



Fiscal Year 2017

(July 1, 2016 – June 30, 2017)

Salary Resolution

Personnel Services Department

Date Adopted:
Date Approved:
Effective Date:
City Attorney Approval: 

Fiscal Year 2017 Salary Resolution

Resolution No.

FY17 SALARY RESOLUTION

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RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO
ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE
COMPENSATION RATES AND SCHEDULES AND RELATED
REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND
SCHEDULES FOR FISCAL YEAR 2017

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

SECTION 1. SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES

The rules set forth in this resolution constitute special provisions applicable to all classes of employment in the City service; provided, however, that if otherwise expressly stated in a provision herein to apply to a specific unit or class, or if any provision(s) of a Memorandum of Understanding (hereafter "MOU") or Terms and Conditions of employment (hereafter "T & C") adopted and approved by the Council under Article 6, Chapter 3 of the Fresno Municipal Code (hereafter "FMC") and currently in effect, is clearly and specifically in conflict with any rule contained in this resolution, the provision in such MOU, T & C, or provision herein, shall prevail.

SECTION 2. SALARY STEP PLAN

The step plan of each salary range shall be applied and interpreted as follows for permanent and probationary employees appointed to permanent positions, unless modified by an applicable MOU or T & C:

- A. The first step shall be the minimum rate and shall normally be the hiring rate for the class. In a case where it is difficult to secure a qualified person or if a person of unusual qualifications is engaged, the City Manager or his/her designee, after receiving the recommendation of the Director of Personnel Services, may approve appointment above the first step.
- B. The second step shall be paid upon the completion of six (6) months of paid status at the first step.
- C. The third step shall be paid upon the completion of one (1) year of service at the second step.
- D. The fourth step shall be paid upon completion of one (1) year of service at the third step.

- E. The fifth step shall be paid upon completion of one (1) year of service at the fourth step.
- F. The sixth step shall be paid upon completion of one (1) year of service at the fifth step.
- G. Unless modified by applicable MOU or T & C, employees who are reinstated in accordance with FMC Section 3-292, who were not at the top step prior to layoff or demotion, will be credited with paid time previously worked at the step at time of layoff or demotion. The next step increase date will be adjusted accordingly upon reinstatement. Any time missed due to mandatory furloughs shall count as paid time.
- H. Unless modified by applicable MOU or T & C, raises to the second, third, fourth, fifth, and sixth steps shall be automatic unless an unsatisfactory performance evaluation is made by the appointing authority. Following an unsatisfactory performance evaluation, a raise may be delayed by the appointing authority for not more than six (6) months and more than six (6) months only with approval of the City Manager or his/her designee. A raise to any step may be made at any time by the City Manager or his/her designee on recommendation of the appointing authority and the Director of Personnel Services whenever an employee exhibits unusual merit. Six (6) months of service equals 1,040 hours of service, and one (1) year of service equals 2,080 hours of service, except that where employees work a 56-hour work week, six (6) months of service equals 1,456 hours of service, and one (1) year of services equals 2,912 hours of service.
- I.
 - 1. Unless modified by applicable MOU or T & C, an employee who is selected to fill a reclassified position pursuant to FMC Section 3-209 (b), or who is promoted from one class to another having a higher salary range, shall be adjusted to the lowest step in the salary range of the new class, which is at least three and one-half percent (3.5%) higher than the rate received in the employee's former class. If such an increase would require a payment greater than the highest step, then the highest step shall be paid.
 - 2. An employee in Exhibit 7 who is appointed to a position in a class having a salary range shall be promoted according to the foregoing provisions to the nearest step, but not exceeding the top step, in the new class range after adding five percent (5%) to the employee's salary rate.
- J. When a class is assigned a new salary range, the salary of an employee in such class shall be adjusted to the same relative step in the new salary range, and such adjustment shall not alter the employee's anniversary date for purposes of future step increases in the class.

- K. A permanent employee, filling a position in a higher class on a temporary basis, and who is entitled to the rate of pay for such higher class, shall be paid in the same manner as provided for promotion in Subsection I above.
- L. If an employee is receiving compensation above the highest step of the range, the employee's present rate shall be continued as an approved additional step rate for the class ("Y-rated"), but no other employee may be adjusted to this rate, and it shall no longer be in effect after the termination of the employment in that class of the incumbent on whose behalf it is authorized.
- M. Except as noted in Subsection H above, step increases shall become effective immediately upon completion of required service. For purposes of this section, any employee who is absent without pay for the number of hours specified below while on any single step in a range shall not be considered to have been on paid status for the number of weeks shown, and advancement to the next step shall be delayed by such number of weeks:

| <u>At least</u> | <u>But less than</u> | <u>Weeks delayed</u> |
|-----------------|----------------------|----------------------|
| 1 hour | 40 hours | None |
| 40 hours | 120 hours | 2 |
| 120 hours | 200 hours | 4 |
| 200 hours | 280 hours | 6 |
| 280 hours | 360 hours | 8 |
| 360 hours | 440 hours | 10 |

For purposes of this section, leave without pay, in reference to step advancement, shall be adjusted appropriately for 56-hour employees:

| <u>At least</u> | <u>But less than</u> | <u>Weeks delayed</u> |
|-----------------|----------------------|----------------------|
| 1 hour | 56 hours | None |
| 56 hours | 168 hours | 2 |
| 168 hours | 280 hours | 4 |
| 280 hours | 392 hours | 6 |

The number of additional weeks by which advancement to the next step shall be delayed shall be calculated in the same manner as those

respective formulas specified herein. Such delay shall cause a change in the employee's anniversary date for purposes of future step increases in the class.

- N. Transfer to a different classification in which no salary change occurs shall result in a new anniversary date upon which advancement to the next step shall be calculated.
- O. In lieu of a Salary Step Plan, an Executive Pay Range Plan has been established for classes as set forth in Exhibit 2.

- 1. For employees who separated from City service prior to July 1, 2015:

- a. For purposes of calculating retirement benefits for any employee retired from one of the classes in the Executive Pay Range Plan prior to the effective date of the Executive Pay Range Plan, the highest step for the class shall be equal to the control point as established by these rules and regulations.

The D, C, B, and A steps shall be five percent (5%) below the respective preceding steps. In those classifications for which an "F" step exists, the "F" step for the class shall be equal to the control point as established by these rules and regulations. The E, D, C, B, and A steps shall be five percent (5%) below the respective preceding steps unless modified by the respective MOU or T & C.

- b. The salary for each executive employee in the E1 through E17 executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or his/her designee, except for those ranges established by an MOU or T & C.

The City Manager or his/her designee shall promulgate such rules and regulations deemed appropriate in the implementation and administration of this subsection.

For purposes of calculating retirement benefits for any employee in a class in the Executive Pay Range Plan who has left City service after five (5) years of service, but prior to attaining an age sufficient for service retirement, and who has elected to leave contributions in the retirement system, retirement benefits shall be calculated as follows:

The employee's salary at the time of separation from employment with the City shall be compared to the control point in existence at the time of separation for the class from which the employee is retiring. Retirement benefits (based on monthly salary only) shall be calculated using the same relationship the employee's salary bore to the control point at the time of separation as it would bear to the control point at the time of retirement. As an example only, if an employee's salary at the time of separation was five percent (5%) below the control point for the class, then the benefit at retirement would be based on that amount, which would be five percent (5%) below the control point for that class at the time of retirement, subject to the applicable provisions of the retirement system regarding years of service, compensation earnable, and so on.

2. For employees in Exhibit 2, who separate from City service on or after July 1, 2015:

- a. The salary for each executive employee in the E1 through E17 executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or his/her designee.

The City Manager or his/her designee shall promulgate such rules and regulations deemed appropriate in the implementation and administration of Section 2, Subsection (O)(2)(b) below.

- b. For purposes of calculating Compensation Earnable as defined in FMC 3-501, any employee in the City of Fresno Employees Retirement System (hereafter "System") in a class in the Executive Pay Plan who separates from City service and elects to remain a member of the System shall have their Compensation Earnable calculated as follows:

Beginning July 1 following the date the Deferred Vested Member separates from City service, the Member's Compensation Earnable at the time of separation shall be indexed with the Consumer Price Index (hereafter "CPI") – United States City Average for Urban Wage Earners and Clerical Workers -- all items (i.e. general price inflation) and the Employment Cost Index for Wage Inflation (i.e. across the board pay increases) for State and local government employees, as published by the Bureau of Labor Statistics of the United States Department of Labor.

Determination of the percentage of annual increase or decrease in CPI and Employment Costs for wage inflation shall be made by the Retirement Board on or before April 1 of each year for each of the two immediately preceding calendar years. The percentage by which such indexes for the more recent full calendar year shall have increased or decreased over or below indexes for the full calendar year immediately prior shall be the percentage used to calculate adjustments to Compensation Earnable with the following exceptions: banking shall not be applied nor shall the sum of accumulated CPI and Employment Costs adjustments plus Compensation Earnable fall outside the Executive Pay Range approved by the City Council each fiscal year.

This process will continue each July 1 until the Deferred Vested Member elects to begin receiving the retirement benefit. This adjusted Compensation Earnable shall be used in the Member's final compensation for the calculation of the retirement benefit.

If a Deferred Vested Member held more than one position during his or her highest three consecutive years, the Compensation Earnable in each position shall be allocated on a time held, pro-rata basis and the combined adjusted Compensation Earnable, including adjustments due to CPI and Employment Costs for wage inflation, shall be used in the Member's final compensation for the calculation of the retirement benefit.

- c. System members who retire or enter Deferred Retirement Option Program (hereafter "DROP") on or after July 1, 2015, shall have any previously held Executive Pay Range salaries determined in accordance with Section 2, Subsection (O)(2)(b) above.
- P. After any permanent employee holding a position in Exhibit 2 has completed ten (10) full working days of service in a higher class pursuant to one or more such assignments, the employee shall thereafter be paid at the rate of pay of the higher class while so assigned. An employee who has held permanent status in the higher class prior to such assignment shall not be required to complete the qualifying period of service set forth above and shall be paid for the entire duration of the assignment to the higher class at the rate of pay assigned to such higher class.

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

SECTION 3. RATES OF PAY

Rates of pay provided for by a resolution establishing or approving such salaries are fixed on the basis of dollars per month or full-time service in full-time positions unless otherwise clearly indicated. Salaries shown are the base rate of pay for each respective job classification. The hourly rate of pay for employees whose schedule is 40 hours per week is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,080. The hourly rate of pay for employees whose schedule is 56 hours per week is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,912.

SECTION 4. EXEMPT JOB CLASSES

Employees in classes listed in any salary resolution or approved MOU or T & C whose job codes are marked with a small "e" shall not be entitled to payment or compensatory time off for overtime as provided for in the rules and regulations of the Fair Labor Standards Act (hereafter "FLSA").

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

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

SECTION 5. WAGES, OVERTIME, AND PAID SICK LEAVE FOR TEMPORARY AND PART-TIME EMPLOYEES

A. Temporary and part-time employees shall be paid on an hourly basis for the hours actually worked, subject to the provisions of Section 4 above and/or the FLSA, which provides for overtime compensation for hours worked in excess of 40 per workweek. Any such employee in a class having a monthly salary rate shall be paid an hourly rate that is converted from the monthly salary for that class pursuant to Section 3.

B. Paid Sick Leave for Temporary Employees

1. Temporary employees will accumulate and be able to use paid Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014.

2. Temporary 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 Sick Leave will be capped at forty-eight (48) hours. Sick Leave may be carried over from year to year.
3. Temporary employees will be eligible to use Sick Leave on the ninetieth (90th) day of employment.
4. Temporary employees may use up to three (3) days of sick leave or twenty-four (24) hours, whichever is greater in each fiscal year (July 1 through June 30).
5. Sick Leave can be used for:
 - a. Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee;
 - b. Diagnosis, care, or treatment of an existing health condition of, or preventive care for an employee's parent (a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child), child (a child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis - this definition of a child is applicable regardless of age or dependency status), spouse, registered domestic partner, sibling, grandparent, or grandchild; or,
 - c. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).
6. Temporary employees who leave City employment and return within one (1) year from the date of separation will have unused Sick Leave accruals restored up to forty-eight (48) hours.

