

REPORT TO THE CITY COUNCIL

December 5, 2019

FROM: JEFF CARDELL, Director of Personnel Services
Personnel Services Department

BY: SANDRA CHAVEZ MARTIN, Human Resources Manager
Personnel Services Department

SUBJECT

..Title

*****RESOLUTION – Adopt the 3rd Amendment to FY 2020 Salary Resolution No. 2019-135, amending Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39) to add the flexible staffing footnote associated with the classifications of Wastewater Treatment Plant Technician and Wastewater Treatment Plant Specialist, effective December 9, 2019; Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes (Non-Represented) to add the new classification of Executive Assistant to the Retirement Administrator and provide an associated salary range, effective December 9, 2019; Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) to increase the salary range for Capital Development Specialist, effective December 9, 2019; and Exhibit 14, Unit 14, Management Classes to retitle the classification of Community Sanitation Manager to Graffiti Abatement Manager and increase the salary range, and add the new classification of Retirement Accounting Manager and provide a salary range, effective December 9, 2019 (Subject to Mayor's Veto)**

*****RESOLUTION – 3rd Amendment to the Position Authorization Resolution (PAR) No. 2019-134 adding one (1) Retirement Accounting Manager, effective December 9, 2019 (Subject to Mayor's Veto)**

..Body

RECOMMENDATIONS

It is recommended that Council approve the Third Amendment to Salary Resolution No. 2019-135, effective December 9, 2019, to:

- Amend Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39) to add the flexible staffing footnote reference for the classifications of Wastewater Treatment Plant Technician and Wastewater Treatment Plant Specialist;
- Add the new classification of Executive Assistant to the Retirement Administrator and respective salary range in Exhibit 2, Unit 2, Non-Represented Management and Confidential Classes (Non-Represented);
- Amend Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) to increase the salary range for Capital Development Specialist; and
- Amend Exhibit 14, Unit 14, Management Classes to retitle the classification of Community Sanitation Manager to Graffiti Abatement Manager and increase the salary range; and add the new classification of Retirement Accounting Manager and respective salary range.

It is also recommended Council approve the 3rd Amendment to the Position Authorization Resolution No. 2019-134, adding (1) position to the Retirement Division.

EXECUTIVE SUMMARY

In collaboration with the respective departments, Personnel Services has developed two new classifications and is retitling one existing classification. In addition, the salary range for Capital Development Specialist is being increased to align with other positions in the unit with similar scope and responsibilities. Finally, footnote "5" is being added to the classifications of Wastewater Treatment Plant Technician and Wastewater Treatment Plant Specialist to accurately reflect these classes as flexibly staffed.

To implement these actions, it is necessary to approve the Third Amendment to FY 2020 Salary Resolution No. 2019-135 and the Third Amendment to the Position Authorization Resolution No. 2019-134.

BACKGROUND

In 2017, the City completed a Classification and Compensation Study for Unit 1, Local 39 during which several classifications were retitled and job specifications were revised. Through the process, the flexible staffing provision for Wastewater Treatment Plant Technician (formerly Wastewater Treatment Plant Operator I) and Wastewater Treatment Plant Specialist (formerly Wastewater Treatment Plant Operator II) was inadvertently removed. Flexible staffing allows departments to hire at the lower level class, provide on-the-job training, and to promote incumbents to the next higher level in the series once experience and requirements have been met. In order to maintain the ability to flexibly promote incumbents through the series as we have in the past, footnote "5" is being added to Wastewater Treatment Plant Technician and Wastewater Treatment Plant Specialist to accurately reflect the intent to designate these classes as flexibly staffed.

Personnel Services, in partnership with the Retirement Office, has established two new classifications: Executive Assistant to the Retirement Administrator and Retirement Accounting Manager. The Executive Assistant to the Retirement Administrator will perform a variety of complex and confidential administrative support duties for the Retirement Administrator including, but not limited to, critical and/or sensitive administrative assignments, and will serve as a liaison between the Retirement Administrator, Retirement Boards, City officials, employees and the public. This class will be assigned the E17 salary range in Exhibit 2. Upon adoption, the current Executive Assistant to the Department Director in the Retirement Office will be reclassified. The Retirement Accounting Manager will be responsible for managing accounting activities of the Accounting and Financial Section of the City of Fresno Retirement Systems (CFRS). Duties include, but are not limited to, general accounting functions, accounts payable, financial reporting, fixed assets, retirement benefits, payroll and operating trust and bank accounts. This class will be assigned the E24 salary range in Exhibit 14. The PAR Amendment adds 1 position in the department.

