

**Regular Council Meeting**  
**November 17, 2022**

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CITY OF FRESNO  
CITY CLERK'S OFFICE

**FRESNO CITY COUNCIL**



**Supplement Packet**

**ITEM(S)**

**1-M (22-1765)**

Actions pertaining to amendments to resolutions and ordinances related to compensation and benefits for the city employees and charter officials

[TITLE TRUNCATED FOR SUPPLEMENTAL PACKET COVER PAGE]

**Contents of Supplement** Staff report, 5<sup>th</sup> Amendment to the Salary Resolution, Resolution Amending the Transparency in City Government Act, 3<sup>rd</sup> Amendment to the Position authorization Resolution, Bill for introduction setting compensation of elective officers, and bill for introduction related to criteria of reimbursement of expenses for Mayor and Councilmembers.

**Item(s)**

**Supplemental Information:**

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available for public inspection in the City Clerk's Office, 2600 Fresno Street, during normal business hours (main location pursuant to the Brown Act, G.C. 54957.5(2)). In addition, Supplemental Packets are available for public review at the City Council meeting in the City Council Chambers, 2600 Fresno Street. Supplemental Packets are also available on-line on the City Clerk's website.

**Americans with Disabilities Act (ADA):**

The meeting room is accessible to the physically disabled, and the services of a translator can be made available. Requests for additional accommodations for the disabled, sign language interpreters, assistive listening devices, or translators should be made one week prior to the meeting. Please call City Clerk's Office at 621-7650. Please keep the doorways, aisles and wheelchair seating areas open and accessible. If you need assistance with seating because of a disability, please see Security.

## **REPORT TO THE CITY COUNCIL**

**FROM:** TJ MILLER, Interim Director  
Personnel Services Department

**BY:** JENNIFER MISNER, Assistant Director  
Personnel Services Department

### **SUBJECT**

..Title

Actions pertaining to amendments to resolutions and ordinances related to compensation and benefits for city employees and charter officials

1.\*\*\*RESOLUTION - Adoption of 5<sup>th</sup> Amendment to the FY 2023 Salary Resolution No. 2022-152 (Subject to Mayor's Veto)

2.\*\*\*RESOLUTION - Adoption of Amendment to the "Transparency in City Government Act" (Transparency Act) (Subject to Mayor's Veto)

3.\*\*\* Resolution Adopting the 3<sup>rd</sup> Amendment to "A Resolution of the Council of the City of Fresno Establishing the Number of Positions Authorized in the Various Departments and Offices of the City for Fiscal Year 2023 removing the 8 positions from the Budget Division of the Mayor and City Manager's Offices and adding 10 positions to the newly created Department of Budget and Management Studies (Subject to Mayor's Veto)

4.Introduction of Bill, Amending Ordinance No. 2022-22 of the Fresno Municipal Code and Adopting an Ordinance Setting Forth the Compensation of Elective Officers

5.Introduction of Bill, Amending Ordinance No. 2017-10 of the Fresno Municipal Code and Adopting an Ordinance Related to Reimbursement of Expenses for Elected Officials

..Body

### **RECOMMENDATION**

Staff recommends that Council adopt items 1-5 above related to compensation and benefits for City employees and charter officials.

### **EXECUTIVE SUMMARY**

More recently, and in this current competitive job market, it has been recognized that some City positions remain vacant and are proving to be hard to fill. In addition, it is critical to retain employees that we do have, who are being lured by other jurisdictions.

### **BACKGROUND**

#### 1. Adoption of 5<sup>th</sup> Amendment to the FY 2023 Salary Resolution No. 2022-152

The City's Salary Resolution is the document which establishes employee compensation rates and schedules and other requirements.

The proposed changes to the Salary Resolution are as follows:

Section 8 – Management Leave (formerly “Administrative Leave”), changes are being requested to align with Fire Management and FPOA management. The amount of hours for employees in the E1-E5 Executive Pay Range is being increased from 60 hours to 80 hours, with up to 60 hours allowed for cash out. In addition, the previously awarded Supplemental Management Leave is being re-established at 32 hours. Supplemental Management Leave is not automatic and is to be awarded by the City Manager, City Attorney, City Clerk or Retirement Administrator for extraordinary performance. Supplemental Management Leave may not be cashed out; however, the employee may elect to transfer up to 32 hours of Supplemental Management Leave to a Special HRA bank to be credited to an HRA account for eligible employees upon retirement at 80% of the employee’s current hourly base rate of pay at the time of retirement.

Section 9 – Annual Leave Accrual. Adds 100 hours to the accumulation of unused Annual Leave for employees in E1-E5 ranges.

Section 14 – Certificate Pay. Currently, the classes of Principal Internal Auditor or Internal Auditor can receive certificate pay if he/she are licensed as a CPA by the State of California or as a Certified Internal Auditor by the Institute for Internal Auditors. The requested change adds the Controller classification as available for certificate pay.

Section 17 – Compensation for Full-Time Employees Occupying Permanent Positions in Exhibit 2. In this section Deferred Compensation is being removed from inclusion as part of base salary. Instead, Deferred Compensation will be allowed in addition to base salary. Also, in this section, as previously adopted by council, the Recruitment and Incentive Pay (described in Section 26) is also identified as in addition to base salary. Also, allows employees in E5 range to receive \$75 in City deferred compensation contribution (E6-E22 already receive).