SECTION 6. FLEXIBLE STAFFING

An employee holding a permanent appointment in a position in any class in a group of classes designated as flexibly staffed may be appointed to a higher class in that group, provided that the employee meets the minimum requirements and the department director recommends such appointment. Such appointments may be made without regard to the number of positions listed for that class in the Position Authorization Resolution of the current budget, provided that the number

of employees assigned to all classes in the group is authorized in the Position Authorization Resolution of the current budget.

SECTION 7. ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2

A 4/10 or 9/80 work schedule may be implemented in any department, division, or work unit, upon approval of the City Manager or designee.

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

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

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

A. Holidays:

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

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

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

- C. For employees not participating in the Annual Leave Plan, the following rules shall apply:
1. Sick Leave: Employees shall accumulate eight (8) hours of Sick Leave per month, and receive Sick Leave pay for the actual number of hours absent, provided the employee has a sufficient balance of Sick Leave hours.
 2. Vacation: Employees on a 4/10 or 9/80 work schedule shall accumulate the same number of hours vacation per month as under a 5/8 work schedule. Vacation will be granted for the actual number of hours absent, provided the employee has a sufficient balance of Vacation hours.

SECTION 8. MANAGEMENT LEAVE FOR EMPLOYEES

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

1. Full time employees appointed to permanent positions in classes, who are not entitled to payment or equivalent Compensatory Time Off for overtime work (as described in Section 4.), shall be granted Management Leave, as provided below. A balance of 60 hours shall be credited to each such employee as of the first day in July of each fiscal year. Upon their employment by the City, new employees appointed in such positions shall be credited with five (5) hours of Management Leave for each full calendar month remaining in such appointment in the fiscal year. Employees in limited or provisional appointments to such positions shall receive five (5) hours of Management Leave for each full month of such provisional or limited appointment.
2. Unused Management Leave will not be carried over to the next fiscal year. Employees may request payment and be compensated for up to forty-eight (48) hours of Management Leave during the fiscal year in which it is credited, subject to rules established by the City Manager. Employees shall be compensated for any Management Leave balance, not to exceed sixty (60) hours, upon termination from City service.
3. Management Leave shall be scheduled at the convenience of the department. Approval by the City Manager or his/her designee must be obtained before an appointing authority may take such leave.

- B. For employees in Non-Exempt positions, the Management Leave Plan shall be as follows:

Employees in non-exempt positions who are in limited or provisional appointments to exempt positions, except for employees in Exhibit 5, shall receive five (5) hours of Management Leave for each full month of such provisional or limited appointment. Employees in Exhibit 5 who are in limited or provisional appointments for a Battalion Chief position shall receive six (6) hours of Management Leave for each full month of such provisional or limited appointment. Employees must use the Management Leave in accordance with applicable provisions in appropriate MOUs or T & Cs.

SECTION 9. SICK LEAVE USAGE AND COMPENSATION FOR EMPLOYEES IN EXHIBIT 2

- A. Employees holding an appointment in a permanent class included in Exhibit 2 who are not participating in the Annual Leave Plan and who meet the eligibility criteria in Section 19(M), shall, upon separation from City service, if eligible for service retirement, or at a disability retirement if the employee is otherwise eligible for service retirement, be credited with the number of accumulated unused Sick Leave balances in excess of 240 hours at the time of retirement multiplied by 40 percent (40%) of the employee's then current hourly rate of pay to be used solely to pay premiums for medical insurance (including COBRA premiums), pursuant to the City's Health Reimbursement Arrangement (hereafter "HRA") as set forth in Section 19(M).
- B. Family Sick Leave: Employees holding an appointment in a permanent class included in Exhibit 2, who are not participating in the Annual Leave Plan, shall be allowed to use up to 48 hours of accumulated Sick Leave per fiscal year for Family Sick Leave, and up to 20 hours of Supplemental Sick Leave in accordance with the provisions for such leave. The purpose of this benefit is to allow employees time to care for themselves and family as defined by the FMC and California Labor Code Section 233. Employees are encouraged to schedule routine medical and/or dental appointments outside of regular work hours when possible. Use of Family Sick Leave shall be authorized and recorded by an appointing authority or designee.
- C. For those employees not participating in the Annual Leave Plan, the first three (3) days or twenty-four (24) hours, whichever is greater, of Sick Leave used by an employee on or after July 1 of each fiscal year will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014, and will not be subject to corrective and/or disciplinary action.

The first three (3) days or twenty-four (24) hours, whichever is greater, of Sick Leave on or after July 1 of each year can be used for:

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

After the employee has taken the first three (3) days of Sick Leave on or after July 1 of each year, these provisions under AB1522, Healthy Workplace Healthy Family Act of 2014 will no longer be applicable.

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

SECTION 10. ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2

- A. This section applies to eligible employees hired on and after July 1, 2000, and those hired prior to July 1, 2000, who have been continuously employed by the City and previously elected to participate in Annual Leave. Eligible employees who elected not to participate in Annual Leave shall continue to accrue Sick Leave, as provided in FMC Section 3-107, and Vacation Leave, as provided in Section 13, Subsection A of this Salary Resolution and FMC Section 3-108.
- B. For employees on a forty (40) hour work schedule, the Annual Leave Plan shall be as follows:
 - 1. Annual Leave Accrual – Vacation Leave and Sick Leave will no longer be accumulated as provided in the FMC, but as detailed below. Except for Administrative Orders 2-20 (Sick Leave Policy) and 2-19.1 (Attendance Policy) and any other exceptions noted herein, all other provisions of the FMC, City administrative orders,

policies, procedures, rules and regulations concerning leave administration will continue to apply. Employees holding an appointment in a permanent class included in Exhibit 2, who are participating in the Annual Leave Plan, shall be allowed to use up to the hours of Annual Leave accumulated in six (6) months for Family Sick Leave.

- a. Less than Ten (10) Years – For such employees who have been continuously employed by the City for less than ten (10) years, and were City employees in permanent positions prior to August 31, 2014, the Annual Leave accrual rate will be 15.5 hours for each completed calendar month of employment. In the event the City agrees to a higher Annual Leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the Annual Leave accrual rate to the same level for employees in Exhibit 2.

For such employees who have been continuously employed by the City for less than ten (10) years and became City employees in permanent positions on or after August 31, 2014, the Annual Leave accrual rate will be 13.33 hours for each completed calendar month of employment.

- b. More than Ten (10) Years – For such employees who have been continuously employed by the City for ten (10) years or more, and were City employees in permanent positions prior to August 31, 2014, the Annual Leave accrual rate will be 18.83 hours for each completed calendar month of employment. In the event the City agrees to a higher Annual Leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the Annual Leave accrual rate to the same level for employees in Exhibit 2.

For such employees who have been continuously employed by the City for ten (10) years or more and became City employees in permanent positions on or after August 31, 2014, the Annual Leave accrual rate will be 16 hours for each completed calendar month of employment.

- c. Annual Leave Accumulation Limit – Effective September 1, 2014, the accumulation of unused Annual Leave will not exceed 1,200 hours for employees in Executive Pay ranges

E1 through E6; 1,000 hours for employees in the E7 and E10 ranges; and 840 hours for employees in the E8, E9, E11, E12, E13, E14, E15, E16, and E17 ranges. In the event an employee has an Annual Leave balance over the limits listed above, accruals will cease until the balance is under the limit.

2. Use of Annual Leave – Annual Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval of time off.

The first three (3) days or twenty-four (24) hours, whichever is greater, of Annual Leave used in lieu of Sick Leave by an employee on or after July 1 of each year for the purposes noted below will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014. The leave cannot be used or considered for the purpose of corrective and/or disciplinary action.

The first three (3) days or twenty-four (24) hours, whichever is greater, in lieu of Annual Leave used as Sick Leave on or after July 1 of each year can be used for:

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

After the employee has taken the first three (3) days of Annual Leave used for sick leave purposes as defined above on or after

July 1 of each year, these provisions under AB1522, Healthy Workplace Healthy Family Act of 2014 will no longer be applicable.

3. Transfer – An employee transferring to a position in a bargaining group, which is not covered by Annual Leave, may either cash out unused Annual Leave balance at the 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 class's base rate of pay (converted to an hourly figure), dividing the product by the transfer class's base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee.

Conversion example:

$$\frac{100 \text{ unused hrs} \times \$15.00 \text{ (base rate)}}{\$20.00 \text{ (Transfer class base rate)}} = 75 \text{ hrs placed in non-accruing annual leave balance account}$$

4.
 - a. Unused Annual Leave Pay Out During Fiscal Year – Employees may request payment and be compensated for up to 48 hours or ten percent (10%) percent of their Annual Leave balance, whichever is greater, each fiscal year between July 1 and December 31; no cash out may be completed between January 1 and June 30.
 - b. Unused Annual Leave Pay Out – Upon separation from City service, employees will be compensated for all unused Annual Leave balances at their applicable base rate of pay. Payment received under this provision will not be considered pensionable for retirement purposes.
5. Vacation Leave Balances Unused – Employees transferring to a position covered by Annual Leave will have their unused Vacation Leave balances transferred into their Annual Leave account.
6. Sick Leave Balances Unused – Employees transferring to a position covered by Annual Leave will have their unused Sick Leave balances frozen.
 - a. Use of Frozen Sick Leave – Except for usage permitted by California Labor Code Section 233 (Sick Leave; Use to Attend to Illness in Family), AB1522 Healthy Workplace Healthy Family Act of 2014 and Special Sick Leave, frozen Sick Leave balances may only be used by the employee for

a medically verified extended illness over three (3) days or twenty-four (24) consecutive work hours, whichever is greater.

- b. Unused Frozen Sick Leave Pay Out – Upon separation from City service, if eligible for service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who meet the eligibility criteria in Section 19(M) shall be credited with the number of accumulated frozen Sick Leave balances in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly rate of pay to be used solely to pay premiums for medical insurance (including COBRA premiums), pursuant to the City's HRA as set forth in Section 19(M). Employees who separate City employment and return within one (1) year of such separation will be entitled to reinstatement of their Sick Leave balances at the time of separation from City employment, up to a total of forty-eight (48) hours.

- 7. Pensionability – Cash outs of annual leave balances are not pensionable for retirement purposes.

SECTION 11. HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2

- A. Employees occupying a permanent position in Exhibit 2 shall be entitled to the holidays listed in FMC Section 3-116, except in lieu of February 12 (Lincoln's Birthday) and September 9 (Admissions Day) such employees shall accrue eight (8) hours Holiday Leave on July 1 of each calendar year.
- B. Employees may request payment and be compensated for up to 48 hours or ten percent (10%) percent of their Holiday Leave balance, whichever is greater, each fiscal year between July 1 and December 31; no cash out may be completed between January 1 and June 30.
- C. Any employee in Exhibit 2 who is exempt from the payment of overtime and who is otherwise eligible to receive such accumulation, who is required to work a regularly scheduled shift on a holiday, shall have the number of hours worked up to eight (8) hours added to his or her holiday balance on the first day of the pay period following the date of such work. When a holiday falls on Saturday, or falls on the employee's day off such employee shall receive eight (8) hours Holiday Leave.
- D. Upon separation from City service, employees will be compensated for all unused holiday balances at their applicable base rate of pay.

Payment for cash outs of accumulated Holiday Leave balances received under this provision will not be considered pensionable for retirement purposes.

