

Regular Meeting/Budget Hearing

June 20, 2024

FRESNO CITY COUNCIL



Supplement Packet

ITEM(S)

9:00 A.M. Resumed Budget Hearings – Vote on Final Budget

A (ID 24-809) - *RESOLUTION - Adopt the FY 2025 Salary Resolution.**

(Subject to Mayor's veto)

**Contents of Supplement: Staff Report,
FY 2025 Salary Resolution – Redline
FY 2025 Salary Resolution – Final**

Item(s)

Supplemental Information:

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available for public inspection in the City Clerk's Office, 2600 Fresno Street, during normal business hours (main location pursuant to the Brown Act, G.C. 54957.5(2)). In addition, Supplemental Packets are available for public review at the City Council meeting in the City Council Chambers, 2600 Fresno Street. Supplemental Packets are also available on-line on the City Clerk's website.

Americans with Disabilities Act (ADA):

The meeting room is accessible to the physically disabled, and the services of a translator can be made available. Requests for additional accommodations for the disabled, sign language interpreters, assistive listening devices, or translators should be made one week prior to the meeting. Please call City Clerk's Office at 621-7650. Please keep the doorways, aisles and wheelchair seating areas open and accessible. If you need assistance with seating because of a disability, please see Security.

RECEIVED
2024 JUN 19 P 5:59
CITY OF FRESNO
CITY CLERK'S OFFICE

REPORT TO THE CITY COUNCIL

FROM: SUMEET MALHI, Director
Personnel Services Department

SUBJECT

..Title

*****RESOLUTION - Adopt the Fiscal Year 2025 Salary Resolution (Subject to Mayor's veto)**

..Body

RECOMMENDATION

It is recommended that the City Council adopt the Fiscal Year 2025 Salary Resolution.

EXECUTIVE SUMMARY

The proposed Fiscal Year 2025 Salary Resolution includes a number of changes that are cleanup in nature, updates consistent with state law, and other modifications.

BACKGROUND

The Salary Resolution of the City of Fresno establishes rules for the application of City employee compensation rates and schedules and related requirements, as well as exhibiting the monthly compensation rates which have already been authorized by the City Council. Except where there is conflict with a Memorandum of Understanding or Terms and Conditions of Employment, the provisions contained in the Salary Resolution shall apply.

Each year the Salary Resolution is reviewed and updated to reflect any changes in law, increases to minimum wage when applicable, other salary adjustments, language revisions to ensure clarity of respective provisions, and other modifications.

The following summarizes the significant changes proposed for the Fiscal Year 2025 Salary Resolution:

Section 2. SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN

- Subsection F: Add language to codify pay increase authority for employees in Exhibit 2 to align with the City of Fresno Transparency Act.
- Subsection G: Clarification on how service hours are calculated based on various work weeks. Also added 42-hour work week specific to Airports public safety.
- Subsection M: Add 42-hour employees to this leave without pay section.

Section 3. RATES OF PAY

Add rate of pay calculation for 42-hour work week employees.

Section 5. WAGES, OVERTIME, AND SICK LEAVE FOR TEMPORARY EMPLOYEES

Subsection B updated to reflect requirements of state law.

Section 8. MANAGEMENT LEAVE (formerly "Administrative Leave")/SUPPLEMENTAL MANAGEMENT LEAVE

Subsection A.: Add language to clarify current practice that cash outs received under this provision are pensionable for retirement purposes for members in the Employees Retirement System.

Subsection B.: Add language to clarify the employees leave usage under this provision.

Section 9 – ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2

Add new language related to Special HRA bank.

Section 10. HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2

Subsection C. Add language that this provision is applicable for only those employees in Exhibit 2 who are required to work on a holiday due to a legal obligation of the employer.

Section 14. PROFESSIONAL CERTIFICATE AND LICENSE PAY

Added language to clarify current practice that certificate and license pay in this section are considered pensionable for retirement purposes for members in the Employee Retirement System

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

Subsection C & E: Add language that would provide for additional Annual Leave beyond what is authorized in Section 9 of the Salary Resolution if in an approved employment contract.

Subsection G. Deferred Compensation: Remove obsolete language. Clean up in nature.

Section 18. BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, AND LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES; AND BENEFITS AND TERMS AND CONDITIONS FOR PERMANENT AIRPORT PUBLIC SAFETY OFFICERS AND PERMANENT AIRPORT PUBLIC SAFETY SUPERVISORS; AND TEMPORARY EMPLOYEES

- Subsection A. 6.: Updated to reflect requirements of state law.
- Subsection A. 8.: New section added to codify uniform pay for police cadets.
- Subsection B. 2.: Codify practice that permanent part-time (PPT) employees who participated in the retirement plan as permanent full-time employees will continue contributing to the plan under this provision.
- Subsection B. 6.: Codify practice that permanent part-time (PPT) employees in a permanent class included in Exhibit 2 receive Long Term Disability and Life Insurance.
- Subsection C.1: Codify practice that Limited employees who participated in the retirement plan as permanent full-time employees will continue contributing to the plan under this provision.

- Subsection D.3&5: Updated to reflect requirements of state law.
- Subsection E.: Add language to continue terms and conditions of employment for Airport Safety Officers and Airport Public Safety Supervisors pending ratification of a new MOU.
- Subsection E.2.a&b.: Deleting obsolete COLA adjustment section and all reference to Tier I, since all Tier I's have retired. Clean-up in nature.
- Subsection E.4: Updated to reflect requirements of state law.
- Subsection E.12: Codify requirements of state law. Changes clarify that full-time sworn airport public safety officers and full-time sworn airport public safety supervisors' Workers' Compensation benefits are paid in accordance with Labor Code 4850; and permanent part-time employee benefits under this provision fall under State of California workers' compensation laws set forth in the California Labor Code.
- Subsection E.15: Added to codify hours and work schedules for airport public safety officers and airport public safety supervisors.

Section 25: TEMPORARY EMPLOYMENT OF CITY RETIREE

Codify in-service distribution which requires a bona fide employment separation prior to a return to city employment.

Exhibit 2: Unit 2 – Non-Represented Management and Confidential Classes

Increasing top of range by 3% for all positions in Unit 2. This only raises the range and does not provide an automatic increase in compensation for employees in Unit 2.

Exhibit 6: Unit 6 – Bus Drivers and Student Drivers (ATU)

Add the new classification of Trolley Operator and providing a salary range of \$4621 - \$5617 for the respective class.

Exhibit 12: Unit 12 – Board and Commission Members

Update stipend amount for Civil Service Board Member from \$25 per meeting attended to \$100 Per Hearing Meeting Attended, and \$25 Per Administrative Meeting Attended.

In addition to the above, there are other non-substantive language changes that are cleanup in nature throughout the document.

The City Attorney's Office has approved the FY 2025 Salary Resolution 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

Approval of the FY 2025 Salary Resolution will result in no increase to the General Fund or All Funds.

Attachments:

FY 2025 Salary Resolution – Redline

FY 2025 Salary Resolution – Final



Fiscal Year 202~~43~~54

(July 1, 202~~43~~54 – June 30, 202~~43~~54)

Salary Resolution

Personnel Services Department

Date Adopted:
Date Approved:
Effective Date: 7/1/202~~43~~54
City Attorney Approval:

Fiscal Year 202~~43~~54 Salary Resolution

Resolution No.

TABLE OF CONTENTS

SECTION 1.	SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES.....	1
SECTION 2.	SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN.....	1
SECTION 3.	RATES OF PAY	776
SECTION 4.	EXEMPT JOB CLASSES	776
SECTION 5.	WAGES, OVERTIME AND SICK LEAVE FOR TEMPORARY EMPLOYEES	776
SECTION 6.	FLEXIBLE STAFFING.....	887
SECTION 7.	ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2.....	887
SECTION 8.	MANAGEMENT LEAVE (formerly “Administrative Leave”)/SUPPLEMENTAL MANAGEMENT LEAVE	998
SECTION 9.	ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2	111110
SECTION 10.	HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2	141412
SECTION 11.	SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES	141412
SECTION 12.	MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2	151513
SECTION 13.	SALARY RATES	151513
SECTION 14.	PROFESSIONAL CERTIFICATE AND LICENSE PAY	161614
SECTION 15.	BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES	181815
SECTION 16.	BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2	181815
SECTION 17.	COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2	212118
SECTION 18.	BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, AND LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES; AND BENEFITS AND TERMS AND CONDITIONS FOR PERMANENT AIRPORT PUBLIC SAFETY OFFICERS AND PERMANENT AIRPORT PUBLIC SAFETY SUPERVISORS; AND TEMPORARY EMPLOYEES	242421
SECTION 19.	CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS	404035
SECTION 20.	SPECIAL PROVISIONS FOR EMPLOYEES ON LEAVE FOR MILITARY SERVICE 414137	
SECTION 21.	BEREAVEMENT LEAVE.....	424237
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.....	424238
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	444439
SECTION 24.	BENCHMARKING DELETED CLASSIFICATIONS AND PAY STEPS.....	444439
SECTION 25.	TEMPORARY EMPLOYMENT OF CITY RETIREE	444440
SECTION 26.	RECRUITMENT AND RETENTION INCENTIVE	454540
SECTION 27.	UNUSUAL CIRCUMSTANCES	484843
SECTION 28.	CONFLICTING RESOLUTIONS	484843
SECTION 29.	RESOLUTION EFFECTIVE DATE.....	484843

RESOLUTION NO.

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 202~~5~~⁴

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

SECTION 1. SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES

The rules set forth in this resolution constitute special provisions applicable to all classes of employment in the City service. If any provision(s) of a Memorandum of Understanding (hereafter "MOU") or Terms and Conditions of employment (hereafter "T & C") adopted and approved by the Council under Article 6, Chapter 3 of the Fresno Municipal Code (hereafter "FMC") or employment agreement that is authorized and in compliance with Article V of the City of Fresno Transparency in Government Act and currently in effect, is clearly and specifically in conflict with any rule contained in this resolution, the provision in such MOU, T & C, or employment agreement shall prevail.

SECTION 2. SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN

The step plan of each salary range shall be applied and interpreted as follows for permanent and probationary employees appointed to permanent positions:

- A. The first step shall be the minimum rate and shall normally be the hiring rate for the class. In a case where it is difficult to secure a qualified person or if a person of unusual qualifications is engaged, the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority, after receiving the recommendation of the Director of Personnel Services, may approve appointment above the first step.
- B. The second step shall be paid upon the completion of six (6) months of paid status at the first step.
- C. The third step shall be paid upon the completion of one (1) year of service at the second step.
- D. Each subsequent step shall be paid upon completion of one (1) year of service at the prior step.
- E. Progression to successive steps in the salary range shall be automatic with two exceptions.

1. Following an~~e~~ unsatisfactory performance evaluation, a step progression may be delayed by the appointing authority for not more than six (6) months and more

than six (6) months only with approval of the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

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

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

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

G.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.

H.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 ~~would~~ requires a payment greater than the highest step, then the highest step shall be paid.

An employee in Exhibit 7 who is appointed to a position in a class having a salary range shall be promoted according to the foregoing provisions to the nearest step, but not exceeding the top step, in the new class range after adding five percent (5%) to the employee's salary rate.

I.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.

J.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 F above.

K.L. If an employee is receiving compensation above the highest step of the range, the employee’s present rate shall be continued as an approved additional step rate for the class (“Y-rated”), until the highest step is greater than the Y rate, but no other employee may be adjusted to this rate, and it shall no longer be in effect after the incumbent vacates the classification.

L.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>
<u>1 hour</u>	<u>42 hours</u>	<u>None</u>
<u>42 hours</u>	<u>126 hours</u>	<u>2</u>
<u>126 hours</u>	<u>210 hours</u>	<u>4</u>
<u>210 hours</u>	<u>294 hours</u>	<u>6</u>

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.

M.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.

N.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 (OP)(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 (OP)(2)(b).

OP. Except where provided in this subsection, temporary assignment to perform the duties of absent employees shall be in accordance with FMC Section 3-260.

After any employee holding a permanent position in Exhibit 2 has completed 40 hours of service in a higher class the employee shall thereafter be paid at the rate of pay of the higher class while so assigned. An employee who has held permanent status in the higher class prior to such assignment shall not be required to complete the qualifying period of service set forth above and shall be paid for the entire duration of the assignment to the higher class at the rate of pay of the lowest step in the salary range of the higher class, which must be at least three and one-half percent (3.5%) higher than the rate received in the employee's regular class assignment. If the three and one-half (3.5%) increase requires a payment greater than the highest step, then the highest step shall be paid.

SECTION 3. RATES OF PAY

Rates of pay provided for by a resolution establishing or approving such salaries are fixed on the basis of dollars per month or full-time service in full-time positions unless otherwise clearly indicated. Salaries shown are the base rate of pay for each respective job classification. The hourly rate of pay is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,080, except that the hourly rate of pay for employees whose schedule is 56 hours per week is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,912, and the hourly rate of pay for employees whose schedule is 42 hours per week is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,184.

SECTION 4. EXEMPT JOB CLASSES

Employees in classes listed as exempt in any exhibit attached to this salary resolution whose job codes are marked with an “e” shall not be entitled to payment or compensatory time off for overtime as provided for in the rules and regulations of the Fair Labor Standards Act (hereafter “FLSA”).

In accordance with the rules and regulations of the FLSA, the base salary of exempt employees shall not be reduced due to variations in the quality or quantity of the work performed. Deductions from the salary of exempt employees are allowed only for those certain circumstances which are set forth in the applicable FLSA regulations.

Employees exempt from overtime shall not be subject to deductions for Leave Without Pay in increments of less than a ~~work-day~~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 ~~forty-eight (48)~~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, or grandchild; or,
- c. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).

4. Protected Sick Leave for Temporary Employees

- a. Temporary employees will accumulate and be able to use Sick Leave in accordance with SB 616 and AB1522, Healthy Workplace Healthy Family Act of 2014 (i.e., Labor Code §§245 et seq.).
- b. Temporary employees may use up to ~~three (3)~~five (5) days as Protected Sick Leave or ~~twenty-four (24)~~forty (40) hours, whichever is greater, in each fiscal year (July 1 through June 30). Sick Leave may be used beginning on the ninth (90th) day of employment.

5. Temporary employees who leave City employment and return within one (1) year from the date of separation will have their previously accrued and unused paid Sick hours~~Sick Leave Leave accruals~~ restored up to forty-eight (48) hours.

SECTION 6. FLEXIBLE STAFFING

An employee holding a permanent position in any class in a group of classes designated as flexibly staffed may be appointed to a higher class in that group, provided that the employee meets the minimum requirements, the essential duties are being satisfactorily performed, and the department director recommends such appointment.

SECTION 7. ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2

A 4/10 or 9/80 work schedule may be implemented in any department, division, or work unit, upon approval of the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

Each 4/10 work schedule will consist of a total of 40 scheduled hours of actual work time per workweek. The workweek begins at 12:01 a.m. Monday and ends at Midnight on Sunday.

Each 9/80 work schedule will consist of eight 9-hour shifts, one 8-hour shift, and one day off per 14-day period broken down into two 40-hour per week FLSA workweeks. All employees working a 9/80 work schedule shall have an FLSA workweek, which begins four (4) hours after the start time of the day of the week, which constitutes the employee's alternating day off. This shall be an 8-hour shift. The workweek shall end exactly 168 hours later.

Employees working a 4/10 or 9/80 work schedule shall have the following exceptions for the holiday benefit apply:

A. Holidays:

1. Employees on a 4/10 or 9/80 work schedule shall receive 12 holidays of eight (8) hours. An employee who is off on a holiday, which is a regular work day, shall receive eight (8) hours pay for the holiday. Employees in non-exempt classifications who are off on a holiday which is a regular work day must either take two (2) hours Vacation Leave, Annual Leave, Holiday Leave, or Management Leave if on a 4/10 schedule, or one (1) hour Vacation, Annual, Holiday, or Management Leave if on a 9/80 schedule and the holiday falls on a 9-hour shift.
2. Employees on a 4/10 or 9/80 work schedule who are regularly scheduled to work, and do work on a holiday, which is a regular work day, shall receive eight (8) hours of Holiday Leave. When a holiday falls on an employee's day off, such employee shall receive eight (8) hours of Holiday Leave.

B. For employees participating in the Annual Leave Plan, the following rules shall apply:

1. Employees shall accumulate the same number of hours of Annual Leave per month as under a 5/8 work schedule. Annual Leave will be granted for the actual number of hours absent.

C. For employees not participating in the Annual Leave Plan, the following rules shall apply:

1. Sick Leave: Employees shall accumulate eight (8) hours of Sick Leave per month, and receive Sick Leave pay for the actual number of hours absent, provided the employee has a sufficient balance of Sick Leave hours.
2. Vacation Leave: Employees on a 4/10 or 9/80 work schedule shall accumulate the same number of hours Vacation Leave per month as under a 5/8 work schedule. Vacation Leave will be granted for the actual number of hours absent, provided the employee has a sufficient balance of Vacation Leave hours.

SECTION 8. MANAGEMENT LEAVE (formerly "Administrative Leave")/SUPPLEMENTAL MANAGEMENT LEAVE

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

1. Full-time employees appointed to permanent positions in classes who are not entitled to payment or equivalent compensatory time off for overtime work (as

described in Section 4 above), shall be granted Management Leave as provided in this subsection 1. Eighty (80) hours shall be credited to employees in the E1-E5 Executive Pay Range on the first day in July of each fiscal year. Effective November 21, 2022, employees in the E1-E5 Executive Pay Range shall be credited with a prorated balance of the 80 hours for each full calendar month remaining in the fiscal year. For all other exempt employees in Exhibit 2, sixty (60) hours shall be credited to employees on the first day in July of each fiscal year. Upon their employment by the City, new employees appointed in such positions shall be credited with the applicable prorated balance of Management Leave for each full calendar month remaining in such appointment in the fiscal year, including full-time employees in limited or provisional appointments.

2. Unused Management Leave will not be carried over to the next fiscal year. Employees in E1-E5 Executive Pay Ranges may request payment and be compensated for up to sixty (60) hours of Management Leave during the fiscal year in which it is credited. All other employees in Exhibit 2 may request payment and be compensated for up to forty-eight (48) hours of Management Leave during the fiscal year in which it is credited. All such requested payments will be subject to rules established by the City Manager, City Attorney, City Clerk, or Retirement Administrator, as appropriate for their respective areas of authority. Employees shall be compensated for any Management Leave balance, not to exceed eighty (80) hours, upon termination from City service.
3. Management Leave shall be scheduled at the convenience of the department. Approval by the City Manager or designee must be obtained before an appointing authority appointed by the City Manager may take such leave.

3.4. 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. At the employee's option, up to thirty-two hours (32) of ~~the additional~~ Supplemental Management Leave per fiscal year ~~may~~ may be transferred to a Special Health Reimbursement Arrangement (HRA) Bank (Section 16F) to be credited to an HRA account for eligible employees upon service retirement at eighty percent (80%) of the employee's current hourly base rate of pay at the time of retirement. Hours in the

Special HRA bank may not be used as leave time and cannot be cashed out. There will be no cash out or transfer of hours in the Special HRA bank for employees who are not eligible to participate in the HRA upon retirement or upon separation of employment. Employees must remain in an E1-E5 Executive Pay Range in order to retain hours credited to the Special HRA Bank. Employees who do not remain in an E1-E5 Executive Pay Range for any reason will cease getting credit of Special HRA bank hours and shall no longer accrue additional Supplemental Management Leave.

4. Interim and provisional appointments to classifications in E1-E5 Executive Pay Range are not eligible for the Supplemental Management Leave.
5. Supplemental Management Leave not used by the end of each fiscal year will be automatically transferred to the Special HRA Bank.

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

Full-time employees in non-exempt classifications who are in limited or provisional appointments to exempt classifications, shall receive five (5) hours of Management Leave for the exempt classification for each full month of such provisional or limited appointment. Employees must use the Management Leave in accordance with applicable provisions in appropriate MOUs or T & Cs, and if applicable, Section 8.A.1. above.

SECTION 9. ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2

For employees on a forty (40) hour work schedule, the Annual Leave Plan shall be as follows:

1. Annual Leave Accrual –

- a. Less than Ten (10) Years – For such employees who have been continuously employed by the City for less than ten (10) years in permanent positions, the Annual Leave accrual rate will be 15.5 hours for each completed calendar month of employment. In the event the City agrees to a higher Annual Leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the Annual Leave accrual rate to the same level for employees in Exhibit 2.

More than Ten (10) Years – For such employees who have been continuously employed by the City for ten (10) years or more in permanent positions, the Annual Leave accrual rate will be 18.83 hours for each completed calendar month of employment. In the event the City agrees to a higher Annual Leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the Annual Leave accrual rate to the same level for employees in Exhibit 2.

- b. Accumulation Limit – The accumulation of unused Annual Leave will not exceed 1,300 hours for employees in Executive Pay ranges E1 through E4;

1,100 hours for employees in the E5 range; and 840 hours for employees in the, E6, E7, E8, E10, E11, E12, E13, E15, E16, E17, E19, E20, E21 and E22 ranges. In the event an employee has an Annual Leave balance over the limits listed above, accruals will cease until the balance is under the limit.

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

2. Annual Leave Used for Protected Sick Leave

- a. Employees holding a permanent position included in Exhibit 2, shall be allowed to use up to the hours of Annual Leave accrued in six (6) months for Protected Sick Leave for the purposes identified in California Labor Code Section 233. The employee, at their sole discretion, must determine whether to designate leave as Protected Sick Leave under California Labor Code 233. Employees shall note this designation when reporting the absence.

3. Annual Leave Pay Out

- a. Unused Annual Leave Pay Out During Fiscal Year – Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Annual Leave balance, whichever is greater, each fiscal year between July 1st and March 31st; no cash out may be completed between April 1st and June 30th. Payments between January 1st and March 31st may be halted when the City Manager declares that the City's fiscal condition is such that it is not feasible to make such payments. Cash outs of Annual Leave balances are not pensionable for retirement purposes.
- b. Unused Annual Leave Pay Out – Upon separation from City service, employees will be compensated for all unused Annual Leave balances at their applicable base rate of pay. Payment received under this provision will not be pensionable for retirement purposes.

4. Frozen Sick Leave

- a. Use of Frozen Sick Leave – Frozen Sick Leave balances may be used by the employee in accordance with provisions of FMC section 3-107, or for those purposes defined in California Labor Code section 233 up to the statutory amount for the fiscal year unless the statutory amount has been satisfied by use of other leaves for the fiscal year.
- b. Unused Frozen Sick Leave Pay Out – Upon separation from City service by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who meet the eligibility criteria in Section 16(F) shall be credited with the number of accumulated Frozen Sick Leave balances in excess of 240 hours at the time of retirement multiplied by eighty percent (80%) of the employee's then current hourly rate of pay to be used solely to pay premiums for medical insurance (including COBRA premiums), pursuant to the City's HRA as set forth in Section 16(F).

Employees who separate City employment and return within one (1) year of such separation will be entitled to reinstatement of their available Frozen Sick Leave balances at the time of separation from City employment, up to a total of forty-eight (48) hours.

SECTION 10. HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2

- A. Employees occupying a permanent position in Exhibit 2 shall be entitled to the holidays listed in FMC Section 3-116. Employees shall also accrue eight (8) hours of Holiday Leave on July 1st and January 1st of each calendar year.
- B. Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Holiday Leave balance, whichever is greater, each fiscal year between July 1st and March 31st; no cash out may be completed between April 1 and June 30.
- C. Any employee in Exhibit 2 who is exempt from the payment of overtime and who is otherwise eligible to receive such accumulation, who is required to work a regularly scheduled shift on a holiday to fulfill a legal obligation of the employer, shall have the number of hours worked up to eight (8) hours added to their Holiday Leave balance on the first day of the pay period following the date of such work. When a holiday falls on Saturday or falls on the employee's day off such employee shall receive eight (8) hours of Holiday Leave.
- D. Upon separation from City service, employees will be compensated for all unused holiday balances at their applicable base rate of pay.

Payment for cash outs of accumulated Holiday Leave balances received under this provision will not be pensionable for retirement purposes with the exception of members of Tier 2 of Fire and Police Retirement System.

SECTION 11. SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES

Upon employment by the City, new employees appointed to permanent positions set forth in Exhibit 2 shall receive 40 hours of Supplemental Sick Leave each fiscal year with a lifetime accrual limit of 80 hours. Supplemental Sick Leave hours shall be credited on a pro-rated basis for each full calendar month remaining on such appointment in the fiscal year.

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

- Once Sick Leave and Annual Leave have been exhausted;
- To be cashed out at retirement or separation from the City, if not eligible for participation in the HRA;
- In the performance of community activities during the course of the employee's normal work day, with the appropriate approval;
- Placed in the HRA in accordance with Section 16(F); or
- Once Sick Leave and Annual Leave have been exhausted during the first and second year of employment, where an employee is accruing Supplemental Sick Leave, up to half of the hours of Supplemental Sick Leave accrued in a fiscal year for Protected Sick Leave

used only for those purposes identified in California Labor Code 233. Use of Protected Sick Leave must be authorized and recorded by the department director or designee.

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

SECTION 12. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2

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

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

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

SECTION 13. SALARY RATES

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

- | | |
|--------------|---|
| EXHIBIT 1 | Non-Supervisory Blue Collar |
| EXHIBIT 2 | Non-Represented Management and Confidential Classes |
| EXHIBIT 3 | Non-Supervisory White Collar |
| EXHIBIT 4 | Non-Management Police |
| EXHIBIT 5 | Fire Non-Management |
| EXHIBIT 6 | Bus Drivers and Student Drivers |
| EXHIBIT 7 | Non-Supervisory Groups and Crafts |
| EXHIBIT 8 | Non-Represented |
| EXHIBIT 9 | Police Management |
| EXHIBIT 10 | Fire Management |
| EXHIBIT 12 | Board and Commission Members |
| EXHIBIT 13-1 | Exempt Supervisory and Professional |
| EXHIBIT 13-2 | Non-Exempt Professional |
| EXHIBIT 14 | Management Classes |

SECTION 14. PROFESSIONAL CERTIFICATE AND LICENSE PAY

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

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

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

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

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

2. Professional Engineer License

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

3. Investment Management Certification / Designation

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

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

4. American Institute of Certified Planners (AICP) Certification

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

- B. Employees who possess and maintain certification as a Certified Access Specialist (CASp) and are in a position identified by a department director as eligible for Certificate Pay shall receive \$200 per month.
- C. Employees who possess and maintain a Fundamental Payroll Certification (FPC) and are in a position identified by a department director as eligible shall receive \$100 per month in Certificate Pay.

SECTION 15. BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES

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

- A. In order to remain eligible to receive bilingual premium pay, employees must take and pass the certification examination once every five (5) years. Employees who fail to recertify will no longer receive bilingual premium pay.
- B. This bilingual certification program is not subject to the grievance or appeal process.
- C. Bilingual certification examinations are conducted for Armenian, Cambodian, Hindi, Hmong, Laotian, Punjabi, Sign, Spanish and Vietnamese languages.
- D. The bilingual premium pay rate for certified employees occupying permanent classes in Exhibit 2 is one hundred dollars (\$100) per month, regardless of how many languages for which an employee is certified.
- E. Certified employees may interpret/translate for departments/divisions they are not assigned to, provided the requesting department/division has a demonstrated customer service related need and has obtained approval from the certified employee's supervisor.
- F. Certified employees shall not refuse to interpret/translate while on paid status. Refusal shall result in appropriate disciplinary action.
- G. Certified employees may be assigned to any incident or investigation requiring their bilingual skills, and may be required to prepare written reports related to the incident or investigation. The objective of this policy will be to utilize department resources in the most efficient way possible.
- H. Except in the event of an emergency as determined by management, bilingual employees who are not certified shall not be required to interpret/translate.

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

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

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

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

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

- B. The City will provide a Life Insurance benefit that is equal to the employee's annual earnings, rounding up to the next \$1,000, with a maximum benefit of \$150,000.
- C. The City provides Long Term Disability Insurance for employees in accordance with the terms of the policy.
- D. Employees may elect to make contributions through payroll deductions for voluntary supplemental benefits made available by the City.
- E. Employees in Exhibit 2 hired with the City on or after August 31, 2014, shall make an additional contribution equal to one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. Employees who transfer, demote, or promote, into Unit 2 and were paying an additional one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System immediately prior to entering Unit 2, shall continue to pay the additional one and one half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Employees Retirement System. The employee shall have no option to receive the one and one-half percent (1.5%) contribution in cash. The one and one-half percent (1.5%) contribution paid by the employee will not be credited to an employee's accumulated contribution account, nor will it be deposited into a member's Deferred Retirement Account Program (DROP) account.

