

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), <u>retroactively effective June 21, 2021</u>									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Police Officer Recruit	415001	12	<u>51454</u> <u>995</u>	<u>54025</u> <u>244</u>	—	—	—	—	—
Police Officer	415002 ⁶	12 ⁶	<u>59455</u> <u>771</u>	<u>62416</u> <u>059</u>	<u>65536</u> <u>362</u>	<u>68816</u> <u>680</u>	<u>72267</u> <u>015</u>	<u>75897</u> <u>367</u>	<u>79687</u> <u>735</u>
Police Sergeant	415004	12	<u>71636</u> <u>954</u>	<u>75227</u> <u>302</u>	<u>78997</u> <u>668</u>	<u>82948</u> <u>052</u>	<u>87108</u> <u>456</u>	<u>91468</u> <u>879</u>	<u>96039</u> <u>323</u>

⁶ A person promoting from Police Officer Recruit to Police Officer after one year of service must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), effective January 31, 2022										
<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>F</u>	<u>G</u>	<u>H</u>
<u>Police Officer Recruit</u>	<u>415001</u>	<u>12</u>	<u>5945</u>	<u>6241</u>	=	=	=	=	=	=
<u>Police Officer</u>	<u>415002⁶</u>	<u>12⁶</u>	=	=	<u>6553</u>	<u>6881</u>	<u>7226</u>	<u>7589</u>	<u>7968</u>	<u>8367</u>
<u>Police Sergeant</u>	<u>415004</u>	<u>12</u>	<u>7163</u>	<u>7522</u>	<u>7899</u>	<u>8294</u>	<u>8710</u>	<u>9146</u>	<u>9603</u>	<u>10084</u>

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EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), effective June 20, 2022										
<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>F</u>	<u>G</u>	<u>H</u>
<u>Police Officer Recruit</u>	<u>415001</u>	<u>12</u>	<u>6124</u>	<u>6429</u>	=	=	=	=	=	=
<u>Police Officer</u>	<u>415002⁶</u>	<u>12⁶</u>	=	=	<u>6750</u>	<u>7088</u>	<u>7443</u>	<u>7817</u>	<u>8208</u>	<u>8619</u>
<u>Police Sergeant</u>	<u>415004</u>	<u>12</u>	<u>7378</u>	<u>7748</u>	<u>8136</u>	<u>8543</u>	<u>8972</u>	<u>9421</u>	<u>9892</u>	<u>10387</u>

⁶ A person promoting from Police Officer Recruit to Police Officer after one year of service must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class

EXHIBIT 4
Unit 4 - Non-Management Police (FPOA), effective June 19, 2023

<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>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
<u>Police Officer Recruit</u>	<u>415001</u>	<u>12</u>	<u>6308</u>	<u>6622</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>
<u>Police Officer</u>	<u>415002⁶</u>	<u>12⁶</u>	<u>=</u>	<u>=</u>	<u>6953</u>	<u>7301</u>	<u>7667</u>	<u>8052</u>	<u>8455</u>	<u>8878</u>	<u>9322</u>
<u>Police Sergeant</u>	<u>415004</u>	<u>12</u>	<u>7600</u>	<u>7981</u>	<u>8381</u>	<u>8800</u>	<u>9242</u>	<u>9704</u>	<u>10189</u>	<u>10699</u>	<u>11234</u>

⁶ A person promoting from Police Officer Recruit to Police Officer after one year of service must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class

2/10/2022 Thirteenth Amendment
Supersedes Original

EXHIBIT 5
Unit 5—Fire Non-Management (IAFF)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Firefighter Trainee	425001	---	4932						
Firefighter	425002	12	5480	5753	6042	6343	6681	6998	7348
Firefighter Specialist	425003	12	6137	6443	6768	7103	7460	7833	8225
Fire Captain	425004	12	6850	7193	7552	7931	8329	8746	9184
Fire Investigation Unit Supervisor	425010	12	6850	7193	7552	7931	8329	8746	9184