SECTION 12. SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES IN EXHIBIT 2

Upon employment by the City, new employees appointed to permanent positions set forth in Exhibit 2 shall receive 40 hours of Supplemental Sick Leave each fiscal year with an accrual limit of 80 hours. Supplemental Sick leave hours shall be credited on a pro-rated basis for each full calendar month remaining on such appointment in the fiscal year. Employees shall be allowed to use up to half of the hours of Supplemental Sick Leave accrued in a fiscal year, for Family Sick Leave. Employees in Exhibit 2 will retain all Supplemental Sick Leave hours already earned and may continue to utilize the hours: (1) once regular Sick or Annual Leave has been exhausted; (2) as service credit on an hour-per-hour basis upon retirement; (3) to be cashed out at retirement or separation from permanent status with the City if not eligible for participation in the HRA; (4) may be used in the performance of community activities during the course of the employee's normal work day, with the appropriate approval; (5) placed in the HRA in accordance with Section 20(F); or (6) up to 20 hours per fiscal year for Family Sick Leave used only for those purposes defined in the California Labor Code 233. Use of Family Sick Leave shall be authorized and recorded by the department director or designee.

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

SECTION 13. VACATION ACCRUALS FOR EMPLOYEES IN EXHIBIT 2

- A. Eligible employees in classes listed in Exhibit 2 who are not participating in the Annual Leave plan, shall accumulate Vacation Leave as provided in FMC Section 3-108, except that subsection (h) shall not apply. Said employees who have been continuously employed less than ten (10) years shall be allowed to accumulate unused Vacation Leave credit for 400 hours. Said employees who have been continuously employed for ten (10) years or more shall be allowed to accumulate unused Vacation Leave credit of 500 hours. Said employees may, in November of each year, request a cash payment from eight (8) to 40 hours of any vacation accrual the employee has acquired prior to the December payroll period, if on October 31 of that year, the employee has a balance of 240 or more hours of Sick Leave. All other provisions of FMC Section 3-108 shall apply.

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

B. Reduction in Force

An employee in a class in Exhibit 2 who is not participating in the Annual Leave plan who is either demoted or transferred to a non-management class as a result of a reduction-in-force, pursuant to the provisions of FMC Sections 3-291 and/or 3-277, may use any hours in the employee's Vacation Leave balance that exceed the maximum allowable within one (1) year following the effective date of the bump or transfer, or request a payoff for those hours above the applicable maximum. The employee must either use or request a payoff prior to June 30 of the fiscal year in which the hours were credited, of any remaining Management Leave balance.

Requests for payoff of excess Vacation Leave hours and/or Management Leave must be submitted prior to the effective date of the bump or transfer.

SECTION 14. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2

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

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

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

SECTION 15. 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 | Police Non-Management |
| EXHIBIT 5 | Fire Non-Management |
| EXHIBIT 6 | Transit |

| | |
|--------------|---------------------------------------|
| 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 |
| EXHIBIT 12 | Board and Commission Members |
| EXHIBIT 13-1 | Exempt Supervisory and Professional |
| EXHIBIT 13-2 | Non-Exempt Professional |
| EXHIBIT 14 | Management Confidential |
| EXHIBIT 15 | Airport Public Safety Supervisors |

SECTION 16. CERTIFICATE PAY

Certificate pays are not pensionable unless otherwise required to be under the FMC or under law.

- A. Each employee who holds a permanent appointment to a position in the classes of Principal Internal Auditor or Internal Auditor who has been licensed as a Certified Public Accountant by the State of California or as a Certified Internal Auditor by the Institute of Internal Auditors, shall be paid an additional five percent (5%) of base pay.
- B. Employees who possess and maintain certification as a Certified Access Specialist program (CAsp) and are in a position identified by a department as eligible for Certificate Pay shall receive \$200 per month.

SECTION 17. BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING PERMANENT CLASSES

The bilingual certification program consists of a City administered examination process whereby employees in Exhibit 2 or employees with applicable MOUs or T & Cs with Bilingual pay provisions, may apply for a bilingual examination, and if certified by the examiner, receive bilingual premium pay for interpreting and translating. Bilingual premium pay is not pensionable unless otherwise required under the FMC or under law. In conjunction with the Director of Personnel Services, department directors or their designees shall designate those positions or assignments for which bilingual skills are desired, unless modified by applicable MOU or T & C.

- A. In order to remain eligible to receive bilingual premium pay, employees must take and pass the certification examination once every five (5) years.
- B. This bilingual certification program is not subject to the grievance or appeal process.
- C. Bilingual certification examinations are conducted for Armenian, Cambodian, Hindi, Hmong, Laotian, Punjabi, Sign, Spanish, and Vietnamese languages.

- D. The bilingual premium pay rate for certified employees occupying permanent classes in Exhibit 2 is one hundred dollars (\$100) per month, regardless of how many languages for which an employee is certified. Employees will not be entitled to receive bilingual premium pay during an absence from work in excess of 30 calendar days.
- E. Certified employees may interpret/translate for departments/divisions they are not assigned to, provided the requesting department/division has a demonstrated customer service related need and has obtained approval from the certified employee's supervisor.
- F. Certified employees shall not refuse to interpret/translate while on paid status. Refusal shall result in appropriate disciplinary action.
- G. Certified employees may be assigned to any incident or investigation requiring their bilingual skills, and may be required to prepare written reports related to the incident or investigation. The objective of this policy will be to utilize department resources in the most efficient way possible.
- H. Except in the event of an emergency as determined by management, bilingual employees who are not certified shall not be required to interpret/translate.

SECTION 18. SPLIT SHIFT PAY

Each employee who holds a permanent appointment to a position in a class listed in an exhibit attached to this resolution, except any member of a class marked with a small "e," a Bus Driver, or a uniformed member of the Fire or Police Department, who is required to work a split shift in excess of nine (9) hours, shall be paid \$1.00 per hour for each shift so worked.

SECTION 19. BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2

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

- A. Effective September 1, 2014, the City's contribution towards employee health insurance is seventy-five percent (75%) of the premium established by the Fresno City Employees Health and Welfare Trust Board, and the employee may opt to contribute the amount necessary to make up the difference through payroll deductions, or accept a reduced coverage option.

The cost of increases after September 1, 2014, in the health and welfare premium 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 thirty percent (30%), the City shall pay seventy percent (70%).

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

- B. The following forms of compensation, when authorized, are to be included in base salary:
 - a. Salary;
 - b. Deferred compensation contributions by the City; if permitted by employment contract, the employee may elect to receive a portion of base salary in the form of deferred compensation; and
 - c. Any other form of compensation not specified in paragraph D below.
- C. The rate of base salary paid shall not be less than or greater than the ranges established in this Salary Resolution at the time the salary is earned.
- D. The following forms of compensation, when authorized by ordinance, resolution, or an approved written employment contract, are not to be included in base salary:
 - a. Monthly vehicle allowance pursuant to the requirements of Administrative Order 2-2;
 - b. Education and/or certificate pay;
 - c. Premium pay;
 - d. Reimbursement for actual educational expenses related to job position;
 - e. Uniform pay allowance, excluding costs for uniform upkeep;
 - f. Leave payoff/cash out;
 - g. Professional dues for enrollment of professional organizations related to job position;

- h. Annual payment for employee's attendance at two professional organization conferences, including reimbursement of reasonable and necessary travel and subsistence expenses;
 - i. Reimbursement for actual relocation expenses incurred at the time of commencement of employment with the City;
 - j. Professional pay authorized in a memorandum of understanding closest in relation to the employee's classification, for example, POST pay for peace officers;
 - k. Mileage, meal, hotel, public transportation, and other authorized expenses reimbursed for travel expenses incurred while on City business;
 - l. City provided contributions to insurance premiums
 - m. Severance pay following an employee's termination or resignation; and
 - n. City contributions to health and welfare benefits paid during the term of any severance period.
- E. Compensation paid to employees in the form of either cash or City funded deferred compensation contributions or any equivalent that are in addition to base salary and not covered by another form of authorized compensation approved by City Council (e.g., a memorandum of understanding closest in relation to the employee's classification; an ordinance; or a resolution) are not authorized.
- F. The following forms of compensation are authorized for Unit 2 employees, when included in an approved written employment contract:
 - a. Education and/or certificate pay;
 - b. Reimbursement for actual education expenses related to job position;
 - c. Professional dues for enrollment of professional organizations related to job position;
 - d. Annual payment for employee's attendance at two professional organization conferences, including reimbursement of reasonable and necessary travel and subsistence expenses;
 - e. Reimbursement for actual relocation expenses incurred at the time of commencement of employment with the City;

- f. Mileage, meal, hotel, public transportation, and other authorized expenses reimbursed for travel expenses incurred while on City business;
 - g. Up to six months' severance pay following an employee's termination or resignation; and
 - h. City contributions to health and welfare benefits paid during the term of any severance period.
- G. Performance bonuses for exempt employees, received prior to November 12, 2015, or specifically authorized by City Council after that date, shall be considered pensionable compensation for calculation of retirement benefits and shall not be included as part of base salary.
- H. The City will provide a Life Insurance benefit that is equal to the employee's annual earnings, rounding up to the next \$1,000, with a maximum benefit of \$150,000.
- I. The City provides Long Term Disability Insurance for employees after a 30 calendar day waiting period that provides 2/3 salary replacement benefit up to \$7,500 per month.
- J. Employees may elect to make contributions through payroll deductions for voluntary supplemental benefits made available by the City.
- K. Employees in Exhibit 2 who are in job classes with salary ranges E10 through E17 are eligible to receive up to fifty dollars (\$50) per month into the City Sponsored Deferred Compensation plan, which shall not be calculated as part of base salary. Employees not currently participating in the plan will be required to complete a Participation Agreement and elect to contribute.
- L. Employees in Exhibit 2 hired on or after August 31, 2014, shall make an additional contribution equal to one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. 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 DROP account.

- M. The City currently maintains an 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 HRA's.

At separation from permanent employment with the City of Fresno by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who have used 80 hours or less of frozen Sick Leave and/or Annual Leave used for sick time and/or Sick Leave, Holiday Leave, and/or Vacation Leave used for sick time (excluding only hours used for Workers' Compensation benefits and/or other statutory protected leave such as Family and Medical Leave Act and Family Sick Leave) in the 24 months preceding their date of retirement, will be credited with an account for the employee under the HRA to be used solely to pay premiums for medical insurance (including COBRA premiums). The "value" of the account shall be determined as follows:

- The number of accumulated Supplemental Sick Leave hours at the time of retirement multiplied by the employee's then current hourly base rate of pay.
- For those with Annual Leave, the number of accumulated frozen Sick Leave hours in excess of 240 hours at the time of retirement multiplied by 40 percent (40%) of the employee's then current hourly base rate of pay.
- For those with Vacation/Sick Leave, the number of accumulated sick leave hours in excess of 240 hours at the time of retirement multiplied by 40 percent (40%) of the employee's then current hourly base rate of pay.
- The hourly base rate of pay shall be the equivalent of the monthly salary for an employee as reflected in the applicable range, multiplied by 12 months then divided by 2,080 hours.
- The accounts may be book accounts only, or cash accounts at the City's option. No actual trust account shall be established for any employee. Each HRA account shall be credited on a monthly basis with a rate of earnings equal to the yield on the City's Investment Portfolio (provided that such yield is positive).

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

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

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

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

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

Employer and employee retirement contributions will continue to be calculated based on the unadjusted, pre-concessions salary/hourly rate.

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

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

SECTION 20. BENEFITS FOR PERMANENT EMPLOYEES IN EXHIBIT 8 AND PERMANENT PART-TIME AND PERMANENT INTERMITTENT EMPLOYEES

- A. Employees in permanent positions 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 position other than Police Cadet in the Police Department. Failure to successfully complete the on-going training program will be cause for termination pursuant to FMC 3-266.
 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 authorized designee.

6. Sick Leave

Employees will accumulate and be able to use Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014.

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 Sick Leave may be carried over from year to year.

7. Bilingual Premium Pay

Employees in permanent positions in the Cadet Series shall be eligible for the Bilingual Certification Program as provided in Section 17.

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

1. Health and Welfare

- a. The City shall contribute toward the premium required by the Fresno City Employees Health and Welfare Trust, an amount of money on behalf of the employee in proportion to the number of hours scheduled for that position, as reflected in the adopted budget. The City shall make such contribution only on the condition that the employee agrees to contribute to the Fresno City Employees Health and Welfare Trust the difference between the pro-rated City contribution and the amount required by the Trust for the level of benefits provided. If the employee does not so agree, then the City shall make its contribution for Health and Welfare for such employee, and the employee will be enrolled in the non-

contributory plan. Election to pay such difference must be made within 30 days of appointment.