The salary range for Capital Development Specialist is being increased to align with Supervising Engineering Technician. The expectations, workload and output required of these positions are similar, including performing work related to capital improvement projects (CIP), overseeing the selection process for consultants, establishing project objectives and scope of work, and managing the design and construction process for City CIP's. The proposed salary adjustment will align these classifications, creating internal equity.

The classification of Community Sanitation Manager in Exhibit 14 will be retitled to Graffiti Abatement Manager to better describe the duties of the position which is responsible for the City's graffiti removal program. In addition, the salary range is being amended to align with other manager classes in the unit with similar scope of responsibilities.

The City provided notice to the respective bargaining units and has concluded its meet and confer obligation. The affected bargaining units concurred with the changes that are being presented to Council for approval.

The City Attorney's Office has approved the Third Amendment to FY 2020 Salary Resolution No. 2019-135 as to form.

ENVIRONMENTAL FINDINGS

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a "project" and is therefore exempt from the California Environmental Quality Act requirements.

LOCAL PREFERENCE

Local preference is not implicated because this item does not involve public contracting or bidding with the City of Fresno.

FISCAL IMPACT

Increasing the respective salary range of Capital Development Specialist in Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) may result in increased salary and benefit expenses in Fiscal Year 2020 of approximately \$19,640 to all funds. There is no impact to the General Fund. The additional expenses do not require additional appropriations for the various departments.

Adding one position for the new classification of Retirement Accounting Manager in Exhibit 14, Unit 14, Management Classes will result in increased salary and benefit costs of \$76,498, which is entirely paid for by Retirement Funds.

Attachments:

Resolution: Third Amendment to FY20 Salary Resolution No. 2019-135

Salary Tables: Third Amendment to FY20 Salary Resolution No. 2019-135 – Redline

Salary Tables: Third Amendment to FY20 Salary Resolution No. 2019-135 – Final

Resolution: Third Amendment to Position Authorization Resolution No. 2019-134

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	3870	4063	4266	4479	4702
Street Sweeper Lead Operator	710036	12	4154	4362	4580	4809	5049
Street Sweeper Operator	710035	12	3777	3965	4163	4371	4589
Tire Maintenance & Repair Technician	710081	12	3777	3965	4163	4371	4589
Tire Maintenance Worker	710080	12	3432	3603	3783	3973	4171
Traffic Maintenance Leadworker	710046	12	3870	4063	4266	4479	4702
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3191	3350	3517	3694	3878
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	3509	3684	3869	4062	4264
Tree Trimmer Leadworker	510010	12	3840	4032	4234	4446	4668
Utility Leadworker	710010	12	3727	3914	4109	4314	4529
Waste Container Maintenance Worker	640010	12	3102	3257	3421	3591	3770
Wastewater Distributor Technician	620050	12	3472	3645	3828	4018	4219
Wastewater Mechanical Specialist ⁵	620061 ⁵	12 ⁵	4414	4635	4866	5109	5364
Wastewater Mechanical Technician ⁵	620060 ⁵	12 ⁵	4013	4214	4424	4645	4877
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	3472	3645	3828	4018	4219
Wastewater Treatment Plant Specialist	620042	12	4649	4882	5125	5382	5650
Wastewater Treatment Plant Technician	620041	12	4414	4635	4866	5109	5364
Water Distribution/Production Specialist	610029	12	4414	4635	4866	5109	5364
Water Distribution/Production Technician	610028	12	4013	4214	4424	4645	4877
Water Maintenance Mechanic Specialist	610032	12	4414	4635	4866	5109	5364
Water Maintenance Mechanic Technician	610031	12	4013	4214	4424	4645	4877
Water Quality Specialist	610034	12	4414	4635	4866	5109	5364
Water Quality Technician	610033	12	4013	4214	4424	4645	4877
Welder	710065	12	4154	4362	4580	4809	5049

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- 1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can "flex" to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 5 This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.
- * Effective 12/09/19, by the Third Amendment to Salary Resolution No. 2019-135.