## 2. Amendments to Transparency Act

Article I – Removes deferred compensation contributions and recruitment and/or retention incentives from the definition of Bonus. Further defines Executive Employees as those management and confidential employees set forth in Unit 2 of the Salary Resolution.

Article III – The original Transparency Act adopted in 2010 required a listing of positions and earnings as reported on W-2s. Since 2010, State law was enacted (California Government Code section 53891 and 53892) which requires the City to positions and compensation data to the State Controller’s Office on an annual basis, but in a different format than the W-2 reporting. Staff supports transparency in reporting employee compensation information; however, providing the data in two separate formats is redundant and overburdensome. Staff is requesting to eliminate the duplication of reporting and continue to report to the State Controller’s office and provide the link **publicpay.ca.gov** on the City’s website to easily direct the Council and public to the Controller’s portal.

Article V – Removes deferred compensation from the definition as unauthorized pay. Also allows salary increases to be retroactive for no more than 30 days to allow for delays in processing employee action forms. Allows for up to one year (vs. six months) of severance pay in employment contract and up to 3 months severance to employees without contracts for the good of the service. Also removes prohibition of salary increases being received by employees who have provided verbal or written notice to the appointing authority of intent to separate. This provision has eliminated the ability to succession plan as employees are making retirement decisions. The employees do not want to advise appointment authority of intent to separate/retire in advance to not disqualify themselves for future salary increases. This has resulted in the appointing authority receive short notice and limits our ability to have time to recruit to fill the vacancy created.

Article VIII – Eliminates the provision requiring the City Manager to make a presentation to the Council and submit a written report outlining all the reporting required.

Article IX – Directs Council and the public to [publicpay.ca.gov](http://publicpay.ca.gov) for City compensation data.

### 3. 3<sup>rd</sup> Amendment to the PAR

The Budget Division is currently part of the City Manager's Office. The staffing of the office has not increased significantly for many years, while the workload has grown substantially. Staff believes the Budget Division should transition into its own department entitled "Department of Budget and Management Studies" and two positions be added in addition to the current 8 positions. This will allow a more vertical organizational structure that will assist in reducing the overwhelming workload of staff.

### 4. Amendment to Ordinance 2022-22 and Adopting Ordinance Setting Forth Compensation of Elected Officials

Under the Plan rules, Elected Officials are prohibited from participating in the City's Retirement System. Research indicates that many cities allow their elected officials to participate in their retirement plan (of the 11 cities used in the Benchmark Cities Comparative Elected Officials Compensation Survey, Anaheim, Long Beach, Oakland, Riverside, Sacramento, San Jose, and Santa Ana, allow elected officials to participate in the retirement plan. In addition, Los Angeles and San Francisco also allow Elected Official participation. Fresno's Deferred Compensation Plan does not prohibit Elected Officials from participating. As such, staff is recommending that the City contribute an amount to the Mayor and Councilmembers at a comparable percentage (11%) as if they were in the City's retirements system and the City were making contributions as it does for employees.

Any elected officials who is a retiree and drawing retirement payments from the City's retirement plan do not qualify for City contributions to the Deferred Compensation Plan.

## **5. Amendment to Ordinance 2017-10 and Adopting Ordinance Related to Reimbursement of Expenses for Elected Officials**

Since at least 1989, the Mayor and Councilmembers have been reimbursed for expenses incurred on City business. The amount of reimbursement has been set at the same level since at least 1989. Staff is recommending that the monthly car and monthly general and miscellaneous expense allowance be increased to current levels.

For Car and Travel Allowance, the monthly allowance would be increased to \$500 for the Mayor and \$450 for councilmembers. For General and Miscellaneous Expense Allowance, the amounts would be increased to \$850 per month for the Mayor, to \$843.75 per month for the Council President and \$750 per month for Councilmembers. These amounts reflect cost of living increases from 1989 to the present.

### **ENVIRONMENTAL FINDINGS**

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a "project" and is therefore exempt from the California Environmental Quality Act requirements.

### **LOCAL PREFERENCE**

Local preference is not implicated because this item does not involve public contracting or bidding with the City of Fresno.

### **FISCAL IMPACT**

Any increases in expenditures will be absorbed in existing Budget appropriations.

#### **Attachments:**

1. 5<sup>th</sup> Amendment to Salary Resolution, Salary Resolution (clean), Salary Resolution (redlined)
2. Resolution Amending the Transparency in City Government Act (clean and redlined of Transparency Act)
3. 3<sup>rd</sup> Amendment to the Position Authorization Resolution (PAR)
4. Bill for Introduction – Amendment to Ordinance Setting Compensation of Elective Officers
5. Bill for Introduction – Amendment to Ordinance Relating to Criteria of Reimbursement of Expenses for Mayor and Councilmembers

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE FIFTH AMENDMENT TO RESOLUTION NO. 2022-152 ENTITLED "A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE COMPENSATION RATES AND SCHEDULES AND RELATED REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND SCHEDULES FOR FISCAL YEAR 2023"

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

SECTION 1.

Section 8 of the Narrative is hereby amended to (1) Add 80 hours of Management Leave credit to employees in the E1-E5 Executive Pay Range in Exhibit 2, Unit 2; and (2) Add Supplemental Management Leave up to 32 hours per fiscal year for employees in the E1-E5 Executive Pay Range in Exhibit 2, Unit 2 at the discretion of the employee's appointing authority, effective November 21, 2022.

SECTION 2.

