

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE ELEVENTH AMENDMENT TO RESOLUTION NO. 2016-120 ENTITLED "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 2017"

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Fresno, as follows:

SECTION 1. Exhibit 1, Unit 1, Non-Supervisory Blue Collar (Local 39), is hereby amended to modify the Communications Technician I/II classification from a dual/flex class to two (2) single level classes, effective January 23, 2017.

SECTION 2. Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA), is hereby amended to provide salary increases for respective classes in the said exhibit, as required by the successor Memorandum of Understanding between the City and the Fresno City Employees Association, Inc., retroactively effective January 1, 2017.

SECTION 3. Exhibit 3, Unit 3, Non-Supervisory White Collar (FCEA), is hereby amended to retitle the Tax/Permit Representative classification to Tax/Permit Inspector, and increase the salary range for the respective class, effective January 23, 2017.

SECTION 4. Exhibit 8, Unit 8, Non-Represented, is hereby amended to increase the hourly rates and ranges for Cashier Clerk, Lifeguard, Police Cadet I, Police Cadet II, Senior Lifeguard, Services Aide, Sports Official, and Student Aide, retroactively effective January 1, 2017.

SECTION 5. Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA), is hereby amended to increase the salary range for the Human Resources Analyst classification; and add the classification of Sanitation Supervisor, and provide a salary range for the class, effective January 23, 2017.

SECTION 6. Exhibit 13-2, Unit 13 – Non-Exempt Professional (CFPEA), is hereby amended to add the classification of Senior Paralegal and provide a salary range for the class; and retitle the Legal Assistant classification to Paralegal and increase the salary range for the class, effective January 23, 2017.

SECTION 7. Upon final legislative approval, this Resolution shall become retroactively effective January 1, 2017.

* * * * *

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

I, YVONNE SPENCE, 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 _____, 2017.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2017
Mayor Approval/No Return: _____, 2017
Mayor Veto: _____, 2017
Council Override Vote: _____, 2017

YVONNE SPENCE, CMC
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY: _____
Tina R. Griffin, Assistant City Attorney

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39), [effective January 23, 2017](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3302	3467	3640	3822	4013
Airports Operations Leadworker	310010	6	3856	4049	4251	4464	4687
Airports Operations Specialist	310012	6	3505	3680	3864	4057	4260
Automotive Parts Leadworker	145006	6	3505	3680	3864	4057	4260
Automotive Parts Specialist	145005	6	3186	3345	3512	3688	3872
Aviation Mechanic	410040	12	4706	4941	5188	5448	5720
Aviation Mechanic Leadworker	410041	12	5176	5435	5707	5992	6292
Body & Fender Repairer	320036	6	4278	4492	4717	4952	5200
Body & Fender Repairer Leadworker	320037	6	4706	4941	5188	5448	5720
Body & Fender Repairer Trainee	320035	6	3855	4048	4250	4463	4686
Brake & Front End Specialist	710085	6	4706	4941	5188	5448	5720
Bus Air Conditioning Mechanic	320031	6	4278	4492	4717	4952	5200
Bus Air Conditioning Mechanic Leadworker	320032	6	4706	4941	5188	5448	5720
Bus Air Conditioning Mechanic Trainee	320030	6 ⁷	3855	4048	4250	4463	4686
Bus Equipment Attendant Leadworker	320040	6	3505	3680	3864	4057	4260
Bus Mechanic I	320020 ²	-	3855	4048	4250	4463	4686
Bus Mechanic II	320021	6	4278	4492	4717	4952	5200
Bus Mechanic Leadworker	320022	6	4706	4941	5188	5448	5720
Collection System Maintenance Operator I	630003 ²	-	3223	3384	3553	3730	3917
Collection System Maintenance Operator II	630001	12	3545	3722	3908	4104	4309
Collection System Maintenance Operator III	630002	12	3900	4095	4299	4514	4740
Combination Welder	710067	6	4278	4492	4717	4952	5200
Combination Welder Leadworker	710066	6	4706	4941	5188	5448	5720
Communications Technician I	710050 ²	<u>-12</u>	3835	4026	4226	4436	4660
Communications Technician II	710051 ⁴	12	4226	4436	4660	4892	5138

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).