Unit 2 employees who are members of Tier 2 of the Fire and Police Retirement System, hired on or after July 1, 2019, shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Fire and Police Retirement System. The employee shall have no option to receive the three percent (3%) contribution in cash. The three percent (3%) contribution paid by the employee will not be credited to an employee's accumulated contribution account nor will it be deposited into a member's DROP account.

- F. The City currently maintains a Health Reimbursement Arrangement (HRA) as described in Internal Revenue Service (IRS) Notice 2002-45 and other guidance published by the IRS regarding HRA's.

At separation from permanent employment with the City of Fresno by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who have used 80 hours or less of Frozen Sick Leave and/or Annual Leave used for sick time and/or Sick Leave, Holiday Leave, and/or Vacation Leave used for sick time (excluding Bereavement Leave statutorily protected hours used for workers' compensation benefits, and/or other statutorily protected leave such as, but not limited to, Family and Medical Leave Act and Protected Sick Leave taken for the purposes identified in California Labor Code Section 233) in the 24 months preceding their date of retirement, will be credited with an account for the employee under the HRA to be used to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses pursuant to City of Fresno Retiree HRA Plan Document. The "value" of the account shall be determined as follows:

- The number of accumulated Supplemental Sick Leave hours at the time of retirement multiplied by the employee's then current hourly base rate of pay.
- For those with Annual Leave, the number of accumulated Frozen Sick Leave hours in excess of 240 hours at the time of retirement multiplied by 80 percent (80%) of the employee's then current hourly base rate of pay.
- For those with Vacation/Sick Leave, the number of accumulated Sick Leave hours in excess of 240 hours at the time of retirement multiplied by 80 percent (80%) of the employee's then current hourly base rate of pay.
- The number of Special HRA hours at the time of retirement multiplied by 80 percent (80%) of the employee's then current hourly base rate of pay.
- The 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.
- 15-16. 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.
- 16-17. Recruitment and/or retention incentive pay when authorized pursuant to Section 26 below.

- D. Compensation paid to employees in the form of cash or any equivalent that 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.
- E. 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.

~~9-10.~~ 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.

~~10-11.~~ Recruitment and/or incentive pay when authorized pursuant to Section 26 below.

- F. Performance bonuses for exempt employees, received prior to November 12, 2015, shall be considered pensionable compensation for calculation of retirement benefits and shall not be included as part of base salary.
- G. Deferred Compensation benefits shall apply to employees in Exhibit 2 who are in job classes with Executive Pay Ranges E5 through E22 as follows:
 1. ~~New e~~Employees ~~hired on or after June 19, 2023~~ 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.
 2. ~~Employees hired before June 19, 2023 who are currently enrolled in the City's Deferred Compensation plan and are contributing at least seventy-five dollars (\$75) per month will continue to receive a seventy-five dollar (\$75) reimbursement from the City monthly through July 31, 2023. Thereafter, such employee participants shall no longer receive a monthly reimbursement, but rather will have the seventy-five dollar (\$75) per month employer contribution automatically deposited in their Deferred Compensation account, regardless of whether they continue to contribute.~~

~~3.2. Employees hired before June 19, 2023 who are currently enrolled in the City's Deferred Compensation plan and are contributing less than seventy five dollars (\$75) per month will have a seventy five (\$75) per month employer contribution automatically deposited in their Deferred Compensation account, regardless of whether they continue to contribute.~~

~~4.3. Employees hired before June 19, 2023 who are not enrolled in the City's Deferred Compensation plan may enroll in the plan and 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.~~

SECTION 18. BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, AND LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES; AND BENEFITS AND TERMS AND CONDITIONS FOR PERMANENT AIRPORT PUBLIC SAFETY OFFICERS AND PERMANENT AIRPORT PUBLIC SAFETY SUPERVISORS; 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. Protected Sick Leave

Employees will accumulate and be able to use Protected Sick Leave in accordance with SB 616 and AB1522, Healthy Workplace Healthy Family Act of 2014, up to ~~twenty-four (24)~~ forty (40) hours or ~~three (3)~~ five (5) days each fiscal year, whichever is greater.

Employees will earn one (1) hour of leave for every thirty (30) hours of work, including overtime. This accrual will begin on July 1, 2015, or the first day of employment, whichever is later. Accruals of Protected Sick Leave will be capped at ~~forty-eight (48)~~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 Protected Sick Leave accruals~~hours~~Sick Leave restored ~~up to forty-eight (48) hours~~.

7. Bilingual Premium Pay

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

8. Uniform Pay

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

B. Benefits for Permanent Part-Time (hereafter "PPT") employees shall be as follows:

1. Health and Welfare benefits shall be provided as outlined in Section 16A.
2. PPT employees shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System. PPT employees who participated in the plan as a permanent full-time employee and whose contributions remain on deposit, remain members of the Fresno City Employees' Retirement System and will continue contributing to the Retirement Plan.

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

4. Holidays

PPT employees shall receive paid leave for holidays in proportion to the number of non-overtime hours scheduled for that position, as reflected in the adopted budget.

5. Leave for PPT Employees in Exhibit 2

PPT employees appointed in a permanent class included in Exhibit 2, shall be granted leave under the same terms and conditions as full-time employees in the same class in Exhibit 2, except that such leave shall be at a rate proportionate to a permanent full-time employee occupying the same class, according to the number of hours scheduled to work.

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

PPT employees appointed in a permanent class included in Exhibit 2, shall be provided a Life Insurance benefit that is equal to the employee's annual earnings, rounding up to the next \$1,000, with a maximum benefit of \$150,000. The City provides Long Term Disability Insurance for PPT employees in accordance with the terms of the policy.

C. Benefits for Limited Employees **and Temporary Employees**

1. Limited Employees

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

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

- ii. Limited employees shall be provided with Social Security benefits and shall not be members of the Fresno City Retirement Systems. Limited employees who participated in the plan as permanent full-time employees and whose contributions remain on deposit remain members of the Fresno City Retirement Systems and will continue contributing to the Retirement Plan.
 - 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 of \$1.65 an hour while assigned to standby duty. 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 \$1.65 an hour while assigned to standby duty. 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.

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 CA LC 233. 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, or grandchild; or,
- iii. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).

3. After the employee has taken the first ~~three (3)~~five (5) days of Protected Sick Leave or forty (40) hours, whichever is greater, for purposes as defined in subsection C.2 above on or after July 1 of each year, these provisions under SB 616 and AB1522, Healthy Workplace Healthy Family Act of 2014 will no longer be applicable. Sick Leave may be used beginning on the ninth-tieth(90th) day of employment.

4. Protected Sick Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval time off.

5. Employees who leave City Employment and return within one (1) year from the date of separation will have ~~their previously accrued and unused paid sick hours~~ accruals ~~Sick Leave~~ restored up to forty-eight (48) hours.

E. Benefits and Terms and Conditions for Permanent Airport Public Safety Officers and Permanent Airport Public Safety Supervisors shall be as follows until such time as a new MOU is duly ratified, at which time the benefits, terms, and conditions of employment for Airport Public Safety Officers and Airport Public Safety Supervisors shall be governed by the MOU and other applicable City rules:

1. Health and Welfare

i. Health and Welfare benefits shall be provided as outlined in Section 16A, unless an employee elects the Other Health Insurance Opt Out Option as outlined in subsection C.1.b. below.

ii. Other Health Insurance Opt Out Option:

1. With proof of other health insurance coverage, employees may opt out of enrolling in the City's Health and Welfare plan if enrolled in a health plan outside of the City, such as a spousal plan.

2. Eligible employees (i.e., with proof of other health insurance) may opt out of enrolling in the City's Health and Welfare plan upon:

a) Employment with the City;

b) Within thirty (30) days of a qualifying event; or

c) During the open enrollment period for the Health Plan.

3. On an annual basis during the month of November, an employee electing to opt out of the City's Health and Welfare plan will be required to submit proof of other health insurance to the Personnel Services Department. If other insurance is discontinued for any reason at any point, the employee must notify the Personnel Services Department Immediately. If the employee does not provide proof of other health insurance annually during the month of November, they will automatically be enrolled in the City's Health and Welfare Trust Plan, and will not be eligible to opt out of the City's Health and Welfare Trust Plan during the respective plan year unless they have a qualifying event and submit proof of other insurance within thirty (30) (30) days of the qualifying event. Otherwise, they may opt out during the open enrollment period for the Health and Welfare Trust Plan with acceptable proof of other health insurance.

4. Acceptable proof of other health insurance will be presenting a current insurance identification card bearing the employee's name, or proof of the employee's eligibility from the insurance provider. In all cases, acceptable

proof of other health insurance for purposes of this section must include the City employee's name.

2. Pension and Social Security

a. Pension for Airport Public Safety Officers

Airport Public Safety Officers in the Fire and Police Retirement system shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Fire and Police Retirement System. The employee shall have no option to receive the three percent (3%) contribution in cash. The three percent (3%) contribution paid by the employee will not be credited to an employee's accumulated contribution account nor will it be deposited into a member's Deferred Retirement Account Program ("DROP") account.

~~COLA Adjustments:~~

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

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

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

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

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

b. Pension for Airport Public Safety Supervisors

Employees in Tier 2 of the Fire and Police Retirement System, hired on or after June 29, 2015, shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Fire and Police Retirement System. The employee shall have no option to receive the three percent (3%) contribution in cash. The three percent (3%) contribution paid by the employee will not be credited to an employee's accumulated contribution account nor will it be deposited into a member's Deferred Retirement Account Program ("DROP") account.

Effective June 29, 2015, employees in ~~Tier 1 of the Fire and Police Retirement System's, and in~~ Tier 2 of the Fire and Police Retirement System who were hired before June 29, 2015, including those employees in DROP, shall make an additional contribution equal to one percent (1%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Fire and Police Retirement System. The employee shall have no option to receive the one percent (1%) contribution in cash. The one percent (1%) contribution paid by the employee will not be credited to an employee's accumulated contribution account nor will it be deposited into a member's DROP account.

~~COLA Adjustments:~~

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

~~Effective January 17, 2022, any future cost of living adjustments ("COLA adjustments") for Career-Rank Average Method Deferred Retirement Option Program ("DROP") members and retirees who entered DROP or retired (not having entered DROP) from positions in this unit under FMC Section 3-301(a)(9) prior January 17, 2022, and whose COLA adjustments are calculated using the "F" Step of their respective rank, shall have their COLA adjustments calculated under FMC Section 3-301(a)(9) using the "G" Step salary in lieu of their "F" Step salary to determine "average compensation".~~

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

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

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

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

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

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

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

- a. Life Insurance: The City will provide a Life Insurance benefit that is equal to the employee's annual earnings, rounding up to the next \$1,000, with a maximum benefit of \$150,000.
- b. Long Term Disability: The City provides Long Term Disability Insurance for employees in accordance with terms of the City's policy.

4. Sick Leave

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

Protected Sick Leave:

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

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

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

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

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

5. Supplemental Sick Leave

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

Supplemental Sick Leave may only be utilized once the employee has exhausted all other Sick Leave and Vacation Leave accruals, or as Protected Sick Leave during the first and second year of employment where an employee is accruing Supplemental Sick Leave and once their regular Sick Leave balance is exhausted,

up to one-half of the total time accrued during the fiscal year may be used in accordance with California Labor Code 233, as described in Section 18.B.3. above.

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

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

6. Vacation Leave

a. Airport Public Safety Officers:

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

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

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

b. Airport Public Safety Supervisors:

(1) Employees hired before June 29, 2015 shall accrue Vacation Leave hours for each completed calendar month of employment as reflected below. Employees with less than ten (10) years of continuous employment are allowed to accrue 336 hours of Vacation Leave, and employees with ten (10) years or more continuous employment are allowed to accrue 420 hours of Vacation Leave.

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

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

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

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

7. Holiday Leave

a. Airport Public Safety Officers:

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

cash out a minimum of twelve (12) hours. No cash out may be requested between April 1st and June 30th.

b. Airport Public Safety Supervisors:

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

8. Compensatory Time Off

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

9. Premium Pay

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

(1) Airport Public Safety Officers

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

(3) Airport Public Safety Supervisors

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

b. Night Shift Premium:

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

c. Bilingual Certification Pay:

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

10. Uniform Allowance

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

11. Health Reimbursement Arrangement

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

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

medical insurance (including COBRA premiums) and qualified medical expenses for the participant, the participant's spouse (or surviving spouse in the event of the death of the participant), and the participant's dependents pursuant to the City of Fresno Retiree HRA Plan Document.

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

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

At the employer's option, the HRA accounts shall be book accounts only – no actual trust account shall be established for any employee. Each HRA book account shall be credited on a monthly basis with a rate of earnings equal to the yield on the City's Investment Portfolio (provided that such yield is positive).

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

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

12. Workers' Compensation

- a. Notwithstanding the provisions of FMC Section 3-118, the percentage of wages or salary and benefits received by a full-time employee who suffers an injury or illness in the course and scope of City employment shall be paid in accordance with Labor Code 4850. Consistent with FMC Section 3-118, the percentage of wages or salary and benefits received by a part-time employee who suffers an injury or illness in the course and scope of City employment shall be ~~the percentage and benefits established by~~ in accordance with the State of California workers' compensation laws set forth in the California Labor Code.
- b. Partial days of absence due to a work related injury or illness, including the day of injury or illness, shall be at full pay and shall not count toward the exclusion period; however, this time shall be recorded as work related injury/illness absence.
- c. At the employee's option, in the event work related injury/illness pay from the City is not provided during the first three (3) days of absence due to the work related injury or illness, the employee may first take Sick Leave, Vacation Leave, or Holiday Leave for that period.

- d. If the employee is placed on sick leave, vacation or holiday pending determination as to whether the injury or illness is industrial, and the injury or illness is determined to be industrial, sick leave, vacation or holiday shall be restored within thirty (30) calendar days of such determination provided that the employee has submitted all necessary documents relevant to their Workers' Compensation claim, and the employee placed on work related injury/illness leave as provided herein.
- e. If the employee is placed on sick leave, vacation or holiday pending determination as to whether the injury or illness is industrial, and the injury or illness is determined not to be industrial, sick leave, vacation or holiday shall not be restored.
- f. Retirement benefits shall not be reduced as a result of compensation paid at the one hundred percent (100%) rate level of compensation established herein. Changes in contribution by the City and employee shall be in accordance with the applicable retirement code sections.
- g. Notwithstanding the provisions of the FMC, for the first sixty (60) days of absence in any fiscal year, benefits, including but not limited to holiday leave accumulation and uniform allowance, shall continue to accrue.

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

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

14. Rates of Pay

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

15. Hours and Work Schedules

1. The workweek/work cycle work period under FLSA will be determined by management in accordance with the needs of the Airport with the understanding that employees perform both law enforcement and fire protection duties under the definitions of FLSA and are considered to be

covered under ~~the law enforcement positions~~ rules applicable to law enforcement.

2. Employees are on a 14 day work period with a schedule consisting of three twelve (12) hour shifts in one week and four twelve (12) hour shifts in another week. As noted below, this work period and schedule can be changed with appropriate notice.

3. Work schedules are established solely at management's discretion based upon the need to provide service to the public and operational efficiency requirements. Work schedules may be rotated, at management's discretion.

4. Management will provide thirty (30) calendar days written notice of a change in work schedules to employees. A copy will be sent to Labor Relations.

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 balances frozen, as Frozen Sick Leave.

- D. Supplemental Sick Leave – Employees with Supplemental Sick Leave who transfer to a bargaining unit with no Supplemental Sick Leave may either cash the leave out at the former class' base rate of pay or continue to maintain the Supplemental Sick Leave. If the employee elects to retain the Supplemental Sick Leave, it may be used pursuant to Section 11.
- E. Employee Incentive Time Off (EITO) – Employees with EITO who transfer to a bargaining unit with no EITO will have the EITO balance cashed out at the former class' base rate of pay at the time of transfer.
- F. Compensatory Time Off (CTO) – Employees with CTO who transfer to a bargaining unit with no CTO, will have all time cashed out at the former class' rate of pay. Employees with CTO who transfer to a bargaining unit with CTO will be subject to all provisions regarding CTO in the new bargaining unit. If the employee's CTO balance is over the cap of the new bargaining unit, any CTO above the cap will be cashed out at the former class' base rate of pay.
- G. Management Leave – Employees in a bargaining unit with Management Leave who move to a bargaining unit with no Management Leave will have their Management Leave cashed out at the former class' base rate of pay at the time of transfer.
- H. Leave Caps - When employees transfer from one bargaining unit to a different bargaining unit that has a lower leave accrual cap for leave other than Sick Leave, all leave over the cap will be cashed out at the former class' base rate of pay upon the conclusion of the second pay period after the transfer in bargaining unit. The cash out is obtained by multiplying the amount of hours over the new cap by the former class' base rate of pay (converted to an hourly figure).

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

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

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

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

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

- A. Payment of the employee's salary differential benefit;
- B. Payment of the City's portion of the employees' Health and Welfare

Contribution, if the employee is currently covered by the City of Fresno Health and Welfare Trust; and

- C. Continued accrual of Vacation, Sick, Annual and/or Management Leave balances to which they are otherwise entitled by unit designation and employee status during the period of deployment.

SECTION 21. BEREAVEMENT LEAVE

In accordance with FMC Section 3-107 (f) 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, or sibling.

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. TEMPORARY EMPLOYMENT OF CITY RETIREE IN-SERVICE DISTRIBUTION

A. Temporary Employment of City Retiree

Consistent with Fresno Municipal Code Sections 3-345 and 3-557 former employees who are receiving a retirement benefit from the City of Fresno Fire and Police Retirement System or the City of Fresno Employees Retirement System may be employed on a temporary basis not to exceed 2080 hours over the course of two consecutive fiscal years if there is a showing made by the appointing authority that the person possesses special skills or experience necessary to perform the duties of the position. Before commencing such temporary employment, there must be a bona-fide employment separation. For the purposes of this Section, "bona fide employment separation" means: (1) there has been no explicit or implicit understanding or agreement before their retirement, and for at least 90 calendar days after their retirement, between the employee and the City of their future temporary employment with the City, and (2) upon their retirement, the retired employee provides no work for the City, including work as a full-time, part-time, or seasonal employee; an employee through a third-party contract with the City; an independent contractor; or a leased employee, for at least 90 calendar days.

B. Non-Retiree Terminated Employee

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

employee and the City of their future temporary employment with the City, and (2) upon their termination, the terminated employee provides no work for the City, including work as a full-time, part-time, or seasonal employee; an employee through a third-party contract with the City; an independent contractor; or a leased employee, for at least 90 calendar days.

SECTION 26. RECRUITMENT AND RETENTION INCENTIVE

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

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

Effective March 14, 2022, current permanent City employees who refer an eligible candidate for Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III that is hired by the City as a permanent employee in a respective classification will receive a Referral Incentive of up to a total of one thousand dollars (\$1,000) per referral, subject to the terms outlined below:

A. Police Officer Recruit

The Referral Incentive will be paid in two (2) increments of five hundred dollars (\$500) up to the total one thousand dollars (\$1,000) as follows:

- 1. Upon the Police Officer Recruit's hire and commencement of work with the City; and
- 2. Upon the Police Officer Recruit's successful completion of the field training program, as determined by Police Administration;

B. Police Officer Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral Police Officer referral, the candidate referred must, at the time of filing an employment application with the City for a Police Officer position:
 - a. Be currently working for another California law enforcement agency;
 - b. Have two (2) years of experience as a full-time peace officer in California; and
 - c. Possess a current California P.O.S.T. certificate.
2. Employees who refer lateral Police Officer hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral Police Officer has a minimum of two years of separation from the Fresno Police Department as a full-time peace officer and has met the requirements of (a) and (c) described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
 - a. Upon the lateral Police Officer's hire and commencement of work with the City;
 - b. Upon the lateral Police Officer's successful completion of the field training program, as determined by Police Administration;
 - c. Upon the lateral Police Officer's successful completion of the probationary period; and
 - d. Upon the lateral Police Officer's successful completion of an additional twelve (12) months of City service following the successful completion of the probationary period.

C. Emergency Services Dispatcher (ESD) II or III Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral ESD II or III, the candidate referred must, at the time of filing an employment application with the City for an ESD II or III position, have been employed for at least two (2) consecutive years during the past three (3) years with a law enforcement agency in a classification equivalent to an Emergency Dispatcher II with the City of Fresno Police Department.
 2. Employees who refer lateral ESD II or III hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral ESD II or III has a minimum of two (2) years of separation from the Fresno Police Department as a permanent full-time ESD and has met the requirements described above.
 3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
 - a. Upon the lateral ESD's hire and commencement of work with the City;
 - b. Upon the lateral ESD's successful completion of the ESD training program, as determined by Police Administration;
 - c. Upon the lateral ESD's completion of the probationary period; and
 - d. Upon the lateral ESD's completion of an additional twelve (12) months of City service following the successful completion of the probationary period.
- D. Only one current permanent City employee may receive the Referral Incentive for each eligible candidate hired by the City as a permanent Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III.
- E. The referring employee must be designated in writing by the candidate at the time the application for employment is submitted to for the referring employee to be eligible for the Referral Incentive.
- F. Should the referred Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III fail to meet any of the metrics outlined above, the referring employee will be ineligible to receive the coinciding incentive(s).
- G. Employees in the Personnel Services Department, members of the Police Department Recruiting Unit, members of Unit 9 – Police Management, and other employees directly involved in a candidate's hiring process are not eligible to receive the Referral Incentive.
- H. The Referral Incentive is not compensable for retirement purposes.

SECTION 27. UNUSUAL CIRCUMSTANCES

In any case where, by reason of unusual circumstances, rigid adherence to the foregoing rules would cause a manifest injustice, the City Manager, on recommendation of the appropriate appointing authority and the Director of Personnel Services, may make such order deviating therefrom, as is in the City Manager's judgment, proper to mitigate the injustice.

SECTION 28. CONFLICTING RESOLUTIONS

Resolution No. ~~2022-152~~, 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, 202~~2~~43.

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	4085	4291	4505	4729	4965
Airports Operations Leadworker	310010	12	4772	5010	5262	5525	5801
Airports Operations Specialist	310012	12	4339	4554	4782	5021	5271
Automotive Parts Leadworker	145006	12	4339	4554	4782	5021	5271
Automotive Parts Specialist	145005	12	3942	4140	4345	4564	4791
Aviation Mechanic I	410039⁴	12⁴	5293	5559	5833	6128	6433
Aviation Mechanic II	410040⁴	12⁴	5823	6113	6418	6741	7076
Aviation Mechanic Leadworker	410041	12	6405	6724	7060	7412	7784
Body & Fender Repairer	320036	12	5293	5559	5833	6128	6433
Body & Fender Repairer Leadworker	320037	12	5823	6113	6418	6741	7076
Body & Fender Repairer Trainee	320035⁷	6⁷	4771	5009	5261	5524	5799
Brake & Front End Specialist	710085	12	5823	6113	6418	6741	7076
Bus Air Conditioning Mechanic	320031	12	5293	5559	5833	6128	6433
Bus Air Conditioning Mechanic Leadworker	320032	12	5823	6113	6418	6741	7076
Bus Air Conditioning Mechanic Trainee	320030⁷	6⁷	4771	5009	5261	5524	5799
Bus Equipment Attendant Leadworker	320040	12	4339	4554	4782	5021	5271
Bus Mechanic I	320020⁴	12⁴	4771	5009	5261	5524	5885
Bus Mechanic II	320021⁴	12⁴	5293	5559	5833	6128	6433
Bus Mechanic Leadworker	320022	12	5823	6113	6418	6741	7076
Collection System Maintenance Specialist	630002	12	4826	5067	5320	5585	5864
Collection System Maintenance Technician	630001	12	4388	4607	4837	5077	5332
Combination Welder	710067	12	5293	5559	5833	6128	6433
Combination Welder Leadworker	710066	12	5823	6113	6418	6741	7076
Communications Technician I	710050	12	4745	4983	5230	5491	5766
Communications Technician II	710051	12	5230	5491	5766	6054	6357

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

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

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross-Connection Control Specialist	610040	12	5070	5325	5589	5867	6160
Custodian	810001	12	3240	3402	3572	3749	3936
Electronic Equipment Installer	710060	12	3849	4040	4243	4454	4678
Equipment Service Worker I	710075	12	3942	4140	4345	4564	4791
Equipment Service Worker II	710076	12	4339	4554	4782	5021	5271
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	4771	5009	5261	5524	5799
Fire Equipment Mechanic II	420011	12	5293	5559	5833	6128	6433
Fire Equipment Mechanic Leadworker	420012	12	5823	6113	6418	6741	7076
Graffiti Abatement Technician	710009	12	3890	4084	4291	4505	4729
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	4771	5009	5261	5524	5799
Heavy Equipment Mechanic II	710101 ⁴	12 ⁴	5293	5559	5833	6128	6433
Heavy Equipment Mechanic Leadworker	710102	12	5823	6113	6418	6741	7076
Heavy Equipment Operator	710025	12	4923	5171	5428	5701	5983
Instrumentation Specialist	620025	12	5574	5854	6147	6453	6775
Instrumentation Technician	620026	12	5070	5325	5589	5867	6160
Irrigation Specialist	510005	12	4282	4496	4720	4956	5202
Laborer	710005	12	3287	3439	3595	3760	3936
Light Equipment Mechanic I	710095 ⁴	12 ⁴	4771	5009	5261	5524	5799
Light Equipment Mechanic II	710096 ⁴	12 ⁴	5293	5559	5833	6128	6433
Light Equipment Mechanic Leadworker	710097	12	5823	6113	6418	6741	7076
Light Equipment Operator	710020	12	4339	4554	4782	5021	5271
Locksmith	810015	12	3968	4166	4373	4591	4821
Maintenance & Construction Worker	710015	12	3942	4140	4345	4564	4791
Maintenance & Operations Assistant	710001	12	3287	3439	3595	3760	3936

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

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

EXHIBIT 4
Unit 1—Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	4367	4584	4814	5053	5305
Maintenance Carpenter II	810021	12	4816	5057	5309	5573	5853
Park Equipment Mechanic I	710109 ⁴	12 ⁴	3942	4140	4345	4564	4791
Park Equipment Mechanic II	710110	12	4339	4554	4782	5021	5271
Park Equipment Mechanic Leadworker	710111	12	4771	5009	5261	5524	5799
Parking Meter Attendant I	710125 ⁴	12 ⁴	3563	3741	3930	4125	4332
Parking Meter Attendant II	710126 ⁴	12 ⁴	3922	4117	4321	4538	4765
Parking Meter Attendant III	710127	12	4312	4526	4753	4992	5239
Parks Maintenance Leadworker	510003	12	4282	4496	4720	4956	5202
Parks Maintenance Worker I	510001	12	3240	3402	3572	3749	3936
Parks Maintenance Worker II	510002	12	3892	4085	4291	4505	4729
Power Generation Operator/Mechanic	620055	12	5875	6166	6476	6797	7137
Property Maintenance Leadworker	810007	12	4375	4592	4823	5065	5317
Property Maintenance Worker	810006	12	4085	4291	4507	4730	4965
Roofer	810010	12	3968	4165	4374	4591	4821
Sanitation Operator	640021	12	4339	4554	4782	5021	5271
Senior Collection System Maintenance Specialist	630004	12	5308	5572	5852	6143	6450
Senior Communications Technician	710052	12	5770	6057	6361	6677	7012
Senior Custodian	810002	12	3563	3741	3930	4125	4332
Senior Heavy Equipment Operator	710026	12	6060	6363	6680	7015	7366
Senior Sanitation Operator	640022	12	4923	5171	5428	5701	5983
Senior Wastewater Mechanical Specialist	620062	12	5339	5607	5886	6182	6488
Senior Wastewater Treatment Plant Operator	620043	12	6201	6513	6838	7179	7538
Senior Water Distribution/Production Operator	610030	12	6201	6513	6838	7179	7538
Senior Water Treatment Plant Operator	610039	12	6329	6645	6978	7327	7692
Solid Waste Safety & Training Specialist	640005	12	4696	4925	5169	5420	5685