Section 9 of the Narrative is hereby amended to add 100 hours to the accumulation of unused Annual leave for employees in Executive Pay ranges E1- E5 in Exhibit 2, Unit 2, effective November 21, 2022.

SECTION 3.

Section 14 of the Narrative is hereby amended to add Controller to the listed classifications entitled to receive an additional five percent of base pay for required certification, effective November 21, 2022.

SECTION 4.

Section 17, subdivisions A, C, D, E is hereby amended to remove deferred compensation as base pay and add it as an authorized compensation up to the IRS deferral limits each calendar year if authorized in an approved at-will employment agreement for employees in Exhibit 2, Unit 2, effective November 21, 2022.

1 of 3

Date Adopted:  
Date Approved:  
Effective Date: 11/17/22  
City Attorney Approval: 

Sixth Amendment to Salary  
Resolution No. 2022-152  
Resolution No. \_\_\_\_\_

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

I, TODD STERMER, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_ 2022.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2022  
Mayor Approval/No Return: \_\_\_\_\_, 2022  
Mayor Veto: \_\_\_\_\_, 2022  
Council Override Vote: \_\_\_\_\_, 2022

TODD STERMER  
City Clerk

By: \_\_\_\_\_  
Deputy Date

APPROVED AS TO FORM:  
RINA M. GONZALES  
Interim City Attorney

By: \_\_\_\_\_  
Tina R. Griffin Date  
Chief Assistant City Attorney



# Fiscal Year 2023

(July 1, 2022 – June 30, 2023)

## Salary Resolution

**Personnel Services Department**

Date Adopted:  
Date Approved:  
Effective Date: 11/17/-2022  
City Attorney Approval: 

Fiscal Year 2023 Salary Resolution

Resolution No. 2022-152

## TABLE OF CONTENTS

|             |                                                                                                                                                                                                                            |    |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| SECTION 1.  | SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES .....                                                                                                                                                                         | 1  |
| SECTION 2.  | SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN.....                                                                                                                                                                         | 1  |
| SECTION 3.  | RATES OF PAY .....                                                                                                                                                                                                         | 5  |
| SECTION 4.  | EXEMPT JOB CLASSES .....                                                                                                                                                                                                   | 6  |
| SECTION 5.  | WAGES, OVERTIME AND SICK LEAVE FOR TEMPORARY EMPLOYEES...                                                                                                                                                                  | 6  |
| SECTION 6.  | FLEXIBLE STAFFING .....                                                                                                                                                                                                    | 7  |
| SECTION 7.  | ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2.....                                                                                                                                                                    | 7  |
| SECTION 8.  | MANAGEMENT LEAVE (formerly "Administrative Leave") .....                                                                                                                                                                   | 8  |
| SECTION 9.  | ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2 .....                                                                                                                                                                              | 10 |
| SECTION 10. | HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2 .....                                                                                                                                                                                  | 11 |
| SECTION 11. | SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES .....                                                                                                                                                                                | 12 |
| SECTION 12. | MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2 .....                                                                                                                                                                       | 12 |
| SECTION 13. | SALARY RATES .....                                                                                                                                                                                                         | 13 |
| SECTION 14. | CERTIFICATE PAY.....                                                                                                                                                                                                       | 13 |
| SECTION 15. | BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING<br>PERMANENT CLASSES .....                                                                                                                                         | 13 |
| SECTION 16. | BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT<br>POSITIONS IN EXHIBIT 2.....                                                                                                                                        | 14 |
| SECTION 17. | COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING<br>PERMANENT POSITIONS IN EXHIBIT 2 .....                                                                                                                                   | 17 |
| SECTION 18. | BENEFITS FOR POLICE CADETS AND PERMANENT PART-TIME<br>EMPLOYEES .....                                                                                                                                                      | 19 |
| SECTION 19. | CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS .....                                                                                                                                                                  | 22 |
| SECTION 20. | SPECIAL PROVISIONS FOR EMPLOYEES ON LEAVE FOR MILITARY<br>SERVICE.....                                                                                                                                                     | 23 |
| SECTION 21. | BEREAVEMENT LEAVE.....                                                                                                                                                                                                     | 23 |
| SECTION 22. | LEAVE INTEGRATION WITH STATE DISABILITY INSURANCE (SDI) FOR<br>NEW EMPLOYEES AND EMPLOYEES TRANSITIONING FROM A<br>BARGAINING UNIT WITH SDI; LEAVE INTEGRATION WITH THE CITY'S<br>LONG TERM DISABILITY INSURANCE PLAN..... | 24 |
| SECTION 23. | SALARIES FOR EMPLOYEES IN EXHIBIT 2, EXHIBIT 8, AND PERMANENT<br>PART-TIME EMPLOYEES WHILE ABSENT DUE TO INJURY IN THE LINE<br>OF DUTY .....                                                                               | 25 |
| SECTION 24. | BENCHMARKING DELETED CLASSIFICATIONS AND PAY STEPS.....                                                                                                                                                                    | 25 |
| SECTION 25. | TEMPORARY EMPLOYMENT OF CITY RETIREE .....                                                                                                                                                                                 | 26 |
| SECTION 26. | RECRUITMENT AND RETENTION INCENTIVE .....                                                                                                                                                                                  | 26 |
| SECTION 27. | UNUSUAL CIRCUMSTANCES .....                                                                                                                                                                                                | 29 |
| SECTION 28. | CONFLICTING RESOLUTIONS.....                                                                                                                                                                                               | 29 |
| SECTION 29. | RESOLUTION EFFECTIVE DATE .....                                                                                                                                                                                            | 29 |

RESOLUTION NO. 2022-152

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 2023

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. 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") or employment agreement that is authorized and in compliance with Article V of the City of Fresno Transparency in Government Act 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 employment agreement shall prevail.