- b. An employee who declines to participate in the health plan at employment may elect to participate each year thereafter during the annual open enrollment period or within 30 days from the day of a qualified change in status. Participation at any time shall be done by deduction from the employee's paycheck.
2. PI employees shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System. Until the Retirement Board acts upon the joint recommendation regarding retirement benefits applicable to PPT employees, and any ordinances or resolutions are adopted implementing that action, PPT employees shall not be in the Fresno City Employees' Retirement System and shall be provided with Social Security benefits. 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.
3. PI and PPT employees shall be paid for jury duty attendance and court attendance in accordance with FMC Sections 3-109 and 3-110.
4. Holidays
 - a. PI employees shall accumulate Holiday Leave at the rate of seven and one-third (7 1/3) hours for each 173 hours of non-overtime work.
 - b. 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 holding an appointment in a permanent class included in Exhibit 2, shall be granted leave under the same terms and conditions as full time employees 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.

C. Use of Leave for Permanent Employees in Exhibit 8 and Permanent Part-Time and Permanent Intermittent Employees

1. Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval of time off.
2. The first three (3) days or twenty-four (24) hours, whichever is greater, of leave used as Sick Leave by an employee on or after July 1 of each year for the purposes noted in subsection C.3 below will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014. The leave cannot be used or considered for the purpose of corrective and/or disciplinary action.
3. The first three (3) days or twenty-four (24) hours, whichever is greater, of leave used as Sick Leave on or after July 1 of each year can be used for:
 - a. Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee;
 - b. 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,
 - c. For an employee who is a victim of domestic violence, sexual assault, or stalking, the purposes described in Labor Code Section 230(c) and Labor Code Section 230.1(a).
4. After the employee has taken the first three (3) days of leave used for Sick Leave purposes as defined in subsection C3 above on or after July 1 of each year, these provisions under AB1522, Healthy Workplace Healthy Family Act of 2014 will no longer be applicable.

SECTION 21. SPECIAL PROVISIONS FOR EMPLOYEES ON LEAVE FOR MILITARY SERVICE

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

- A. Payment of the employee's salary differential benefit;
- B. Payment of the City's portion of the employees' Health and Welfare Contribution, if the employee is currently covered by the City of Fresno Health and Welfare Trust; and
- C. Continued accrual of Vacation, Sick Leave, Annual Leave and/or Administrative Leave balances to which they are otherwise entitled by unit designation and employee status during the period of deployment.

SECTION 22. UNUSUAL CIRCUMSTANCES

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

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

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

SECTION 24. CONFLICTING RESOLUTIONS

Resolution No. 2014-108, all amendments thereto, and all other resolutions or parts of resolutions in conflict with this resolution except as such resolutions or parts thereof approve a MOU or T & C, are hereby repealed.

SECTION 25. RESOLUTION EFFECTIVE DATE

Upon final legislative approval, this Resolution shall become effective, July 1, 2016.

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|---------------------|----------------|------|------|------|------|------|
| Airport Maintenance Leadworker | 310010 | 6 | 3529 | 3704 | 3891 | 4087 | 4288 |
| Airports Building Maintenance Technician | 310011 | 12 | 3204 | 3365 | 3535 | 3710 | 3896 |
| Airports Operations Specialist | 310012 | 6 | 3204 | 3365 | 3535 | 3710 | 3896 |
| Automotive Parts Leadworker | 145006 | 6 | 3322 | 3489 | 3664 | 3847 | 4040 |
| Automotive Parts Specialist | 145005 | 6 | 3015 | 3164 | 3322 | 3489 | 3664 |
| Body & Fender Repairer | 320036 | 6 | 3854 | 4047 | 4250 | 4463 | 4685 |
| Body & Fender Repairer Leadworker | 320037 | 6 | 4250 | 4463 | 4685 | 4920 | 5168 |
| Body & Fender Repairer Trainee | 320035 | 6 | 3495 | 3670 | 3854 | 4047 | 4250 |
| Brake & Front End Specialist | 710085 | 6 | 4250 | 4463 | 4685 | 4920 | 5168 |
| Bus Air Conditioning Mechanic | 320031 | 6 | 3854 | 4047 | 4250 | 4463 | 4685 |
| Bus Air Conditioning Mechanic Leadworker | 320032 | 6 | 4250 | 4463 | 4685 | 4920 | 5168 |
| Bus Air Conditioning Mechanic Trainee | 320030 | 6 ⁷ | 3495 | 3670 | 3854 | 4047 | 4250 |
| Bus Equipment Attendant Leadworker | 320040 | 6 | 3042 | 3196 | 3358 | 3525 | 3701 |
| Bus Mechanic I | 320020 ² | - | 3495 | 3670 | 3854 | 4047 | 4250 |
| Bus Mechanic II | 320021 | 6 | 3854 | 4047 | 4250 | 4463 | 4685 |
| Bus Mechanic Leadworker | 320022 | 6 | 4250 | 4463 | 4685 | 4920 | 5168 |
| Collection System Maintenance Operator I | 630003 ² | - | 2656 | 2778 | 2905 | 3038 | 3181 |
| Collection System Maintenance Operator II | 630001 | 12 | 3288 | 3451 | 3625 | 3804 | 3996 |
| Collection System Maintenance Operator III | 630002 | 12 | 3625 | 3804 | 3996 | 4195 | 4407 |
| Combination Welder II | 710065 | 6 | 3854 | 4047 | 4250 | 4463 | 4685 |
| Combination Welder Leadworker | 710066 | 6 | 4250 | 4463 | 4685 | 4920 | 5168 |
| Communications Technician I | 710050 ² | - | 3835 | 4026 | 4226 | 4436 | 4660 |
| Communications Technician II | 710051 ⁴ | 12 | 4226 | 4436 | 4660 | 4892 | 5138 |
| Cross Connection Control Technician | 610040 | 6 | 3814 | 4007 | 4207 | 4419 | 4641 |

² This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).

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.

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

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|-------------------------------------|---------------------|----------|------|------|------|------|------|
| Custodian | 810001 | 12 | 2368 | 2477 | 2598 | 2716 | 2841 |
| Electronic Equipment Installer | 710060 | 6 | 3085 | 3240 | 3402 | 3570 | 3751 |
| Equipment Service Worker I | 710075 | 12 | 2459 | 2579 | 2710 | 2845 | 2985 |
| Equipment Service Worker II | 710076 | 6 | 3219 | 3380 | 3549 | 3729 | 3915 |
| Fire Equipment Mechanic I | 420010 | 6 | 3495 | 3670 | 3854 | 4047 | 4250 |
| Fire Equipment Mechanic II | 420011 | 6 | 3854 | 4047 | 4250 | 4463 | 4685 |
| Fire Equipment Mechanic Leadworker | 420012 | 6 | 4250 | 4463 | 4685 | 4920 | 5168 |
| Heavy Equipment Mechanic I | 710100 ² | – | 3495 | 3670 | 3854 | 4047 | 4250 |
| Heavy Equipment Mechanic II | 710101 | 6 | 3854 | 4047 | 4250 | 4463 | 4685 |
| Heavy Equipment Mechanic Leadworker | 710102 | 6 | 4250 | 4463 | 4685 | 4920 | 5168 |
| Heavy Equipment Operator | 710025 | 6 | 3854 | 4048 | 4252 | 4464 | 4686 |
| Helicopter Mechanic | 410040 | 12 | 3854 | 4047 | 4250 | 4463 | 4685 |
| Helicopter Mechanic Leadworker | 410041 | 12 | 4250 | 4463 | 4685 | 4920 | 5168 |
| Instrumentation Specialist | 620025 | 6 | 4296 | 4508 | 4734 | 4971 | 5222 |
| Instrumentation Technician | 620026 | 12 | 3765 | 3953 | 4152 | 4359 | 4577 |
| Irrigation Specialist | 510005 | 6 | 3317 | 3482 | 3658 | 3841 | 4033 |
| Laborer | 710005 | 12 | 2656 | 2778 | 2905 | 3038 | 3181 |
| Light Equipment Mechanic I | 710095 ² | – | 3495 | 3670 | 3854 | 4047 | 4250 |
| Light Equipment Mechanic II | 710096 | 6 | 3854 | 4047 | 4250 | 4463 | 4685 |
| Light Equipment Mechanic Leadworker | 710097 | 6 | 4250 | 4463 | 4685 | 4920 | 5168 |
| Light Equipment Operator | 710020 | 6 | 3393 | 3562 | 3741 | 3930 | 4127 |
| Locksmith | 810015 | 6 | 3204 | 3365 | 3535 | 3710 | 3896 |
| Maintenance & Construction Worker | 710015 | 6 | 3077 | 3233 | 3393 | 3562 | 3741 |
| Maintenance & Service Worker | 710001 | 6 | 2281 | 2395 | 2515 | 2643 | 2775 |
| Maintenance Carpenter I | 810020 | 6 | 3526 | 3702 | 3888 | 4083 | 4288 |
| Maintenance Carpenter II | 810021 | 6 | 3888 | 4083 | 4288 | 4503 | 4730 |
| Park Equipment Mechanic II | 710110 | 6 | 3496 | 3669 | 3854 | 4047 | 4250 |

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

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|---------------------|-----------------|------|------|------|------|------|
| Park Equipment Mechanic Leadworker | 710111 | 6 | 3854 | 4047 | 4250 | 4463 | 4685 |
| Parking Meter Attendant I | 710125 ⁴ | 12 ⁴ | 2552 | 2680 | 2815 | 2954 | 3101 |
| Parking Meter Attendant II | 710126 ⁴ | 12 ⁴ | 2815 | 2954 | 3101 | 3259 | 3422 |
| Parking Meter Attendant III | 710127 | 6 | 3101 | 3259 | 3422 | 3592 | 3772 |
| Parks Maintenance Worker I | 510001 | 12 | 2596 | 2727 | 2862 | 3007 | 3157 |
| Parks Maintenance Worker II | 510002 | 6 | 3144 | 3301 | 3467 | 3639 | 3822 |
| Parks Maintenance Leadworker | 510003 | 6 | 3317 | 3482 | 3658 | 3841 | 4033 |
| Power Generation Operator/Mechanic | 620055 | 6 | 4180 | 4389 | 4608 | 4839 | 5082 |
| Property Maintenance Worker | 810006 | 12 | 3302 | 3467 | 3641 | 3823 | 4013 |
| Property Maintenance Leadworker | 810007 | 6 | 3535 | 3710 | 3896 | 4091 | 4297 |
| Roofer | 810010 | 6 | 3204 | 3365 | 3535 | 3710 | 3896 |
| Senior Communications Technician | 710052 | 6 | 4660 | 4892 | 5138 | 5396 | 5668 |
| Senior Custodian | 810002 | 6 | 2493 | 2617 | 2747 | 2889 | 3031 |
| Senior Heavy Equipment Operator | 710026 | 6 | 4743 | 4984 | 5231 | 5492 | 5769 |
| Senior Wastewater Mechanical Specialist | 620062 | 6 | 4180 | 4389 | 4608 | 4839 | 5082 |
| Senior Wastewater Treatment Plant Operator | 620043 | 6 | 4397 | 4616 | 4848 | 5090 | 5345 |
| Solid Waste Safety & Training Specialist | 640005 | 6 | 3657 | 3840 | 4034 | 4237 | 4448 |
| Street Maintenance Leadworker | 710040 | 6 | 3393 | 3562 | 3741 | 3930 | 4127 |
| Street Sweeper Lead Operator | 710036 | 6 | 3529 | 3705 | 3892 | 4085 | 4291 |
| Street Sweeper Operator II | 710035 | 6 | 3200 | 3361 | 3529 | 3705 | 3892 |
| Tire Maintenance & Repair Technician | 710081 | 6 | 3109 | 3264 | 3429 | 3600 | 3780 |
| Tire Maintenance Worker | 710080 | 6 | 2847 | 2987 | 3139 | 3298 | 3462 |
| Traffic Maintenance Leadworker | 710046 | 6 | 3419 | 3590 | 3770 | 3959 | 4157 |
| Traffic Maintenance Worker I | 710044 ⁴ | 12 ⁴ | 2819 | 2961 | 3108 | 3263 | 3429 |
| Traffic Maintenance Worker II | 710045 ⁴ | 6 ⁴ | 3099 | 3254 | 3419 | 3590 | 3770 |

- 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.

