Maintenance Worker	640010	12	4316	4531	4759	4997	5247
Wastewater Distributor Technician	620050	12	4885	5130	5386	5655	5937
Wastewater Mechanical Specialist	620061	12	6492	6816	7158	7516	7892
Wastewater Mechanical Technician	620060	12	5845	6137	6444	6767	7105
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	5171	5431	5703	5988	6289
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	6840	7183	7542	7919	8317
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	6465	6788	7129	7486	7861
Water Distribution/Production Specialist	610029	12	6492	6816	7158	7516	7892
Water Distribution/Production Technician	610028	12	5845	6137	6444	6767	7105
Water Maintenance Mechanic Specialist	610032	12	6465	6788	7129	7486	7861
Water Maintenance Mechanic Technician	610031	12	5845	6137	6444	6767	7105
Water Quality Specialist	610034	12	6492	6816	7158	7516	7892
Water Quality Technician	610033	12	5845	6137	6444	6767	7105
Water System Trainee	610023 ¹	-	3980	4180	4390	4610	4839
Water Treatment Plant Operator	610042	12	7052	7404	7774	8163	8572
Water Treatment Plant Operator-In-Training	610041 ¹	-	5222	5484	5758	6047	6349

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

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

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

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Airports Public Safety Manager	310004e	-	E7	9238	-	13083
Airports Public Safety Assistant Manager	310170e	-	E8	8196	-	11893
Assistant City Attorney	160008e	-	E4	12687	-	20630
Assistant City Manager	150135e	-	E3	16922	-	23966
Assistant Controller	135020e	-	E5	10173	-	17566
Assistant Director	150160e	-	E5	10173	-	17566
Assistant Director of Personnel Services	150043e	-	E5	10173	-	17566
Assistant Director of Public Utilities	620100e	-	E5	10173	-	17566
Assistant Director of Public Works	210089e	-	E5	10173	-	17566
Assistant Police Chief	415010e	-	E5	10173	-	17566
Assistant Retirement Administrator	135040e	-	E5	10173	-	17566
Background Investigator	410055	-	E16	5203	-	7257
Budget Analyst	135006e	-	E15	5885	-	8267
Budget Manager	135008e	-	E7	9238	-	13083
Chief Assistant City Attorney	160015e	-	E3	16922	-	23966
Chief Information Officer	125067e	-	E4	12687	-	20630
Chief Labor Negotiator	150030e	-	E6	10897	-	15125
Chief of Staff to Councilmember	150086e	-	E10	4144	-	11893
Chief of Staff to the Mayor	150123e	-	E5	10173	-	17566
City Attorney	160009e	-	E1	19935	-	28234
City Attorney Investigator	160003	-	E15	5885	-	8267
City Clerk	150125e	-	E4	12687	-	20630
City Engineer	210080e	-	E4	12687	-	20630
City Manager	150130e	-	E1	19935	-	28234
Community Coordinator	150075e	-	E11	4444	-	7983
Community Outreach Specialist	150230e	-	E11	4444	-	7983
Controller	135021e	-	E4	12687	-	20630
Council Assistant	150085e	-	E10	4144	-	11893
Deputy City Attorney II	160006e	-	E8	8196	-	11893
Deputy City Attorney III	160007e	-	E24	9238	-	13083

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	10173	-	17566
Director	150170e	-	E4	12687	-	20630
Director of Aviation	310045e	-	E4	12687	-	20630
Director of Development	220020e	-	E4	12687	-	20630
Director of Personnel Services	150042e	-	E4	12687	-	20630
Director of Public Utilities	620101e	-	E4	12687	-	20630
Director of Transportation	310040e	-	E4	12687	-	20630
Economic Development Coordinator	150090e	-	E10	4144	-	11893
Economic Development Director	150099e	-	E4	12687	-	20630
Executive Assistant to Department Director	115003e	-	E19	4644	-	7080
Executive Assistant to the City Attorney	115004e	-	E17	5277	-	8142
Executive Assistant to the City Council	115008e	-	E19	4644	-	7080
Executive Assistant to the City Manager	115001e	-	E17	5277	-	8142
Executive Assistant to the Mayor	115002e	-	E17	5277		8142
Finance/Payroll Accountant	130016e	-	E8	8196	-	11893
Fire Chief	425007e	-	E3	16922	-	23966
Fire Marshal	420030e	-	E7	9238	-	13083
Governmental Affairs Manager	150240e	-	E10	4144	-	11893
Human Resources Manager	150025e	-	E7	9238	-	13083
Independent Reviewer	150220e	-	E5	10173	-	17566
Internal Auditor	135010e	-	E15	5885	-	8267
Investment Officer	135014e	-	E6	10897	-	15125
Management Analyst II	150032e [†]	12	E15	5885	-	8267
Payroll Manager	135012e	-	E7	9238	-	13083
Police Chief	415008e	-	E2	17346	-	25807