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Director of Development	220020e	-	E4		11389	-	16344	
Director of Personnel Services	150042e	-	E4		11389	-	16344	
Director of Public Utilities	620101e	-	E4		11389	-	16344	
Director of Transportation	310040e	-	E4		11389	-	16344	
Economic Development Coordinator	150090e	-	E10		3124	-	9421	
Economic Development Director	150099e	-	E4		11389	-	16344	
Executive Assistant to Department Director	115003e	-	E19		3978	-	5608	
Executive Assistant to the City Attorney	115004e	-	E17		3978	-	6142	
Executive Assistant to the City Manager	115001e	-	E17		3978	-	6142	
<u>Executive Assistant to the Retirement Administrator*</u>	<u>115006e</u>	<u>-</u>	<u>E17</u>		<u>3978</u>	<u>-</u>	<u>6142</u>	
Fire Chief	425007e	-	E3		15190	-	18988	
Governmental Affairs Manager	150240e	-	E10		3124	-	9421	
Human Resources Manager	150025e	-	E7		8291	-	10364	
Independent Reviewer	150220e	-	E5		9588	-	13460	
Internal Auditor	135010e	12	E15		5411	-	6550	
Investment Officer	135014e	-	E6		8558	-	11982	
Labor Relations Manager	150030e	-	E7		8291	-	10364	
Management Analyst II	150032e [†]	12	E15		5411	-	6550	
Payroll Accountant	130016e	12	E20		5593	-	6769	
Payroll Manager	135012e	-	E7		8291	-	10364	
Police Chief	415008e	-	E2		15570	-	19472	
Principal Budget Analyst	135009e	-	E7		8291	-	10364	
Principal Internal Auditor	135011e	-	E8		7537	-	9421	
Public Affairs Officer	150118e	-	E8		7537	-	9421	
Public Works Director	210085e	-	E4		11389	-	16344	
Retirement Administrator	135030e	-	E3		15190	-	18988	
Retirement Benefits Manager	135045e	-	E7		8291	-	10364	

[†] 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.
SEE APPENDIX FOR FOOTNOTES

e Exempt class, see Section 4.

* Effective 12/09/19, by the Third Amendment to Salary Resolution No. 2019-135.

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5896	6186	6486	6807	7139
Airports Airside/Landside Superintendent	310018e	12	6485	6802	7138	7487	7855
Airports Projects Supervisor	310016e	12	6816	7150	7501	7869	8259
Airports Property Supervisor	175005e	12	5901	6189	6490	6811	7139
Architect	210045e	12	6233	6538	6858	7196	7550
Business Process & Systems Analyst	125044e	12	6737	7064	7411	7773	8154
Call Center Supervisor	115073e	12	5219	5473	5738	6015	6308
Capital Development Specialist*	310007e	12	6482 6186	6804 6493	7137 6814	7489 7146	7856 7496
Chief Engineering Inspector	230078e	12	6655	6979	7323	7684	8060
Chief Engineering Technician	210009e	12	7482	7849	8235	8642	9067
Chief of Facilities Maintenance	810037e	12	6523	6844	7180	7533	7903
Chief of Wastewater Environmental Services	620075e	12	6242	6549	6870	7207	7561
Chief of Wastewater Facilities Maintenance	620085e	12	6523	6844	7180	7533	7903
Chief of Wastewater Treatment Operations	620080e	12	6595	6924	7264	7620	7994
Chief of Water Operations	610070e	12	6703	7031	7379	7742	8122
Chief Police Pilot	410031e	12	7368	7730	8113	8512	8934
Chief Surveyor	210032e	12	8600	9023	9469	9935	10428
Community Recreation Supervisor I	520015e	12	4787	5024	5269	5527	5795
Community Recreation Supervisor II	520016e	12	4988	5232	5490	5762	6041
Contract Compliance Officer	150061e	12	5901	6189	6490	6811	7139
Custodial Supervisor	810025e	12	5901	6189	6490	6811	7139
Database Administrator	125045e	12	6737	7064	7411	7773	8154
DBE/Small Business Coordinator	150070e	12	5821	6102	6402	6715	7048

e Exempt class, see Section 4.