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|---------------------|----------|------|------|------|------|------|
| Tree Trimmer Leadworker | 510010 | 6 | 3562 | 3741 | 3930 | 4127 | 4333 |
| Utility Leadworker | 710010 | 6 | 3082 | 3224 | 3379 | 3535 | 3701 |
| Waste Collector II | 640020 | 6 | 2770 | 2906 | 3051 | 3205 | 3365 |
| Waste Collector Leadworker | 640021 | 6 | 3205 | 3365 | 3534 | 3709 | 3897 |
| Waste Container Maintenance Assistant | 640010 | 6 | 2711 | 2846 | 2986 | 3137 | 3297 |
| Waste Container Maintenance Worker | 640011 | 6 | 3190 | 3348 | 3515 | 3692 | 3879 |
| Wastewater Distributor | 620050 | 6 | 2739 | 2881 | 3023 | 3175 | 3334 |
| Wastewater Lead Distributor | 620051 | 6 | 3262 | 3425 | 3596 | 3776 | 3965 |
| Wastewater Mechanical Specialist | 620061 | 6 | 3900 | 4095 | 4300 | 4514 | 4740 |
| Wastewater Mechanical Technician | 620060 | 6 | 3097 | 3240 | 3387 | 3549 | 3720 |
| Wastewater Treatment Plant Operator-In-Training | 620040 ¹ | – | 2739 | 2881 | 3023 | 3175 | 3334 |
| Wastewater Treatment Plant Operator I | 620041 | 6 | 3375 | 3544 | 3722 | 3908 | 4102 |
| Wastewater Treatment Plant Operator II | 620042 | 6 | 3788 | 3978 | 4180 | 4385 | 4607 |
| Water System Operator I | 610025 | 6 | 3337 | 3505 | 3678 | 3862 | 4057 |
| Water System Operator II | 610026 | 6 | 3701 | 3887 | 4080 | 4286 | 4501 |
| Water System Operator III | 610027 | 12 | 4653 | 4887 | 5133 | 5388 | 5657 |

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

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

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|--|----------|----------|-------|---|-------|---|-------|---|
| Airport Public Safety Manager | 310004e | – | E11 | | 7781 | - | 9717 | |
| Assistant City Attorney | 160008e | – | E7 | | 11200 | - | 14000 | |
| Assistant City Manager | 150135e | – | E4 | | 10946 | - | 18250 | |
| Assistant Controller | 135020e | – | E8 | | 8970 | - | 12621 | |
| Assistant Director | 150160e | -- | E8 | | 8970 | - | 12621 | |
| Assistant Director of Personnel Services | 150043e | – | E8 | | 8970 | - | 12621 | |
| Assistant Director of Public Utilities | 620100e | – | E8 | | 8970 | - | 12621 | |
| Assistant Director of Public Works | 210089e | – | E8 | | 8970 | - | 12621 | |
| Assistant Police Chief | 415010e | – | E8 | | 8970 | - | 12621 | |
| Assistant Retirement Administrator | 135040e | – | E11 | | 7781 | - | 9717 | |
| Budget Analyst | 135006e | 12 | E16 | | 3830 | - | 5390 | |
| Budget Manager | 135008e | – | E8 | | 8970 | - | 12621 | |
| Chief Assistant City Attorney | 160015e | – | E5 | | 10946 | - | 17625 | |
| Chief Information Officer | 125067e | – | E6 | | 10946 | - | 15325 | |
| Chief of Staff to the Mayor | 150123e | – | E8 | | 8970 | - | 12621 | |
| City Attorney | 160009e | - | E1 | | 14475 | - | 20270 | |
| City Clerk | 150125e | – | E10 | | 7984 | - | 11235 | |
| City Engineer | 210080e | – | E6 | | 10946 | - | 15325 | |
| City Manager | 150130e | - | E1 | | 14475 | - | 20270 | |
| Community Coordinator | 150075e | – | E16 | | 3830 | - | 5390 | |
| Community Outreach Specialist | 150230e | – | E16 | | 3830 | - | 5390 | |
| Controller | 135021e | – | E6 | | 10946 | - | 15325 | |
| Council Assistant | 150085e | – | E13 | | 2840 | - | 8834 | |
| Deputy City Attorney II | 160006e | – | E12 | | 7074 | - | 8834 | |
| Deputy City Attorney III | 160007e | – | E11 | | 7781 | - | 9717 | |
| Deputy City Manager | 150140e | – | E11 | | 7781 | - | 9717 | |
| Director | 150170e | -- | E6 | | 10946 | - | 15325 | |
| Director of Aviation | 310045e | – | E6 | | 10946 | - | 15325 | |

e Exempt class, see Section 4.

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

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|--|----------------------|----------|-------|---|-------|---|-------|---|
| Director of Development | 220020e | – | E6 | | 10946 | - | 15325 | |
| Director of Personnel Services | 150042e | – | E6 | | 10946 | - | 15325 | |
| Director of Public Utilities | 620101e | – | E6 | | 10946 | - | 15325 | |
| Director of Transportation | 310040e | – | E6 | | 10946 | - | 15325 | |
| Economic Development Coordinator | 150090e | – | E13 | | 2840 | - | 8834 | |
| Economic Development Director | 150099e | – | E6 | | 10946 | - | 15325 | |
| Executive Assistant to Department Director | 115003e | – | E17 | | 3683 | - | 5133 | |
| Executive Assistant to the City Manager | 115001e | – | E17 | | 3683 | - | 5133 | |
| Fire Chief | 425007e | – | E5 | | 10946 | - | 17625 | |
| Governmental Affairs Manager | 150240e | – | E13 | | 2840 | - | 8834 | |
| Human Resources Manager | 150025e | – | E11 | | 7781 | - | 9717 | |
| Independent Reviewer | 150220e | – | E10 | | 7984 | - | 11235 | |
| Internal Auditor | 135010e | 12 | E16 | | 3830 | - | 5390 | |
| Labor Relations Manager | 150030e | – | E11 | | 7781 | - | 9717 | |
| Labor Relations Secretary | 115010e | 12 | E17 | | 3683 | - | 5133 | |
| Payroll Accountant | 130016e | 12 | E13 | | 4949 | - | 5991 | |
| Payroll Manager | 135012e | – | E11 | | 7781 | - | 9717 | |
| Police Chief | 415008e ⁷ | – | E2 | | 14803 | - | 18250 | |
| Principal Budget Analyst | 135009e | – | E11 | | 7781 | - | 9717 | |
| Principal Internal Auditor | 135011e | – | E12 | | 7074 | - | 8834 | |
| Public Affairs Officer | 150118e | – | E12 | | 7074 | - | 8834 | |
| Public Works Director | 210085e | – | E6 | | 10946 | - | 15325 | |
| Redevelopment Administrator | 150080e | – | E8 | | 8970 | - | 12621 | |
| Retirement Administrator | 135030e | – | E6 | | 10946 | - | 15325 | |
| Retirement Benefits Manager | 135045e | – | E9 | | 7781 | - | 9717 | |
| Risk/Safety Manager | 150035e | – | E11 | | 7781 | - | 9717 | |
| Senior Budget Analyst | 135007e | – | E12 | | 7074 | - | 8834 | |

e Exempt class, see Section 4.

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

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|-------------------------------------|----------|----------|-------|---|------|---|-------|---|
| Senior Deputy City Attorney | 160013e | – | E10 | | 7984 | - | 11235 | |
| Senior Human Resources/Risk Analyst | 150017e | – | E12 | | 7074 | - | 8834 | |
| Supervising Deputy City Attorney | 160010e | – | E8 | | 8970 | - | 12621 | |

e Exempt class, see Section 4.

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
|--|---------------------|-----------------|------|------|------|------|------|---|
| Account Clerk I | 130001 ³ | 6 ³ | 2298 | 2407 | 2521 | 2642 | 2772 | - |
| Account Clerk II | 130002 ³ | 12 ³ | 2521 | 2642 | 2772 | 2901 | 3041 | - |
| Accountant-Auditor I | 130011 ⁴ | 12 ⁴ | 3426 | 3587 | 3759 | 3947 | 4138 | - |
| Accountant-Auditor II | 130012 ⁴ | 12 ⁴ | 3984 | 4173 | 4381 | 4593 | 4817 | - |
| Accounting Technician | 130010 | 12 | 3041 | 3189 | 3343 | 3502 | 3674 | - |
| Administrative Clerk I | 110001 ³ | 6 ³ | 2125 | 2228 | 2333 | 2444 | 2561 | - |
| Administrative Clerk II | 110002 ³ | 12 ³ | 2333 | 2444 | 2561 | 2683 | 2815 | - |
| Airports Operations Officer | 310006 | 12 | 3409 | 3579 | 3759 | 3948 | 4143 | - |
| Airports Property Specialist I | 175001 ⁴ | 12 ⁴ | 4057 | 4256 | 4464 | 4680 | 4911 | |
| Airports Property Specialist II | 175002 ⁴ | 12 ⁴ | 4717 | 4947 | 5190 | 5442 | 5710 | - |
| Associate Electrical Safety Consultant I | 230022 | 12 | 4544 | 4766 | 5000 | 5240 | 5498 | - |
| Associate Electrical Safety Consultant II | 230023 | 12 | 4766 | 5000 | 5240 | 5498 | 5769 | - |
| Associate Environmental & Safety Consultant I | 230003 | 12 | 4544 | 4766 | 5000 | 5240 | 5498 | - |
| Associate Environmental & Safety Consultant II | 230004 | 12 | 4766 | 5000 | 5240 | 5498 | 5769 | - |
| Associate Plumbing & Mechanical Consultant I | 230012 | 12 | 4544 | 4766 | 5000 | 5240 | 5498 | - |
| Associate Plumbing & Mechanical Consultant II | 230013 | 12 | 4766 | 5000 | 5240 | 5498 | 5769 | - |
| Billing System Specialist | 125075 | 12 | 3031 | 3179 | 3334 | 3489 | 3657 | - |
| Budget Technician | 135005 | 12 | 3090 | 3238 | 3395 | 3559 | 3733 | - |
| Building Inspector I | 230007 ⁴ | 12 ⁴ | 4334 | 4544 | 4766 | 5000 | 5240 | - |
| Building Inspector II | 230008 ⁴ | 12 ⁴ | 4544 | 4766 | 5000 | 5240 | 5498 | - |
| Building Inspector III | 230009 | 12 | 4766 | 5000 | 5240 | 5498 | 5769 | - |