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 1—Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	4446	4666	4899	5145	5401
Street Sweeper Lead Operator	710036	12	4771	5009	5264	5524	5799
Street Sweeper Operator	710035	12	4339	4554	4782	5021	5271
Tire Maintenance & Repair Technician	710081	12	4339	4554	4782	5021	5271
Tire Maintenance Worker	710080	12	3942	4140	4345	4564	4791
Traffic Maintenance Leadworker	710046	12	4446	4666	4899	5145	5401
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3665	3849	4040	4243	4454
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4031	4232	4445	4665	4897
Tree Trimmer Leadworker	510010	12	4411	4630	4863	5107	5363
Utility Leadworker	710010	12	4282	4496	4720	4956	5202
Waste Container Maintenance Worker	640010	12	3563	3741	3930	4125	4332
Wastewater Distributor Technician	620050	12	3989	4187	4398	4616	4847
Wastewater Mechanical Specialist	620064	12	5070	5325	5589	5867	6160
Wastewater Mechanical Technician	620060	12	4611	4840	5080	5335	5602
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	3989	4187	4398	4616	4847
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	5339	5607	5886	6182	6488
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	5070	5325	5589	5867	6160
Water Distribution/Production Specialist	610029	12	5070	5325	5589	5867	6160
Water Distribution/Production Technician	610028	12	4611	4840	5080	5335	5602
Water Maintenance Mechanic Specialist	610032	12	5070	5325	5589	5867	6160
Water Maintenance Mechanic Technician	610031	12	4611	4840	5080	5335	5602
Water Quality Specialist	610034	12	5070	5325	5589	5867	6160
Water Quality Technician	610033	12	4611	4840	5080	5335	5602
Water System Trainee	610023 ⁴	-	3287	3439	3595	3760	3936
Water Treatment Plant Operator	610042	12	5070	5325	5589	5867	6160
Water Treatment Plant Operator-In-Training	610041 ¹	-	3989	4187	4398	4616	4847
Welder	710065	12	4771	5009	5264	5524	5799

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 July 3, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4085	4291	4505	4729	4965
Airports Operations Leadworker	310010	12	4772	5010	5262	5525	5804
Airports Operations Specialist	310012	12	4339	4554	4782	5021	5271
Automotive Parts Leadworker	145006	12	4339	4554	4782	5021	5271
Automotive Parts Specialist	145005	12	3942	4140	4345	4564	4791
Aviation Mechanic I	410039⁴	12⁴	5293	5559	5833	6128	6433
Aviation Mechanic II	410040⁴	12⁴	5823	6113	6418	6741	7076
Aviation Mechanic Leadworker	410041	12	6405	6724	7060	7412	7784
Body & Fender Repairer	320036	12	5293	5559	5833	6128	6433
Body & Fender Repairer Leadworker	320037	12	5823	6113	6418	6741	7076
Body & Fender Repairer Trainee	320035⁷	6⁷	4771	5009	5261	5524	5799
Brake & Front End Specialist	710085	12	5823	6113	6418	6741	7076
Bus Air Conditioning Mechanic	320031	12	5293	5559	5833	6128	6433
Bus Air Conditioning Mechanic Leadworker	320032	12	5823	6113	6418	6741	7076
Bus Air Conditioning Mechanic Trainee	320030⁷	6⁷	4771	5009	5261	5524	5799
Bus Equipment Attendant Leadworker	320040	12	4339	4554	4782	5021	5271
Bus Mechanic I	320020⁴	12⁴	4771	5009	5261	5524	5885
Bus Mechanic II	320024⁴	12⁴	5293	5559	5833	6128	6433
Bus Mechanic Leadworker	320022	12	5823	6113	6418	6741	7076
Collection System Maintenance Specialist	630002	12	4826	5067	5320	5585	5864
Collection System Maintenance Technician	630001	12	4388	4607	4837	5077	5332
Combination Welder	710067	12	5293	5559	5833	6128	6433
Combination Welder Leadworker	710066	12	5823	6113	6418	6741	7076
Communications Technician I	710050	12	4745	4983	5230	5491	5766
Communications Technician II	710051	12	5230	5491	5766	6054	6357

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

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

EXHIBIT 1

Unit 1— Non-Supervisory Blue Collar (Local 39), effective July 3, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross-Connection Control Specialist	610040	12	5070	5325	5589	5867	6160
Custodian	810001	12	3240	3402	3572	3749	3936
Electronic Equipment Installer	710060	12	3849	4040	4243	4454	4678
Equipment Service Worker I	710075	12	3942	4140	4345	4564	4794
Equipment Service Worker II	710076	12	4339	4554	4782	5024	5274
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	4774	5009	5264	5524	5799
Fire Equipment Mechanic II	420011	12	5293	5559	5833	6128	6433
Fire Equipment Mechanic Leadworker	420012	12	5823	6113	6418	6744	7076
Graffiti Abatement Technician	710009	12	3890	4084	4294	4505	4729
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	4774	5009	5264	5524	5799
Heavy Equipment Mechanic II	710104 ⁴	12 ⁴	5293	5559	5833	6128	6433
Heavy Equipment Mechanic Leadworker	710102	12	5823	6113	6418	6744	7076
Heavy Equipment Operator	710025	12	4923	5171	5428	5704	5983
Instrumentation Specialist	620025	12	5574	5854	6147	6453	6775
Instrumentation Technician	620026	12	5070	5325	5589	5867	6160
Irrigation Specialist	510005	12	4282	4496	4720	4956	5202
Laborer	710005	12	3287	3439	3595	3760	3936
Light Equipment Mechanic I	710095 ⁴	12 ⁴	4774	5009	5264	5524	5799
Light Equipment Mechanic II	710096 ⁴	12 ⁴	5293	5559	5833	6128	6433
Light Equipment Mechanic Leadworker	710097	12	5823	6113	6418	6744	7076
Light Equipment Operator	710020	12	4339	4554	4782	5024	5274
Locksmith	810015	12	3968	4166	4373	4594	4824
Maintenance & Construction Worker	710015	12	3942	4140	4345	4564	4794
Maintenance & Operations Assistant	710004	12	3287	3439	3595	3760	3936

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 these cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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

~~EXHIBIT 1~~

~~Unit 1— Non-Supervisory Blue Collar (Local 39), effective July 3, 2023~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	4367	4584	4814	5053	5305
Maintenance Carpenter II	810021	12	4816	5057	5309	5573	5853
Park Equipment Mechanic I	710109⁴	12⁴	3942	4140	4345	4564	4791
Park Equipment Mechanic II	710110	12	4339	4554	4782	5021	5271
Park Equipment Mechanic Leadworker	710111	12	4771	5009	5261	5524	5799
Parking Meter Attendant I	710125⁴	12⁴	3563	3741	3930	4125	4332
Parking Meter Attendant II	710126⁴	12⁴	3922	4117	4321	4538	4765
Parking Meter Attendant III	710127	12	4312	4526	4753	4992	5239
Parks Maintenance Leadworker	510003	12	4282	4496	4720	4956	5202
Parks Maintenance Worker I	510001	12	3240	3402	3572	3749	3936
Parks Maintenance Worker II	510002	12	3892	4085	4291	4505	4729
Power Generation Operator/Mechanic	620055	12	5875	6166	6476	6797	7137
Property Maintenance Leadworker	810007	12	4375	4592	4823	5065	5317
Property Maintenance Worker	810006	12	4085	4291	4507	4730	4965
Roofer	810010	12	3968	4165	4374	4591	4821
Sanitation Operator	640021	12	4339	4554	4782	5021	5271
Senior Collection System Maintenance Specialist	630004	12	5308	5572	5852	6143	6450
Senior Communications Technician	710052	12	5770	6057	6361	6677	7012
Senior Custodian	810002	12	3563	3741	3930	4125	4332
Senior Heavy Equipment Operator	710026	12	6060	6363	6680	7015	7366
Senior Sanitation Operator	640022	12	4923	5171	5428	5701	5983
Senior Wastewater Mechanical Specialist	620062	12	5339	5607	5886	6182	6488
Senior Wastewater Treatment Plant Operator	620043	12	6201	6513	6838	7179	7538
Senior Water Distribution/Production Operator	610030	12	6201	6513	6838	7179	7538
Senior Water Treatment Plant Operator*	610039	12	6704	7040	7392	7762	8151
Solid Waste Safety & Training Specialist	640005	12	4696	4925	5169	5420	5685

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

* Effective 7/3/2023.

EXHIBIT 1

Unit 1— Non-Supervisory Blue Collar (Local 39), effective July 3, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	4446	4666	4899	5145	5401
Street Sweeper Lead Operator	710036	12	4771	5009	5261	5524	5799
Street Sweeper Operator	710035	12	4339	4554	4782	5021	5271
Tire Maintenance & Repair Technician	710081	12	4339	4554	4782	5021	5271
Tire Maintenance Worker	710080	12	3942	4140	4345	4564	4791
Traffic Maintenance Leadworker	710046	12	4446	4666	4899	5145	5401
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3665	3849	4040	4243	4454
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4031	4232	4445	4665	4897
Tree Trimmer Leadworker	510010	12	4411	4630	4863	5107	5363
Utility Leadworker	710010	12	4282	4496	4720	4956	5202
Waste Container Maintenance Worker	640010	12	3563	3741	3930	4125	4332
Wastewater Distributor Technician	620050	12	3989	4187	4398	4616	4847
Wastewater Mechanical Specialist	620061	12	5070	5325	5589	5867	6160
Wastewater Mechanical Technician	620060	12	4611	4840	5080	5335	5602
Wastewater Treatment Plant Operator In-Training	620040 ¹	-	3989	4187	4398	4616	4847
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	5339	5607	5886	6182	6488
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	5070	5325	5589	5867	6160
Water Distribution/Production Specialist	610029	12	5070	5325	5589	5867	6160
Water Distribution/Production Technician	610028	12	4611	4840	5080	5335	5602
Water Maintenance Mechanic Specialist	610032	12	5070	5325	5589	5867	6160
Water Maintenance Mechanic Technician	610031	12	4611	4840	5080	5335	5602
Water Quality Specialist	610034	12	5070	5325	5589	5867	6160
Water Quality Technician	610033	12	4611	4840	5080	5335	5602
Water System Trainee	610023 ¹	-	3287	3439	3595	3760	3936
Water Treatment Plant Operator*	610042	12	5445	5718	6004	6305	6621
Water Treatment Plant Operator In-Training	610041 ¹	-	3989	4187	4398	4616	4847
Welder	710065	12	4771	5009	5261	5524	5799

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 7/3/2023.

EXHIBIT 1

Unit 1—Non-Supervisory Blue Collar (Local 39), effective December 18, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4126	4334	4551	4777	5015
Airports Operations Leadworker	310010	12	4820	5061	5315	5584	5860
Airports Operations Specialist	310012	12	4383	4600	4830	5072	5324
Automotive Parts Leadworker	145006	12	4383	4600	4830	5072	5324
Automotive Parts Specialist	145005	12	3982	4182	4389	4610	4839
Aviation Mechanic I	410039⁴	12⁴	5346	5615	5892	6190	6498
Aviation Mechanic II	410040⁴	12⁴	5882	6175	6483	6809	7147
Aviation Mechanic Leadworker	410041	12	6470	6792	7131	7487	7862
Body & Fender Repairer	320036	12	5346	5615	5892	6190	6498
Body & Fender Repairer Leadworker	320037	12	5882	6175	6483	6809	7147
Body & Fender Repairer Trainee	320035⁷	6⁷	4819	5060	5314	5580	5857
Brake & Front End Specialist	710085	12	5882	6175	6483	6809	7147
Bus Air Conditioning Mechanic	320031	12	5346	5615	5892	6190	6498
Bus Air Conditioning Mechanic Leadworker	320032	12	5882	6175	6483	6809	7147
Bus Air Conditioning Mechanic Trainee	320030⁷	6⁷	4819	5060	5314	5580	5857
Bus Equipment Attendant Leadworker	320040	12	4383	4600	4830	5072	5324
Bus Mechanic I	320020⁴	12⁴	4819	5060	5314	5580	5944
Bus Mechanic II	320024⁴	12⁴	5346	5615	5892	6190	6498
Bus Mechanic Leadworker	320022	12	5882	6175	6483	6809	7147
Collection System Maintenance Specialist	630002	12	4875	5118	5374	5641	5923
Collection System Maintenance Technician	630001	12	4432	4654	4886	5128	5386
Combination Welder	710067	12	5346	5615	5892	6190	6498
Combination Welder Leadworker	710066	12	5882	6175	6483	6809	7147
Communications Technician I	710050	12	4793	5033	5283	5546	5824
Communications Technician II	710051	12	5283	5546	5824	6115	6421

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

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

EXHIBIT 1

Unit 1—Non-Supervisory Blue Collar (Local 39), effective December 18, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross-Connection Control Specialist	610040	12	5121	5379	5645	5926	6222
Custodian	810001	12	3273	3437	3608	3787	3976
Electronic Equipment Installer	710060	12	3888	4081	4286	4499	4725
Equipment Service Worker I	710075	12	3982	4182	4389	4610	4839
Equipment Service Worker II	710076	12	4383	4600	4830	5072	5324
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	4819	5060	5314	5580	5857
Fire Equipment Mechanic II	420011	12	5346	5615	5892	6190	6498
Fire Equipment Mechanic Leadworker	420012	12	5882	6175	6483	6809	7147
Graffiti Abatement Technician	710009	12	3929	4125	4334	4551	4777
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	4819	5060	5314	5580	5857
Heavy Equipment Mechanic II	710101 ⁴	12 ⁴	5346	5615	5892	6190	6498
Heavy Equipment Mechanic Leadworker	710102	12	5882	6175	6483	6809	7147
Heavy Equipment Operator	710025	12	4973	5223	5483	5759	6043
Instrumentation Specialist	620025	12	5630	5913	6209	6518	6843
Instrumentation Technician	620026	12	5121	5379	5645	5926	6222
Irrigation Specialist	510005	12	4325	4541	4768	5006	5255
Laborer	710005	12	3320	3474	3631	3798	3976
Light Equipment Mechanic I	710095 ⁴	12 ⁴	4819	5060	5314	5580	5857
Light Equipment Mechanic II	710096 ⁴	12 ⁴	5346	5615	5892	6190	6498
Light Equipment Mechanic Leadworker	710097	12	5882	6175	6483	6809	7147
Light Equipment Operator	710020	12	4383	4600	4830	5072	5324
Locksmith	810015	12	4008	4208	4417	4637	4870
Maintenance & Construction Worker	710015	12	3982	4182	4389	4610	4839
Maintenance & Operations Assistant	710001	12	3320	3474	3631	3798	3976

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 these cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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

EXHIBIT 1

Unit 1—Non-Supervisory Blue Collar (Local 39), effective December 18, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	4411	4630	4863	5104	5359
Maintenance Carpenter II	810021	12	4865	5108	5363	5629	5912
Park Equipment Mechanic I	710109 ⁴	12 ⁴	3982	4182	4389	4610	4839
Park Equipment Mechanic II	710110	12	4383	4600	4830	5072	5324
Park Equipment Mechanic Leadworker	710111	12	4819	5060	5314	5580	5857
Parking Meter Attendant I	710125 ⁴	12 ⁴	3599	3779	3970	4167	4376
Parking Meter Attendant II	710126 ⁴	12 ⁴	3962	4159	4365	4584	4813
Parking Meter Attendant III	710127	12	4356	4572	4801	5042	5292
Parks Maintenance Leadworker	510003	12	4325	4541	4768	5006	5255
Parks Maintenance Worker I	510001	12	3273	3437	3608	3787	3976
Parks Maintenance Worker II	510002	12	3931	4126	4334	4551	4777
Power Generation Operator/Mechanic	620055	12	5934	6228	6541	6865	7209
Property Maintenance Leadworker	810007	12	4419	4638	4872	5116	5371
Property Maintenance Worker	810006	12	4126	4334	4553	4778	5015
Roofer	810010	12	4008	4207	4418	4637	4870
Sanitation Operator	640021	12	4383	4600	4830	5072	5324
Senior Collection System Maintenance Specialist	630004	12	5362	5628	5911	6205	6515
Senior Communications Technician	710052	12	5828	6118	6425	6744	7083
Senior Custodian	810002	12	3599	3779	3970	4167	4376
Senior Heavy Equipment Operator	710026	12	6121	6427	6747	7086	7440
Senior Sanitation Operator	640022	12	4973	5223	5483	5759	6043
Senior Wastewater Mechanical Specialist	620062	12	5393	5664	5945	6244	6553
Senior Wastewater Treatment Plant Operator	620043	12	6264	6579	6907	7251	7614
Senior Water Distribution/Production Operator	610030	12	6264	6579	6907	7251	7614
Senior Water Treatment Plant Operator	610039	12	6772	7111	7466	7840	8233
Solid Waste Safety & Training Specialist	640005	12	4743	4975	5221	5475	5742

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 December 18, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	4491	4713	4948	5197	5456
Street Sweeper Lead Operator	710036	12	4819	5060	5314	5580	5857
Street Sweeper Operator	710035	12	4383	4600	4830	5072	5324
Tire Maintenance & Repair Technician	710081	12	4383	4600	4830	5072	5324
Tire Maintenance Worker	710080	12	3982	4182	4389	4610	4839
Traffic Maintenance Leadworker	710046	12	4491	4713	4948	5197	5456
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3702	3888	4081	4286	4499
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4072	4275	4490	4712	4946
Tree Trimmer Leadworker	510010	12	4456	4677	4912	5159	5417
Utility Leadworker	710010	12	4325	4541	4768	5006	5255
Waste Container Maintenance Worker	640010	12	3599	3779	3970	4167	4376
Wastewater Distributor Technician	620050	12	4029	4229	4442	4663	4896
Wastewater Mechanical Specialist	620061	12	5121	5379	5645	5926	6222
Wastewater Mechanical Technician	620060	12	4658	4889	5131	5389	5659
Wastewater Treatment Plant Operator In-Training	620040 ⁴	-	4029	4229	4442	4663	4896
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	5393	5664	5945	6244	6553
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	5121	5379	5645	5926	6222
Water Distribution/Production Specialist	610029	12	5121	5379	5645	5926	6222
Water Distribution/Production Technician	610028	12	4658	4889	5131	5389	5659
Water Maintenance Mechanic Specialist	610032	12	5121	5379	5645	5926	6222
Water Maintenance Mechanic Technician	610031	12	4658	4889	5131	5389	5659
Water Quality Specialist	610034	12	5121	5379	5645	5926	6222
Water Quality Technician	610033	12	4658	4889	5131	5389	5659
Water System Trainee	610023 ⁴	-	3320	3474	3631	3798	3976
Water Treatment Plant Operator	610042	12	5500	5776	6065	6369	6688
Water Treatment Plant Operator In-Training	610041 ⁴	-	4029	4229	4442	4663	4896
Welder	710065	12	4819	5060	5314	5580	5857

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 17, 2024~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4250	4465	4688	4921	5166
Airports Operations Leadworker	310010	12	4965	5213	5475	5749	6036
Airports Operations Specialist	310012	12	4515	4738	4975	5225	5484
Automotive Parts Leadworker	145006	12	4515	4738	4975	5225	5484
Automotive Parts Specialist	145005	12	4102	4308	4521	4749	4985
Aviation Mechanic I	410039 ⁴	12 ⁴	5507	5784	6069	6376	6693
Aviation Mechanic II	410040 ⁴	12 ⁴	6059	6361	6678	7014	7362
Aviation Mechanic Leadworker	410041	12	6665	6996	7345	7712	8098
Body & Fender Repairer	320036	12	5507	5784	6069	6376	6693
Body & Fender Repairer Leadworker	320037	12	6059	6361	6678	7014	7362
Body & Fender Repairer Trainee	320035 ⁷	6 ⁷	4964	5212	5474	5748	6033
Brake & Front End Specialist	710085	12	6059	6361	6678	7014	7362
Bus Air Conditioning Mechanic	320031	12	5507	5784	6069	6376	6693
Bus Air Conditioning Mechanic Leadworker	320032	12	6059	6361	6678	7014	7362
Bus Air Conditioning Mechanic Trainee	320030 ⁷	6 ⁷	4964	5212	5474	5748	6033
Bus Equipment Attendant Leadworker	320040	12	4515	4738	4975	5225	5484
Bus Mechanic I	320020 ⁴	12 ⁴	4964	5212	5474	5748	6123
Bus Mechanic II	320021 ⁴	12 ⁴	5507	5784	6069	6376	6693
Bus Mechanic Leadworker	320022	12	6059	6361	6678	7014	7362
Collection System Maintenance Specialist	630002	12	5022	5272	5536	5811	6101
Collection System Maintenance Technician	630001	12	4565	4794	5033	5282	5548
Combination Welder	710067	12	5507	5784	6069	6376	6693
Combination Welder Leadworker	710066	12	6059	6361	6678	7014	7362
Communications Technician I	710050	12	4937	5184	5442	5713	5999
Communications Technician II	710051	12	5442	5713	5999	6299	6614

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

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

EXHIBIT 1

Unit 1 – Non-Supervisory Blue Collar (Local 39), ~~effective June 17, 2024~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Specialist	610040	12	5275	5541	5815	6104	6409
Custodian	810001	12	3372	3541	3717	3901	4096
Electronic Equipment Installer	710060	12	4005	4204	4415	4634	4867
Equipment Service Worker I	710075	12	4102	4308	4521	4749	4985
Equipment Service Worker II	710076	12	4515	4738	4975	5225	5484
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	4964	5212	5474	5748	6033
Fire Equipment Mechanic II	420011	12	5507	5784	6069	6376	6693
Fire Equipment Mechanic Leadworker	420012	12	6059	6361	6678	7014	7362
Graffiti Abatement Technician	710009	12	4047	4249	4465	4688	4921
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	4964	5212	5474	5748	6033
Heavy Equipment Mechanic II	710101 ⁴	12 ⁴	5507	5784	6069	6376	6693
Heavy Equipment Mechanic Leadworker	710102	12	6059	6361	6678	7014	7362
Heavy Equipment Operator	710025	12	5123	5380	5648	5932	6225
Instrumentation Specialist	620025	12	5799	6091	6396	6714	7049
Instrumentation Technician	620026	12	5275	5541	5815	6104	6409
Irrigation Specialist	510005	12	4455	4678	4912	5157	5413
Laborer	710005	12	3420	3579	3740	3912	4096
Light Equipment Mechanic I	710095 ⁴	12 ⁴	4964	5212	5474	5748	6033
Light Equipment Mechanic II	710096 ⁴	12 ⁴	5507	5784	6069	6376	6693
Light Equipment Mechanic Leadworker	710097	12	6059	6361	6678	7014	7362
Light Equipment Operator	710020	12	4515	4738	4975	5225	5484
Locksmith	810015	12	4129	4335	4550	4777	5017
Maintenance & Construction Worker	710015	12	4102	4308	4521	4749	4985
Maintenance & Operations Assistant	710001	12	3420	3579	3740	3912	4096

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

EXHIBIT 1

Unit 1 – Non-Supervisory Blue Collar (Local 39), ~~effective June 17, 2024~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	4544	4769	5009	5258	5520
Maintenance Carpenter II	810021	12	5011	5262	5524	5798	6090
Park Equipment Mechanic I	710109 ⁴	12 ⁴	4102	4308	4521	4749	4985
Park Equipment Mechanic II	710110	12	4515	4738	4975	5225	5484
Park Equipment Mechanic Leadworker	710111	12	4964	5212	5474	5748	6033
Parking Meter Attendant I	710125 ⁴	12 ⁴	3707	3893	4090	4293	4508
Parking Meter Attendant II	710126 ⁴	12 ⁴	4081	4284	4496	4722	4958
Parking Meter Attendant III	710127	12	4487	4710	4946	5194	5451
Parks Maintenance Leadworker	510003	12	4455	4678	4912	5157	5413
Parks Maintenance Worker I	510001	12	3372	3541	3717	3901	4096
Parks Maintenance Worker II	510002	12	4049	4250	4465	4688	4921
Power Generation Operator/Mechanic	620055	12	6113	6415	6738	7071	7426
Property Maintenance Leadworker	810007	12	4552	4778	5019	5270	5533
Property Maintenance Worker	810006	12	4250	4465	4690	4922	5166
Roofer	810010	12	4129	4334	4551	4777	5017
Sanitation Operator	640021	12	4515	4738	4975	5225	5484
Senior Collection System Maintenance Specialist	630004	12	5523	5797	6089	6392	6711
Senior Communications Technician	710052	12	6003	6302	6618	6947	7296
Senior Custodian	810002	12	3707	3893	4090	4293	4508
Senior Heavy Equipment Operator	710026	12	6305	6620	6950	7299	7664
Senior Sanitation Operator	640022	12	5123	5380	5648	5932	6225
Senior Wastewater Mechanical Specialist	620062	12	5555	5834	6124	6432	6750
Senior Wastewater Treatment Plant Operator	620043	12	6452	6777	7115	7469	7843
Senior Water Distribution/Production Operator	610030	12	6452	6777	7115	7469	7843
Senior Water Treatment Plant Operator	610039	12	6976	7325	7690	8076	8480
Solid Waste Safety & Training Specialist	640005	12	4886	5125	5378	5640	5915

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 17, 2024~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	4626	4855	5097	5353	5620
Street Sweeper Lead Operator	710036	12	4964	5212	5474	5748	6033
Street Sweeper Operator	710035	12	4515	4738	4975	5225	5484
Tire Maintenance & Repair Technician	710081	12	4515	4738	4975	5225	5484
Tire Maintenance Worker	710080	12	4102	4308	4521	4749	4985
Traffic Maintenance Leadworker	710046	12	4626	4855	5097	5353	5620
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3814	4005	4204	4415	4634
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4195	4404	4625	4854	5095
Tree Trimmer Leadworker	510010	12	4590	4818	5060	5314	5580
Utility Leadworker	710010	12	4455	4678	4912	5157	5413
Waste Container Maintenance Worker	640010	12	3707	3893	4090	4293	4508
Wastewater Distributor Technician	620050	12	4150	4356	4576	4803	5043
Wastewater Mechanical Specialist	620061	12	5275	5541	5815	6104	6409
Wastewater Mechanical Technician	620060	12	4798	5036	5285	5551	5829
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	4150	4356	4576	4803	5043
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	5555	5834	6124	6432	6750
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	5275	5541	5815	6104	6409
Water Distribution/Production Specialist	610029	12	5275	5541	5815	6104	6409
Water Distribution/Production Technician	610028	12	4798	5036	5285	5551	5829
Water Maintenance Mechanic Specialist	610032	12	5275	5541	5815	6104	6409
Water Maintenance Mechanic Technician	610031	12	4798	5036	5285	5551	5829
Water Quality Specialist	610034	12	5275	5541	5815	6104	6409
Water Quality Technician	610033	12	4798	5036	5285	5551	5829
Water System Trainee	610023 ¹	-	3420	3579	3740	3912	4096
Water Treatment Plant Operator	610042	12	5665	5950	6247	6561	6889
Water Treatment Plant Operator-In-Training	610041 ¹	-	4150	4356	4576	4803	5043
Welder	710065	12	4964	5212	5474	5748	6033

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 December 30, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4335	4555	4782	5020	5270
Airports Operations Leadworker	310010	12	5065	5318	5585	5864	6157
Airports Operations Specialist	310012	12	4606	4833	5075	5330	5594
Automotive Parts Leadworker	145006	12	4606	4833	5075	5330	5594
Automotive Parts Specialist	145005	12	4185	4395	4612	4844	5085
Aviation Mechanic I	410039 ⁴	12 ⁴	5618	5900	6191	6504	6827
Aviation Mechanic II	410040 ⁴	12 ⁴	6181	6489	6812	7155	7510
Aviation Mechanic Leadworker	410041	12	6799	7136	7492	7867	8260
Body & Fender Repairer	320036	12	5618	5900	6191	6504	6827
Body & Fender Repairer Leadworker	320037	12	6181	6489	6812	7155	7510
Body & Fender Repairer Trainee	320035 ⁷	6 ⁷	5064	5317	5584	5863	6154
Brake & Front End Specialist	710085	12	6181	6489	6812	7155	7510
Bus Air Conditioning Mechanic	320031	12	5618	5900	6191	6504	6827
Bus Air Conditioning Mechanic Leadworker	320032	12	6181	6489	6812	7155	7510
Bus Air Conditioning Mechanic Trainee	320030 ⁷	6 ⁷	5064	5317	5584	5863	6154
Bus Equipment Attendant Leadworker	320040	12	4606	4833	5075	5330	5594
Bus Mechanic I	320020 ⁴	12 ⁴	5064	5317	5584	5863	6246
Bus Mechanic II	320021 ⁴	12 ⁴	5618	5900	6191	6504	6827
Bus Mechanic Leadworker	320022	12	6181	6489	6812	7155	7510
Collection System Maintenance Specialist	630002	12	5123	5378	5647	5928	6224
Collection System Maintenance Technician	630001	12	4657	4890	5134	5388	5659
Combination Welder	710067	12	5618	5900	6191	6504	6827
Combination Welder Leadworker	710066	12	6181	6489	6812	7155	7510
Communications Technician I	710050	12	5036	5288	5551	5828	6119
Communications Technician II	710051	12	5551	5828	6119	6425	6747