SECTION 2. SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN

The step plan of each salary range shall be applied and interpreted as follows for permanent and probationary employees appointed to permanent positions:

- 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, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority, 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. Each subsequent step shall be paid upon completion of one (1) year of service at the prior step.

Progression to successive steps in the salary range shall be automatic with two exceptions. Exception 1; Following and unsatisfactory performance evaluation, a step progression 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, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

Exception 2; an off cycle or an accelerated step advancement may occur upon recommendation of the appointing authority and the Director of Personnel Services whenever an employee exhibits unusual merit as demonstrated in an employee performance evaluation. Six (6) months of service equals 1,040 hours of service, and one (1) year of service equals 2,080 hours of service, except where employees work a 56 hour-hour workweek, six (6) months of service equals 1,456 hours of service, and one (1) year of service equals 2,912 hours of service.

- E. 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.
- F. 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.

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.

- G. 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.
- H. A permanent employee, assigned to a higher class on a limited, interim or provisional 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 Section 2, subsection F above.
- I. 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"), until the highest step is greater than the Y rate, but no other employee may be adjusted to this rate, and it shall no longer be in effect after the incumbent vacates the classification.
- J. Except as noted in Section 2, subsection E above, step increases shall become effective immediately upon completion of required service. For purposes of this section, any employee who is absent without pay, excluding statutorily protected leave such as, but not limited to leaves taken under the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), Pregnancy Disability Leave (PDL), and Military Leave, 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 calendar weeks shown, and advancement to the next step shall be delayed by such number of calendar weeks:

| <u>At least</u> | <u>But less than</u> | <u>Calendar Weeks</u><br><u>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>Calendar Weeks</u><br><u>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.

- K. Transfer to a different classification with the same salary range and in which no salary change occurs, shall result in a new anniversary date upon which advancement to the next step shall be calculated, or merit increase shall be considered.
- L. 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. The salary for each employee in the executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or designee.

The City Manager or 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 executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or designee.

The City Manager or designee shall promulgate such rules and regulations deemed appropriate in the implementation and administration of Section 2, Subsection (P)(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 their 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 the 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 (P)(2)(b).
  - d. System members who retire or enter DROP on or after July 1, 2015, who vacated a Unit 14 class before January 6, 2020, and thereafter does not return to said class, shall have any previously held Executive Pay Range salaries determined in accordance with Section 2, Subsection (P)(2)(b).
- M. Except where provided in this subsection, temporary assignment to perform the duties of absent employees shall be in accordance with FMC Section 3-260.

After any employee holding a permanent position in Exhibit 2 has completed 40 hours of service in a higher class 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 of the lowest step in the salary range of the higher class, which must be at least three and one-half percent (3.5%) higher than the rate received in the employee's regular class assignment. If the three and one-half (3.5%) increase requires a payment greater than the highest step, then the highest step shall be paid.

### 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 is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,080,

except that 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 as exempt in any exhibit attached to this salary resolution whose job codes are marked with an "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 SICK LEAVE FOR TEMPORARY EMPLOYEES

- A. Temporary 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. Sick Leave for Temporary Employees:
  - 1. Temporary employees will earn one (1) hour of Sick Leave for every thirty (30) hours of work, including overtime. This accrual will begin on the first day of employment. Sick Leave Accruals will be capped at forty-eight (48) hours. Sick Leave may be carried over from year to year.
  - 2. Temporary employees will be eligible to use Sick Leave on the ninetieth (90<sup>th</sup>) day of employment.
  - 3. 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).

#### 4. Protected Sick Leave for Temporary Employees

- a. Temporary employees will accumulate and be able to use Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014 (i.e., Labor Code §§245 et seq.)

- b. Temporary employees may use up to three (3) days as Protected Sick Leave or twenty-four (24) hours, whichever is greater, in each fiscal year (July 1 through June 30).

- 5. 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 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, the essential duties are being satisfactorily performed, and the department director recommends such appointment.

### 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, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

Each 4/10 work schedule will consist of a total of 40 scheduled hours of actual work time per workweek. The workweek 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 workweeks. All employees working a 9/80 work schedule shall have an FLSA workweek, 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 workweek 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 11 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. Employees in non-exempt classifications who are off on a holiday which is a regular work day must either take two (2) hours Vacation Leave, Annual Leave, Holiday Leave, 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 Leave: Employees on a 4/10 or 9/80 work schedule shall accumulate the same number of hours Vacation Leave per month as under a 5/8 work schedule. Vacation Leave will be granted for the actual number of hours absent, provided the employee has a sufficient balance of Vacation Leave hours.

SECTION 8. MANAGEMENT LEAVE (formerly "Administrative Leave")/SUPPLEMENTAL MANAGEMENT LEAVE

A. For exempt 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 above), shall be granted Management Leave as provided in this subsection 1. Eighty (80) hours shall be credited to employees in the E1-E5 Executive Pay Range on the first day in July of each fiscal year. Effective November 21, 2022, employees in the E1-E5 Executive Pay Range shall be credited with a prorated balance of the 80 hours for each full calendar month remaining in the fiscal year. For all other exempt employees in Exhibit 2, sixty (60) hours shall be credited to employees on 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 the applicable prorated balance of Management Leave for

each full calendar month remaining in such appointment in the fiscal year, including full-time employees in limited or provisional appointments.