EXHIBIT 5

Unit 5 – Fire Non-Management (IAFF), retroactively effective November 15, 2021-June 21, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Firefighter Trainee	425001	---	5080						
Firefighter	425002	12	5645	5926	6224	6534	6882	7208	7569
Firefighter Specialist	425003	12	6322	6637	6972	7317	7684	8068	8472
Fire Captain	425004	12	7056	7409	7779	8169	8579	9009	9460
Fire Investigation Unit Supervisor	425010	12	7056	7409	7779	8169	8579	9009	9460

EXHIBIT 5

Unit 5 – Fire Non-Management (IAFF), effective June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
<u>Firefighter Trainee</u>	<u>425001</u>	<u>---</u>	<u>5233</u>						
<u>Firefighter</u>	<u>425002</u>	<u>12</u>	<u>5815</u>	<u>6104</u>	<u>6411</u>	<u>6731</u>	<u>7089</u>	<u>7425</u>	<u>7797</u>
<u>Firefighter Specialist</u>	<u>425003</u>	<u>12</u>	<u>6512</u>	<u>6837</u>	<u>7182</u>	<u>7537</u>	<u>7915</u>	<u>8311</u>	<u>8727</u>
<u>Fire Captain</u>	<u>425004</u>	<u>12</u>	<u>7268</u>	<u>7632</u>	<u>8013</u>	<u>8415</u>	<u>8837</u>	<u>9280</u>	<u>9744</u>
<u>Fire Investigation Unit Supervisor</u>	<u>425010</u>	<u>12</u>	<u>7268</u>	<u>7632</u>	<u>8013</u>	<u>8415</u>	<u>8837</u>	<u>9280</u>	<u>9744</u>

EXHIBIT 5

Unit 5 – Fire Non-Management (IAFF), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
<u>Firefighter Trainee</u>	<u>425001</u>	<u>---</u>	<u>5390</u>						
<u>Firefighter</u>	<u>425002</u>	<u>12</u>	<u>5990</u>	<u>6288</u>	<u>6604</u>	<u>6933</u>	<u>7302</u>	<u>7648</u>	<u>8031</u>

<u>Firefighter Specialist</u>	<u>425003</u>	<u>12</u>	<u>6708</u>	<u>7043</u>	<u>7398</u>	<u>7764</u>	<u>8153</u>	<u>8561</u>	<u>8989</u>
<u>Fire Captain</u>	<u>425004</u>	<u>12</u>	<u>7487</u>	<u>7861</u>	<u>8254</u>	<u>8668</u>	<u>9103</u>	<u>9559</u>	<u>10037</u>
<u>Fire Investigation Unit Supervisor</u>	<u>425010</u>	<u>12</u>	<u>7487</u>	<u>7861</u>	<u>8254</u>	<u>8668</u>	<u>9103</u>	<u>9559</u>	<u>10037</u>

[2/10/2022 Thirteenth Amendment](#)
[Supersedes Original](#)

EXHIBIT 8
Unit 8—Non-Represented

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk	910010	—	Flat Rate	\$14.00 Per Hour
Law Clerk	910015	-	Hourly	\$20.00—\$25.00 Per Hour
Law Enforcement Instructor	940020	—	Hourly	\$18.00—\$25.00 Per Hour
Lifeguard	950001	—	Hourly	\$14.00—\$14.50 Per Hour
Police Cadet I	940005 ⁹	48 mos.	Hourly	\$14.00—\$15.48 Per Hour
Police Cadet II	940006 ⁹	48 mos.	Hourly	\$18.00—\$25.00 Per Hour
Pool Supervisor	950015	—	Hourly	\$14.50—\$25.00 Per Hour
Senior Lifeguard	950002	—	Hourly	\$14.50—\$15.00 Per Hour
Services Aide	910005	—	Hourly	\$14.00—\$16.00 Per Hour
Sports Official	950010	—		\$14.00—\$50.00 Per Game
Intern	910002	—	Hourly	\$14.00—\$16.00 Per Hour

