

Regular Council Meeting

January 9, 2025

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FRESNO CITY COUNCIL

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CITY OF FRESNO
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Supplement Packet

ITEM(S)

3-A (ID 25-61)

Actions pertaining to the City of Fresno Professional Employees Association, Inc., CFPEA for Unit 13

[TITLE TRUNCATED FOR SUPPLEMENTAL PACKET COVER PAGE]

Contents of Supplement: Staff report and Attachments:

City of Fresno and CFPEA MOU – Redline

City of Fresno and CFPEA MOU – Final

Resolution – Eleventh Amendment to FY 2025 Salary Resolution No. 2024-120

Salary Tables – Eleventh Amendment to FY 2025 Salary Resolution No. 2024-120 – Redline

Salary Tables – Eleventh Amendment to FY 2025 Salary Resolution No. 2024-120 – 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.

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REPORT TO THE CITY COUNCIL

FROM: SUMEET MALHI, Director
Personnel Services Department

BY: JENNIFER MISNER, Assistant Director
Personnel Services Department

YER TAYLOR, Principal Labor Relations Analyst
Personnel Services Department

SUBJECT

..Title

Actions pertaining to the City of Fresno Professional Employees Association, Inc., CFPEA for Unit 13
1. ***Adopt a successor Memorandum of Understanding between the City of Fresno and City of Fresno Professional Employees Association, Inc. (Exempt Supervisory and Professional and Non-Exempt Professional – Unit 13) (Subject to Mayor’s veto)

2. ***RESOLUTION: Adopt the Eleventh Amendment to FY 2025 Salary Resolution No. 2024-120, amending Exhibit 13-1, Exempt Supervisory and Professional, and Exhibit 13-2, Non-Exempt Professional, to provide a salary increase for respective classes as required by the Memorandum of Understanding between the City of Fresno and City of Fresno Professional Employees Association, Inc. (Exempt Supervisory and Professional and Non-Exempt Professional – Unit 13) (Subject to Mayor’s veto)

..Body

RECOMMENDATION

It is recommended Council (1) approve the attached successor Memorandum of Understanding (MOU) to implement wages, hours and other terms and conditions of employment for City employees in Unit 13 – Exempt Supervisory and Professional and Non-Exempt Professional, represented by CFPEA; and (2) adopt the Eleventh Amendment to FY 2025 Salary Resolution No. 2024-120 to amend Exhibit 13-1, Exempt Supervisory and Professional, and Exhibit 13-2, Non-Exempt Professional.

EXECUTIVE SUMMARY

The City and City of Fresno Professional Employees Association, Inc. (Exempt Supervisory and Professional and Non-Exempt Professional – Unit 13) reached a tentative agreement on a successor MOU which will replace the MOU that expired on December 31, 2023. The MOU provides for an agreement from January 1, 2024 through June 15, 2025, increases to wages, and other changes in terms or conditions of employment.

Upon Council approval of the Eleventh Amendment to the FY25 Salary Resolution, Exhibit 13-1 and Exhibit 13-2 of the FY25 Salary Resolution will be updated to reflect the amended Exhibit 13-1 and Exhibit 13-2 as approved by Council.

BACKGROUND

The City and City of Fresno Professional Employees Association, Inc. (Exempt Supervisory and Professional and Non-Exempt Professional – Unit 13) started meeting in November 2023 to work towards reaching agreement on a successor MOU. The parties reached a tentative agreement on December 17, 2024.

Significant changes to the MOU are summarized below.

- **Term:** June 17, 2024 through June 15, 2025.
- **Salaries:** FY25: 2% wage increase retroactively effective June 17, 2024 and a 0.5% wage increase retroactively effective December 16, 2024.
- **Classification & Compensation Study:** Implement remainder compensation adjustments from the previous classification & compensation study retroactively effective June 17, 2024.
- **Safety Shoes & Prescription Safety Glasses:** Increase regular safety shoes voucher to \$250 and specialty safety shoes voucher to \$300; add reimbursement of up to \$125 annually for prescription safety glasses.
- **Swing & Night Shift Premium Pay:** Increase swing shift premium pay to \$1.45 per hour and night shift premium pay to \$2.30 per hour.
- **Master Auto/Heavy Duty Truck Tech Certificate Pay:** Increase certificate pays for both to \$200 per month.
- **Blue Seal of Excellence Premium Pay:** Add a new Blue Seal of Excellence premium pay of \$600 per year for those employees whose ASE certifications contributed to the recognition.
- **Uniform Allowance:** Increase uniform allowance to \$73 per month for Supervising Crime Scene Technicians and increase uniform allowance to \$876 per year for Fire Prevention Engineers and Supervising Fire Prevention Inspectors, prorated for new employees.
- **Health Reimbursement Arrangement (HRA):** Add an option for employees to credit any amount of Holiday Leave at 100% of the employee's base rate of pay into an HRA account at the time of retirement if eligible for HRA.
- **Holiday Leave Option into HRA:** Add an option for employees to credit any amount of Holiday Leave at 100% of the employee's base rate of pay into an HRA account at the time of retirement if eligible for HRA.
- **New Annual Leave Tier:** Employees with 20 or more years will accrue 20 hours per month.
- **Guaranteed Day Off:** Provides for employees not to be required to respond to contact (e.g., calls, text messages, etc.) by the City on their second regular day off on a 5/8 schedule, on their third regular day off on a 4/10 schedule, on their second regular day off on the week they work five (5) days on a 9/80 schedule, and on their third regular day off on the week they work four (4) days on a 9/80 schedule with exceptions. Those exceptions include: emergencies, when an employee is assigned to be on-call, or when an employee opts to voluntarily engage. This provision does not prohibit the City from contacting members for lawful, work-related purposes on any day, and does not entitle exempt members to any additional compensation for such contact on any day.

- **Shift Bid By Seniority:** Both parties agree to meet and confer on shift bid by seniority proposals at the request of either party, and to adopt such proposals only by mutual agreement where operations are not negatively impacted.
- **PARCS Supervisor On-Call:** Both parties agreed there will be no impact to shift assignment or work locations, and is specific to on-call assignments. CFPEA will notice the City of any proposed on-call process. The parties shall meet and confer. Such proposals shall only be adopted by mutual agreement where operations are not negatively impacted.

In addition to the above, there was language clean up throughout the MOU.

The City Attorney's Office has approved the new MOU and Salary Resolution Amendment 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 MOU and Salary Resolution Amendment will result in estimated additional salary and benefit expenses of \$1,108,729 to the General Fund and \$2,204,836 to All Funds in FY25 for the term of the MOU, which expires June 15, 2025.

Attachments:

City of Fresno and CFPEA MOU – Redline

City of Fresno and CFPEA MOU – Final

Resolution – Eleventh Amendment to FY 2025 Salary Resolution No. 2024-120

Salary Tables – Eleventh Amendment to FY 2025 Salary Resolution No. 2024-120 – Redline

Salary Tables – Eleventh Amendment to FY 2025 Salary Resolution No. 2024-120 – Final

MEMORANDUM OF UNDERSTANDING

BETWEEN AND FOR THE

CITY OF FRESNO

AND

CITY OF FRESNO

PROFESSIONAL EMPLOYEES ASSOCIATION, INC.

**(Exempt Supervisory and Professional Unit and
Non-Exempt Professional Unit - Unit 13)**

**~~December 6, 2021 – December 31, 2023~~
January 1, 2024 – June 15, 2025**

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~~SIDE LETTER OF AGREEMENT – Pensions for New Employees~~
~~SIDE LETTER OF AGREEMENT – Building Inspection Program and Contracting Out~~

LEGEND

* * *	= deleted old language
[\$ deleted]	= section/subsection deleted
[\$\$ deleted]	= two or more sections/subsections deleted
bold type	= new language

ARTICLE I

PREAMBLE

A. PURPOSE

This Memorandum of Understanding (MOU), entered into between the City of Fresno, hereinafter referred to as the City, and the City of Fresno Professional Employees Association, Exempt Supervisory and Professional Unit and Non-Exempt Professional Unit, hereinafter referred to collectively as the Association, CFPEA, or as Unit has as its purpose the establishment of wages, hours, and other terms and conditions of employment, and to promote collaboration in the resolution of issues affecting all parties. The parties have met and conferred in good faith and have freely exchanged information, opinions and proposals and have reached agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

B. DEFINITIONS

Unless the particular provision or the context otherwise requires, and, except to the extent that a particular word or phrase is otherwise specifically defined in this MOU, the definitions and provisions contained in Chapter 3, and Sections 3-101, 3-201, 3-202, 3-501 and 3-603 of the Fresno Municipal Code (FMC) shall govern the construction, meaning, and application of words and phrases herein. The definition of each word or phrase shall constitute, to the extent applicable, the definition of each word or phrase which is derivative from it, or from which it is a derivative, as the case may be.

C. GOVERNING LAWS

The employer-employee relationship between the City and its employees, and the City and the Association, is governed by applicable state bargaining laws as may be amended from time to time, and Article 6 of Chapter 3 of the FMC. In the event of any conflict between said laws and this MOU, said laws shall govern.

ARTICLE II

EMPLOYEE RIGHTS

A. GENERAL

The rights of employees are set forth in Section 3-604 of the FMC, and said Section presently reads as follows:

"Employees shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations including, but not limited to, wages, hours, and other terms and conditions of employment. Employees shall have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relationship with the City. No employees shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City or by an employee or an employee organization because of their exercise of any of these rights. No management employee or confidential employee shall act as a representative of any employee organization which represents employees other than management employees or confidential employees."

B. NONDISCRIMINATION

The provisions of this MOU shall apply to and be exercised by all members of the Association, consistent with state and federal nondiscrimination statutes.

C. EMPLOYEE RESPONSIBILITIES

All employees in the Units acknowledge that the City shall consider the positions and proposals of the Association as the meet and confer positions and proposals of all employees, individually and collectively, in said Units.

D. PERSONNEL FILES

1. The ~~Human Resources Division~~ **Personnel Services Department**, under the direction of the Director of Personnel Services, shall maintain the official personnel file for each employee. Each employee may review, or authorize in writing its review by a designated representative, subject to reasonable rules and regulations, and receive a copy of all material placed in their personnel file. If an employee disagrees with the content of a document placed in either file, it shall be the right of the employee to submit a response to the Director of Personnel Services to be attached to the document in question and included in the appropriate file. Personnel files are confidential and access is limited.
2. Documents, including performance evaluations, shall be forwarded to the ~~Human Resources Division~~ **Personnel Services Department** to be

maintained as the official personnel file as noted in D. 1., above. In addition, the departmental file shall be forwarded to the employee's new department if the employee transfers, promotes, or demotes. The file should be forwarded to ~~Human Resources~~ **the Personnel Services Department** when the employee leaves City service.

3. Inquiries regarding employment references shall be administered in accordance with existing City policies.

ARTICLE III
CITY RIGHTS

A. GENERAL

1. The rights of the City include those rights enumerated in FMC Section 3-605, as the same may be amended from time to time. Specifically:
 - (a) The exclusive rights to the City include, but are not limited to, the right to
 - (1) determine the missions of its constituent departments, divisions, commissions, and boards;
 - (2) set standards of service and municipal fees and charges;
 - (3) determine the procedures and standards of selection for employment, assignment, transfer, and promotion;
 - (4) direct its employees;
 - (5) take disciplinary action;
 - (6) relieve its employees from duty because of lack of work or other legitimate reasons;
 - (7) maintain the efficiency of governmental operations;
 - (8) determine the methods, means, and personnel by which government operations are to be conducted;
 - (9) determine the content of job classifications;
 - (10) take all necessary actions to carry out its mission;
 - (11) exercise complete control and discretion over its organization and technology of performing its work."
2. The rights of the City include the determination of staffing levels, including but not limited to, staffing by shift and class.
3. All other rights formerly or presently enjoyed by or vested in the City on the effective date of this MOU and not mentioned in Section 1. (a) above are retained by and reserved to the City unless explicitly waived by the City by resolution of the Council or by Council-approved MOU.
4. Nothing in this MOU shall be construed as delegating to others the authority

conferred by law on the City, or in any way abridging or reducing such authority.

5. This MOU is not intended to restrict consultation in good faith with the Association regarding matters within the right of the City to determine.

ARTICLE IV
RECOGNITION

A. ASSOCIATION RECOGNITION

1. The City acknowledges the Association as the recognized employee organization representing the Exempt Supervisory and Professional Unit and Non-Exempt Professional Unit, and therefore, **The parties** shall meet and confer in good faith promptly upon request by either party and continue for a reasonable period of time in order to exchange freely information, options, and proposals, and to endeavor to reach agreement on a successor MOU. MOU negotiations may be initiated five (5) months prior to the expiration of the MOU.

2. ~~It is expressly agreed and understood by the parties that under Government Code section 3502.5, an agency shop agreement shall not apply to management, confidential or supervisory employees. As used in this Section, "agency shop" means an arrangement that requires an employee, as a condition of continued employment, either to join the recognized employee organization, or to pay the organization a service fee in an amount not to exceed the standard initiation fee, periodic dues, and general assessments of such organization for the duration of the agreement, or a period of three years from the effective date of such agreement, whichever comes first. Employees of the City shall have the right to refuse to join or participate in the activities of the Association and shall have the right to represent themselves individually in their employment relationship with the City of Fresno. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by the City or by the Association because of the exercise of these rights.~~

B. UNIT DESCRIPTION

The Association represents two (2) Units consisting of Exempt Supervisory and Professional Unit and Non-Exempt Professional Unit employees holding a permanent position, as defined in FMC Section 3-202(p)(4), in one of the classes listed in Exhibits 13-1 or 13-2 of the Salary Resolution, as such Units may be modified from time to time in the manner designated in the FMC.

C. CITY RECOGNITION

The Association recognizes the City Manager of the City of Fresno, or such person as may be designated in writing, as the designated representative of the City, pursuant to FMC Section 3-615, and shall meet and confer in good faith promptly upon request by the City and continue for a reasonable period of time in order to exchange freely information, options, and proposals, and to endeavor to reach agreement on a successor MOU.

D. RECOGNITION OF MUTUAL OBLIGATION

The Association and the City recognize and acknowledge their mutual obligation and responsibility to effectuate the purposes set forth in, and to adhere to the conditions and clauses set forth in this MOU.

E. LOCKOUT AND STRIKE

1. In the event the meet and confer process beginning prior to the expiration of this MOU results in an impasse, the City shall not take unilateral action regarding wages, hours, and other terms and conditions of employment prior to completion of any impasse resolution procedures provided in FMC Section 3-617 and State law.
2. No unlawful strike or work stoppages by City employees, as defined in FMC Section 3-624 or applicable state bargaining laws and regulations, shall be caused, instigated, encouraged, condoned, participated in, or honored by the Association or its members during the term of this MOU.
3. No lockout of employees shall be instituted by the City during the term of this MOU.

ARTICLE V

REPRESENTATION AND RESOLUTION OF CONCERNS

A. SCOPE OF REPRESENTATION

"Scope of representation" shall be as defined in FMC Section 3-603(w), as the same may be amended from time to time. Said Section presently reads as follows:

"Scope of representation" means all matters relating to employer-employee relations, including, but not limited to, wages, hours, and other terms and conditions of employment. Employee rights, as set forth in Section 3-604, and City rights as set forth in Section 3-605 (a), are excluded from the scope of representation."

B. REPRESENTATION OF EMPLOYEES

1. A member of the Association whose presence is requested by management to discuss or review an action of the employee has the right to be represented by an Officer, Director, or member of the Association if it appears that the discussion or review may result in a reprimand (oral or written), fine, suspension, demotion, or termination. Should an employee request such representation, no further discussion or review may occur until a representative is present, except that an unreasonable delay shall not result from such a request. The presence of a representative of the employee's own choosing who is not an Officer, Director, or member of the Association shall also satisfy the requirements of this section. An employee shall not represent nor be represented by an individual within their line of supervision.
2. This Section does not apply to the normal ongoing employment relationship or supervisor/subordinate relationship between the City and its employees, when such matters include, but are not limited to, work direction, scheduling, and non-disciplinary counseling or performance evaluations.
3. The Association agrees to represent employees in these Units in a manner consistent with the requirements of the Meyers-Milias-Brown Act and applicable state and federal regulations.
4. Executive Board Member Release Time: Association Executive Board Members will be allowed time off to attend to Association business. At least two (2) calendar days advance notice shall be provided by the Association President to the ~~Labor Relations Manager~~ **Chief Labor Negotiator or designee** so that release time may be arranged with the affected department, exceptions may be made on a case-by-case basis upon mutual agreement of the parties. Executive Board members may take up to twenty-four (24) hours annually. The President may take up to forty (40) hours annually. Such time may be charged to the employee's Annual Leave,

Holiday Leave, or Management Leave banks.

5. Grievance/Disciplinary Action Release Time: The Association President will designate Executive Board Members to investigate grievances or disciplinary actions and/or to observe working conditions stemming from grievances. The Association agrees to provide a minimum of seventy-two (72) hours advance notice of the request for Grievance/Discipline Release Time. The Association President shall provide such notice to the ~~Labor Relations Manager~~ **Chief Labor Negotiator or designee** so that release time may be arranged with the affected department. Designated Association representatives may receive up to a maximum of two (2) hours of release time per grievance/discipline for investigative purposes.
6. Negotiations and Grievance Advisory Committee Release Time: An Association representative, designated by the Association President, shall be able to represent employees in negotiations, and Grievance Advisory Committee meetings. The Association agrees to provide reasonable advance notice of the request for Release Time for these instances. The Association President shall provide such notice to the ~~Labor Relations Manager~~ **Chief Labor Negotiator or designee** so that release time may be arranged with the affected Department.

C. RESOLUTION OF CONCERNS

Concerns regarding the interpretation or application of the provisions of this MOU shall be resolved exclusively as outlined in Administrative Order 2-15, Resolution of Concerns of Management and Confidential Employees. The City recognizes the right of employees who are members of the Association to be represented by the Association in resolving concerns.

D. CORRECTIVE ACTIONS

Pursuant to FMC Sections 3-283 and 3-284, employees in the Classified Service may elect to appeal a corrective action resulting in fine, suspension, demotion or termination to the Civil Service Board for a hearing before the Board under FMC Section 3-284, or may request that the action be heard by a hearing officer pursuant to FMC Section 3-283. The recommendation of the hearing officer shall be filed with the Civil Service Board, which may affirm, modify or set aside the recommendation. The decision of the Civil Service Board shall be final and binding on all parties, and there shall be no further administrative appeal available.

ARTICLE VI

COMMUNICATIONS

A. ASSOCIATION BUSINESS

1. The City agrees to allow Association Officers, subject to the approval of each employee's supervisor and the needs of the City, reasonable leave in accordance with Article V, Section B., for the day-to-day conduct of Association business, including representation of employees as provided in Article V. Attendance at Association conferences, workshops, training, etc., will be charged to the employee's accrued leave benefits, to be designated by the employee. Approval of such leave will not be unreasonably withheld.
2. The use of City equipment or computer network to conduct personal business is prohibited. Both parties agree that there are times that the use of City equipment is unavoidable by the Association, and at times is in the best interests of the City. Routine City business may be conducted without charge, and shall include the use of land or cellular phones to contact family members if the employee is required to work late, or has their shift changed without advanced notice. Occasional use of e-mail to communicate on issues of mutual labor-management interest, such as the scheduling of negotiations meetings, shall be permitted.

B. ASSOCIATION OFFICERS AND DIRECTORS

1. A written list of the Officers of the Association and the Association Directors, with the specific areas they represent, shall be furnished to the City immediately after their designation and the Association shall notify the City promptly in writing of any changes of such Association Officers or Directors.
2. The Personnel Services Department shall provide the Association the names of all new members of this Unit within **30 days of hire in compliance with AB 119** ~~ten (10) calendar days of their employment, and shall notify the Association of transfers, promotions, terminations from City service, and retirements.~~

C. ASSOCIATION BULLETIN BOARDS

The City shall provide space, or access to space, for the exclusive use of the Association on one bulletin board in each work or reporting location.

D. EXCHANGE OF INFORMATION

1. General

On a timely basis, the City shall provide notification to the Association upon proposing amendments to Administrative Orders, hereinafter AO, new and amended Salary Resolutions, new and amended Position Authorization Resolutions, and job bulletins applicable to the Unit and Unit employees.

2. Class Specifications

Revisions to specifications for classes contained in these Units will be provided to the Association for review and comment prior to their adoption by the Director of Personnel Services.

3. If new classes are created which the City determines appropriate for inclusion in these Units, the City shall provide a copy of the specifications to the Association and reasonable notice and opportunity to meet and confer prior to the action to adopt a **base** salary for the class. If, after a reasonable period of meeting and conferring, agreement cannot be reached, staff, after notifying the Association, shall forward their recommendation to the City Council.

4. The Association shall provide the Labor Relations Division with a copy of its By-Laws. Whenever those By-Laws are amended, the Association shall promptly provide an updated copy of the By-Laws to the Labor Relations Division.

5. New Employee Orientation

The Personnel Services Department (PSD) provides a new employee orientation program to all new City employees (i.e., NEO). PSD will notify the Association at least **ten (10) calendar** days' in advance of a scheduled NEO, and at the end of the work week immediately preceding the NEO if the NEO will include any individuals who will be represented by the Association, unless the City is unable to reasonably do so because of an unforeseeable urgent need critical to City operations.

A representative of the bargaining unit will be invited to the NEO meeting room immediately prior to a session to be conducted by the bargaining unit and will be introduced by a City staff member. The bargaining unit will be provided an opportunity to meet with new bargaining unit members ~~at the last session of~~ **during** the NEO. The session will be scheduled for twenty (20) minutes. This session will not be held if there are no new bargaining unit members attending the NEO or if the bargaining unit representative is not available.

6. Employee Information

The City will provide the employee information it has on file in compliance with Assembly Bill (AB) 119 California Government Code Sections 3555-3559) for all new hires in the bargaining unit within 30 days of hire, as well as all employees represented by the Association at least once per quarter.

Pursuant to Government Code §3358 (in AB 119), employees may opt out of releasing the following information to the Association: home address, home and personal cellular telephone numbers, and personal email addresses. The City of Fresno's Dues Deduction Authorization shall be modified to include the opportunity for the employee to opt out of releasing the above information, and notification that the City will furnish Unit required information pursuant to AB 119.

ARTICLE VII

DUES DEDUCTION

A. GENERAL

1. The City shall deduct the dues or benefit premiums, or both, following receipt of notice from the Association that authorization has been provided to the Association by members in these Units. The City shall stop dues deductions or benefit premium deductions, or both, upon receipt of notice from the Association that authorization has been provided to the Association by members in these Units. Should there be a dispute regarding the deduction of dues, the Association shall provide the City with a copy of the authorization(s) signed by the employee.
2. Dues deductions will be terminated when an employee leaves the bargaining unit.
3. The Association, in consideration for and as a condition of the City withholding and transmitting payroll and benefit deductions authorized by this Section and in compliance with ~~SB 866~~ **Government Code Section 1157.12**, shall **indemnify and** hold harmless the City of Fresno, its officers, and employees from any liability that may result from making, canceling, or changing requested deductions.

B. EXCEPTION TO THE DUES DEDUCTION AUTHORIZATION

The member's earnings must be sufficient after other legal and required deductions are made to cover the amount of the dues deduction authorized. When a member is in unpaid status for an entire pay period, no dues deduction shall be made from future earnings to cover that pay period, nor will the member be allowed to deposit with the City Controller the amount which would have been deducted if the member had been in a paid status during the pay period. Whenever the member's salary is not sufficient to cover other legal and required deductions, no dues deduction or deposit shall be made.

C. DUES DEDUCTION

Dues deduction shall be transmitted at least monthly by electronic funds transfer to an account specified by the City of Fresno Professional Employees Association.

ARTICLE VIII

COMPENSATION AND BENEFITS

A. SALARIES

1. **Effective June 17, 2024, the base rate of pay for all permanent employees in this unit active at the beginning of the first full pay period following Council approval shall be increased by two percent (2%) as reflected in Exhibit II, attached hereto and incorporated by this reference.** ~~In the regular paycheck on December 24, 2021, active employees in a permanent position on December 6, 2021, shall receive a one-time lump sum payment equivalent to three percent (3%) of actual base wages earned while the employee was in a permanent position in this Unit from June 22, 2020 through June 20, 2021. For purposes of this section, actual base wages earned will include the hours an employee was absent without pay due to a 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, but shall not include hours an employee was absent due to unprotected leave without pay status (e.g., on disciplinary suspension, etc.). The employee shall bear responsibility for any and all individual income tax consequences resulting from this lump sum payment. The lump sum payment shall be compensable for retirement purposes.~~

2. **Effective December 16, 2024, the base rate of pay for all permanent employees in this unit active at the beginning of the first full pay period following Council approval shall be increased by an additional one-half percent (0.5%) as reflected in Exhibit III, attached hereto and incorporated by this reference. The additional one-half percent will be calculated based on the employee's base rate of pay, inclusive of the two percent increase described in section 1 above. Retroactively effective June 21, 2021, the base rate of pay for all employees in this unit shall be increased by three percent (3%) as reflected in Exhibit I, attached hereto and incorporated by this reference. Employees will receive payment for retroactive wages earned from June 21, 2021 through December 5, 2021 in their regular paycheck on February 4, 2022.**

3. ~~Effective June 20, 2022, the base rate of pay for all employees in this unit shall be increased by three percent (3%) as reflected in Exhibit II, attached hereto and incorporated by this reference.~~

~~4. Effective June 19, 2023, the base rate of pay for all employees in this unit shall be increased by three percent (3%) as reflected in Exhibit II, attached hereto and incorporated by this reference.~~

35. The parties have reached agreement on compensation adjustments resulting from a Classification and Compensation Study. The parties have also agreed that compensation adjustments will be implemented in phases, with the first phase commencing with Equity Increases effective July 23, 2018, and subsequent phases to be implemented as negotiated in future MOU negotiations or as otherwise mutually agreed between the parties. ~~The percentage adjustments to classifications to implement the first phase are reflected in Exhibit IV, attached hereto and incorporated by this reference.~~ **The parties have agreed to implement the remainder compensation adjustments effective June 17, 2024, which is reflected in Exhibit I, attached hereto and incorporated by this reference.**

B. PENSION CONTRIBUTION

Employees in Unit 13 who are hired by the City on or after June 29, 2015, 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 13 on or after June 25, 2018 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 13, 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 Option Program ("DROP") account.

The City and the Association agree to a limited reopener of this provision in regard to the possible revision of Normal Contributions to the Employee Retirement System for those employees paying an additional one and one half percent (1.5%).

C. PREMIUM PAY

1. Swing and Night Shift Premium - An employee in these Units who is regularly assigned to work a swing or night shift and who supervises an employee or employees who are eligible to receive swing or night shift premium pay shall receive swing or night shift premium pay in addition to the employee's base salary. If one-half or more of an employee's shift falls between the hours of 5:00 p.m. and midnight, the employee will receive a

swing shift premium of one dollar **and forty-five cents** (~~\$1.00~~ **\$1.45**) per hour for all hours worked that shift. If one-half or more of an employee's shift falls between the hours of midnight and 8:00 a.m., the employee will receive a night shift premium of ~~one and 50/100~~ **two dollars and thirty cents** (~~\$1.50~~ **\$2.30**) per hour for all hours worked that shift. The swing or night shift premium will be paid only to an employee who is regularly assigned to a swing or night shift and who actually works such shift. Should a shift fall under the definitions of both swing and night shift, the shift will be paid at the higher rate. **This pay is pensionable under the City of Fresno Retirement System.**

2. Bilingual Premium Pay Program - The City and the Association jointly encourage employees to use their language skills to provide the highest level of service to the community. The bilingual certification program consists of a City administered examination process whereby employees may apply for bilingual examination and if certified by the examiner, receive bilingual premium pay for interpreting and translating.
 - a. The Bilingual certification examinations will be conducted as needed. Examination applications will be available at the Personnel Services Department, Human Resources Division, and City department personnel units. 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 must recertify will be provided notice prior to recertification.
 - b. Department Directors, or their designees, shall designate those positions or assignments in which bilingual skill is desired.
 - c. Bilingual certification examinations are conducted for languages as specified in the Salary Resolution.
 - d. Employees who have passed the bilingual examination and who are receiving bilingual premium pay may not refuse to translate while on the job.
 - e. Employees who are bilingual but who have chosen to not receive bilingual premium pay shall not be required to translate on the job except in an emergency.
 - f. Effective December 6, 2021, the bilingual premium pay rate for classified employees in these Units will be one hundred dollars (\$100) per month regardless of how many languages for which an employee is certified.

3. Certificate/License/Registration Premium Pay - It is expressly understood that positions and assignments eligible for certificate, license, or registration premium pay will be determined solely at the discretion of management. If any of the certificates, licenses and/or registrations detailed in paragraphs

~~“a” through “g”~~ **the subsections** below are determined by the City to be minimum qualifications in job classifications, premium pay for that particular certificate, license and/or registration shall not be paid. **Premium pays listed in the subsections are pensionable under the City of Fresno Retirement System.**

Premium pay for certificates, licenses, and registration will become effective on the first day of the pay period in which the employee submits the applicable new or renewal license, registration, or certificate to their department or the effective date of the new or renewal license, registration, or certificate, whichever is later. Upon expiration of the license, registration, or certificate for which an employee is receiving premium pay, premium pay will be discontinued until such time the employee submits their renewal license, registration, or certificate to their department. Premium pay will not be paid retroactively. Exceptions due to exigent circumstances, such as an error or delay on behalf of the organization issuing the certificate, may be considered on a case-by-case basis by the Director of Personnel Services or designee.

- a. Permanent employees in the classes of Planner III ~~or Traffic Engineering Assistant~~, who possess a valid registration as an Architect, Civil Engineer, Electrical Engineer, Structural Engineer, or Traffic Engineer issued by the State of California, shall receive an additional five percent (5%) of their base rate of pay per month.
- b. Permanent employees in the classes of Principal Accountant, Senior Accountant-Auditor, or Treasury Officer, who possess a valid license as a Certified Public Accountant issued by the State of California, shall receive an additional five percent (5%) of their base rate of pay per month.
- c. Permanent employees in the class of Equipment Supervisor, who possess a valid Master Automobile Technician Certificate or a valid Master Heavy Duty Truck Technician Certificate issued by the National Institute for Automotive Service Excellence (**NIASE**), shall receive ~~one hundred sixty two~~ **two hundred** dollars (~~\$160.00~~) (**\$200.00**) per month.
- d. Permanent employees in the class of Wastewater Operations Supervisor who are assigned to the operational area of Mechanical Maintenance and who possess a valid Grade IV Wastewater Collection Systems Technical Certificate issued by the California Water Environment Association, shall receive forty dollars (\$40.00) per month.
- e. Permanent employees in the class of Chief of Wastewater Facilities Maintenance, who possess a valid Grade IV Mechanical Technologist Certificate or valid Grade IV Electrical Instrumentation Certificate issued by the California Water Environment Association,

shall receive seventy-five dollars (\$75.00) per month.

- f. Permanent employees in the class of ~~Wastewater Treatment Maintenance System~~ **System** Supervisor, who possess a valid Grade IV Mechanical Technologist Certificate issued by the California Water Environment Association or a valid Grade IV Wastewater Treatment Plant Operator Certificate issued by the State Water Resources Control Board, shall receive seventy-five dollars (\$75.00) per month.
- g. Subject to policies, procedures and criteria determined and established by the City Manager, permanent employees in classes requiring the possession and maintenance of valid registration as a ~~professional engineer~~ **Professional Engineer** issued by the State of California, shall be reimbursed by the City for registration fee renewals.
- h. Subject to policies, procedures and criteria determined and established by the City Manager, permanent employees in classes requiring the possession and maintenance of valid certification issued by the California Water Environment Association, shall be reimbursed by the City for certification fee renewals.

4. Salary Spread Differential Premium Pay

- a. Upon the filing of an Employee Action Form (“EAF”) by a department director, the Director of Personnel Services shall approve a premium pay increase in order to establish a salary spread differential of ten (10%) between a supervisory employee in these Units, and the supervisory employee’s highest paid subordinate.
- b. Premium pay received under MOU Article VIII, Section C., Subsection 4a shall not be considered base pay, and shall not be applied towards the calculation of leave benefit payouts, holiday payouts, life/disability compensation, or retirement calculations/benefits.
- c. The actual amount of salary spread differential premium pay received shall be the difference between the base pay of the highest paid subordinate, and the amount necessary to be added to the supervisory employee’s base rate of pay to maintain a ten percent (10%) salary spread differential. Receipt of this premium pay shall be discontinued upon the supervisor’s separation from City service, or upon any modification which eliminates the supervisor/subordinate relationship.
- d. The parties agree to meet each quarter during the term of the MOU to discuss and strategize alternative solutions to Salary Spread Differential Premium Pay. Any change to Article VIII, Section C. 4. will require mutual agreement.