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

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

EXHIBIT 1

Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 30, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Specialist	610040	12	5381	5652	5932	6227	6538
Custodian	810001	12	3440	3612	3792	3980	4178
Electronic Equipment Installer	710060	12	4086	4289	4504	4727	4965
Equipment Service Worker I	710075	12	4185	4395	4612	4844	5085
Equipment Service Worker II	710076	12	4606	4833	5075	5330	5594
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	5064	5317	5584	5863	6154
Fire Equipment Mechanic II	420011	12	5618	5900	6191	6504	6827
Fire Equipment Mechanic Leadworker	420012	12	6181	6489	6812	7155	7510
Graffiti Abatement Technician	710009	12	4128	4334	4555	4782	5020
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	5064	5317	5584	5863	6154
Heavy Equipment Mechanic II	710101 ⁴	12 ⁴	5618	5900	6191	6504	6827
Heavy Equipment Mechanic Leadworker	710102	12	6181	6489	6812	7155	7510
Heavy Equipment Operator	710025	12	5226	5488	5761	6051	6350
Instrumentation Specialist	620025	12	5915	6213	6524	6849	7190
Instrumentation Technician	620026	12	5381	5652	5932	6227	6538
Irrigation Specialist	510005	12	4545	4772	5011	5261	5522
Laborer	710005	12	3489	3651	3815	3991	4178
Light Equipment Mechanic I	710095 ⁴	12 ⁴	5064	5317	5584	5863	6154
Light Equipment Mechanic II	710096 ⁴	12 ⁴	5618	5900	6191	6504	6827
Light Equipment Mechanic Leadworker	710097	12	6181	6489	6812	7155	7510
Light Equipment Operator	710020	12	4606	4833	5075	5330	5594
Locksmith	810015	12	4212	4422	4641	4873	5118
Maintenance & Construction Worker	710015	12	4185	4395	4612	4844	5085
Maintenance & Operations Assistant	710001	12	3489	3651	3815	3991	4178

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

EXHIBIT 1

Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 30, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	4635	4865	5110	5364	5631
Maintenance Carpenter II	810021	12	5112	5368	5635	5914	6212
Park Equipment Mechanic I	710109 ⁴	12 ⁴	4185	4395	4612	4844	5085
Park Equipment Mechanic II	710110	12	4606	4833	5075	5330	5594
Park Equipment Mechanic Leadworker	710111	12	5064	5317	5584	5863	6154
Parking Meter Attendant I	710125 ⁴	12 ⁴	3782	3971	4172	4379	4599
Parking Meter Attendant II	710126 ⁴	12 ⁴	4163	4370	4586	4817	5058
Parking Meter Attendant III	710127	12	4577	4805	5045	5298	5561
Parks Maintenance Leadworker	510003	12	4545	4772	5011	5261	5522
Parks Maintenance Worker I	510001	12	3440	3612	3792	3980	4178
Parks Maintenance Worker II	510002	12	4130	4335	4555	4782	5020
Power Generation Operator/Mechanic	620055	12	6236	6544	6873	7213	7575
Property Maintenance Leadworker	810007	12	4644	4874	5120	5376	5644
Property Maintenance Worker	810006	12	4335	4555	4784	5021	5270
Roofer	810010	12	4212	4421	4643	4873	5118
Sanitation Operator	640021	12	4606	4833	5075	5330	5594
Senior Collection System Maintenance Specialist	630004	12	5634	5913	6211	6520	6846
Senior Communications Technician	710052	12	6124	6429	6751	7086	7442
Senior Custodian	810002	12	3782	3971	4172	4379	4599
Senior Heavy Equipment Operator	710026	12	6432	6753	7089	7445	7818
Senior Sanitation Operator	640022	12	5226	5488	5761	6051	6350
Senior Wastewater Mechanical Specialist	620062	12	5667	5951	6247	6561	6885
Senior Wastewater Treatment Plant Operator	620043	12	6582	6913	7258	7619	8000
Senior Water Distribution/Production Operator	610030	12	6582	6913	7258	7619	8000
Senior Water Treatment Plant Operator	610039	12	7116	7472	7844	8238	8650
Solid Waste Safety & Training Specialist	640005	12	4984	5228	5486	5753	6034

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 December 30, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	4719	4953	5199	5461	5733
Street Sweeper Lead Operator	710036	12	5064	5317	5584	5863	6154
Street Sweeper Operator	710035	12	4606	4833	5075	5330	5594
Tire Maintenance & Repair Technician	710081	12	4606	4833	5075	5330	5594
Tire Maintenance Worker	710080	12	4185	4395	4612	4844	5085
Traffic Maintenance Leadworker	710046	12	4719	4953	5199	5461	5733
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3891	4086	4289	4504	4727
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4279	4493	4718	4952	5197
Tree Trimmer Leadworker	510010	12	4682	4915	5162	5421	5692
Utility Leadworker	710010	12	4545	4772	5011	5261	5522
Waste Container Maintenance Worker	640010	12	3782	3971	4172	4379	4599
Wastewater Distributor Technician	620050	12	4233	4444	4668	4900	5144
Wastewater Mechanical Specialist	620061	12	5381	5652	5932	6227	6538
Wastewater Mechanical Technician	620060	12	4894	5137	5391	5663	5946
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	4233	4444	4668	4900	5144
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	5667	5951	6247	6561	6885
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	5381	5652	5932	6227	6538
Water Distribution/Production Specialist	610029	12	5381	5652	5932	6227	6538
Water Distribution/Production Technician	610028	12	4894	5137	5391	5663	5946
Water Maintenance Mechanic Specialist	610032	12	5381	5652	5932	6227	6538
Water Maintenance Mechanic Technician	610031	12	4894	5137	5391	5663	5946
Water Quality Specialist	610034	12	5381	5652	5932	6227	6538
Water Quality Technician	610033	12	4894	5137	5391	5663	5946
Water System Trainee	610023 ¹	-	3489	3651	3815	3991	4178
Water Treatment Plant Operator	610042	12	5779	6069	6372	6693	7027
Water Treatment Plant Operator-In-Training	610041 ¹	-	4233	4444	4668	4900	5144
Welder	710065	12	5064	5317	5584	5863	6154

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

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

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

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Airport Public Safety Manager	310004e	-	E7	8706	-	11974 <u>12331</u>
Assistant City Attorney	160008e	-	E4	11958	-	18878 <u>19445</u>
Assistant City Manager	150135e	-	E3	15950	-	21931 <u>22589</u>
Assistant Controller*	135020e	-	E5	9588	-	16074 <u>16557</u>
Assistant Director*	150160e	-	E5	9588	-	16074 <u>16557</u>
Assistant Director of Personnel Services*	150043e	-	E5	9588	-	16074 <u>16557</u>
Assistant Director of Public Utilities*	620100e	-	E5	9588	-	16074 <u>16557</u>
Assistant Director of Public Works*	210089e	-	E5	9588	-	16074 <u>16557</u>
Assistant Police Chief*	415010e	-	E5	9588	-	16074 <u>16557</u>
Assistant Retirement Administrator*	135040e	-	E5	9588	-	16074 <u>16557</u>
Background Investigator	410055	-	E16	4903	-	6639 <u>6839</u>
Budget Analyst	135006e	-	E15	5546	-	7565 <u>7792</u>
Budget Manager	135008e	-	E7	8706	-	11974 <u>12331</u>
Chief Assistant City Attorney	160015e	-	E3	15950	-	21931 <u>22589</u>
Chief Information Officer	125067e	-	E4	11958	-	18878 <u>19445</u>
Chief Labor Negotiator	150030e	-	E6	10270	-	13840 <u>14256</u>
Chief of Staff to Councilmember	150086e	-	E10	3905	-	10882 <u>11209</u>
Chief of Staff to the Mayor*	150123e	-	E5	9588	-	16074 <u>16557</u>
City Attorney	160009e	-	E1	18159	-	24968 <u>25718</u>

City Attorney Investigator	160003	-	E15	5546	-	7565 <u>7792</u>
City Clerk	150125e	-	E4	11958	-	48878 <u>19445</u>
City Engineer	210080e	-	E4	11958	-	48878 <u>19445</u>
City Manager	150130e	-	E1	18159	-	24968 <u>25718</u>
Community Coordinator	150075e	-	E11	4188	-	7304 <u>7524</u>
Community Outreach Specialist	150230e	-	E11	4188	-	7304 <u>7524</u>
Controller	135021e	-	E4	11958	-	48878 <u>19445</u>
Council Assistant	150085e	-	E10	3905	-	40882 <u>11209</u>
Deputy City Attorney II	160006e	-	E8	7725	-	40882 <u>11209</u>
Deputy City Attorney III	160007e	-	E7	8706	-	44974 <u>12331</u>

e Exempt class, see Section 4
~~*Effective 7/31/2023 by the First Amendment to Salary Resolution NO. 2023-183~~

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Deputy City Manager*	150140e	-	E5	9588	-	16074 <u>16557</u>
Director	150170e	-	E4	11958	-	18878 <u>19445</u>
Director of Aviation	310045e	-	E4	11958	-	18878 <u>19445</u>
Director of Development	220020e	-	E4	11958	-	18878 <u>19445</u>
Director of Personnel Services	150042e	-	E4	11958	-	18878 <u>19445</u>
Director of Public Utilities	620101e	-	E4	11958	-	18878 <u>19445</u>
Director of Transportation	310040e	-	E4	11958	-	18878 <u>19445</u>
Economic Development Coordinator	150090e	-	E10	3905	-	10882 <u>11209</u>
Economic Development Director	150099e	-	E4	11958	-	18878 <u>19445</u>
Executive Assistant to Department Director	115003e	-	E19	4376	-	6477 <u>6672</u>
Executive Assistant to the City Attorney	115004e	-	E17	4973	-	7449 <u>7673</u>
Executive Assistant to the City Council*	115008e	-	E19	4376	-	6477 <u>6672</u>
Executive Assistant to the City Manager	115001e	-	E17	4973	-	7449 <u>7673</u>
Executive Assistant to the Mayor	115002e	-	E17	4973		7449 <u>7673</u>
Fire Chief	425007e	-	E3	15950	-	21934 <u>22589</u>
Governmental Affairs Manager	150240e	-	E10	3905	-	10882 <u>11209</u>
Human Resources Manager	150025e	-	E7	8706	-	11974 <u>12331</u>
Independent Reviewer	150220e	-	E5	9588	-	16074 <u>16557</u>
Internal Auditor	135010e	-	E15	5546	-	7565 <u>7792</u>

Investment Officer	135014e	-	E6	10270	-	<u>13840</u> <u>14256</u>
Management Analyst II	150032e [†]	12	E15	5546	-	<u>7565</u> <u>7792</u>
Payroll Accountant	130016e	-	E20	5990	-	<u>10882</u> <u>11209</u>
Payroll Manager	135012e	-	E7	8706	-	<u>11974</u> <u>12331</u>
Police Chief	415008e	-	E2	16349	-	<u>23616</u> <u>24325</u>

† 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 7/31/2023 by the First Amendment to Salary Resolution NO. 2023-183~~

~~*Effective 6/3/2024 by the Tenth Amendment to Salary Resolution No. 2023-183~~

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Principal Budget Analyst	135009e	-	E12	8310	-	11426 <u>11769</u>
Principal Internal Auditor	135011e	-	E8	7725	-	10882 <u>11209</u>
Principal Labor Relations/Risk Analyst	150018e	-	E12	8310	-	11426 <u>11769</u>
Project Liaison/Program Administrator	150062e	-	E13	9092	-	13126 <u>13520</u>
Public Affairs Officer	150118e	-	E8	7725	-	10882 <u>11209</u>
Public Works Director	210085e	-	E4	11958	-	18878 <u>19445</u>
Retirement Administrator	135030e	-	E3	15950	-	21931 <u>22589</u>
Retirement Benefits Manager	135045e	-	E7	8706	-	11971 <u>12331</u>
Retirement Office Manager	115007e	-	E17	4973	-	7449 <u>7673</u>
Senior Budget Analyst	135007e	-	E8	7725	-	10882 <u>11209</u>
Senior City Attorney Investigator	160004e	-	E8	7725	-	10882 <u>11209</u>
Senior Deputy City Attorney I	160013e	-	E6	10270	-	13840 <u>14256</u>
Senior Deputy City Attorney II	160014e	-	E21	9649	-	15225 <u>15682</u>
Senior Deputy City Attorney III	160016e	-	E22	10131	-	15985 <u>16465</u>
Senior Human Resources/Risk Analyst	150017e	-	E8	7725	-	10882 <u>11209</u>
Senior Law Clerk	115022 ¹⁰	-	E16	4903	-	6639 <u>6839</u>
Supervising Deputy City Attorney*	160010e	-	E5	9588	-	16074 <u>16557</u>
Veterinarian	150250e	-	E4	11958	-	18878 <u>19445</u>

^E Exempt class, see Section 4.

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

~~*Effective 7/31/2023 by the First Amendment to Salary Resolution NO. 2023-183.~~

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	3014	3151	3293	3446	3610
Account Clerk II	130002 ³	12 ³	3332	3485	3651	3816	3992
Accountant-Auditor I	130011 ⁴	12 ⁴	4875	5099	5335	5594	5856
Accountant-Auditor II	130012 ⁴	12 ⁴	5343	5590	5861	6140	6431
Accounting Technician	130010	12	4022	4211	4409	4612	4831
Administrative Clerk I	110001 ³	6 ³	2797	2927	3057	3198	3343
Administrative Clerk II	110002 ³	12 ³	3198	3345	3497	3660	3828
Airports Credentialing Technician	115080	12	3894	4075	4264	4467	4677
Airports Operations Officer I	310006 ⁴	12 ⁴	4879	5119	5365	5634	5915
Airports Operations Officer II	310009 ⁴	12 ⁴	5365	5634	5915	6211	6522
Animal Care Specialist I ^v	560020	6 ³	3293	3458	3631	3812	4003
Animal Care Specialist II ^v	560021	12 ³	3623	3804	3994	4194	4404
Animal Resource Officer I ^{***}	560001	12 ⁴	3616	3781	3956	4139	4332
Animal Resource Officer II ^{***}	560002	12 ⁴	3956	4139	4332	4537	4751
Animal Services Representative I ^v	560030	6 ³	3346	3497	3656	3827	4006
Animal Services Representative II ^v	560031	12 ³	3665	3836	4016	4198	4391
Associate Electrical Safety Consultant I	230022	12	6092	6381	6688	7003	7341
Associate Electrical Safety Consultant II	230023	12	6420	6728	7047	7386	7744
Associate Environmental & Safety Consultant I	230003	12	6092	6381	6688	7003	7341
Associate Environmental & Safety Consultant II	230004	12	6420	6728	7047	7386	7744
Associate Plumbing & Mechanical Consultant I	230012	12	6092	6381	6688	7003	7341
Associate Plumbing & Mechanical Consultant II	230013	12	6420	6728	7047	7386	7744
Billing System Specialist	125075	12	4429	4638	4857	5076	5313
Budget Technician	135005	12	4023	4208	4406	4613	4831
Building Inspector I	230007 ⁴	12 ⁴	5569	5833	6109	6404	6706
Building Inspector II	230008 ⁴	12 ⁴	6092	6381	6688	7003	7341
Building Inspector III	230009	12	6420	6728	7047	7386	7744

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

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

^{***}Effective September 11, 2023, by the Third Amendment to the Salary Resolution No. 2023-183

^vEffective October 23, 2023, by the Fifth Amendment to the Salary Resolution No. 2023-183.

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	3343	3498	3670	3829	4006
Call Center Representative II	115071 ³	12 ³	3664	3829	4006	4195	4391
Central Printing Clerk	120005	12	3182	3328	3479	3643	3810
Chemist	620020	12	5305	5562	5824	6103	6394
City Records Specialist	115025	12	4009	4195	4391	4597	4816
Commercial Building Inspector	230015	12	6092	6381	6688	7003	7341
Community Recreation Assistant	520010	12	3888	4062	4230	4401	4593
Community Revitalization Specialist	230053	12	5435	5696	5969	6295	6557
Community Revitalization Technician	230059	12	3781	3957	4141	4337	4541
Community Services Officer I	410025 ⁴	12 ⁴	3616	3781	3956	4139	4332
Community Services Officer II	410026 ⁴	12 ⁴	3956	4139	4332	4537	4751
Computer Systems Specialist I	125010 ⁴	12 ⁴	5636	5897	6178	6475	6781
Computer Systems Specialist II	125011 ⁴	12 ⁴	6178	6471	6779	7102	7447
Computer Systems Specialist III	125012	12	6781	7106	7449	7805	8184
Construction Compliance Specialist	150055	12	4659	4872	5105	5348	5598
Crime Scene Technician I	410010 ⁴	12 ⁴	4460	4668	4889	5121	5364
Crime Scene Technician II	410011 ⁴	12 ⁴	4889	5121	5364	5618	5889
Crime Specialist	410008	12	5593	5857	6138	6431	6743
Customer Services Clerk I	115060 ³	6 ³	3346	3497	3656	3827	4006
Customer Services Clerk II	115061 ³	12 ³	3665	3836	4016	4198	4391
Cybersecurity Analyst	125090	12	6781	7106	7449	7805	8184
Deputy City Clerk	115028 ⁴	12 ⁴	3605	3772	3946	4131	4320
Development Services Coordinator	230057	12	5590	5897	6184	6479	6790
Digital Forensics Analyst	410050	12	7398	7770	8157	8565	8993
Emergency Services Call Taker	410000	12	5000	5227	5420	5668	5907
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	5000	5227	5420	5668	5907
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	5410*	5662	5931	6210	6496
Emergency Services Dispatcher III	410003	12	5948	6220	6521	6800	7145

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 9/25/2023, by the Second Amendment to the Salary Resolution No., 2023-183.

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

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

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

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	4394	4609	4833	5068	5313
Network Systems Specialist	125030	12	6781	7106	7449	7805	8184
PAR Program Specialist	410023	12	3781	3957	4141	4337	4541
Paratransit Specialist	320005	12	4027	4217	4416	4615	4831
Park Ranger I	410060 ⁴	12 ⁴	3616	3781	3956	4139	4332
Park Ranger II	410061 ⁴	12 ⁴	3956	4139	4332	4537	4751
Parking Enforcement Officer I	710120 ⁴	12 ⁴	3141	3270	3405	3539	3689
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3414	3559	3706	3856	4029
Parking Enforcement Officer III	710122	12	3706	3856	4029	4194	4374
Phlebotomist	410007	12	3659	3833	4010	4197	4391
Planner I	220005 ³	6 ³	5049	5276	5529	5795	6073
Planner II	220006 ³	12 ³	5688	6001	6293	6592	6909
Plans and Permit Technician	220002	12	5325	5574	5827	6113	6404
Plans Examiner	210041	12	5843	6106	6400	6713	7029
Police Data Transcriptionist	115035	12	4273	4470	4678	4895	5125
Police Support Services Clerk	115043	12	3547	3711	3882	4062	4250
Police Support Services Technician	115044	12	3894	4075	4264	4467	4677
Principal Account Clerk	130004	12	4022	4211	4409	4612	4831
Procurement Specialist	140002	12	5051	5293	5542	5806	6083
Program Compliance Officer	640026	12	4319	4532	4753	4984	5227
Programmer/Analyst I	125020 ⁴	12 ⁴	5639	5902	6182	6480	6785
Programmer/Analyst II	125021 ⁴	12 ⁴	6178	6471	6779	7102	7447
Programmer/Analyst III	125022	12	6781	7106	7449	7805	8184
Programmer/Analyst IV	125023	12	7448	7810	8189	8578	8992
Property & Evidence Technician	145010	12	4344	4548	4761	4986	5221
Property Specialist I	175001 ⁴	12 ⁴	5221	5473	5732	6001	6292
Property Specialist II	175002 ⁴	12 ⁴	6050	6338	6644	6959	7296
Radio Dispatcher	120015	12	3711	3878	4040	4218	4391
Radio Frequency (RF) Network Engineer I ^{ix}	125095	12 ⁴	6178	6471	6779	7102	7447
Radio Frequency (RF) Network Engineer II ^{ix}	125096	12 ⁴	6781	7106	7449	7805	8184
Rangemaster/Armorer	410035	12	5122	5365	5619	5890	6169

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.

^{ix} Effective December 18, 2023, by the Ninth Amendment to the Salary Resolution No. 2023-183.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	4233	4431	4632	4854	5083
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	5041	5279	5531	5792	6066
Recreation Specialist	520005	12	4210	4404	4611	4828	5054
Retirement Counselor I	135050 ⁴	12 ⁴	4021	4210	4408	4614	4831
Retirement Counselor II	135051 ⁴	12 ⁴	4420	4626	4844	5073	5313
Safety and Training Specialist	150050	12	4720	4949	5193	5446	5713
Secretary	110050	12	3828	4006	4193	4386	4594
Senior Account Clerk	130003	12	3664	3830	4006	4195	4392
Senior Administrative Clerk	110003	12	3497	3660	3828	4006	4193
Senior Animal Care Specialist ^v	560022	12	3985	4184	4393	4613	4844
Senior Animal Resource Officer ^{***}	560003	12	4304	4506	4717	4935	5170
Senior Animal Services Representative ^v	560032	12	4188	4376	4579	4794	5019
Senior Call Center Representative	115072	12	4218	4421	4634	4859	5095
Senior Commercial Building Inspector	230016	12	6420	6728	7047	7386	7744
Senior Community Revitalization Specialist	230054	12	6092	6378	6675	6998	7337
Senior Community Services Officer	410027	12	4304	4506	4717	4935	5170
Senior Crime Scene Technician	410012	12	5122	5365	5619	5890	6169
Senior Customer Services Clerk	115062	12	4188	4376	4579	4794	5019
Senior Cybersecurity Analyst	125091	12	7446	7808	8186	8576	8990
Senior Deputy City Clerk	115029 ⁴	12 ⁴	4022	4207	4406	4612	4831
Senior Engineering Technician	210007	12	5489	5749	6019	6308	6599
Senior Fire Prevention Inspector	420003	12	6092	6378	6675	6998	7337
Senior Laboratory Technician	620013	12	5385	5643	5912	6193	6488
Senior Network Systems Specialist	125031	12	7446	7808	8186	8576	8990
Senior Park Ranger	410062	12	4304	4506	4717	4935	5170
Senior Plans Examiner	210042	12	6417	6717	7030	7371	7730
Senior Procurement Specialist	140003	12	5542	5806	6083	6374	6676
Senior Property & Evidence Technician	145011	12	4761	4986	5221	5465	5726
Senior Radio Frequency (RF) Network Engineer ^{ix}	125097	12	7446	7808	8186	8576	8990
Senior Records Clerk	110101	12	3664	3833	4011	4198	4391
Senior Secretary	110051	12	4022	4207	4406	4612	4831

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

^{***}Effective September 11, 2023, by the Third Amendment to the Salary Resolution No. 2023-183

^v Effective October 23, 2023, by the Fifth Amendment to the Salary Resolution No. 2023-183.

^{ix} Effective December 18, 2023, by the Ninth Amendment to the Salary Resolution No. 2023-183.

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

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

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	415002 ⁶	12 ⁶	–	–	6953	7301	7667	8052	8455	8878	9322
Police Officer Recruit	415001	12	6308	6622	–	–	–	–	–	–	–
Police Sergeant	415004	12	7600	7981	8381	8800	9242	9704	10189	10699	11234

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

EXHIBIT 5
Unit 5 – Fire Non-Management (IAFF), ~~effective September 25, 2023~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Captain	425004	12	7487	7861	8254	8668	9103	9559	10037	10539	11066
Fire Investigation Unit Supervisor	425010	12	7487	7861	8254	8668	9103	9559	10037	10539	11066
Firefighter	425002	12	5990	6288	6604	6933	7302	7648	8031	8433	8855
Firefighter Specialist	425003	12	6708	7043	7398	7764	8153	8561	8989	9439	9911
Firefighter Trainee	425001	---	5390								

EXHIBIT 6

Unit 6—Bus Drivers and Student Drivers (ATU)

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

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

EXHIBIT 6

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	Longevity
Bus Driver	320015	9	26.659615	28.003846	29.394231	30.859615	32.405769	34.026923
Bus Driver	320015	9	4621	4854	5095	5349	5617	5898
Student Driver	320014 ¹	-	24.236538					
Student Driver	320014 ¹	-	4201					
<u>Trolley Operator</u>	<u>710160</u>	<u>12</u>	<u>4621</u>	<u>4854</u>	<u>5095</u>	<u>5349</u>	<u>5617</u>	

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	7276
Airports Electrician	730011	12	Flat Rate	6582
Concrete Finisher	730005	12	Flat Rate	6347
Electrician	730010	12	Flat Rate	6582
Industrial Electrician	730012	12	Flat Rate	7276
Painter	730015	12	Flat Rate	5783
Plumber	730030	12	Flat Rate	6582

EXHIBIT 8
Unit 8 – Non-Represented

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Airport Public Safety Officer [‡]	310002	12	5750	6034	6321	6634	6961	7310	7676
Airport Public Safety Supervisor ^{12‡}	310003	12	7673	8056	8460	8882	9327	9794	10284
Airport Public Safety Supervisor ^{13‡}	310005	12	6708	7042	7395	7764	8150	8558	8986

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

¹²Hired before July 1, 2010

¹³Hired on or after July 1, 2010

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk ^{VIII}	910010	-	Hourly	\$16.00 – \$20.00 Per Hour
Law Clerk	910015	-	Hourly	\$20.00 - \$25.00 Per Hour
Law Enforcement Instructor	940020	-	Hourly	\$18.00 - \$25.00 Per Hour
Lifeguard ^{VIII}	950001	-	Hourly	\$16.00 - \$20.00 Per Hour
Police Cadet I ^{VIII}	940005 ⁹	48 mos.	Hourly	\$16.00 - \$21.00 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 ^{VIII}	950002	-	Hourly	\$16.50 - \$21.00 Per Hour
Services Aide ^{VIII}	910005	-	Hourly	\$16.00 - \$20.00 Per Hour
Sports Official ^{VIII}	950010	-	Hourly	\$16.00 - \$25.00 Per Hour
Intern ^{VIII}	910002	-	Hourly	\$16.00 - \$20.00 Per Hour
Youth Jobs Corps Program Ambassador ^{VIII}	910031	-	Hourly	\$16.00 - \$20.00 Per Hour
Youth Jobs Corps Program Participant ^{VIII}	910032	-	Hourly	\$16.00 - \$20.00 Per Hour
Youth Jobs Corps Program Mentor ^{VIII}	910033	-	Hourly	\$16.50 - \$21.00 Per Hour

^{VIII} Effective January 1, 2024, by the Eighth Amendment to the Salary Resolution No. 2023-183

EXHIBIT 9

Unit 9 – Police Management

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007e ¹¹	-		13597	-	17674	-	-	-	-	-
Police Captain	415006e	12	10825	11366	11934	12530	13160	13818	14509	15234	15996
Police Lieutenant	415005e	12	9401	9871	10366	10883	11428	12000	12600	13231	13893

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

EXHIBIT 10
Unit 10—Fire Management

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Fire Battalion Chief	425005e	12	9563	10043	10544	11068	11623	12203	12814	13454
Fire Deputy Chief	425006e	-	12124	12730	13368	14037	14739	15478	16254	17067

e—Exempt class, see Section 4.

EXHIBIT 10
Unit 10 – Fire Management, ~~effective September 25, 2023~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Fire Battalion Chief	425005e	12	9563	10043	10544	11068	11623	12203	12814	13454	14127
Fire Deputy Chief	425006e	-	12124	12730	13368	14037	14739	15478	16254	17067	17921

e Exempt class, see Section 4.