EXHIBIT 8
Unit 8 – Non-Represented, effective January 1, 2022

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk***	910010	-	Flat Rate Hourly	\$15.00 – \$19.00 Per Hour
Law Clerk	910015	-	Hourly	\$20.00 - \$25.00 Per Hour
Law Enforcement Instructor	940020	-	Hourly	\$18.00 - \$25.00 Per Hour
Lifeguard***	950001	-	Hourly	\$15.00 - \$15.50 \$19.00 Per Hour
Police Cadet I	940005 ⁹	48 mos.	Hourly	\$15.00 - \$20.00 Per Hour
Police Cadet II	940006 ⁹	48 mos.	Hourly	\$18.00- \$25.00 Per Hour
Pool Supervisor***	950015	-	Hourly	\$15.50 \$18.00 - \$25.00 Per Hour
Senior Lifeguard***	950002	-	Hourly	\$15.50 - \$16.00 \$20.00-Per Hour
Services Aide*	910005	-	Hourly	\$15.00 - \$19.00 Per Hour
Sports Official	950010	-		\$15.00 - \$50.00 Per Game
Intern**	910002	-	Hourly	\$15.00 - \$19.00 Per Hour

*Effective January 1, 2022, by the 10th Amendment to the Salary Resolution 2021-327.

**Effective January 1, 2022, by the 12th Amendment to the Salary Resolution.

***Effective January 1, 2022, by the 13th Amendment to the Salary Resolution.

EXHIBIT 9

Unit 9 – Police Management, retroactively effective June 21, 2021

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F	G
Deputy Police Chief	415007e	-	E9		<u>11622</u> <u>11283</u>	-	<u>15109</u> <u>14668</u>			
Police Captain	415006e	12		<u>10202</u> <u>9904</u>	<u>10712</u> <u>10400</u>	<u>11248</u> <u>10920</u>	<u>11810</u> <u>11466</u>	<u>12403</u> <u>12041</u>	<u>13024</u> <u>12644</u>	<u>13675</u> <u>13276</u>
Police Lieutenant	415005e	12		<u>88618</u> <u>602</u>	<u>93039</u> <u>032</u>	<u>97709</u> <u>485</u>	<u>10258</u> <u>9959</u>	<u>10771</u> <u>10457</u>	<u>11310</u> <u>10980</u>	<u>11876</u> <u>11530</u>

e Exempt class, see Section 4.

*E9 Executive Pay Range

EXHIBIT 9

Unit 9 – Police Management, effective January 31, 2022

<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>F</u>	<u>G</u>	<u>H</u>
<u>Deputy Police Chief</u>	<u>415007e*</u>	<u>-</u>		<u>12204</u>	<u>-</u>	<u>15865</u>				
<u>Police Captain</u>	<u>415006e</u>	<u>12</u>	<u>10202</u>	<u>10712</u>	<u>11248</u>	<u>11810</u>	<u>12403</u>	<u>13024</u>	<u>13675</u>	<u>14359</u>
<u>Police Lieutenant</u>	<u>415005e</u>	<u>12</u>	<u>8861</u>	<u>9303</u>	<u>9770</u>	<u>10258</u>	<u>10771</u>	<u>11310</u>	<u>11876</u>	<u>12470</u>

e Exempt class, see Section 4.

*E9 Executive Pay Range

EXHIBIT 9

Unit 9 – Police Management, effective June 20, 2022

<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>F</u>	<u>G</u>	<u>H</u>
<u>Deputy Police Chief</u>	<u>415007e*</u>	<u>-</u>		<u>12571</u>	<u>-</u>	<u>16341</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>Police Captain</u>	<u>415006e</u>	<u>12</u>	<u>10509</u>	<u>11034</u>	<u>11586</u>	<u>12165</u>	<u>12776</u>	<u>13415</u>	<u>14086</u>	<u>14790</u>
<u>Police Lieutenant</u>	<u>415005e</u>	<u>12</u>	<u>9127</u>	<u>9583</u>	<u>10064</u>	<u>10566</u>	<u>11095</u>	<u>11650</u>	<u>12233</u>	<u>12845</u>

e Exempt class, see Section 4.

