

SECTION 13. SALARY RATES

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

EXHIBIT 1	Non-Supervisory Blue Collar
EXHIBIT 2	Non-Represented Management and Confidential Classes
EXHIBIT 3	Non-Supervisory White Collar
EXHIBIT 4	Non-Management Police
EXHIBIT 5	Fire Non-Management
EXHIBIT 6	Bus Drivers and Student Drivers
EXHIBIT 7	Non-Supervisory Groups and Crafts
EXHIBIT 8	Non-Represented
EXHIBIT 9	Police Management
EXHIBIT 10	Fire Management
EXHIBIT 11	Fresno Airport Public Safety Officers Association
EXHIBIT 12	Board and Commission Members
EXHIBIT 13-1	Exempt Supervisory and Professional
EXHIBIT 13-2	Non-Exempt Professional
EXHIBIT 14	Management Classes

SECTION 18. BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, AND LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES;

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

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

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

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

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

7. Bilingual Premium Pay

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

8. Uniform Pay

New employees in Cadet classification who are required to purchase, maintain, and/or wear a uniform shall receive three hundred ninety-six dollars (\$396) in their first paycheck for the purpose of assisting in the purchase and maintenance of uniforms. Upon completion of the initial six (6) months of employment, employees in Cadet I and Cadet II classes shall receive sixty-six dollars (\$66) per month for

uniform maintenance and replacement to be prorated on a pay-period-by pay period basis. In the event the new employee voluntarily leaves the position within the first six (6) months, the employee shall reimburse the City for one-sixth (1/6) of the three hundred ninety-six dollars (\$396) for each full calendar month to be prorated on a pay-period-by-pay-period basis.

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

1. Health and Welfare benefits shall be provided as outlined in Section 16A.
2. PPT employees shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System. PPT employees who participated in the plan as a permanent full-time employee and whose contributions remain on deposit, remain members of the Fresno City Employees' Retirement System and will continue contributing to the Retirement Plan.
3. PPT employees shall be paid for jury duty attendance and court attendance in accordance with FMC Sections 3-109 and 3-110.

4. Holidays

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

5. Leave for PPT Employees in Exhibit 2

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

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

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

C. Benefits for Limited Employees and Temporary Employees

1. Limited Employees

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

- i. Health and Welfare and leave benefits shall be afforded to Limited employees commensurate with the benefits provided to employees

in the same job classification who hold a permanent position in Exhibit 2 or permanent employees as defined by FMC Section 3-202, respectively.

- ii. Limited employees shall be provided with Social Security benefits and shall not be members of the Fresno City Retirement Systems. Limited employees who participated in the plan as permanent full-time employees and whose contributions remain on deposit remain members of the Fresno City Retirement Systems and will continue contributing to the Retirement Plan.
 - iii. Limited employees shall be paid for jury duty attendance and court attendance in accordance with FMC Sections 3-109 and 3-110.
 - iv. Limited employees in non-exempt job classifications who are assigned to standby duty shall receive premium pay of \$1.65 an hour while assigned to standby duty. Standby duty is defined as time outside of a Limited employee's work shift where management requires a Limited employee to be available to report for standby work. Standby work is defined as the hours worked outside of a Limited employee's work shift where a Limited employee assigned to standby duty is required to report for work. In the event a Limited employee on standby duty is required to report for standby work, standby premium pay shall be discontinued once the Limited employee reports for standby work. Premium pay for standby duty and compensation for hours worked, whether the hours worked are during the Limited employee's standby work or work shift, shall not be paid concurrently. During the time the Limited employee is working standby work, the Limited employee shall be compensated at their applicable rate of pay. Time spent on standby duty shall not be considered hours worked.
- b. Benefits for Limited employees appointed pursuant to FMC Section 3-256 who hold a permanent position as defined in FMC Section 3-202 to a job classification listed in Exhibit 2 or who are permanent employees as defined in FMC Section 3-202 shall continue to receive the same benefits commensurate with those provided in their permanent position or as a permanent employee, respectively, except as specifically modified herein.

2. Temporary Employees

- a. Temporary employees in non-exempt job classifications who are assigned standby duty shall receive premium pay of \$1.65 an hour while assigned to standby duty. Standby duty is defined as time outside of a Temporary employee's work shift where management requires a Temporary employee to be available to report for standby work. Standby work is defined as the hours worked outside of a Temporary employee's work shift where a Temporary employee assigned to standby duty is required to report for work. In the event a Temporary employee on standby duty is required to report for standby work, standby premium pay shall be discontinued once the Temporary employee reports for standby work. Premium pay for standby duty and compensation for hours worked, whether the hours worked are during the Temporary employee's standby work or work shift,

shall not be paid concurrently. During the time the Temporary employee is working standby work, the Temporary employee shall be compensated at their applicable rate of pay. Time spent on standby duty shall not be considered hours worked.

D. Use of Protected Sick Leave for Police Cadets and Permanent Part-Time Employees:

1. The employee, at their sole discretion, must determine whether to designate leave as Protected Sick Leave under CA LC 233. Employees shall note this designation when reporting the absence. The leave will not be used or considered for the purpose of corrective and/or disciplinary action.

The purpose of this benefit is to allow employees time to care for themselves and family members as defined in California Labor Code section 246.5 for the purposes identified in California Labor Code section 233 as stated in subsection 3 below. Employees are encouraged to schedule routine medical and/or dental appointments outside of regular work hours when possible. Use of Protected Sick Leave shall be authorized and recorded by an appointing authority or designee.

2. Protected Sick Leave can be used for:

- i. Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee;
 - ii. Diagnosis, care, or treatment of an existing health condition of, or preventative care for an employee's parent (a biological adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child), child (a child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis - this definition of a child is applicable regardless of age or dependency status), spouse, registered domestic partner, parent-in-law, sibling, grandchild, or grandchild; or,
 - iii. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).
3. After the employee has taken the first five (5) days of Protected Sick Leave or forty (40) hours, whichever is greater, for purposes as defined in subsection C.2 above on or after July 1 of each year, these provisions under SB 616 and AB1522, Healthy Workplace Healthy Family Act of 2014 will no longer be applicable. Sick Leave may be used beginning on the ninetieth(90th) day of employment.
 4. Protected Sick Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval time off.
 5. Employees who leave City Employment and return within one (1) year from the date of separation will have their previously accrued and unused paid Sick Leave restored.