EXHIBIT 12

Unit 12 – Board and Commission Members

CLASS TITLE	JOB CODE	RANGE	SALARY
Civil Service Board Member	156015	Stipend	\$25 100 Per <u>Hearing Meeting Attended</u> , and <u>\$25 Per Administrative Meeting Attended</u>
Housing and Community Development Commissioner	156005	Stipend	\$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year
Human Relations Commissioner	156025	Stipend	\$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year
Planning Commissioner	156001	Stipend	\$100 Per Meeting Attended, not to exceed 36 meetings per fiscal year
Retirement Board Member ⁸	156030	Stipend	\$100 Per Meeting Attended, not to exceed \$300 per month

⁸ Not applicable for current City employees.

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

CLASS TITLE	JOB CODE	PRO B PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6444	6761	7089	7440	7803
Airports Airside/Landside Superintendent	310018e	12	7088	7435	7802	8183	8585
Airports Credentialing Supervisor	115081e	12	5693	5972	6268	6569	6894
Airports Projects Supervisor	310016e	12	7449	7814	8198	8601	9026
Airports Property Supervisor	175005e	12	6450	6765	7093	7444	7803
Animal Center Supervisor ^v	560035e	12	6450	6765	7093	7444	7803
Animal Programs Coordinator ^{***}	560050e	12	4304	4531	4732	4963	5207
Architect	210045e	12	9001	9446	9910	10406	10925
Assistant Law Office Manager	115019e	12	7365	7720	8102	8494	8911
Business Process & Systems Analyst	125044e	12	7364	7720	8100	8496	8911
Call Center Supervisor	115073e	12	5941	6230	6531	6845	7179
Capital Development Specialist	310007e	12	7085	7437	7801	8185	8586
Central Print Supervisor	120007e	12	5324	5586	5857	6144	6442
Chief Engineering Inspector	230078e	12	7273	7628	8004	8398	8809
Chief Engineering Technician	210009e	12	8178	8578	9001	9446	9910
Chief of Facilities Maintenance	810037e	12	7129	7480	7847	8232	8638
Chief of Wastewater Environmental Services	620075e	12	6822	7158	7509	7877	8263
Chief of Wastewater Facilities Maintenance	620085e	12	7129	7480	7847	8232	8638
Chief of Wastewater Treatment Operations	620080e	12	7207	7567	7939	8328	8737
Chief of Water Operations	610070e	12	7327	7684	8065	8462	8876
Chief Police Pilot	410031e	12	8053	8448	8867	9303	9765
Chief Surveyor ^{**}	210032e	12	1135 3	11921	12517	13143	13800
Community Services and Recreation Supervisor [*]	520016e	12	6462	6778	7112	7464	7823
Contract Compliance Officer	150061e	12	6450	6765	7093	7444	7803
Custodial Supervisor	810025e	12	6450	6765	7093	7444	7803
Database Administrator	125045e	12	7364	7720	8100	8496	8911
DBE/Small Business Program Coordinator	150070e	12	6460	6773	7104	7453	7821

^e Exempt class, see Section 4.

^{**} Effective 9/11/2023, by the Second Amendment to the Salary Resolution No. 2023-183.

^v Effective October 23, 2023, by the Fifth Amendment to the Salary Resolution No. 2023-183

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

CLASS TITLE	JOB CODE	PR OB PE R	A	B	C	D	E
Emergency Services Dispatch Supervisor	410004e	12	6788	7119	7464	7831	8213
Energy Efficiency Supervisor	230058e	12	5718	5999	6292	6603	6926
Equipment Supervisor	720031e	12	7014	7355	7716	8095	8495
Fire Prevention Engineer	210055e	12	7236	7592	7964	8355	8768
Fleet Administration Supervisor	720025e	12	6450	6765	7093	7444	7803
Forestry Supervisor I	510030e	12	5324	5586	5857	6144	6442
Forestry Supervisor II	510031e	12	5452	5718	6000	6298	6603
Grant Writer	150105e	12	5195	5450	5714	5995	6286
Historic Preservation Specialist	230066e	12	6762	7096	7447	7810	8192
Housing Program Supervisor	230055e	12	6971	7319	7684	8068	8473
Human Resources Analyst	150016e	12	5967	6259	6562	6884	7223
Human Resources Records Supervisor	115050e	12	5907	6196	6502	6814	7152
Information Services Supervisor	125032e	12	8097	8496	8911	9350	9813
Landscape Maintenance Superintendent	510027e	12	8033	8430	8841	9276	9732
Lead Risk Analyst	150008e	12	6460	6780	7120	7475	7850
Licensed Professional Engineer*	210110e	12	11353	11921	12517	13143	13800
Management Analyst I	150020e ⁴	12 ⁴	4304	4513	4732	4963	5207
Management Analyst II	150021e ⁴	12 ⁴	5316	5578	5848	6135	6432
Parking Supervisor	720035e	12	5785	6061	6354	6663	7285
Parks Supervisor I	510025e	12	5324	5586	5857	6144	6442
Parks Supervisor II	510026e	12	6462	6778	7112	7464	7823
Planner III	220007e	12	6266	6572	6892	7232	7590
Police Support Services Supervisor	115047e	12	5693	5972	6268	6569	6894
Principal Accountant	130014e	12	7102	7450	7817	8200	8603
Procurement Supervisor	140004e	12	6435	6756	7093	7448	7821

e Exempt class, see Section 4.

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

*Effective 7/31/2023 by the First Amendment to Salary Resolution NO. 2023-183.

****Effective October 9, 2023, by the Fourth Amendment to the Salary Resolution No. 2023-183

SEE APPENDIX FOR FOOTNOTES

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	9001	9446	9910	10406	10925
Project Manager	150065e	12	8230	8641	9074	9527	10004
Records Supervisor	115045e	12	5693	5972	6268	6569	6894
Recycling Coordinator	640001e	12	5383	5644	5920	6207	6513
Registered Veterinary Technician****	560060e	12	4836	5078	5332	5599	5879
Revenue Supervisor	135025e	12	5705	5983	6272	6574	6894
Risk Analyst	150010e	12	5967	6259	6562	6884	7223
Sanitation Supervisor	640029e	12	6450	6765	7093	7444	7803
Senior Accountant-Auditor	130013e	12	6494	6811	7146	7495	7859
Senior Building Inspector	230034e	12	7131	7483	7850	8235	8645
Senior Database Administrator	125046e	12	8125	8512	8921	9349	9813
Senior Electrical Safety Consultant	230024e	12	7130	7483	7849	8235	8644
Senior Engineering Inspector	230077e	12	6610	6937	7276	7634	8012
Senior Environmental & Safety Consultant	230005e	12	7144	7497	7864	8250	8660
Senior Plumbing & Mechanical Consultant	230014e	12	7131	7483	7850	8235	8645
Senior Programmer Analyst	125019e	12	8097	8496	8911	9350	9813
Senior Real Estate Agent	170012e	12	6450	6765	7093	7444	7803
Senior Retirement Counselor	135052e	12	7094	7452	7822	8212	8624
Street Maintenance Superintendent	720004e	12	8033	8430	8841	9276	9732
Street Maintenance Supervisor	720001e	12	7088	7435	7802	8183	8585
Supervising Airports Building Maintenance Technician	310014e	12	6450	6765	7093	7444	7803
Supervising Airports Operations Officer	310013e	12	6450	6765	7093	7444	7803
Supervising Commercial Building Inspector	230036e	12	7131	7483	7850	8235	8645
Supervising Engineering Technician	210008e	12	7085	7437	7801	8185	8586
Supervising Fire Prevention Inspector	420005e	12	6834	7169	7523	7893	8281
Supervising Paralegal	160020e	12	6780	7113	7460	7828	8212
Supervising Planner	220008e	12	7117	7465	7828	8213	8613

e Exempt class, see Section 4.

****Effective October 9, 2023, by the Fourth Amendment to the Salary Resolution No. 2023-183

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

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

e Exempt class, see Section 4.

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	3848	4034	4228	4431	4646
Legal Secretary II	115016	12	4257	4465	4679	4904	5142
Paralegal	160001	12	5432	5696	5972	6265	6573
Senior Human Resources Technician	150014	12	5077	5319	5573	5846	6127
Senior Legal Secretary	115017	12	4899	5144	5401	5671	5954
Senior Paralegal	160002	12	5963	6260	6574	6903	7248
Supervising Crime Scene Technician	410013	12	5701	5979	6269	6575	6894

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	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Administrative Manager	220025e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Airports Marketing & Public Relations Coordinator	310150e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Airports Operations Manager	310020e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Airports Planning Manager	310019e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Airports Properties Manager	310021e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Airports Safety Management Systems Manager	310161e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Animal Behaviorist ^{vii}	560041e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Assistant City Clerk	115030e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Building Services Manager	230031e	-	11245	11527	11816	12111	12415	12724	13043	13367	13702
Business Manager	150019e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Clinic Manager ^{vi}	560061e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Communications Manager	125060e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Construction Manager	210096e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Crime Scene Investigation Bureau Manager	410015e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Cybersecurity Manager	125092e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Deputy City Engineer	210081e	-	11245	11527	11816	12111	12415	12724	13043	13367	13702
Division Manager	150024e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Economic Development Analyst	150095e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Emergency Services Dispatch Manager	410005e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Facilities Manager	810040e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503

^e Exempt class, See Section 4

^{vi} Effective November 6, 2023, by the Sixth Amendment to the Salary Resolution No. 2023-183.

^{vii} Effective November 20, 2023, by the Seventh Amendment to the Salary Resolution NO. 2023-183

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	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Graffiti Abatement Manager	720040e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Housing & Neighborhood Revitalization Manager	230065e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Information Services Manager	125055e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Law Office Manager	115020e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Licensed Engineer Manager*	210094e	-	12564	12878	13200	13530	13868	14215	14570	14935	15308
PARCS Operations Manager	520025e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Parks Manager	510035e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Personnel Manager	150026e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Planning Manager	220010e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Program Manager	510040e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Projects Administrator	150063e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Public Works/Public Utilities Manager	210095e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Purchasing Manager	140005e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Records Manager	115046e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Retirement Accounting Manager	135044e	-	9719	9963	10211	10466	10728	10996	11272	11554	11843
Revenue Manager	135026e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503

e Exempt class, See Section 4

EXHIBIT 14
Unit 14 – Management Classes (CFMEA)

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

EXHIBIT 16
Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/2016

Classification Title	Deleted	Benchmarked To	Percent	Effective
Assistant Chief of Wastewater Treatment Operations (620079)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Bus Driver – F Step (320015)	1/1/17	Bus Driver – E Step (320015)	100%	1/1/17
Buyer I (140001)	1/28/16	Procurement Specialist (140002)	90%	1/28/16
Chief of Solid Waste Operations (640035)	7/1/18	Landscape Maintenance Superintendent (510027)	100%	7/1/18
City Traffic Engineer (210076)	7/1/18	Construction Manager (210096)	100%	7/1/18
Collection System Maintenance Operator I (630003)	5/29/17	Collection System Maintenance Technician (630001)	90%	5/29/17
Collection System Maintenance Supervisor (630005)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Community Revitalization Specialist – F Step (230053)	10/3/16	Community Revitalization Specialist – E Step (230053)	100%	10/3/16
Community Sanitation Supervisor I (720042)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
Community Recreation Supervisor I (520015)	7/1/20	Community Services and Recreation Supervisor (520016)	96%	7/1/20
Executive Assistant to the Retirement Administrator (115006e)	7/1/21	Executive Assistant to the City Attorney (115004e)	100%	7/1/21
Ground Water Production Specialist (610037)	7/1/20	Water Distribution/Production Specialist (610029)	100%	7/1/20
Ground Water Production Technician (610036)	7/1/20	Water Distribution/Production Technician (610028)	100%	7/1/20
Senior Ground Water Production Operator (610038)	7/1/20	Senior Water Distribution/Production Operator (610030)	100%	7/1/20
Emergency Preparedness Officer (420020)	7/1/18	Management Analyst II (150021)	100%	7/1/18

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

Classification Title	Deleted	Benchmarked To	Percent	Effective
Industrial Electrician Supervisor (720020)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Labor Relations Secretary (115010)	7/1/18	Executive Assistant to Department Director (115003)	100%	7/1/18
Laboratory Supervisor (620014)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Management Analyst III (150022)	7/1/18	Business Manager (150019)	100%	7/1/18
Police Officer – A Step (415002)	1/31/22	Police Officer – C Step (415002)	90.72%	1/31/22
Police Officer – B Step (415002)	1/31/22	Police Officer – C Step (415002)	95.23%	1/31/22
Police Specialist (415003)	7/1/19	Police Officer (415002)	100%	7/1/19
Plans Examiner I (210040)	10/3/16	Plans Examiner (210041)	84.61%	10/3/16
Power Generation System Supervisor (620056)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Risk/Safety Manager (150035)	7/1/18	Human Resources Manager (150025)	100%	7/1/18
Redevelopment Administrator (150080)	7/1/18	Assistant Director of Personnel Services (150043)	100%	7/1/18
Sewer Maintenance Manager (630010)	7/1/18	Wastewater Manager (620095)	100%	7/1/18
Solid Waste System Supervisor (640030)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
Supervising Environmental Control Officer (620005)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Special Guard (940010)	4/1/02	Police Cadet II (940006)	100%	12/10/20
Transit Maintenance Manager (320060)	7/1/18	Transit Operations Manager (320055)	100%	7/1/18

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

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

APPENDIX TO SALARY RESOLUTION

- 1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
- 2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
- 3 This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 5 This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.
- 6 A person promoting from Police Officer Recruit to Police Officer after one year of service must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class.
- 7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.
- 8 Not applicable to current City employees.
- 9 The classifications of Police Cadet I and II have a 48-month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).
- 10 Persons in this classification are limited to no more than two (2) consecutive years in this class.
- 11 E9 Executive Pay Range.
- 12 Hired before July 1, 2010.
- 13 Hired on or after July 1, 2010.
- 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, TODD STERMER , City Clerk of the City of Fresno, certify that the foregoing resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the

_____ day of _____, 202~~43~~.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 202~~43~~
Mayor Approval/No Return: _____, 202~~43~~
Mayor Veto: _____, 202~~43~~
Council Override Vote: _____, 202~~43~~

TODD STERMER
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY: _____
Jenni DeRuosi, Supervising Deputy City Attorney




Fiscal Year 2025

(July 1, 2024 – June 30, 2025)

Salary Resolution

Personnel Services Department

Date Adopted:
Date Approved:
Effective Date: 7/1/2024
City Attorney Approval: 

Fiscal Year 2025 Salary Resolution

Resolution No.

TABLE OF CONTENTS

SECTION 1.	SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES.....	1
SECTION 2.	SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN.....	1
SECTION 3.	RATES OF PAY.....	7
SECTION 4.	EXEMPT JOB CLASSES.....	7
SECTION 5.	WAGES, OVERTIME AND SICK LEAVE FOR TEMPORARY EMPLOYEES.....	7
SECTION 6.	FLEXIBLE STAFFING.....	8
SECTION 7.	ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2.....	8
SECTION 8.	MANAGEMENT LEAVE (formerly "Administrative Leave")/SUPPLEMENTAL MANAGEMENT LEAVE.....	9
SECTION 9.	ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2.....	11
SECTION 10.	HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2.....	14
SECTION 11.	SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES.....	14
SECTION 12.	MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2.....	15
SECTION 13.	SALARY RATES.....	15
SECTION 14.	PROFESSIONAL CERTIFICATE AND LICENSE PAY.....	16
SECTION 15.	BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES.....	18
SECTION 16.	BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2.....	18
SECTION 17.	COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2.....	21
SECTION 18.	BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, AND LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES; AND BENEFITS AND TERMS AND CONDITIONS FOR PERMANENT AIRPORT PUBLIC SAFETY OFFICERS AND PERMANENT AIRPORT PUBLIC SAFETY SUPERVISORS; AND TEMPORARY EMPLOYEES	23
SECTION 19.	CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS.....	39
SECTION 20.	SPECIAL PROVISIONS FOR EMPLOYEES ON LEAVE FOR MILITARY SERVICE.....	40
SECTION 21.	BEREAVEMENT LEAVE.....	41
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.....	41
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.....	43
SECTION 24.	BENCHMARKING DELETED CLASSIFICATIONS AND PAY STEPS.....	43
SECTION 25.	TEMPORARY EMPLOYMENT OF CITY RETIREE.....	43
SECTION 26.	RECRUITMENT AND RETENTION INCENTIVE.....	44
SECTION 27.	UNUSUAL CIRCUMSTANCES.....	47
SECTION 28.	CONFLICTING RESOLUTIONS.....	47
SECTION 29.	RESOLUTION EFFECTIVE DATE.....	47

RESOLUTION NO.

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 2025

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

SECTION 1. SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES

The rules set forth in this resolution constitute special provisions applicable to all classes of employment in the City service. If any provision(s) of a Memorandum of Understanding (hereafter "MOU") or Terms and Conditions of employment (hereafter "T & C") adopted and approved by the Council under Article 6, Chapter 3 of the Fresno Municipal Code (hereafter "FMC") or employment agreement that is authorized and in compliance with Article V of the City of Fresno Transparency in Government Act and currently in effect, is clearly and specifically in conflict with any rule contained in this resolution, the provision in such MOU, T & C, or employment agreement shall prevail.

SECTION 2. SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN

The step plan of each salary range shall be applied and interpreted as follows for permanent and probationary employees appointed to permanent positions:

- A. The first step shall be the minimum rate and shall normally be the hiring rate for the class. In a case where it is difficult to secure a qualified person or if a person of unusual qualifications is engaged, the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority, after receiving the recommendation of the Director of Personnel Services, may approve appointment above the first step.
- B. The second step shall be paid upon the completion of six (6) months of paid status at the first step.
- C. The third step shall be paid upon the completion of one (1) year of service at the second step.
- D. Each subsequent step shall be paid upon completion of one (1) year of service at the prior step.
- E. Progression to successive steps in the salary range shall be automatic with two exceptions.

- 1. Following an unsatisfactory performance evaluation, a step progression may be delayed by the appointing authority for not more than six (6) months and more than

six (6) months only with approval of the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

2. An off cycle or an accelerated step advancement may occur upon recommendation of the appointing authority and the Director of Personnel Services whenever an employee exhibits unusual merit as demonstrated in an employee performance evaluation.
- F. Employees in Unit 2 may receive pay increases at the discretion of the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees or as otherwise included in employment contracts in accordance with the City of Fresno Transparency Act.
- G. For employees who work a 40-hour work week, six (6) months of service equals 1,040 hours of service, and one (1) year of service equals 2,080 hours of service. Foreemployees who work a 42-hour work week, six (6) months of service equals 1,092 hours of service and one (1) year of service equals 2,184 hours of service. An employee who works a 56 hour workweek, six (6) months of service equals 1,456 hours of service, and one (1) year of service equals 2,912 hours of service.
- H. Employees who are reinstated in accordance with FMC Section 3-292, who were not at the top step prior to layoff or demotion, will be credited with paid time previously worked at the step at time of layoff or demotion. The next step increase date will be adjusted accordingly upon reinstatement. Any time missed due to mandatory furloughs shall count as paid time.
- I. An employee who is selected to fill a reclassified position pursuant to FMC Section 3-209 (b), or who is promoted from one class to another having a higher salary range, shall be adjusted to the lowest step in the salary range of the new class, which is at least three and one-half percent (3.5%) higher than the rate received in the employee's former class. If such an increase requires a payment greater than the highest step, then the highest step shall be paid.
- An employee in Exhibit 7 who is appointed to a position in a class having a salary range shall be promoted according to the foregoing provisions to the nearest step, but not exceeding the top step, in the new class range after adding five percent (5%) to the employee's salary rate.
- J. When a class is assigned a new salary range, the salary of an employee in such class shall be adjusted to the same relative step in the new salary range, and such adjustment shall not alter the employee's anniversary date for purposes of future step increases in the class.
- K. A permanent employee, assigned to a higher class on a limited, interim or provisional basis, and who is entitled to the rate of pay for such higher class, shall be paid in the same manner as provided for promotion in Section 2, subsection I above.

- L. If an employee is receiving compensation above the highest step of the range, the employee’s present rate shall be continued as an approved additional step rate for the class (“Y-rated”), until the highest step is greater than the Y rate, but no other employee may be adjusted to this rate, and it shall no longer be in effect after the incumbent vacates the classification.

- 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 completed 40 hours of service in a higher class the employee shall thereafter be paid at the rate of pay of the higher class while so assigned. An employee who has held permanent status in the higher class prior to such assignment shall not be required to complete the qualifying period of service set forth above and shall be paid for the entire duration of the assignment to the higher class at the rate of pay of the lowest step in the salary range of the higher class, which must be at least three and one-half percent (3.5%) higher than the rate received in the employee's regular class assignment. If the three and one-half (3.5%) increase requires a payment greater than the highest step, then the highest step shall be paid.

SECTION 3. RATES OF PAY

Rates of pay provided for by a resolution establishing or approving such salaries are fixed on the basis of dollars per month or full-time service in full-time positions unless otherwise clearly indicated. Salaries shown are the base rate of pay for each respective job classification. The hourly rate of pay is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,080, except that the hourly rate of pay for employees whose schedule is 56 hours per week is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,912, and the hourly rate of pay for employees whose schedule is 42 hours per week is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,184.

SECTION 4. EXEMPT JOB CLASSES

Employees in classes listed as exempt in any exhibit attached to this salary resolution whose job codes are marked with an “e” shall not be entitled to payment or compensatory time off for overtime as provided for in the rules and regulations of the Fair Labor Standards Act (hereafter “FLSA”).

In accordance with the rules and regulations of the FLSA, the base salary of exempt employees shall not be reduced due to variations in the quality or quantity of the work performed. Deductions from the salary of exempt employees are allowed only for those certain circumstances which are set forth in the applicable FLSA regulations.

Employees exempt from overtime shall not be subject to deductions for Leave Without Pay in increments of less than a workday or shift. Employees with qualified medical restrictions may be temporarily placed on a part-time basis and will receive the pro-rated salary during the time of restriction.

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

- A. Temporary employees shall be paid on an hourly basis for the hours actually worked, subject to the provisions of Section 4 above and/or the FLSA, which provides for overtime compensation for hours worked in excess of 40 per workweek. Any such employee in a class having a monthly salary rate shall be paid an hourly rate that is converted from the monthly salary for that class pursuant to Section 3.
- B. Sick Leave for Temporary Employees:
 - 1. Temporary employees will earn one (1) hour of Sick Leave for every thirty (30) hours of work, including overtime. This accrual will begin on the first day of employment. Sick Leave Accruals will be capped at eighty (80) hours. Sick Leave may be carried over from year to year.
 - 2. Temporary employees will be eligible to use Sick Leave on the ninetieth (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, or grandchild; or,
- c. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).

4. Protected Sick Leave for Temporary Employees

- a. Temporary employees will accumulate and be able to use Sick Leave in accordance with SB 616 and AB1522, Healthy Workplace Healthy Family Act of 2014 (i.e., Labor Code §§245 et seq.).
 - b. Temporary employees may use up to five (5) days as Protected Sick Leave or forty (40) hours, whichever is greater, in each fiscal year (July 1 through June 30). Sick Leave may be used beginning on the ninth (90th) day of employment.
5. Temporary employees who leave City employment and return within one (1) year from the date of separation will have their previously accrued and unused paid Sick Leave restored.

SECTION 6. FLEXIBLE STAFFING

An employee holding a permanent position in any class in a group of classes designated as flexibly staffed may be appointed to a higher class in that group, provided that the employee meets the minimum requirements, the essential duties are being satisfactorily performed, and the department director recommends such appointment.

SECTION 7. ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2

A 4/10 or 9/80 work schedule may be implemented in any department, division, or work unit, upon approval of the City Manager, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

Each 4/10 work schedule will consist of a total of 40 scheduled hours of actual work time per workweek. The workweek begins at 12:01 a.m. Monday and ends at Midnight on Sunday.

Each 9/80 work schedule will consist of eight 9-hour shifts, one 8-hour shift, and one day off per 14-day period broken down into two 40-hour per week FLSA workweeks. All employees working a 9/80 work schedule shall have an FLSA workweek, which begins four (4) hours after the start time of the day of the week, which constitutes the employee's alternating day off. This shall be an 8-hour shift. The workweek shall end exactly 168 hours later.

Employees working a 4/10 or 9/80 work schedule shall have the following exceptions for the holiday benefit apply:

A. Holidays:

1. Employees on a 4/10 or 9/80 work schedule shall receive 12 holidays of eight (8) hours. An employee who is off on a holiday, which is a regular work day, shall receive eight (8) hours pay for the holiday. Employees in non-exempt classifications who are off on a holiday which is a regular work day must either take two (2) hours Vacation Leave, Annual Leave, Holiday Leave, or Management Leave if on a 4/10 schedule, or one (1) hour Vacation, Annual, Holiday, or Management Leave if on a 9/80 schedule and the holiday falls on a 9-hour shift.
2. Employees on a 4/10 or 9/80 work schedule who are regularly scheduled to work, and do work on a holiday, which is a regular work day, shall receive eight (8) hours of Holiday Leave. When a holiday falls on an employee's day off, such employee shall receive eight (8) hours of Holiday Leave.

B. For employees participating in the Annual Leave Plan, the following rules shall apply:

1. Employees shall accumulate the same number of hours of Annual Leave per month as under a 5/8 work schedule. Annual Leave will be granted for the actual number of hours absent.

C. For employees not participating in the Annual Leave Plan, the following rules shall apply:

1. Sick Leave: Employees shall accumulate eight (8) hours of Sick Leave per month, and receive Sick Leave pay for the actual number of hours absent, provided the employee has a sufficient balance of Sick Leave hours.
2. Vacation Leave: Employees on a 4/10 or 9/80 work schedule shall accumulate the same number of hours Vacation Leave per month as under a 5/8 work schedule. Vacation Leave will be granted for the actual number of hours absent, provided the employee has a sufficient balance of Vacation Leave hours.

SECTION 8. MANAGEMENT LEAVE (formerly "Administrative Leave")/SUPPLEMENTAL MANAGEMENT LEAVE

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

1. Full-time employees appointed to permanent positions in classes who are not entitled to payment or equivalent compensatory time off for overtime work (as

described in Section 4 above), shall be granted Management Leave as provided in this subsection 1. Eighty (80) hours shall be credited to employees in the E1-E5 Executive Pay Range on the first day in July of each fiscal year. Effective November 21, 2022, employees in the E1-E5 Executive Pay Range shall be credited with a prorated balance of the 80 hours for each full calendar month remaining in the fiscal year. For all other exempt employees in Exhibit 2, sixty (60) hours shall be credited to employees on the first day in July of each fiscal year. Upon their employment by the City, new employees appointed in such positions shall be credited with the applicable prorated balance of Management Leave for each full calendar month remaining in such appointment in the fiscal year, including full-time employees in limited or provisional appointments.

2. Unused Management Leave will not be carried over to the next fiscal year. Employees in E1-E5 Executive Pay Ranges may request payment and be compensated for up to sixty (60) hours of Management Leave during the fiscal year in which it is credited. All other employees in Exhibit 2 may request payment and be compensated for up to forty-eight (48) hours of Management Leave during the fiscal year in which it is credited. All such requested payments will be subject to rules established by the City Manager, City Attorney, City Clerk, or Retirement Administrator, as appropriate for their respective areas of authority. Employees shall be compensated for any Management Leave balance, not to exceed eighty (80) hours, upon termination from City service.
3. Management Leave shall be scheduled at the convenience of the department. Approval by the City Manager or designee must be obtained before an appointing authority appointed by the City Manager may take such leave.
4. Cash outs received under this provision will be considered pensionable for retirement purposes for members in the Employees Retirement System.

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

1. The City Manager, City Attorney, City Clerk, or Retirement Administrator, as appropriate for their respective areas of authority, may grant up to an additional thirty-two (32) hours per fiscal year on July 1st of Supplemental Management Leave for employees in the E1-E5 Executive Pay Range.
2. The additional Supplemental Management Leave granted cannot be cashed out by employees, but will be automatically transferred to a Special HRA Bank if unused, or may be put into a special HRA bank at the employee's election, consistent with the below provisions.
3. Up to thirty-two hours (32) of Supplemental Management Leave per fiscal year may be transferred to a Special Health Reimbursement Arrangement (HRA) Bank (Section 16F) to be credited to an HRA account for eligible employees upon service retirement at eighty percent (80%) of the employee's current hourly base rate of pay at the time of retirement. Hours in the Special HRA bank may not be used as leave time and

cannot be cashed out. There will be no cash out or transfer of hours in the Special HRA bank for employees who are not eligible to participate in the HRA upon retirement or upon separation of employment. Employees must remain in an E1-E5 Executive Pay Range in order to retain hours credited to the Special HRA Bank. Employees who do not remain in an E1-E5 Executive Pay Range for any reason will cease getting credit of Special HRA bank hours and shall no longer accrue additional Supplemental Management Leave.