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

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

| EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA) | | | | | | | | |
|---|---------------------|-----------------|------|------|------|------|------|------|
| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
| Call Center Representative I | 115070 ³ | 6 ³ | 2521 | 2642 | 2778 | 2901 | 3041 | - |
| Call Center Representative II | 115071 ³ | 12 ³ | 2772 | 2901 | 3041 | 3189 | 3343 | - |
| Central Printing Clerk | 120005 | 12 | 2333 | 2444 | 2561 | 2683 | 2815 | - |
| City Records Specialist | 115025 | 12 | 3090 | 3238 | 3395 | 3559 | 3733 | - |
| Commercial Building Inspector | 230015 | 12 | 4544 | 4766 | 5000 | 5240 | 5498 | - |
| Community Recreation Assistant | 520010 | 12 | 2547 | 2667 | 2781 | 2898 | 3029 | - |
| Community Revitalization Specialist | 230053 | 12 | 4015 | 4226 | 4436 | 4654 | 4913 | 5121 |
| Community Revitalization Technician | 230059 | 12 | 2909 | 3050 | 3196 | 3351 | 3514 | - |
| Community Services Officer I | 410025 ⁴ | 12 ⁴ | 2650 | 2777 | 2909 | 3050 | 3196 | - |
| Community Services Officer II | 410026 ⁴ | 12 ⁴ | 2909 | 3050 | 3196 | 3351 | 3514 | - |
| Computer Systems Specialist I | 125010 ⁴ | 12 ⁴ | 3690 | 3867 | 4056 | 4254 | 4461 | - |
| Computer Systems Specialist II | 125011 ⁴ | 12 ⁴ | 4353 | 4564 | 4787 | 5021 | 5268 | - |
| Computer Systems Specialist III | 125012 | 12 | 4893 | 5132 | 5385 | 5647 | 5926 | - |
| Construction Compliance Specialist | 150055 | 12 | 3610 | 3779 | 3964 | 4157 | 4357 | - |
| Crime Scene Technician I | 410010 ⁴ | 12 ⁴ | 3450 | 3616 | 3791 | 3977 | 4171 | - |
| Crime Scene Technician II | 410011 ⁴ | 12 ⁴ | 3791 | 3977 | 4171 | 4373 | 4587 | - |
| Customer Services Clerk I | 115060 ³ | 6 ³ | 2298 | 2407 | 2521 | 2642 | 2772 | - |
| Customer Services Clerk II | 115061 ³ | 12 ³ | 2521 | 2642 | 2772 | 2901 | 3041 | - |
| Development Services Coordinator | 230057 | 12 | 4220 | 4457 | 4679 | 4907 | 5147 | - |
| Emergency Services Dispatcher I | 410001 ⁵ | 12 ⁵ | 3145 | 3275 | 3416 | 3578 | 3732 | - |
| Emergency Services Dispatcher II | 410002 ⁵ | 12 ⁵ | 3376 | 3540 | 3714 | 3895 | 4077 | - |
| Emergency Services Dispatcher III | 410003 | 12 | 3785 | 3964 | 4161 | 4358 | 4570 | - |

- 3 This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.
- 5 This class is in a flexibly-staffed series. The probationary period for employees in the Emergency Services Dispatcher I class shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

| EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA) | | | | | | | | |
|---|---------------------|-----------------|------|------|------|------|------|---|
| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
| Engineer I | 210015 ⁴ | 12 ⁴ | 4119 | 4317 | 4526 | 4748 | 4972 | - |
| Engineer II | 210016 ⁴ | 12 ⁴ | 4781 | 5007 | 5253 | 5504 | 5786 | - |
| Engineering Aide I | 210001 ³ | 6 ³ | 2676 | 2799 | 2933 | 3073 | 3224 | - |
| Engineering Aide II | 210002 ³ | 12 ³ | 3089 | 3238 | 3389 | 3552 | 3729 | - |
| Engineering Inspector I | 230075 ⁴ | 12 ⁴ | 4015 | 4224 | 4420 | 4632 | 4862 | - |
| Engineering Inspector II | 230076 ⁴ | 12 ⁴ | 4397 | 4610 | 4836 | 5072 | 5320 | - |
| Engineering Technician I | 210005 ⁴ | 12 ⁴ | 3162 | 3314 | 3479 | 3639 | 3815 | - |
| Engineering Technician II | 210006 ⁴ | 12 ⁴ | 3552 | 3729 | 3907 | 4095 | 4295 | - |
| Environmental Control Officer | 620001 | 12 | 3961 | 4155 | 4351 | 4564 | 4783 | - |
| Facilities Construction Specialist | 230085 | 12 | 4157 | 4356 | 4570 | 4790 | 5025 | - |
| Fire Prevention Inspector I | 420001 ⁴ | 12 ⁴ | 3662 | 3839 | 4019 | 4220 | 4427 | - |
| Fire Prevention Inspector II | 420002 ⁴ | 12 ⁴ | 4238 | 4436 | 4654 | 4886 | 5121 | - |
| Fleet Operations Specialist | 710105 | 12 | 3843 | 4026 | 4225 | 4430 | 4647 | - |
| Geographic Information System (GIS) Specialist | 125025 | 12 | 4893 | 5132 | 5385 | 5647 | 5926 | - |
| Graphics Technician | 120013 | 12 | 3325 | 3491 | 3666 | 3849 | 4042 | - |
| Helicopter Pilot | 410033 | 12 | 5118 | 5373 | 5642 | 5924 | 6220 | - |
| Housing Rehabilitation Specialist | 230056 | 12 | 4128 | 4334 | 4551 | 4779 | 5018 | - |
| Industrial/Commercial Water Conservation Representative | 610015 | 12 | 3961 | 4155 | 4351 | 4564 | 4783 | - |
| Inorganic Chemist | 620020 | 12 | 4018 | 4216 | 4421 | 4636 | 4863 | - |
| Laboratory Assistant | 620010 | 12 | 2754 | 2890 | 3027 | 3174 | 3327 | - |
| Laboratory Technician I | 620011 ⁴ | 12 ⁴ | 3327 | 3488 | 3657 | 3833 | 4018 | - |
| Laboratory Technician II | 620012 ⁴ | 12 ⁴ | 3657 | 3833 | 4018 | 4216 | 4421 | - |
| Landscape Water Conservation Specialist | 610005 | 12 | 3868 | 4057 | 4255 | 4462 | 4679 | - |

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

| EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA) | | | | | | | | |
|---|---------------------|-----------------|------|------|------|------|------|---|
| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
| Law Office Assistant | 115021 | 12 | 3285 | 3449 | 3622 | 3803 | 3993 | - |
| Network Systems Specialist | 125030 | 12 | 4893 | 5132 | 5385 | 5647 | 5926 | - |
| PAR Program Specialist | 410023 | 12 | 2909 | 3050 | 3196 | 3351 | 3514 | - |
| Paratransit Specialist | 320005 | 12 | 3031 | 3179 | 3334 | 3489 | 3657 | - |
| Parking Controller I | 710120 ⁴ | 12 ⁴ | 2254 | 2349 | 2452 | 2553 | 2667 | - |
| Parking Controller II | 710121 ⁴ | 12 ⁴ | 2459 | 2567 | 2676 | 2788 | 2922 | - |
| Parking Controller III | 710122 | 12 | 2676 | 2788 | 2922 | 3044 | 3180 | - |
| Phlebotomist | 410007 | 12 | 2754 | 2890 | 3027 | 3174 | 3327 | - |
| Planner I | 220005 ³ | 6 ³ | 3592 | 3760 | 3945 | 4139 | 4341 | - |
| Planner II | 220006 ³ | 12 ³ | 4220 | 4457 | 4679 | 4907 | 5147 | - |
| Plans Examiner I | 210040 ⁴ | 12 ⁴ | 3583 | 3755 | 3938 | 4129 | 4333 | - |
| Plans Examiner II | 210041 ⁴ | 12 ⁴ | 4138 | 4334 | 4544 | 4766 | 5000 | - |
| Plans Examiner III | 210042 | 12 | 4544 | 4766 | 5000 | 5240 | 5498 | - |
| Police Data Transcriptionist | 115035 | 12 | 2815 | 2948 | 3090 | 3238 | 3395 | - |
| Principal Account Clerk | 130004 | 12 | 3041 | 3189 | 3343 | 3502 | 3674 | - |
| Procurement Specialist | 140002 | 12 | 3921 | 4112 | 4312 | 4522 | 4743 | - |
| Program Compliance Officer | 640026 | 12 | 3339 | 3507 | 3683 | 3868 | 4061 | - |
| Programmer/Analyst I | 125020 ⁴ | 12 ⁴ | 3690 | 3867 | 4056 | 4254 | 4461 | - |
| Programmer/Analyst II | 125021 ⁴ | 12 ⁴ | 4353 | 4564 | 4787 | 5021 | 5268 | - |
| Programmer/Analyst III | 125022 | 12 | 4893 | 5132 | 5385 | 5647 | 5926 | - |
| Programmer/Analyst IV | 125023 | 12 | 5252 | 5511 | 5783 | 6064 | 6361 | - |
| Property & Evidence Technician | 145010 | 12 | 3205 | 3360 | 3523 | 3695 | 3872 | - |
| Radio Dispatcher | 120015 | 12 | 2683 | 2810 | 2931 | 3064 | 3195 | - |
| Rangemaster/Armorer | 410035 | 12 | 3977 | 4171 | 4373 | 4587 | 4812 | - |
| Real Estate Finance Specialist I | 170001 ⁴ | 12 ⁴ | 3268 | 3426 | 3587 | 3763 | 3947 | - |
| Real Estate Finance Specialist II | 170002 ⁴ | 12 ⁴ | 3736 | 3917 | 4108 | 4307 | 4517 | - |

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

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
|--|---------------------|-----------------|------|------|------|------|------|---|
| Recreation Specialist | 520005 | 12 | 3103 | 3251 | 3409 | 3575 | 3746 | - |
| Retirement Counselor I | 135050 ⁴ | 12 ⁴ | 3041 | 3189 | 3343 | 3504 | 3674 | - |
| Retirement Counselor II | 135051 ⁴ | 12 ⁴ | 3343 | 3504 | 3674 | 3852 | 4041 | - |
| Safety and Training Specialist | 150050 | 12 | 3657 | 3840 | 4034 | 4237 | 4448 | - |
| Secretary | 110050 | 12 | 2815 | 2948 | 3090 | 3238 | 3395 | - |
| Senior Account Clerk | 130003 | 12 | 2772 | 2901 | 3041 | 3189 | 3343 | - |
| Senior Administrative Clerk | 110003 | 12 | 2561 | 2683 | 2815 | 2948 | 3090 | - |
| Senior Call Center Representative | 115072 | 12 | 3158 | 3314 | 3480 | 3654 | 3837 | - |
| Senior Commercial Building Inspector | 230016 | 12 | 4766 | 5000 | 5240 | 5498 | 5769 | - |
| Senior Community Revitalization Specialist | 230054 | 12 | 4669 | 4902 | 5147 | 5445 | 5743 | - |
| Senior Community Services Officer | 410027 | 12 | 3128 | 3278 | 3437 | 3602 | 3778 | - |
| Senior Crime Scene Technician | 410012 | 12 | 3977 | 4171 | 4373 | 4587 | 4812 | - |
| Senior Customer Services Clerk | 115062 | 12 | 2772 | 2901 | 3041 | 3189 | 3343 | - |
| Senior Engineering Technician | 210007 | 12 | 4119 | 4317 | 4526 | 4748 | 4972 | - |
| Senior Fire Prevention Inspector | 420003 | 12 | 4750 | 4978 | 5216 | 5472 | 5743 | - |
| Senior Laboratory Technician | 620013 | 12 | 4018 | 4216 | 4421 | 4636 | 4863 | - |
| Senior Network Systems Specialist | 125031 | 12 | 5252 | 5511 | 5783 | 6064 | 6361 | - |
| Senior Procurement Specialist | 140003 | 12 | 4312 | 4522 | 4743 | 4975 | 5217 | - |
| Senior Property & Evidence Technician | 145011 | 12 | 3523 | 3695 | 3872 | 4060 | 4259 | - |
| Senior Records Clerk | 110101 | 12 | 2683 | 2815 | 2948 | 3090 | 3238 | - |
| Senior Secretary | 110051 | 12 | 3090 | 3238 | 3395 | 3559 | 3733 | - |

- 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.