~~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.~~

7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

[01/23/17 Eleventh Council Amendment](#)
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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~October 3, 2016~~ January 1, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 ³	6 ³	<u>2507</u> 2458	<u>2621</u> 2570	<u>2741</u> 2687	<u>2867</u> 2811	<u>3003</u> 2944	-
Account Clerk II	130002 ³	12 ³	<u>2741</u> 2687	<u>2867</u> 2811	<u>3003</u> 2944	<u>3138</u> 3076	<u>3284</u> 3220	-
Accountant-Auditor I	130011 ⁴	12 ⁴	<u>3686</u> 3614	<u>3855</u> 3779	<u>4034</u> 3955	<u>4231</u> 4148	<u>4431</u> 4344	-
Accountant-Auditor II	130012 ⁴	12 ⁴	<u>4270</u> 4186	<u>4468</u> 4380	<u>4685</u> 4593	<u>4906</u> 4810	<u>5141</u> 5040	-
Accounting Technician	130010	12	<u>3284</u> 3220	<u>3438</u> 3371	<u>3600</u> 3529	<u>3766</u> 3692	<u>3945</u> 3868	-
Administrative Clerk I	110001 ³	6 ³	<u>2327</u> 2281	<u>2434</u> 2386	<u>2544</u> 2494	<u>2660</u> 2608	<u>2783</u> 2728	-
Administrative Clerk II	110002 ³	12 ³	<u>2544</u> 2494	<u>2660</u> 2608	<u>2783</u> 2728	<u>2910</u> 2853	<u>3048</u> 2988	-
Airports Operations Officer	310006	12	<u>3669</u> 3597	<u>3846</u> 3771	<u>4034</u> 3955	<u>4232</u> 4149	<u>4436</u> 4349	-
Airports Property Specialist I	175001 ⁴	12 ⁴	<u>4346</u> 4261	<u>4554</u> 4465	<u>4772</u> 4678	<u>4998</u> 4900	<u>5239</u> 5136	-
Airports Property Specialist II	175002 ⁴	12 ⁴	<u>5036</u> 4937	<u>5276</u> 5173	<u>5530</u> 5422	<u>5795</u> 5681	<u>6074</u> 5955	-
Associate Electrical Safety Consultant I	230022	12	<u>4855</u> 4760	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	<u>5853</u> 5738	-
Associate Electrical Safety Consultant II	230023	12	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	<u>5853</u> 5738	<u>6136</u> 6016	-
Associate Environmental & Safety Consultant I	230003	12	<u>4855</u> 4760	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	<u>5853</u> 5738	-
Associate Environmental & Safety Consultant II	230004	12	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	<u>5853</u> 5738	<u>6136</u> 6016	-
Associate Plumbing & Mechanical Consultant I	230012	12	<u>4855</u> 4760	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	<u>5853</u> 5738	-
Associate Plumbing & Mechanical Consultant II	230013	12	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	<u>5853</u> 5738	<u>6136</u> 6016	-
Billing System Specialist	125075	12	<u>3273</u> 3209	<u>3428</u> 3361	<u>3590</u> 3520	<u>3753</u> 3679	<u>3928</u> 3851	-
Budget Technician	135005	12	<u>3335</u> 3270	<u>3489</u> 3421	<u>3654</u> 3582	<u>3825</u> 3750	<u>4008</u> 3929	-
Building Inspector I	230007 ⁴	12 ⁴	<u>4636</u> 4545	<u>4855</u> 4760	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	-
Building Inspector II	230008 ⁴	12 ⁴	<u>4855</u> 4760	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	<u>5853</u> 5738	-
Building Inspector III	230009	12	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	<u>5853</u> 5738	<u>6136</u> 6016	-

- 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.