5. Licensed Professional Engineer/Supervising Professional Engineer Assignment Required Specialized Expertise

- a. As determined solely by the ~~department director~~ **Appointing Authority** with City Manager approval, a **Licensed Professional Engineer** may receive premium pay up to ten percent (10%) above the ~~Professional Engineer's base rate of three hundred dollars (\$300) per month~~ when the **Licensed Professional Engineer's** assignment requires specialized expertise, ~~supervision of other professional engineers,~~ or other job-related criteria as determined by management. Eligibility for such premium pay will not continue beyond twelve (12) months without review, an EAF, **Appointing Authority recommendation,** and City **Manager** approval. **This pay is pensionable under the City of Fresno Retirement System.**
- ~~b. As determined solely by the department director with City Manager approval, a Supervising Professional Engineer may receive premium pay up to ten percent (10%) above the Supervising Professional Engineer's base rate of pay when the Supervising Professional Engineer's assignment requires specialized expertise, supervision of other Supervising Professional Engineers, or other job-related criteria as determined by management. Eligibility for such premium pay will not continue beyond twelve (12) months without review, an EAF, and City Manager approval.~~
- be. It is expressly understood that reduction in force and lay off processes are governed by the FMC; however, in addition to the Code, a senior employee occupying the class of **Licensed Professional Engineer/Supervising Professional Engineer** affected by a reduction in force will not bump a more junior employee occupying the same class if the position occupied by the junior employee requires specialized certification/licensure/training not possessed by the more senior employee.

6. Supervising Crime Scene Technician Premium Pay:

a. **Bachelor's Degree Pay**

Employees in the classes of Supervising Crime Scene Technician who possess a four (4) year college degree (Bachelor's Degree) from an accredited institution shall be paid an additional three percent (3%) of their base rate of pay. **This pay is pensionable under the City of Fresno Retirement System.**

b. **POST Premium Pay**

(1) Employees who have served at least five (5) years of full-time work in the classification of Supervising Crime Scene Technician in the City of Fresno Crime Scene Bureau and have successfully completed the basic POST Crime Scene

Bureau Technician course shall be paid an additional four percent (4%) of their base rate of pay.

- ~~(2)e.~~ Employees who have served at least ten (10) years of full-time work in the classification of Supervising Crime Scene Technician in the City of Fresno Crime Scene Bureau and who have successfully completed the POST certified training for law enforcement supervisors shall be paid an additional four percent (4%) of their base rate of pay.
- (3) The POST Premium Pay listed in subsections 6.b(1) and 6.b(2) above shall be stackable.**
- (4) POST Premium Pay is pensionable under the City of Fresno Retirement System.**

7. Blue Seal of Excellence Recognition Premium Pay:

- a. Employees in this Unit assigned to FAX or Fleet facilities in the class of Equipment Supervisor or in any other class in this Unit whose Automotive Service Excellence (ASE) certification contributes to the receipt of the respective facility's ASE Blue Seal of Excellence Recognition, shall become eligible to receive six hundred dollars (\$600) per year premium pay to be paid in the regular paycheck of the first pay period following the facility's designation date, pursuant to the requirements outlined in subsections (1) and (2) below. Only employees in this Unit active as of the facility's designation date shall receive the premium pay. The pay is pensionable under the City of Fresno Retirement System.**
 - (1) A FAX or Fleet facility must receive the ASE Blue Seal of Excellence Recognition pursuant to the program criteria established by the NIASE;**
 - (2) The employee in this Unit must possess at a minimum two (2) applicable ASE certificates pursuant to the program criteria established by the NIASE (i.e., the employee's name was included as an ASE-Certified Service Professional on the Blue Seal Recognition Program application submitted by the facility).**

87. Acting Assignments – Police Department:

An employee in the Police Department who otherwise meets all criteria for Temporary Assignment to Perform Duties of an Absent Employee (see FMC 3-260), but is ineligible because the absent employee is a sworn peace officer, shall receive premium pay of five percent (5%) of the employee's

base salary when assigned to perform the managerial duties of a sworn officer appointed to an administrative position.

98. Additional Shifts (Full or Partial) Premium Pay

- a. Ten-Hour Shifts - Employees occupying the class of Emergency Services ~~Communications~~ **Dispatch** Supervisor may work full or partial 10-hour shifts on a voluntary or management-directed basis. If an employee works a full or partial 10-hour shift, in addition to any shift which is part of the employee's normal work schedule, the employee shall be paid the sum of \$320 for such full shift, or an amount which is proportionate to the fraction of a shift worked (Formula: $(\$320 \div 10 \text{ full shift hours}) \text{ amount of shift worked} = \$$ amount to be applied to partial shifts worked).

Eight-Hour Shifts - In the event the department changes from 10-hour to 8-hour shifts, employees occupying the class of Emergency Services ~~Communications~~ **Dispatch** Supervisor may work full or partial 8-hour shifts on a voluntary or management-directed basis. If an employee works a full or partial 8-hour shift, in addition to any shift which is part of the employee's normal work schedule, the employee shall be paid the sum of \$260 for such full shift, or an amount which is proportionate to the fraction of a shift worked (Formula: $260 \div 8 \text{ full shift hours}) \text{ amount of shift worked} = \$$ amount to be applied to partial shifts worked).

- b. Eight-Hour Shifts - Employees occupying the class of ~~Records~~ **Police Support Services** Supervisor may work full or partial 8-hour shifts on a voluntary or management-directed basis. If an employee works a full or partial 8-hour shift, in addition to any shift which is part of the employee's normal work schedule, the employee shall be paid the sum of \$250 for such full shift, or an amount which is proportionate to the fraction of a shift worked (Formula: $(\$250 \div 8 \text{ full shift hours}) \text{ amount of shift worked} = \$$ amount to be applied to partial shifts worked).

D. PARALEGAL CERTIFICATION REIMBURSEMENT

~~Effective December 6, 2021, employees~~ **Employees** in the classes of Paralegal, Senior Paralegal, and Supervising Paralegal may request and be reimbursed up to \$500 during a period of two fiscal years for actual out-of-pocket expenses associated with continuing education required for maintaining a paralegal certification as approved by the City Attorney or designee, including course registration fees and the cost of required materials. Employees requesting reimbursement for registration fees and cost of materials must complete a Travel and Expense Reimbursement form provided by the Finance Department, obtain signature of the City Attorney or designee, and attach proof of attendance and costs incurred for such course(s) within ten (10) calendar days after completion of the course(s).

E. LIFE INSURANCE AND DISABILITY COVERAGE

The City shall provide Life Insurance and Long Term Disability Insurance for members of these Units in the amounts and formulas currently provided. Employees who leave City employment may continue Life Insurance Coverage in accordance with the terms of the insurance carrier if permitted by those terms.

F. FRESNO CITY EMPLOYEES HEALTH AND WELFARE TRUST

The City and the Association agree that the Fresno City Employees Health and Welfare Trust has the sole authority to determine the benefits that will be provided during the term of this MOU. The sole responsibility of the City under this clause is to provide a set dollar amount **percentage of the total premium for such benefits** to be contributed to the Trust on behalf of the employees represented by the Association. ~~Effective July 1, 2015, the City's contribution will be seventy-five percent (75%) of the premium established by the Fresno City Employees Health and Welfare Trust Board prior to July 1, 2015 plus the cost of any increases in the health and welfare premium which 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. At such time as the employee share is set at 30%, the City shall pay 70%.~~ **The City contribution of the total premium shall be seventy percent (70%) and the employee share of the total premium shall be thirty percent (30%)** Employees may elect to contribute the employee share through payroll deductions to make up the difference between the total premium and the City contribution to receive the maximum benefit coverage provided under the Trust, or elect not to contribute the employee share and accept a reduced coverage option.

Should any other represented bargaining unit in the City negotiate a successor MOU, or extend the period of an MOU, or have terms imposed resulting in a greater contribution by the City, upon the Association's request, the parties will meet to determine a match to that benefit.

The City and the Association shall meet and confer on an alternative health plan and/or modifications to the Health & Welfare Trust upon the request of either party. The meet and confer process may include other bargaining units.

The parties also agree to work collectively in conjunction with their Board representatives to research and recommend potential cost-saving measures for the Health & Welfare Trust, which may include a choice of health program options based on individual need or preference, including a reduced option equivalent to the City's premium contribution, a separate rate for single employees with no dependents, or other flex plan programs; mandatory generic mail order drug maintenance for employees who require prescription drug therapy for any period of 90 days or more; or other measures that may be identified as this work progresses.

G. LEAVES

1. Attendance Policy

Effective July 1, 2006, the FMC, City administrative orders, City policies, procedures, rules and regulations concerning ~~sick leave~~ **Sick Leave** usage and administration shall apply. ~~Administrative Order 2-19.1, Attendance Policy, shall no longer apply to members of this Unit.~~

2. Annual Leave

a. Annual Leave Accrual - **Employees in these Units do not accrue Vacation Leave and Sick Leave will no longer be accumulated** as provided in the FMC, ~~but~~ **and instead accrue Annual Leave** as detailed below. Except for any exceptions noted herein, all provisions of the FMC, City administrative orders **Administrative Orders**, policies, procedures, rules and regulations concerning leave administration will continue to apply.

(1) Less than Ten Years - For such employees ~~who were hired into a permanent position prior to June 29, 2015, and who have been continuously employed by the City for less than ten (10) years, the Annual Leave accrual rate will be 15.5 hours for each completed calendar month of employment. Employees hired on or after June 29, 2015, and who have been continuously employed by the City for less than ten (10) years, the Annual Leave accrual rate will be 13.33 hours for each complete calendar month of employment. Effective January 1, 2022 employees in these units who have been continuously employed by the City for less than ten years will accrue 15.5 hours for each completed calendar month of employment regardless of their hire date.~~

(2) More than Ten Years **But Less Than Twenty Years** - For ~~such employees who were hired into a permanent position prior to June 29, 2015, and who have been continuously employed by the City for ten (10) years or more, the Annual Leave accrual rate will be 18.83 hours for each completed calendar month of employment. Employees hired on or after June 29, 2015 and who have been continuously employed by the City for ten (10) years or more, the Annual Leave accrual rate will be sixteen (16) hours for each complete calendar month of employment. Effective January 1, 2022, employees in these units who have been continuously employed by the City for ten years or more will accrue 18.83 hours for each completed calendar month of employment regardless of their hire date.~~

(3) Twenty Years or More - For employees who have been continuously employed by the City for twenty (20) years or more, the Annual Leave accrual rate will be 20 hours for each completed calendar month of employment.

(43) Annual Leave Accumulation Limit

Employees with Annual Leave balances of nine hundred (900) hours or more on June 29, 2015, will not exceed one thousand two hundred (1,200) hours.

Employees with Annual Leave balances of eight hundred hours or more, but less than nine hundred (900) hours on June 29, 2015, will not exceed one thousand (1,000) hours.

All other employees will have a cap of eight hundred forty (840) hours.

No extension to the Annual Leave accumulation limit will be allowed.

(54) Use of Annual Leave – Annual Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations.

(65) Annual Leave Cash Out – Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Annual Leave balances, whichever is greater, each fiscal year between July 1 and December 31 of the applicable fiscal year during the term of this MOU. Employees may request payment and be compensated for up to five percent (5%) of their Annual Leave balance between January 1 and March 31 of any fiscal year except that payments between January 1 and March 31 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. The City will meet with the Association before making such declaration, but the final decision shall be at the City Manager's sole discretion and shall not be grievable.

(76) Unused Annual Leave Pay Out - Upon separation from City service, an employee will be compensated for all unused Annual Leave balances at their applicable base rate of pay. Compensation received under this provision will not be considered pensionable for retirement purposes.

(87) Transfer - An employee transferring to a position represented by a different bargaining group, which is not covered by Annual Leave, may either cash out their unused Annual Leave balance at their applicable base rate of pay, or have the unused Annual Leave balance converted to a non-accruing Annual Leave balance of hours. The conversion is obtained by multiplying unused Annual Leave hours by the applicable

Association class' base rate of pay (converted to an hourly figure), dividing the product by the applicable non-Association class' base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee. (Conversion example: 100 [unused Annual Leave hours] x \$15.00 [CFPEA class monthly base rate converted to hourly] = \$1,500.00 [product] ÷ \$20.00 [non-CFPEA class monthly base rate converted to hourly] = 75 [converted hours to be placed in non-accruing Annual Leave balance account].) Upon separation from City service, the employee who transferred to a position outside the Association will be compensated for all unused Annual Leave hours at their applicable base rate of pay. Compensation received under this provision will not be considered pensionable for retirement purposes.

- (98) Employees with at least twenty (20) years of service who bid on leave in accordance with department/division procedures shall not be prohibited from bidding on or requesting up to five (5) weeks of leave and shall not be required to take leave in blocks of more than one week. In order to take such leave, employees must have sufficient leave to cover the bid time period at the time of bid placement. The ability to take leave shall be subject to needs of the department.
- (109) Annual Leave Used for Protected Sick Leave – An employee may use **up to half of their yearly Annual Leave accrual** ~~accrued and available in six months per fiscal year for Protected Sick Leave used only for those purposes defined in~~ **accordance with** California Labor Code section 233. ~~The first three days or twenty-four hours, whichever is greater, shall also be considered leave taken under California Labor Code section 246.5 (i.e., AB 1522, Healthy Workplace Healthy Family Act of 2014).~~

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

- **Diagnosis, care, or treatment of an existing health condition of, or preventative 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).

3. Supplemental Sick Leave

~~On each July 1 Employees employees in these Units in an active status on the effective date of this MOU, shall be credited with forty (40) hours of Supplemental Sick Leave, each fiscal year thereafter during the term of this MOU with an a total~~ **accrual limit of eighty (80) hours.** Employees who have earned eighty (80) hours or more prior to June 29, 2015 shall retain those hours but shall not accrue any additional time. Upon their employment with the City, new employees appointed to such positions shall be credited with a pro-rated number of hours for each full calendar month remaining on such appointment in the fiscal year. ~~On January 1, 2022, all active employees in 13-2, the Non-Exempt Professional Unit, shall receive a one-time credit of thirty-two (32) hours of Supplemental Sick Leave, notwithstanding the accrual limit of eighty (80) hours.~~ Employees may utilize the hours as follows:

- a. Once Sick Leave and Annual Leave has been exhausted;
- b. Employees may use up to one-half of their Supplemental Sick Leave accrual as Protected Sick Leave during the fiscal years in which the hours are accrued;**
- ~~cb.~~ Placed in a Health Reimbursement Arrangement in accordance with Article VIII, Section G.;
- ~~de.~~ To be cashed out at separation from the City if not eligible for participation in the Health Reimbursement Arrangement; or,
- ~~ed.~~ May be used in the performance of community activities during the course of the employee's normal work day, with the appropriate approval.

fe. Notwithstanding the above, employees shall have the option of utilizing available Supplemental Sick Leave before using any other Sick Leave or Annual Leave for any of the following circumstances:

- (1) They are subject to a federal, state, or local quarantine or isolation order;
- (2) They are unable to telework, are only able to telework for a portion of their schedule, or are prohibited from working due to a federal, state, or local quarantine or isolation order.

4. Holiday Leave

a. Except as may be modified in this Section, Holidays shall be governed by FMC Section 3-116.

Effective January 1, 1989 the following are the holidays recognized by the City for these Units:

- January 1
- The third Monday in January
- The third Monday in February
- The last Monday in May
- July 4
- The first Monday in September
- November 11
- Thanksgiving Day in November
- The Friday after Thanksgiving Day in November
- December 25
- Employee's Birthday
- Two **(2)** Personal Business Days (8 hours credited to Holiday Leave balance on July 1 and on January 1 of each year)
- Any day or part of a day declared by the Council, by Ordinance or Resolution, to be a holiday.

If January 1, July 4, November 11, or December 25 falls upon a Sunday, then the following Monday will be observed as the holiday in lieu of Sunday **for employees who are not regularly scheduled to work on Sunday. For employees who are regularly scheduled to work on Sunday, the holiday shall be observed on Sunday. Employees will be required to work their regular schedule on a holiday unless they have an approved leave of absence.**

b. Employees who are scheduled to and do work on a holiday that would otherwise be a regular day to work shall be credited with one (1) hour of Holiday Leave for each hour of work up to a maximum of eight (8) hours of Holiday Leave in the pay period in which the holiday occurs.

c. When a holiday falls on a Saturday, or on an employee's regularly

scheduled day off, an employee shall be credited with eight (8) hours of Holiday Leave in the pay period in which the holiday occurs.

- d. If an employee is required to and does work on the employee's birthday, or the employee's birthday falls on a holiday or any regularly scheduled day off, the employee shall be credited with eight (8) hours of Holiday Leave in the pay period in which the holiday occurs.
- ef. Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Holiday Leave balance, whichever is greater, between ~~July 1~~ **the pay period in which the first paycheck is paid in the fiscal year** and December 31, and up to five percent (5%) between January 1 and March 31 of each fiscal year during the term of this MOU.
- fg. In addition to any other Holiday Leave which may be accrued under this subsection, permanent employees in the class of Emergency Services ~~Communications~~ **Dispatch** Supervisor shall accrue 1.33 hours of holiday leave per month.
- g. **At separation from City service for retirement purposes, accumulated Holiday Leave shall either be cashed out at the employee's option, or credited to a Health Reimbursement Arrangement (HRA) account for the employee at one hundred percent (100%) of the employee's then current hourly base rate of pay if eligible for service retirement in accordance with HRA Plan Document.**
- h. **At separation, accumulated Holiday Leave shall be cashed out at the employee's then current hourly base rate of pay if not eligible for participation in the HRA.**

5. Management Leave (formerly "Administrative Leave")

- a. Exempt employees shall receive sixty (60) hours of Management Leave each fiscal year, and may request payment and be compensated for up to forty-eight (48) hours of this Management Leave balance during the fiscal year in which it is credited. Upon employment by the City, new employees appointed to exempt positions shall be credited with a prorated amount of Management Leave hours for each full calendar month remaining in the fiscal year. City employees transferring from one bargaining Unit to another shall be credited with a prorated amount of Management Leave hours for each full calendar month remaining in the fiscal year. Management Leave not taken or compensated during the fiscal year in which it is credited shall not be added to the leave credited in the next fiscal year, nor carried over. Exempt employees shall be compensated for any Management Leave balance, not to exceed sixty (60) hours, upon termination from City service.

- b. Prior to any revision to the Performance Evaluation, the City agrees to meet with CFPEA to review proposed changes. The City and CFPEA must mutually agree before any changes are implemented.

6. Management Time Off (formerly "Administrative Time Off")

City employees who are designated as exempt from overtime under the provisions of the Fair Labor Standards Act and who receive Management Leave pursuant to paragraph 5., above, 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 other existing leave banks.

Management time off must be scheduled in advance when possible, approved as administrative 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 more than a full day's absence.

~~7. 13-2 Non-Exempt Professional Employee Incentive Program~~

~~The Employee Incentive Time Off Program will be discontinued effective January 17, 2022.~~

~~Employees may use the time Employee Incentive Time Off upon approval of the employee's immediate supervisor. Employees may voluntarily cash out the entire balance or any portion of their Employee Incentive Time Off at any time. Any balances remaining as of December 9, 2022 will be cashed out.~~

H. 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

1. 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 SDI/PFL claim date. Notification shall be provided by completing an integration agreement form provided 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 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 integration agreement 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 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.

2. 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 provided 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.

I. HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

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. The City agrees to maintain the HRA such that it will continue to qualify as a "health reimbursement arrangement" for the term of the MOU.

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 eighty (80) hours or less of Frozen Sick Leave and/or Annual Leave used for sick time (excluding only hours used for Workers' Compensation benefits and any protected leave in accordance with federal and state law) 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 the City of Fresno Retiree HRA Plan Document. **In addition, at the employee's option, any amount of accumulated Holiday Leave may be credited to an account for the employee under the HRA.** 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.

- The number of accumulated Frozen 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.
- **If the employee opts not to cash out all of the employee's accumulated Holiday Leave hours at the time of retirement, the remaining accumulated Holiday Leave shall be credited into an HRA account for the employee at one hundred percent (100%) of the employee's then current hourly base rate of pay.**
- The hourly base rate of pay shall be the equivalent of the monthly salary for an employee as reflected in the ~~applicable Exhibit~~ **Salary Resolution**, multiplied by twelve (12) months then divided by 2,080 hours.

At the employer's option, the HRA accounts may be book accounts only – no actual trust account must 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).

The HRA accounts shall be used pursuant to the City of Fresno Retiree HRA Plan Document. 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 Supplemental Sick Leave or Frozen Sick Leave at retirement

J. WORKERS' COMPENSATION

1. Notwithstanding the provisions of FMC Section 3-118, an employee in this Unit who suffered or suffers an injury or illness in the course and scope of City employment shall receive 66.67% of average weekly earnings in the fifty-two (52) weeks prior to the injury. Employees on "light duty" as a result of an injury or illness suffered in the course and scope of employment shall receive their regular salary during the period of light duty.

Should the State mandated Workers' Compensation rate of payment be adjusted, the City and the Association will have a limited reopener to adjust the rate accordingly.

Should any other represented bargaining unit in the City negotiate a successor MOU, or extend the period of an MOU, or have terms imposed resulting in a rate of payment that is in excess of the State mandated Workers' Compensation rate of payment, upon the Association's written request, the parties will meet to determine the rate of payment.

- a. Compensation for a work related injury or illness shall begin following the first three days after the employee leaves work as a result of the injury or illness. However, this three (3) day waiting period shall be waived and compensation shall begin on the first day of the work related injury or illness only if:
 - (1) the employee is hospitalized as an inpatient on the first day for at least twenty-four (24) hours; or
 - (2) the employee is absent from work fourteen (14) calendar days or more;
 - (3) the employee is placed on light duty at any time during the first three (3) days.
2. 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 towards the three (3) day exclusion period; however, this time shall be recorded as a work related injury/illness absence.
3. At the employee's option, in the event of a 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 take annual leave, holiday or administrative leave for that period.
4. If the employee opts to use annual leave, holiday, or administrative leave for the first three (3) days and it is later determined that work related injury/illness pay under paragraph 1.a. above, beginning on the first day of a work related injury or illness is appropriate, the leave time shall be restored to the employee and the employee's pay or leave balance will be adjusted accordingly. If the employee has been on leave without pay for the first three (3) days and it is later determined that pay is applicable from the first day, the employee shall be paid therefore.
5. If an employee is placed on annual leave, holiday, or administrative leave pending determination as to whether the injury or illness is industrial, and the injury or illness is determined to be industrial, frozen sick leave, annual leave, holiday, or administrative leave shall be restored and the employee placed on work related injury/illness leave as provided herein.
6. If an employee is placed on annual leave, holiday, or administrative leave pending determination as to whether the injury is industrial, and the injury or illness is determined not to be industrial, annual leave, holiday or administrative leave shall not be restored.
7. Retirement benefits shall not be reduced as a result of the level of compensation established herein. Changes in contribution by the City and employee shall be in accordance with applicable retirement code sections.

K. COURT TIME

Notwithstanding the provisions of FMC Section 3-109, an employee in these Units who receives a notice or subpoena requiring a court appearance during a pre-approved annual leave, holiday or administrative leave shall be credited with annual, holiday or administrative leave equivalent to the actual number of hours spent in court on such day(s).

L. COURT APPEARANCES

As authorized by the provisions of Fresno Municipal Code Section 3-117(d), the following rules shall apply to court appearances by Supervising Crime Scene Technicians. Supervising Crime Scene Technicians qualify either under Subsection 1 below or under Subsection 2 below, but not both subsections.

1. If a Supervising Crime Scene Technician receives a departmental notice or subpoena requiring a court appearance on the Supervising Crime Scene Technician's regularly scheduled day off, on a vacation day off, which has been approved by the department prior to notice and/or the Supervising Crime Scene Technician's receipt of a departmental notice or subpoena, and the Supervising Crime Scene Technician has not been released by the Court Liaison Office (CLO) by 0900 hours on the day of the court appearance from such departmental notice or subpoena by an electronic notification system, the Supervising Crime Scene Technician shall be considered to be on court appearance standby duty, and has the option of compensation under either Subsection (a) or (b) below. Compensation for Supervising Crime Scene Technicians on "automatic go" appearance shall occur solely under Subsection (c) below.

(a) Premium pay for court appearance standby duty, as described above, shall be one hour at one and one-half (1 ½) times the Supervising Crime Scene Technician's base rate of pay. Time spent on court appearance standby duty (i.e., at home) shall not be considered hours worked.

In the event a Supervising Crime Scene Technician, who is on court appearance standby duty at home, appears in court, the Supervising Crime Scene Technician shall also be compensated for a minimum of two (2) hours at one and one-half times (1 ½) the Supervising Crime Scene Technician's base rate of pay, or at one and one-half times (1 ½) the Supervising Crime Scene Technician's base rate of pay for the actual time of the appearance, whichever is greater. This compensable time starts from the time the Supervising Crime Scene Technician reports to court at the directed appearance time through completion of the appearance.

(b) Report to and standby at the CLO, and be compensated for a minimum of two (2) hours at one and one-half times (1 ½) times the

Supervising Crime Scene Technician's base rate of pay. If the Supervising Crime Scene Technician is not required to appear in court, the department may require the Supervising Crime Scene Technician to perform assigned duties during this two (2) hour minimum period. Supervising Crime Scene Technicians shall be released from CLO standby duty when the subpoena or notice is cancelled, or they are released by the court.

If a Supervising Crime Scene Technician's CLO standby duty extends beyond the two (2) hour minimum, or the Supervising Crime Scene Technician appears in court beyond the two (2) hour minimum, the Supervising Crime Scene Technician shall be compensated at one and one-half times (1 ½) the Supervising Crime Scene Technician's base rate of pay for the actual time beyond the two (2) hour minimum.

- (c) Supervising Crime Scene Technicians on "automatic go" court appearance shall be compensated for a minimum of two (2) hours at one and one-half times (1 ½) the Crime Scene Technician's base rate of pay, or at one and one-half times (1 ½) the Supervising Crime Scene Technician's base rate of pay for the actual time of the mandatory appearance, whichever is greater. This compensable time starts from the time the Supervising Crime Scene Technician reports to court at the directed "automatic go" appearance time through completion of the appearance.
2. If a Supervising Crime Scene Technician receives a departmental notice or subpoena requiring a court appearance on a regular day of work which falls outside of assigned work hours, the Supervising Crime Scene Technician shall have the option of:
- (a) Standing by at home, when legally permitted; or,
 - (b) Appearing at the CLO, with a minimum of two (2) hours pay, at one and one-half (1 ½) times the rate of pay. During this two (2) hour period, if the Supervising Crime Scene Technician is not required to appear in court, the Supervising Crime Scene Technician may, at the option of the department, be required to perform duties as assigned.
 - (c) If the court appearance starts within one-half (½) hour immediately following a shift, the Supervising Crime Scene Technician shall receive a one (1) hour minimum. If the court appearance falls during the shift and continues beyond the end of the shift, the Supervising Crime Scene Technician shall be paid at the applicable hourly rate for the actual time spent in court.
3. Where a Supervising Crime Scene Technician's appearance extends beyond the two (2) hour minimum, the Supervising Crime Scene Technician

shall be paid one and one-half times (1 ½) the Supervising Crime Scene Technician's base rate of pay for the actual time of the appearance.

4. The provisions of Subsections 1 and 2 above, shall also apply to Supervising Crime Scene Technicians required to appear in any judicial or administrative proceeding as a witness pursuant to subpoena, court order, or request of the District Attorney. This provision shall apply to all judicial proceedings (civil, criminal, or administrative) and Civil Service proceedings in which a Supervising Crime Scene Technician's presence is ordered, directed, or requested because of their employment as a Supervising Crime Scene Technician.

M. WORK SCHEDULES

1. The City may, with seventy-two (72) hours notice to the employee, temporarily modify the working hours of shift employees in 24-hour operations. This provision is not intended to address working hours modified as a result of daylight savings time, permanent shift changes, or emergencies, as determined by the City. This temporary modification shall not exceed one month, unless mutually agreed by the parties.
2. The City and members of the Association may mutually agree to flexible work schedules for individual employees. Both the City and the member retain the right to withdraw the mutual agreement and return to the regular schedule established by the employee's division.
3. Employees in ~~this~~ **these** ~~u~~**Units** are considered professional employees and, as such, may not have explicit times established for meal breaks. Departments may establish work schedules which include time for meal breaks to be taken as work permits. Employees who require a break from their work may do so as long as it is not excessive and does not interfere with completion of assignments.

N. ALTERNATIVE WORKWEEK WORK SCHEDULES

1. Department directors or designees shall be solely responsible for determining and designating divisions/units/sections/specific job classes within their respective departments that may implement variations to the standard/normal workweek work schedule. A minimum of 30 days written notice shall be provided to affected employees and the Labor Relations Division.
2. Subject to meet and consult pursuant to the provisions of FMC Section 3-607 prior to implementation of such changes, alternative workweek work schedules may be necessary in order to provide minimum staffing, and/or based upon the service needs of the public/other City departments, and/or other operational efficiency requirements. It is expressly understood by the parties that position assignments by classification, staffing levels, workweek work schedules, and days off are determined solely by management, and

are subject to change based on, including but not limited to, varying workload, the addition of authorized staffing, and departmental operational and service need.

- a. If established, employees shall select a 5/8, 4/10 or 9/80 workweek work schedule according to department/division selection processes. Absent sufficient selections, management will assign employees to a 5/8, 4/10 or 9/80 workweek work schedule, or combination thereof.
 - b. It is expressly understood by the parties that workweek work schedules are determined and established by departments/divisions based upon the service needs of the public/other City departments.
 - c. Except for emergencies, employees working a 4/10 or 9/80 schedule or who have days off other than Saturday and Sunday, will make every effort to schedule all medically-based appointments on off duty time.
3. The hours for employees working a 5/8 will consist of five (5) eight (8) hour days within two (2) consecutive days off. The hours for employees working a 4/10 will consist of four (4) ten (10) hour days with three (3) days off, of which two (2) of the days will be consecutive. Scheduling of days off will be determined by management.

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 Fair Labor Standards Act (FLSA) work weeks. All employees working a 9/80 work schedule shall have an FLSA work week which begins four 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 work week shall end exactly 168 hours later. Scheduling of days off is determined by management, but must be on a Monday or Friday.

4. Departments/divisions may discontinue alternative workweek work schedules at any time if it is determined by management that they detrimentally affect department/division operations and services. Thirty (30) days advance notice will be given in writing to affected employees and the Labor Relations Division. The decision to discontinue alternative workweek work schedules is not appealable or grievable. If departments/divisions discontinue alternative workweek work schedules established under this provision, employees will revert to 5/8 standard/normal workweek work schedules as determined by management.
5. Except as detailed directly below, applicable Association MOU provisions, Salary Resolution, FMC and AO sections concerning alternative workweek work schedules (i.e., 4/10 or 9/80) limitations on OT, holidays, leave accruals and usage, and swing or night shift premium pay will govern.

Subsection a.; below shall apply only to non-exempt classifications in this

these Units as designated in the Salary Resolution and pursuant to the Fair Labor Standards Act.

- a. OT – Work in excess of nine (9) hours on 9/80 work schedule or ten (10) hours on a 4/10 work schedule in one (1) day, or on either or both of the first two (2) days off in a workweek shall be compensated at one and one-half (1 ½) times the base rate of pay.
- b. Work on the third day off in a workweek, or on a holiday which is a regular day off shall be compensated at two (2) times the base rate of pay.

Nine (9) or ten (10) hours work on a holiday which is a regular workday shall be compensated at normal base pay, plus eight (8) hours straight time/base pay for the holiday.

6. Holidays

- a. Employees working a 4/10 or 9/80 shall receive holidays of eight (8) hours which are listed in Article VIII Section G.4. Employees off on a holiday which falls on a regular workday shall receive eight (8) hours **of** base pay for the holiday.;~~and~~ **Employees in non-exempt classifications who are off on a holiday which falls on a regular workday** may elect to take one (1) hour **of** Annual Leave, Management Leave, or Holiday Leave to provide for a full nine (9) hour day or two (2) hours **of** Annual Leave, Management Leave, or Holiday Leave to provide for a full ten (10) hours pday,- ~~or Employees in non-exempt classifications~~ may elect to receive one (1) or two (2) hours **of** leave without pay. **Employees in exempt classifications will not be required to use leave.**
- b. Sanitation Supervisors who work four full ten (10) hour shifts on the work week of Thanksgiving, to include full shifts on the Day After Thanksgiving and on the Saturday following Thanksgiving, will be compensation for forty (40) hours of work and will have sixteen (16) hours of Holiday Leave deposited in their Holiday Leave bank. Sanitation Supervisors who meet such criteria will not be required to use Annual Leave to supplement holiday pay on Thursday, Thanksgiving Day.