2. Unused Management Leave will not be carried over to the next fiscal year. Employees in E1-E5 Executive Pay Ranges may request payment and be compensated for up to sixty (60) hours of Management Leave during the fiscal year in which it is credited. All other employees in Exhibit 2 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. All such requested payments will be subject to rules established by the City Manager, City Attorney, City Clerk, or Retirement Administrator, as appropriate for their respective areas of authority. Employees shall be compensated for any Management Leave balance, not to exceed eighty (80) hours, upon termination from City service.
3. Management Leave shall be scheduled at the convenience of the department. Approval by the City Manager or designee must be obtained before an appointing authority appointed by the City Manager may take such leave.

B. For exempt employees in Exhibit 2, Supplemental Management Leave shall be granted as follows:

(a) The City Manager, City Attorney, City Clerk, or Retirement Administrator, as appropriate for their respective areas of authority, may grant up to an additional thirty-two (32) hours per fiscal year on July 1<sup>st</sup> of Supplemental Management Leave for employees in the E1-E5 Executive Pay Range.

(b) The additional Supplemental Management Leave granted cannot be cashed out by employees.

(c) At the employee's option, up to thirty-two (32) hours of the additional Supplemental Management Leave per fiscal year may be transferred to a Special HRA Bank to be credited to an HRA account for eligible employees upon service retirement at eighty percent (80%) of the employee's current hourly base rate of pay at the time of retirement. Hours in the Special HRA bank may not be used as leave time and cannot be cashed out. There will be no cash out or transfer of hours in the Special HRA bank for employees who are not eligible to participate in the HRA upon retirement. Employees must remain in an E1-E5 Executive Pay Range in order to retain hours credited to the Special HRA Bank. Employees who do not remain in an E1-E5 Executive Pay Range for any reason will cease getting credit of Special HRA bank hours and shall no longer accrue additional Supplemental Management Leave.

(d) Interim and provisional appointments to classifications in E1-E5 Executive Pay Range are not eligible for the Supplemental Management Leave.

C. For employees in Non-Exempt classifications, Management Leave shall be as follows:

Full-time employees in non-exempt classifications who are in limited or provisional appointments to exempt classifications, shall receive five (5) hours of Management Leave for the exempt classification 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, and, if applicable, Section 8.A.1. above.

## SECTION 9. ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2

For employees on a forty (40) hour work schedule, the Annual Leave Plan shall be as follows:

### 1. Annual Leave Accrual –

- a. Less than Ten (10) Years – For such employees who have been continuously employed by the City for less than ten (10) years in permanent positions, 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.

More than Ten (10) Years – For such employees who have been continuously employed by the City for ten (10) years or more in permanent positions, 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.

- b. Accumulation Limit – The accumulation of unused Annual Leave will not exceed 1,300 hours for employees in Executive Pay ranges E1 through E4; 1,100 hours for employees in the E5 range; and 840 hours for employees in the, E6, E7, E8, E10, E11, E12, E13, E15, E16, E17, E19, E20, E21 and E22 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. Annual Leave Used for Protected Sick Leave

- a. Employees holding a permanent position included in Exhibit 2, shall be allowed to use up to the hours of Annual Leave accrued in six (6) months for Protected Sick Leave for the purposes identified in California Labor Code Section 233. The employee, at their sole discretion, must determine whether to designate leave as Protected Sick Leave under California Labor Code 233. Employees shall note this designation when reporting the absence.

### 3. Annual Leave Pay Out

- 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%) of their Annual Leave balance, whichever is greater, each fiscal year between July 1<sup>st</sup> and December 31<sup>st</sup>; no cash out may be completed between January 1<sup>st</sup> and June 30<sup>th</sup>. Cash outs of Annual Leave balances are not pensionable for retirement purposes.
- 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 pensionable for retirement purposes.

4. Frozen Sick Leave

- a. Use of Frozen Sick Leave – Frozen Sick Leave balances may be used by the employee in accordance with provisions of FMC section 3-107, or for those purposes defined in California Labor Code section 233 up to the statutory amount for the fiscal year unless the statutory amount has been satisfied by use of other leaves for the fiscal year.
- b. Unused Frozen Sick Leave Pay Out – Upon separation from City service by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who meet the eligibility criteria in Section 16(F) shall be credited with the number of accumulated Frozen Sick Leave balances in excess of 240 hours at the time of retirement multiplied by eighty percent (80%) 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 16(F).

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

SECTION 10. 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. Employees shall also accrue eight (8) hours of Holiday Leave on July 1<sup>st</sup> and January 1<sup>st</sup> of each calendar year.
- B. Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Holiday Leave balance, whichever is greater, each fiscal year between July 1<sup>st</sup> and March 31<sup>st</sup>; no cash out may be completed between April 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 their Holiday Leave 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 of 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 pensionable for retirement purposes with the exception of members of Tier 2 of Fire and Police Retirement System.