[01/01/17 Eleventh Council Amendment](#)
[Supersedes Original](#)

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), ~~e~~Effective ~~October 3, 2016~~ January 1, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	<u>2741</u> 2687	<u>2867</u> 2811	<u>3009</u> 2950	<u>3138</u> 3076	<u>3284</u> 3220	-
Call Center Representative II	115071 ³	12 ³	<u>3003</u> 2944	<u>3138</u> 3074	<u>3284</u> 3220	<u>3438</u> 3374	<u>3600</u> 3529	-
Central Printing Clerk	120005	12	<u>2544</u> 2494	<u>2660</u> 2608	<u>2783</u> 2728	<u>2910</u> 2853	<u>3048</u> 2988	-
City Records Specialist	115025	12	<u>3335</u> 3270	<u>3489</u> 3421	<u>3654</u> 3582	<u>3825</u> 3750	<u>4008</u> 3929	-
Commercial Building Inspector	230015	12	<u>4855</u> 4760	<u>5088</u> 4988	<u>5333</u> 5228	<u>5583</u> 5474	<u>5853</u> 5738	-
Community Recreation Assistant	520010	12	<u>2767</u> 2713	<u>2893</u> 2836	<u>3012</u> 2953	<u>3134</u> 3073	<u>3271</u> 3207	-
Community Revitalization Specialist	230053	12	<u>4523</u> 4434	<u>4742</u> 4649	<u>4970</u> 4873	<u>5241</u> 5138	<u>5459</u> 5352	-
Community Revitalization Technician	230059	12	<u>3146</u> 3084	<u>3294</u> 3229	<u>3446</u> 3378	<u>3608</u> 3537	<u>3778</u> 3704	-
Community Services Officer I	410025 ⁴	12 ⁴	<u>2875</u> 2819	<u>3008</u> 2949	<u>3146</u> 3084	<u>3294</u> 3229	<u>3446</u> 3378	-
Community Services Officer II	410026 ⁴	12 ⁴	<u>3146</u> 3084	<u>3294</u> 3229	<u>3446</u> 3378	<u>3608</u> 3537	<u>3778</u> 3704	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	<u>3963</u> 3885	<u>4147</u> 4066	<u>4345</u> 4260	<u>4552</u> 4463	<u>4769</u> 4675	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	<u>4655</u> 4564	<u>4877</u> 4781	<u>5109</u> 5009	<u>5354</u> 5249	<u>5612</u> 5502	-
Computer Systems Specialist III	125012	12	<u>5220</u> 5118	<u>5470</u> 5363	<u>5734</u> 5622	<u>6009</u> 5891	<u>6301</u> 6177	-
Construction Compliance Specialist	150055	12	<u>3879</u> 3803	<u>4056</u> 3976	<u>4249</u> 4166	<u>4450</u> 4363	<u>4659</u> 4568	-
Crime Scene Technician I	410010 ⁴	12 ⁴	<u>3712</u> 3639	<u>3885</u> 3809	<u>4068</u> 3988	<u>4263</u> 4179	<u>4466</u> 4378	-
Crime Scene Technician II	410011 ⁴	12 ⁴	<u>4068</u> 3988	<u>4263</u> 4179	<u>4466</u> 4378	<u>4677</u> 4585	<u>4900</u> 4804	-
Customer Services Clerk I	115060 ³	6 ³	<u>2507</u> 2458	<u>2621</u> 2570	<u>2741</u> 2687	<u>2867</u> 2811	<u>3003</u> 2944	-
Customer Services Clerk II	115061 ³	12 ³	<u>2741</u> 2687	<u>2867</u> 2811	<u>3003</u> 2944	<u>3138</u> 3076	<u>3284</u> 3220	-
Development Services Coordinator	230057	12	<u>4517</u> 4428	<u>4764</u> 4671	<u>4996</u> 4898	<u>5235</u> 5132	<u>5486</u> 5378	-
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	<u>3393</u> 3326	<u>3528</u> 3459	<u>3676</u> 3604	<u>3845</u> 3770	<u>4007</u> 3928	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	<u>3634</u> 3563	<u>3806</u> 3731	<u>3987</u> 3909	<u>4177</u> 4095	<u>4367</u> 4281	-
Emergency Services Dispatcher III	410003	12	<u>4062</u> 3982	<u>4249</u> 4166	<u>4455</u> 4368	<u>4660</u> 4569	<u>4883</u> 4787	-