7. Annual Leave – Employees working a 9/80 or a 4/10 shall accumulate the same number of hours of annual leave per month as under the 5/8 standard workweek.

O. USE OF PERSONAL VEHICLES

Employees may be required, at the discretion of the City, to use their personal vehicles for City business. Employees required to use their personal vehicles on City business, other than traveling to and from work, shall be reimbursed in

accordance with Administrative Order 2-2, Transportation Allowance and Mileage Reimbursement Policy. Employees may be required, at the discretion of the City, to take a City vehicle home to facilitate efficient response to after-hours emergencies or City business, pursuant to Administrative Order 8-8, City-Owned/Leased Vehicles-Acquisition and Usage Policy.

P. GUARANTEED LEAVE

Four times during each fiscal year, personnel in the Association may submit a request for guaranteed leave, which request will be honored, subject to the following conditions and procedures.

1. No more than one (1) guaranteed leave request will be honored for any single date. This limit applies to a single work area, and for all shifts combined.
2. Guaranteed leave requests may not be submitted for Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Thanksgiving Day, and the day after Thanksgiving.
3. Requests must be submitted no less than thirty (30) calendar days before the date requested to be off, but no more than ninety (90) calendar days before the date requested to be off.
4. Requests are to be submitted to the employee's immediate supervisor, to be noted with the supervisor's initials, the date, and time received. Requests will be honored on a first come, first served basis.
5. Guaranteed leave may only be for one (1) work shift per request.

~~Q. PAY FOR PERFORMANCE~~

~~It is agreed between the parties to continue to discuss and consider during the term of this agreement a pay for performance plan. Such pay for performance plan will only be implemented upon mutual agreement between CFPEA and the City.~~

QR. BUS PASSES – FAX OPERATIONS

Free bus passes shall be provided to employees in ~~this~~ **these** Units employed in the Operations Division of the Department of Transportation, covering the employee, spouse, and dependent children under the age of eighteen. The passes will require annual renewal stickers issued to each employee.

All dependents otherwise eligible for free bus passes must reside with the employee or be a dependent according to the Internal Revenue Service regulations, in order to maintain such eligibility. It is the responsibility of the employee to ensure that bus passes are not abused by family members; however, employees will not be penalized for unknown dependent misuse of bus passes. Any employee who knowingly allows the abuse of free bus passes by family

members may have the privilege of bus passes revoked for all members, including the employee, for a period not to exceed six (6) months.

Bus passes will be provided to employees who retire from the Operations Division of the Department of Transportation. The passes will require annual renewal and are intended for use by the retired employee only.

RS. BENEFITS FOR PERMANENT PART-TIME EMPLOYEES

Permanent Part-Time employees employed in classes in these Units, shall accumulate benefits during their employment with the City of Fresno as follows:

1. Leave – Permanent Part-Time employees shall be granted leave under the same terms and conditions as full-time employees 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.
2. Health and Welfare – Permanent Part-time employees shall receive Health and Welfare benefits as provided below:
 - a. Health and Welfare benefits shall be provided in accordance with Article VIII, Section E.
 - b. Employees may change their status each year thereafter during the annual open enrollment period or within thirty (30) days from the day of a qualified change in status. Participation at any time shall be by deduction from the employee's paycheck.
3. Workers' Compensation – Workers' Compensation Benefits for Permanent Part-Time employees shall be those minimums established by State of California Workers' Compensation law and regulations.
4. Probationary Period – The probationary period for Permanent Part-Time employees shall be 2,080 hours of non-overtime work performed, according to the **class to which the employee is appointed.**
- ~~5. Workers' Compensation – Workers' Compensation Benefits for Permanent Part-Time employees shall be those minimums established by Workers' e class to which the employee is appointed. Compensation regulations.~~
- ~~6. Probationary Period – The probationary period for Permanent Part-Time employees shall be 2,080 hours of non-overtime work performed, according to the class to which the employee is appointed.~~

ST. UNIFORMS, SAFETY SHOES, AND PRESCRIPTION SAFETY GLASSES

1. Should the City wish to change any practice on the provision of uniforms to employees, the City will provide notice of the proposed change and CFPEA

agrees to meet and confer on such change. The parties agree uniforms will be administered under Administrative Order 3-6 unless the parties agree to an alternative.

2. Supervising Crime Scene Technicians assigned to the Fresno Police Department shall receive ~~nineteen dollars and twenty-three cents (\$19.23) per pay period~~ **seventy-three dollars (\$73) per month to be prorated on a pay-period-by-pay-period basis** for the purpose of assisting in the purchase and maintenance of uniforms. **This pay is pensionable under the City of Fresno Retirement System.**
3. Employees who are in the classifications of Fire Prevention Engineer and Supervising Fire Prevention Inspector on July 1 who are required to purchase, maintain, and wear a duty uniform shall receive a uniform allowance of a flat ~~\$790~~ **eight hundred and seventy-six dollars (\$876)** per year via direct deposit with their regular paycheck on the first pay date following each July 1 for the maintenance and replacement of the required uniform. **New employees in these classifications who are required to purchase, maintain, and wear a duty uniform shall receive a prorated amount in their first paycheck for the purpose of assisting in the purchase and maintenance of uniforms.** The uniform allowance received under this provision will be considered pensionable for retirement purposes.
4. Safety Shoes

Safety shoes for employees in Unit 13 shall be governed by the City of Fresno Illness and Injury Prevention Program (IIPP) and shall meet the CalOSHA General Industry Safety Order Foot Protection standards outlined in Title 8, Section 3385. The City will provide a voucher for employees in this Unit who are authorized or required to wear safety shoes for two hundred **fifty** dollars (~~\$200~~ **\$250**) for the purchase of safety shoes, or the value of one **(1)** pair of approved shoes, whichever is less. ~~When department management determines that duties assigned to an employee require shoes which exceed the requirements of the CalOSHA General Industry Safety Orders, management may authorize~~ **Employees in classes and assignments who are required to wear Electrical Hazard rated or Chemical-Resistant safety shoes may be issued** a voucher of up to ~~two hundred fifty~~ **three hundred** dollars (~~\$250~~ **\$300**) **for the purchase of one (1) pair of safety shoes per voucher.** In either event, the employee shall pay any cost in excess of the amount of the voucher.

Employees provided with safety shoes, which shall be used for the express purpose of City business, may request a voucher for replacement safety shoes when the safety shoes are no longer serviceable as verified by the manager. When the employee obtains new safety shoes, the safety shoes that are no longer serviceable shall be turned in to the employee's manager.

5. Prescription Safety Glasses

Employees who are required to wear prescription glasses and are required to wear protective eyewear in the performance of job duties pursuant to the City of Fresno IIPP shall be reimbursed for the purchase of prescription safety glasses up to one hundred twenty-five dollars (\$125) annually.

Employees requesting reimbursement for the purchase of prescription safety glasses must complete a Travel and Expense Reimbursement form provided by the Finance Department, obtain signature of the appointing authority or designee, attach proof of payment of prescription safety glasses, and submit the form to their department within ten (10) calendar days of incurring the cost.

T. BUILDING INSPECTIONS

1. Third-Party Building Inspection Service Program

Planning & Development will institute a Third-Party Building Inspection Service Program that will allow building inspection applicants the option to select a third-party firm pre-qualified by the City to perform building inspection(s) which are required by the City to issue building permits. Building inspection applicants may negotiate fees and timelines directly with the third-party firm. Once the Program is discontinued, the Program will not be reinstated unless there is mutual agreement between the City and Association.

2. Contracting Out of Building Inspections

Due to a fluctuating demand for building inspections which may create workload issues that impact current staff, Planning & Development may contract out building inspections as needed to mitigate the workload demand on staff and meet building inspection timelines. Once contracting out of building inspections is discontinued, contracting out of building inspections will not be reinstated unless there is mutual agreement between the City and Association.

3. The Program and contracting out of building inspections will not be utilized to privatize staff or work performed by employees assigned to complete building inspections in Planning & Development. While the Program and contracting out of building inspections are in effect, respectively, the City agrees that no elimination, defunding, or freezing of Unit 13 positions assigned to perform building inspections in Planning & Development existing as of the effective date of this MOU will occur unless the Program and contracting out of building

inspections have been discontinued for sixty (60) calendar days or more, respectively.

4. When vacancies occur in Unit 13 positions assigned to perform building inspections in Planning & Development as it relates to this Program, the City agrees that the positions will remain funded and every reasonable effort will be made to recruit and fill the vacancies.
5. The City agrees to meet with the Association annually to discuss the volume of building inspection applicants choosing to utilize the Program and the number of building inspections that have been contracted out.

U. LICENSED PROFESSIONAL ENGINEER CLASSIFICATION

1. Employees in the Professional Engineer classification transferred into the Licensed Professional Engineer classification on July 31, 2023 shall be placed at the salary step in the Licensed Professional Engineer classification which is at least fifteen percent (15%) higher than the rate received in the employee's former Professional Engineer classification. If such an increase requires compensation greater than the highest step, the highest step shall be paid.
2. The salary step adjustment in the new class shall not alter the employee's anniversary date for purposes of future step increases in the class.
3. Seniority in the Licensed Professional Engineer classification shall be calculated using all time of continuous permanent service in both the Professional Engineer and Supervising Professional Engineer classifications. Continuous service shall not include any time spent under suspension from duty, demotion to another class, on any leave of absence without pay as defined in FMC Section 3-104, or separation from City service. A military leave of absence shall not be considered a break in service.

V. VOLUNTARY LEAVE TIME (VLT) PROGRAM

Voluntary Leave Time (VLT) is a program by which an employee, with appropriate approval, can take additional time off during the fiscal year through a corresponding adjustment in pay. Except as noted in Section 12 below, employees may be allowed to take up to ninety-six (96) hours of leave under this program. The program is intended to reduce City expenses by allowing employees to take additional leave time without being replaced. Employees would have regular adjustments to each paycheck. This program is not intended to increase City costs by offering an advantage to any employee at the City's expense. Participation in the program is subject to the following guidelines:

1. **Participation in this program is not available in work units which rely extensively on the use of wages/contract employees to meet ongoing operational requirements, as opposed to special or short-term projects.**
2. **Participation in the program is voluntary on the part of the employee and must be approved by the appointing authority.**
3. **The employee must complete and submit a Voluntary Leave Time Request Form to participate in the program. The form must be submitted to and approved by the appointing authority. This request must specify the amount of time off and whether the time will be taken as a block or blocks of time, or intermittently.**
4. **The appointing authority, after reviewing the proposed leave/work schedule, may either approve, disapprove, or decrease the number of hours proposed to be taken off depending upon the operating needs of the department. If an appointing authority reduces the number of hours proposed to be taken off, the employee may withdraw the request to participate in the program. The department cannot fill behind an employee working a reduced work week with overtime, temporary help, acting pay (Municipal Code Section 3-260), or contract extra help.**
5. **Voluntary Leave Time cannot exceed ninety-six (96) hours in a fiscal year except as noted below in Section 12.**
6. **Credits toward Health and Welfare and retirement and leave accruals to which the employee is entitled, shall continue as though the employee was not on the voluntary leave time program. The employee will contribute to the Retirement System as if the employee were working full-time.**
7. **This Voluntary Leave Time program shall:**
 - a. **Be available to employees who are otherwise available for the normal performance of their duties;**
 - b. **Be available only to employees who have been employed by the City for twelve (12) consecutive months and who are either in permanent positions with permanent status or are in established unclassified positions, except as noted in Section 2 above or when waived in accordance with Section 12 below;**
 - c. **Apply toward time in service for step advancement and toward seniority for purposes of layoff;**

- d. Be granted without requiring an employee to first use accumulated vacation, compensatory-time-off, or other paid leave time;
 - e. Not be available to an employee who is otherwise on a leave without pay status;
 - f. Not be available to an employee who is on paid leave which is being exhausted prior to commencing other leave without pay;
 - g. Be taken on a scheduled basis that is mutually agreed upon by the appointing authority and the employee; and,
 - h. Not be available to any employee who is being counseled or disciplined under the FMC, City administrative orders, and/or City policies, procedures, rules and regulations.
8. This program shall not result in overtime. However, an employee participating in this program, who is otherwise eligible for overtime, shall have overtime calculated on the basis of the MOU for the employee's unit.
9. At the end of each fiscal year, the department and the City Manager's Office will review the impact that the Voluntary Leave Time program has had on department operations and the City's financial situation. The City, in its sole discretion, can discontinue the VLT program at any time, because of operating needs, or because the program no longer is beneficial to the City's financial situation.
10. Withdrawal from the program or a change in the number of hours requested shall only be granted if Payroll has not yet processed the request, the appointing authority has decreased the number of hours requested, the employee goes out on an extended medical leave of absence during the same fiscal year that the time off request was granted under this provision, or the appointing authority determines that increased workload will not allow the employee to take time off. If the employee withdraws from the program after the beginning of the fiscal year and before completion of the 26 pay periods, appropriate adjustments will be made to the employee's pay. If such adjustments require that an FLSA non-exempt employee reimburse the City, agreement must be reached on a repayment schedule. If an employee does not withdraw from the program in accordance with these terms and agreed upon time is not taken, the time is forfeited, and no reimbursement will be made. If the City imposes an involuntary furlough, employees may have approved VLT applied toward the involuntary furlough.
11. This program is not equivalent to job sharing or to PI or PPT positions.

12. At the discretion of the City Manager, in response to fiscal needs, the VLT maximum hours can be increased and may be extended to employees otherwise excluded in Section 7.b. above.

This program will only be in effect for the term of the MOU, unless otherwise extended at the sole discretion of the City.

W. GUARANTEED DAY OFF

Both parties agree that employees shall not be required to respond to contact (e.g., calls, text messages, etc.) by the City on their second regular day off on a 5/8 schedule, on their third regular day off on a 4/10 schedule, on their second regular day off on the week they work five (5) days on a 9/80 schedule, and on their third regular day off on the week they work four (4) days on a 9/80 schedule. Exceptions to this include:

1. When an employee opts to voluntarily engage;
2. When an employee is assigned to be on-call;
3. When there is a Division, Department, or Citywide emergency, and/or a State or Federal emergency, as designated by the City, Division, Department, or the State and/or Federal Government. When invoking this provision, the contacting party (e.g. manager, director, etc.) shall clearly state the contact is due to an emergency, and identify the general nature of the emergency (e.g., natural disaster, critical infrastructure failure, and/or contact necessary to ensure the health, safety, or well-being, of residents and/or other employees, and/or operational continuity of City services, etc.)

Nothing in the provision shall be construed to prohibit the City from contacting employees on any day, for any lawful, work-related reason. Nothing in this provision shall be construed to entitle exempt employees to any additional compensation for receiving and/or responding to contact from the City on any day for any lawful, work-related reason. Non-exempt employees shall be compensated, if required, solely pursuant to the provisions of the MOU, and applicable law.

X. SHIFT BID BY SENIORITY

Employees shall be able to select shifts by seniority where both parties agree that it will not create an operational challenge. Both parties will work together to identify exceptions where specific expertise creates an operational challenge.

CFPEA and/or the City shall notice the other party in the event either party wishes to explore shift bid by seniority for a particular work group, division, or department. Once so noticed, the parties shall meet and confer to determine whether shift bid by seniority is operationally feasible, while maintaining continuity of operations as defined by the City. Shift bid by

seniority shall only be established as the result of meet and confer and if mutually agreed by both parties.

Nothing in the section shall be construed to supersede, invalidate, or alter existing shift bid by seniority agreements already in effect for CFPEA members.

Y. PARCS SUPERVISOR ON-CALL

Both parties agree that this provision is specific to on-call assignments for impacted supervisors in the PARCS Department and will have no impact on shifts or shift assignments. CFPEA will work with impacted members to create a proposed on-call rotation process, if so desired. CFPEA shall notice the City of the proposed process. Once so noticed, the parties shall meet and confer to determine whether the proposed on-call rotation process is operationally feasible, while maintaining continuity of operations as defined by the City. Adoption of an on-call rotation process shall only be established as the result of meet and confer and if mutually agreed by both parties.

ARTICLE IX

SAVING CLAUSE AND FULL UNDERSTANDING

A. SAVING CLAUSE

In the event any article, section, or portion of this MOU should be held invalid and unenforceable in any court of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specifically specified in the Court's decision, and upon issuance of such a decision, the City and the Association agree to immediately meet and confer upon a substitute for the invalidated article, section, or portion thereof.

B. FULL UNDERSTANDING

It is intended that this MOU sets forth the full and entire understanding of the parties, and any previous understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded and terminated in their entirety. With respect to side letter agreements, any not attached to this MOU are hereby terminated in their entirety. Those side letter agreements attached to this MOU shall continue in force subject to the terms and conditions set forth within each side letter. In the absence of any term in such new side letters, they, too, shall terminate upon the expiration of this MOU. This paragraph is not intended to prevent either party from relying on discussions which occurred during the meet and confer process for the purpose of clarifying the meaning of this MOU.

ARTICLE X

TERMINATION

The provisions of this MOU shall be in full force and effect from ~~December 6, 2021~~ **January 1, 2024** to ~~December 31, 2023~~ **June 15, 2025**, subject to the Sections (A., B., and C.) below. **All economic provisions modified in this successor MOU shall be effective at the beginning of the first full pay period following Council approval, unless explicitly stated otherwise within the provision.**

- A. This MOU shall become effective only after ratification by the members of the Association, followed by City Council approval and the expiration of the waiting period for the Mayor's action provided in Charter sections 605 and 609, **and after all parties named on the signature page of this MOU have signed the MOU**, and shall remain in full force and effect through ~~December 31, 2023~~ **June 15, 2025**.
- B. During the term of this MOU, should either party desire to modify its terms or to meet and confer as to matters within the scope of representation not addressed in this MOU, the party requesting any change shall request in writing to meet and confer on the item(s), which item(s) shall be specified in writing.
- C. During the term of this MOU, either party may refuse any request by the other to meet and confer without explanation if (1) the item is directly considered and specifically addressed herein, or (2) is directly considered and specially addressed in Chapter 3, Article 1-Personnel in the FMC; or (3) if the specific item was included in a written proposal from the party making the request during the meet and confer process which led to this MOU. The meet and confer process following a request made by either party pursuant to the provisions of this Article shall be subject to bargaining to the extent the matter is within the mandatory scope of bargaining under the MMBA. No unilateral action on any such refusable proposal may be taken by the requesting party after such a refusal by the other.

It is further agreed, however, that this section shall not prohibit the City from requesting to meet and confer on changes to federal, state or City statutes, and City administrative policies referred to or cited in this MOU, in which case the request to meet and confer shall not be refused.

IN WITNESS WHEREOF, the parties hereto have set their hands on this _____ day of _____, 2024.

FOR THE CITY OF FRESNO
PROFESSIONAL EMPLOYEES
ASSOCIATION, INC.:

FOR THE CITY OF FRESNO:

JESUS GONZALEZ
Chief Negotiator / CFPEA, Inc.
President

JENNIFER MISNER
Chief Negotiator / Assistant Director of
Personnel Services

THOMAS SHARPE
CFPEA, Inc.

SUMEET MALHI
Director of Personnel Services

RICHARD STEITZ
CFPEA, Inc.

YER TAYLOR
Senior Human Resources/Risk Analyst

DIANA THOMAS
CFPEA, Inc.

STEPHANIE FOGLIO
Senior Human Resources/Risk Analyst

PHILLIP WEATHERS
CFPEA, Inc.

ANA ROCHA
Senior Human Resources/Risk Analyst

CHERI KENNEDY
CFPEA, Inc.

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: _____
Assistant City Attorney

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 21, 2021						
CLASS TITLE	JOB CODE	A	B	C	D	E
Acoustical Program Coordinator	310100	6073	6372	6681	7012	7354
Airports Airside/Landside Superintendent	310018	6680	7007	7353	7712	8091
Airports Projects Supervisor	310016	7021	7365	7727	8106	8507
Airports Property Supervisor	175005	6079	6375	6685	7016	7354
Architect	210045	6420	6735	7064	7412	7777
Assistant Law Office Manager	115019	6941	7276	7636	8005	8399
Business Process & Systems Analyst	125044	6940	7276	7634	8007	8399
Call Center Supervisor	115073	5376	5638	5911	6196	6498
Capital Development Specialist	310007	6677	7009	7352	7714	8092
Central Print Supervisor	120007	5017	5265	5520	5791	6071
Chief Engineering Inspector	230078	6855	7189	7543	7915	8302
Chief Engineering Technician	210009	7707	8085	8483	8902	9340
Chief of Facilities Maintenance	810037	6719	7050	7396	7759	8141
Chief of Wastewater Environmental Services	620075	6430	6746	7077	7424	7788
Chief of Wastewater Facilities Maintenance	620085	6719	7050	7396	7759	8141
Chief of Wastewater Treatment Operations	620080	6793	7132	7482	7849	8234
Chief of Water Operations	610070	6905	7242	7601	7975	8366
Chief Police Pilot	410031	7590	7962	8357	8768	9203
Chief Surveyor	210032	8858	9294	9754	10234	10741
Community Services and Recreation Supervisor	520016	6090	6388	6702	7034	7373
Contract Compliance Officer	150061	6079	6375	6685	7016	7354
Custodial Supervisor	810025	6079	6375	6685	7016	7354
Database Administrator	125045	6940	7276	7634	8007	8399
DBE/Small Business Program Coordinator	150070	5996	6286	6595	6917	7260

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 21, 2021						
CLASS TITLE	JOB CODE	A	B	C	D	E
Emergency Services Communications Supervisor	410004	5370	5633	5905	6196	6498
Energy Efficiency Supervisor	230058	5389	5654	5930	6223	6528
Equipment Supervisor	720031	6610	6932	7272	7630	8006
Fire Prevention Engineer	210055	6820	7155	7506	7874	8264
Fleet Administration Supervisor	720025	6079	6375	6685	7016	7354
Forestry Supervisor I	510030	5017	5265	5520	5791	6071
Forestry Supervisor II	510031	5138	5389	5655	5935	6223
Grant Writer	150105	4836	5074	5320	5581	5852
Historic Preservation Specialist	230066	6373	6688	7019	7361	7721
Housing Program Supervisor	230055	6569	6898	7242	7604	7986
Human Resources Analyst	150016	5448	5714	5991	6285	6595
Human Resources Records Supervisor	115050	5366	5629	5907	6191	6498
Information Services Supervisor	125032	7632	8007	8399	8812	9249
Landscape Maintenance Superintendent	510027	7571	7945	8333	8742	9172
Lead Risk Analyst	150008	5983	6279	6595	6924	7270
Management Analyst I	150020	4056	4253	4460	4677	4907
Management Analyst II	150021	4982	5227	5480	5749	6028
Parking Supervisor	720035	5160	5406	5667	5943	6498
Parks Supervisor I	510025	5017	5265	5520	5791	6071
Parks Supervisor II	510026	6090	6388	6702	7034	7373
Police Support Services Supervisor	115047	5366	5629	5907	6191	6498
Planner III	220007	5843	6129	6427	6744	7077
Principal Accountant	130014	6385	6698	7028	7372	7734
Procurement Supervisor	140004	5972	6271	6584	6914	7260
Professional Engineer	210100	7707	8085	8483	8902	9340
Project Manager	150065	6372	6688	7019	7361	7721

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 21, 2021						
CLASS TITLE	JOB CODE	A	B	C	D	E
Records Supervisor	115045	5366	5629	5907	6194	6498
Recycling Coordinator	640001	5073	5319	5579	5850	6138
Revenue Supervisor	135025	5376	5638	5914	6196	6498
Risk Analyst	150010	5448	5714	5994	6285	6595
Sanitation Supervisor	640029	6079	6375	6685	7016	7354
Senior Accountant-Auditor	130013	5342	5603	5878	6166	6466
Senior Building Inspector	230034	6242	6551	6874	7209	7567
Senior Database Administrator	125046	7658	8023	8408	8811	9249
Senior Electrical Safety Consultant	230024	6242	6551	6874	7209	7567
Senior Engineering Inspector	230077	6180	6486	6803	7137	7492
Senior Environmental & Safety Consultant	230005	6242	6551	6874	7209	7567
Senior Plumbing & Mechanical Consultant	230014	6242	6551	6874	7209	7567
Senior Programmer Analyst	125019	7632	8007	8399	8812	9249
Senior Real Estate Agent	170012	6079	6375	6685	7016	7354
Senior Retirement Counselor	135052	6686	7023	7372	7739	8128
Street Maintenance Superintendent	720004	7574	7945	8333	8742	9172
Street Maintenance Supervisor	720001	6680	7007	7353	7712	8091
Supervising Airports Building Maintenance Technician	310014	6079	6375	6685	7016	7354
Supervising Airports Operations Officer	310013	6079	6375	6685	7016	7354
Supervising Commercial Building Inspector	230036	6242	6551	6874	7209	7567
Supervising Engineering Technician	210008	6677	7009	7352	7714	8092
Supervising Paralegal	160020	6288	6597	6919	7261	7616
Supervising Fire Prevention Inspector	420005	6351	6663	6992	7336	7697
Supervising Planner	220008	6495	6812	7144	7495	7861
Supervising Plans Examiner	210044	7352	7716	8097	8492	8909

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 21, 2021						
CLASS TITLE	JOB CODE	A	B	C	D	E
Supervising Professional Engineer	210110	8858	9294	9754	10234	10741
Supervising Real Estate Agent	170013	6680	7007	7353	7712	8094
Supervising Traffic Signal Operations Specialist	720050	6932	7271	7633	8008	8399
Survey Party Chief	210031	5845	6128	6428	6740	7075
Systems Security Administrator	125050	6941	7276	7636	8005	8399
Transit Supervisor I	320050	5873	6159	6457	6775	7105
Transit Supervisor II	320051	6611	6931	7272	7631	8006
Treasury Officer	135015	6385	6698	7028	7372	7734
Wastewater Environmental Supervisor	620073	7116	7462	7831	8217	8620
Wastewater Operations Supervisor	620072	7116	7462	7831	8217	8620
Wastewater System Supervisor	620071	7116	7462	7831	8217	8620
Water Conservation Supervisor	610045	6288	6597	6919	7261	7616
Water System Supervisor	610055	7116	7462	7831	8217	8620

EXHIBIT I

Unit 13-2, Non-Exempt Professional Salaries Effective June 21, 2021						
CLASS TITLE	JOB CODE	A	B	C	D	E
Legal Secretary I	115015	3626	3801	3984	4175	4378
Legal Secretary II	115016	4012	4207	4409	4622	4846
Paralegal	160001	5119	5368	5629	5904	6195
Senior Human Resources Technician	150014	3968	4158	4356	4569	4790
Senior Legal Secretary	115017	4617	4848	5090	5344	5611
Senior Paralegal	160002	5620	5900	6196	6505	6831
Supervising Crime Scene Technician	410013	5372	5634	5908	6197	6498

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 20, 2022						
CLASS TITLE	JOB CODE	A	B	C	D	E
Acoustical Program Coordinator	310100	6256	6564	6882	7223	7575
Airports Airside/Landside Superintendent	310018	6884	7218	7574	7944	8334
Airports Projects Supervisor	310016	7232	7586	7959	8350	8763
Airports Property Supervisor	175005	6262	6567	6886	7227	7575
Architect	210045	6613	6938	7276	7635	8011
Assistant Law Office Manager	115019	7150	7495	7866	8246	8651
Business Process & Systems Analyst	125044	7149	7495	7864	8248	8651
Call Center Supervisor	115073	5538	5808	6089	6382	6693
Capital Development Specialist	310007	6878	7220	7573	7946	8335
Central Print Supervisor	120007	5168	5423	5686	5965	6254
Chief Engineering Inspector	230078	7064	7405	7770	8153	8552
Chief Engineering Technician	210009	7939	8328	8738	9170	9621
Chief of Facilities Maintenance	810037	6924	7262	7618	7992	8386
Chief of Wastewater Environmental Services	620075	6623	6949	7290	7647	8022
Chief of Wastewater Facilities Maintenance	620085	6924	7262	7618	7992	8386
Chief of Wastewater Treatment Operations	620080	6997	7346	7707	8085	8482
Chief of Water Operations	610070	7113	7460	7830	8215	8617
Chief Police Pilot	410031	7818	8201	8608	9032	9480
Chief Surveyor	210032	9124	9573	10047	10542	11064
Community Services and Recreation Supervisor	520016	6273	6580	6904	7246	7595
Contract Compliance Officer	150064	6262	6567	6886	7227	7575
Gustodial Supervisor	810025	6262	6567	6886	7227	7575
Database Administrator	125045	7149	7495	7864	8248	8651
DBE/Small Business Program Coordinator	150070	6176	6475	6793	7125	7478

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 20, 2022						
CLASS TITLE	JOB CODE	A	B	C	D	E
Emergency Services Communications Supervisor	410004	5532	5802	6083	6382	6693
Energy Efficiency Supervisor	230058	5551	5824	6108	6410	6724
Equipment Supervisor	720031	6809	7140	7491	7859	8247
Fire Prevention Engineer	210055	7025	7370	7732	8111	8512
Fleet Administration Supervisor	720025	6262	6567	6886	7227	7575
Forestry Supervisor I	510030	5168	5423	5686	5965	6254
Forestry Supervisor II	510031	5293	5551	5825	6114	6410
Grant Writer	150105	4982	5227	5480	5749	6028
Historic Preservation Specialist	230066	6565	6889	7230	7582	7953
Housing Program Supervisor	230055	6767	7105	7460	7833	8226
Human Resources Analyst	150016	5612	5886	6171	6474	6793
Human Resources Records Supervisor	115050	5527	5798	6085	6377	6693
Information Services Supervisor	125032	7861	8248	8651	9077	9527
Landscape Maintenance Superintendent	510027	7799	8184	8583	9005	9448
Lead Risk Analyst	150008	6163	6468	6793	7132	7489
Management Analyst I	150020	4178	4381	4594	4818	5055
Management Analyst II	150021	5132	5384	5645	5922	6209
Parking Supervisor	720035	5315	5569	5838	6122	6693
Parks Supervisor I	510025	5168	5423	5686	5965	6254
Parks Supervisor II	510026	6273	6580	6904	7246	7595
Police Support Services Supervisor	115047	5527	5798	6085	6377	6693
Planner III	220007	6019	6313	6620	6947	7290
Principal Accountant	130014	6577	6899	7239	7594	7967
Procurement Supervisor	140004	6152	6460	6782	7122	7478
Professional Engineer	210100	7939	8328	8738	9170	9621
Project Manager	150065	6564	6889	7230	7582	7953

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 20, 2022						
CLASS TITLE	JOB CODE	A	B	C	D	E
Records Supervisor	415045	5527	5798	6085	6377	6693
Recycling Coordinator	640001	5226	5479	5747	6026	6323
Revenue Supervisor	435025	5538	5808	6089	6382	6693
Risk Analyst	450010	5612	5886	6171	6474	6793
Sanitation Supervisor	640029	6262	6567	6886	7227	7575
Senior Accountant-Auditor	430013	5503	5772	6055	6351	6660
Senior Building Inspector	230034	6430	6748	7078	7426	7795
Senior Database Administrator	425046	7888	8264	8661	9076	9527
Senior Electrical Safety Consultant	230024	6430	6748	7078	7426	7795
Senior Engineering Inspector	230077	6366	6681	7008	7352	7717
Senior Environmental & Safety Consultant	230005	6430	6748	7078	7426	7795
Senior Plumbing & Mechanical Consultant	230014	6430	6748	7078	7426	7795
Senior Programmer Analyst	425019	7861	8248	8651	9077	9527
Senior Real Estate Agent	470012	6262	6567	6886	7227	7575
Senior Retirement Counselor	435052	6887	7234	7594	7972	8372
Street Maintenance Superintendent	720004	7799	8184	8583	9005	9448
Street Maintenance Supervisor	720001	6881	7218	7574	7944	8334
Supervising Airports Building Maintenance Technician	310014	6262	6567	6886	7227	7575
Supervising Airports Operations Officer	310013	6262	6567	6886	7227	7575
Supervising Commercial Building Inspector	230036	6430	6748	7078	7426	7795
Supervising Engineering Technician	210008	6878	7220	7573	7946	8335
Supervising Paralegal	460020	6477	6795	7127	7479	7845
Supervising Fire Prevention Inspector	420005	6542	6863	7202	7557	7928
Supervising Planner	220008	6690	7017	7359	7720	8097
Supervising Plans Examiner	210044	7573	7948	8340	8747	9177