4. Interim and provisional appointments to classifications in E1-E5 Executive Pay Range are not eligible for the Supplemental Management Leave.
5. Supplemental Management Leave not used by the end of each fiscal year will be automatically transferred to the Special HRA Bank.

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

Full-time employees in non-exempt classifications who are in limited or provisional appointments to exempt classifications, shall receive five (5) hours of Management Leave for the exempt classification for each full month of such provisional or limited appointment. Employees must use the Management Leave in accordance with applicable provisions in appropriate MOUs or T & Cs, and if applicable, Section 8.A.1. above.

SECTION 9. ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2

For employees on a forty (40) hour work schedule, the Annual Leave Plan shall be as follows:

1. Annual Leave Accrual –

- a. Less than Ten (10) Years – For such employees who have been continuously employed by the City for less than ten (10) years in permanent positions, the Annual Leave accrual rate will be 15.5 hours for each completed calendar month of employment. In the event the City agrees to a higher Annual Leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the Annual Leave accrual rate to the same level for employees in Exhibit 2.

More than Ten (10) Years – For such employees who have been continuously employed by the City for ten (10) years or more in permanent positions, the Annual Leave accrual rate will be 18.83 hours for each completed calendar month of employment. In the event the City agrees to a higher Annual Leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the Annual Leave accrual rate to the same level for employees in Exhibit 2.

- b. Accumulation Limit – The accumulation of unused Annual Leave will not exceed 1,300 hours for employees in Executive Pay ranges E1 through E4;

1,100 hours for employees in the E5 range; and 840 hours for employees in the, E6, E7, E8, E10, E11, E12, E13, E15, E16, E17, E19, E20, E21 and E22 ranges. In the event an employee has an Annual Leave balance over the limits listed above, accruals will cease until the balance is under the limit.

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

2. Annual Leave Used for Protected Sick Leave

- a. Employees holding a permanent position included in Exhibit 2, shall be allowed to use up to the hours of Annual Leave accrued in six (6) months for Protected Sick Leave for the purposes identified in California Labor Code Section 233. The employee, at their sole discretion, must determine whether to designate leave as Protected Sick Leave under California Labor Code 233. Employees shall note this designation when reporting the absence.

3. Annual Leave Pay Out

- a. Unused Annual Leave Pay Out During Fiscal Year – Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Annual Leave balance, whichever is greater, each fiscal year between July 1st and March 31st; no cash out may be completed between April 1st and June 30th. Payments between January 1st and March 31st may be halted when the City Manager declares that the City's fiscal condition is such that it is not feasible to make such payments. Cash outs of Annual Leave balances are not pensionable for retirement purposes.
- b. Unused Annual Leave Pay Out – Upon separation from City service, employees will be compensated for all unused Annual Leave balances at their applicable base rate of pay. Payment received under this provision will not be pensionable for retirement purposes.

4. Frozen Sick Leave

- a. Use of Frozen Sick Leave – Frozen Sick Leave balances may be used by the employee in accordance with provisions of FMC section 3-107, or for those purposes defined in California Labor Code section 233 up to the statutory amount for the fiscal year unless the statutory amount has been satisfied by use of other leaves for the fiscal year.
- b. Unused Frozen Sick Leave Pay Out – Upon separation from City service by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who meet the eligibility criteria in Section 16(F) shall be credited with the number of accumulated Frozen Sick Leave balances in excess of 240 hours at the time of retirement multiplied by eighty percent (80%) of the employee's then current hourly rate of pay to be used solely to pay premiums for medical insurance (including COBRA premiums), pursuant to the City's HRA as set forth in Section 16(F).

Employees who separate City employment and return within one (1) year of such separation will be entitled to reinstatement of their available Frozen Sick Leave balances at the time of separation from City employment, up to a total of forty-eight (48) hours.

SECTION 10. HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2

- A. Employees occupying a permanent position in Exhibit 2 shall be entitled to the holidays listed in FMC Section 3-116. Employees shall also accrue eight (8) hours of Holiday Leave on July 1st and January 1st of each calendar year.
- B. Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Holiday Leave balance, whichever is greater, each fiscal year between July 1st and March 31st; no cash out may be completed between April 1 and June 30.
- C. Any employee in Exhibit 2 who is exempt from the payment of overtime and who is otherwise eligible to receive such accumulation, who is required to work a regularly scheduled shift on a holiday to fulfill a legal obligation of the employer, shall have the number of hours worked up to eight (8) hours added to their Holiday Leave balance on the first day of the pay period following the date of such work. When a holiday falls on Saturday or falls on the employee's day off such employee shall receive eight (8) hours of Holiday Leave.
- D. Upon separation from City service, employees will be compensated for all unused holiday balances at their applicable base rate of pay.

Payment for cash outs of accumulated Holiday Leave balances received under this provision will not be pensionable for retirement purposes with the exception of members of Tier 2 of Fire and Police Retirement System.

SECTION 11. SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES

Upon employment by the City, new employees appointed to permanent positions set forth in Exhibit 2 shall receive 40 hours of Supplemental Sick Leave each fiscal year with a lifetime accrual limit of 80 hours. Supplemental Sick Leave hours shall be credited on a pro-rated basis for each full calendar month remaining on such appointment in the fiscal year.

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

- Once Sick Leave and Annual Leave have been exhausted;
- To be cashed out at retirement or separation from the City, if not eligible for participation in the HRA;
- In the performance of community activities during the course of the employee's normal work day, with the appropriate approval;
- Placed in the HRA in accordance with Section 16(F); or
- Once Sick Leave and Annual Leave have been exhausted during the first and second year of employment, where an employee is accruing Supplemental Sick Leave, up to half of the hours of Supplemental Sick Leave accrued in a fiscal year for Protected Sick Leave

used only for those purposes identified in California Labor Code 233. Use of Protected Sick Leave must be authorized and recorded by the department director or designee.

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

SECTION 12. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2

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

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

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

SECTION 13. SALARY RATES

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

- | | |
|--------------|---|
| EXHIBIT 1 | Non-Supervisory Blue Collar |
| EXHIBIT 2 | Non-Represented Management and Confidential Classes |
| EXHIBIT 3 | Non-Supervisory White Collar |
| EXHIBIT 4 | Non-Management Police |
| EXHIBIT 5 | Fire Non-Management |
| EXHIBIT 6 | Bus Drivers and Student Drivers |
| EXHIBIT 7 | Non-Supervisory Groups and Crafts |
| EXHIBIT 8 | Non-Represented |
| EXHIBIT 9 | Police Management |
| EXHIBIT 10 | Fire Management |
| EXHIBIT 12 | Board and Commission Members |
| EXHIBIT 13-1 | Exempt Supervisory and Professional |
| EXHIBIT 13-2 | Non-Exempt Professional |
| EXHIBIT 14 | Management Classes |

SECTION 14. PROFESSIONAL CERTIFICATE AND LICENSE PAY

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

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

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

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

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

2. Professional Engineer License

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

3. Investment Management Certification / Designation

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

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

4. American Institute of Certified Planners (AICP) Certification

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

- B. Employees who possess and maintain certification as a Certified Access Specialist (CASp) and are in a position identified by a department director as eligible for Certificate Pay shall receive \$200 per month.
- C. Employees who possess and maintain a Fundamental Payroll Certification (FPC) and are in a position identified by a department director as eligible shall receive \$100 per month in Certificate Pay.

SECTION 15. BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES

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

- A. In order to remain eligible to receive bilingual premium pay, employees must take and pass the certification examination once every five (5) years. Employees who fail to recertify will no longer receive bilingual premium pay.
- B. This bilingual certification program is not subject to the grievance or appeal process.
- C. Bilingual certification examinations are conducted for Armenian, Cambodian, Hindi, Hmong, Laotian, Punjabi, Sign, Spanish and Vietnamese languages.
- D. The bilingual premium pay rate for certified employees occupying permanent classes in Exhibit 2 is one hundred dollars (\$100) per month, regardless of how many languages for which an employee is certified.
- E. Certified employees may interpret/translate for departments/divisions they are not assigned to, provided the requesting department/division has a demonstrated customer service related need and has obtained approval from the certified employee's supervisor.
- F. Certified employees shall not refuse to interpret/translate while on paid status. Refusal shall result in appropriate disciplinary action.
- G. Certified employees may be assigned to any incident or investigation requiring their bilingual skills, and may be required to prepare written reports related to the incident or investigation. The objective of this policy will be to utilize department resources in the most efficient way possible.
- H. Except in the event of an emergency as determined by management, bilingual employees who are not certified shall not be required to interpret/translate.

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

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

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

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

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

- B. The City will provide a Life Insurance benefit that is equal to the employee's annual earnings, rounding up to the next \$1,000, with a maximum benefit of \$150,000.
- C. The City provides Long Term Disability Insurance for employees in accordance with the terms of the policy.
- D. Employees may elect to make contributions through payroll deductions for voluntary supplemental benefits made available by the City.
- E. Employees in Exhibit 2 hired with the City on or after August 31, 2014, shall make an additional contribution equal to one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. Employees who transfer, demote, or promote, into Unit 2 and were paying an additional one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System immediately prior to entering Unit 2, shall continue to pay the additional one and one half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Employees Retirement System. The employee shall have no option to receive the one and one-half percent (1.5%) contribution in cash. The one and one-half percent (1.5%) contribution paid by the employee will not be credited to an employee's accumulated contribution account, nor will it be deposited into a member's Deferred Retirement Account Program (DROP) account.

Unit 2 employees who are members of Tier 2 of the Fire and Police Retirement System, hired on or after July 1, 2019, shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Fire and Police Retirement System. The employee shall have no option to receive the three percent (3%) contribution in cash. The three percent (3%) contribution paid by the employee will not be credited to an employee's accumulated contribution account nor will it be deposited into a member's DROP account.

- F. The City currently maintains a Health Reimbursement Arrangement (HRA) as described in Internal Revenue Service (IRS) Notice 2002-45 and other guidance published by the IRS regarding HRA's.

At separation from permanent employment with the City of Fresno by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who have used 80 hours or less of Frozen Sick Leave and/or Annual Leave used for sick time and/or Sick Leave, Holiday Leave, and/or Vacation Leave used for sick time (excluding Bereavement Leave statutorily protected hours used for workers' compensation benefits, and/or other statutorily protected leave such as, but not limited to, Family and Medical Leave Act and Protected Sick Leave taken for the purposes identified in California Labor Code Section 233) in the 24 months preceding their date of retirement, will be credited with an account for the employee under the HRA to be used to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses pursuant to City of Fresno Retiree HRA Plan Document. The "value" of the account shall be determined as follows:

- The number of accumulated Supplemental Sick Leave hours at the time of retirement multiplied by the employee's then current hourly base rate of pay.
- For those with Annual Leave, the number of accumulated Frozen Sick Leave hours in excess of 240 hours at the time of retirement multiplied by 80 percent (80%) of the employee's then current hourly base rate of pay.
- For those with Vacation/Sick Leave, the number of accumulated Sick Leave hours in excess of 240 hours at the time of retirement multiplied by 80 percent (80%) of the employee's then current hourly base rate of pay.
- The number of Special HRA hours at the time of retirement multiplied by 80 percent (80%) of the employee's then current hourly base rate of pay.
- The hourly base rate of pay shall be the equivalent of the monthly salary for an employee as reflected in the applicable range, multiplied by 12 months then divided by 2,080 hours.
- The accounts may be book accounts only, or cash accounts at the City's option. No actual trust account shall be established for any employee. Each HRA account shall be credited on a monthly basis with a rate of earnings equal to the yield on the City's Investment Portfolio (provided that such yield is positive).

The HRA accounts shall be used to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses covering the participant, the participant's spouse (or surviving spouse in the event of the death of the participant), and the participant's dependents. Once a participant's account under the HRA has been reduced to \$0, no further benefits shall be payable by the HRA. If the participant, the participant's spouse, and the participant's dependents die before the participant's account under the HRA has been reduced to \$0, no death benefit shall be payable to any person by the HRA.

While this provision is in effect, employees eligible for HRA shall not be allowed to cash out any accumulated or accrued Supplemental Sick Leave or Frozen Sick Leave or Sick Leave at retirement.

- G. On September 15, 2011, the City Council adopted Resolution No. 2011-193, which began the imposition of a salary concession effective September 5, 2011, on employees holding positions listed in Exhibit 2 of the Salary Resolution (FY12 salary concessions).

Employees in Exhibit 2 impacted by FY12 salary concessions will be held harmless with respect to DROP and retirement calculations, including calculations impacting members who separate from City employment and elect a deferred vested status.

Employee leave payoffs at separation will be calculated using the unadjusted, pre-concessions salary/hourly rate, including those leave payoffs used to calculate credit to the employee's HRA.

This section shall be applied retroactively to those employees who separated from City employment on or after July 1, 2012.

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

- A. The following forms of compensation, when authorized, are to be included in base salary:
1. Salary; and
 2. Any other form of compensation not specified in paragraph C below.
- B. The rate of base salary paid shall not be less than or greater than the ranges established in this Salary Resolution at the time the salary is earned.
- C. The following forms of compensation, when authorized by Administrative Order, ordinance, resolution, or an approved written employment contract, are not to be included in base salary:
1. Monthly vehicle allowance pursuant to the requirements of Administrative Order 2-2;
 2. Education and/or certificate pay;
 3. Premium pay;
 4. Reimbursement for actual educational expenses related to job position;
 5. Uniform pay allowance, excluding costs for uniform upkeep;
 6. Leave payoff/cash out;
 7. Professional dues for enrollment of professional organizations related to job position;

8. Payment for employee's attendance at professional organization conferences, including reimbursement of reasonable and necessary travel and subsistence expenses;
 9. Reimbursement for actual relocation expenses incurred at the time of commencement of employment with the City;
 10. Professional pay authorized in a memorandum of understanding closest in relation to the employee's classification, for example, Peace Officer Standards and Training (POST) pay for peace officers;
 11. Mileage, meal, hotel, public transportation, and other authorized expenses reimbursed for travel expenses incurred while on City business;
 12. City provided contributions to insurance premiums;
 13. Severance pay following an employee's termination; and
 14. City contributions to health and welfare benefits paid during the term of any severance period.
 15. City funded deferred compensation contributions up to the IRS deferral limits set each calendar year.
 16. Additional Annual Leave beyond what is authorized in Section 9 of the Salary Resolution. Additional Annual Leave provided under this section is not to exceed the total amount of Annual Leave usually earned by the employee over the course of twelve months.
 17. Recruitment and/or retention incentive pay when authorized pursuant to Section 26 below.
- D. 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.
- E. 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.
- F. Performance bonuses for exempt employees, received prior to November 12, 2015, shall be considered pensionable compensation for calculation of retirement benefits and shall not be included as part of base salary.
- G. Deferred Compensation benefits shall apply to employees in Exhibit 2 who are in job classes with Executive Pay Ranges E5 through E22 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, AND LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES; AND BENEFITS AND TERMS AND CONDITIONS FOR PERMANENT AIRPORT PUBLIC SAFETY OFFICERS AND PERMANENT AIRPORT PUBLIC SAFETY SUPERVISORS; 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. Protected Sick Leave

Employees will accumulate and be able to use Protected Sick Leave in accordance with SB 616 and AB1522, Healthy Workplace Healthy Family Act of 2014, up to forty (40) hours or five (5) days each fiscal year, whichever is greater.

Employees will earn one (1) hour of leave for every thirty (30) hours of work, including overtime. This accrual will begin on July 1, 2015, or the first day of employment, whichever is later. Accruals of Protected Sick Leave will be capped at eighty (80) hours. Accruals of Protected Sick Leave may be carried over from year to year.

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

7. Bilingual Premium Pay

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

8. Uniform Pay

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

the three hundred ninety-six dollars (\$396) for each full calendar month to be prorated on a pay-period-by-pay-period basis.

- B. Benefits for Permanent Part-Time (hereafter “PPT”) employees shall be as follows:
1. Health and Welfare benefits shall be provided as outlined in Section 16A.
 2. PPT employees shall be provided with Social Security benefits and shall not be members of the Fresno City Employees’ Retirement System. PPT employees who participated in the plan as a permanent full-time employee and whose contributions remain on deposit, remain members of the Fresno City Employees’ Retirement System and will continue contributing to the Retirement Plan.
 3. PPT employees shall be paid for jury duty attendance and court attendance in accordance with FMC Sections 3-109 and 3-110.
 4. Holidays

PPT employees shall receive paid leave for holidays in proportion to the number of non-overtime hours scheduled for that position, as reflected in the adopted budget.
 5. Leave for PPT Employees in Exhibit 2

PPT employees appointed in a permanent class included in Exhibit 2, shall be granted leave under the same terms and conditions as full-time employees in the same class in Exhibit 2, except that such leave shall be at a rate proportionate to a permanent full-time employee occupying the same class, according to the number of hours scheduled to work.
 6. Long Term Disability and Life Insurance for PPT Employees in Exhibit 2
PPT employees appointed in a permanent class included in Exhibit 2, shall be provided a Life Insurance benefit that is equal to the employee’s annual earnings, rounding up to the next \$1,000, with a maximum benefit of \$150,000. The City provides Long Term Disability Insurance for PPT employees in accordance with the terms of the policy.
- C. Benefits for Limited Employees **and Temporary Employees**
1. Limited Employees
 - a. Benefits for Limited employees appointed pursuant to FMC Section 3-256 who do not hold a permanent position as defined in FMC Section 3-202 to a job classification listed in Exhibit 2 or who are not permanent employees as defined in FMC Section 3-202 shall be as follows:
 - i. Health and Welfare and leave benefits shall be afforded to Limited employees commensurate with the benefits provided to employees in the same job classification who hold a permanent position in Exhibit 2 or permanent employees as defined by FMC Section 3-202, respectively.

- ii. Limited employees shall be provided with Social Security benefits and shall not be members of the Fresno City Retirement Systems. Limited employees who participated in the plan as permanent full-time employees and whose contributions remain on deposit remain members of the Fresno City Retirement Systems and will continue contributing to the Retirement Plan.
 - 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 of \$1.65 an hour while assigned to standby duty. 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 \$1.65 an hour while assigned to standby duty. 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.

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 CA LC 233. 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, or grandchild; or,
 - iii. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).
3. After the employee has taken the first five (5) days of Protected Sick Leave or forty (40) hours, whichever is greater, for purposes as defined in subsection C.2 above on or after July 1 of each year, these provisions under SB 616 and AB1522, Healthy Workplace Healthy Family Act of 2014 will no longer be applicable. Sick Leave may be used beginning on the ninetieth(90th) day of employment.
4. Protected Sick Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval time off.

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

E. Benefits and Terms and Conditions for Permanent Airport Public Safety Officers and Permanent Airport Public Safety Supervisors shall be as follows until such time as a new MOU is duly ratified, at which time the benefits, terms, and conditions of employment for Airport Public Safety Officers and Airport Public Safety Supervisors shall be governed by the MOU and other applicable City rules

1. Health and Welfare

i. Health and Welfare benefits shall be provided as outlined in Section 16A, unless an employee elects the Other Health Insurance Opt Out Option as outlined in subsection C.1.b. below.

ii. Other Health Insurance Opt Out Option:

1. With proof of other health insurance coverage, employees may opt out of enrolling in the City's Health and Welfare plan if enrolled in a health plan outside of the City, such as a spousal plan.

2. Eligible employees (i.e., with proof of other health insurance) may opt out of enrolling in the City's Health and Welfare plan upon:

a) Employment with the City;

b) Within thirty (30) days of a qualifying event; or

c) During the open enrollment period for the Health Plan.

3. On an annual basis during the month of November, an employee electing to opt out of the City's Health and Welfare plan will be required to submit proof of other health insurance to the Personnel Services Department. If other insurance is discontinued for any reason at any point, the employee must notify the Personnel Services Department Immediately. If the employee does not provide proof of other health insurance annually during the month of November, they will automatically be enrolled in the City's Health and Welfare Trust Plan, and will not be eligible to opt out of the City's Health and Welfare Trust Plan during the respective plan year unless they have a qualifying event and submit proof of other insurance within thirty (30) (30) days of the qualifying event. Otherwise, they may opt out during the open enrollment period for the Health and Welfare Trust Plan with acceptable proof of other health insurance.

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

2. Pension and Social Security

a. Pension for Airport Public Safety Officers

Airport Public Safety Officers in the Fire and Police Retirement system shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Fire and Police Retirement System. The employee shall have no option to receive the three percent (3%) contribution in cash. The three percent (3%) contribution paid by the employee will not be credited to an employee's accumulated contribution account nor will it be deposited into a member's Deferred Retirement Account Program ("DROP") account.

b. Pension for Airport Public Safety Supervisors

Employees in Tier 2 of the Fire and Police Retirement System, hired on or after June 29, 2015, shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Fire and Police Retirement System. The employee shall have no option to receive the three percent (3%) contribution in cash. The three percent (3%) contribution paid by the employee will not be credited to an employee's accumulated contribution account nor will it be deposited into a member's Deferred Retirement Account Program ("DROP") account.

Effective June 29, 2015, employees in Tier 2 of the Fire and Police Retirement System who were hired before June 29, 2015, including those employees in DROP, shall make an additional contribution equal to one percent (1%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick-up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Fire and Police Retirement System. The employee shall have no option to receive the one percent (1%) contribution in cash. The one percent (1%) contribution paid by the employee will not be credited to an employee's accumulated contribution account nor will it be deposited into a member's DROP account.

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

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

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

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

- a. Life Insurance: The City will provide a Life Insurance benefit that is equal to the employee's annual earnings, rounding up to the next \$1,000, with a maximum benefit of \$150,000.
- b. Long Term Disability: The City provides Long Term Disability Insurance for employees in accordance with terms of the City's policy.

4. Sick Leave

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

Protected Sick Leave:

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

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

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

Employees who terminate City employment and return within one year of such termination will be entitled to have their previously accrued and unused paid Sick Leave.

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

5. Supplemental Sick Leave

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

Supplemental Sick Leave may only be utilized once the employee has exhausted all other Sick Leave and Vacation Leave accruals, or as Protected Sick Leave during the first and second year of employment where an employee is accruing Supplemental Sick Leave and once their regular Sick Leave balance is exhausted,

up to one-half of the total time accrued during the fiscal year may be used in accordance with California Labor Code 233, as described in Section 18.B.3. above.

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

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

6. Vacation Leave

a. Airport Public Safety Officers:

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

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

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

b. Airport Public Safety Supervisors:

- (1) Employees hired before June 29, 2015 shall accrue Vacation Leave hours for each completed calendar month of employment as reflected below. Employees with less than ten (10) years of continuous employment are allowed to accrue 336 hours of Vacation Leave, and employees with ten (10) years or more continuous employment are allowed to accrue 420 hours of Vacation Leave.

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

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

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

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

7. Holiday Leave

a. Airport Public Safety Officers:

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

cash out a minimum of twelve (12) hours. No cash out may be requested between April 1st and June 30th.

b. Airport Public Safety Supervisors:

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

8. Compensatory Time Off

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

9. Premium Pay

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

(1) Airport Public Safety Officers

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

(3) Airport Public Safety Supervisors

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

b. Night Shift Premium:

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

c. Bilingual Certification Pay:

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

10. Uniform Allowance

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

11. Health Reimbursement Arrangement

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

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

insurance (including COBRA premiums) and qualified medical expenses for the participant, the participant's spouse (or surviving spouse in the event of the death of the participant), and the participant's dependents pursuant to the City of Fresno Retiree HRA Plan Document.

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

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

At the employer's option, the HRA accounts shall be book accounts only – no actual trust account shall be established for any employee. Each HRA book account shall be credited on a monthly basis with a rate of earnings equal to the yield on the City's Investment Portfolio (provided that such yield is positive).

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

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

12. Workers' Compensation

- a. Notwithstanding the provisions of FMC Section 3-118, the percentage of wages or salary and benefits received by a full-time employee who suffers an injury or illness in the course and scope of City employment shall be paid in accordance with Labor Code 4850. Consistent with FMC Section 3-118, the percentage of wages or salary and benefits received by a part-time employee who suffers an injury or illness in the course and scope of City employment shall be in accordance with the State of California workers' compensation laws set forth in the California Labor Code.
- b. Partial days of absence due to a work related injury or illness, including the day of injury or illness, shall be at full pay and shall not count toward the exclusion period; however, this time shall be recorded as work related injury/illness absence.
- c. At the employee's option, in the event work related injury/illness pay from the City is not provided during the first three (3) days of absence due to the work related injury or illness, the employee may first take Sick Leave, Vacation Leave, or Holiday Leave for that period.

- d. If the employee is placed on sick leave, vacation or holiday pending determination as to whether the injury or illness is industrial, and the injury or illness is determined to be industrial, sick leave, vacation or holiday shall be restored within thirty (30) calendar days of such determination provided that the employee has submitted all necessary documents relevant to their Workers' Compensation claim, and the employee placed on work related injury/illness leave as provided herein.
- e. If the employee is placed on sick leave, vacation or holiday pending determination as to whether the injury or illness is industrial, and the injury or illness is determined not to be industrial, sick leave, vacation or holiday shall not be restored.
- f. Retirement benefits shall not be reduced as a result of compensation paid at the one hundred percent (100%) rate level of compensation established herein. Changes in contribution by the City and employee shall be in accordance with the applicable retirement code sections.
- g. Notwithstanding the provisions of the FMC, for the first sixty (60) days of absence in any fiscal year, benefits, including but not limited to holiday leave accumulation and uniform allowance, shall continue to accrue.

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

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

14. Rates of Pay

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

15. Hours and Work Schedules

- 1. The workweek/work cycle work period under FLSA will be determined by management in accordance with the needs of the Airport with the understanding that employees perform both law enforcement and fire protection duties under the definitions of FLSA and are considered to be covered under rules applicable to law enforcement.

2. Employees are on a 14 day work period with a schedule consisting of three twelve (12) hour shifts in one week and four twelve (12) hour shifts in another week. As noted below, this work period and schedule can be changed with appropriate notice.

3. Work schedules are established solely at management's discretion based upon the need to provide service to the public and operational efficiency requirements. Work schedules may be rotated, at management's discretion.

4. Management will provide thirty (30) calendar days written notice of a change in work schedules to employees. A copy will be sent to Labor Relations.

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 balances frozen, as Frozen Sick Leave.
- D. Supplemental Sick Leave – Employees with Supplemental Sick Leave who transfer to a bargaining unit with no Supplemental Sick Leave may either cash the leave out at the

former class' base rate of pay or continue to maintain the Supplemental Sick Leave. If the employee elects to retain the Supplemental Sick Leave, it may be used pursuant to Section 11.

- E. Employee Incentive Time Off (EITO) – Employees with EITO who transfer to a bargaining unit with no EITO will have the EITO balance cashed out at the former class' base rate of pay at the time of transfer.
- F. Compensatory Time Off (CTO) – Employees with CTO who transfer to a bargaining unit with no CTO, will have all time cashed out at the former class' rate of pay. Employees with CTO who transfer to a bargaining unit with CTO will be subject to all provisions regarding CTO in the new bargaining unit. If the employee's CTO balance is over the cap of the new bargaining unit, any CTO above the cap will be cashed out at the former class' base rate of pay.
- G. Management Leave – Employees in a bargaining unit with Management Leave who move to a bargaining unit with no Management Leave will have their Management Leave cashed out at the former class' base rate of pay at the time of transfer.
- H. Leave Caps - When employees transfer from one bargaining unit to a different bargaining unit that has a lower leave accrual cap for leave other than Sick Leave, all leave over the cap will be cashed out at the former class' base rate of pay upon the conclusion of the second pay period after the transfer in bargaining unit. The cash out is obtained by multiplying the amount of hours over the new cap by the former class' base rate of pay (converted to an hourly figure).

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

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

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

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

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

- A. Payment of the employee's salary differential benefit;
- B. Payment of the City's portion of the employees' Health and Welfare Contribution, if the employee is currently covered by the City of Fresno Health and Welfare Trust; and

- C. Continued accrual of Vacation, Sick, Annual and/or Management Leave balances to which they are otherwise entitled by unit designation and employee status during the period of deployment.