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

[01/01/17 Eleventh Council Amendment](#)
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EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~October 3, 2016~~ January 1, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 ⁴	12 ⁴	<u>4410</u> 4324	<u>4618</u> 4527	<u>4837</u> 4742	<u>5068</u> 4969	<u>5303</u> 5199	-
Engineer II	210016 ⁴	12 ⁴	<u>5103</u> 5003	<u>5340</u> 5235	<u>5597</u> 5487	<u>5859</u> 5744	<u>6154</u> 6033	-
Engineering Aide I	210001 ³	6 ³	<u>2902</u> 2845	<u>3030</u> 2971	<u>3171</u> 3109	<u>3317</u> 3252	<u>3475</u> 3407	-
Engineering Aide II	210002 ³	12 ³	<u>3334</u> 3269	<u>3489</u> 3421	<u>3648</u> 3576	<u>3818</u> 3743	<u>4004</u> 3925	-
Engineering Inspector I	230075 ⁴	12 ⁴	<u>4302</u> 4218	<u>4521</u> 4432	<u>4726</u> 4633	<u>4947</u> 4850	<u>5188</u> 5086	-
Engineering Inspector II	230076 ⁴	12 ⁴	<u>4701</u> 4609	<u>4925</u> 4828	<u>5160</u> 5059	<u>5407</u> 5301	<u>5667</u> 5556	-
Engineering Technician I	210005 ⁴	12 ⁴	<u>3411</u> 3344	<u>3569</u> 3499	<u>3741</u> 3668	<u>3909</u> 3832	<u>4093</u> 4013	-
Engineering Technician II	210006 ⁴	12 ⁴	<u>3818</u> 3743	<u>4004</u> 3925	<u>4189</u> 4107	<u>4386</u> 4300	<u>4595</u> 4505	-
Environmental Control Officer	620001	12	<u>4246</u> 4163	<u>4448</u> 4361	<u>4653</u> 4562	<u>4877</u> 4781	<u>5105</u> 5005	-
Facilities Construction Specialist	230085	12	<u>4450</u> 4363	<u>4658</u> 4567	<u>4883</u> 4787	<u>5112</u> 5012	<u>5358</u> 5253	-
Fire Prevention Inspector I	420001 ⁴	12 ⁴	<u>3933</u> 3856	<u>4118</u> 4037	<u>4306</u> 4222	<u>4517</u> 4428	<u>4733</u> 4640	-
Fire Prevention Inspector II	420002 ⁴	12 ⁴	<u>4535</u> 4446	<u>4742</u> 4649	<u>4970</u> 4873	<u>5213</u> 5111	<u>5459</u> 5352	-
Fleet Operations Specialist	710105	12	<u>4123</u> 4042	<u>4314</u> 4229	<u>4522</u> 4433	<u>4736</u> 4643	<u>4963</u> 4866	-
Geographic Information System (GIS) Specialist	125025	12	<u>5220</u> 5118	<u>5470</u> 5363	<u>5734</u> 5622	<u>6009</u> 5891	<u>6301</u> 6177	-
Graphics Technician	120013	12	<u>3581</u> 3511	<u>3755</u> 3681	<u>3937</u> 3860	<u>4129</u> 4048	<u>4331</u> 4246	-
Helicopter Pilot	410033	12	<u>5455</u> 5348	<u>5722</u> 5610	<u>6004</u> 5886	<u>6299</u> 6175	<u>6608</u> 6478	-
Housing Rehabilitation Specialist	230056	12	<u>4421</u> 4334	<u>4636</u> 4545	<u>4862</u> 4767	<u>5101</u> 5001	<u>5351</u> 5246	-
Industrial/Commercial Water Conservation Representative	610015	12	<u>4246</u> 4163	<u>4448</u> 4361	<u>4653</u> 4562	<u>4877</u> 4781	<u>5105</u> 5005	-
Inorganic Chemist	620020	12	<u>4305</u> 4221	<u>4512</u> 4424	<u>4727</u> 4634	<u>4951</u> 4854	<u>5189</u> 5087	-
Laboratory Assistant	620010	12	<u>2984</u> 2925	<u>3126</u> 3065	<u>3269</u> 3205	<u>3423</u> 3356	<u>3583</u> 3513	-
Laboratory Technician I	620011 ⁴	12 ⁴	<u>3583</u> 3513	<u>3752</u> 3678	<u>3928</u> 3851	<u>4112</u> 4031	<u>4305</u> 4221	-
Laboratory Technician II	620012 ⁴	12 ⁴	<u>3928</u> 3851	<u>4112</u> 4031	<u>4305</u> 4221	<u>4512</u> 4424	<u>4727</u> 4634	-
Landscape Water Conservation Specialist	610005	12	<u>4148</u> 4067	<u>4346</u> 4261	<u>4553</u> 4464	<u>4770</u> 4676	<u>4996</u> 4898	-

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- 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.