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 20, 2022						
CLASS TITLE	JOB CODE	A	B	C	D	E
Supervising Professional Engineer	210110	9124	9573	10047	10542	11064
Supervising Real Estate Agent	170013	6881	7218	7574	7944	8334
Supervising Traffic Signal Operations Specialist	720050	7140	7490	7862	8249	8651
Survey Party Chief	210031	6021	6312	6621	6943	7288
Systems Security Administrator	125050	7150	7495	7866	8246	8651
Transit Supervisor I	320050	6050	6344	6651	6979	7319
Transit Supervisor II	320051	6810	7139	7491	7860	8247
Treasury Officer	135015	6577	6899	7239	7594	7967
Wastewater Environmental Supervisor	620073	7330	7686	8066	8464	8879
Wastewater Operations Supervisor	620072	7330	7686	8066	8464	8879
Wastewater System Supervisor	620071	7330	7686	8066	8464	8879
Water Conservation Supervisor	610045	6477	6795	7127	7479	7845
Water System Supervisor	610055	7330	7686	8066	8464	8879

EXHIBIT II

Unit 13-2, Non-Exempt Professional Salaries Effective June 20, 2022						
CLASS TITLE	JOB CODE	A	B	C	D	E
Legal Secretary I	115015	3735	3916	4104	4301	4510
Legal Secretary II	115016	4133	4334	4542	4761	4992
Paralegal	160001	5273	5530	5798	6082	6381
Senior Human Resources Technician	150014	4088	4283	4487	4707	4934
Senior Legal Secretary	115017	4756	4994	5243	5505	5780
Senior Paralegal	160002	5789	6077	6382	6701	7036
Supervising Crime Scene Technician	410013	5534	5804	6086	6383	6693

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 19, 2023						
CLASS TITLE	JOB CODE	A	B	C	D	E
Acoustical Program Coordinator	310100	6444	6761	7089	7440	7803
Airports Airside/Landside Superintendent	310018	7088	7435	7802	8183	8585
Airports Projects Supervisor	310016	7449	7814	8198	8601	9026
Airports Property Supervisor	175005	6450	6765	7093	7444	7803
Architect	210045	6812	7147	7495	7865	8252
Assistant Law Office Manager	115019	7365	7720	8102	8494	8911
Business Process & Systems Analyst	125044	7364	7720	8100	8496	8911
Call Center Supervisor	115073	5705	5983	6272	6574	6894
Capital Development Specialist	310007	7085	7437	7801	8185	8586
Central Print Supervisor	120007	5324	5586	5857	6144	6442
Chief Engineering Inspector	230078	7273	7628	8004	8398	8809
Chief Engineering Technician	210009	8178	8578	9001	9446	9910
Chief of Facilities Maintenance	810037	7129	7480	7847	8232	8638
Chief of Wastewater Environmental Services	620075	6822	7158	7509	7877	8263
Chief of Wastewater Facilities Maintenance	620085	7129	7480	7847	8232	8638
Chief of Wastewater Treatment Operations	620080	7207	7567	7939	8328	8737
Chief of Water Operations	610070	7327	7684	8065	8462	8876
Chief Police Pilot	410031	8053	8448	8867	9303	9765
Chief Surveyor	210032	9398	9861	10349	10859	11396
Community Services and Recreation Supervisor	520016	6462	6778	7112	7464	7823
Contract Compliance Officer	150061	6450	6765	7093	7444	7803
Custodial Supervisor	810025	6450	6765	7093	7444	7803
Database Administrator	125045	7364	7720	8100	8496	8911
DBE/Small Business Program Coordinator	150070	6362	6670	6997	7339	7703

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 19, 2023						
CLASS TITLE	JOB CODE	A	B	C	D	E
Emergency Services Communications Supervisor	410004	5698	5977	6266	6574	6894
Energy Efficiency Supervisor	230058	5718	5999	6292	6603	6926
Equipment Supervisor	720031	7014	7355	7716	8095	8495
Fire Prevention Engineer	210055	7236	7592	7964	8355	8768
Fleet Administration Supervisor	720025	6450	6765	7093	7444	7803
Forestry Supervisor I	510030	5324	5586	5857	6144	6442
Forestry Supervisor II	510031	5452	5718	6000	6298	6603
Grant Writer	150105	5132	5384	5645	5922	6209
Historic Preservation Specialist	230066	6762	7096	7447	7810	8192
Housing Program Supervisor	230055	6971	7319	7684	8068	8473
Human Resources Analyst	150016	5781	6063	6357	6669	6997
Human Resources Records Supervisor	115050	5693	5972	6268	6569	6894
Information Services Supervisor	125032	8097	8496	8911	9350	9813
Landscape Maintenance Superintendent	510027	8033	8430	8841	9276	9732
Lead Risk Analyst	150008	6348	6663	6997	7346	7714
Management Analyst I	150020	4304	4513	4732	4963	5207
Management Analyst II	150021	5286	5546	5815	6100	6396
Parking Supervisor	720035	5475	5737	6014	6306	6894
Parks Supervisor I	510025	5324	5586	5857	6144	6442
Parks Supervisor II	510026	6462	6778	7112	7464	7823
Police Support Services Supervisor	115047	5693	5972	6268	6569	6894
Planner III	220007	6200	6503	6819	7156	7509
Principal Accountant	130014	6775	7106	7457	7822	8207
Procurement Supervisor	140004	6337	6654	6986	7336	7703
Professional Engineer	210100	8178	8578	9001	9446	9910
Project Manager	150065	6761	7096	7447	7810	8192

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 19, 2023						
CLASS TITLE	JOB CODE	A	B	C	D	E
Records Supervisor	115045	5693	5972	6268	6569	6894
Recycling Coordinator	640001	5383	5644	5920	6207	6513
Revenue Supervisor	135025	5705	5983	6272	6574	6894
Risk Analyst	150010	5781	6063	6357	6669	6997
Sanitation Supervisor	640029	6450	6765	7093	7444	7803
Senior Accountant-Auditor	130013	5669	5946	6237	6542	6860
Senior Building Inspector	230034	6623	6951	7291	7649	8029
Senior Database Administrator	125046	8125	8512	8921	9349	9813
Senior Electrical Safety Consultant	230024	6623	6951	7291	7649	8029
Senior Engineering Inspector	230077	6557	6882	7219	7573	7949
Senior Environmental & Safety Consultant	230005	6623	6951	7291	7649	8029
Senior Plumbing & Mechanical Consultant	230014	6623	6951	7291	7649	8029
Senior Programmer Analyst	125019	8097	8496	8911	9350	9813
Senior Real Estate Agent	170012	6450	6765	7093	7444	7803
Senior Retirement Counselor	135052	7094	7452	7822	8212	8624
Street Maintenance Superintendent	720004	8033	8430	8841	9276	9732
Street Maintenance Supervisor	720001	7088	7435	7802	8183	8585
Supervising Airports Building Maintenance Technician	310014	6450	6765	7093	7444	7803
Supervising Airports Operations Officer	310013	6450	6765	7093	7444	7803
Supervising Commercial Building Inspector	230036	6623	6951	7291	7649	8029
Supervising Engineering Technician	210008	7085	7437	7801	8185	8586
Supervising Paralegal	160020	6672	6999	7341	7704	8081
Supervising Fire Prevention Inspector	420005	6739	7069	7419	7784	8166
Supervising Planner	220008	6891	7228	7580	7952	8340
Supervising Plans Examiner	210044	7801	8187	8591	9010	9453

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional Salaries Effective June 19, 2023						
CLASS TITLE	JOB CODE	A	B	C	D	E
Supervising Professional Engineer	210110	9398	9861	10349	10859	11396
Supervising Real Estate Agent	470013	7088	7435	7802	8183	8585
Supervising Traffic Signal Operations Specialist	720050	7355	7715	8098	8497	8911
Survey Party Chief	210031	6202	6502	6820	7152	7507
Systems Security Administrator	425050	7365	7720	8102	8494	8911
Transit Supervisor I	320050	6232	6535	6851	7189	7539
Transit Supervisor II	320051	7015	7354	7716	8096	8495
Treasury Officer	435015	6775	7106	7457	7822	8207
Wastewater Environmental Supervisor	620073	7550	7917	8308	8718	9146
Wastewater Operations Supervisor	620072	7550	7917	8308	8718	9146
Wastewater System Supervisor	620071	7550	7917	8308	8718	9146
Water Conservation Supervisor	610045	6672	6999	7341	7704	8081
Water System Supervisor	610055	7550	7917	8308	8718	9146

EXHIBIT III

Unit 13-2, Non-Exempt Professional Salaries Effective June 19, 2023						
CLASS TITLE	JOB CODE	A	B	C	D	E
Legal Secretary I	115015	3848	4034	4228	4431	4646
Legal Secretary II	115016	4257	4465	4679	4904	5142
Paralegal	160001	5432	5696	5972	6265	6573
Senior Human Resources Technician	150014	4211	4412	4622	4849	5083
Senior Legal Secretary	115017	4899	5144	5401	5671	5954
Senior Paralegal	160002	5963	6260	6574	6903	7248
Supervising Crime Scene Technician	410013	5701	5979	6269	6575	6894

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Acoustical Program Coordinator	310100	6444	6761	7089	7440	7803
Airports Airside/Landside Superintendent	310018	7088	7435	7802	8183	8585
Airports Credentialing Supervisor*	115081	6543	6864	7204	7550	7923
Airports Operations Supervisor	310013	7102	7449	7810	8196	8592
Airports Projects Supervisor	310016	7449	7814	8198	8601	9026
Airports Property Supervisor	175005	6450	6765	7093	7444	7803
Animal Center Supervisor	560035	6450	6765	7093	7444	7803
Animal Programs Coordinator	560050	4304	4531	4732	4963	5207
Architect	210045	9001	9446	9910	10406	10925
Assistant Law Office Manager	115019	7365	7720	8102	8494	8911
Business Process & Systems Analyst	125044	7364	7720	8100	8496	8911
Call Center Supervisor*	115073	6675	6999	7337	7690	8065
Capital Development Specialist	310007	7085	7437	7801	8185	8586
Central Print Supervisor*	120007	5905	6196	6496	6815	7145
Chief Engineering Inspector	230078	7273	7628	8004	8398	8809
Chief Engineering Technician	210009	8178	8578	9001	9446	9910
Chief of Facilities Maintenance	810037	7129	7480	7847	8232	8638
Chief of Wastewater Environmental Services	620075	6822	7158	7509	7877	8263
Chief of Wastewater Facilities Maintenance	620085	7129	7480	7847	8232	8638
Chief of Wastewater Treatment Operations	620080	7207	7567	7939	8328	8737
Chief of Water Operations	610070	7327	7684	8065	8462	8876
Chief Police Pilot	410031	8053	8448	8867	9303	9765
Chief Surveyor	210032	11353	11921	12517	13143	13800
Community Services and Recreation Supervisor	520016	6462	6778	7112	7464	7823

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Contract Compliance Officer	150061	6450	6765	7093	7444	7803
Custodial Supervisor	810025	6450	6765	7093	7444	7803
Database Administrator	125045	7364	7720	8100	8496	8911
DBE/Small Business Coordinator	150070	6460	6773	7104	7453	7821
Emergency Services Dispatch Supervisor	410004	6788	7119	7464	7831	8213
Energy Efficiency Supervisor	230058	5718	5999	6292	6603	6926
Equipment Supervisor	720031	7014	7355	7716	8095	8495
Fire Prevention Engineer*	210055	7813	8198	8599	9021	9467
Fleet Administration Supervisor	720025	6450	6765	7093	7444	7803
Grant Writer*	150105	5386	5650	5924	6215	6517
Historic Preservation Specialist	230066	6762	7096	7447	7810	8192
Housing Program Supervisor	230055	6971	7319	7684	8068	8473
Human Resources Analyst*	150016	6543	6863	7195	7548	7920
Human Resources Records Supervisor*	115050	6568	6890	7230	7577	7953
Information Services Supervisor	125032	8097	8496	8911	9350	9813
Landscape Maintenance Superintendent	510027	8033	8430	8841	9276	9732
Lead Risk Analyst*	150008	6798	7135	7493	7866	8261
Licensed Professional Engineer	210110	11353	11921	12517	13143	13800
Management Analyst I	150020	4304	4513	4732	4963	5207
Management Analyst II*	150021	5406	5672	5947	6239	6541
Parking Supervisor*	720035	6767	7089	7432	7794	8521
Parks Supervisor I*	510025	5905	6196	6496	6815	7145
Parks Supervisor II	510026	6462	6778	7112	7464	7823
Planner III*	220007	6466	6782	7112	7463	7833
Police Support Services Supervisor*	115047	6543	6864	7204	7550	7923
Principal Accountant	130014	7102	7450	7817	8200	8603

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Procurement Supervisor	140004	6435	6756	7093	7448	7821
Professional Engineer	210100	9001	9446	9910	10406	10925
Project Manager	150065	8230	8641	9074	9527	10004
Records Supervisor*	115045	6543	6864	7204	7550	7923
Recycling Coordinator	640001	5383	5644	5920	6207	6513
Registered Veterinary Tech	560060	4836	5078	5332	5599	5879
Revenue Supervisor*	135025	6645	6968	7305	7657	8029
Risk Analyst*	150010	6543	6863	7195	7548	7920
Sanitation Supervisor	640029	6450	6765	7093	7444	7803
Senior Accountant-Auditor	130013	6494	6811	7146	7495	7859
Senior Building Inspector	230034	7131	7483	7850	8235	8645
Senior Database Administrator	125046	8125	8512	8921	9349	9813
Senior Electrical Safety Consultant	230024	7130	7483	7849	8235	8644
Senior Engineering Inspector	230077	6610	6937	7276	7634	8012
Senior Environmental & Safety Consultant	230005	7144	7497	7864	8250	8660
Senior Plumbing & Mechanical Consultant	230014	7131	7483	7850	8235	8645
Senior Programmer Analyst	125019	8097	8496	8911	9350	9813
Senior Real Estate Agent	170012	6450	6765	7093	7444	7803
Senior Retirement Counselor	135052	7094	7452	7822	8212	8624
Street Maintenance Superintendent	720004	8033	8430	8841	9276	9732
Street Maintenance Supervisor	720001	7088	7435	7802	8183	8585
Supervising Airports Building Maintenance Technician	310014	6450	6765	7093	7444	7803
Supervising Commercial Building Inspector	230036	7131	7483	7850	8235	8645
Supervising Engineering Technician	210008	7085	7437	7801	8185	8586
Supervising Fire Prevention Inspector*	420005	7121	7470	7839	8224	8628

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Supervising Paralegal*	160020	7109	7458	7822	8207	8610
Supervising Planner	220008	7117	7465	7828	8213	8613
Supervising Plans Examiner	210044	8269	8678	9107	9551	10020
Supervising Real Estate Agent	170013	7089	7436	7803	8184	8586
Supervising Traffic Signal Operations Specialist	720050	7355	7715	8098	8497	8911
Survey Party Chief	210031	7264	7615	7988	8376	8793
Systems Security Administrator	125050	7365	7720	8102	8494	8911
Transit Supervisor I	320050	6232	6535	6851	7189	7539
Transit Supervisor II	320051	7015	7354	7716	8096	8495
Treasury Officer	135015	7102	7450	7817	8200	8603
Urban Forestry Supervisor II	510031	6462	6778	7112	7464	7823
Urban Forestry Supervisor I*	510030	5905	6196	6496	6815	7145
Wastewater Environmental Supervisor	620073	7550	7917	8308	8718	9146
Wastewater Operations Supervisor	620072	7550	7917	8308	8718	9146
Wastewater System Supervisor	620071	7550	7917	8308	8718	9146
Water Conservation Supervisor	610045	6672	6999	7341	7704	8081
Water System Supervisor	610055	7550	7917	8308	8718	9146

EXHIBIT I

Unit 13-2, Non-Exempt Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Legal Secretary I*	115015	4912	5149	5397	5656	5930
Legal Secretary II*	115016	5403	5667	5939	6224	6526
Paralegal*	160001	6084	6380	6689	7017	7362
Senior Human Resources Technician	150014	5077	5319	5573	5846	6127
Senior Legal Secretary*	115017	6218	6529	6855	7198	7557
Senior Paralegal*	160002	6347	6663	6997	7347	7715
Supervising Crime Scene Technician*	410013	6441	6755	7083	7428	7789

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Acoustical Program Coordinator	310100	6573	6897	7231	7589	7960
Airports Airside/Landside Superintendent	310018	7230	7584	7959	8347	8757
Airports Credentialing Supervisor*	115081	6674	7002	7349	7701	8082
Airports Operations Supervisor	310013	7245	7598	7967	8360	8764
Airports Projects Supervisor	310016	7598	7971	8362	8774	9207
Airports Property Supervisor	175005	6579	6901	7235	7593	7960
Animal Center Supervisor	560035	6579	6901	7235	7593	7960
Animal Programs Coordinator	560050	4391	4622	4827	5063	5312
Architect	210045	9182	9635	10109	10615	11144
Assistant Law Office Manager	115019	7513	7875	8265	8664	9090
Business Process & Systems Analyst	125044	7512	7875	8262	8666	9090
Call Center Supervisor*	115073	6809	7139	7484	7844	8227
Capital Development Specialist	310007	7227	7586	7958	8349	8758
Central Print Supervisor*	120007	6024	6320	6626	6952	7288
Chief Engineering Inspector	230078	7419	7781	8165	8566	8986
Chief Engineering Technician	210009	8342	8750	9182	9635	10109
Chief of Facilities Maintenance	810037	7272	7630	8004	8397	8811
Chief of Wastewater Environmental Services	620075	6959	7302	7660	8035	8429
Chief of Wastewater Facilities Maintenance	620085	7272	7630	8004	8397	8811
Chief of Wastewater Treatment Operations	620080	7352	7719	8098	8495	8912
Chief of Water Operations	610070	7474	7838	8227	8632	9054
Chief Police Pilot	410031	8215	8617	9045	9490	9961
Chief Surveyor	210032	11581	12160	12768	13406	14076
Community Services and Recreation Supervisor	520016	6592	6914	7255	7614	7980

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Contract Compliance Officer	150061	6579	6901	7235	7593	7960
Custodial Supervisor	810025	6579	6901	7235	7593	7960
Database Administrator	125045	7512	7875	8262	8666	9090
DBE/Small Business Coordinator	150070	6590	6909	7247	7603	7978
Emergency Services Dispatch Supervisor	410004	6924	7262	7614	7988	8378
Energy Efficiency Supervisor	230058	5833	6119	6418	6736	7065
Equipment Supervisor	720031	7155	7503	7871	8257	8665
Fire Prevention Engineer*	210055	7970	8362	8771	9202	9657
Fleet Administration Supervisor	720025	6579	6901	7235	7593	7960
Grant Writer*	150105	5494	5763	6043	6340	6648
Historic Preservation Specialist	230066	6898	7238	7596	7967	8356
Housing Program Supervisor	230055	7111	7466	7838	8230	8643
Human Resources Analyst*	150016	6674	7001	7339	7699	8079
Human Resources Records Supervisor*	115050	6700	7028	7375	7729	8113
Information Services Supervisor	125032	8259	8666	9090	9537	10010
Landscape Maintenance Superintendent	510027	8194	8599	9018	9462	9927
Lead Risk Analyst*	150008	6934	7278	7643	8024	8427
Licensed Professional Engineer	210110	11581	12160	12768	13406	14076
Management Analyst I	150020	4391	4604	4827	5063	5312
Management Analyst II*	150021	5515	5786	6066	6364	6672
Parking Supervisor*	720035	6903	7231	7581	7950	8692
Parks Supervisor I*	510025	6024	6320	6626	6952	7288
Parks Supervisor II	510026	6592	6914	7255	7614	7980
Planner III*	220007	6596	6918	7255	7613	7990
Police Support Services Supervisor*	115047	6674	7002	7349	7701	8082
Principal Accountant	130014	7245	7599	7974	8364	8776

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Procurement Supervisor	140004	6564	6892	7235	7597	7978
Professional Engineer	210100	9182	9635	10109	10615	11144
Project Manager	150065	8395	8814	9256	9718	10205
Records Supervisor*	115045	6674	7002	7349	7701	8082
Recycling Coordinator	640001	5491	5757	6039	6332	6644
Registered Veterinary Tech	560060	4933	5180	5439	5711	5997
Revenue Supervisor*	135025	6778	7108	7452	7811	8190
Risk Analyst*	150010	6674	7001	7339	7699	8079
Sanitation Supervisor	640029	6579	6901	7235	7593	7960
Senior Accountant-Auditor	130013	6624	6948	7289	7645	8017
Senior Building Inspector	230034	7274	7633	8007	8400	8818
Senior Database Administrator	125046	8288	8683	9100	9536	10010
Senior Electrical Safety Consultant	230024	7273	7633	8006	8400	8817
Senior Engineering Inspector	230077	6743	7076	7422	7787	8173
Senior Environmental & Safety Consultant	230005	7287	7647	8022	8415	8834
Senior Plumbing & Mechanical Consultant	230014	7274	7633	8007	8400	8818
Senior Programmer Analyst	125019	8259	8666	9090	9537	10010
Senior Real Estate Agent	170012	6579	6901	7235	7593	7960
Senior Retirement Counselor	135052	7236	7602	7979	8377	8797
Street Maintenance Superintendent	720004	8194	8599	9018	9462	9927
Street Maintenance Supervisor	720001	7230	7584	7959	8347	8757
Supervising Airports Building Maintenance Technician	310014	6579	6901	7235	7593	7960
Supervising Commercial Building Inspector	230036	7274	7633	8007	8400	8818
Supervising Engineering Technician	210008	7227	7586	7958	8349	8758
Supervising Fire Prevention Inspector*	420005	7264	7620	7996	8389	8801

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Supervising Paralegal*	160020	7252	7608	7979	8372	8783
Supervising Planner	220008	7260	7615	7985	8378	8786
Supervising Plans Examiner	210044	8435	8852	9290	9743	10221
Supervising Real Estate Agent	170013	7231	7585	7960	8348	8758
Supervising Traffic Signal Operations Specialist	720050	7503	7870	8260	8667	9090
Survey Party Chief	210031	7410	7768	8148	8544	8969
Systems Security Administrator	125050	7513	7875	8265	8664	9090
Transit Supervisor I	320050	6357	6666	6989	7333	7690
Transit Supervisor II	320051	7156	7502	7871	8258	8665
Treasury Officer	135015	7245	7599	7974	8364	8776
Urban Forestry Supervisor II	510031	6592	6914	7255	7614	7980
Urban Forestry Supervisor I*	510030	6024	6320	6626	6952	7288
Wastewater Environmental Supervisor	620073	7701	8076	8475	8893	9329
Wastewater Operations Supervisor	620072	7701	8076	8475	8893	9329
Wastewater System Supervisor	620071	7701	8076	8475	8893	9329
Water Conservation Supervisor	610045	6806	7139	7488	7859	8243
Water System Supervisor	610055	7701	8076	8475	8893	9329

EXHIBIT II

Unit 13-2, Non-Exempt Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Legal Secretary I*	115015	5011	5252	5505	5770	6049
Legal Secretary II*	115016	5512	5781	6058	6349	6657
Paralegal*	160001	6206	6508	6823	7158	7510
Senior Human Resources Technician	150014	5179	5426	5685	5963	6250
Senior Legal Secretary*	115017	6343	6660	6993	7342	7709
Senior Paralegal*	160002	6474	6797	7137	7494	7870
Supervising Crime Scene Technician*	410013	6570	6891	7225	7577	7945

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Acoustical Program Coordinator	310100	6606	6932	7268	7627	8000
Airports Airside/Landside Superintendent	310018	7267	7622	7999	8389	8801
Airports Credentialing Supervisor*	115081	6708	7038	7386	7740	8123
Airports Operations Supervisor	310013	7282	7636	8007	8402	8808
Airports Projects Supervisor	310016	7636	8011	8404	8818	9254
Airports Property Supervisor	175005	6612	6936	7272	7631	8000
Animal Center Supervisor	560035	6612	6936	7272	7631	8000
Animal Programs Coordinator	560050	4413	4646	4852	5089	5339
Architect	210045	9228	9684	10160	10669	11200
Assistant Law Office Manager	115019	7551	7915	8307	8708	9136
Business Process & Systems Analyst	125044	7550	7915	8304	8710	9136
Call Center Supervisor*	115073	6844	7175	7522	7884	8269
Capital Development Specialist	310007	7264	7624	7998	8391	8802
Central Print Supervisor*	120007	6055	6352	6660	6987	7325
Chief Engineering Inspector	230078	7457	7820	8206	8609	9031
Chief Engineering Technician	210009	8384	8794	9228	9684	10160
Chief of Facilities Maintenance	810037	7309	7669	8045	8439	8856
Chief of Wastewater Environmental Services	620075	6994	7339	7699	8076	8472
Chief of Wastewater Facilities Maintenance	620085	7309	7669	8045	8439	8856
Chief of Wastewater Treatment Operations	620080	7389	7758	8139	8538	8957
Chief of Water Operations	610070	7512	7878	8269	8676	9100
Chief Police Pilot	410031	8257	8661	9091	9538	10011
Chief Surveyor	210032	11639	12221	12832	13474	14147
Community Services and Recreation Supervisor	520016	6625	6949	7292	7653	8020

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Contract Compliance Officer	150061	6612	6936	7272	7631	8000
Custodial Supervisor	810025	6612	6936	7272	7631	8000
Database Administrator	125045	7550	7915	8304	8710	9136
DBE/Small Business Coordinator	150070	6623	6944	7284	7642	8018
Emergency Services Dispatch Supervisor	410004	6959	7299	7653	8028	8420
Energy Efficiency Supervisor	230058	5863	6150	6451	6770	7101
Equipment Supervisor	720031	7191	7541	7911	8299	8709
Fire Prevention Engineer*	210055	8010	8404	8815	9249	9706
Fleet Administration Supervisor	720025	6612	6936	7272	7631	8000
Grant Writer*	150105	5522	5792	6074	6372	6682
Historic Preservation Specialist	230066	6933	7275	7634	8007	8398
Housing Program Supervisor	230055	7147	7504	7878	8272	8687
Human Resources Analyst*	150016	6708	7037	7376	7738	8120
Human Resources Records Supervisor*	115050	6734	7064	7412	7768	8154
Information Services Supervisor	125032	8301	8710	9136	9585	10061
Landscape Maintenance Superintendent	510027	8235	8642	9064	9510	9977
Lead Risk Analyst*	150008	6969	7315	7682	8065	8470
Licensed Professional Engineer	210110	11639	12221	12832	13474	14147
Management Analyst I	150020	4413	4628	4852	5089	5339
Management Analyst II*	150021	5543	5815	6097	6396	6706
Parking Supervisor*	720035	6938	7268	7619	7990	8736
Parks Supervisor I*	510025	6055	6352	6660	6987	7325
Parks Supervisor II	510026	6625	6949	7292	7653	8020
Planner III*	220007	6629	6953	7292	7652	8030
Police Support Services Supervisor*	115047	6708	7038	7386	7740	8123
Principal Accountant	130014	7282	7637	8014	8406	8820

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Procurement Supervisor	140004	6597	6927	7272	7635	8018
Professional Engineer	210100	9228	9684	10160	10669	11200
Project Manager	150065	8437	8859	9303	9767	10257
Records Supervisor*	115045	6708	7038	7386	7740	8123
Recycling Coordinator	640001	5519	5786	6070	6364	6678
Registered Veterinary Tech	560060	4958	5206	5467	5740	6027
Revenue Supervisor*	135025	6812	7144	7490	7851	8231
Risk Analyst*	150010	6708	7037	7376	7738	8120
Sanitation Supervisor	640029	6612	6936	7272	7631	8000
Senior Accountant-Auditor	130013	6658	6983	7326	7684	8058
Senior Building Inspector	230034	7311	7672	8048	8442	8863
Senior Database Administrator	125046	8330	8727	9146	9584	10061
Senior Electrical Safety Consultant	230024	7310	7672	8047	8442	8862
Senior Engineering Inspector	230077	6777	7112	7460	7826	8214
Senior Environmental & Safety Consultant	230005	7324	7686	8063	8458	8879
Senior Plumbing & Mechanical Consultant	230014	7311	7672	8048	8442	8863
Senior Programmer Analyst	125019	8301	8710	9136	9585	10061
Senior Real Estate Agent	170012	6612	6936	7272	7631	8000
Senior Retirement Counselor	135052	7273	7641	8019	8419	8841
Street Maintenance Superintendent	720004	8235	8642	9064	9510	9977
Street Maintenance Supervisor	720001	7267	7622	7999	8389	8801
Supervising Airports Building Maintenance Technician	310014	6612	6936	7272	7631	8000
Supervising Commercial Building Inspector	230036	7311	7672	8048	8442	8863
Supervising Engineering Technician	210008	7264	7624	7998	8391	8802
Supervising Fire Prevention Inspector*	420005	7301	7659	8036	8431	8846

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Supervising Paralegal*	160020	7289	7647	8019	8414	8827
Supervising Planner	220008	7297	7654	8025	8420	8830
Supervising Plans Examiner	210044	8478	8897	9337	9792	10273
Supervising Real Estate Agent	170013	7268	7623	8000	8390	8802
Supervising Traffic Signal Operations Specialist	720050	7541	7910	8302	8711	9136
Survey Party Chief	210031	7448	7807	8189	8587	9014
Systems Security Administrator	125050	7551	7915	8307	8708	9136
Transit Supervisor I	320050	6389	6700	7024	7370	7729
Transit Supervisor II	320051	7192	7540	7911	8300	8709
Treasury Officer	135015	7282	7637	8014	8406	8820
Urban Forestry Supervisor II	510031	6055	6352	6660	6987	7325
Urban Forestry Supervisor I*	510030	6625	6949	7292	7653	8020
Wastewater Environmental Supervisor	620073	7740	8117	8518	8938	9376
Wastewater Operations Supervisor	620072	7740	8117	8518	8938	9376
Wastewater System Supervisor	620071	7740	8117	8518	8938	9376
Water Conservation Supervisor	610045	6841	7175	7526	7899	8285
Water System Supervisor	610055	7740	8117	8518	8938	9376

EXHIBIT III

Unit 13-2, Non-Exempt Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Legal Secretary I*	115015	5037	5279	5533	5799	6080
Legal Secretary II*	115016	5540	5810	6089	6381	6691
Paralegal*	160001	6238	6541	6858	7194	7548
Senior Human Resources Technician	150014	5205	5454	5714	5993	6282
Senior Legal Secretary*	115017	6375	6694	7028	7379	7748
Senior Paralegal*	160002	6507	6831	7173	7532	7910
Supervising Crime Scene Technician*	410013	6603	6926	7262	7615	7985

MEMORANDUM OF UNDERSTANDING

BETWEEN AND FOR THE

CITY OF FRESNO

AND

CITY OF FRESNO

PROFESSIONAL EMPLOYEES ASSOCIATION, INC.

**(Exempt Supervisory and Professional Unit and
Non-Exempt Professional Unit - Unit 13)**

January 1, 2024 – June 15, 2025

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LEGEND

***	= deleted old language
[\$ deleted]	= section/subsection deleted
[\$\$ deleted]	= two or more sections/subsections deleted
bold type	= new language

ARTICLE I

PREAMBLE

A. PURPOSE

This Memorandum of Understanding (MOU), entered into between the City of Fresno, hereinafter referred to as the City, and the City of Fresno Professional Employees Association, Exempt Supervisory and Professional Unit and Non-Exempt Professional Unit, hereinafter referred to collectively as the Association, CFPEA, or as Unit has as its purpose the establishment of wages, hours, and other terms and conditions of employment, and to promote collaboration in the resolution of issues affecting all parties. The parties have met and conferred in good faith and have freely exchanged information, opinions and proposals and have reached agreement on all matters relating to the employment conditions and employer-employee relations of such employees.

B. DEFINITIONS

Unless the particular provision or the context otherwise requires, and, except to the extent that a particular word or phrase is otherwise specifically defined in this MOU, the definitions and provisions contained in Chapter 3, and Sections 3-101, 3-201, 3-202, 3-501 and 3-603 of the Fresno Municipal Code (FMC) shall govern the construction, meaning, and application of words and phrases herein. The definition of each word or phrase shall constitute, to the extent applicable, the definition of each word or phrase which is derivative from it, or from which it is a derivative, as the case may be.

