

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), retroactively effective June 21, 2021									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Police Officer Recruit	415001	12	5145	5402	–	–	–	–	–
Police Officer	415002 ⁶	12 ⁶	5945	6241	6553	6881	7226	7589	7968
Police Sergeant	415004	12	7163	7522	7899	8294	8710	9146	9603

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										
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Police Officer Recruit	415001	12	5945	6241	–	–	–	–	–	–
Police Officer	415002 ⁶	12 ⁶	–	–	6553	6881	7226	7589	7968	8367
Police Sergeant	415004	12	7163	7522	7899	8294	8710	9146	9603	10084

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 20, 2022										
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Police Officer Recruit	415001	12	6124	6429	–	–	–	–	–	–
Police Officer	415002 ⁶	12 ⁶	–	–	6750	7088	7443	7817	8208	8619
Police Sergeant	415004	12	7378	7748	8136	8543	8972	9421	9892	10387

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Police Officer Recruit	415001	12	6308	6622	–	–	–	–	–	–	–
Police Officer	415002 ⁶	12 ⁶	–	–	6953	7301	7667	8052	8455	8878	9322
Police Sergeant	415004	12	7600	7981	8381	8800	9242	9704	10189	10699	11234

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

*2/10/2022 Thirteenth Amendment
Supersedes Original*

EXHIBIT 5

Unit 5 – Fire Non-Management (IAFF), retroactively effective 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
Firefighter Trainee	425001	---	5233						
Firefighter	425002	12	5815	6104	6411	6731	7089	7425	7797
Firefighter Specialist	425003	12	6512	6837	7182	7537	7915	8311	8727
Fire Captain	425004	12	7268	7632	8013	8415	8837	9280	9744
Fire Investigation Unit Supervisor	425010	12	7268	7632	8013	8415	8837	9280	9744

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

*2/10/2022 Thirteenth Amendment
Supersedes Original*

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

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Cashier Clerk***	910010	-	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 - \$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	\$18.00 - \$25.00 Per Hour
Senior Lifeguard***	950002	-	Hourly	\$15.50 - \$20.00Per 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		11622	-	15109			
Police Captain	415006e	12		10202	10712	11248	11810	12403	13024	13675
Police Lieutenant	415005e	12		8861	9303	9770	10258	10771	11310	11876

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

EXHIBIT 9

Unit 9 – Police Management, effective January 31, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Deputy Police Chief	415007e*	-		12204	-	15865				
Police Captain	415006e	12	10202	10712	11248	11810	12403	13024	13675	14359
Police Lieutenant	415005e	12	8861	9303	9770	10258	10771	11310	11876	12470

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

EXHIBIT 9

Unit 9 – Police Management, effective June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H
Deputy Police Chief	415007e*	-		12571	-	16341	-	-	-	-
Police Captain	415006e	12	10509	11034	11586	12165	12776	13415	14086	14790
Police Lieutenant	415005e	12	9127	9583	10064	10566	11095	11650	12233	12845

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

EXHIBIT 9

Unit 9 – Police Management, effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Deputy Police Chief	415007e*	-		13577	-	17649	-	-	-	-	-
Police Captain	415006e	12	10825	11366	11934	12530	13160	13818	14509	15234	15996
Police Lieutenant	415005e	12	9401	9871	10366	10883	11428	12000	12600	13231	13893

e Exempt class, see Section 4.

*E9 Executive Pay Range

2/10/2022 Thirteenth Amendment
Supersedes Original

EXHIBIT 10**Unit 10 – Fire Management, retroactively effective 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**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Fire Battalion Chief	425005e	12	9284	9750	10236	10745	11284	11847	12440
Fire Deputy Chief	425006e	-	11770	12359	12978	13628	14309	15027	15780

e Exempt class, see Section 4.

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

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

e Exempt class, see Section 4.

2/10/2022 Thirteenth 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
Police Officer – A Step (415002)*	1/31/22	Police Officer – C Step (415002)	90.72%	1/31/22
Police Officer – B Step (415002)*	1/31/22	Police Officer – C Step (415002)	95.23%	1/31/22

*Effective February 10, 2022, by the 13th Amendment to the Salary Resolution.