[01/01/17 Eleventh Council Amendment](#)
[Supersedes Original](#)

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~October 3, 2016~~ January 1, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3539 3470	3711 3638	3891 3815	4081 4004	4279 4195	-
Network Systems Specialist	125030	12	5220 5118	5470 5363	5734 5622	6009 5894	6301 6177	-
PAR Program Specialist	410023	12	3146 3084	3294 3229	3446 3378	3608 3537	3778 3704	-
Paratransit Specialist	320005	12	3273 3209	3428 3361	3590 3520	3753 3679	3928 3854	-
Parking Controller I	710120 ⁴	12 ⁴	2461 2413	2560 2510	2668 2616	2773 2719	2893 2836	-
Parking Controller II	710121 ⁴	12 ⁴	2675 2623	2789 2734	2902 2845	3019 2960	3160 3098	-
Parking Controller III	710122	12	2902 2845	3019 2960	3160 3098	3287 3223	3429 3362	-
Phlebotomist	410007	12	2984 2925	3126 3065	3269 3205	3423 3356	3583 3513	-
Planner I	220005 ³	6 ³	3860 3784	4036 3957	4229 4146	4432 4345	4643 4552	-
Planner II	220006 ³	12 ³	4517 4428	4764 4671	4996 4898	5235 5132	5486 5378	-
Plans and Permit Technician	220002	12	3933 3856	4118 4037	4306 4222	4517 4428	4733 4640	-
Plans Examiner	210041	12	4535 4446	4742 4649	4970 4873	5213 5111	5459 5352	-
Police Data Transcriptionist	115035	12	3048 2988	3186 3124	3335 3270	3489 3421	3654 3582	-
Principal Account Clerk	130004	12	3284 3220	3438 3371	3600 3529	3766 3692	3945 3868	-
Procurement Specialist	140002	12	4204 4122	4403 4317	4612 4522	4833 4738	5063 4964	-
Program Compliance Officer	640026	12	3596 3525	3771 3697	3956 3878	4148 4067	4350 4265	-
Programmer/Analyst I	125020 ⁴	12 ⁴	3963 3885	4147 4066	4345 4260	4552 4463	4769 4675	-
Programmer/Analyst II	125021 ⁴	12 ⁴	4655 4564	4877 4781	5109 5009	5354 5249	5612 5502	-
Programmer/Analyst III	125022	12	5220 5118	5470 5363	5734 5622	6009 5894	6301 6177	-
Programmer/Analyst IV	125023	12	5596 5486	5866 5751	6151 6030	6444 6318	6755 6623	-
Property & Evidence Technician	145010	12	3456 3388	3618 3547	3788 3714	3968 3890	4152 4071	-
Radio Dispatcher	120015	12	2910 2853	3043 2983	3169 3107	3308 3243	3445 3377	-
Rangemaster/Armorer	410035	12	4263 4179	4466 4378	4677 4585	4900 4804	5136 5035	-

Real Estate Finance Specialist I	170001 ⁴	12 ⁴	3521 3452	3686 3614	3855 3779	4039 3960	4231 4148	-
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	4011 3932	4199 4117	4399 4313	4607 4517	4827 4732	-

- 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.