SECTION 21. BEREAVEMENT LEAVE

In accordance with FMC Section 3-107 (f) and Government Code Section 12945.7, upon the death of a member of an employee's immediate family, the employee shall be allowed to use Sick Leave (or Annual Leave, or any other accrued and available Leave), or Leave Without Pay if the employee has exhausted all Leave balances, for up to five total working days, taken either consecutively or intermittingly, during a period of up to three (3) months after the immediate family member's death; provided, however, that members of the fire fighting forces working a twenty-four hour shift shall be allowed such Leave not to exceed two regular working shifts.

In accordance with Government Code Section 12945.2, immediate family includes: the employee's child, parent, spouse, registered domestic partner, parent-in-law, grandparent, grandchildren, or sibling.

An employee may use Sick Leave or Annual Leave to attend the funeral of a person other than a member of the immediate family if granted such leave by their department director. The department director shall notify Personnel Services Director when any employee is granted such leave.

SECTION 22. LEAVE INTEGRATION WITH STATE DISABILITY INSURANCE (SDI) FOR NEW EMPLOYEES AND EMPLOYEES TRANSITIONING FROM A BARGAINING UNIT WITH SDI; LEAVE INTEGRATION WITH THE CITY'S LONG TERM DISABILITY INSURANCE PLAN

- A. INTEGRATION WITH STATE DISABILITY INSURANCE (INCLUDING PAID FAMILY LEAVE) ("SDI/PFL")

Employees eligible for SDI/PFL benefits under Section 2601, et seq. of California Unemployment Insurance Code receive benefits pursuant to California Unemployment Insurance Code Section 2655.

Newly hired employees eligible for the SDI/PFL benefit and employees transitioning from a bargaining unit with SDI/PFL participation are eligible to integrate their leave balances under this Section. Integrating leave balances is defined as using the SDI/PFL benefit combined with an appropriate number of hours per work week of the employee's available leave balances added together to provide regular, bi-weekly income.

Before leave integration will occur, an employee must file a claim as required under SDI/PFL and make a timely election to integrate leave with SDI/PFL benefits which shall be no more than 100 percent of the employee's normal bi-weekly gross wages (excluding overtime pay) immediately prior to the start of the disability period.

A timely election to integrate leave shall be notification to the City as soon as practical, but no later than fourteen (14) calendar days after the date of the SDI/PFL claim. Notification shall be provided by completing an Agreement to Integrate Leave Balance form made available in each department or from Payroll directly. Extensions beyond fourteen (14) calendar days may be given due to exigent good cause circumstances on a case-by-case basis by the Director of Personnel Services or their designee.

Employees who elect to integrate as described above must provide Payroll with a copy of the Employment Development Department's (EDD) Notice of Computation within fourteen (14) calendar days of the issue date of the Notice, and are required to authorize EDD to share benefit computations with the City on their initial claim forms. Extensions beyond fourteen (14) calendar days due to exigent good cause circumstances, such as the employee being incapacitated, may be considered on a case-by-case basis. Leave integration will not be allowed or provided for any period before the City receives the signed Agreement to Integrate Leave Balance and the Notice of Computation, including retroactive integration, unless exigent good cause circumstances apply (i.e., integration will occur only on a prospective basis after the City's receipt of the required leave integration paperwork unless exigent good cause circumstances apply).

Integrating leave balances with SDI/PFL benefits will continue only if leave balances are available and the employee remains eligible to receive SDI/PFL benefits. Once integration begins, it will continue as long as leave balances are available and SDI/PFL benefits continue.

Integration will end, whichever comes first in time, upon: (1) notification from the employee that SDI/PFL benefits have terminated, (2) the employee exhausting all leave balances and/or donated time resulting in leave without pay status, (3) the employee's return to work, or (4) the employee's separation from City employment.

An employee who is integrating leave and has exhausted all other leave balances may apply for donated time in accordance with City policies. Donated time will be integrated in the same manner as all other available leave time as described in this Section.

B. INTEGRATION WITH THE CITY'S LONG TERM DISABILITY PLAN

Employees eligible for the City's Long Term Disability Plan may elect to integrate leave time with those Plan benefits by signing an integration agreement as soon as practical, but no later than fourteen (14) calendar days after the Long Term Disability claim date. Notification shall be provided by completing an integration agreement form made available by the City indicating whether or not the employee desires to integrate leave with the claim. Extensions beyond fourteen (14) calendar days may be given due to exigent good cause circumstances on a case-by-case basis by the Director of Personnel Services or their designee.

Employees who elect to integrate as described above must provide Payroll with a copy of the City's Long Term Disability Plan's Notice of Award within fourteen (14) calendar days of the issue date of the Notice. Extension beyond fourteen (14) calendar days due to

exigent good cause circumstances, such as the employee being incapacitated, may be considered on a case-by-case basis.

Integration will end, whichever comes first in time, upon: (1) notification from the employee that Plan benefits have terminated, (2) the employee exhausting all leave balances and/or donated time resulting in leave without pay status, (3) the employee's return to work, or (4) the employee's separation from City employment.

SECTION 23. SALARIES FOR EMPLOYEES IN EXHIBIT 2, EXHIBIT 8, AND PERMANENT PART-TIME EMPLOYEES WHILE ABSENT DUE TO INJURY IN THE LINE OF DUTY

The percentage of wages or salary received for an employee who suffers an injury in the course and scope of City employment shall be the percentage established by the State of California Workers' Compensation laws.

SECTION 24. BENCHMARKING DELETED CLASSIFICATIONS AND PAY STEPS

Consistent with FMC Section 3-205, the job classifications or pay step identified in Exhibit 16 have been deleted and a pay relationship to calculate retirement benefits for the respective job classifications or pay step are hereby established as incorporated by this reference. Exhibit 16 reflects benchmarked job classifications and pay steps since January 28, 2016.

SECTION 25. IN-SERVICE DISTRIBUTION

A. Temporary Employment of City Retiree

Consistent with Fresno Municipal Code Sections 3-345 and 3-557 former employees who are receiving a retirement benefit from the City of Fresno Fire and Police Retirement System or the City of Fresno Employees Retirement System may be employed on a temporary basis not to exceed 2080 hours over the course of two consecutive fiscal years if there is a showing made by the appointing authority that the person possesses special skills or experience necessary to perform the duties of the position. Before commencing such temporary employment, there must be a bona-fide employment separation. For the purposes of this Section, "bona fide employment separation" means: (1) there has been no explicit or implicit understanding or agreement before their retirement, and for at least 90 calendar days after their retirement, between the employee and the City of their future temporary employment with the City, and (2) upon their retirement, the retired employee provides no work for the City, including work as a full-time, part-time, or seasonal employee; an employee through a third-party contract with the City; an independent contractor; or a leased employee, for at least 90 calendar days.

B. Non-Retiree Terminated Employee

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

employee and the City of their future temporary employment with the City, and (2) upon their termination, the terminated employee provides no work for the City, including work as a full-time, part-time, or seasonal employee; an employee through a third-party contract with the City; an independent contractor; or a leased employee, for at least 90 calendar days.

SECTION 26. RECRUITMENT AND RETENTION INCENTIVE

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

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

Effective March 14, 2022, current permanent City employees who refer an eligible candidate for Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III that is hired by the City as a permanent employee in a respective classification will receive a Referral Incentive of up to a total of one thousand dollars (\$1,000) per referral, subject to the terms outlined below:

A. Police Officer Recruit

The Referral Incentive will be paid in two (2) increments of five hundred dollars (\$500) up to the total one thousand dollars (\$1,000) as follows:

- 1. Upon the Police Officer Recruit's hire and commencement of work with the City; and
- 2. Upon the Police Officer Recruit's successful completion of the field training program, as determined by Police Administration;

B. Police Officer Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral Police Officer referral, the candidate referred must, at the time of filing an employment application with the City for a Police Officer position:
 - a. Be currently working for another California law enforcement agency;
 - b. Have two (2) years of experience as a full-time peace officer in California; and
 - c. Possess a current California P.O.S.T. certificate.
2. Employees who refer lateral Police Officer hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral Police Officer has a minimum of two years of separation from the Fresno Police Department as a full-time peace officer and has met the requirements of (a) and (c) described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
 - a. Upon the lateral Police Officer's hire and commencement of work with the City;
 - b. Upon the lateral Police Officer's successful completion of the field training program, as determined by Police Administration;
 - c. Upon the lateral Police Officer's successful completion of the probationary period; and
 - d. Upon the lateral Police Officer's successful completion of an additional twelve (12) months of City service following the successful completion of the probationary period.

C. Emergency Services Dispatcher (ESD) II or III Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral ESD II or III, the candidate referred must, at the time of filing an employment application with the City for an ESD II or III position, have been employed for at least two (2) consecutive years during the past three (3) years with a law enforcement agency in a classification equivalent to an Emergency Dispatcher II with the City of Fresno Police Department.
 2. Employees who refer lateral ESD II or III hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral ESD II or III has a minimum of two (2) years of separation from the Fresno Police Department as a permanent full-time ESD and has met the requirements described above.
 3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
 - a. Upon the lateral ESD's hire and commencement of work with the City;
 - b. Upon the lateral ESD's successful completion of the ESD training program, as determined by Police Administration;
 - c. Upon the lateral ESD's completion of the probationary period; and
 - d. Upon the lateral ESD's completion of an additional twelve (12) months of City service following the successful completion of the probationary period.
- D. Only one current permanent City employee may receive the Referral Incentive for each eligible candidate hired by the City as a permanent Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III.
- E. The referring employee must be designated in writing by the candidate at the time the application for employment is submitted to for the referring employee to be eligible for the Referral Incentive.
- F. Should the referred Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III fail to meet any of the metrics outlined above, the referring employee will be ineligible to receive the coinciding incentive(s).
- G. Employees in the Personnel Services Department, members of the Police Department Recruiting Unit, members of Unit 9 – Police Management, and other employees directly involved in a candidate's hiring process are not eligible to receive the Referral Incentive.
- H. The Referral Incentive is not compensable for retirement purposes.

SECTION 27. UNUSUAL CIRCUMSTANCES

In any case where, by reason of unusual circumstances, rigid adherence to the foregoing rules would cause a manifest injustice, the City Manager, on recommendation of the appropriate appointing authority and the Director of Personnel Services, may make such order deviating therefrom, as is in the City Manager’s judgment, proper to mitigate the injustice.

SECTION 28. CONFLICTING RESOLUTIONS

Resolution No. , 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, 2024.

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	4250	4465	4688	4921	5166
Airports Operations Leadworker	310010	12	4965	5213	5475	5749	6036
Airports Operations Specialist	310012	12	4515	4738	4975	5225	5484
Automotive Parts Leadworker	145006	12	4515	4738	4975	5225	5484
Automotive Parts Specialist	145005	12	4102	4308	4521	4749	4985
Aviation Mechanic I	410039 ⁴	12 ⁴	5507	5784	6069	6376	6693
Aviation Mechanic II	410040 ⁴	12 ⁴	6059	6361	6678	7014	7362
Aviation Mechanic Leadworker	410041	12	6665	6996	7345	7712	8098
Body & Fender Repairer	320036	12	5507	5784	6069	6376	6693
Body & Fender Repairer Leadworker	320037	12	6059	6361	6678	7014	7362
Body & Fender Repairer Trainee	320035 ⁷	6 ⁷	4964	5212	5474	5748	6033
Brake & Front End Specialist	710085	12	6059	6361	6678	7014	7362
Bus Air Conditioning Mechanic	320031	12	5507	5784	6069	6376	6693
Bus Air Conditioning Mechanic Leadworker	320032	12	6059	6361	6678	7014	7362
Bus Air Conditioning Mechanic Trainee	320030 ⁷	6 ⁷	4964	5212	5474	5748	6033
Bus Equipment Attendant Leadworker	320040	12	4515	4738	4975	5225	5484
Bus Mechanic I	320020 ⁴	12 ⁴	4964	5212	5474	5748	6123

Bus Mechanic II	320021 ⁴	12 ⁴	5507	5784	6069	6376	6693
Bus Mechanic Leadworker	320022	12	6059	6361	6678	7014	7362
Collection System Maintenance Specialist	630002	12	5022	5272	5536	5811	6101
Collection System Maintenance Technician	630001	12	4565	4794	5033	5282	5548
Combination Welder	710067	12	5507	5784	6069	6376	6693
Combination Welder Leadworker	710066	12	6059	6361	6678	7014	7362
Communications Technician I	710050	12	4937	5184	5442	5713	5999
Communications Technician II	710051	12	5442	5713	5999	6299	6614

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

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Specialist	610040	12	5275	5541	5815	6104	6409
Custodian	810001	12	3372	3541	3717	3901	4096
Electronic Equipment Installer	710060	12	4005	4204	4415	4634	4867
Equipment Service Worker I	710075	12	4102	4308	4521	4749	4985
Equipment Service Worker II	710076	12	4515	4738	4975	5225	5484
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	4964	5212	5474	5748	6033
Fire Equipment Mechanic II	420011	12	5507	5784	6069	6376	6693
Fire Equipment Mechanic Leadworker	420012	12	6059	6361	6678	7014	7362
Graffiti Abatement Technician	710009	12	4047	4249	4465	4688	4921
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	4964	5212	5474	5748	6033
Heavy Equipment Mechanic II	710101 ⁴	12 ⁴	5507	5784	6069	6376	6693
Heavy Equipment Mechanic Leadworker	710102	12	6059	6361	6678	7014	7362
Heavy Equipment Operator	710025	12	5123	5380	5648	5932	6225
Instrumentation Specialist	620025	12	5799	6091	6396	6714	7049
Instrumentation Technician	620026	12	5275	5541	5815	6104	6409
Irrigation Specialist	510005	12	4455	4678	4912	5157	5413

Laborer	710005	12	3420	3579	3740	3912	4096
Light Equipment Mechanic I	710095 ⁴	12 ⁴	4964	5212	5474	5748	6033
Light Equipment Mechanic II	710096 ⁴	12 ⁴	5507	5784	6069	6376	6693
Light Equipment Mechanic Leadworker	710097	12	6059	6361	6678	7014	7362
Light Equipment Operator	710020	12	4515	4738	4975	5225	5484
Locksmith	810015	12	4129	4335	4550	4777	5017
Maintenance & Construction Worker	710015	12	4102	4308	4521	4749	4985
Maintenance & Operations Assistant	710001	12	3420	3579	3740	3912	4096

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

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	4544	4769	5009	5258	5520
Maintenance Carpenter II	810021	12	5011	5262	5524	5798	6090
Park Equipment Mechanic I	710109 ⁴	12 ⁴	4102	4308	4521	4749	4985
Park Equipment Mechanic II	710110	12	4515	4738	4975	5225	5484
Park Equipment Mechanic Leadworker	710111	12	4964	5212	5474	5748	6033
Parking Meter Attendant I	710125 ⁴	12 ⁴	3707	3893	4090	4293	4508
Parking Meter Attendant II	710126 ⁴	12 ⁴	4081	4284	4496	4722	4958
Parking Meter Attendant III	710127	12	4487	4710	4946	5194	5451
Parks Maintenance Leadworker	510003	12	4455	4678	4912	5157	5413
Parks Maintenance Worker I	510001	12	3372	3541	3717	3901	4096
Parks Maintenance Worker II	510002	12	4049	4250	4465	4688	4921
Power Generation Operator/Mechanic	620055	12	6113	6415	6738	7071	7426
Property Maintenance Leadworker	810007	12	4552	4778	5019	5270	5533
Property Maintenance Worker	810006	12	4250	4465	4690	4922	5166

Roofer	810010	12	4129	4334	4551	4777	5017
Sanitation Operator	640021	12	4515	4738	4975	5225	5484
Senior Collection System Maintenance Specialist	630004	12	5523	5797	6089	6392	6711
Senior Communications Technician	710052	12	6003	6302	6618	6947	7296
Senior Custodian	810002	12	3707	3893	4090	4293	4508
Senior Heavy Equipment Operator	710026	12	6305	6620	6950	7299	7664
Senior Sanitation Operator	640022	12	5123	5380	5648	5932	6225
Senior Wastewater Mechanical Specialist	620062	12	5555	5834	6124	6432	6750
Senior Wastewater Treatment Plant Operator	620043	12	6452	6777	7115	7469	7843
Senior Water Distribution/Production Operator	610030	12	6452	6777	7115	7469	7843
Senior Water Treatment Plant Operator	610039	12	6976	7325	7690	8076	8480
Solid Waste Safety & Training Specialist	640005	12	4886	5125	5378	5640	5915

- 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
Street Maintenance Leadworker	710040	12	4626	4855	5097	5353	5620
Street Sweeper Lead Operator	710036	12	4964	5212	5474	5748	6033
Street Sweeper Operator	710035	12	4515	4738	4975	5225	5484
Tire Maintenance & Repair Technician	710081	12	4515	4738	4975	5225	5484
Tire Maintenance Worker	710080	12	4102	4308	4521	4749	4985
Traffic Maintenance Leadworker	710046	12	4626	4855	5097	5353	5620
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3814	4005	4204	4415	4634
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4195	4404	4625	4854	5095
Tree Trimmer Leadworker	510010	12	4590	4818	5060	5314	5580
Utility Leadworker	710010	12	4455	4678	4912	5157	5413
Waste Container Maintenance Worker	640010	12	3707	3893	4090	4293	4508
Wastewater Distributor Technician	620050	12	4150	4356	4576	4803	5043

Wastewater Mechanical Specialist	620061	12	5275	5541	5815	6104	6409
Wastewater Mechanical Technician	620060	12	4798	5036	5285	5551	5829
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	4150	4356	4576	4803	5043
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	5555	5834	6124	6432	6750
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	5275	5541	5815	6104	6409
Water Distribution/Production Specialist	610029	12	5275	5541	5815	6104	6409
Water Distribution/Production Technician	610028	12	4798	5036	5285	5551	5829
Water Maintenance Mechanic Specialist	610032	12	5275	5541	5815	6104	6409
Water Maintenance Mechanic Technician	610031	12	4798	5036	5285	5551	5829
Water Quality Specialist	610034	12	5275	5541	5815	6104	6409
Water Quality Technician	610033	12	4798	5036	5285	5551	5829
Water System Trainee	610023 ¹	-	3420	3579	3740	3912	4096
Water Treatment Plant Operator	610042	12	5665	5950	6247	6561	6889
Water Treatment Plant Operator-In-Training	610041 ¹	-	4150	4356	4576	4803	5043
Welder	710065	12	4964	5212	5474	5748	6033

- 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 December 30, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4335	4555	4782	5020	5270
Airports Operations Leadworker	310010	12	5065	5318	5585	5864	6157
Airports Operations Specialist	310012	12	4606	4833	5075	5330	5594
Automotive Parts Leadworker	145006	12	4606	4833	5075	5330	5594
Automotive Parts Specialist	145005	12	4185	4395	4612	4844	5085
Aviation Mechanic I	410039 ⁴	12 ⁴	5618	5900	6191	6504	6827
Aviation Mechanic II	410040 ⁴	12 ⁴	6181	6489	6812	7155	7510
Aviation Mechanic Leadworker	410041	12	6799	7136	7492	7867	8260
Body & Fender Repairer	320036	12	5618	5900	6191	6504	6827
Body & Fender Repairer Leadworker	320037	12	6181	6489	6812	7155	7510

Body & Fender Repairer Trainee	320035 ⁷	6 ⁷	5064	5317	5584	5863	6154
Brake & Front End Specialist	710085	12	6181	6489	6812	7155	7510
Bus Air Conditioning Mechanic	320031	12	5618	5900	6191	6504	6827
Bus Air Conditioning Mechanic Leadworker	320032	12	6181	6489	6812	7155	7510
Bus Air Conditioning Mechanic Trainee	320030 ⁷	6 ⁷	5064	5317	5584	5863	6154
Bus Equipment Attendant Leadworker	320040	12	4606	4833	5075	5330	5594
Bus Mechanic I	320020 ⁴	12 ⁴	5064	5317	5584	5863	6246
Bus Mechanic II	320021 ⁴	12 ⁴	5618	5900	6191	6504	6827
Bus Mechanic Leadworker	320022	12	6181	6489	6812	7155	7510
Collection System Maintenance Specialist	630002	12	5123	5378	5647	5928	6224
Collection System Maintenance Technician	630001	12	4657	4890	5134	5388	5659
Combination Welder	710067	12	5618	5900	6191	6504	6827
Combination Welder Leadworker	710066	12	6181	6489	6812	7155	7510
Communications Technician I	710050	12	5036	5288	5551	5828	6119
Communications Technician II	710051	12	5551	5828	6119	6425	6747

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

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 30, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Specialist	610040	12	5381	5652	5932	6227	6538
Custodian	810001	12	3440	3612	3792	3980	4178
Electronic Equipment Installer	710060	12	4086	4289	4504	4727	4965
Equipment Service Worker I	710075	12	4185	4395	4612	4844	5085
Equipment Service Worker II	710076	12	4606	4833	5075	5330	5594
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	5064	5317	5584	5863	6154
Fire Equipment Mechanic II	420011	12	5618	5900	6191	6504	6827
Fire Equipment Mechanic Leadworker	420012	12	6181	6489	6812	7155	7510

Graffiti Abatement Technician	710009	12	4128	4334	4555	4782	5020
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	5064	5317	5584	5863	6154
Heavy Equipment Mechanic II	710101 ⁴	12 ⁴	5618	5900	6191	6504	6827
Heavy Equipment Mechanic Leadworker	710102	12	6181	6489	6812	7155	7510
Heavy Equipment Operator	710025	12	5226	5488	5761	6051	6350
Instrumentation Specialist	620025	12	5915	6213	6524	6849	7190
Instrumentation Technician	620026	12	5381	5652	5932	6227	6538
Irrigation Specialist	510005	12	4545	4772	5011	5261	5522
Laborer	710005	12	3489	3651	3815	3991	4178
Light Equipment Mechanic I	710095 ⁴	12 ⁴	5064	5317	5584	5863	6154
Light Equipment Mechanic II	710096 ⁴	12 ⁴	5618	5900	6191	6504	6827
Light Equipment Mechanic Leadworker	710097	12	6181	6489	6812	7155	7510
Light Equipment Operator	710020	12	4606	4833	5075	5330	5594
Locksmith	810015	12	4212	4422	4641	4873	5118
Maintenance & Construction Worker	710015	12	4185	4395	4612	4844	5085
Maintenance & Operations Assistant	710001	12	3489	3651	3815	3991	4178

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

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 30, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	4635	4865	5110	5364	5631
Maintenance Carpenter II	810021	12	5112	5368	5635	5914	6212
Park Equipment Mechanic I	710109 ⁴	12 ⁴	4185	4395	4612	4844	5085
Park Equipment Mechanic II	710110	12	4606	4833	5075	5330	5594
Park Equipment Mechanic Leadworker	710111	12	5064	5317	5584	5863	6154
Parking Meter Attendant I	710125 ⁴	12 ⁴	3782	3971	4172	4379	4599

Parking Meter Attendant II	710126 ⁴	12 ⁴	4163	4370	4586	4817	5058
Parking Meter Attendant III	710127	12	4577	4805	5045	5298	5561
Parks Maintenance Leadworker	510003	12	4545	4772	5011	5261	5522
Parks Maintenance Worker I	510001	12	3440	3612	3792	3980	4178
Parks Maintenance Worker II	510002	12	4130	4335	4555	4782	5020
Power Generation Operator/Mechanic	620055	12	6236	6544	6873	7213	7575
Property Maintenance Leadworker	810007	12	4644	4874	5120	5376	5644
Property Maintenance Worker	810006	12	4335	4555	4784	5021	5270
Roofer	810010	12	4212	4421	4643	4873	5118
Sanitation Operator	640021	12	4606	4833	5075	5330	5594
Senior Collection System Maintenance Specialist	630004	12	5634	5913	6211	6520	6846
Senior Communications Technician	710052	12	6124	6429	6751	7086	7442
Senior Custodian	810002	12	3782	3971	4172	4379	4599
Senior Heavy Equipment Operator	710026	12	6432	6753	7089	7445	7818
Senior Sanitation Operator	640022	12	5226	5488	5761	6051	6350
Senior Wastewater Mechanical Specialist	620062	12	5667	5951	6247	6561	6885
Senior Wastewater Treatment Plant Operator	620043	12	6582	6913	7258	7619	8000
Senior Water Distribution/Production Operator	610030	12	6582	6913	7258	7619	8000
Senior Water Treatment Plant Operator	610039	12	7116	7472	7844	8238	8650
Solid Waste Safety & Training Specialist	640005	12	4984	5228	5486	5753	6034

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 December 30, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	4719	4953	5199	5461	5733
Street Sweeper Lead Operator	710036	12	5064	5317	5584	5863	6154
Street Sweeper Operator	710035	12	4606	4833	5075	5330	5594
Tire Maintenance & Repair Technician	710081	12	4606	4833	5075	5330	5594

Tire Maintenance Worker	710080	12	4185	4395	4612	4844	5085
Traffic Maintenance Leadworker	710046	12	4719	4953	5199	5461	5733
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3891	4086	4289	4504	4727
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4279	4493	4718	4952	5197
Tree Trimmer Leadworker	510010	12	4682	4915	5162	5421	5692
Utility Leadworker	710010	12	4545	4772	5011	5261	5522
Waste Container Maintenance Worker	640010	12	3782	3971	4172	4379	4599
Wastewater Distributor Technician	620050	12	4233	4444	4668	4900	5144
Wastewater Mechanical Specialist	620061	12	5381	5652	5932	6227	6538
Wastewater Mechanical Technician	620060	12	4894	5137	5391	5663	5946
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	4233	4444	4668	4900	5144
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	5667	5951	6247	6561	6885
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	5381	5652	5932	6227	6538
Water Distribution/Production Specialist	610029	12	5381	5652	5932	6227	6538
Water Distribution/Production Technician	610028	12	4894	5137	5391	5663	5946
Water Maintenance Mechanic Specialist	610032	12	5381	5652	5932	6227	6538
Water Maintenance Mechanic Technician	610031	12	4894	5137	5391	5663	5946
Water Quality Specialist	610034	12	5381	5652	5932	6227	6538
Water Quality Technician	610033	12	4894	5137	5391	5663	5946
Water System Trainee	610023 ¹	-	3489	3651	3815	3991	4178
Water Treatment Plant Operator	610042	12	5779	6069	6372	6693	7027
Water Treatment Plant Operator-In-Training	610041 ¹	-	4233	4444	4668	4900	5144
Welder	710065	12	5064	5317	5584	5863	6154

- 1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can "flex" to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 5 This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	Minimum		Maximum
Airport Public Safety Manager	310004e	-	E7	8706	-	12331
Assistant City Attorney	160008e	-	E4	11958	-	19445
Assistant City Manager	150135e	-	E3	15950	-	22589
Assistant Controller	135020e	-	E5	9588	-	16557
Assistant Director	150160e	-	E5	9588	-	16557
Assistant Director of Personnel Services	150043e	-	E5	9588	-	16557
Assistant Director of Public Utilities	620100e	-	E5	9588	-	16557
Assistant Director of Public Works	210089e	-	E5	9588	-	16557
Assistant Police Chief	415010e	-	E5	9588	-	16557
Assistant Retirement Administrator	135040e	-	E5	9588	-	16557
Background Investigator	410055	-	E16	4903	-	6839
Budget Analyst	135006e	-	E15	5546	-	7792
Budget Manager	135008e	-	E7	8706	-	12331
Chief Assistant City Attorney	160015e	-	E3	15950	-	22589
Chief Information Officer	125067e	-	E4	11958	-	19445
Chief Labor Negotiator	150030e	-	E6	10270	-	14256
Chief of Staff to Councilmember	150086e	-	E10	3905	-	11209
Chief of Staff to the Mayor	150123e	-	E5	9588	-	16557
City Attorney	160009e	-	E1	18159	-	25718
City Attorney Investigator	160003	-	E15	5546	-	7792
City Clerk	150125e	-	E4	11958	-	19445
City Engineer	210080e	-	E4	11958	-	19445
City Manager	150130e	-	E1	18159	-	25718
Community Coordinator	150075e	-	E11	4188	-	7524
Community Outreach Specialist	150230e	-	E11	4188	-	7524
Controller	135021e	-	E4	11958	-	19445
Council Assistant	150085e	-	E10	3905	-	11209
Deputy City Attorney II	160006e	-	E8	7725	-	11209
Deputy City Attorney III	160007e	-	E7	8706	-	12331