C. GOVERNING LAWS

The employer-employee relationship between the City and its employees, and the City and the Association, is governed by applicable state bargaining laws as may be amended from time to time, and Article 6 of Chapter 3 of the FMC. In the event of any conflict between said laws and this MOU, said laws shall govern.

ARTICLE II

EMPLOYEE RIGHTS

A. GENERAL

The rights of employees are set forth in Section 3-604 of the FMC, and said Section presently reads as follows:

"Employees shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations including, but not limited to, wages, hours, and other terms and conditions of employment. Employees shall have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relationship with the City. No employees shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City or by an employee or an employee organization because of their exercise of any of these rights. No management employee or confidential employee shall act as a representative of any employee organization which represents employees other than management employees or confidential employees."

B. NONDISCRIMINATION

The provisions of this MOU shall apply to and be exercised by all members of the Association, consistent with state and federal nondiscrimination statutes.

C. EMPLOYEE RESPONSIBILITIES

All employees in the Units acknowledge that the City shall consider the positions and proposals of the Association as the meet and confer positions and proposals of all employees, individually and collectively, in said Units.

D. PERSONNEL FILES

1. The * * * **Personnel Services Department**, under the direction of the Director of Personnel Services, shall maintain the official personnel file for each employee. Each employee may review, or authorize in writing its review by a designated representative, subject to reasonable rules and regulations, and receive a copy of all material placed in their personnel file. If an employee disagrees with the content of a document placed in either file, it shall be the right of the employee to submit a response to the Director of Personnel Services to be attached to the document in question and included in the appropriate file. Personnel files are confidential and access is limited.
2. Documents, including performance evaluations, shall be forwarded to the * * * **Personnel Services Department** to be maintained as the official personnel file as noted in D. 1., above. In addition, the departmental file shall be forwarded to the employee's new department if the employee

transfers, promotes, or demotes. The file should be forwarded to * * * **the Personnel Services Department** when the employee leaves City service.

3. Inquiries regarding employment references shall be administered in accordance with existing City policies.

ARTICLE III
CITY RIGHTS

A. GENERAL

1. The rights of the City include those rights enumerated in FMC Section 3-605, as the same may be amended from time to time. Specifically:
 - (a) The exclusive rights to the City include, but are not limited to, the right to
 - (1) determine the missions of its constituent departments, divisions, commissions, and boards;
 - (2) set standards of service and municipal fees and charges;
 - (3) determine the procedures and standards of selection for employment, assignment, transfer, and promotion;
 - (4) direct its employees;
 - (5) take disciplinary action;
 - (6) relieve its employees from duty because of lack of work or other legitimate reasons;
 - (7) maintain the efficiency of governmental operations;
 - (8) determine the methods, means, and personnel by which government operations are to be conducted;
 - (9) determine the content of job classifications;
 - (10) take all necessary actions to carry out its mission;
 - (11) exercise complete control and discretion over its organization and technology of performing its work. * * *
2. The rights of the City include the determination of staffing levels, including but not limited to, staffing by shift and class.
3. All other rights formerly or presently enjoyed by or vested in the City on the effective date of this MOU and not mentioned in Section 1. (a) above are retained by and reserved to the City unless explicitly waived by the City by resolution of the Council or by Council-approved MOU.
4. Nothing in this MOU shall be construed as delegating to others the authority conferred by law on the City, or in any way abridging or reducing such authority.

5. This MOU is not intended to restrict consultation in good faith with the Association regarding matters within the right of the City to determine.

ARTICLE IV

RECOGNITION

A. ASSOCIATION RECOGNITION

1. The City acknowledges the Association as the recognized employee organization representing the Exempt Supervisory and Professional Unit and Non-Exempt Professional Unit. * * * **The parties** shall meet and confer in good faith promptly upon request by either party and continue for a reasonable period of time in order to exchange freely information, options, and proposals, and to endeavor to reach agreement on a successor MOU. MOU negotiations may be initiated five (5) months prior to the expiration of the MOU.
2. * * * Employees of the City shall have the right to refuse to join or participate in the activities of the Association and shall have the right to represent themselves individually in their employment relationship with the City of Fresno. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by the City or by the Association because of the exercise of these rights.

B. UNIT DESCRIPTION

The Association represents two (2) Units consisting of Exempt Supervisory and Professional Unit and Non-Exempt Professional Unit employees holding a permanent position, as defined in FMC Section 3-202(p)(4), in one of the classes listed in Exhibits 13-1 or 13-2 of the Salary Resolution, as such Units may be modified from time to time in the manner designated in the FMC.

C. CITY RECOGNITION

The Association recognizes the City Manager of the City of Fresno, or such person as may be designated in writing, as the designated representative of the City, pursuant to FMC Section 3-615, and shall meet and confer in good faith promptly upon request by the City and continue for a reasonable period of time in order to exchange freely information, options, and proposals, and to endeavor to reach agreement on a successor MOU.

D. RECOGNITION OF MUTUAL OBLIGATION

The Association and the City recognize and acknowledge their mutual obligation and responsibility to effectuate the purposes set forth in, and to adhere to the conditions and clauses set forth in this MOU.

E. LOCKOUT AND STRIKE

1. In the event the meet and confer process beginning prior to the expiration of this MOU results in an impasse, the City shall not take unilateral action regarding wages, hours, and other terms and conditions of employment

prior to completion of any impasse resolution procedures provided in FMC Section 3-617 and State law.

2. No unlawful strike or work stoppages by City employees, as defined in FMC Section 3-624 or applicable state bargaining laws and regulations, shall be caused, instigated, encouraged, condoned, participated in, or honored by the Association or its members during the term of this MOU.
3. No lockout of employees shall be instituted by the City during the term of this MOU.

ARTICLE V

REPRESENTATION AND RESOLUTION OF CONCERNS

A. SCOPE OF REPRESENTATION

"Scope of representation" shall be as defined in FMC Section 3-603(w), as the same may be amended from time to time. Said Section presently reads as follows:

"Scope of representation" means all matters relating to employer-employee relations, including, but not limited to, wages, hours, and other terms and conditions of employment. Employee rights, as set forth in Section 3-604, and City rights as set forth in Section 3-605 (a), are excluded from the scope of representation."

B. REPRESENTATION OF EMPLOYEES

1. A member of the Association whose presence is requested by management to discuss or review an action of the employee has the right to be represented by an Officer, Director, or member of the Association if it appears that the discussion or review may result in a reprimand (oral or written), fine, suspension, demotion, or termination. Should an employee request such representation, no further discussion or review may occur until a representative is present, except that an unreasonable delay shall not result from such a request. The presence of a representative of the employee's own choosing who is not an Officer, Director, or member of the Association shall also satisfy the requirements of this section. An employee shall not represent nor be represented by an individual within their line of supervision.
2. This Section does not apply to the normal ongoing employment relationship or supervisor/subordinate relationship between the City and its employees, when such matters include, but are not limited to, work direction, scheduling, and non-disciplinary counseling or performance evaluations.
3. The Association agrees to represent employees in these Units in a manner consistent with the requirements of the Meyers-Milias-Brown Act and applicable state and federal regulations.
4. Executive Board Member Release Time: Association Executive Board Members will be allowed time off to attend to Association business. At least two (2) calendar days advance notice shall be provided by the Association President to the * * * **Chief Labor Negotiator or designee** so that release time may be arranged with the affected department, exceptions may be made on a case-by-case basis upon mutual agreement of the parties. Executive Board members may take up to twenty-four (24) hours annually. The President may take up to forty (40) hours annually. Such time may be charged to the employee's Annual Leave, Holiday Leave, or Management Leave banks.

5. Grievance/Disciplinary Action Release Time: The Association President will designate Executive Board Members to investigate grievances or disciplinary actions and/or to observe working conditions stemming from grievances. The Association agrees to provide a minimum of seventy-two (72) hours advance notice of the request for Grievance/Discipline Release Time. The Association President shall provide such notice to the * * * **Chief Labor Negotiator or designee** so that release time may be arranged with the affected department. Designated Association representatives may receive up to a maximum of two (2) hours of release time per grievance/discipline for investigative purposes.
6. Negotiations and Grievance Advisory Committee Release Time: An Association representative, designated by the Association President, shall be able to represent employees in negotiations, and Grievance Advisory Committee meetings. The Association agrees to provide reasonable advance notice of the request for Release Time for these instances. The Association President shall provide such notice to the * * * **Chief Labor Negotiator or designee** so that release time may be arranged with the affected Department.

C. RESOLUTION OF CONCERNS

Concerns regarding the interpretation or application of the provisions of this MOU shall be resolved exclusively as outlined in Administrative Order 2-15, Resolution of Concerns of Management and Confidential Employees. The City recognizes the right of employees who are members of the Association to be represented by the Association in resolving concerns.

D. CORRECTIVE ACTIONS

Pursuant to FMC Sections 3-283 and 3-284, employees in the Classified Service may elect to appeal a corrective action resulting in fine, suspension, demotion or termination to the Civil Service Board for a hearing before the Board under FMC Section 3-284, or may request that the action be heard by a hearing officer pursuant to FMC Section 3-283. The recommendation of the hearing officer shall be filed with the Civil Service Board, which may affirm, modify or set aside the recommendation. The decision of the Civil Service Board shall be final and binding on all parties, and there shall be no further administrative appeal available.

ARTICLE VI

COMMUNICATIONS

A. ASSOCIATION BUSINESS

1. The City agrees to allow Association Officers, subject to the approval of each employee's supervisor and the needs of the City, reasonable leave in accordance with Article V, Section B., for the day-to-day conduct of Association business, including representation of employees as provided in Article V. Attendance at Association conferences, workshops, training, etc., will be charged to the employee's accrued leave benefits, to be designated by the employee. Approval of such leave will not be unreasonably withheld.
2. The use of City equipment or computer network to conduct personal business is prohibited. Both parties agree that there are times that the use of City equipment is unavoidable by the Association, and at times is in the best interests of the City. Routine City business may be conducted without charge, and shall include the use of land or cellular phones to contact family members if the employee is required to work late, or has their shift changed without advanced notice. Occasional use of e-mail to communicate on issues of mutual labor-management interest, such as the scheduling of negotiations meetings, shall be permitted.

B. ASSOCIATION OFFICERS AND DIRECTORS

1. A written list of the Officers of the Association and the Association Directors, with the specific areas they represent, shall be furnished to the City immediately after their designation and the Association shall notify the City promptly in writing of any changes of such Association Officers or Directors.
2. The Personnel Services Department shall provide the Association the names of all new members of this Unit within **30 days of hire in compliance with AB 119** * * *.

C. ASSOCIATION BULLETIN BOARDS

The City shall provide space, or access to space, for the exclusive use of the Association on one bulletin board in each work or reporting location.

D. EXCHANGE OF INFORMATION

1. General

On a timely basis, the City shall provide notification to the Association upon proposing amendments to Administrative Orders, hereinafter AO, new and amended Salary Resolutions, new and amended Position Authorization Resolutions, and job bulletins applicable to the Unit and Unit employees.

2. Class Specifications

Revisions to specifications for classes contained in these Units will be provided to the Association for review and comment prior to their adoption by the Director of Personnel Services.

3. If new classes are created which the City determines appropriate for inclusion in these Units, the City shall provide a copy of the specifications to the Association and reasonable notice and opportunity to meet and confer prior to the action to adopt a **base** salary for the class. If, after a reasonable period of meeting and conferring, agreement cannot be reached, staff, after notifying the Association, shall forward their recommendation to the City Council.

4. The Association shall provide the Labor Relations Division with a copy of its By-Laws. Whenever those By-Laws are amended, the Association shall promptly provide an updated copy of the By-Laws to the Labor Relations Division.

5. New Employee Orientation

The Personnel Services Department (PSD) provides a new employee orientation program to all new City employees (i.e., NEO). PSD will notify the Association at least **ten (10) calendar days'** in advance of a scheduled NEO, and at the end of the work week immediately preceding the NEO if the NEO will include any individuals who will be represented by the Association, unless the City is unable to reasonably do so because of an unforeseeable urgent need critical to City operations.

A representative of the bargaining unit will be invited to the NEO meeting room immediately prior to a session to be conducted by the bargaining unit and will be introduced by a City staff member. The bargaining unit will be provided an opportunity to meet with new bargaining unit members * * * **during** the NEO. The session will be scheduled for twenty (20) minutes. This session will not be held if there are no new bargaining unit members attending the NEO or if the bargaining unit representative is not available.

6. Employee Information

The City will provide the employee information it has on file in compliance with Assembly Bill (AB) 119 California Government Code Sections 3555-3559) for all new hires in the bargaining unit within 30 days of hire, as well as all employees represented by the Association at least once per quarter.

Pursuant to Government Code §3358 (in AB 119), employees may opt out of releasing the following information to the Association: home address, home and personal cellular telephone numbers, and personal email addresses. The City of Fresno's Dues Deduction Authorization shall be modified to include the opportunity for the employee to opt out of releasing the above information, and notification that the City will furnish Unit required information pursuant to AB 119.

ARTICLE VII

DUES DEDUCTION

A. GENERAL

1. The City shall deduct the dues or benefit premiums, or both, following receipt of notice from the Association that authorization has been provided to the Association by members in these Units. The City shall stop dues deductions or benefit premium deductions, or both, upon receipt of notice from the Association that authorization has been provided to the Association by members in these Units. Should there be a dispute regarding the deduction of dues, the Association shall provide the City with a copy of the authorization(s) signed by the employee.
2. Dues deductions will be terminated when an employee leaves the bargaining unit.
3. The Association, in consideration for and as a condition of the City withholding and transmitting payroll and benefit deductions authorized by this Section and in compliance with * * * **Government Code Section 1157.12**, shall **indemnify and** hold harmless the City of Fresno, its officers, and employees from any liability that may result from making, canceling, or changing requested deductions.

B. EXCEPTION TO THE DUES DEDUCTION AUTHORIZATION

The member's earnings must be sufficient after other legal and required deductions are made to cover the amount of the dues deduction authorized. When a member is in unpaid status for an entire pay period, no dues deduction shall be made from future earnings to cover that pay period, nor will the member be allowed to deposit with the City Controller the amount which would have been deducted if the member had been in a paid status during the pay period. Whenever the member's salary is not sufficient to cover other legal and required deductions, no dues deduction or deposit shall be made.

C. DUES DEDUCTION

Dues deduction shall be transmitted at least monthly by electronic funds transfer to an account specified by the City of Fresno Professional Employees Association.

ARTICLE VIII

COMPENSATION AND BENEFITS

A. SALARIES

1. **Effective June 17, 2024, the base rate of pay for all permanent employees in this unit active at the beginning of the first full pay period following Council approval shall be increased by two percent (2%) as reflected in Exhibit II, attached hereto and incorporated by this reference. * * ***

2. **Effective December 16, 2024, the base rate of pay for all permanent employees in this unit active at the beginning of the first full pay period following Council approval shall be increased by an additional one-half percent (0.5%) as reflected in Exhibit III, attached hereto and incorporated by this reference. The additional one-half percent will be calculated based on the employee's base rate of pay, inclusive of the two percent increase described in section 1 above. * * ***

* * *

* * *

3. The parties have reached agreement on compensation adjustments resulting from a Classification and Compensation Study. The parties have also agreed that compensation adjustments will be implemented in phases, with the first phase commencing with Equity Increases effective July 23, 2018, and subsequent phases to be implemented as negotiated in future MOU negotiations or as otherwise mutually agreed between the parties. * *
*** The parties have agreed to implement the remainder compensation adjustments effective June 17, 2024, which is reflected in Exhibit I, attached hereto and incorporated by this reference.**

B. PENSION CONTRIBUTION

Employees in Unit 13 who are hired by the City on or after June 29, 2015, 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 13 on or after June 25, 2018 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 13, 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 Option Program ("DROP") account.

The City and the Association agree to a limited reopener of this provision in regard to the possible revision of Normal Contributions to the Employee Retirement System for those employees paying an additional one and one half percent (1.5%).

C. PREMIUM PAY

1. Swing and Night Shift Premium - An employee in these Units who is regularly assigned to work a swing or night shift and who supervises an employee or employees who are eligible to receive swing or night shift premium pay shall receive swing or night shift premium pay in addition to the employee's base salary. If one-half or more of an employee's shift falls between the hours of 5:00 p.m. and midnight, the employee will receive a swing shift premium of one dollar **and forty-five cents** (* * * **\$1.45**) per hour for all hours worked that shift. If one-half or more of an employee's shift falls between the hours of midnight and 8:00 a.m., the employee will receive a night shift premium of * * * **two dollars and thirty cents** (* * * **\$2.30**) per hour for all hours worked that shift. The swing or night shift premium will be paid only to an employee who is regularly assigned to a swing or night shift and who actually works such shift. Should a shift fall under the definitions of both swing and night shift, the shift will be paid at the higher rate. **This pay is pensionable under the City of Fresno Retirement System.**
2. Bilingual Premium Pay Program - The City and the Association jointly encourage employees to use their language skills to provide the highest level of service to the community. The bilingual certification program consists of a City administered examination process whereby employees may apply for bilingual examination and if certified by the examiner, receive bilingual premium pay for interpreting and translating.
 - a. The Bilingual certification examinations will be conducted as needed. Examination applications will be available at the Personnel Services Department, Human Resources Division, and City department personnel units. 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 must recertify will be provided notice prior to recertification.
 - b. Department Directors, or their designees, shall designate those positions or assignments in which bilingual skill is desired.
 - c. Bilingual certification examinations are conducted for languages as specified in the Salary Resolution.
 - d. Employees who have passed the bilingual examination and who are receiving bilingual premium pay may not refuse to translate while on

the job.

- e. Employees who are bilingual but who have chosen to not receive bilingual premium pay shall not be required to translate on the job except in an emergency.
- f. Effective December 6, 2021, the bilingual premium pay rate for classified employees in these Units will be one hundred dollars (\$100) per month regardless of how many languages for which an employee is certified.

3. Certificate/License/Registration Premium Pay - It is expressly understood that positions and assignments eligible for certificate, license, or registration premium pay will be determined solely at the discretion of management. If any of the certificates, licenses and/or registrations detailed in * * * **the subsections** below are determined by the City to be minimum qualifications in job classifications, premium pay for that particular certificate, license and/or registration shall not be paid. **Premium pays listed in the subsections are pensionable under the City of Fresno Retirement System.**

Premium pay for certificates, licenses, and registration will become effective on the first day of the pay period in which the employee submits the applicable new or renewal license, registration, or certificate to their department or the effective date of the new or renewal license, registration, or certificate, whichever is later. Upon expiration of the license, registration, or certificate for which an employee is receiving premium pay, premium pay will be discontinued until such time the employee submits their renewal license, registration, or certificate to their department. Premium pay will not be paid retroactively. Exceptions due to exigent circumstances, such as an error or delay on behalf of the organization issuing the certificate, may be considered on a case-by-case basis by the Director of Personnel Services or designee.

- a. Permanent employees in the classes of Planner III * * * who possess a valid registration as an Architect, Civil Engineer, Electrical Engineer, Structural Engineer, or Traffic Engineer issued by the State of California, shall receive an additional five percent (5%) of their base rate of pay per month.
- b. Permanent employees in the classes of Principal Accountant, Senior Accountant-Auditor, or Treasury Officer, who possess a valid license as a Certified Public Accountant issued by the State of California, shall receive an additional five percent (5%) of their base rate of pay per month.
- c. Permanent employees in the class of Equipment Supervisor, who possess a valid Master Automobile Technician Certificate or a valid Master Heavy Duty Truck Technician Certificate issued by the National Institute for Automotive Service Excellence (**NIASE**), shall

receive * * * **two hundred** dollars * * * **(\$200.00)** per month.

- d. Permanent employees in the class of Wastewater Operations Supervisor who are assigned to the operational area of Mechanical Maintenance and who possess a valid Grade IV Wastewater Collection Systems Technical Certificate issued by the California Water Environment Association, shall receive forty dollars (\$40.00) per month.
- e. Permanent employees in the class of Chief of Wastewater Facilities Maintenance, who possess a valid Grade IV Mechanical Technologist Certificate or valid Grade IV Electrical Instrumentation Certificate issued by the California Water Environment Association, shall receive seventy-five dollars (\$75.00) per month.
- f. Permanent employees in the class of Wastewater * * * **System** Supervisor, who possess a valid Grade IV Mechanical Technologist Certificate issued by the California Water Environment Association or a valid Grade IV Wastewater Treatment Plant Operator Certificate issued by the State Water Resources Control Board, shall receive seventy-five dollars (\$75.00) per month.
- g. Subject to policies, procedures and criteria determined and established by the City Manager, permanent employees in classes requiring the possession and maintenance of valid registration as a * * * **Professional Engineer** issued by the State of California, shall be reimbursed by the City for registration fee renewals.
- h. Subject to policies, procedures and criteria determined and established by the City Manager, permanent employees in classes requiring the possession and maintenance of valid certification issued by the California Water Environment Association, shall be reimbursed by the City for certification fee renewals.

4. Salary Spread Differential Premium Pay

- a. Upon the filing of an Employee Action Form (“EAF”) by a department director, the Director of Personnel Services shall approve a premium pay increase in order to establish a salary spread differential of ten (10%) between a supervisory employee in these Units, and the supervisory employee’s highest paid subordinate.
- b. Premium pay received under MOU Article VIII, Section C., Subsection 4a shall not be considered base pay, and shall not be applied towards the calculation of leave benefit payouts, holiday payouts, life/disability compensation, or retirement calculations/benefits.
- c. The actual amount of salary spread differential premium pay received shall be the difference between the base pay of the highest paid subordinate, and the amount necessary to be added to the supervisory employee’s base rate of pay to maintain a ten percent

(10%) salary spread differential. Receipt of this premium pay shall be discontinued upon the supervisor's separation from City service, or upon any modification which eliminates the supervisor/subordinate relationship.

- d. The parties agree to meet each quarter during the term of the MOU to discuss and strategize alternative solutions to Salary Spread Differential Premium Pay. Any change to Article VIII, Section C. 4. will require mutual agreement.

5. **Licensed Professional Engineer** * * *

- a. As determined solely by the * * * **Appointing Authority** with City Manager approval, a **Licensed Professional Engineer** may receive premium pay * * * of **three hundred dollars (\$300) per month** when the **Licensed Professional Engineer's** assignment requires specialized expertise * * * or other job-related criteria as determined by management. Eligibility for such premium pay will not continue beyond twelve (12) months without review, an EAF, **Appointing Authority recommendation**, and City **Manager** approval. **This pay is pensionable under the City of Fresno Retirement System.**

* * *

- b. It is expressly understood that reduction in force and lay off processes are governed by the FMC; however, in addition to the Code, a senior employee occupying the class of **Licensed Professional Engineer** * * * affected by a reduction in force will not bump a more junior employee occupying the same class if the position occupied by the junior employee requires specialized certification/licensure/training not possessed by the more senior employee.

6. **Supervising Crime Scene Technician Premium Pay:**

a. **Bachelor's Degree Pay**

Employees in the classes of Supervising Crime Scene Technician who possess a four (4) year college degree (Bachelor's Degree) from an accredited institution shall be paid an additional three percent (3%) of their base rate of pay. **This pay is pensionable under the City of Fresno Retirement System.**

b. **POST Premium Pay**

- (1) Employees who have served at least five (5) years of full-time work in the classification of Supervising Crime Scene Technician in the City of Fresno Crime Scene Bureau and have successfully completed the basic POST Crime Scene Bureau Technician course shall be paid an additional four percent (4%) of their base rate of pay.

- (2) Employees who have served at least ten (10) years of full-time work in the classification of Supervising Crime Scene Technician in the City of Fresno Crime Scene Bureau and who have successfully completed the POST certified training for law enforcement supervisors shall be paid an additional four percent (4%) of their base rate of pay.
- (3) The POST Premium Pay listed in subsections 6.b(1) and 6.b(2) above shall be stackable.
- (4) POST Premium Pay is pensionable under the City of Fresno Retirement System.

7. **Blue Seal of Excellence Recognition Premium Pay:**

a. Employees in this Unit assigned to FAX or Fleet facilities in the class of Equipment Supervisor or in any other class in this Unit whose Automotive Service Excellence (ASE) certification contributes to the receipt of the respective facility's ASE Blue Seal of Excellence Recognition, shall become eligible to receive six hundred dollars (\$600) per year premium pay to be paid in the regular paycheck of the first pay period following the facility's designation date, pursuant to the requirements outlined in subsections (1) and (2) below. Only employees in this Unit active as of the facility's designation date shall receive the premium pay. The pay is pensionable under the City of Fresno Retirement System.

- (1) A FAX or Fleet facility must receive the ASE Blue Seal of Excellence Recognition pursuant to the program criteria established by the NIASE;
- (2) The employee in this Unit must possess at a minimum two (2) applicable ASE certificates pursuant to the program criteria established by the NIASE (i.e., the employee's name was included as an ASE-Certified Service Professional on the Blue Seal Recognition Program application submitted by the facility).

8. **Acting Assignments – Police Department:**

An employee in the Police Department who otherwise meets all criteria for Temporary Assignment to Perform Duties of an Absent Employee (see FMC 3-260), but is ineligible because the absent employee is a sworn peace officer, shall receive premium pay of five percent (5%) of the employee's base salary when assigned to perform the managerial duties of a sworn officer appointed to an administrative position.

9. **Additional Shifts (Full or Partial) Premium Pay**

- a. Ten-Hour Shifts - Employees occupying the class of Emergency Services * * * **Dispatch** Supervisor may work full or partial 10-hour shifts on a voluntary or management-directed basis. If an employee works a full or partial 10-hour shift, in addition to any shift which is part of the employee's normal work schedule, the employee shall be paid the sum of \$320 for such full shift, or an amount which is proportionate to the fraction of a shift worked (Formula: $(\$320 \div 10 \text{ full shift hours}) \text{ amount of shift worked} = \$ \text{ amount to be applied to partial shifts worked}$).

Eight-Hour Shifts - In the event the department changes from 10-hour to 8-hour shifts, employees occupying the class of Emergency Services * * * **Dispatch** Supervisor may work full or partial 8-hour shifts on a voluntary or management-directed basis. If an employee works a full or partial 8-hour shift, in addition to any shift which is part of the employee's normal work schedule, the employee shall be paid the sum of \$260 for such full shift, or an amount which is proportionate to the fraction of a shift worked (Formula: $260 \div 8 \text{ full shift hours}) \text{ amount of shift worked} = \$ \text{ amount to be applied to partial shifts worked}$).

- b. Eight-Hour Shifts - Employees occupying the class of * * * **Police Support Services** Supervisor may work full or partial 8-hour shifts on a voluntary or management-directed basis. If an employee works a full or partial 8-hour shift, in addition to any shift which is part of the employee's normal work schedule, the employee shall be paid the sum of \$250 for such full shift, or an amount which is proportionate to the fraction of a shift worked (Formula: $(\$250 \div 8 \text{ full shift hours}) \text{ amount of shift worked} = \$ \text{ amount to be applied to partial shifts worked}$).

D. PARALEGAL CERTIFICATION REIMBURSEMENT

* * * **Employees** in the classes of Paralegal, Senior Paralegal, and Supervising Paralegal may request and be reimbursed up to \$500 during a period of two fiscal years for actual out-of-pocket expenses associated with continuing education required for maintaining a paralegal certification as approved by the City Attorney or designee, including course registration fees and the cost of required materials. Employees requesting reimbursement for registration fees and cost of materials must complete a Travel and Expense Reimbursement form provided by the Finance Department, obtain signature of the City Attorney or designee, and attach proof of attendance and costs incurred for such course(s) within ten (10) calendar days after completion of the course(s).

E. LIFE INSURANCE AND DISABILITY COVERAGE

The City shall provide Life Insurance and Long Term Disability Insurance for members of these Units in the amounts and formulas currently provided. Employees who leave City employment may continue Life Insurance Coverage in accordance with the terms of the insurance carrier if permitted by those terms.

F. FRESNO CITY EMPLOYEES HEALTH AND WELFARE TRUST

The City and the Association agree that the Fresno City Employees Health and Welfare Trust has the sole authority to determine the benefits that will be provided during the term of this MOU. The sole responsibility of the City under this clause is to provide a set * * * **percentage of the total premium for such benefits** to be contributed to the Trust on behalf of the employees represented by the Association. * * * **The City contribution of the total premium shall be seventy percent (70%) and the employee share of the total premium shall be thirty percent (30%) Employees may elect to contribute the employee share through payroll deductions to make up the difference between the total premium and the City contribution to receive the maximum benefit coverage provided under the Trust, or elect not to contribute the employee share and accept a reduced coverage option.**

Should any other represented bargaining unit in the City negotiate a successor MOU, or extend the period of an MOU, or have terms imposed resulting in a greater contribution by the City, upon the Association's request, the parties will meet to determine a match to that benefit.

The City and the Association shall meet and confer on an alternative health plan and/or modifications to the Health & Welfare Trust upon the request of either party. The meet and confer process may include other bargaining units.

The parties also agree to work collectively in conjunction with their Board representatives to research and recommend potential cost-saving measures for the Health & Welfare Trust, which may include a choice of health program options based on individual need or preference, including a reduced option equivalent to the City's premium contribution, a separate rate for single employees with no dependents, or other flex plan programs; mandatory generic mail order drug maintenance for employees who require prescription drug therapy for any period of 90 days or more; or other measures that may be identified as this work progresses.

G. LEAVES

1. Attendance Policy

Effective July 1, 2006, the FMC, City administrative orders, City policies, procedures, rules and regulations concerning * * * **Sick Leave** usage and administration shall apply. * * *

2. Annual Leave

- a. Annual Leave Accrual - **Employees in these Units do not accrue Vacation Leave and Sick Leave * * * as provided in the FMC-* * * and instead accrue Annual Leave** as detailed below. Except for any exceptions noted herein, all provisions of the FMC, City * * * **Administrative Orders**, policies, procedures, rules and regulations concerning leave administration will continue to apply.

- (1) Less than Ten Years - For *** employees *** who have been continuously employed by the City for less than ten (10) years, the Annual Leave accrual rate will be 15.5 hours for each completed calendar month of employment. ***
- (2) More than Ten Years But Less Than Twenty Years - For ** * employees * * * who have been continuously employed by the City for ten (10) years or more, the Annual Leave accrual rate will be 18.83 hours for each completed calendar month of employment. * * *
- (3) Twenty Years or More - For employees who have been continuously employed by the City for twenty (20) years or more, the Annual Leave accrual rate will be 20 hours for each completed calendar month of employment.

(4) Annual Leave Accumulation Limit

Employees with Annual Leave balances of nine hundred (900) hours or more on June 29, 2015, will not exceed one thousand two hundred (1,200) hours.

Employees with Annual Leave balances of eight hundred hours or more, but less than nine hundred (900) hours on June 29, 2015, will not exceed one thousand (1,000) hours.

All other employees will have a cap of eight hundred forty (840) hours.

No extension to the Annual Leave accumulation limit will be allowed.

- (5) Use of Annual Leave – Annual Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations.
- (6) Annual Leave Cash Out – Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Annual Leave balances, whichever is greater, each fiscal year between July 1 and December 31 of the applicable fiscal year during the term of this MOU. Employees may request payment and be compensated for up to five percent (5%) of their Annual Leave balance between January 1 and March 31 of any fiscal year except that payments between January 1 and March 31 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. The City will meet with the Association before making such declaration, but the final decision shall be at the City Manager's sole discretion and shall not be grievable.