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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~October 3, 2016~~ January 1, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	3349 <u>3283</u>	3504 <u>3435</u>	3669 <u>3597</u>	3842 <u>3767</u>	4021 <u>3942</u>	-
Retirement Counselor I	135050 ⁴	12 ⁴	3284 <u>3220</u>	3438 <u>3371</u>	3600 <u>3529</u>	3768 <u>3694</u>	3945 <u>3868</u>	-
Retirement Counselor II	135051 ⁴	12 ⁴	3600 <u>3529</u>	3768 <u>3694</u>	3945 <u>3868</u>	4132 <u>4051</u>	4330 <u>4245</u>	-
Safety and Training Specialist	150050	12	3928 <u>3851</u>	4120 <u>4039</u>	4322 <u>4237</u>	4534 <u>4445</u>	4755 <u>4662</u>	-
Secretary	110050	12	3048 <u>2988</u>	3186 <u>3124</u>	3335 <u>3270</u>	3489 <u>3421</u>	3654 <u>3582</u>	-
Senior Account Clerk	130003	12	3003 <u>2944</u>	3138 <u>3076</u>	3284 <u>3220</u>	3438 <u>3371</u>	3600 <u>3529</u>	-
Senior Administrative Clerk	110003	12	2783 <u>2728</u>	2910 <u>2853</u>	3048 <u>2988</u>	3186 <u>3124</u>	3335 <u>3270</u>	-
Senior Call Center Representative	115072	12	3406 <u>3339</u>	3569 <u>3499</u>	3743 <u>3670</u>	3925 <u>3848</u>	4116 <u>4035</u>	-
Senior Commercial Building Inspector	230016	12	5088 <u>4988</u>	5333 <u>5228</u>	5583 <u>5474</u>	5853 <u>5738</u>	6136 <u>6016</u>	-
Senior Community Revitalization Specialist	230054	12	4986 <u>4888</u>	5230 <u>5127</u>	5486 <u>5378</u>	5798 <u>5684</u>	6109 <u>5989</u>	-
Senior Community Services Officer	410027	12	3375 <u>3309</u>	3531 <u>3462</u>	3698 <u>3625</u>	3871 <u>3795</u>	4055 <u>3975</u>	-
Senior Crime Scene Technician	410012	12	4263 <u>4179</u>	4466 <u>4378</u>	4677 <u>4585</u>	4900 <u>4804</u>	5136 <u>5035</u>	-
Senior Customer Services Clerk	115062	12	3003 <u>2944</u>	3138 <u>3076</u>	3284 <u>3220</u>	3438 <u>3371</u>	3600 <u>3529</u>	-
Senior Engineering Technician	210007	12	4410 <u>4324</u>	4618 <u>4527</u>	4837 <u>4742</u>	5068 <u>4969</u>	5303 <u>5199</u>	-
Senior Fire Prevention Inspector	420003	12	5070 <u>4971</u>	5309 <u>5205</u>	5558 <u>5449</u>	5825 <u>5711</u>	6109 <u>5989</u>	-
Senior Laboratory Technician	620013	12	4305 <u>4221</u>	4512 <u>4424</u>	4727 <u>4634</u>	4951 <u>4854</u>	5189 <u>5087</u>	-
Senior Network Systems Specialist	125031	12	5596 <u>5486</u>	5866 <u>5751</u>	6151 <u>6030</u>	6444 <u>6318</u>	6755 <u>6623</u>	-
Senior Plans Examiner	210042	12	5070 <u>4971</u>	5309 <u>5205</u>	5558 <u>5449</u>	5825 <u>5711</u>	6109 <u>5989</u>	-
Senior Procurement Specialist	140003	12	4612 <u>4522</u>	4833 <u>4738</u>	5063 <u>4964</u>	5306 <u>5202</u>	5559 <u>5450</u>	-
Senior Property & Evidence Technician	145011	12	3788 <u>3714</u>	3968 <u>3890</u>	4152 <u>4071</u>	4349 <u>4264</u>	4557 <u>4468</u>	-
Senior Records Clerk	110101	12	2910 <u>2853</u>	3048 <u>2988</u>	3186 <u>3124</u>	3335 <u>3270</u>	3489 <u>3421</u>	-
Senior Secretary	110051	12	3335 <u>3270</u>	3489 <u>3421</u>	3654 <u>3582</u>	3825 <u>3750</u>	4008 <u>3929</u>	-

- 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.