#### SECTION 11. SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES

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 a lifetime 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 may utilize earned and accrued Supplemental Sick Leave hours as follows:

- Once Sick Leave and Annual Leave have been exhausted;
- As service credit on an hour-per-hour basis upon retirement;
- To be cashed out at retirement or separation from the City, if not eligible for participation in the HRA;
- In the performance of community activities during the course of the employee's normal work day, with the appropriate approval;
- Placed in the HRA in accordance with Section 16(F); or
- Once Sick Leave and Annual Leave have been exhausted during the first and second year of employment, where an employee is accruing Supplemental Sick Leave, up to half of the hours of Supplemental Sick Leave accrued in a fiscal year for Protected Sick Leave used only for those purposes identified in California Labor Code 233. Use of Protected Sick Leave must be authorized and recorded by the department director or designee.

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

#### SECTION 12. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2

City employees in classifications 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 13. SALARY RATES

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

|              |                                                     |
|--------------|-----------------------------------------------------|
| EXHIBIT 1    | Non-Supervisory Blue Collar                         |
| EXHIBIT 2    | Non-Represented Management and Confidential Classes |
| EXHIBIT 3    | Non-Supervisory White Collar                        |
| EXHIBIT 4    | Non-Management Police                               |
| EXHIBIT 5    | Fire Non-Management                                 |
| EXHIBIT 6    | Bus Drivers and Student Drivers                     |
| EXHIBIT 7    | Non-Supervisory Groups and Crafts                   |
| EXHIBIT 8    | Non-Represented                                     |
| EXHIBIT 9    | Police Management                                   |
| EXHIBIT 10   | Fire Management                                     |
| EXHIBIT 11   | 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 Classes                                  |
| EXHIBIT 15   | Airport Public Safety Supervisors                   |

#### SECTION 14. CERTIFICATE PAY

- A. Each employee who holds a permanent appointment to a position in the classes of Controller, Principal Internal Auditor or Internal Auditor who has been licensed as a Certified Public Accountant (CPA) by the State of California or as a Certified Internal Auditor (CIA) 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 (CASP) and are in a position identified by a department director as eligible for Certificate Pay shall receive \$200 per month.
- C. Employees who possess and maintain a Fundamental Payroll Certification (FPC) and are in a position identified by a department director as eligible shall receive \$100 per month in Certificate Pay.

#### SECTION 15. 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. 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. Employees who fail to recertify will no longer receive bilingual premium pay.
- 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.
- 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 16. 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. The City's contribution towards employee health insurance 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 and the City shall pay seventy percent (70%).

The employee may opt to contribute the amount necessary to make up the difference through payroll deductions, or accept a reduced coverage option.

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 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.
- C. The City provides Long Term Disability Insurance for employees in accordance with terms of the policy.
- D. Employees may elect to make contributions through payroll deductions for voluntary supplemental benefits made available by the City.
- E. Employees in Exhibit 2 hired with the City 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. Employees who transfer, demote, or promote, into Unit 2 and were paying an additional one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System immediately prior to entering Unit 2, shall continue to pay the additional one and one half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Employees Retirement System. The employee shall have no option to receive the one and one-half percent (1.5%) contribution in cash. The one and one-half percent (1.5%) contribution paid by the employee will not be credited to an employee's accumulated contribution account, nor will it be deposited into a member's Deferred Retirement Account Program (DROP) account.

Unit 2 employees who are members of Tier 2 of the Fire and Police Retirement System, hired on or after July 1, 2019, shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the 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 Fire and Police Retirement System. The employee shall have no option to receive the three percent (3%) contribution in cash. The three percent (3%) 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.

- F. The City currently maintains a Health Reimbursement Arrangement (HRA) 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 Bereavement Leave, and statutorily protected hours used for workers' compensation benefits, and/or other statutorily protected leave such as, but not

limited to, Family and Medical Leave Act and Protected Sick Leave taken for the purposes identified in California Labor Code Section 233 in the 24 months preceding their date of retirement), will be credited with an account for the employee under the HRA to be used to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses pursuant to City of Fresno Retiree HRA Plan Document. 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 80 percent (80%) 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 80 percent (80%) 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 to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses 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, employees eligible for HRA shall not be allowed to cash out any accumulated or accrued Supplemental Sick Leave or Frozen Sick Leave or Sick Leave at retirement.

- G. 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 be applied retroactively to those employees who separated from City employment on or after July 1, 2012.

SECTION 17. COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2

- A. The following forms of compensation, when authorized, are to be included in base salary:
  - a. Salary; and
  - b. Any other form of compensation not specified in paragraph C below.
- B. 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.
- C. The following forms of compensation, when authorized by Administrative Order, 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. Payment for employee's attendance at 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, Peace Officer Standards and Training (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; and
  - n. City contributions to health and welfare benefits paid during the term of any severance period.
  - o. City funded deferred compensation contributions up to the IRS deferral limits set each calendar year.
  - p. Recruitment and/or retention incentive pay when authorized pursuant to Section 26 below.
- D. Compensation paid to employees in the form of cash 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.
- E. The following forms of compensation are authorized for employees in Exhibit 2, 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 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; and
  - h. City contributions to health and welfare benefits paid during the term of any severance period.

- i. City funded contributions to deferred compensation up to the IRS deferral limits set each calendar year.
  - j. Recruitment and/or incentive pay when authorized pursuant to Section 26 below.
- F. Performance bonuses for exempt employees, received prior to November 12, 2015, shall be considered pensionable compensation for calculation of retirement benefits and shall not be included as part of base salary.
- G. Employees in Exhibit 2 who are in job classes with Executive Pay Ranges E5 through E22 are eligible to receive up to seventy-five dollars (\$75) per month. This benefit is for employees who voluntarily participate in the City's 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.