[†] 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	8817	-	12487
Principal Internal Auditor	135011e	-	E8	8196	-	11893
Principal Labor Relations/Risk Analyst	150018e	-	E12	8817	-	12487
Project Liaison/Program Administrator	150062e	-	E13	9646	-	14344
Public Affairs Officer	150118e	-	E8	8196	-	11893
Public Works Director	210085e	-	E4	12687	-	20630
Retirement Administrator	135030e	-	E3	16922	-	23966
Retirement Benefits Manager	135045e	-	E7	9238	-	13083
Retirement Office Manager	115007e	-	E17	5277	-	8142
Senior Budget Analyst	135007e	-	E8	8196	-	11893
Senior City Attorney Investigator	160004e	-	E8	8196	-	11893
Senior Deputy City Attorney I	160013e	-	E23	10897	-	15125
Senior Deputy City Attorney II	160014e	-	E21	10238	-	16638
Senior Deputy City Attorney III	160016e	-	E22	10749	-	17468
Senior Human Resources/Risk Analyst	150017e	-	E8	8196	-	11893
Senior Law Clerk	115022 ¹⁰	-	E16	5203	-	7257
Special Assistant City Attorney	160011e	-	E5	10173	-	17566
Supervising Deputy City Attorney	160010e	-	E5	10173	-	17566
Veterinarian	150250e	-	E4	12687	-	20630

^E Exempt class, see Section 4.

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

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
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	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.

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	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)

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	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.

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	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.

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	PRO B 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}

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

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
Transit Scheduler Technician	320070	12	5718	5985	6257	6564	6876
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.

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	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.

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	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								

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	28.130769 23	29.544230 77	31.015384 62	32.561538 46	34.188461 54	35.901923 08
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).

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	8660
Airports Electrician	730011	12	Flat Rate	7833
Concrete Finisher	730005	12	Flat Rate	7533
Electrician	730010	12	Flat Rate	7833
Industrial Electrician	730012	12	Flat Rate	8660
Painter	730015	12	Flat Rate	6882
Plumber	730030	12	Flat Rate	7833

EXHIBIT 8
Unit 8 – Non-Represented

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk	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	950001	-	Hourly	\$16.90 - \$20.90 Per Hour
Per Diem Veterinarian ^l	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	910005	-	Hourly	\$16.90 - \$23.50 Per Hour
Sports Official	950010	-	Hourly	\$16.90 - \$25.00 Per Hour
Intern	910002	-	Hourly	\$16.90 - \$20.90 Per Hour
Youth Jobs Corps Program Ambassador	910031	-	Hourly	\$16.90 - \$20.90 Per Hour
Youth Jobs Corps Program Participant	910032	-	Hourly	\$16.90 - \$20.90 Per Hour
Youth Jobs Corps Program Mentor	910033	-	Hourly	\$17.00 - \$21.50 Per Hour

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

EXHIBIT 9

Unit 9 – Police Management (FPOA)

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

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	10248	10763	11299	11862	12456	13078	13731	14417	15138
Deputy Fire Chief	425006e	-	12992	13642	14326	15042	15795	16587	17418	18290	19204

e Exempt class, see Section 4.

EXHIBIT 11

Unit 11 – Fresno Airports Public Safety Officers' Association (FAPSOA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Airports Public Safety Officer	310002	12	6101	6403	6707	7040	7386	7756	8145
Airports Public Safety Supervisor	310005	12	7118	7472	7846	8237	8647	9080	9534

EXHIBIT 12

Unit 12 – Board and Commission Members

CLASS TITLE	JOB CODE	RANGE	SALARY
Building Standards Appeals Board Member	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	\$200 Per Meeting Attended, not to exceed \$500 per month

⁸Not applicable for current City employees.

EXHIBIT 13-1							
Unit 13 - Exempt Supervisory and Professional (CFPEA)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	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.

Exhibit 13-1
Unit 13 - Exempt Supervisory and Professional (CFPEA)

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.

Exhibit 13-1
Unit 13 - Exempt Supervisory and Professional (CFPEA)

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.