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EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective January 1, 2017~~October 3, 2016~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3456 3388	3618 3547	3788 3714	3968 3890	4152 4074	-
Senior Utility Service Representative	230092	12	3504 3435	3669 3597	3842 3767	4021 3942	4215 4132	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	5596 5486	5866 5754	6105 5985	6444 6318	6755 6623	-
Staff Assistant	150001	12	3273 3209	3428 3364	3590 3520	3753 3679	3928 3854	-
Storeskeeper	145001	12	3154 3092	3303 3238	3456 3388	3618 3547	3788 3714	-
Survey Party Technician	210030	12	3818 3743	4004 3925	4189 4107	4386 4300	4595 4505	-
Tax/Permit Representative	135001	12	3428 3364	3590 3520	3753 3679	3928 3854	4118 4037	-
Traffic Signal Operations Specialist	710150	12	5220 5118	5470 5363	5734 5622	6009 5894	6301 6177	-
Transit Scheduler	320049	12	5220 5118	5470 5363	5734 5622	6009 5894	6301 6177	-
Tree Program Specialist	510015	12	4148 4067	4346 4264	4553 4464	4770 4676	4996 4898	-
Utility Service Representative I	230090 ⁴	12 ⁴	2922 2865	3056 2996	3197 3134	3348 3282	3504 3435	-
Utility Service Representative II	230091 ⁴	12 ⁴	3197 3134	3348 3282	3504 3435	3669 3597	3842 3767	-
Wastewater Reclamation Coordinator	620035	12	4346 4264	4554 4465	4772 4678	4998 4900	5239 5136	-
Water Conservation Representative	610001	12	3146 3084	3294 3229	3446 3378	3608 3537	3778 3704	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	4655 4564	4877 4784	5109 5009	5354 5249	5612 5502	-

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.

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EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~January 1, 2017~~ January 23, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3456	3618	3788	3968	4152	-
Senior Utility Service Representative	230092	12	3504	3669	3842	4021	4215	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	5596	5866	6105	6444	6755	-
Staff Assistant	150001	12	3273	3428	3590	3753	3928	-
Storeskeeper	145001	12	3154	3303	3456	3618	3788	-
Survey Party Technician	210030	12	3818	4004	4189	4386	4595	-
Tax/Permit Representative <u>Inspector</u>	135001	12	3428 <u>3933</u>	3590 <u>4118</u>	3753 <u>4306</u>	3928 <u>4517</u>	4118 <u>4733</u>	-
Traffic Signal Operations Specialist	710150	12	5220	5470	5734	6009	6301	-
Transit Scheduler	320049	12	5220	5470	5734	6009	6301	-
Tree Program Specialist	510015	12	4148	4346	4553	4770	4996	-
Utility Service Representative I	230090 ⁴	12 ⁴	2922	3056	3197	3348	3504	-
Utility Service Representative II	230091 ⁴	12 ⁴	3197	3348	3504	3669	3842	-
Wastewater Reclamation Coordinator	620035	12	4346	4554	4772	4998	5239	-
Water Conservation Representative	610001	12	3146	3294	3446	3608	3778	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	4655	4877	5109	5354	5612	-

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.

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EXHIBIT 8
Unit 8 – Non-Represented, [effective January 1, 2017](#)

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	\$18.00 - \$25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	\$10.00 <u>10.50</u> Per Hour
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$22.00 Per Hour
Lifeguard	950001	–	Hourly	\$10.00 <u>10.50</u> - \$10.50 <u>11.00</u> Per Hour
Police Cadet I	940005	–	Hourly	\$10.00 <u>10.50</u> - \$12.48 <u>12.98</u> Per Hour
Police Cadet II	940006	–	Hourly	\$12. 49 <u>99</u> - \$16. 50 <u>00</u> Per Hour
Pool Supervisor	950015	–	Hourly	\$12.00 - \$22.00 Per Hour
Senior Lifeguard	950002	–	Hourly	\$10.50 <u>11.00</u> - \$12.00 <u>12.50</u> Per Hour
Services Aide	910005	–	Hourly	\$10.00 <u>10.50</u> - \$15.00 Per Hour
Sports Official	950010	–		\$10.00 <u>10.50</u> - \$50.00 Per Game
Student Aide II	910002	–	Hourly	\$10.00 <u>10.50</u> Per Hour