* Effective 12/09/19, by the Third Amendment to Salary Resolution No. 2019-135.

EXHIBIT 14
Unit 14 – Management Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
ADA Coordinator	150231e	-	E14		6143		7671	
Administrative Manager	220025e	-	E11		8096	-	10111	
Airports Marketing & Public Relations Coordinator	310150e	-	E14		6143	-	7671	
Airports Operations Manager	310020e	-	E12		7361	-	9192	
Airports Planning Manager	310019e	-	E11		8096	-	10111	
Airports Properties Manager	310021e	-	E12		7361	-	9192	
Airports Safety Management Systems Manager	310161e	-	E12		7361	-	9192	
Assistant City Clerk	115030e	-	E14		6143	-	7671	
Building Services Manager	230031e	-	E18		9593	-	11991	
Business Manager	150019e	-	E12		7361	-	9192	
Communications Manager	125060e	-	E11		8096	-	10111	
Community Sanitation Manager	720040e	-	E14		6143	-	7671	
Construction Manager	210096e	-	E12		7361	-	9192	
Crime Scene Investigation Bureau Manager	410015e	-	E12		7361	-	9192	
Deputy City Engineer	210081e	-	E18		9593	-	11991	
Division Manager	150024e	-	E12		7361	-	9192	
Economic Development Analyst	150095e	-	E14		6143	-	7671	
Facilities Manager	810040e	-	E12		7361	-	9192	
Fleet Manager	720032e	-	E12		7361	-	9192	
Graffiti Abatement Manager*	720040e	-	E12		7361	-	9192	
Housing & Neighborhood Revitalization Manager	230065e	-	E11		8096	-	10111	
Information Services Manager	125055e	-	E11		8096	-	10111	
Law Office Manager	115020e	-	E12		7361	-	9192	
Parks Manager	510035e	-	E12		7361	-	9192	
Personnel Manager	150026e	-	E12		7361	-	9192	
Planning Manager	220010e	-	E11		8096	-	10111	
Projects Administrator	150063e	-	E11		8096	-	10111	
Public Works/Public Utilities Manager	210095e	-	E11		8096	-	10111	

e Exempt class, see Section 4.
* Effective 12/09/19, by the Third Amendment to Salary Resolution No. 2019-135.

EXHIBIT 14
Unit 14 – Management Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Public Works/Public Utilities Manager – Licensed Engineer	210094e	-	E13		9359	-	11698	
Purchasing Manager	140005e	-	E12		7361	-	9192	
Records Manager	115046e	-	E12		7361	-	9192	
Recreation Manager	520025e	-	E12		7361	-	9192	
<u>Retirement Accounting Manager*</u>	<u>135044e</u>	-	<u>E24</u>		<u>8291</u>	-	<u>10364</u>	
Revenue Manager	135026e	-	E12		7361	-	9192	
Senior Management Analyst	150023e	-	E14		6143	-	7671	
Solid Waste Manager	640040e	-	E12		7361	-	9192	
Training Officer	150046e	-	E14		6143	-	7671	
Transit Maintenance Manager	320060e	-	E12		7361	-	9192	
Transit Operations Manager	320055e	-	E12		7361	-	9192	
Wastewater Manager	620095e	-	E12		7361	-	9192	
Water Manager	610075e	-	E12		7361	-	9192	
Water/Wastewater Manager-Certified	620096e	-	E23		8456	-	10570	