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	9588	-	16557
Director	150170e	-	E4	11958	-	19445
Director of Aviation	310045e	-	E4	11958	-	19445
Director of Development	220020e	-	E4	11958	-	19445
Director of Personnel Services	150042e	-	E4	11958	-	19445
Director of Public Utilities	620101e	-	E4	11958	-	19445
Director of Transportation	310040e	-	E4	11958	-	19445
Economic Development Coordinator	150090e	-	E10	3905	-	11209
Economic Development Director	150099e	-	E4	11958	-	19445
Executive Assistant to Department Director	115003e	-	E19	4376	-	6672
Executive Assistant to the City Attorney	115004e	-	E17	4973	-	7673
Executive Assistant to the City Council	115008e	-	E19	4376	-	6672
Executive Assistant to the City Manager	115001e	-	E17	4973	-	7673
Executive Assistant to the Mayor	115002e	-	E17	4973		7673
Fire Chief	425007e	-	E3	15950	-	22589
Governmental Affairs Manager	150240e	-	E10	3905	-	11209
Human Resources Manager	150025e	-	E7	8706	-	12331
Independent Reviewer	150220e	-	E5	9588	-	16557
Internal Auditor	135010e	-	E15	5546	-	7792
Investment Officer	135014e	-	E6	10270	-	14256
Management Analyst II	150032e [†]	12	E15	5546	-	7792
Payroll Accountant	130016e	-	E20	5990	-	11209
Payroll Manager	135012e	-	E7	8706	-	12331
Police Chief	415008e	-	E2	16349	-	24325

[†] 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	8310	-	11769
Principal Internal Auditor	135011e	-	E8	7725	-	11209
Principal Labor Relations/Risk Analyst	150018e	-	E12	8310	-	11769
Project Liaison/Program Administrator	150062e	-	E13	9092	-	13520
Public Affairs Officer	150118e	-	E8	7725	-	11209
Public Works Director	210085e	-	E4	11958	-	19445
Retirement Administrator	135030e	-	E3	15950	-	22589
Retirement Benefits Manager	135045e	-	E7	8706	-	12331
Retirement Office Manager	115007e	-	E17	4973	-	7673
Senior Budget Analyst	135007e	-	E8	7725	-	11209
Senior City Attorney Investigator	160004e	-	E8	7725	-	11209
Senior Deputy City Attorney I	160013e	-	E6	10270	-	14256
Senior Deputy City Attorney II	160014e	-	E21	9649	-	15682
Senior Deputy City Attorney III	160016e	-	E22	10131	-	16465
Senior Human Resources/Risk Analyst	150017e	-	E8	7725	-	11209
Senior Law Clerk	115022 ¹⁰	-	E16	4903	-	6839
Supervising Deputy City Attorney	160010e	-	E5	9588	-	16557
Veterinarian	150250e	-	E4	11958	-	19445

^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	3014	3151	3293	3446	3610
Account Clerk II	130002 ³	12 ³	3332	3485	3651	3816	3992
Accountant-Auditor I	130011 ⁴	12 ⁴	4875	5099	5335	5594	5856
Accountant-Auditor II	130012 ⁴	12 ⁴	5343	5590	5861	6140	6431
Accounting Technician	130010	12	4022	4211	4409	4612	4831
Administrative Clerk I	110001 ³	6 ³	2797	2927	3057	3198	3343
Administrative Clerk II	110002 ³	12 ³	3198	3345	3497	3660	3828
Airports Credentialing Technician	115080	12	3894	4075	4264	4467	4677
Airports Operations Officer I	310006 ⁴	12 ⁴	4879	5119	5365	5634	5915
Airports Operations Officer II	310009 ⁴	12 ⁴	5365	5634	5915	6211	6522
Animal Care Specialist I	560020	6 ³	3293	3458	3631	3812	4003
Animal Care Specialist II	560021	12 ³	3623	3804	3994	4194	4404
Animal Resource Officer I	560001	12 ⁴	3616	3781	3956	4139	4332
Animal Resource Officer II	560002	12 ⁴	3956	4139	4332	4537	4751
Animal Services Representative I	560030	6 ³	3346	3497	3656	3827	4006
Animal Services Representative II	560031	12 ³	3665	3836	4016	4198	4391
Associate Electrical Safety Consultant I	230022	12	6092	6381	6688	7003	7341
Associate Electrical Safety Consultant II	230023	12	6420	6728	7047	7386	7744
Associate Environmental & Safety Consultant I	230003	12	6092	6381	6688	7003	7341
Associate Environmental & Safety Consultant II	230004	12	6420	6728	7047	7386	7744
Associate Plumbing & Mechanical Consultant I	230012	12	6092	6381	6688	7003	7341
Associate Plumbing & Mechanical Consultant II	230013	12	6420	6728	7047	7386	7744
Billing System Specialist	125075	12	4429	4638	4857	5076	5313
Budget Technician	135005	12	4023	4208	4406	4613	4831
Building Inspector I	230007 ⁴	12 ⁴	5569	5833	6109	6404	6706
Building Inspector II	230008 ⁴	12 ⁴	6092	6381	6688	7003	7341
Building Inspector III	230009	12	6420	6728	7047	7386	7744

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	3343	3498	3670	3829	4006
Call Center Representative II	115071 ³	12 ³	3664	3829	4006	4195	4391
Central Printing Clerk	120005	12	3182	3328	3479	3643	3810
Chemist	620020	12	5305	5562	5824	6103	6394
City Records Specialist	115025	12	4009	4195	4391	4597	4816
Commercial Building Inspector	230015	12	6092	6381	6688	7003	7341
Community Recreation Assistant	520010	12	3888	4062	4230	4401	4593
Community Revitalization Specialist	230053	12	5435	5696	5969	6295	6557
Community Revitalization Technician	230059	12	3781	3957	4141	4337	4541
Community Services Officer I	410025 ⁴	12 ⁴	3616	3781	3956	4139	4332
Community Services Officer II	410026 ⁴	12 ⁴	3956	4139	4332	4537	4751
Computer Systems Specialist I	125010 ⁴	12 ⁴	5636	5897	6178	6475	6781
Computer Systems Specialist II	125011 ⁴	12 ⁴	6178	6471	6779	7102	7447
Computer Systems Specialist III	125012	12	6781	7106	7449	7805	8184
Construction Compliance Specialist	150055	12	4659	4872	5105	5348	5598
Crime Scene Technician I	410010 ⁴	12 ⁴	4460	4668	4889	5121	5364
Crime Scene Technician II	410011 ⁴	12 ⁴	4889	5121	5364	5618	5889
Crime Specialist	410008	12	5593	5857	6138	6431	6743
Customer Services Clerk I	115060 ³	6 ³	3346	3497	3656	3827	4006
Customer Services Clerk II	115061 ³	12 ³	3665	3836	4016	4198	4391
Cybersecurity Analyst	125090	12	6781	7106	7449	7805	8184
Deputy City Clerk	115028 ⁴	12 ⁴	3605	3772	3946	4131	4320
Development Services Coordinator	230057	12	5590	5897	6184	6479	6790
Digital Forensics Analyst	410050	12	7398	7770	8157	8565	8993
Emergency Services Call Taker	410000	12	5000	5227	5420	5668	5907
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	5000	5227	5420	5668	5907
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	5410	5662	5931	6210	6496
Emergency Services Dispatcher III	410003	12	5948	6220	6521	6800	7145

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

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

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

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	4394	4609	4833	5068	5313
Network Systems Specialist	125030	12	6781	7106	7449	7805	8184
PAR Program Specialist	410023	12	3781	3957	4141	4337	4541
Paratransit Specialist	320005	12	4027	4217	4416	4615	4831
Park Ranger I	410060 ⁴	12 ⁴	3616	3781	3956	4139	4332
Park Ranger II	410061 ⁴	12 ⁴	3956	4139	4332	4537	4751
Parking Enforcement Officer I	710120 ⁴	12 ⁴	3141	3270	3405	3539	3689
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3414	3559	3706	3856	4029
Parking Enforcement Officer III	710122	12	3706	3856	4029	4194	4374
Phlebotomist	410007	12	3659	3833	4010	4197	4391
Planner I	220005 ³	6 ³	5049	5276	5529	5795	6073
Planner II	220006 ³	12 ³	5688	6001	6293	6592	6909
Plans and Permit Technician	220002	12	5325	5574	5827	6113	6404
Plans Examiner	210041	12	5843	6106	6400	6713	7029
Police Data Transcriptionist	115035	12	4273	4470	4678	4895	5125
Police Support Services Clerk	115043	12	3547	3711	3882	4062	4250
Police Support Services Technician	115044	12	3894	4075	4264	4467	4677
Principal Account Clerk	130004	12	4022	4211	4409	4612	4831
Procurement Specialist	140002	12	5051	5293	5542	5806	6083
Program Compliance Officer	640026	12	4319	4532	4753	4984	5227
Programmer/Analyst I	125020 ⁴	12 ⁴	5639	5902	6182	6480	6785
Programmer/Analyst II	125021 ⁴	12 ⁴	6178	6471	6779	7102	7447
Programmer/Analyst III	125022	12	6781	7106	7449	7805	8184
Programmer/Analyst IV	125023	12	7448	7810	8189	8578	8992
Property & Evidence Technician	145010	12	4344	4548	4761	4986	5221
Property Specialist I	175001 ⁴	12 ⁴	5221	5473	5732	6001	6292
Property Specialist II	175002 ⁴	12 ⁴	6050	6338	6644	6959	7296
Radio Dispatcher	120015	12	3711	3878	4040	4218	4391
Radio Frequency (RF) Network Engineer I	125095	12 ⁴	6178	6471	6779	7102	7447
Radio Frequency (RF) Network Engineer II	125096	12 ⁴	6781	7106	7449	7805	8184
Rangemaster/Armorer	410035	12	5122	5365	5619	5890	6169

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

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

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	4233	4431	4632	4854	5083
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	5041	5279	5531	5792	6066
Recreation Specialist	520005	12	4210	4404	4611	4828	5054
Retirement Counselor I	135050 ⁴	12 ⁴	4021	4210	4408	4614	4831
Retirement Counselor II	135051 ⁴	12 ⁴	4420	4626	4844	5073	5313
Safety and Training Specialist	150050	12	4720	4949	5193	5446	5713
Secretary	110050	12	3828	4006	4193	4386	4594
Senior Account Clerk	130003	12	3664	3830	4006	4195	4392
Senior Administrative Clerk	110003	12	3497	3660	3828	4006	4193
Senior Animal Care Specialist	560022	12	3985	4184	4393	4613	4844
Senior Animal Resource Officer	560003	12	4304	4506	4717	4935	5170
Senior Animal Services Representative	560032	12	4188	4376	4579	4794	5019
Senior Call Center Representative	115072	12	4218	4421	4634	4859	5095
Senior Commercial Building Inspector	230016	12	6420	6728	7047	7386	7744
Senior Community Revitalization Specialist	230054	12	6092	6378	6675	6998	7337
Senior Community Services Officer	410027	12	4304	4506	4717	4935	5170
Senior Crime Scene Technician	410012	12	5122	5365	5619	5890	6169
Senior Customer Services Clerk	115062	12	4188	4376	4579	4794	5019
Senior Cybersecurity Analyst	125091	12	7446	7808	8186	8576	8990
Senior Deputy City Clerk	115029 ⁴	12 ⁴	4022	4207	4406	4612	4831
Senior Engineering Technician	210007	12	5489	5749	6019	6308	6599
Senior Fire Prevention Inspector	420003	12	6092	6378	6675	6998	7337
Senior Laboratory Technician	620013	12	5385	5643	5912	6193	6488
Senior Network Systems Specialist	125031	12	7446	7808	8186	8576	8990
Senior Park Ranger	410062	12	4304	4506	4717	4935	5170
Senior Plans Examiner	210042	12	6417	6717	7030	7371	7730
Senior Procurement Specialist	140003	12	5542	5806	6083	6374	6676
Senior Property & Evidence Technician	145011	12	4761	4986	5221	5465	5726
Senior Radio Frequency (RF) Network Engineer	125097	12	7446	7808	8186	8576	8990
Senior Records Clerk	110101	12	3664	3833	4011	4198	4391
Senior Secretary	110051	12	4022	4207	4406	4612	4831

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

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	415002 ⁶	12 ⁶	–	–	6953	7301	7667	8052	8455	8878	9322
Police Officer Recruit	415001	12	6308	6622	–	–	–	–	–	–	–
Police Sergeant	415004	12	7600	7981	8381	8800	9242	9704	10189	10699	11234

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 6

Unit 6 – Bus Drivers and Student Drivers (ATU)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	Longevity
Bus Driver	320015	9	26.659615	28.003846	29.394231	30.859615	32.405769	34.026923
Bus Driver	320015	9	4621	4854	5095	5349	5617	5898
Student Driver	320014 ¹	-	24.236538					
Student Driver	320014 ¹	-	4201					
Trolley Operator	710160	12	4621	4854	5095	5349	5617	

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

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

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

EXHIBIT 8
Unit 8 – Non-Represented

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Airport Public Safety Officer [‡]	310002	12	5750	6034	6321	6634	6961	7310	7676
Airport Public Safety Supervisor ^{12‡}	310003	12	7673	8056	8460	8882	9327	9794	10284
Airport Public Safety Supervisor ^{13‡}	310005	12	6708	7042	7395	7764	8150	8558	8986

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

¹²Hired before July 1, 2010

¹³Hired on or after July 1, 2010

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk ¹	910010	-	Hourly	\$16.00 – \$20.00 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	\$16.00 - \$20.00 Per Hour
Police Cadet I	940005 ⁹	48 mos.	Hourly	\$16.00 - \$21.00 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	\$16.50 - \$21.00 Per Hour
Services Aide	910005	-	Hourly	\$16.00 - \$20.00 Per Hour
Sports Official	950010	-	Hourly	\$16.00 - \$25.00 Per Hour
Intern	910002	-	Hourly	\$16.00 - \$20.00 Per Hour
Youth Jobs Corps Program Ambassador	910031	-	Hourly	\$16.00 - \$20.00 Per Hour
Youth Jobs Corps Program Participant	910032	-	Hourly	\$16.00 - \$20.00 Per Hour
Youth Jobs Corps Program Mentor	910033	-	Hourly	\$16.50 - \$21.00 Per Hour

EXHIBIT 9

Unit 9 – Police Management

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007e ¹¹	-		13597	-	17674	-	-	-	-	-
Police Captain	415006e	12	10825	11366	11934	12530	13160	13818	14509	15234	15996
Police Lieutenant	415005e	12	9401	9871	10366	10883	11428	12000	12600	13231	13893

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

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	9563	10043	10544	11068	11623	12203	12814	13454	14127
Fire Deputy Chief	425006e	-	12124	12730	13368	14037	14739	15478	16254	17067	17921

e Exempt class, see Section 4.

EXHIBIT 12

Unit 12 – Board and Commission Members

CLASS TITLE	JOB CODE	RANGE	SALARY
Civil Service Board Member	156015	Stipend	\$100 Per Hearing Meeting Attended, and \$25 Per Administrative Meeting Attended
Housing and Community Development Commissioner	156005	Stipend	\$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year
Human Relations Commissioner	156025	Stipend	\$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year
Planning Commissioner	156001	Stipend	\$100 Per Meeting Attended, not to exceed 36 meetings per fiscal year
Retirement Board Member ⁸	156030	Stipend	\$100 Per Meeting Attended, not to exceed \$300 per month

⁸ Not applicable for current City employees.

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

CLASS TITLE	JOB CODE	PRO B PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6444	6761	7089	7440	7803
Airports Airside/Landside Superintendent	310018e	12	7088	7435	7802	8183	8585
Airports Credentialing Supervisor	115081e	12	5693	5972	6268	6569	6894
Airports Projects Supervisor	310016e	12	7449	7814	8198	8601	9026
Airports Property Supervisor	175005e	12	6450	6765	7093	7444	7803
Animal Center Supervisor	560035e	12	6450	6765	7093	7444	7803
Animal Programs Coordinator	560050e	12	4304	4531	4732	4963	5207
Architect	210045e	12	9001	9446	9910	10406	10925
Assistant Law Office Manager	115019e	12	7365	7720	8102	8494	8911
Business Process & Systems Analyst	125044e	12	7364	7720	8100	8496	8911
Call Center Supervisor	115073e	12	5941	6230	6531	6845	7179
Capital Development Specialist	310007e	12	7085	7437	7801	8185	8586
Central Print Supervisor	120007e	12	5324	5586	5857	6144	6442
Chief Engineering Inspector	230078e	12	7273	7628	8004	8398	8809
Chief Engineering Technician	210009e	12	8178	8578	9001	9446	9910
Chief of Facilities Maintenance	810037e	12	7129	7480	7847	8232	8638
Chief of Wastewater Environmental Services	620075e	12	6822	7158	7509	7877	8263
Chief of Wastewater Facilities Maintenance	620085e	12	7129	7480	7847	8232	8638
Chief of Wastewater Treatment Operations	620080e	12	7207	7567	7939	8328	8737
Chief of Water Operations	610070e	12	7327	7684	8065	8462	8876
Chief Police Pilot	410031e	12	8053	8448	8867	9303	9765
Chief Surveyor	210032e	12	1135 3	11921	12517	13143	13800
Community Services and Recreation Supervisor	520016e	12	6462	6778	7112	7464	7823
Contract Compliance Officer	150061e	12	6450	6765	7093	7444	7803
Custodial Supervisor	810025e	12	6450	6765	7093	7444	7803
Database Administrator	125045e	12	7364	7720	8100	8496	8911
DBE/Small Business Program Coordinator	150070e	12	6460	6773	7104	7453	7821

e Exempt class, see Section 4.

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

CLASS TITLE	JOB CODE	PR OB PE R	A	B	C	D	E
Emergency Services Dispatch Supervisor	410004e	12	6788	7119	7464	7831	8213
Energy Efficiency Supervisor	230058e	12	5718	5999	6292	6603	6926
Equipment Supervisor	720031e	12	7014	7355	7716	8095	8495
Fire Prevention Engineer	210055e	12	7236	7592	7964	8355	8768
Fleet Administration Supervisor	720025e	12	6450	6765	7093	7444	7803
Forestry Supervisor I	510030e	12	5324	5586	5857	6144	6442
Forestry Supervisor II	510031e	12	5452	5718	6000	6298	6603
Grant Writer	150105e	12	5195	5450	5714	5995	6286
Historic Preservation Specialist	230066e	12	6762	7096	7447	7810	8192
Housing Program Supervisor	230055e	12	6971	7319	7684	8068	8473
Human Resources Analyst	150016e	12	5967	6259	6562	6884	7223
Human Resources Records Supervisor	115050e	12	5907	6196	6502	6814	7152
Information Services Supervisor	125032e	12	8097	8496	8911	9350	9813
Landscape Maintenance Superintendent	510027e	12	8033	8430	8841	9276	9732
Lead Risk Analyst	150008e	12	6460	6780	7120	7475	7850
Licensed Professional Engineer	210110e	12	11353	11921	12517	13143	13800
Management Analyst I	150020e ⁴	12 ⁴	4304	4513	4732	4963	5207
Management Analyst II	150021e ⁴	12 ⁴	5316	5578	5848	6135	6432
Parking Supervisor	720035e	12	5785	6061	6354	6663	7285
Parks Supervisor I	510025e	12	5324	5586	5857	6144	6442
Parks Supervisor II	510026e	12	6462	6778	7112	7464	7823
Planner III	220007e	12	6266	6572	6892	7232	7590
Police Support Services Supervisor	115047e	12	5693	5972	6268	6569	6894
Principal Accountant	130014e	12	7102	7450	7817	8200	8603
Procurement Supervisor	140004e	12	6435	6756	7093	7448	7821

e Exempt class, see Section 4.

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

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	9001	9446	9910	10406	10925
Project Manager	150065e	12	8230	8641	9074	9527	10004
Records Supervisor	115045e	12	5693	5972	6268	6569	6894
Recycling Coordinator	640001e	12	5383	5644	5920	6207	6513
Registered Veterinary Technician	560060e	12	4836	5078	5332	5599	5879
Revenue Supervisor	135025e	12	5705	5983	6272	6574	6894
Risk Analyst	150010e	12	5967	6259	6562	6884	7223
Sanitation Supervisor	640029e	12	6450	6765	7093	7444	7803
Senior Accountant-Auditor	130013e	12	6494	6811	7146	7495	7859
Senior Building Inspector	230034e	12	7131	7483	7850	8235	8645
Senior Database Administrator	125046e	12	8125	8512	8921	9349	9813
Senior Electrical Safety Consultant	230024e	12	7130	7483	7849	8235	8644
Senior Engineering Inspector	230077e	12	6610	6937	7276	7634	8012
Senior Environmental & Safety Consultant	230005e	12	7144	7497	7864	8250	8660
Senior Plumbing & Mechanical Consultant	230014e	12	7131	7483	7850	8235	8645
Senior Programmer Analyst	125019e	12	8097	8496	8911	9350	9813
Senior Real Estate Agent	170012e	12	6450	6765	7093	7444	7803
Senior Retirement Counselor	135052e	12	7094	7452	7822	8212	8624
Street Maintenance Superintendent	720004e	12	8033	8430	8841	9276	9732
Street Maintenance Supervisor	720001e	12	7088	7435	7802	8183	8585
Supervising Airports Building Maintenance Technician	310014e	12	6450	6765	7093	7444	7803
Supervising Airports Operations Officer	310013e	12	6450	6765	7093	7444	7803
Supervising Commercial Building Inspector	230036e	12	7131	7483	7850	8235	8645
Supervising Engineering Technician	210008e	12	7085	7437	7801	8185	8586
Supervising Fire Prevention Inspector	420005e	12	6834	7169	7523	7893	8281
Supervising Paralegal	160020e	12	6780	7113	7460	7828	8212
Supervising Planner	220008e	12	7117	7465	7828	8213	8613

e Exempt class, see Section 4.

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

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

e Exempt class, see Section 4.

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	3848	4034	4228	4431	4646
Legal Secretary II	115016	12	4257	4465	4679	4904	5142
Paralegal	160001	12	5432	5696	5972	6265	6573
Senior Human Resources Technician	150014	12	5077	5319	5573	5846	6127
Senior Legal Secretary	115017	12	4899	5144	5401	5671	5954
Senior Paralegal	160002	12	5963	6260	6574	6903	7248
Supervising Crime Scene Technician	410013	12	5701	5979	6269	6575	6894

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	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Administrative Manager	220025e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Airports Marketing & Public Relations Coordinator	310150e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Airports Operations Manager	310020e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Airports Planning Manager	310019e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Airports Properties Manager	310021e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Airports Safety Management Systems Manager	310161e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Animal Behaviorist	560041e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Assistant City Clerk	115030e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Building Services Manager	230031e	-	11245	11527	11816	12111	12415	12724	13043	13367	13702
Business Manager	150019e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Clinic Manager	560061e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Communications Manager	125060e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Construction Manager	210096e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Crime Scene Investigation Bureau Manager	410015e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Cybersecurity Manager	125092e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Deputy City Engineer	210081e	-	11245	11527	11816	12111	12415	12724	13043	13367	13702
Division Manager	150024e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Economic Development Analyst	150095e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Emergency Services Dispatch Manager	410005e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Facilities Manager	810040e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503

e Exempt class, See Section 4

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	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Graffiti Abatement Manager	720040e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Housing & Neighborhood Revitalization Manager	230065e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Information Services Manager	125055e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Law Office Manager	115020e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Licensed Engineer Manager	210094e	-	12564	12878	13200	13530	13868	14215	14570	14935	15308
PARCS Operations Manager	520025e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Parks Manager	510035e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Personnel Manager	150026e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Planning Manager	220010e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Program Manager	510040e	-	7196	7376	7560	7748	7941	8141	8345	8552	8766
Projects Administrator	150063e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Public Works/Public Utilities Manager	210095e	-	9483	9719	9963	10211	10466	10728	10996	11272	11554
Purchasing Manager	140005e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Records Manager	115046e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503
Retirement Accounting Manager	135044e	-	9719	9963	10211	10466	10728	10996	11272	11554	11843
Revenue Manager	135026e	-	8622	8838	9059	9285	9518	9754	9998	10248	10503

e Exempt class, See Section 4

EXHIBIT 14
Unit 14 – Management Classes (CFMEA)

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

EXHIBIT 16
Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/2016

Classification Title	Deleted	Benchmarked To	Percent	Effective
Assistant Chief of Wastewater Treatment Operations (620079)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Bus Driver – F Step (320015)	1/1/17	Bus Driver – E Step (320015)	100%	1/1/17
Buyer I (140001)	1/28/16	Procurement Specialist (140002)	90%	1/28/16
Chief of Solid Waste Operations (640035)	7/1/18	Landscape Maintenance Superintendent (510027)	100%	7/1/18
City Traffic Engineer (210076)	7/1/18	Construction Manager (210096)	100%	7/1/18
Collection System Maintenance Operator I (630003)	5/29/17	Collection System Maintenance Technician (630001)	90%	5/29/17
Collection System Maintenance Supervisor (630005)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Community Revitalization Specialist – F Step (230053)	10/3/16	Community Revitalization Specialist – E Step (230053)	100%	10/3/16
Community Sanitation Supervisor I (720042)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
Community Recreation Supervisor I (520015)	7/1/20	Community Services and Recreation Supervisor (520016)	96%	7/1/20
Executive Assistant to the Retirement Administrator (115006e)	7/1/21	Executive Assistant to the City Attorney (115004e)	100%	7/1/21
Ground Water Production Specialist (610037)	7/1/20	Water Distribution/Production Specialist (610029)	100%	7/1/20
Ground Water Production Technician (610036)	7/1/20	Water Distribution/Production Technician (610028)	100%	7/1/20
Senior Ground Water Production Operator (610038)	7/1/20	Senior Water Distribution/Production Operator (610030)	100%	7/1/20
Emergency Preparedness Officer (420020)	7/1/18	Management Analyst II (150021)	100%	7/1/18

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

Classification Title	Deleted	Benchmarked To	Percent	Effective
Industrial Electrician Supervisor (720020)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Labor Relations Secretary (115010)	7/1/18	Executive Assistant to Department Director (115003)	100%	7/1/18
Laboratory Supervisor (620014)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Management Analyst III (150022)	7/1/18	Business Manager (150019)	100%	7/1/18
Police Officer – A Step (415002)	1/31/22	Police Officer – C Step (415002)	90.72%	1/31/22
Police Officer – B Step (415002)	1/31/22	Police Officer – C Step (415002)	95.23%	1/31/22
Police Specialist (415003)	7/1/19	Police Officer (415002)	100%	7/1/19
Plans Examiner I (210040)	10/3/16	Plans Examiner (210041)	84.61%	10/3/16
Power Generation System Supervisor (620056)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Risk/Safety Manager (150035)	7/1/18	Human Resources Manager (150025)	100%	7/1/18
Redevelopment Administrator (150080)	7/1/18	Assistant Director of Personnel Services (150043)	100%	7/1/18
Sewer Maintenance Manager (630010)	7/1/18	Wastewater Manager (620095)	100%	7/1/18
Solid Waste System Supervisor (640030)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
Supervising Environmental Control Officer (620005)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Special Guard (940010)	4/1/02	Police Cadet II (940006)	100%	12/10/20
Transit Maintenance Manager (320060)	7/1/18	Transit Operations Manager (320055)	100%	7/1/18

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

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

APPENDIX TO SALARY RESOLUTION

- 1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
- 2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
- 3 This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 5 This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.
- 6 A person promoting from Police Officer Recruit to Police Officer after one year of service must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class.
- 7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.
- 8 Not applicable to current City employees.
- 9 The classifications of Police Cadet I and II have a 48-month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).
- 10 Persons in this classification are limited to no more than two (2) consecutive years in this class.
- 11 E9 Executive Pay Range.
- 12 Hired before July 1, 2010.
- 13 Hired on or after July 1, 2010.
- 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, TODD STERMER , City Clerk of the City of Fresno, certify that the foregoing resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the _____ day of _____, 2024.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2024
Mayor Approval/No Return: _____, 2024
Mayor Veto: _____, 2024
Council Override Vote: _____, 2024

TODD STERMER
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY: _____
Jenni DeRuosi, Supervising Deputy City Attorney