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EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), [effective January 23, 2017](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Preparedness Officer	420020e	12	4094	4295	4504	4725	4954
Emergency Services Communications Supervisor	410004e	12	4588	4812	5046	5294	5553
Energy Efficiency Supervisor	230058e	12	4905	5146	5398	5664	5941
Equipment Supervisor	720031e	12	5570	5841	6128	6429	6746
Fire Prevention Engineer	210055e	12	6085	6384	6698	7026	7374
Fleet Administration Supervisor	720025e	12	5401	5664	5941	6234	6540
Forestry Supervisor I	510030e	12	4261	4471	4689	4920	5158
Forestry Supervisor II	510031e	12	4676	4905	5147	5401	5664
Grant Writer	150105e	12	4380	4600	4830	5071	5325
Housing Program Supervisor	230055e	12	5347	5611	5885	6174	6476
Human Resources Analyst	150016e	12	4094 4500	4295 4720	4504 4949	4725 5192	4954 5447
Human Resources Records Supervisor	115050e	12	4371	4585	4809	5043	5292
Industrial Electrician Supervisor	720020e	12	5843	6136	6443	6764	7104
Information Services Supervisor	125032e	12	6305	6615	6938	7280	7642
Laboratory Supervisor	620014e	12	5087	5336	5597	5872	6161
Landscape Maintenance Superintendent	510027e	12	5852	6140	6441	6757	7089
Lead Risk Analyst	150008e	12	4941	5188	5447	5720	6006
Management Analyst I	150020e ⁴	12	3339	3502	3672	3851	4041
Management Analyst II	150021e ⁴	12	4094	4295	4504	4725	4954
Parking Supervisor	720035e	12	3141	3291	3450	3618	3957
Parks Supervisor I	510025e	12	4261	4471	4689	4920	5158
Parks Supervisor II	510026e	12	4676	4905	5147	5401	5664
Planner III	220007e	12	5011	5258	5514	5786	6070
Power Generation System Supervisor	620056e	12	5570	5841	6128	6429	6746
Principal Accountant	130014e	12	5557	5830	6117	6417	6732
Procurement Supervisor	140004e	12	4895	5136	5383	5649	5925

e Exempt class, see Section 4.

4 This is 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.

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EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), [effective January 23, 2017](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	6085	6384	6698	7026	7374
Project Manager	150065e	12	5631	5910	6201	6503	6823
Records Supervisor	115045e	12	4371	4585	4809	5043	5292
Recycling Coordinator	640001e	12	4251	4458	4674	4902	5143
Revenue Supervisor	135025e	12	4006	4201	4405	4617	4844
Risk Analyst	150010e	12	4500	4720	4949	5192	5447
Sanitation Supervisor	640029	12	5168	5420	5687	5966	6259
Senior Accountant-Auditor	130013e	12	4612	4837	5075	5324	5583
Senior Building Inspector	230034e	12	5118	5370	5633	5911	6202
Senior Database Administrator	125046e	12	6425	6733	7056	7394	7762
Senior Electrical Safety Consultant	230024e	12	5118	5370	5633	5911	6202
Senior Engineering Inspector	230077e	12	5118	5370	5633	5911	6202
Senior Environmental & Safety Consultant	230005e	12	5118	5370	5633	5911	6202
Senior Plumbing & Mechanical Consultant	230014e	12	5118	5370	5633	5911	6202
Senior Real Estate Agent	170012e	12	5476	5744	6026	6323	6633
Senior Retirement Counselor	135052e	12	4458	4682	4916	5161	5420
Solid Waste System Supervisor	640030e	12	5138	5390	5650	5929	6218
Street Maintenance Superintendent	720004e	12	6394	6713	7050	7403	7774
Street Maintenance Supervisor	720001e	12	5900	6191	6495	6814	7149
Supervising Commercial Building Inspector	230036e	12	5118	5370	5633	5911	6202
Supervising Airports Operations Officer	310013	12	4353	4564	4787	5024	5266
Supervising Airports Building Maintenance Technician	310014	12	4261	4471	4689	4920	5158
Supervising Engineering Technician	210008e	12	5797	6085	6384	6698	7026
Supervising Environmental Control Officer	620005e	12	5087	5336	5597	5872	6160
Supervising Fire Prevention Inspector	420005e	12	5359	5621	5899	6189	6494
Supervising Planner	220008e	12	5505	5774	6056	6353	6664

e Exempt class, see Section 4.

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EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA), [effective January 23, 2017](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Assistant	160001	12	3646	3824	4008	4205	4411
Legal Secretary I	115015	12	3101	3250	3406	3570	3744
Legal Secretary II	115016	12	3427	3594	3765	3949	4140
Paralegal	160001	12	3646 4500	3824 4720	4008 4949	4205 5192	4411 5447
Senior Human Resources Technician	150014	12	3326	3485	3652	3830	4016
Senior Paralegal	160002	12	4941	5188	5447	5720	6006
Supervising Crime Scene Technician	410013	12	4482	4701	4930	5172	5424

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