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
|---|---------------------|-----------------|------|------|------|------|------|---|
| Senior Storeskeeper | 145002 | 12 | 3205 | 3360 | 3523 | 3695 | 3872 | - |
| Senior Utility Service Representative | 230092 | 12 | 3251 | 3409 | 3575 | 3746 | 3931 | - |
| Senior Water Systems Telemetry & Distributed Control Specialist | 610022 | 12 | 5252 | 5511 | 5739 | 6064 | 6361 | - |
| Staff Assistant | 150001 | 12 | 3031 | 3179 | 3334 | 3489 | 3657 | - |
| Storeskeeper | 145001 | 12 | 2917 | 3059 | 3205 | 3360 | 3523 | - |
| Survey Party Technician | 210030 | 12 | 3552 | 3729 | 3907 | 4095 | 4295 | - |
| Tax/Permit Representative | 135001 | 12 | 3179 | 3334 | 3489 | 3657 | 3839 | - |
| Traffic Signal Operations Specialist | 710150 | 12 | 4893 | 5132 | 5385 | 5647 | 5926 | - |
| Tree Program Specialist | 510015 | 12 | 3868 | 4057 | 4255 | 4462 | 4679 | - |
| Utility Service Representative I | 230090 ⁴ | 12 ⁴ | 2695 | 2823 | 2958 | 3102 | 3251 | - |
| Utility Service Representative II | 230091 ⁴ | 12 ⁴ | 2958 | 3102 | 3251 | 3409 | 3575 | - |
| Wastewater Reclamation Coordinator | 620035 | 12 | 4057 | 4256 | 4464 | 4680 | 4911 | - |
| Water Conservation Representative | 610001 | 12 | 2667 | 2781 | 2898 | 3043 | 3179 | - |
| Water Systems Telemetry & Distributed Control Specialist | 610021 | 12 | 4353 | 4564 | 4787 | 5021 | 5268 | - |

- 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.

EXHIBIT 4

Unit 4 - Non-Management Police (FPOA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
|------------------------|----------|-----------------|------|------|------|------|------|------|
| Police Officer Recruit | 415001 | 12 | 4479 | 4703 | – | – | – | – |
| Police Officer | 415002 | 12 ⁶ | 5175 | 5434 | 5706 | 5992 | 6292 | 6607 |
| Police Specialist | 415003 | – | 5175 | 5434 | 5706 | 5992 | 6292 | 6607 |
| Police Sergeant | 415004 | 12 | 6238 | 6550 | 6878 | 7222 | 7584 | 7964 |

EXHIBIT 4

Unit 4 - Non-Management Police (FPOA), effective December 31, 2016

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
|------------------------|----------|-----------------|------|------|------|------|------|------|
| Police Officer Recruit | 415001 | 12 | 4569 | 4798 | – | – | – | – |
| Police Officer | 415002 | 12 ⁶ | 5279 | 5543 | 5821 | 6112 | 6418 | 6740 |
| Police Specialist | 415003 | – | 5279 | 5543 | 5821 | 6112 | 6418 | 6740 |
| Police Sergeant | 415004 | 12 | 6363 | 6681 | 7016 | 7367 | 7736 | 8124 |

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

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
|------------------------------------|----------|----------|------|------|------|------|------|------|
| Firefighter Trainee | 425001 | -- | 4424 | | | | | |
| Firefighter | 425002 | 12 | 4916 | 5161 | 5421 | 5691 | 5977 | 6278 |
| Firefighter Specialist | 425003 | 12 | 5506 | 5780 | 6071 | 6373 | 6692 | 7027 |
| Fire Captain | 425004 | 12 | 6145 | 6453 | 6776 | 7116 | 7472 | 7847 |
| Fire Investigation Unit Supervisor | 425010 | 12 | 6145 | 6453 | 6776 | 7116 | 7472 | 7847 |

EXHIBIT 6
Unit 6 – Bus Drivers (ATU)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
|-------------|-------------|-------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Bus Driver | 320015 | 9 | 17.307692 | 19.280769 | 20.215385 | 21.173077 | 23.180769 | 24.346154 |
| Bus Driver | 320015 | 9 | 3000 | 3342 | 3504 | 3670 | 4018 | 4220 |

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

| CLASS TITLE | JOB CODE | PROB PER | RANGE | SALARY |
|---------------------------|-------------|-------------|-----------|--------|
| Air Conditioning Mechanic | 730001 | 12 | Flat Rate | 6060 |
| Concrete Finisher | 730005 | 12 | Flat Rate | 5285 |
| Electrician | 730010 | 12 | Flat Rate | 5481 |
| Industrial Electrician | 730012 | 12 | Flat Rate | 6060 |
| Painter | 730015 | 12 | Flat Rate | 4816 |
| Plumber | 730030 | 12 | Flat Rate | 5481 |

EXHIBIT 8
Unit 8 – Non-Represented

| CLASS TITLE | JOB CODE | PROB PER | RANGE | SALARY |
|----------------------------|----------|----------|-----------|----------------------------|
| Background Investigator | 940030 | – | Hourly | \$18.00 - \$25.00 Per Hour |
| Cashier Clerk | 910010 | – | Flat Rate | \$10.00 Per Hour |
| Law Enforcement Instructor | 940020 | – | Hourly | \$18.00 - \$22.00 Per Hour |
| Lifeguard | 950001 | – | Hourly | \$10.00 - \$10.50 Per Hour |
| Police Cadet I | 940005 | – | Hourly | \$10.00 - \$12.48 Per Hour |
| Police Cadet II | 940006 | – | Hourly | \$12.49 - \$16.00 Per Hour |
| Pool Supervisor | 950015 | – | Hourly | \$12.00 - \$22.00 Per Hour |
| Senior Lifeguard | 950002 | – | Hourly | \$10.50 - \$12.00 Per Hour |
| Services Aide | 910005 | – | Hourly | \$10.00 - \$15.00 Per Hour |
| Sports Official | 950010 | – | | \$10.00 - \$50.00 Per Game |
| Student Aide II | 910002 | – | Hourly | \$10.00 Per Hour |
| Student Bus Driver | 930001 | - | Hourly | \$15.58 Per Hour |

| EXHIBIT 9 Unit 9 – Police Management | | | | | | | | | |
|---|----------|----------|-------|------|------|------|-------|-------|-------|
| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E | F |
| Deputy Police Chief | 415007e | -- | E9 | | 9639 | - | 12531 | | |
| Police Captain | 415006e | 12 | | 8884 | 9329 | 9796 | 10286 | 10801 | 11163 |
| Police Lieutenant | 415005e | 12 | | 7715 | 8101 | 8507 | 8933 | 9380 | 9695 |

| EXHIBIT 9 Unit 9 – Police Management, effective December 31, 2016 | | | | | | | | | |
|--|----------|----------|-------|------|------|------|-------|-------|-------|
| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E | F |
| Deputy Police Chief | 415007e | -- | E9 | | 9832 | - | 12782 | | |
| Police Captain | 415006e | 12 | | 9062 | 9516 | 9992 | 10492 | 11018 | 11388 |
| Police Lieutenant | 415005e | 12 | | 7870 | 8264 | 8678 | 9112 | 9568 | 9889 |

e Exempt class, see Section 4.

EXHIBIT 10
Unit 10 – Fire Management

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E | F |
|----------------------|----------|-------------|-------|-------|-------|-------|-------|-------|
| Fire Battalion Chief | 425005e | 12 | 8086 | 8492 | 8915 | 9360 | 9827 | 10318 |
| Deputy Fire Chief | 425006e | -- | 10251 | 10765 | 11304 | 11870 | 12464 | 13088 |

e Exempt class, see Section 4.

| EXHIBIT 11 | | | | | | | |
|--|-------------|-------------|------|------|------|------|------|
| Unit 11 – Airport Public Safety Officers | | | | | | | |
| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
| Airport Public Safety Officer | 310002 | 12 | 4909 | 5152 | 5396 | 5663 | 5943 |

| EXHIBIT 12 | | | |
|--|----------|---------|---|
| Unit 12 – Board and Commission Members | | | |
| CLASS TITLE | JOB CODE | RANGE | SALARY |
| Civil Service Board Member | 156015 | Stipend | \$25 Per Meeting Attended |
| Housing and Community Development Commissioner | 156005 | Stipend | \$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year |
| Human Relations Commissioner | 156025 | Stipend | \$25 Per Meeting Attended, not to exceed 24 meetings per fiscal year |
| Planning Commissioner | 156001 | Stipend | \$100 Per Meeting Attended, not to exceed 36 meetings per fiscal year |
| Retirement Board Member ⁸ | 156030 | Stipend | \$100 Per Meeting Attended, not to exceed \$300 per month |

⁸ Not applicable for current City employees.

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Acoustical Program Coordinator | 310100e | 12 | 5260 | 5518 | 5786 | 6072 | 6368 |
| Airports Airside/Landside Superintendent | 310018e | 12 | 5428 | 5694 | 5975 | 6267 | 6575 |
| Airports Projects Supervisor | 310016e | 12 | 6085 | 6384 | 6698 | 7026 | 7374 |
| Airports Property Supervisor | 175005e | 12 | 5316 | 5578 | 5852 | 6140 | 6441 |
| Architect | 210045e | 12 | 5508 | 5777 | 6061 | 6359 | 6671 |
| Assistant Chief of Wastewater Treatment Operations | 620079e | 12 | 5606 | 5878 | 6166 | 6469 | 6786 |
| Call Center Supervisor | 115073e | 12 | 4006 | 4201 | 4405 | 4617 | 4844 |
| Capital Development Specialist | 310007e | 12 | 5631 | 5910 | 6201 | 6503 | 6823 |
| Chief Engineering Inspector | 230078e | 12 | 5623 | 5898 | 6188 | 6493 | 6811 |
| Chief Engineering Technician | 210009e | 12 | 6584 | 6908 | 7248 | 7606 | 7981 |
| Chief of Facilities Maintenance | 810037e | 12 | 6115 | 6417 | 6732 | 7063 | 7409 |
| Chief of Solid Waste Operations | 640035e | 12 | 5852 | 6140 | 6441 | 6757 | 7089 |
| Chief of Wastewater Environmental Services | 620075e | 12 | 5852 | 6140 | 6441 | 6757 | 7089 |
| Chief of Wastewater Facilities Maintenance | 620085e | 12 | 6115 | 6417 | 6732 | 7063 | 7409 |
| Chief of Wastewater Treatment Operations | 620080e | 12 | 6184 | 6492 | 6810 | 7144 | 7495 |
| Chief of Water Operations | 610070e | 12 | 6284 | 6592 | 6919 | 7259 | 7614 |
| Chief Police Pilot | 410031e | 12 | 6908 | 7248 | 7606 | 7981 | 8377 |
| Chief Surveyor | 210032e | 12 | 6908 | 7248 | 7606 | 7981 | 8377 |
| Collection System Maintenance Supervisor | 630005e | 12 | 4905 | 5146 | 5398 | 5664 | 5941 |
| Community Recreation Supervisor I | 520015e | 12 | 4261 | 4471 | 4689 | 4920 | 5158 |
| Community Recreation Supervisor II | 520016e | 12 | 4676 | 4905 | 5147 | 5401 | 5664 |
| Community Sanitation Supervisor I | 720042e | 12 | 5168 | 5420 | 5687 | 5966 | 6259 |
| Contract Compliance Officer | 150061e | 12 | 4353 | 4564 | 4787 | 5024 | 5266 |
| Custodial Supervisor | 810025e | 12 | 3574 | 3748 | 3930 | 4122 | 4320 |
| Database Administrator | 125045e | 12 | 5829 | 6111 | 6412 | 6726 | 7056 |
| DBE/Small Business Coordinator | 150070e | 12 | 5026 | 5269 | 5528 | 5799 | 6086 |

e Exempt class, see Section 4.