- (7) Unused Annual Leave Pay Out - Upon separation from City service, an employee will be compensated for all unused Annual Leave balances at their applicable base rate of pay. Compensation received under this provision will not be considered pensionable for retirement purposes.
- (8) Transfer - An employee transferring to a position represented by a different bargaining group, which is not covered by Annual Leave, may either cash out their unused Annual Leave balance at their applicable base rate of pay, or have the unused Annual Leave balance converted to a non-accruing Annual Leave balance of hours. The conversion is obtained by multiplying unused Annual Leave hours by the applicable Association class' base rate of pay (converted to an hourly figure), dividing the product by the applicable non-Association class' base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee. (Conversion example: 100 [unused Annual Leave hours] x \$15.00 [CFPEA class monthly base rate converted to hourly] = \$1,500.00 [product] ÷ \$20.00 [non-CFPEA class monthly base rate converted to hourly] = 75 [converted hours to be placed in non-accruing Annual Leave balance account].) Upon separation from City service, the employee who transferred to a position outside the Association will be compensated for all unused Annual Leave hours at their applicable base rate of pay. Compensation received under this provision will not be considered pensionable for retirement purposes.
- (9) Employees with at least twenty (20) years of service who bid on leave in accordance with department/division procedures shall not be prohibited from bidding on or requesting up to five (5) weeks of leave and shall not be required to take leave in blocks of more than one week. In order to take such leave, employees must have sufficient leave to cover the bid time period at the time of bid placement. The ability to take leave shall be subject to needs of the department.
- (10) Annual Leave Used for Protected Sick Leave – An employee may use **up to half of their yearly Annual Leave accrual** * * * per fiscal year for Protected Sick Leave * * * in **accordance 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 state law at the employee's discretion:

- **Diagnosis, care, or treatment of an existing health condition of, or preventative 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).**

3. Supplemental Sick Leave

On each July 1 * * * employees in these Units * * * shall be credited with forty (40) hours of Supplemental Sick Leave * * * each fiscal year * * * with * * * **a total** accrual limit of eighty (80) hours. Employees who have earned eighty (80) hours or more prior to June 29, 2015 shall retain those hours but shall not accrue any additional time. Upon their employment with the City, new employees appointed to such positions shall be credited with a pro-rated number of hours for each full calendar month remaining on such appointment in the fiscal year. * * * Employees may utilize the hours as follows:

- a. Once Sick Leave and Annual Leave has been exhausted;
- b. Employees may use up to one-half of their Supplemental Sick Leave accrual as Protected Sick Leave during the fiscal years in which the hours are accrued;**
- c. Placed in a Health Reimbursement Arrangement in accordance with Article VIII, Section G.;
- d. To be cashed out at separation from the City if not eligible for participation in the Health Reimbursement Arrangement; or,
- e. May be used in the performance of community activities during the course of the employee's normal work day, with the appropriate approval.
- f. Notwithstanding the above, employees shall have the option of utilizing available Supplemental Sick Leave before using any other Sick Leave or Annual Leave for any of the following circumstances:

- (1) They are subject to a federal, state, or local quarantine or isolation order;
- (2) They are unable to telework, are only able to telework for a portion of their schedule, or are prohibited from working due to a federal, state, or local quarantine or isolation order.

4. Holiday Leave

- a. Except as may be modified in this Section, Holidays shall be governed by FMC Section 3-116.

Effective January 1, 1989 the following are the holidays recognized by the City for these Units:

- January 1
- The third Monday in January
- The third Monday in February
- The last Monday in May
- July 4
- The first Monday in September
- November 11
- Thanksgiving Day in November
- The Friday after Thanksgiving Day in November
- December 25
- Employee's Birthday
- Two **(2)** Personal Business Days (8 hours credited to Holiday Leave balance on July 1 and on January 1 of each year)
- Any day or part of a day declared by the Council, by Ordinance or Resolution, to be a holiday.

If January 1, July 4, November 11, or December 25 falls * * * on a Sunday, then the following Monday will be observed as the holiday in lieu of Sunday **for employees who are not regularly scheduled to work on Sunday. For employees who are regularly scheduled to work on Sunday, the holiday shall be observed on Sunday. Employees will be required to work their regular schedule on a holiday unless they have an approved leave of absence.**

- b. Employees who are scheduled to and do work on a holiday that would otherwise be a regular day to work shall be credited with one (1) hour of Holiday Leave for each hour of work up to a maximum of eight (8) hours of Holiday Leave in the pay period in which the holiday occurs.
- c. When a holiday falls on a Saturday, or on an employee's regularly scheduled day off, an employee shall be credited with eight (8) hours of Holiday Leave in the pay period in which the holiday occurs.
- d. If an employee is required to and does work on the employee's

birthday, or the employee's birthday falls on a holiday or any regularly scheduled day off, the employee shall be credited with eight (8) hours of Holiday Leave in the pay period in which the holiday occurs.

- e. Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Holiday Leave balance, whichever is greater, between * * * **the pay period in which the first paycheck is paid in the fiscal year** and December 31, and up to five percent (5%) between January 1 and March 31 of each fiscal year during the term of this MOU.
- f. In addition to any other Holiday Leave which may be accrued under this subsection, permanent employees in the class of Emergency Services * * * **Dispatch Supervisor** shall accrue 1.33 hours of holiday leave per month.
- g. **At separation from City service for retirement purposes, accumulated Holiday Leave shall either be cashed out at the employee's option, or credited to a Health Reimbursement Arrangement (HRA) account for the employee at one hundred percent (100%) of the employee's then current hourly base rate of pay if eligible for service retirement in accordance with HRA Plan Document.**
- h. **At separation, accumulated Holiday Leave shall be cashed out at the employee's then current hourly base rate of pay if not eligible for participation in the HRA.**

5. Management Leave (formerly "Administrative Leave")

- a. Exempt employees shall receive sixty (60) hours of Management Leave each fiscal year, and may request payment and be compensated for up to forty-eight (48) hours of this Management Leave balance during the fiscal year in which it is credited. Upon employment by the City, new employees appointed to exempt positions shall be credited with a prorated amount of Management Leave hours for each full calendar month remaining in the fiscal year. City employees transferring from one bargaining Unit to another shall be credited with a prorated amount of Management Leave hours for each full calendar month remaining in the fiscal year. Management Leave not taken or compensated during the fiscal year in which it is credited shall not be added to the leave credited in the next fiscal year, nor carried over. Exempt employees shall be compensated for any Management Leave balance, not to exceed sixty (60) hours, upon termination from City service.
- b. Prior to any revision to the Performance Evaluation, the City agrees to meet with CFPEA to review proposed changes. The City and CFPEA must mutually agree before any changes are implemented.

6. Management Time Off (formerly “Administrative Time Off”)

City employees who are designated as exempt from overtime under the provisions of the Fair Labor Standards Act and who receive Management Leave pursuant to paragraph 5., above, 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 other existing leave banks.

Management time off must be scheduled in advance when possible, approved as administrative 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 more than a full day’s absence.

[§ deleted]

H. 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

1. 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 SDI/PFL claim date. Notification shall be provided by completing an integration agreement form provided 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 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 integration agreement 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 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.

2. 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 provided 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.

I. HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

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. The City agrees to maintain the HRA such that it will continue to qualify as a "health reimbursement arrangement" for the term of the MOU.

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 eighty (80) hours or less of Frozen Sick Leave and/or Annual Leave used for sick time (excluding only hours used for Workers' Compensation benefits and any protected leave in accordance with federal and state law) 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 the City of Fresno Retiree HRA Plan Document. **In addition, at the employee's option, any amount of accumulated Holiday Leave may be credited to an account for the employee under the HRA.** 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.
- The number of accumulated Frozen 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.
- **If the employee opts not to cash out all of the employee's accumulated Holiday Leave hours at the time of retirement, the remaining accumulated Holiday Leave shall be credited into an HRA account for the employee at one hundred percent (100%) of the employee's then current hourly base rate of pay.**
- The hourly base rate of pay shall be the equivalent of the monthly salary for an employee as reflected in the * * * **Salary Resolution**, multiplied by twelve (12) months then divided by 2,080 hours.

At the employer's option, the HRA accounts may be book accounts only – no actual trust account must 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).

The HRA accounts shall be used pursuant to the City of Fresno Retiree HRA Plan Document. 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 Supplemental Sick Leave or Frozen Sick Leave at retirement

J. WORKERS' COMPENSATION

1. Notwithstanding the provisions of FMC Section 3-118, an employee in this Unit who suffered or suffers an injury or illness in the course and scope of City employment shall receive 66.67% of average weekly earnings in the fifty-two (52) weeks prior to the injury. Employees on "light duty" as a result of an injury or illness suffered in the course and scope of employment shall receive their regular salary during the period of light duty.

Should the State mandated Workers' Compensation rate of payment be adjusted, the City and the Association will have a limited reopener to adjust the rate accordingly.

Should any other represented bargaining unit in the City negotiate a successor MOU, or extend the period of an MOU, or have terms imposed resulting in a rate of payment that is in excess of the State mandated Workers' Compensation rate of payment, upon the Association's written request, the parties will meet to determine the rate of payment.

- a. Compensation for a work related injury or illness shall begin following the first three days after the employee leaves work as a result of the injury or illness. However, this three (3) day waiting period shall be waived and compensation shall begin on the first day of the work related injury or illness only if:
 - (1) the employee is hospitalized as an inpatient on the first day for at least twenty-four (24) hours; or
 - (2) the employee is absent from work fourteen (14) calendar days or more;
 - (3) the employee is placed on light duty at any time during the first three (3) days.
2. 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 towards the three (3) day exclusion period; however, this time shall be recorded as a work related injury/illness absence.

3. At the employee's option, in the event of a 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 take annual leave, holiday or administrative leave for that period.
4. If the employee opts to use annual leave, holiday, or administrative leave for the first three (3) days and it is later determined that work related injury/illness pay under paragraph 1.a. above, beginning on the first day of a work related injury or illness is appropriate, the leave time shall be restored to the employee and the employee's pay or leave balance will be adjusted accordingly. If the employee has been on leave without pay for the first three (3) days and it is later determined that pay is applicable from the first day, the employee shall be paid therefore.
5. If an employee is placed on annual leave, holiday, or administrative leave pending determination as to whether the injury or illness is industrial, and the injury or illness is determined to be industrial, frozen sick leave, annual leave, holiday, or administrative leave shall be restored and the employee placed on work related injury/illness leave as provided herein.
6. If an employee is placed on annual leave, holiday, or administrative leave pending determination as to whether the injury is industrial, and the injury or illness is determined not to be industrial, annual leave, holiday or administrative leave shall not be restored.
7. Retirement benefits shall not be reduced as a result of the level of compensation established herein. Changes in contribution by the City and employee shall be in accordance with applicable retirement code sections.

K. COURT TIME

Notwithstanding the provisions of FMC Section 3-109, an employee in these Units who receives a notice or subpoena requiring a court appearance during a pre-approved annual leave, holiday or administrative leave shall be credited with annual, holiday or administrative leave equivalent to the actual number of hours spent in court on such day(s).

L. COURT APPEARANCES

As authorized by the provisions of Fresno Municipal Code Section 3-117(d), the following rules shall apply to court appearances by Supervising Crime Scene Technicians. Supervising Crime Scene Technicians qualify either under Subsection 1 below or under Subsection 2 below, but not both subsections.

1. If a Supervising Crime Scene Technician receives a departmental notice or subpoena requiring a court appearance on the Supervising Crime Scene Technician's regularly scheduled day off, on a vacation day off, which has been approved by the department prior to notice and/or the Supervising Crime Scene Technician's receipt of a departmental notice or subpoena, and the Supervising Crime Scene Technician has not been released by the Court Liaison Office (CLO) by 0900 hours on the day of the court

appearance from such departmental notice or subpoena by an electronic notification system, the Supervising Crime Scene Technician shall be considered to be on court appearance standby duty, and has the option of compensation under either Subsection (a) or (b) below. Compensation for Supervising Crime Scene Technicians on “automatic go” appearance shall occur solely under Subsection (c) below.

- (a) Premium pay for court appearance standby duty, as described above, shall be one hour at one and one-half (1 ½) times the Supervising Crime Scene Technician’s base rate of pay. Time spent on court appearance standby duty (i.e., at home) shall not be considered hours worked.

In the event a Supervising Crime Scene Technician, who is on court appearance standby duty at home, appears in court, the Supervising Crime Scene Technician shall also be compensated for a minimum of two (2) hours at one and one-half times (1 ½) the Supervising Crime Scene Technician’s base rate of pay, or at one and one-half times (1 ½) the Supervising Crime Scene Technician’s base rate of pay for the actual time of the appearance, whichever is greater. This compensable time starts from the time the Supervising Crime Scene Technician reports to court at the directed appearance time through completion of the appearance.

- (b) Report to and standby at the CLO, and be compensated for a minimum of two (2) hours at one and one-half times (1 ½) times the Supervising Crime Scene Technician’s base rate of pay. If the Supervising Crime Scene Technician is not required to appear in court, the department may require the Supervising Crime Scene Technician to perform assigned duties during this two (2) hour minimum period. Supervising Crime Scene Technicians shall be released from CLO standby duty when the subpoena or notice is cancelled, or they are released by the court.

If a Supervising Crime Scene Technician’s CLO standby duty extends beyond the two (2) hour minimum, or the Supervising Crime Scene Technician appears in court beyond the two (2) hour minimum, the Supervising Crime Scene Technician shall be compensated at one and one-half times (1 ½) the Supervising Crime Scene Technician’s base rate of pay for the actual time beyond the two (2) hour minimum.

- (c) Supervising Crime Scene Technicians on “automatic go” court appearance shall be compensated for a minimum of two (2) hours at one and one-half times (1 ½) the Crime Scene Technician’s base rate of pay, or at one and one-half times (1 ½) the Supervising Crime Scene Technician’s base rate of pay for the actual time of the mandatory appearance, whichever is greater. This compensable time starts from the time the Supervising Crime Scene Technician reports to court at the directed “automatic go” appearance time through completion of the appearance.

2. If a Supervising Crime Scene Technician receives a departmental notice or subpoena requiring a court appearance on a regular day of work which falls outside of assigned work hours, the Supervising Crime Scene Technician shall have the option of:
 - (a) Standing by at home, when legally permitted; or,
 - (b) Appearing at the CLO, with a minimum of two (2) hours pay, at one and one-half (1 ½) times the rate of pay. During this two (2) hour period, if the Supervising Crime Scene Technician is not required to appear in court, the Supervising Crime Scene Technician may, at the option of the department, be required to perform duties as assigned.
 - (c) If the court appearance starts within one-half (½) hour immediately following a shift, the Supervising Crime Scene Technician shall receive a one (1) hour minimum. If the court appearance falls during the shift and continues beyond the end of the shift, the Supervising Crime Scene Technician shall be paid at the applicable hourly rate for the actual time spent in court.
3. Where a Supervising Crime Scene Technician's appearance extends beyond the two (2) hour minimum, the Supervising Crime Scene Technician shall be paid one and one-half times (1 ½) the Supervising Crime Scene Technician's base rate of pay for the actual time of the appearance.
4. The provisions of Subsections 1 and 2 above, shall also apply to Supervising Crime Scene Technicians required to appear in any judicial or administrative proceeding as a witness pursuant to subpoena, court order, or request of the District Attorney. This provision shall apply to all judicial proceedings (civil, criminal, or administrative) and Civil Service proceedings in which a Supervising Crime Scene Technician's presence is ordered, directed, or requested because of their employment as a Supervising Crime Scene Technician.

M. WORK SCHEDULES

1. The City may, with seventy-two (72) hours notice to the employee, temporarily modify the working hours of shift employees in 24-hour operations. This provision is not intended to address working hours modified as a result of daylight savings time, permanent shift changes, or emergencies, as determined by the City. This temporary modification shall not exceed one month, unless mutually agreed by the parties.
2. The City and members of the Association may mutually agree to flexible work schedules for individual employees. Both the City and the member retain the right to withdraw the mutual agreement and return to the regular schedule established by the employee's division.
3. Employees in * * * **these Units** are considered professional employees and, as such, may not have explicit times established for meal breaks.

Departments may establish work schedules which include time for meal breaks to be taken as work permits. Employees who require a break from their work may do so as long as it is not excessive and does not interfere with completion of assignments.

N. ALTERNATIVE WORKWEEK WORK SCHEDULES

1. Department directors or designees shall be solely responsible for determining and designating divisions/units/sections/specific job classes within their respective departments that may implement variations to the standard/normal workweek work schedule. A minimum of 30 days written notice shall be provided to affected employees and the Labor Relations Division.
2. Subject to meet and consult pursuant to the provisions of FMC Section 3-607 prior to implementation of such changes, alternative workweek work schedules may be necessary in order to provide minimum staffing, and/or based upon the service needs of the public/other City departments, and/or other operational efficiency requirements. It is expressly understood by the parties that position assignments by classification, staffing levels, workweek work schedules, and days off are determined solely by management, and are subject to change based on, including but not limited to, varying workload, the addition of authorized staffing, and departmental operational and service need.
 - a. If established, employees shall select a 5/8, 4/10 or 9/80 workweek work schedule according to department/division selection processes. Absent sufficient selections, management will assign employees to a 5/8, 4/10 or 9/80 workweek work schedule, or combination thereof.
 - b. It is expressly understood by the parties that workweek work schedules are determined and established by departments/divisions based upon the service needs of the public/other City departments.
 - c. Except for emergencies, employees working a 4/10 or 9/80 schedule or who have days off other than Saturday and Sunday, will make every effort to schedule all medically-based appointments on off duty time.
3. The hours for employees working a 5/8 will consist of five (5) eight (8) hour days within two (2) consecutive days off. The hours for employees working a 4/10 will consist of four (4) ten (10) hour days with three (3) days off, of which two (2) of the days will be consecutive. Scheduling of days off will be determined by management.

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 Fair Labor Standards Act (FLSA) work weeks. All employees working a 9/80 work schedule shall have an FLSA work week which begins four 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 work week shall end

exactly 168 hours later. Scheduling of days off is determined by management, but must be on a Monday or Friday.

4. Departments/divisions may discontinue alternative workweek work schedules at any time if it is determined by management that they detrimentally affect department/division operations and services. Thirty (30) days advance notice will be given in writing to affected employees and the Labor Relations Division. The decision to discontinue alternative workweek work schedules is not appealable or grievable. If departments/divisions discontinue alternative workweek work schedules established under this provision, employees will revert to 5/8 standard/normal workweek work schedules as determined by management.
5. Except as detailed directly below, applicable Association MOU provisions, Salary Resolution, FMC and AO sections concerning alternative workweek work schedules (i.e., 4/10 or 9/80) limitations on OT, holidays, leave accruals and usage, and swing or night shift premium pay will govern.

Subsection a.; below shall apply only to non-exempt classifications in * * * **these Units** as designated in the Salary Resolution and pursuant to the Fair Labor Standards Act.

- a. OT – Work in excess of nine (9) hours on 9/80 work schedule or ten (10) hours on a 4/10 work schedule in one (1) day, or on either or both of the first two (2) days off in a workweek shall be compensated at one and one-half (1 ½) times the base rate of pay.
- b. Work on the third day off in a workweek, or on a holiday which is a regular day off shall be compensated at two (2) times the base rate of pay.

Nine (9) or ten (10) hours work on a holiday which is a regular workday shall be compensated at normal base pay, plus eight (8) hours straight time/base pay for the holiday.

6. Holidays
 - a. Employees working a 4/10 or 9/80 shall receive holidays of eight (8) hours which are listed in Article VIII Section G.4. Employees off on a holiday which falls on a regular workday shall receive eight (8) hours **of** base pay for the holiday. * * * **Employees in non-exempt classifications who are off on a holiday which falls on a regular workday** may elect to take one (1) hour **of** Annual Leave, Management Leave, or Holiday Leave to provide for a full nine (9) hour day or two (2) hours **of** Annual Leave, Management Leave, or Holiday Leave to provide for a full ten (10) hour * * * day, * * * **or** * * * may elect to receive one (1) or two (2) hours **of** leave without pay. **Employees in exempt classifications will not be required to use leave.**

- b. Sanitation Supervisors who work four full ten (10) hour shifts on the work week of Thanksgiving, to include full shifts on the Day After Thanksgiving and on the Saturday following Thanksgiving, will be compensation for forty (40) hours of work and will have sixteen (16) hours of Holiday Leave deposited in their Holiday Leave bank. Sanitation Supervisors who meet such criteria will not be required to use Annual Leave to supplement holiday pay on Thursday, Thanksgiving Day.
7. Annual Leave – Employees working a 9/80 or a 4/10 shall accumulate the same number of hours of annual leave per month as under the 5/8 standard workweek.

O. USE OF PERSONAL VEHICLES

Employees may be required, at the discretion of the City, to use their personal vehicles for City business. Employees required to use their personal vehicles on City business, other than traveling to and from work, shall be reimbursed in accordance with Administrative Order 2-2, Transportation Allowance and Mileage Reimbursement Policy. Employees may be required, at the discretion of the City, to take a City vehicle home to facilitate efficient response to after-hours emergencies or City business, pursuant to Administrative Order 8-8, City-Owned/Leased Vehicles-Acquisition and Usage Policy.

P. GUARANTEED LEAVE

Four times during each fiscal year, personnel in the Association may submit a request for guaranteed leave, which request will be honored, subject to the following conditions and procedures.

1. No more than one (1) guaranteed leave request will be honored for any single date. This limit applies to a single work area, and for all shifts combined.
2. Guaranteed leave requests may not be submitted for Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Thanksgiving Day, and the day after Thanksgiving.
3. Requests must be submitted no less than thirty (30) calendar days before the date requested to be off, but no more than ninety (90) calendar days before the date requested to be off.
4. Requests are to be submitted to the employee's immediate supervisor, to be noted with the supervisor's initials, the date, and time received. Requests will be honored on a first come, first served basis.
5. Guaranteed leave may only be for one (1) work shift per request.

[§ deleted]

Q. BUS PASSES – FAX OPERATIONS

Free bus passes shall be provided to employees in * * * **these Units** employed in the Operations Division of the Department of Transportation, covering the employee, spouse, and dependent children under the age of eighteen. The passes will require annual renewal stickers issued to each employee.

All dependents otherwise eligible for free bus passes must reside with the employee or be a dependent according to the Internal Revenue Service regulations, in order to maintain such eligibility. It is the responsibility of the employee to ensure that bus passes are not abused by family members; however, employees will not be penalized for unknown dependent misuse of bus passes. Any employee who knowingly allows the abuse of free bus passes by family members may have the privilege of bus passes revoked for all members, including the employee, for a period not to exceed six (6) months.

Bus passes will be provided to employees who retire from the Operations Division of the Department of Transportation. The passes will require annual renewal and are intended for use by the retired employee only.

R. BENEFITS FOR PERMANENT PART-TIME EMPLOYEES

Permanent Part-Time employees employed in classes in these Units, shall accumulate benefits during their employment with the City of Fresno as follows:

1. Leave – Permanent Part-Time employees shall be granted leave under the same terms and conditions as full-time employees 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.
2. Health and Welfare – Permanent Part-time employees shall receive Health and Welfare benefits as provided below:
 - a. Health and Welfare benefits shall be provided in accordance with Article VIII, Section E.
 - b. Employees may change their status each year thereafter during the annual open enrollment period or within thirty (30) days from the day of a qualified change in status. Participation at any time shall be by deduction from the employee's paycheck.
3. Workers' Compensation – Workers' Compensation Benefits for Permanent Part-Time employees shall be those minimums established by State of California Workers' Compensation law and regulations.
4. Probationary Period – The probationary period for Permanent Part-Time employees shall be 2,080 hours of non-overtime work performed, according to the **class to which the employee is appointed.**

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S. UNIFORMS, SAFETY SHOES, AND PRESCRIPTION SAFETY GLASSES

1. Should the City wish to change any practice on the provision of uniforms to employees, the City will provide notice of the proposed change and CFPEA agrees to meet and confer on such change. The parties agree uniforms will be administered under Administrative Order 3-6 unless the parties agree to an alternative.
2. Supervising Crime Scene Technicians assigned to the Fresno Police Department shall receive * * * **seventy-three dollars (\$73) per month to be prorated on a pay-period-by-pay-period basis** for the purpose of assisting in the purchase and maintenance of uniforms. **This pay is pensionable under the City of Fresno Retirement System.**
3. Employees who are in the classifications of Fire Prevention Engineer and Supervising Fire Prevention Inspector on July 1 who are required to purchase, maintain, and wear a duty uniform shall receive a uniform allowance of a flat * * * **eight hundred and seventy-six dollars (\$876)** per year via direct deposit with their regular paycheck on the first pay date following each July 1 for the maintenance and replacement of the required uniform. **New employees in these classifications who are required to purchase, maintain, and wear a duty uniform shall receive a prorated amount in their first paycheck for the purpose of assisting in the purchase and maintenance of uniforms.** The uniform allowance received under this provision will be considered pensionable for retirement purposes.
4. Safety Shoes

Safety shoes for employees in Unit 13 shall be governed by the City of Fresno Illness and Injury Prevention Program (IIPP) and shall meet the CalOSHA General Industry Safety Order Foot Protection standards outlined in Title 8, Section 3385. The City will provide a voucher for employees in this Unit who are authorized or required to wear safety shoes for two hundred **fifty** dollars (* * * **\$250**) for the purchase of safety shoes, or the value of one **(1)** pair of approved shoes, whichever is less. * * * **Employees in classes and assignments who are required to wear Electrical Hazard rated or Chemical-Resistant safety shoes may be issued** a voucher of up to * * * **three hundred** dollars (* * * **\$300**) **for the purchase of one (1) pair of safety shoes per voucher.** In either event, the employee shall pay any cost in excess of the amount of the voucher.

Employees provided with safety shoes, which shall be used for the express purpose of City business, may request a voucher for replacement safety shoes when the safety shoes are no longer serviceable as verified by the manager. When the employee obtains new safety shoes, the safety shoes that are no longer serviceable shall be turned in to the employee's manager.

5. Prescription Safety Glasses

Employees who are required to wear prescription glasses and are required to wear protective eyewear in the performance of job duties pursuant to the City of Fresno IIPP shall be reimbursed for the purchase of prescription safety glasses up to one hundred twenty-five dollars (\$125) annually.

Employees requesting reimbursement for the purchase of prescription safety glasses must complete a Travel and Expense Reimbursement form provided by the Finance Department, obtain signature of the appointing authority or designee, attach proof of payment of prescription safety glasses, and submit the form to their department within ten (10) calendar days of incurring the cost.

T. BUILDING INSPECTIONS

1. Third-Party Building Inspection Service Program

Planning & Development will institute a Third-Party Building Inspection Service Program that will allow building inspection applicants the option to select a third-party firm pre-qualified by the City to perform building inspection(s) which are required by the City to issue building permits. Building inspection applicants may negotiate fees and timelines directly with the third-party firm. Once the Program is discontinued, the Program will not be reinstated unless there is mutual agreement between the City and Association.

2. Contracting Out of Building Inspections

Due to a fluctuating demand for building inspections which may create workload issues that impact current staff, Planning & Development may contract out building inspections as needed to mitigate the workload demand on staff and meet building inspection timelines. Once contracting out of building inspections is discontinued, contracting out of building inspections will not be reinstated unless there is mutual agreement between the City and Association.

3. The Program and contracting out of building inspections will not be utilized to privatize staff or work performed by employees assigned to complete building inspections in Planning & Development. While the Program and contracting out of building inspections are in effect, respectively, the City agrees that no elimination, defunding, or freezing of Unit 13 positions assigned to perform building inspections in Planning & Development existing as of the effective date of this MOU will occur unless the Program and contracting out of building

inspections have been discontinued for sixty (60) calendar days or more, respectively.

4. When vacancies occur in Unit 13 positions assigned to perform building inspections in Planning & Development as it relates to this Program, the City agrees that the positions will remain funded and every reasonable effort will be made to recruit and fill the vacancies.
5. The City agrees to meet with the Association annually to discuss the volume of building inspection applicants choosing to utilize the Program and the number of building inspections that have been contracted out.

U. LICENSED PROFESSIONAL ENGINEER CLASSIFICATION

1. Employees in the Professional Engineer classification transferred into the Licensed Professional Engineer classification on July 31, 2023 shall be placed at the salary step in the Licensed Professional Engineer classification which is at least fifteen percent (15%) higher than the rate received in the employee's former Professional Engineer classification. If such an increase requires compensation greater than the highest step, the highest step shall be paid.
2. The salary step adjustment in the new class shall not alter the employee's anniversary date for purposes of future step increases in the class.
3. Seniority in the Licensed Professional Engineer classification shall be calculated using all time of continuous permanent service in both the Professional Engineer and Supervising Professional Engineer classifications. Continuous service shall not include any time spent under suspension from duty, demotion to another class, on any leave of absence without pay as defined in FMC Section 3-104, or separation from City service. A military leave of absence shall not be considered a break in service.

V. VOLUNTARY LEAVE TIME (VLT) PROGRAM

Voluntary Leave Time (VLT) is a program by which an employee, with appropriate approval, can take additional time off during the fiscal year through a corresponding adjustment in pay. Except as noted in Section 12 below, employees may be allowed to take up to ninety-six (96) hours of leave under this program. The program is intended to reduce City expenses by allowing employees to take additional leave time without being replaced. Employees would have regular adjustments to each paycheck. This program is not intended to increase City costs by offering an advantage to any employee at the City's expense. Participation in the program is subject to the following guidelines:

1. **Participation in this program is not available in work units which rely extensively on the use of wages/contract employees to meet ongoing operational requirements, as opposed to special or short-term projects.**
2. **Participation in the program is voluntary on the part of the employee and must be approved by the appointing authority.**
3. **The employee must complete and submit a Voluntary Leave Time Request Form to participate in the program. The form must be submitted to and approved by the appointing authority. This request must specify the amount of time off and whether the time will be taken as a block or blocks of time, or intermittently.**
4. **The appointing authority, after reviewing the proposed leave/work schedule, may either approve, disapprove, or decrease the number of hours proposed to be taken off depending upon the operating needs of the department. If an appointing authority reduces the number of hours proposed to be taken off, the employee may withdraw the request to participate in the program. The department cannot fill behind an employee working a reduced work week with overtime, temporary help, acting pay (Municipal Code Section 3-260), or contract extra help.**
5. **Voluntary Leave Time cannot exceed ninety-six (96) hours in a fiscal year except as noted below in Section 12.**
6. **Credits toward Health and Welfare and retirement and leave accruals to which the employee is entitled, shall continue as though the employee was not on the voluntary leave time program. The employee will contribute to the Retirement System as if the employee were working full-time.**
7. **This Voluntary Leave Time program shall:**
 - a. **Be available to employees who are otherwise available for the normal performance of their duties;**
 - b. **Be available only to employees who have been employed by the City for twelve (12) consecutive months and who are either in permanent positions with permanent status or are in established unclassified positions, except as noted in Section 2 above or when waived in accordance with Section 12 below;**
 - c. **Apply toward time in service for step advancement and toward seniority for purposes of layoff;**
 - d. **Be granted without requiring an employee to first use accumulated vacation, compensatory-time-off, or other paid leave time;**

- e. Not be available to an employee who is otherwise on a leave without pay status;
 - f. Not be available to an employee who is on paid leave which is being exhausted prior to commencing other leave without pay;
 - g. Be taken on a scheduled basis that is mutually agreed upon by the appointing authority and the employee; and,
 - h. Not be available to any employee who is being counseled or disciplined under the FMC, City administrative orders, and/or City policies, procedures, rules and regulations.
8. This program shall not result in overtime. However, an employee participating in this program, who is otherwise eligible for overtime, shall have overtime calculated on the basis of the MOU for the employee's unit.
9. At the end of each fiscal year, the department and the City Manager's Office will review the impact that the Voluntary Leave Time program has had on department operations and the City's financial situation. The City, in its sole discretion, can discontinue the VLT program at any time, because of operating needs, or because the program no longer is beneficial to the City's financial situation.
10. Withdrawal from the program or a change in the number of hours requested shall only be granted if Payroll has not yet processed the request, the appointing authority has decreased the number of hours requested, the employee goes out on an extended medical leave of absence during the same fiscal year that the time off request was granted under this provision, or the appointing authority determines that increased workload will not allow the employee to take time off. If the employee withdraws from the program after the beginning of the fiscal year and before completion of the 26 pay periods, appropriate adjustments will be made to the employee's pay. If such adjustments require that an FLSA non-exempt employee reimburse the City, agreement must be reached on a repayment schedule. If an employee does not withdraw from the program in accordance with these terms and agreed upon time is not taken, the time is forfeited, and no reimbursement will be made. If the City imposes an involuntary furlough, employees may have approved VLT applied toward the involuntary furlough.
11. This program is not equivalent to job sharing or to PI or PPT positions.
12. At the discretion of the City Manager, in response to fiscal needs, the VLT maximum hours can be increased and may be extended to employees otherwise excluded in Section 7.b. above.

This program will only be in effect for the term of the MOU, unless otherwise extended at the sole discretion of the City.