**SECTION 18. BENEFITS FOR POLICE CADETS AND PERMANENT PART-TIME EMPLOYEES**

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

6. Protected Sick Leave

Employees will accumulate and be able to use Protected Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014, up to twenty-four (24) hours or three (3) days each fiscal year, whichever is greater.

Employees will earn one (1) hour of leave for every thirty (30) hours of work, including overtime. This accrual will begin on July 1, 2015, or the first day of employment, whichever is later. Accruals of Protected Sick Leave will be capped at forty-eight (48) hours. Accruals of Protected Sick Leave may be carried over from year to year.

Employees who leave City employment and return within one (1) year from the date of separation will have unused Protected Sick Leave accruals restored up to forty-eight (48) hours.

7. Bilingual Premium Pay

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

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

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

4. Holidays

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

5. Leave for PPT Employees in Exhibit 2

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

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

1. The first three (3) days or twenty-four (24) hours, whichever is greater, of leave shall be Protected Sick Leave by an employee on or after July 1 of each year if used for the purposes noted in subsection C.2 below, and will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014. The leave will not be used or considered for the purpose of corrective and/or disciplinary action.

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

2. Protected Sick Leave can be used for:
  - 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).
3. After the employee has taken the first three (3) days of Protected Sick Leave for purposes as defined in subsection C.2 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.
4. Protected Sick Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval time off.
5. Employees who leave City Employment and return within one (1) year from the date of separation will have unused Sick Leave accruals restored up to forty-eight (48) hours.

**SECTION 19. CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS**

- A. Employees changing from a bargaining unit with leave banks that are the same as leave banks in the bargaining unit to which they are transferring, will maintain their existing leave balances (e.g., Vacation Leave to Vacation Leave, Sick Leave to Sick Leave, Supplemental Sick Leave to Supplemental Sick Leave), subject to Section 19, Subsection (H) Leave Caps below.

Employees in a bargaining unit with Management Leave who move to a bargaining unit with Management Leave will maintain their existing leave balances.

- B. Annual Leave/Vacation Leave - Employees with an Annual Leave balance transferring to a position in a bargaining unit which is not covered by Annual Leave, may either cash out unused Annual Leave at the former class' base rate of pay, or convert the unused Annual Leave to a non-accruing Annual Leave bank.

The conversion is obtained by multiplying unused Annual Leave hours by the former class's base rate of pay (converted to an hourly figure), dividing the product by the new 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, with appropriate approval.

Conversion example:

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

Employees with Vacation Leave transferring to a bargaining unit with Annual Leave will have all Vacation accruals converted to Annual Leave.

- C. Sick Leave – Employees with Sick Leave who move to a bargaining unit with Annual Leave will have their unused Sick Leave balances frozen, as Frozen Sick Leave.
- D. Supplemental Sick Leave – Employees with Supplemental Sick Leave who transfer to a bargaining unit with no Supplemental Sick Leave may either cash the leave out at the former class' base rate of pay or continue to maintain the Supplemental Sick Leave. If the employee elects to retain the Supplemental Sick Leave, it may be used pursuant to Section 11.
- E. Employee Incentive Time Off (EITO) – Employees with EITO who transfer to a bargaining unit with no EITO will have the EITO balance cashed out at the former class' base rate of pay at the time of transfer.
- F. Compensatory Time Off (CTO) – Employees with CTO who transfer to a bargaining unit with no CTO, will have all time cashed out at the former class' rate of pay. Employees with CTO who transfer to a bargaining unit with CTO will be subject to all provisions regarding CTO in the new bargaining unit. If the employee's CTO balance is over the cap

of the new bargaining unit, any CTO above the cap will be cashed out at the former class' base rate of pay.

- G. Management Leave – Employees in a bargaining unit with Management Leave who move to a bargaining unit with no Management Leave will have their Management Leave cashed out at the former class' base rate of pay at the time of transfer.
- H. Leave Caps - When employees transfer from one bargaining unit to a different bargaining unit that has a lower leave accrual cap for leave other than Sick Leave, all leave over the cap will be cashed out at the former class' base rate of pay upon the conclusion of the second pay period after the transfer in bargaining unit. The cash out is obtained by multiplying the amount of hours over the new cap by the former class' base rate of pay (converted to an hourly figure).

Employees with Sick Leave who transfer to a bargaining unit with Sick Leave whose balance is over the cap of the new bargaining unit will have any hours above the Sick Leave cap converted to a Frozen Sick Leave bank.

Employees with Holiday Leave who transfer to a bargaining unit with a Holiday Leave whose balance is over the cap of the new bargaining unit will have any Holiday Leave above the cap converted to a Special Holiday Leave bank.

Employees with Special Holiday Leave who transfer to a bargaining unit with no Holiday Leave cap will have all Special Holiday Leave converted to Holiday Leave.

## SECTION 20. 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 deployments of more than thirty-one (31) days 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, Annual and/or Management Leave balances to which they are otherwise entitled by unit designation and employee status during the period of deployment.

## SECTION 21. BEREAVEMENT LEAVE

In accordance with FMC Section 3-107 (f), upon the death of a member of an employee's immediate family, the employee shall be allowed to use Sick Leave (or Annual Leave) as is actually necessary to take care of funeral arrangements or attend the funeral, but not to exceed four working days; provided, however, that members of the fire fighting forces working a twenty-four hour shift shall be allowed such Sick Leave not to exceed two regular working shifts.