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Emergency Preparedness Officer | 420020e | 12 | 4094 | 4295 | 4504 | 4725 | 4954 |
| Emergency Services Communications Supervisor | 410004e | 12 | 4588 | 4812 | 5046 | 5294 | 5553 |
| Energy Efficiency Supervisor | 230058e | 12 | 4905 | 5146 | 5398 | 5664 | 5941 |
| Equipment Supervisor | 720031e | 12 | 5570 | 5841 | 6128 | 6429 | 6746 |
| Fire Prevention Engineer | 210055e | 12 | 6085 | 6384 | 6698 | 7026 | 7374 |
| Fleet Administration Supervisor | 720025e | 12 | 5401 | 5664 | 5941 | 6234 | 6540 |
| Forestry Supervisor I | 510030e | 12 | 4261 | 4471 | 4689 | 4920 | 5158 |
| Forestry Supervisor II | 510031e | 12 | 4676 | 4905 | 5147 | 5401 | 5664 |
| Grant Writer | 150105e | 12 | 4380 | 4600 | 4830 | 5071 | 5325 |
| Housing Program Supervisor | 230055e | 12 | 5347 | 5611 | 5885 | 6174 | 6476 |
| Human Resources Analyst | 150016e | 12 | 4094 | 4295 | 4504 | 4725 | 4954 |
| Human Resources Records Supervisor | 115050e | 12 | 4371 | 4585 | 4809 | 5043 | 5292 |
| Industrial Electrician Supervisor | 720020e | 12 | 5843 | 6136 | 6443 | 6764 | 7104 |
| Information Services Supervisor | 125032e | 12 | 6305 | 6615 | 6938 | 7280 | 7642 |
| Laboratory Supervisor | 620014e | 12 | 5087 | 5336 | 5597 | 5872 | 6161 |
| Lead Risk Analyst | 150008e | 12 | 4941 | 5188 | 5447 | 5720 | 6006 |
| Management Analyst I | 150020e | 12 | 3339 | 3502 | 3672 | 3851 | 4041 |
| Management Analyst II | 150021e | 12 | 4094 | 4295 | 4504 | 4725 | 4954 |
| Parking Supervisor | 720035e | 12 | 3141 | 3291 | 3450 | 3618 | 3794 |
| Parks Supervisor I | 510025e | 12 | 4261 | 4471 | 4689 | 4920 | 5158 |
| Parks Supervisor II | 510026e | 12 | 4676 | 4905 | 5147 | 5401 | 5664 |
| Planner III | 220007e | 12 | 5011 | 5258 | 5514 | 5786 | 6070 |
| Power Generation System Supervisor | 620056e | 12 | 5570 | 5841 | 6128 | 6429 | 6746 |
| Principal Accountant | 130014e | 12 | 5557 | 5830 | 6117 | 6417 | 6732 |
| Procurement Supervisor | 140004e | 12 | 4895 | 5136 | 5383 | 5649 | 5925 |
| Professional Engineer | 210100e | 12 | 6085 | 6384 | 6698 | 7026 | 7374 |
| Project Manager | 150065e | 12 | 5631 | 5910 | 6201 | 6503 | 6823 |
| Records Supervisor | 115045e | 12 | 4371 | 4585 | 4809 | 5043 | 5292 |
| Recycling Coordinator | 640001e | 12 | 4251 | 4458 | 4674 | 4902 | 5143 |

e Exempt class, see Section 4.

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Revenue Supervisor | 135025e | 12 | 4006 | 4201 | 4405 | 4617 | 4844 |
| Risk Analyst | 150010e | 12 | 4500 | 4720 | 4949 | 5192 | 5447 |
| Senior Accountant-Auditor | 130013e | 12 | 4612 | 4837 | 5075 | 5324 | 5583 |
| Senior Building Inspector | 230034e | 12 | 5118 | 5370 | 5633 | 5911 | 6202 |
| Senior Database Administrator | 125046e | 12 | 6425 | 6733 | 7056 | 7394 | 7762 |
| Senior Electrical Safety Consultant | 230024e | 12 | 5118 | 5370 | 5633 | 5911 | 6202 |
| Senior Engineering Inspector | 230077e | 12 | 5118 | 5370 | 5633 | 5911 | 6202 |
| Senior Environmental & Safety Consultant | 230005e | 12 | 5118 | 5370 | 5633 | 5911 | 6202 |
| Senior Plumbing & Mechanical Consultant | 230014e | 12 | 5118 | 5370 | 5633 | 5911 | 6202 |
| Senior Real Estate Agent | 170012e | 12 | 5476 | 5744 | 6026 | 6323 | 6633 |
| Senior Retirement Counselor | 135052e | 12 | 4458 | 4682 | 4916 | 5161 | 5420 |
| Solid Waste System Supervisor | 640030e | 12 | 5138 | 5390 | 5650 | 5929 | 6218 |
| Street Maintenance Superintendent | 720004e | 12 | 6394 | 6713 | 7050 | 7403 | 7774 |
| Street Maintenance Supervisor | 720001e | 12 | 5900 | 6191 | 6495 | 6814 | 7149 |
| Supervising Commercial Building Inspector | 230036e | 12 | 5118 | 5370 | 5633 | 5911 | 6202 |
| Supervising Engineering Technician | 210008e | 12 | 5797 | 6085 | 6384 | 6698 | 7026 |
| Supervising Environmental Control Officer | 620005e | 12 | 5087 | 5336 | 5597 | 5872 | 6160 |
| Supervising Fire Prevention Inspector | 420005e | 12 | 5359 | 5621 | 5899 | 6189 | 6494 |
| Supervising Planner | 220008e | 12 | 5505 | 5774 | 6056 | 6353 | 6664 |
| Supervising Plans Examiner | 210044e | 12 | 5631 | 5910 | 6201 | 6503 | 6823 |
| Supervising Professional Engineer | 210110e | 12 | 6908 | 7248 | 7606 | 7981 | 8377 |
| Supervising Real Estate Agent | 170013e | 12 | 6014 | 6309 | 6619 | 6944 | 7286 |
| Supervising Traffic Signal Operations Specialist | 720050e | 12 | 6284 | 6592 | 6919 | 7259 | 7614 |
| Survey Party Chief | 210031e | 12 | 4601 | 4825 | 5062 | 5308 | 5571 |
| Systems Security Administrator | 125050e | 12 | 5286 | 5542 | 5816 | 6099 | 6399 |
| Transit Supervisor I | 320050e | 12 | 5138 | 5390 | 5650 | 5929 | 6218 |
| Transit Supervisor II | 320051e | 12 | 5570 | 5841 | 6128 | 6429 | 6746 |
| Treasury Officer | 135015e | 12 | 5557 | 5830 | 6117 | 6417 | 6732 |

e Exempt class, see Section 4.

| EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA) | | | | | | | |
|---|-------------|-------------|------|------|------|------|------|
| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
| Wastewater Treatment Maintenance Supervisor | 620070e | 12 | 6010 | 6303 | 6614 | 6940 | 7280 |
| Water Conservation Supervisor | 610045e | 12 | 5723 | 6003 | 6298 | 6609 | 6933 |
| Water System Supervisor | 610055e | 12 | 6010 | 6303 | 6614 | 6940 | 7280 |

e Exempt class, see Section 4.

EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|------------------------------------|-------------|-------------|------|------|------|------|------|
| Legal Assistant | 160001 | 12 | 3646 | 3824 | 4008 | 4205 | 4411 |
| Legal Secretary I | 115015 | 12 | 3101 | 3250 | 3406 | 3570 | 3744 |
| Legal Secretary II | 115016 | 12 | 3427 | 3594 | 3765 | 3949 | 4140 |
| Senior Human Resources Technician | 150014 | 12 | 3326 | 3485 | 3652 | 3830 | 4016 |
| Supervising Crime Scene Technician | 410013 | 12 | 4482 | 4701 | 4930 | 5172 | 5424 |

EXHIBIT 14
Unit 14 – Management Confidential Classes (CFMEA)

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|---|----------|----------|-------|---|------|---|------|---|
| Administrative Manager | 220025e | – | E11 | | 7781 | - | 9717 | |
| Airports Marketing & Public Relations Coordinator | 310150e | – | E14 | | 5903 | | 7372 | |
| Airports Operations Manager | 310020e | – | E12 | | 7074 | - | 8834 | |
| Airports Planning Manager | 310019e | – | E12 | | 7074 | - | 8834 | |
| Airports Properties Manager | 310021e | – | E12 | | 7074 | - | 8834 | |
| Assistant City Clerk | 115030e | – | E14 | | 5903 | - | 7372 | |
| Building Services Manager | 230031e | – | E11 | | 7781 | - | 9717 | |
| Business Manager | 150019e | – | E12 | | 7074 | - | 8834 | |
| City Traffic Engineer | 210076e | – | E13 | | 2840 | - | 8834 | |
| Communications Manager | 125060e | – | E11 | | 7781 | - | 9717 | |
| Community Sanitation Manager | 720040e | – | E14 | | 5903 | - | 7372 | |
| Construction Manager | 210096 | – | E12 | | 7074 | - | 8834 | |
| Deputy City Engineer | 210081e | – | E11 | | 7781 | - | 9717 | |
| Division Manager | 150024e | – | E12 | | 7074 | | 8834 | |
| Economic Development Analyst | 150095e | – | E14 | | 5903 | - | 7372 | |
| Facilities Manager | 810040e | – | E12 | | 7074 | - | 8834 | |
| Fleet Manager | 720032e | – | E12 | | 7074 | - | 8834 | |
| Housing & Neighborhood Revitalization Manager | 230065e | – | E11 | | 7781 | - | 9717 | |
| Information Services Manager | 125055e | – | E11 | | 7781 | - | 9717 | |
| Law Office Manager | 115020e | – | E13 | | 2840 | - | 8834 | |
| Management Analyst III | 150022e | – | E13 | | 2840 | - | 8834 | |
| Parks Manager | 510035e | – | E12 | | 7074 | - | 8834 | |
| Personnel Manager | 150026e | – | E12 | | 7074 | - | 8834 | |
| Planning Manager | 220010e | – | E11 | | 7781 | - | 9717 | |
| Projects Administrator | 150063e | – | E11 | | 7781 | - | 9717 | |
| Public Works Manager | 210095e | – | E11 | | 7781 | - | 9717 | |
| Purchasing Manager | 140005e | – | E12 | | 7074 | - | 8834 | |
| Recreation Manager | 520025e | – | E12 | | 7074 | - | 8834 | |

e Exempt class, see Section 4.

EXHIBIT 14
Unit 14 – Management Confidential Classes (CFMEA)

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|-----------------------------|----------|----------|-------|---|------|---|------|---|
| Revenue Manager | 135026e | – | E12 | | 7074 | - | 8834 | |
| Senior Management Analyst | 150023e | – | E14 | | 5903 | - | 7372 | |
| Sewer Maintenance Manager | 630010e | – | E13 | | 2840 | - | 8834 | |
| Solid Waste Manager | 640040e | – | E12 | | 7074 | - | 8834 | |
| Training Officer | 150046e | – | E14 | | 5903 | - | 7372 | |
| Transit Maintenance Manager | 320060e | – | E13 | | 2840 | - | 8834 | |
| Transit Operations Manager | 320055e | – | E12 | | 7074 | - | 8834 | |
| Wastewater Manager | 620095e | – | E13 | | 2840 | - | 8834 | |
| Water System Manager | 610075e | – | E13 | | 2840 | - | 8834 | |

e Exempt class, see Section 4.

| EXHIBIT 15 Unit 15 – Airport Public Safety Supervisors (FAPSS) | | | | | | | |
|---|-------------|-------------|------|------|------|------|------|
| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
| Airport Public Safety Supervisor* | 310003 | 12 | 6420 | 6743 | 7081 | 7433 | 7808 |
| Airport Public Safety Supervisor** | 310005 | 12 | 5615 | 5894 | 6190 | 6500 | 6823 |

* Hired before July 1, 2010

** Hired after July 1, 2010

APPENDIX TO SALARY RESOLUTION

- 1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
- 2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).
- 3 This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level.
- 5 This class is in a flexibly-staffed series. The probationary period for employees in the Emergency Services Dispatcher I class shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.
- 6 A person promoting from Police Officer Recruit to Police Officer after one year at “A” step must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class.
- 7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.
- 8 Not applicable to current City employees.
- e Exempt class, see Section 4.

* * * * *

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

I, YVONNE SPENCE, 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 _____, 2016.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2016
Mayor Approval/No Return: _____, 2016
Mayor Veto: _____, 2016
Council Override Vote: _____, 2016

YVONNE SPENCE, CMC
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM:
CITY ATTORNEY'S OFFICE

BY: _____
Tina R. Griffin, Assistant City Attorney