e Exempt class, see Section 4.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	3870	4063	4266	4479	4702
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Tire Maintenance & Repair Technician	710081	12	3777	3965	4163	4371	4589
Tire Maintenance Worker	710080	12	3432	3603	3783	3973	4171
Traffic Maintenance Leadworker	710046	12	3870	4063	4266	4479	4702
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Traffic Maintenance Worker II	710045 ⁴	12 ⁴	3509	3684	3869	4062	4264
Tree Trimmer Leadworker	510010	12	3840	4032	4234	4446	4668
Utility Leadworker	710010	12	3727	3914	4109	4314	4529
Waste Container Maintenance Worker	640010	12	3102	3257	3421	3591	3770
Wastewater Distributor Technician	620050	12	3472	3645	3828	4018	4219
Wastewater Mechanical Specialist*	620061 ⁵	12 ⁵	4414	4635	4866	5109	5364
Wastewater Mechanical Technician*	620060 ⁵	12 ⁵	4013	4214	4424	4645	4877
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	3472	3645	3828	4018	4219
Wastewater Treatment Plant Specialist	620042	12	4649	4882	5125	5382	5650
Wastewater Treatment Plant Technician	620041	12	4414	4635	4866	5109	5364
Water Distribution/Production Specialist	610029	12	4414	4635	4866	5109	5364
Water Distribution/Production Technician	610028	12	4013	4214	4424	4645	4877
Water Maintenance Mechanic Specialist	610032	12	4414	4635	4866	5109	5364
Water Maintenance Mechanic Technician	610031	12	4013	4214	4424	4645	4877
Water Quality Specialist	610034	12	4414	4635	4866	5109	5364
Water Quality Technician	610033	12	4013	4214	4424	4645	4877
Welder	710065	12	4154	4362	4580	4809	5049

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

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

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

* Effective 12/09/19, by the Third Amendment to Salary Resolution No. 2019-135.

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Director of Development	220020e	-	E4		11389	-	16344	
Director of Personnel Services	150042e	-	E4		11389	-	16344	
Director of Public Utilities	620101e	-	E4		11389	-	16344	
Director of Transportation	310040e	-	E4		11389	-	16344	
Economic Development Coordinator	150090e	-	E10		3124	-	9421	
Economic Development Director	150099e	-	E4		11389	-	16344	
Executive Assistant to Department Director	115003e	-	E19		3978	-	5608	
Executive Assistant to the City Attorney	115004e	-	E17		3978	-	6142	
Executive Assistant to the City Manager	115001e	-	E17		3978	-	6142	
Executive Assistant to the Retirement Administrator*	115006e	-	E17		3978	-	6142	
Fire Chief	425007e	-	E3		15190	-	18988	
Governmental Affairs Manager	150240e	-	E10		3124	-	9421	
Human Resources Manager	150025e	-	E7		8291	-	10364	
Independent Reviewer	150220e	-	E5		9588	-	13460	
Internal Auditor	135010e	12	E15		5411	-	6550	
Investment Officer	135014e	-	E6		8558	-	11982	
Labor Relations Manager	150030e	-	E7		8291	-	10364	
Management Analyst II	150032e [†]	12	E15		5411	-	6550	
Payroll Accountant	130016e	12	E20		5593	-	6769	
Payroll Manager	135012e	-	E7		8291	-	10364	
Police Chief	415008e	-	E2		15570	-	19472	
Principal Budget Analyst	135009e	-	E7		8291	-	10364	
Principal Internal Auditor	135011e	-	E8		7537	-	9421	
Public Affairs Officer	150118e	-	E8		7537	-	9421	
Public Works Director	210085e	-	E4		11389	-	16344	
Retirement Administrator	135030e	-	E3		15190	-	18988	
Retirement Benefits Manager	135045e	-	E7		8291	-	10364	

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

e Exempt class, see Section 4.

* Effective 12/09/19, by the Third Amendment to Salary Resolution No. 2019-135.

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5896	6186	6486	6807	7139
Airports Airside/Landside Superintendent	310018e	12	6485	6802	7138	7487	7855
Airports Projects Supervisor	310016e	12	6816	7150	7501	7869	8259
Airports Property Supervisor	175005e	12	5901	6189	6490	6811	7139
Architect	210045e	12	6233	6538	6858	7196	7550
Business Process & Systems Analyst	125044e	12	6737	7064	7411	7773	8154
Call Center Supervisor	115073e	12	5219	5473	5738	6015	6308
Capital Development Specialist*	310007e	12	6482	6804	7137	7489	7856
Chief Engineering Inspector	230078e	12	6655	6979	7323	7684	8060
Chief Engineering Technician	210009e	12	7482	7849	8235	8642	9067
Chief of Facilities Maintenance	810037e	12	6523	6844	7180	7533	7903
Chief of Wastewater Environmental Services	620075e	12	6242	6549	6870	7207	7561
Chief of Wastewater Facilities Maintenance	620085e	12	6523	6844	7180	7533	7903
Chief of Wastewater Treatment Operations	620080e	12	6595	6924	7264	7620	7994
Chief of Water Operations	610070e	12	6703	7031	7379	7742	8122
Chief Police Pilot	410031e	12	7368	7730	8113	8512	8934
Chief Surveyor	210032e	12	8600	9023	9469	9935	10428
Community Recreation Supervisor I	520015e	12	4787	5024	5269	5527	5795
Community Recreation Supervisor II	520016e	12	4988	5232	5490	5762	6041
Contract Compliance Officer	150061e	12	5901	6189	6490	6811	7139
Custodial Supervisor	810025e	12	5901	6189	6490	6811	7139
Database Administrator	125045e	12	6737	7064	7411	7773	8154
DBE/Small Business Coordinator	150070e	12	5821	6102	6402	6715	7048