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	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 Paralegal	160002	12	6800	7139	7496	7871	8266
Supervising Crime Scene Technician	410013	12	6901	7238	7589	7958	8345

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	-	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

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	-	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

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	-	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

EXHIBIT 14

Unit 14 – Management Classes (CFMEA), effective December 28, 2026 (if met FY27 0.5% contingency)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
ADA Coordinator	150231e	-	7676	7868	8065	8265	8470	8684	8901	9122	9351
Administrative Manager	220025e	-	10115	10367	10626	10892	11163	11442	11728	12022	12324
Airports Marketing & Public Relations Coordinator	310150e	-	7676	7868	8065	8265	8470	8684	8901	9122	9351
Airports Operations Manager	310020e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Airports Planning Manager	310019e	-	10115	10367	10626	10892	11163	11442	11728	12022	12324
Airports Properties Manager	310021e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Airports Safety Management Systems Manager	310161e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Animal Behaviorist	560041e	-	7676	7868	8065	8265	8470	8684	8901	9122	9351
Assistant City Clerk	115030e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Building Services Manager	230031e	-	13536	13875	14220	14575	14941	15314	15697	16089	16492
Business Manager	150019e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Clinic Manager	560061e	-	7676	7868	8065	8265	8470	8684	8901	9122	9351
Communications Manager	125060e	-	10115	10367	10626	10892	11163	11442	11728	12022	12324
Construction Manager	210096e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Crime Scene Investigation Bureau Manager	410015e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Cybersecurity Manager	125092e	-	10115	10367	10626	10892	11163	11442	11728	12022	12324
Deputy City Engineer	210081e	-	11994	12295	12603	12918	13241	13571	13912	14257	14614
Division Manager	150024e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Economic Development Analyst	150095e	-	7676	7868	8065	8265	8470	8684	8901	9122	9351
Emergency Services Dispatch Manager	410005e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Facilities Manager	810040e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203

e Exempt class, See Section 4

EXHIBIT 14

Unit 14 – Management Classes (CFMEA), effective December 28, 2026 (if met FY27 0.5% contingency)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fleet Manager	720032e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Graffiti Abatement Manager	720040e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Housing & Neighborhood Revitalization Manager	230065e	-	10115	10367	10626	10892	11163	11442	11728	12022	12324
Information Services Manager	125055e	-	10115	10367	10626	10892	11163	11442	11728	12022	12324
Law Office Manager	115020e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Licensed Engineer Manager	210094e	-	13401	13736	14078	14431	14791	15161	15540	15929	16327
PARCS Operations Manager	520025e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Parks Manager	510035e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Personnel Manager	150026e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Planning Manager	220010e	-	10115	10367	10626	10892	11163	11442	11728	12022	12324
Program Manager	510040e	-	7676	7868	8065	8265	8470	8684	8901	9122	9351
Projects Administrator	150063e	-	10115	10367	10626	10892	11163	11442	11728	12022	12324
Public Works/Public Utilities Manager	210095e	-	10115	10367	10626	10892	11163	11442	11728	12022	12324
Purchasing Manager	140005e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Records Manager	115046e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Retirement Accounting Manager	135044e	-	10367	10626	10892	11163	11442	11728	12022	12324	12631
Revenue Manager	135026e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203

e Exempt class, See Section 4

EXHIBIT 14

Unit 14 – Management Classes (CFMEA), effective December 28, 2026 (if met FY27 0.5% contingency)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Right of Way Agent Manager	210122e	-	9981	10230	10487	10749	11018	11295	11578	11867	12163
Senior Management Analyst	150023e	-	7676	7868	8065	8265	8470	8684	8901	9122	9351
Solid Waste Manager	640040e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Training Officer	150046e	-	7676	7868	8065	8265	8470	8684	8901	9122	9351
Transit Operations Manager	320055e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Trolley Manager	720061e		8431	8642	8860	9081	9309	9541	9781	10025	10277
Wastewater Manager	620095e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Water Manager	610075e	-	9196	9426	9664	9904	10153	10404	10664	10930	11203
Water/Wastewater Manager-Certified	620096e	-	10575	10836	11109	11386	11671	11963	12260	12568	12882

e Exempt class, See Section 4

EXHIBIT 14
Unit 14 – Management Classes (CFMEA), effective December 28, 2026 (if met FY27 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

EXHIBIT 14

Unit 14 – Management Classes (CFMEA), effective December 28, 2026 (if met FY27 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

EXHIBIT 14

Unit 14 – Management Classes (CFMEA), effective December 28, 2026 (if met FY27 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

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
Senior Legal Secretary	7/1/26	Legal Secretary II	115.8%	7/1/26
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

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Special Guard (940010)	4/1/02	Police Cadet II (940006)	100%	12/10/20
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.
- 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.

* * * * *

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

I, AMY K. ALLER, 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 _____, 2026.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2026

Mayor Approval/No Return: _____, 2026

Mayor Veto: _____, 2026

Council Override Vote: _____, 2026

AMY K. ALLER
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY: _____
Jennifer DeRuosi, Assistant City Attorney