W. GUARANTEED DAY OFF

Both parties agree that employees shall not be required to respond to contact (e.g., calls, text messages, etc.) by the City on their second regular day off on a 5/8 schedule, on their third regular day off on a 4/10 schedule, on their second regular day off on the week they work five (5) days on a 9/80 schedule, and on their third regular day off on the week they work four (4) days on a 9/80 schedule. Exceptions to this include:

1. When an employee opts to voluntarily engage;
2. When an employee is assigned to be on-call;
3. When there is a Division, Department, or Citywide emergency, and/or a State or Federal emergency, as designated by the City, Division, Department, or the State and/or Federal Government. When invoking this provision, the contacting party (e.g. manager, director, etc.) shall clearly state the contact is due to an emergency, and identify the general nature of the emergency (e.g., natural disaster, critical infrastructure failure, and/or contact necessary to ensure the health, safety, or well-being, of residents and/or other employees, and/or operational continuity of City services, etc.)

Nothing in the provision shall be construed to prohibit the City from contacting employees on any day, for any lawful, work-related reason. Nothing in this provision shall be construed to entitle exempt employees to any additional compensation for receiving and/or responding to contact from the City on any day for any lawful, work-related reason. Non-exempt employees shall be compensated, if required, solely pursuant to the provisions of the MOU, and applicable law.

X. SHIFT BID BY SENIORITY

Employees shall be able to select shifts by seniority where both parties agree that it will not create an operational challenge. Both parties will work together to identify exceptions where specific expertise creates an operational challenge.

CFPEA and/or the City shall notice the other party in the event either party wishes to explore shift bid by seniority for a particular work group, division, or department. Once so noticed, the parties shall meet and confer to determine whether shift bid by seniority is operationally feasible, while maintaining continuity of operations as defined by the City. Shift bid by seniority shall only be established as the result of meet and confer and if mutually agreed by both parties.

Nothing in the section shall be construed to supersede, invalidate, or alter existing shift bid by seniority agreements already in effect for CFPEA members.

Y. PARCS SUPERVISOR ON-CALL

Both parties agree that this provision is specific to on-call assignments for impacted supervisors in the PARCS Department and will have no impact on shifts or shift assignments. CFPEA will work with impacted members to create a proposed on-call rotation process, if so desired. CFPEA shall notice the City of the proposed process. Once so noticed, the parties shall meet and confer to determine whether the proposed on-call rotation process is operationally feasible, while maintaining continuity of operations as defined by the City. Adoption of an on-call rotation process shall only be established as the result of meet and confer and if mutually agreed by both parties.

ARTICLE IX

SAVING CLAUSE AND FULL UNDERSTANDING

A. SAVING CLAUSE

In the event any article, section, or portion of this MOU should be held invalid and unenforceable in any court of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specifically specified in the Court's decision, and upon issuance of such a decision, the City and the Association agree to immediately meet and confer upon a substitute for the invalidated article, section, or portion thereof.

B. FULL UNDERSTANDING

It is intended that this MOU sets forth the full and entire understanding of the parties, and any previous understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded and terminated in their entirety. With respect to side letter agreements, any not attached to this MOU are hereby terminated in their entirety. Those side letter agreements attached to this MOU shall continue in force subject to the terms and conditions set forth within each side letter. In the absence of any term in such new side letters, they, too, shall terminate upon the expiration of this MOU. This paragraph is not intended to prevent either party from relying on discussions which occurred during the meet and confer process for the purpose of clarifying the meaning of this MOU.

ARTICLE X

TERM * * *

The provisions of this MOU shall be in full force and effect from * * * **January 1, 2024** to * * * **June 15, 2025**, subject to the Sections (A., B., and C.) below. **All economic provisions modified in this successor MOU shall be effective at the beginning of the first full pay period following Council approval, unless explicitly stated otherwise within the provision.**

- A. This MOU shall become effective only after ratification by the members of the Association, followed by City Council approval and the expiration of the waiting period for the Mayor's action provided in Charter sections 605 and 609, **and after all parties named on the signature page of this MOU have signed the MOU**, and shall remain in full force and effect through * * * **June 15, 2025**.
- B. During the term of this MOU, should either party desire to modify its terms or to meet and confer as to matters within the scope of representation not addressed in this MOU, the party requesting any change shall request in writing to meet and confer on the item(s), which item(s) shall be specified in writing.
- C. During the term of this MOU, either party may refuse any request by the other to meet and confer without explanation if (1) the item is directly considered and specifically addressed herein, or (2) is directly considered and specially addressed in Chapter 3, Article 1-Personnel in the FMC; or (3) if the specific item was included in a written proposal from the party making the request during the meet and confer process which led to this MOU. The meet and confer process following a request made by either party pursuant to the provisions of this Article shall be subject to bargaining to the extent the matter is within the mandatory scope of bargaining under the MMBA. No unilateral action on any such refusable proposal may be taken by the requesting party after such a refusal by the other.

It is further agreed, however, that this section shall not prohibit the City from requesting to meet and confer on changes to federal, state or City statutes, and City administrative policies referred to or cited in this MOU, in which case the request to meet and confer shall not be refused.

IN WITNESS WHEREOF, the parties hereto have set their hands on this _____ day of _____, 2024.

FOR THE CITY OF FRESNO
PROFESSIONAL EMPLOYEES
ASSOCIATION, INC.:

FOR THE CITY OF FRESNO:

JESUS GONZALEZ
Chief Negotiator / CFPEA, Inc.
President

JENNIFER MISNER
Chief Negotiator / Assistant Director of
Personnel Services

THOMAS SHARPE
CFPEA, Inc.

SUMEET MALHI
Director of Personnel Services

RICHARD STEITZ
CFPEA, Inc.

YER TAYLOR
Senior Human Resources/Risk Analyst

DIANA THOMAS
CFPEA, Inc.

STEPHANIE FOGLIO
Senior Human Resources/Risk Analyst

PHILLIP WEATHERS
CFPEA, Inc.

ANA ROCHA
Senior Human Resources/Risk Analyst

CHERI KENNEDY
CFPEA, Inc.

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: _____
Assistant City Attorney

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Acoustical Program Coordinator	310100	6444	6761	7089	7440	7803
Airports Airside/Landside Superintendent	310018	7088	7435	7802	8183	8585
Airports Credentialing Supervisor*	115081	6543	6864	7204	7550	7923
Airports Operations Supervisor	310013	7102	7449	7810	8196	8592
Airports Projects Supervisor	310016	7449	7814	8198	8601	9026
Airports Property Supervisor	175005	6450	6765	7093	7444	7803
Animal Center Supervisor	560035	6450	6765	7093	7444	7803
Animal Programs Coordinator	560050	4304	4531	4732	4963	5207
Architect	210045	9001	9446	9910	10406	10925
Assistant Law Office Manager	115019	7365	7720	8102	8494	8911
Business Process & Systems Analyst	125044	7364	7720	8100	8496	8911
Call Center Supervisor*	115073	6675	6999	7337	7690	8065
Capital Development Specialist	310007	7085	7437	7801	8185	8586
Central Print Supervisor*	120007	5905	6196	6496	6815	7145
Chief Engineering Inspector	230078	7273	7628	8004	8398	8809
Chief Engineering Technician	210009	8178	8578	9001	9446	9910
Chief of Facilities Maintenance	810037	7129	7480	7847	8232	8638
Chief of Wastewater Environmental Services	620075	6822	7158	7509	7877	8263
Chief of Wastewater Facilities Maintenance	620085	7129	7480	7847	8232	8638
Chief of Wastewater Treatment Operations	620080	7207	7567	7939	8328	8737
Chief of Water Operations	610070	7327	7684	8065	8462	8876
Chief Police Pilot	410031	8053	8448	8867	9303	9765
Chief Surveyor	210032	11353	11921	12517	13143	13800
Community Services and Recreation Supervisor	520016	6462	6778	7112	7464	7823

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Contract Compliance Officer	150061	6450	6765	7093	7444	7803
Custodial Supervisor	810025	6450	6765	7093	7444	7803
Database Administrator	125045	7364	7720	8100	8496	8911
DBE/Small Business Coordinator	150070	6460	6773	7104	7453	7821
Emergency Services Dispatch Supervisor	410004	6788	7119	7464	7831	8213
Energy Efficiency Supervisor	230058	5718	5999	6292	6603	6926
Equipment Supervisor	720031	7014	7355	7716	8095	8495
Fire Prevention Engineer*	210055	7813	8198	8599	9021	9467
Fleet Administration Supervisor	720025	6450	6765	7093	7444	7803
Grant Writer*	150105	5386	5650	5924	6215	6517
Historic Preservation Specialist	230066	6762	7096	7447	7810	8192
Housing Program Supervisor	230055	6971	7319	7684	8068	8473
Human Resources Analyst*	150016	6543	6863	7195	7548	7920
Human Resources Records Supervisor*	115050	6568	6890	7230	7577	7953
Information Services Supervisor	125032	8097	8496	8911	9350	9813
Landscape Maintenance Superintendent	510027	8033	8430	8841	9276	9732
Lead Risk Analyst*	150008	6798	7135	7493	7866	8261
Licensed Professional Engineer	210110	11353	11921	12517	13143	13800
Management Analyst I	150020	4304	4513	4732	4963	5207
Management Analyst II*	150021	5406	5672	5947	6239	6541
Parking Supervisor*	720035	6767	7089	7432	7794	8521
Parks Supervisor I*	510025	5905	6196	6496	6815	7145
Parks Supervisor II	510026	6462	6778	7112	7464	7823
Planner III*	220007	6466	6782	7112	7463	7833
Police Support Services Supervisor*	115047	6543	6864	7204	7550	7923
Principal Accountant	130014	7102	7450	7817	8200	8603

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Procurement Supervisor	140004	6435	6756	7093	7448	7821
Professional Engineer	210100	9001	9446	9910	10406	10925
Project Manager	150065	8230	8641	9074	9527	10004
Records Supervisor*	115045	6543	6864	7204	7550	7923
Recycling Coordinator	640001	5383	5644	5920	6207	6513
Registered Veterinary Tech	560060	4836	5078	5332	5599	5879
Revenue Supervisor*	135025	6645	6968	7305	7657	8029
Risk Analyst*	150010	6543	6863	7195	7548	7920
Sanitation Supervisor	640029	6450	6765	7093	7444	7803
Senior Accountant-Auditor	130013	6494	6811	7146	7495	7859
Senior Building Inspector	230034	7131	7483	7850	8235	8645
Senior Database Administrator	125046	8125	8512	8921	9349	9813
Senior Electrical Safety Consultant	230024	7130	7483	7849	8235	8644
Senior Engineering Inspector	230077	6610	6937	7276	7634	8012
Senior Environmental & Safety Consultant	230005	7144	7497	7864	8250	8660
Senior Plumbing & Mechanical Consultant	230014	7131	7483	7850	8235	8645
Senior Programmer Analyst	125019	8097	8496	8911	9350	9813
Senior Real Estate Agent	170012	6450	6765	7093	7444	7803
Senior Retirement Counselor	135052	7094	7452	7822	8212	8624
Street Maintenance Superintendent	720004	8033	8430	8841	9276	9732
Street Maintenance Supervisor	720001	7088	7435	7802	8183	8585
Supervising Airports Building Maintenance Technician	310014	6450	6765	7093	7444	7803
Supervising Commercial Building Inspector	230036	7131	7483	7850	8235	8645
Supervising Engineering Technician	210008	7085	7437	7801	8185	8586
Supervising Fire Prevention Inspector*	420005	7121	7470	7839	8224	8628

EXHIBIT I

Unit 13-1, Exempt Supervisory and Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Supervising Paralegal*	160020	7109	7458	7822	8207	8610
Supervising Planner	220008	7117	7465	7828	8213	8613
Supervising Plans Examiner	210044	8269	8678	9107	9551	10020
Supervising Real Estate Agent	170013	7089	7436	7803	8184	8586
Supervising Traffic Signal Operations Specialist	720050	7355	7715	8098	8497	8911
Survey Party Chief	210031	7264	7615	7988	8376	8793
Systems Security Administrator	125050	7365	7720	8102	8494	8911
Transit Supervisor I	320050	6232	6535	6851	7189	7539
Transit Supervisor II	320051	7015	7354	7716	8096	8495
Treasury Officer	135015	7102	7450	7817	8200	8603
Urban Forestry Supervisor II	510031	6462	6778	7112	7464	7823
Urban Forestry Supervisor I*	510030	5905	6196	6496	6815	7145
Wastewater Environmental Supervisor	620073	7550	7917	8308	8718	9146
Wastewater Operations Supervisor	620072	7550	7917	8308	8718	9146
Wastewater System Supervisor	620071	7550	7917	8308	8718	9146
Water Conservation Supervisor	610045	6672	6999	7341	7704	8081
Water System Supervisor	610055	7550	7917	8308	8718	9146

EXHIBIT I

Unit 13-2, Non-Exempt Professional Class & Comp Study Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Legal Secretary I*	115015	4912	5149	5397	5656	5930
Legal Secretary II*	115016	5403	5667	5939	6224	6526
Paralegal*	160001	6084	6380	6689	7017	7362
Senior Human Resources Technician	150014	5077	5319	5573	5846	6127
Senior Legal Secretary*	115017	6218	6529	6855	7198	7557
Senior Paralegal*	160002	6347	6663	6997	7347	7715
Supervising Crime Scene Technician*	410013	6441	6755	7083	7428	7789

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Acoustical Program Coordinator	310100	6573	6897	7231	7589	7960
Airports Airside/Landside Superintendent	310018	7230	7584	7959	8347	8757
Airports Credentialing Supervisor*	115081	6674	7002	7349	7701	8082
Airports Operations Supervisor	310013	7245	7598	7967	8360	8764
Airports Projects Supervisor	310016	7598	7971	8362	8774	9207
Airports Property Supervisor	175005	6579	6901	7235	7593	7960
Animal Center Supervisor	560035	6579	6901	7235	7593	7960
Animal Programs Coordinator	560050	4391	4622	4827	5063	5312
Architect	210045	9182	9635	10109	10615	11144
Assistant Law Office Manager	115019	7513	7875	8265	8664	9090
Business Process & Systems Analyst	125044	7512	7875	8262	8666	9090
Call Center Supervisor*	115073	6809	7139	7484	7844	8227
Capital Development Specialist	310007	7227	7586	7958	8349	8758
Central Print Supervisor*	120007	6024	6320	6626	6952	7288
Chief Engineering Inspector	230078	7419	7781	8165	8566	8986
Chief Engineering Technician	210009	8342	8750	9182	9635	10109
Chief of Facilities Maintenance	810037	7272	7630	8004	8397	8811
Chief of Wastewater Environmental Services	620075	6959	7302	7660	8035	8429
Chief of Wastewater Facilities Maintenance	620085	7272	7630	8004	8397	8811
Chief of Wastewater Treatment Operations	620080	7352	7719	8098	8495	8912
Chief of Water Operations	610070	7474	7838	8227	8632	9054
Chief Police Pilot	410031	8215	8617	9045	9490	9961
Chief Surveyor	210032	11581	12160	12768	13406	14076
Community Services and Recreation Supervisor	520016	6592	6914	7255	7614	7980

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Contract Compliance Officer	150061	6579	6901	7235	7593	7960
Custodial Supervisor	810025	6579	6901	7235	7593	7960
Database Administrator	125045	7512	7875	8262	8666	9090
DBE/Small Business Coordinator	150070	6590	6909	7247	7603	7978
Emergency Services Dispatch Supervisor	410004	6924	7262	7614	7988	8378
Energy Efficiency Supervisor	230058	5833	6119	6418	6736	7065
Equipment Supervisor	720031	7155	7503	7871	8257	8665
Fire Prevention Engineer*	210055	7970	8362	8771	9202	9657
Fleet Administration Supervisor	720025	6579	6901	7235	7593	7960
Grant Writer*	150105	5494	5763	6043	6340	6648
Historic Preservation Specialist	230066	6898	7238	7596	7967	8356
Housing Program Supervisor	230055	7111	7466	7838	8230	8643
Human Resources Analyst*	150016	6674	7001	7339	7699	8079
Human Resources Records Supervisor*	115050	6700	7028	7375	7729	8113
Information Services Supervisor	125032	8259	8666	9090	9537	10010
Landscape Maintenance Superintendent	510027	8194	8599	9018	9462	9927
Lead Risk Analyst*	150008	6934	7278	7643	8024	8427
Licensed Professional Engineer	210110	11581	12160	12768	13406	14076
Management Analyst I	150020	4391	4604	4827	5063	5312
Management Analyst II*	150021	5515	5786	6066	6364	6672
Parking Supervisor*	720035	6903	7231	7581	7950	8692
Parks Supervisor I*	510025	6024	6320	6626	6952	7288
Parks Supervisor II	510026	6592	6914	7255	7614	7980
Planner III*	220007	6596	6918	7255	7613	7990
Police Support Services Supervisor*	115047	6674	7002	7349	7701	8082
Principal Accountant	130014	7245	7599	7974	8364	8776

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Procurement Supervisor	140004	6564	6892	7235	7597	7978
Professional Engineer	210100	9182	9635	10109	10615	11144
Project Manager	150065	8395	8814	9256	9718	10205
Records Supervisor*	115045	6674	7002	7349	7701	8082
Recycling Coordinator	640001	5491	5757	6039	6332	6644
Registered Veterinary Tech	560060	4933	5180	5439	5711	5997
Revenue Supervisor*	135025	6778	7108	7452	7811	8190
Risk Analyst*	150010	6674	7001	7339	7699	8079
Sanitation Supervisor	640029	6579	6901	7235	7593	7960
Senior Accountant-Auditor	130013	6624	6948	7289	7645	8017
Senior Building Inspector	230034	7274	7633	8007	8400	8818
Senior Database Administrator	125046	8288	8683	9100	9536	10010
Senior Electrical Safety Consultant	230024	7273	7633	8006	8400	8817
Senior Engineering Inspector	230077	6743	7076	7422	7787	8173
Senior Environmental & Safety Consultant	230005	7287	7647	8022	8415	8834
Senior Plumbing & Mechanical Consultant	230014	7274	7633	8007	8400	8818
Senior Programmer Analyst	125019	8259	8666	9090	9537	10010
Senior Real Estate Agent	170012	6579	6901	7235	7593	7960
Senior Retirement Counselor	135052	7236	7602	7979	8377	8797
Street Maintenance Superintendent	720004	8194	8599	9018	9462	9927
Street Maintenance Supervisor	720001	7230	7584	7959	8347	8757
Supervising Airports Building Maintenance Technician	310014	6579	6901	7235	7593	7960
Supervising Commercial Building Inspector	230036	7274	7633	8007	8400	8818
Supervising Engineering Technician	210008	7227	7586	7958	8349	8758
Supervising Fire Prevention Inspector*	420005	7264	7620	7996	8389	8801

EXHIBIT II

Unit 13-1, Exempt Supervisory and Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Supervising Paralegal*	160020	7252	7608	7979	8372	8783
Supervising Planner	220008	7260	7615	7985	8378	8786
Supervising Plans Examiner	210044	8435	8852	9290	9743	10221
Supervising Real Estate Agent	170013	7231	7585	7960	8348	8758
Supervising Traffic Signal Operations Specialist	720050	7503	7870	8260	8667	9090
Survey Party Chief	210031	7410	7768	8148	8544	8969
Systems Security Administrator	125050	7513	7875	8265	8664	9090
Transit Supervisor I	320050	6357	6666	6989	7333	7690
Transit Supervisor II	320051	7156	7502	7871	8258	8665
Treasury Officer	135015	7245	7599	7974	8364	8776
Urban Forestry Supervisor II	510031	6592	6914	7255	7614	7980
Urban Forestry Supervisor I*	510030	6024	6320	6626	6952	7288
Wastewater Environmental Supervisor	620073	7701	8076	8475	8893	9329
Wastewater Operations Supervisor	620072	7701	8076	8475	8893	9329
Wastewater System Supervisor	620071	7701	8076	8475	8893	9329
Water Conservation Supervisor	610045	6806	7139	7488	7859	8243
Water System Supervisor	610055	7701	8076	8475	8893	9329

EXHIBIT II

Unit 13-2, Non-Exempt Professional 2% Wage Increase Salaries Effective June 17, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Legal Secretary I*	115015	5011	5252	5505	5770	6049
Legal Secretary II*	115016	5512	5781	6058	6349	6657
Paralegal*	160001	6206	6508	6823	7158	7510
Senior Human Resources Technician	150014	5179	5426	5685	5963	6250
Senior Legal Secretary*	115017	6343	6660	6993	7342	7709
Senior Paralegal*	160002	6474	6797	7137	7494	7870
Supervising Crime Scene Technician*	410013	6570	6891	7225	7577	7945

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Acoustical Program Coordinator	310100	6606	6932	7268	7627	8000
Airports Airside/Landside Superintendent	310018	7267	7622	7999	8389	8801
Airports Credentialing Supervisor*	115081	6708	7038	7386	7740	8123
Airports Operations Supervisor	310013	7282	7636	8007	8402	8808
Airports Projects Supervisor	310016	7636	8011	8404	8818	9254
Airports Property Supervisor	175005	6612	6936	7272	7631	8000
Animal Center Supervisor	560035	6612	6936	7272	7631	8000
Animal Programs Coordinator	560050	4413	4646	4852	5089	5339
Architect	210045	9228	9684	10160	10669	11200
Assistant Law Office Manager	115019	7551	7915	8307	8708	9136
Business Process & Systems Analyst	125044	7550	7915	8304	8710	9136
Call Center Supervisor*	115073	6844	7175	7522	7884	8269
Capital Development Specialist	310007	7264	7624	7998	8391	8802
Central Print Supervisor*	120007	6055	6352	6660	6987	7325
Chief Engineering Inspector	230078	7457	7820	8206	8609	9031
Chief Engineering Technician	210009	8384	8794	9228	9684	10160
Chief of Facilities Maintenance	810037	7309	7669	8045	8439	8856
Chief of Wastewater Environmental Services	620075	6994	7339	7699	8076	8472
Chief of Wastewater Facilities Maintenance	620085	7309	7669	8045	8439	8856
Chief of Wastewater Treatment Operations	620080	7389	7758	8139	8538	8957
Chief of Water Operations	610070	7512	7878	8269	8676	9100
Chief Police Pilot	410031	8257	8661	9091	9538	10011
Chief Surveyor	210032	11639	12221	12832	13474	14147
Community Services and Recreation Supervisor	520016	6625	6949	7292	7653	8020

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Contract Compliance Officer	150061	6612	6936	7272	7631	8000
Custodial Supervisor	810025	6612	6936	7272	7631	8000
Database Administrator	125045	7550	7915	8304	8710	9136
DBE/Small Business Coordinator	150070	6623	6944	7284	7642	8018
Emergency Services Dispatch Supervisor	410004	6959	7299	7653	8028	8420
Energy Efficiency Supervisor	230058	5863	6150	6451	6770	7101
Equipment Supervisor	720031	7191	7541	7911	8299	8709
Fire Prevention Engineer*	210055	8010	8404	8815	9249	9706
Fleet Administration Supervisor	720025	6612	6936	7272	7631	8000
Grant Writer*	150105	5522	5792	6074	6372	6682
Historic Preservation Specialist	230066	6933	7275	7634	8007	8398
Housing Program Supervisor	230055	7147	7504	7878	8272	8687
Human Resources Analyst*	150016	6708	7037	7376	7738	8120
Human Resources Records Supervisor*	115050	6734	7064	7412	7768	8154
Information Services Supervisor	125032	8301	8710	9136	9585	10061
Landscape Maintenance Superintendent	510027	8235	8642	9064	9510	9977
Lead Risk Analyst*	150008	6969	7315	7682	8065	8470
Licensed Professional Engineer	210110	11639	12221	12832	13474	14147
Management Analyst I	150020	4413	4628	4852	5089	5339
Management Analyst II*	150021	5543	5815	6097	6396	6706
Parking Supervisor*	720035	6938	7268	7619	7990	8736
Parks Supervisor I*	510025	6055	6352	6660	6987	7325
Parks Supervisor II	510026	6625	6949	7292	7653	8020
Planner III*	220007	6629	6953	7292	7652	8030
Police Support Services Supervisor*	115047	6708	7038	7386	7740	8123
Principal Accountant	130014	7282	7637	8014	8406	8820

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Procurement Supervisor	140004	6597	6927	7272	7635	8018
Professional Engineer	210100	9228	9684	10160	10669	11200
Project Manager	150065	8437	8859	9303	9767	10257
Records Supervisor*	115045	6708	7038	7386	7740	8123
Recycling Coordinator	640001	5519	5786	6070	6364	6678
Registered Veterinary Tech	560060	4958	5206	5467	5740	6027
Revenue Supervisor*	135025	6812	7144	7490	7851	8231
Risk Analyst*	150010	6708	7037	7376	7738	8120
Sanitation Supervisor	640029	6612	6936	7272	7631	8000
Senior Accountant-Auditor	130013	6658	6983	7326	7684	8058
Senior Building Inspector	230034	7311	7672	8048	8442	8863
Senior Database Administrator	125046	8330	8727	9146	9584	10061
Senior Electrical Safety Consultant	230024	7310	7672	8047	8442	8862
Senior Engineering Inspector	230077	6777	7112	7460	7826	8214
Senior Environmental & Safety Consultant	230005	7324	7686	8063	8458	8879
Senior Plumbing & Mechanical Consultant	230014	7311	7672	8048	8442	8863
Senior Programmer Analyst	125019	8301	8710	9136	9585	10061
Senior Real Estate Agent	170012	6612	6936	7272	7631	8000
Senior Retirement Counselor	135052	7273	7641	8019	8419	8841
Street Maintenance Superintendent	720004	8235	8642	9064	9510	9977
Street Maintenance Supervisor	720001	7267	7622	7999	8389	8801
Supervising Airports Building Maintenance Technician	310014	6612	6936	7272	7631	8000
Supervising Commercial Building Inspector	230036	7311	7672	8048	8442	8863
Supervising Engineering Technician	210008	7264	7624	7998	8391	8802
Supervising Fire Prevention Inspector*	420005	7301	7659	8036	8431	8846

EXHIBIT III

Unit 13-1, Exempt Supervisory and Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Supervising Paralegal*	160020	7289	7647	8019	8414	8827
Supervising Planner	220008	7297	7654	8025	8420	8830
Supervising Plans Examiner	210044	8478	8897	9337	9792	10273
Supervising Real Estate Agent	170013	7268	7623	8000	8390	8802
Supervising Traffic Signal Operations Specialist	720050	7541	7910	8302	8711	9136
Survey Party Chief	210031	7448	7807	8189	8587	9014
Systems Security Administrator	125050	7551	7915	8307	8708	9136
Transit Supervisor I	320050	6389	6700	7024	7370	7729
Transit Supervisor II	320051	7192	7540	7911	8300	8709
Treasury Officer	135015	7282	7637	8014	8406	8820
Urban Forestry Supervisor II	510031	6055	6352	6660	6987	7325
Urban Forestry Supervisor I*	510030	6625	6949	7292	7653	8020
Wastewater Environmental Supervisor	620073	7740	8117	8518	8938	9376
Wastewater Operations Supervisor	620072	7740	8117	8518	8938	9376
Wastewater System Supervisor	620071	7740	8117	8518	8938	9376
Water Conservation Supervisor	610045	6841	7175	7526	7899	8285
Water System Supervisor	610055	7740	8117	8518	8938	9376

EXHIBIT III

Unit 13-2, Non-Exempt Professional 0.5% Wage Increase Salaries Effective December 16, 2024						
CLASS TITLE	JOB CODE	A	B	C	D	E
Legal Secretary I*	115015	5037	5279	5533	5799	6080
Legal Secretary II*	115016	5540	5810	6089	6381	6691
Paralegal*	160001	6238	6541	6858	7194	7548
Senior Human Resources Technician	150014	5205	5454	5714	5993	6282
Senior Legal Secretary*	115017	6375	6694	7028	7379	7748
Senior Paralegal*	160002	6507	6831	7173	7532	7910
Supervising Crime Scene Technician*	410013	6603	6926	7262	7615	7985

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE ELEVENTH AMENDMENT TO RESOLUTION NO. 2024-120 ENTITLED "A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE COMPENSATION RATES AND SCHEDULES AND RELATED REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND SCHEDULES FOR FISCAL YEAR 2025"

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

SECTION 1.

Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA), is hereby amended to provide salary increases for respective classes as required by adoption of the successor Memorandum of Understanding between the City and City of Fresno Professional Employees Association, Inc. (CFPEA), retroactively effective June 17, 2024.

SECTION 2.

Exhibit 13-2, Unit 13, Non-Exempt Professional (CFPEA), is hereby amended to provide salary increases for respective classes as required by adoption of the successor Memorandum of Understanding between the City and City of Fresno Professional Employees Association, Inc. (CFPEA), retroactively effective June 17, 2024.

SECTION 3.

Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA), is hereby amended to provide salary increases for respective classes as required by adoption of the successor Memorandum of Understanding between the City and City of Fresno Professional Employees Association, Inc. (CFPEA), retroactively effective December 16, 2024.

SECTION 4.

Exhibit 13-2, Unit 13, Non-Exempt Professional (CFPEA), is hereby amended to provide salary increases for respective classes as required by adoption of the successor Memorandum of Understanding between the City and City of Fresno

Date Adopted:
Date Approved:
Effective Date: 6/17/2024
City Attorney Approval: VMS for JAD

Eleventh Amendment to Salary Resolution No. 2024-120 Resolution No. _____

Professional Employees Association, Inc. (CFPEA), retroactively effective December 16, 2024.

SECTION 5.

Upon final legislative approval, this Resolution shall become retroactively effective June 17, 2024.

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

I, TODD STERMER, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the _____ day of _____ 2025.

AYES :
NOES :
ABSENT :
ABSTAIN :

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

TODD STERMER, CMC
City Clerk

By: _____
Deputy Date

APPROVED AS TO FORM:
ANDREW JANZ
City Attorney

By: _____
Jennifer DeRuosi Date
Assistant City Attorney

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	65736 444	68976 761	72317 089	75897 440	79607 803
Airports Airside/Landside Superintendent	310018e	12	72307 088	75847 435	79597 802	83478 183	87578 585
Airports Credentialing Supervisor*	115081e	12	66745 693	70025 972	73496 268	77016 569	80826 894
Airports Operations Supervisor ^{III}	310013e	12	72457 102	75987 449	79677 810	83608 196	87648 592
Airports Projects Supervisor	310016e	12	75987 449	79717 814	83628 198	87748 601	92079 026
Airports Property Supervisor	175005e	12	65796 450	69016 765	72357 093	75937 444	79607 803
Animal Center Supervisor	560035e	12	65796 450	69016 765	72357 093	75937 444	79607 803
Animal Programs Coordinator	560050e	12	43914 304	46224 531	48274 732	50634 963	53125 207
Architect	210045e	12	91829 001	96359 446	10109 9910	10615 10406	11144 10925
Assistant Law Office Manager	115019e	12	75137 365	78757 720	82658 102	86648 494	90908 911
Business Process & Systems Analyst	125044e	12	75127 364	78757 720	82628 100	86668 496	90908 911
Call Center Supervisor*	115073e	12	68095 941	71396 230	74846 531	78446 845	82277 179
Capital Development Specialist	310007e	12	72277 085	75867 437	79587 801	83498 185	87588 586
Central Print Supervisor*	120007e	12	60245 324	63205 586	66265 857	69526 144	72886 442
Chief Engineering Inspector	230078e	12	74197 273	77817 628	81658 004	85668 398	89868 809
Chief Engineering Technician	210009e	12	83428 178	87508 578	91829 001	96359 446	10109 9910
Chief of Facilities Maintenance	810037e	12	72727 129	76307 480	80047 847	83978 232	88118 638
Chief of Wastewater Environmental Services	620075e	12	69596 822	73027 158	76607 509	80357 877	84298 263
Chief of Wastewater Facilities Maintenance	620085e	12	72727 129	76307 480	80047 847	83978 232	88118 638

Chief of Wastewater Treatment Operations	620080e	12	73527 207	77197 567	80987 939	84958 328	89128 737
Chief of Water Operations	610070e	12	74747 327	78387 684	82278 065	86328 462	90548 876
Chief Police Pilot	410031e	12	82158 053	86178 448	90458 867	94909 303	99619 765
Chief Surveyor	210032e	12	11581 11353	12160 11921	12768 12517	13406 13143	14076 13800
Community Services and Recreation Supervisor	520016e	12	65926 462	69146 778	72557 112	76147 464	79807 823
Contract Compliance Officer	150061e	12	65796 450	69016 765	72357 093	75937 444	79607 803
Custodial Supervisor	810025e	12	65796 450	69016 765	72357 093	75937 444	79607 803
Database Administrator	125045e	12	75127 364	78757 720	82628 100	86668 496	90908 911

e Exempt class, see Section 4.

iii Effective 9/9/2024 by the Third Amendment to the Salary Resolution No. 2024-120.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
DBE/Small Business Program Coordinator	150070e	12	65906 460	69096 773	72477 404	76037 453	79787 821
Emergency Services Dispatch Supervisor	410004e	12	69246 788	72627 419	76147 464	79887 831	83788 213
Energy Efficiency Supervisor	230058e	12	58335 718	61195 999	64186 292	67366 603	70656 926
Equipment Supervisor	720031e	12	71557 014	75037 355	78717 716	82578 095	86658 495
Fire Prevention Engineer*	210055e	12	79707 236	83627 592	87717 964	92028 355	96578 768
Fleet Administration Supervisor	720025e	12	65796 450	69016 765	72357 093	75937 444	79607 803
Grant Writer*	150105e	12	54945 195	57635 450	60435 714	63405 995	66486 286
Historic Preservation Specialist	230066e	12	68986 762	72387 096	75967 447	79677 810	83568 192
Housing Program Supervisor	230055e	12	71116 971	74667 319	78387 684	82308 068	86438 473
Human Resources Analyst*	150016e	12	66745 967	70016 259	73396 562	76996 884	80797 223
Human Resources Records Supervisor*	115050e	12	67005 907	70286 196	73756 502	77296 814	81137 152
Information Services Supervisor	125032e	12	82598 097	86668 496	90908 911	95379 350	10010 9813
Landscape Maintenance Superintendent	510027e	12	81948 033	85998 430	90188 841	94629 276	99279 732
Lead Risk Analyst*	150008e	12	69346 460	72786 780	76437 120	80247 475	84277 850
Licensed Professional Engineer	210110e	12	11581 11353	12160 11921	12768 12517	13406 13143	14076 13800
Management Analyst I	150020e ⁴	12 ⁴	43914 304	46044 513	48274 732	50634 963	53125 207
Management Analyst II*	150021e ⁴	12 ⁴	55155 316	57865 578	60665 848	63646 135	66726 432
Parking Supervisor*	720035e	12	69035 785	72316 061	75816 354	79506 663	86927 285

Parks Supervisor I*	510025e	12	60245 324	63205 586	66265 857	69526 144	72886 442
Parks Supervisor II	510026e	12	65926 462	69146 778	72557 112	76147 464	79807 823
Planner III*	220007e	12	65966 266	69186 572	72556 892	76137 232	79907 590
Police Support Services Supervisor*	115047e	12	66745 693	70025 972	73496 268	77016 569	80826 894
Principal Accountant	130014e	12	72457 102	75997 450	79747 817	83648 200	87768 603
Procurement Supervisor	140004e	12	65646 435	68926 756	72357 093	75977 448	79787 821
Professional Engineer	210100e	12	91829 001	96359 446	10109 9910	10615 10406	11144 10925

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.