*E9 Executive Pay Range

EXHIBIT 9

Unit 9 – Police Management, effective June 19, 2023

<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>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
<u>Deputy Police Chief</u>	<u>415007e*</u>	<u>:</u>		<u>13577</u>	<u>:</u>	<u>17649</u>	<u>:</u>	<u>:</u>	<u>:</u>	<u>:</u>	<u>:</u>
<u>Police Captain</u>	<u>415006e</u>	<u>12</u>	<u>10825</u>	<u>11366</u>	<u>11934</u>	<u>12530</u>	<u>13160</u>	<u>13818</u>	<u>14509</u>	<u>15234</u>	<u>15996</u>
<u>Police Lieutenant</u>	<u>415005e</u>	<u>12</u>	<u>9401</u>	<u>9871</u>	<u>10366</u>	<u>10883</u>	<u>11428</u>	<u>12000</u>	<u>12600</u>	<u>13231</u>	<u>13893</u>

e Exempt class, see Section 4.

*E9 Executive Pay Range

2/10/2022 Thirteenth Amendment
Supersedes Original

~~EXHIBIT 10~~
~~Unit 10—Fire Management~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Fire Battalion Chief	425005e	12	8750	9190	9647	10128	10635	11166	11725
Fire Deputy Chief	425006e	-	11094	11649	12233	12845	13487	14164	14873

~~e Exempt class, see Section 4.~~

EXHIBIT 10
Unit 10 – Fire Management, retroactively effective ~~November 22, 2021~~ June 21, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Fire Battalion Chief	425005e	12	9013	9466	9937	10432	10955	11501	12077
Fire Deputy Chief	425006e	-	11427	11999	12600	13231	13892	14589	15320

e Exempt class, see Section 4.

EXHIBIT 10
Unit 10 – Fire Management, June 20, 2022

<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>F</u>	<u>G</u>
<u>Fire Battalion Chief</u>	<u>425005e</u>	<u>12</u>	<u>9284</u>	<u>9750</u>	<u>10236</u>	<u>10745</u>	<u>11284</u>	<u>11847</u>	<u>12440</u>
<u>Fire Deputy Chief</u>	<u>425006e</u>	<u>-</u>	<u>11770</u>	<u>12359</u>	<u>12978</u>	<u>13628</u>	<u>14309</u>	<u>15027</u>	<u>15780</u>

e Exempt class, see Section 4.

EXHIBIT 10
Unit 10 – Fire Management, June 19, 2023

<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>F</u>	<u>G</u>
<u>Fire Battalion Chief</u>	<u>425005e</u>	<u>12</u>	<u>9563</u>	<u>10043</u>	<u>10544</u>	<u>11068</u>	<u>11623</u>	<u>12203</u>	<u>12814</u>
<u>Fire Deputy Chief</u>	<u>425006e</u>	<u>-</u>	<u>12124</u>	<u>12730</u>	<u>13368</u>	<u>14037</u>	<u>14739</u>	<u>15478</u>	<u>16254</u>

e Exempt class, see Section 4.

*2/10/2022 Thirteenth Amendment
Supersedes Original 11/22/2021 Seventh Amendment
Supersedes Original*

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Water System Operator II (610026)	7/1/18	Water Distribution/Production Specialist (610029)	100%	7/1/18
Water System Operator III (610027)	7/1/18	Senior Water Treatment Plant Operator (610039)	90.79%	7/1/18
Bus Driver – F Step (320015)	1/1/17	Bus Driver – E Step (320015)	100%	1/1/17
Community Revitalization Specialist – F Step (230053)	10/3/16	Community Revitalization Specialist – E Step (230053)	100%	10/3/16
<u>Police Officer – A Step (415002)*</u>	<u>1/31/22</u>	<u>Police Officer – C Step (415002)</u>	<u>90.72%</u>	<u>1/31/22</u>
<u>Police Officer – B Step (415002)*</u>	<u>1/31/22</u>	<u>Police Officer – C Step (415002)</u>	<u>95.23%</u>	<u>1/31/22</u>

[*Effective February 10, 2022, by the 13th Amendment to the Salary Resolution.](#)