e Exempt class, see Section 4.

* Effective 12/09/19, by the Third Amendment to Salary Resolution No. 2019-135.

EXHIBIT 14
Unit 14 – Management Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
ADA Coordinator	150231e	-	E14		6143		7671	
Administrative Manager	220025e	-	E11		8096	-	10111	
Airports Marketing & Public Relations Coordinator	310150e	-	E14		6143	-	7671	
Airports Operations Manager	310020e	-	E12		7361	-	9192	
Airports Planning Manager	310019e	-	E11		8096	-	10111	
Airports Properties Manager	310021e	-	E12		7361	-	9192	
Airports Safety Management Systems Manager	310161e	-	E12		7361	-	9192	
Assistant City Clerk	115030e	-	E14		6143	-	7671	
Building Services Manager	230031e	-	E18		9593	-	11991	
Business Manager	150019e	-	E12		7361	-	9192	
Communications Manager	125060e	-	E11		8096	-	10111	
Construction Manager	210096e	-	E12		7361	-	9192	
Crime Scene Investigation Bureau Manager	410015e	-	E12		7361	-	9192	
Deputy City Engineer	210081e	-	E18		9593	-	11991	
Division Manager	150024e	-	E12		7361	-	9192	
Economic Development Analyst	150095e	-	E14		6143	-	7671	
Facilities Manager	810040e	-	E12		7361	-	9192	
Fleet Manager	720032e	-	E12		7361	-	9192	
Graffiti Abatement Manager*	720040e	-	E12		7361	-	9192	
Housing & Neighborhood Revitalization Manager	230065e	-	E11		8096	-	10111	
Information Services Manager	125055e	-	E11		8096	-	10111	
Law Office Manager	115020e	-	E12		7361	-	9192	
Parks Manager	510035e	-	E12		7361	-	9192	
Personnel Manager	150026e	-	E12		7361	-	9192	
Planning Manager	220010e	-	E11		8096	-	10111	
Projects Administrator	150063e	-	E11		8096	-	10111	
Public Works/Public Utilities Manager	210095e	-	E11		8096	-	10111	

e Exempt class, see Section 4.

* Effective 12/09/19, by the Third Amendment to Salary Resolution No. 2019-135.

EXHIBIT 14
Unit 14 – Management Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Public Works/Public Utilities Manager – Licensed Engineer	210094e	-	E13		9359	-	11698	
Purchasing Manager	140005e	-	E12		7361	-	9192	
Records Manager	115046e	-	E12		7361	-	9192	
Recreation Manager	520025e	-	E12		7361	-	9192	
Retirement Accounting Manager*	135044e	-	E24		8291	-	10364	
Revenue Manager	135026e	-	E12		7361	-	9192	
Senior Management Analyst	150023e	-	E14		6143	-	7671	
Solid Waste Manager	640040e	-	E12		7361	-	9192	
Training Officer	150046e	-	E14		6143	-	7671	
Transit Maintenance Manager	320060e	-	E12		7361	-	9192	
Transit Operations Manager	320055e	-	E12		7361	-	9192	
Wastewater Manager	620095e	-	E12		7361	-	9192	
Water Manager	610075e	-	E12		7361	-	9192	
Water/Wastewater Manager-Certified	620096e	-	E23		8456	-	10570	

e Exempt class, see Section 4.

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