* [Received a Class & Comp Study adjustment effective 6/17/2024.](#)

[Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.](#)

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Project Manager	150065e	12	8395 8230	8814 8644	9256 9074	97189 527	10205 10004
Records Supervisor*	115045e	12	6674 5693	7002 5972	7349 6268	77016 569	80826 894
Recycling Coordinator	640001e	12	5491 5383	5757 5644	6039 5920	63326 207	66446 513
Registered Veterinary Technician	560060e	12	4933 4836	5180 5078	5439 5332	57115 599	59975 879
Revenue Supervisor*	135025e	12	6778 5705	7108 5983	7452 6272	78116 574	81906 894
Risk Analyst*	150010e	12	6674 5967	7001 6259	7339 6562	76996 884	80797 223
Sanitation Supervisor	640029e	12	6579 6450	6901 6765	7235 7093	75937 444	79607 803
Senior Accountant-Auditor	130013e	12	6624 6494	6948 6814	7289 7146	76457 495	80177 859
Senior Building Inspector	230034e	12	7274 7131	7633 7483	8007 7850	84008 235	88188 645
Senior Database Administrator	125046e	12	8288 8125	8683 8512	9100 8921	95369 349	10010 9813
Senior Electrical Safety Consultant	230024e	12	7273 7130	7633 7483	8006 7849	84008 235	88178 644
Senior Engineering Inspector	230077e	12	6743 6610	7076 6937	7422 7276	77877 634	81738 012
Senior Environmental & Safety Consultant	230005e	12	7287 7144	7647 7497	8022 7864	84158 250	88348 660
Senior Plumbing & Mechanical Consultant	230014e	12	7274 7131	7633 7483	8007 7850	84008 235	88188 645
Senior Programmer Analyst	125019e	12	8259 8097	8666 8496	9090 8911	95379 350	10010 9813
Senior Real Estate Agent	170012e	12	6579 6450	6901 6765	7235 7093	75937 444	79607 803
Senior Retirement Counselor	135052e	12	7236 7094	7602 7452	7979 7822	83778 212	87978 624
Street Maintenance Superintendent	720004e	12	8194 8033	8599 8430	9018 8841	94629 276	99279 732

Street Maintenance Supervisor	720001e	12	7230 7088	7584 7435	7959 7802	83478 183	87578 585
Supervising Airports Building Maintenance Technician	310014e	12	6579 6450	6901 6765	7235 7093	75937 444	79607 803
Supervising Commercial Building Inspector	230036e	12	7274 7131	7633 7483	8007 7850	84008 235	88188 645
Supervising Engineering Technician	210008e	12	7227 7085	7586 7437	7958 7801	83498 185	87588 586
Supervising Fire Prevention Inspector*	420005e	12	7264 6834	7620 7169	7996 7523	83897 893	88018 281
Supervising Paralegal*	160020e	12	7252 6780	7608 7113	7979 7460	83727 828	87838 212
Supervising Planner	220008e	12	7260 7117	7615 7465	7985 7828	83788 213	87868 613

e Exempt class, see Section 4.

* [Received a Class & Comp Study adjustment effective 6/17/2024.](#)

Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	8435 8269	88528 678	92909 107	97439 554	10221 10020
Supervising Real Estate Agent	170013e	12	7231 7089	75857 436	79607 803	83488 184	87588 586
Supervising Traffic Signal Operations Specialist	720050e	12	7503 7355	78707 715	82608 098	86678 497	90908 911
Survey Party Chief	210031e	12	7410 7264	77687 615	81487 988	85448 376	89698 793
Systems Security Administrator	125050e	12	7513 7365	78757 720	82658 102	86648 494	90908 911
Transit Supervisor I	320050e	12	6357 6232	66666 535	69896 851	73337 189	76907 539
Transit Supervisor II	320051e	12	7156 7015	75027 354	78717 716	82588 096	86658 495
Treasury Officer	135015e	12	7245 7102	75997 450	79747 817	83648 200	87768 603
Urban Forestry Supervisor I ^{VI} ^t	510030e	12	6024 5324	63205 586	66265 857	69526 144	72886 442
Urban Forestry Supervisor II ^{VII}	510031e	12	6592 6462	69146 778	72557 112	76147 464	79807 823
Wastewater Environmental Supervisor	620073e	12	7701 7550	80767 917	84758 308	88938 718	93299 146
Wastewater Operations Supervisor	620072e	12	7701 7550	80767 917	84758 308	88938 718	93299 146
Wastewater System Supervisor	620071e	12	7701 7550	80767 917	84758 308	88938 718	93299 146
Water Conservation Supervisor	610045e	12	6806 6672	71396 999	74887 341	78597 704	82438 081
Water System Supervisor	610055e	12	7701 7550	80767 917	84758 308	88938 718	93299 146

e Exempt class, see Section 4.

vii Effective 12/2/2024 by the Seventh Amendment to the Salary Resolution No. 2024-120

t Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective December 16, 2024

<u>CLASS TITLE</u>	<u>JOB CODE</u>	<u>PROB PER</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
<u>Acoustical Program Coordinator</u>	<u>310100e</u>	<u>12</u>	<u>6606</u>	<u>6932</u>	<u>7268</u>	<u>7627</u>	<u>8000</u>
<u>Airports Airside/Landside Superintendent</u>	<u>310018e</u>	<u>12</u>	<u>7267</u>	<u>7622</u>	<u>7999</u>	<u>8389</u>	<u>8801</u>
<u>Airports Credentialing Supervisor*</u>	<u>115081e</u>	<u>12</u>	<u>6708</u>	<u>7038</u>	<u>7386</u>	<u>7740</u>	<u>8123</u>
<u>Airports Operations Supervisor^{III}</u>	<u>310013e</u>	<u>12</u>	<u>7282</u>	<u>7636</u>	<u>8007</u>	<u>8402</u>	<u>8808</u>
<u>Airports Projects Supervisor</u>	<u>310016e</u>	<u>12</u>	<u>7636</u>	<u>8011</u>	<u>8404</u>	<u>8818</u>	<u>9254</u>
<u>Airports Property Supervisor</u>	<u>175005e</u>	<u>12</u>	<u>6612</u>	<u>6936</u>	<u>7272</u>	<u>7631</u>	<u>8000</u>
<u>Animal Center Supervisor</u>	<u>560035e</u>	<u>12</u>	<u>6612</u>	<u>6936</u>	<u>7272</u>	<u>7631</u>	<u>8000</u>
<u>Animal Programs Coordinator</u>	<u>560050e</u>	<u>12</u>	<u>4413</u>	<u>4646</u>	<u>4852</u>	<u>5089</u>	<u>5339</u>
<u>Architect</u>	<u>210045e</u>	<u>12</u>	<u>9228</u>	<u>9684</u>	<u>10160</u>	<u>10669</u>	<u>11200</u>
<u>Assistant Law Office Manager</u>	<u>115019e</u>	<u>12</u>	<u>7551</u>	<u>7915</u>	<u>8307</u>	<u>8708</u>	<u>9136</u>
<u>Business Process & Systems Analyst</u>	<u>125044e</u>	<u>12</u>	<u>7550</u>	<u>7915</u>	<u>8304</u>	<u>8710</u>	<u>9136</u>
<u>Call Center Supervisor*</u>	<u>115073e</u>	<u>12</u>	<u>6844</u>	<u>7175</u>	<u>7522</u>	<u>7884</u>	<u>8269</u>
<u>Capital Development Specialist</u>	<u>310007e</u>	<u>12</u>	<u>7264</u>	<u>7624</u>	<u>7998</u>	<u>8391</u>	<u>8802</u>
<u>Central Print Supervisor*</u>	<u>120007e</u>	<u>12</u>	<u>6055</u>	<u>6352</u>	<u>6660</u>	<u>6987</u>	<u>7325</u>
<u>Chief Engineering Inspector</u>	<u>230078e</u>	<u>12</u>	<u>7457</u>	<u>7820</u>	<u>8206</u>	<u>8609</u>	<u>9031</u>
<u>Chief Engineering Technician</u>	<u>210009e</u>	<u>12</u>	<u>8384</u>	<u>8794</u>	<u>9228</u>	<u>9684</u>	<u>10160</u>
<u>Chief of Facilities Maintenance</u>	<u>810037e</u>	<u>12</u>	<u>7309</u>	<u>7669</u>	<u>8045</u>	<u>8439</u>	<u>8856</u>
<u>Chief of Wastewater Environmental Services</u>	<u>620075e</u>	<u>12</u>	<u>6994</u>	<u>7339</u>	<u>7699</u>	<u>8076</u>	<u>8472</u>
<u>Chief of Wastewater Facilities Maintenance</u>	<u>620085e</u>	<u>12</u>	<u>7309</u>	<u>7669</u>	<u>8045</u>	<u>8439</u>	<u>8856</u>
<u>Chief of Wastewater Treatment Operations</u>	<u>620080e</u>	<u>12</u>	<u>7389</u>	<u>7758</u>	<u>8139</u>	<u>8538</u>	<u>8957</u>
<u>Chief of Water Operations</u>	<u>610070e</u>	<u>12</u>	<u>7512</u>	<u>7878</u>	<u>8269</u>	<u>8676</u>	<u>9100</u>
<u>Chief Police Pilot</u>	<u>410031e</u>	<u>12</u>	<u>8257</u>	<u>8661</u>	<u>9091</u>	<u>9538</u>	<u>10011</u>
<u>Chief Surveyor</u>	<u>210032e</u>	<u>12</u>	<u>11639</u>	<u>12221</u>	<u>12832</u>	<u>13474</u>	<u>14147</u>
<u>Community Services and Recreation Supervisor</u>	<u>520016e</u>	<u>12</u>	<u>6625</u>	<u>6949</u>	<u>7292</u>	<u>7653</u>	<u>8020</u>
<u>Contract Compliance Officer</u>	<u>150061e</u>	<u>12</u>	<u>6612</u>	<u>6936</u>	<u>7272</u>	<u>7631</u>	<u>8000</u>
<u>Custodial Supervisor</u>	<u>810025e</u>	<u>12</u>	<u>6612</u>	<u>6936</u>	<u>7272</u>	<u>7631</u>	<u>8000</u>
<u>Database Administrator</u>	<u>125045e</u>	<u>12</u>	<u>7550</u>	<u>7915</u>	<u>8304</u>	<u>8710</u>	<u>9136</u>

^e Exempt class, see Section 4.

^{III} Effective 9/9/2024 by the Third Amendment to the Salary Resolution No. 2024-120.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective December 16, 2024

<u>CLASS TITLE</u>	<u>JOB CODE</u>	<u>PROB PER</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
<u>DBE/Small Business Program Coordinator</u>	<u>150070e</u>	<u>12</u>	<u>6623</u>	<u>6944</u>	<u>7284</u>	<u>7642</u>	<u>8018</u>
<u>Emergency Services Dispatch Supervisor</u>	<u>410004e</u>	<u>12</u>	<u>6959</u>	<u>7299</u>	<u>7653</u>	<u>8028</u>	<u>8420</u>
<u>Energy Efficiency Supervisor</u>	<u>230058e</u>	<u>12</u>	<u>5863</u>	<u>6150</u>	<u>6451</u>	<u>6770</u>	<u>7101</u>
<u>Equipment Supervisor</u>	<u>720031e</u>	<u>12</u>	<u>7191</u>	<u>7541</u>	<u>7911</u>	<u>8299</u>	<u>8709</u>
<u>Fire Prevention Engineer*</u>	<u>210055e</u>	<u>12</u>	<u>8010</u>	<u>8404</u>	<u>8815</u>	<u>9249</u>	<u>9706</u>
<u>Fleet Administration Supervisor</u>	<u>720025e</u>	<u>12</u>	<u>6612</u>	<u>6936</u>	<u>7272</u>	<u>7631</u>	<u>8000</u>
<u>Grant Writer*</u>	<u>150105e</u>	<u>12</u>	<u>5522</u>	<u>5792</u>	<u>6074</u>	<u>6372</u>	<u>6682</u>
<u>Historic Preservation Specialist</u>	<u>230066e</u>	<u>12</u>	<u>6933</u>	<u>7275</u>	<u>7634</u>	<u>8007</u>	<u>8398</u>
<u>Housing Program Supervisor</u>	<u>230055e</u>	<u>12</u>	<u>7147</u>	<u>7504</u>	<u>7878</u>	<u>8272</u>	<u>8687</u>
<u>Human Resources Analyst*</u>	<u>150016e</u>	<u>12</u>	<u>6708</u>	<u>7037</u>	<u>7376</u>	<u>7738</u>	<u>8120</u>
<u>Human Resources Records Supervisor*</u>	<u>115050e</u>	<u>12</u>	<u>6734</u>	<u>7064</u>	<u>7412</u>	<u>7768</u>	<u>8154</u>
<u>Information Services Supervisor</u>	<u>125032e</u>	<u>12</u>	<u>8301</u>	<u>8710</u>	<u>9136</u>	<u>9585</u>	<u>10061</u>
<u>Landscape Maintenance Superintendent</u>	<u>510027e</u>	<u>12</u>	<u>8235</u>	<u>8642</u>	<u>9064</u>	<u>9510</u>	<u>9977</u>
<u>Lead Risk Analyst*</u>	<u>150008e</u>	<u>12</u>	<u>6969</u>	<u>7315</u>	<u>7682</u>	<u>8065</u>	<u>8470</u>
<u>Licensed Professional Engineer</u>	<u>210110e</u>	<u>12</u>	<u>11639</u>	<u>12221</u>	<u>12832</u>	<u>13474</u>	<u>14147</u>
<u>Management Analyst I</u>	<u>150020e⁴</u>	<u>12⁴</u>	<u>4413</u>	<u>4628</u>	<u>4852</u>	<u>5089</u>	<u>5339</u>
<u>Management Analyst II*</u>	<u>150021e⁴</u>	<u>12⁴</u>	<u>5543</u>	<u>5815</u>	<u>6097</u>	<u>6396</u>	<u>6706</u>
<u>Parking Supervisor*</u>	<u>720035e</u>	<u>12</u>	<u>6938</u>	<u>7268</u>	<u>7619</u>	<u>7990</u>	<u>8736</u>
<u>Parks Supervisor I*</u>	<u>510025e</u>	<u>12</u>	<u>6055</u>	<u>6352</u>	<u>6660</u>	<u>6987</u>	<u>7325</u>
<u>Parks Supervisor II</u>	<u>510026e</u>	<u>12</u>	<u>6625</u>	<u>6949</u>	<u>7292</u>	<u>7653</u>	<u>8020</u>
<u>Planner III*</u>	<u>220007e</u>	<u>12</u>	<u>6629</u>	<u>6953</u>	<u>7292</u>	<u>7652</u>	<u>8030</u>
<u>Police Support Services Supervisor*</u>	<u>115047e</u>	<u>12</u>	<u>6708</u>	<u>7038</u>	<u>7386</u>	<u>7740</u>	<u>8123</u>
<u>Principal Accountant</u>	<u>130014e</u>	<u>12</u>	<u>7282</u>	<u>7637</u>	<u>8014</u>	<u>8406</u>	<u>8820</u>
<u>Procurement Supervisor</u>	<u>140004e</u>	<u>12</u>	<u>6597</u>	<u>6927</u>	<u>7272</u>	<u>7635</u>	<u>8018</u>
<u>Professional Engineer</u>	<u>210100e</u>	<u>12</u>	<u>9228</u>	<u>9684</u>	<u>10160</u>	<u>10669</u>	<u>11200</u>

^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.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective December 16, 2024

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

e Exempt class, see Section 4.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective December 16, 2024

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

^e Exempt class, see Section 4.

^{VII} Effective 12/2/2024 by the Seventh Amendment to the Salary Resolution No. 2024-120

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

EXHIBIT 13-2
 Unit 13 – Non-Exempt Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I*	115015	12	<u>5011</u> <u>3848</u>	<u>5252</u> <u>4034</u>	<u>5505</u> <u>4228</u>	<u>5770</u> <u>4431</u>	<u>6049</u> <u>4646</u>
Legal Secretary II*	115016	12	<u>5512</u> <u>4257</u>	<u>5781</u> <u>4465</u>	<u>6058</u> <u>4679</u>	<u>6349</u> <u>4904</u>	<u>6657</u> <u>5142</u>
Paralegal*	160001	12	<u>6206</u> <u>5432</u>	<u>6508</u> <u>5696</u>	<u>6823</u> <u>5972</u>	<u>7158</u> <u>6265</u>	<u>7510</u> <u>6573</u>
Senior Human Resources Technician	150014	12	<u>5179</u> <u>5077</u>	<u>5426</u> <u>5319</u>	<u>5685</u> <u>5573</u>	<u>5963</u> <u>5846</u>	<u>6250</u> <u>6127</u>
Senior Legal Secretary*	115017	12	<u>6343</u> <u>4899</u>	<u>6660</u> <u>5144</u>	<u>6993</u> <u>5401</u>	<u>7342</u> <u>5671</u>	<u>7709</u> <u>5954</u>
Senior Paralegal*	160002	12	<u>6474</u> <u>5963</u>	<u>6797</u> <u>6260</u>	<u>7137</u> <u>6574</u>	<u>7494</u> <u>6903</u>	<u>7870</u> <u>7248</u>
Supervising Crime Scene Technician*	410013	12	<u>6570</u> <u>5701</u>	<u>6891</u> <u>5979</u>	<u>7225</u> <u>6269</u>	<u>7577</u> <u>6575</u>	<u>7945</u> <u>6894</u>

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.

EXHIBIT 13-2

Unit 13 – Non-Exempt Professional (CFPEA), retroactively effective December 16, 2024

<u>CLASS TITLE</u>	<u>JOB CODE</u>	<u>PROB PER</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
<u>Legal Secretary I*</u>	<u>115015</u>	<u>12</u>	<u>5037</u>	<u>5279</u>	<u>5533</u>	<u>5799</u>	<u>6080</u>
<u>Legal Secretary II*</u>	<u>115016</u>	<u>12</u>	<u>5540</u>	<u>5810</u>	<u>6089</u>	<u>6381</u>	<u>6691</u>
<u>Paralegal*</u>	<u>160001</u>	<u>12</u>	<u>6238</u>	<u>6541</u>	<u>6858</u>	<u>7194</u>	<u>7548</u>
<u>Senior Human Resources Technician</u>	<u>150014</u>	<u>12</u>	<u>5205</u>	<u>5454</u>	<u>5714</u>	<u>5993</u>	<u>6282</u>
<u>Senior Legal Secretary*</u>	<u>115017</u>	<u>12</u>	<u>6375</u>	<u>6694</u>	<u>7028</u>	<u>7379</u>	<u>7748</u>
<u>Senior Paralegal*</u>	<u>160002</u>	<u>12</u>	<u>6507</u>	<u>6831</u>	<u>7173</u>	<u>7532</u>	<u>7910</u>
<u>Supervising Crime Scene Technician*</u>	<u>410013</u>	<u>12</u>	<u>6603</u>	<u>6926</u>	<u>7262</u>	<u>7615</u>	<u>7985</u>

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6573	6897	7231	7589	7960
Airports Airside/Landside Superintendent	310018e	12	7230	7584	7959	8347	8757
Airports Credentialing Supervisor*	115081e	12	6674	7002	7349	7701	8082
Airports Operations Supervisor ^{III}	310013e	12	7245	7598	7967	8360	8764
Airports Projects Supervisor	310016e	12	7598	7971	8362	8774	9207
Airports Property Supervisor	175005e	12	6579	6901	7235	7593	7960
Animal Center Supervisor	560035e	12	6579	6901	7235	7593	7960
Animal Programs Coordinator	560050e	12	4391	4622	4827	5063	5312
Architect	210045e	12	9182	9635	10109	10615	11144
Assistant Law Office Manager	115019e	12	7513	7875	8265	8664	9090
Business Process & Systems Analyst	125044e	12	7512	7875	8262	8666	9090
Call Center Supervisor*	115073e	12	6809	7139	7484	7844	8227
Capital Development Specialist	310007e	12	7227	7586	7958	8349	8758
Central Print Supervisor*	120007e	12	6024	6320	6626	6952	7288
Chief Engineering Inspector	230078e	12	7419	7781	8165	8566	8986
Chief Engineering Technician	210009e	12	8342	8750	9182	9635	10109
Chief of Facilities Maintenance	810037e	12	7272	7630	8004	8397	8811
Chief of Wastewater Environmental Services	620075e	12	6959	7302	7660	8035	8429
Chief of Wastewater Facilities Maintenance	620085e	12	7272	7630	8004	8397	8811
Chief of Wastewater Treatment Operations	620080e	12	7352	7719	8098	8495	8912
Chief of Water Operations	610070e	12	7474	7838	8227	8632	9054
Chief Police Pilot	410031e	12	8215	8617	9045	9490	9961
Chief Surveyor	210032e	12	11581	12160	12768	13406	14076
Community Services and Recreation Supervisor	520016e	12	6592	6914	7255	7614	7980
Contract Compliance Officer	150061e	12	6579	6901	7235	7593	7960
Custodial Supervisor	810025e	12	6579	6901	7235	7593	7960
Database Administrator	125045e	12	7512	7875	8262	8666	9090

e Exempt class, see Section 4.

^{III} Effective 9/9/2024 by the Third Amendment to the Salary Resolution No. 2024-120.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
DBE/Small Business Program Coordinator	150070e	12	6590	6909	7247	7603	7978
Emergency Services Dispatch Supervisor	410004e	12	6924	7262	7614	7988	8378
Energy Efficiency Supervisor	230058e	12	5833	6119	6418	6736	7065
Equipment Supervisor	720031e	12	7155	7503	7871	8257	8665
Fire Prevention Engineer*	210055e	12	7970	8362	8771	9202	9657
Fleet Administration Supervisor	720025e	12	6579	6901	7235	7593	7960
Grant Writer*	150105e	12	5494	5763	6043	6340	6648
Historic Preservation Specialist	230066e	12	6898	7238	7596	7967	8356
Housing Program Supervisor	230055e	12	7111	7466	7838	8230	8643
Human Resources Analyst*	150016e	12	6674	7001	7339	7699	8079
Human Resources Records Supervisor*	115050e	12	6700	7028	7375	7729	8113
Information Services Supervisor	125032e	12	8259	8666	9090	9537	10010
Landscape Maintenance Superintendent	510027e	12	8194	8599	9018	9462	9927
Lead Risk Analyst*	150008e	12	6934	7278	7643	8024	8427
Licensed Professional Engineer	210110e	12	11581	12160	12768	13406	14076
Management Analyst I	150020e ⁴	12 ⁴	4391	4604	4827	5063	5312
Management Analyst II*	150021e ⁴	12 ⁴	5515	5786	6066	6364	6672
Parking Supervisor*	720035e	12	6903	7231	7581	7950	8692
Parks Supervisor I*	510025e	12	6024	6320	6626	6952	7288
Parks Supervisor II	510026e	12	6592	6914	7255	7614	7980
Planner III*	220007e	12	6596	6918	7255	7613	7990
Police Support Services Supervisor*	115047e	12	6674	7002	7349	7701	8082
Principal Accountant	130014e	12	7245	7599	7974	8364	8776
Procurement Supervisor	140004e	12	6564	6892	7235	7597	7978
Professional Engineer	210100e	12	9182	9635	10109	10615	11144

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.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Project Manager	150065e	12	8395	8814	9256	9718	10205
Records Supervisor*	115045e	12	6674	7002	7349	7701	8082
Recycling Coordinator	640001e	12	5491	5757	6039	6332	6644
Registered Veterinary Technician	560060e	12	4933	5180	5439	5711	5997
Revenue Supervisor*	135025e	12	6778	7108	7452	7811	8190
Risk Analyst*	150010e	12	6674	7001	7339	7699	8079
Sanitation Supervisor	640029e	12	6579	6901	7235	7593	7960
Senior Accountant-Auditor	130013e	12	6624	6948	7289	7645	8017
Senior Building Inspector	230034e	12	7274	7633	8007	8400	8818
Senior Database Administrator	125046e	12	8288	8683	9100	9536	10010
Senior Electrical Safety Consultant	230024e	12	7273	7633	8006	8400	8817
Senior Engineering Inspector	230077e	12	6743	7076	7422	7787	8173
Senior Environmental & Safety Consultant	230005e	12	7287	7647	8022	8415	8834
Senior Plumbing & Mechanical Consultant	230014e	12	7274	7633	8007	8400	8818
Senior Programmer Analyst	125019e	12	8259	8666	9090	9537	10010
Senior Real Estate Agent	170012e	12	6579	6901	7235	7593	7960
Senior Retirement Counselor	135052e	12	7236	7602	7979	8377	8797
Street Maintenance Superintendent	720004e	12	8194	8599	9018	9462	9927
Street Maintenance Supervisor	720001e	12	7230	7584	7959	8347	8757
Supervising Airports Building Maintenance Technician	310014e	12	6579	6901	7235	7593	7960
Supervising Commercial Building Inspector	230036e	12	7274	7633	8007	8400	8818
Supervising Engineering Technician	210008e	12	7227	7586	7958	8349	8758
Supervising Fire Prevention Inspector*	420005e	12	7264	7620	7996	8389	8801
Supervising Paralegal*	160020e	12	7252	7608	7979	8372	8783
Supervising Planner	220008e	12	7260	7615	7985	8378	8786

e Exempt class, see Section 4.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	8435	8852	9290	9743	10221
Supervising Real Estate Agent	170013e	12	7231	7585	7960	8348	8758
Supervising Traffic Signal Operations Specialist	720050e	12	7503	7870	8260	8667	9090
Survey Party Chief	210031e	12	7410	7768	8148	8544	8969
Systems Security Administrator	125050e	12	7513	7875	8265	8664	9090
Transit Supervisor I	320050e	12	6357	6666	6989	7333	7690
Transit Supervisor II	320051e	12	7156	7502	7871	8258	8665
Treasury Officer	135015e	12	7245	7599	7974	8364	8776
Urban Forestry Supervisor I ^{VII*}	510030e	12	6024	6320	6626	6952	7288
Urban Forestry Supervisor II ^{VII}	510031e	12	6592	6914	7255	7614	7980
Wastewater Environmental Supervisor	620073e	12	7701	8076	8475	8893	9329
Wastewater Operations Supervisor	620072e	12	7701	8076	8475	8893	9329
Wastewater System Supervisor	620071e	12	7701	8076	8475	8893	9329
Water Conservation Supervisor	610045e	12	6806	7139	7488	7859	8243
Water System Supervisor	610055e	12	7701	8076	8475	8893	9329

e Exempt class, see Section 4.

^{VII} Effective 12/2/2024 by the Seventh Amendment to the Salary Resolution No. 2024-120

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective December 16, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6606	6932	7268	7627	8000
Airports Airside/Landside Superintendent	310018e	12	7267	7622	7999	8389	8801
Airports Credentialing Supervisor*	115081e	12	6708	7038	7386	7740	8123
Airports Operations Supervisor ^{III}	310013e	12	7282	7636	8007	8402	8808
Airports Projects Supervisor	310016e	12	7636	8011	8404	8818	9254
Airports Property Supervisor	175005e	12	6612	6936	7272	7631	8000
Animal Center Supervisor	560035e	12	6612	6936	7272	7631	8000
Animal Programs Coordinator	560050e	12	4413	4646	4852	5089	5339
Architect	210045e	12	9228	9684	10160	10669	11200
Assistant Law Office Manager	115019e	12	7551	7915	8307	8708	9136
Business Process & Systems Analyst	125044e	12	7550	7915	8304	8710	9136
Call Center Supervisor*	115073e	12	6844	7175	7522	7884	8269
Capital Development Specialist	310007e	12	7264	7624	7998	8391	8802
Central Print Supervisor*	120007e	12	6055	6352	6660	6987	7325
Chief Engineering Inspector	230078e	12	7457	7820	8206	8609	9031
Chief Engineering Technician	210009e	12	8384	8794	9228	9684	10160
Chief of Facilities Maintenance	810037e	12	7309	7669	8045	8439	8856
Chief of Wastewater Environmental Services	620075e	12	6994	7339	7699	8076	8472
Chief of Wastewater Facilities Maintenance	620085e	12	7309	7669	8045	8439	8856
Chief of Wastewater Treatment Operations	620080e	12	7389	7758	8139	8538	8957
Chief of Water Operations	610070e	12	7512	7878	8269	8676	9100
Chief Police Pilot	410031e	12	8257	8661	9091	9538	10011
Chief Surveyor	210032e	12	11639	12221	12832	13474	14147
Community Services and Recreation Supervisor	520016e	12	6625	6949	7292	7653	8020
Contract Compliance Officer	150061e	12	6612	6936	7272	7631	8000
Custodial Supervisor	810025e	12	6612	6936	7272	7631	8000
Database Administrator	125045e	12	7550	7915	8304	8710	9136

e Exempt class, see Section 4.

^{III} Effective 9/9/2024 by the Third Amendment to the Salary Resolution No. 2024-120.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective December 16, 2024

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

e Exempt class, see Section 4.

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

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective December 16, 2024

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

e Exempt class, see Section 4.

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), retroactively effective December 16, 2024

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

e Exempt class, see Section 4.

^{VII} Effective 12/2/2024 by the Seventh Amendment to the Salary Resolution No. 2024-120

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.

EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA), retroactively effective June 17, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I*	115015	12	5011	5252	5505	5770	6049
Legal Secretary II*	115016	12	5512	5781	6058	6349	6657
Paralegal*	160001	12	6206	6508	6823	7158	7510
Senior Human Resources Technician	150014	12	5179	5426	5685	5963	6250
Senior Legal Secretary*	115017	12	6343	6660	6993	7342	7709
Senior Paralegal*	160002	12	6474	6797	7137	7494	7870
Supervising Crime Scene Technician*	410013	12	6570	6891	7225	7577	7945

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 6/17/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120. Supersedes Original.

EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA), retroactively effective December 16, 2024

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

* Received a Class & Comp Study adjustment effective 6/17/2024.

Effective 12/16/2024 by the Eleventh Amendment to the FY25 Salary Resolution No. 2024-120.