For the purpose of this provision, immediate family includes: the employee's child, parent, spouse, registered domestic partner, parent-in-law, grandparent, grandchildren, or sibling.

An employee may use Sick Leave to attend the funeral of a person other than a member of the immediate family if granted such leave by their department director. The department director shall notify Personnel Services Director when any employee is granted such leave.

**SECTION 22. LEAVE INTEGRATION WITH STATE DISABILITY INSURANCE (SDI) FOR NEW EMPLOYEES AND EMPLOYEES TRANSITIONING FROM A BARGAINING UNIT WITH SDI; LEAVE INTEGRATION WITH THE CITY'S LONG TERM DISABILITY INSURANCE PLAN**

**A. INTEGRATION WITH STATE DISABILITY INSURANCE (INCLUDING PAID FAMILY LEAVE) ("SDI/PFL")**

Employees eligible for SDI/PFL benefits under Section 2601, et seq. of California Unemployment Insurance Code receive benefits pursuant to California Unemployment Insurance Code Section 2655.

Newly hired employees eligible for the SDI/PFL benefit and employees transitioning from a bargaining unit with SDI/PFL participation are eligible to integrate their leave balances under this Section. Integrating leave balances is defined as using the SDI/PFL benefit combined with an appropriate number of hours per work week of the employee's available leave balances added together to provide regular, bi-weekly income.

Before leave integration will occur, an employee must file a claim as required under SDI/PFL and make a timely election to integrate leave with SDI/PFL benefits which shall be no more than 100 percent of the employee's normal bi-weekly gross wages (excluding overtime pay) immediately prior to the start of the disability period.

A timely election to integrate leave shall be notification to the City as soon as practical, but no later than fourteen (14) calendar days after the date of the SDI/PFL claim. Notification shall be provided by completing an Agreement to Integrate Leave Balance form made available in each department or from Payroll directly. Extensions beyond fourteen (14) calendar days may be given due to exigent good cause circumstances on a case-by-case basis by the Director of Personnel Services or their designee.

Employees who elect to integrate as described above must provide Payroll with a copy of the Employment Development Department's (EDD) Notice of Computation within fourteen (14) calendar days of the issue date of the Notice, and are required to authorize EDD to share benefit computations with the City on their initial claim forms. Extensions beyond fourteen (14) calendar days due to exigent good cause circumstances, such as the employee being incapacitated, may be considered on a case-by-case basis. Leave integration will not be allowed or provided for any period before the City receives the signed Agreement to Integrate Leave Balance and the Notice of Computation, including retroactive integration, unless exigent good cause circumstances apply (i.e., integration will occur only on a prospective basis after the City's receipt of the required leave integration paperwork unless exigent good cause circumstances apply).

Integrating leave balances with SDI/PFL benefits will continue only if leave balances are available and the employee remains eligible to receive SDI/PFL benefits. Once integration begins, it will continue as long as leave balances are available and SDI/PFL benefits continue.

Integration will end, whichever comes first in time, upon: (1) notification from the employee that SDI/PFL benefits have terminated, (2) the employee exhausting all leave balances and/or donated time resulting in leave without pay status, (3) the employee's return to work, or (4) the employee's separation from City employment.

An employee who is integrating leave and has exhausted all other leave balances may apply for donated time in accordance with City policies. Donated time will be integrated in the same manner as all other available leave time as described in this Section.

#### B. INTEGRATION WITH THE CITY'S LONG TERM DISABILITY PLAN

Employees eligible for the City's Long Term Disability Plan may elect to integrate leave time with those Plan benefits by signing an integration agreement as soon as practical, but no later than fourteen (14) calendar days after the Long Term Disability claim date. Notification shall be provided by completing an integration agreement form made available by the City indicating whether or not the employee desires to integrate leave with the claim. Extensions beyond fourteen (14) calendar days may be given due to exigent good cause circumstances on a case-by-case basis by the Director of Personnel Services or their designee.

Employees who elect to integrate as described above must provide Payroll with a copy of the City's Long Term Disability Plan's Notice of Award within fourteen (14) calendar days of the issue date of the Notice. Extension beyond fourteen (14) calendar days due to exigent good cause circumstances, such as the employee being incapacitated, may be considered on a case-by-case basis.

Integration will end, whichever comes first in time, upon: (1) notification from the employee that Plan benefits have terminated, (2) the employee exhausting all leave balances and/or donated time resulting in leave without pay status, (3) the employee's return to work, or (4) the employee's separation from City employment.

#### SECTION 23. SALARIES FOR EMPLOYEES IN EXHIBIT 2, EXHIBIT 8, AND PERMANENT PART-TIME 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. BENCHMARKING DELETED CLASSIFICATIONS AND PAY STEPS

Consistent with FMC Section 3-205, the job classifications or pay step identified in Exhibit 16 have been deleted and a pay relationship to calculate retirement benefits for the respective job

classifications or pay step are hereby established as incorporated by this reference. Exhibit 16 reflects benchmarked job classifications and pay steps since January 28, 2016.

#### SECTION 25. TEMPORARY EMPLOYMENT OF CITY RETIREE

Consistent with Fresno Municipal Code Sections 3-345 and 3-557 former employees who are receiving a retirement benefit from the City of Fresno Fire and Police Retirement System or the City of Fresno Employees Retirement System may be employed on a temporary basis not to exceed 2080 hours over the course of two consecutive fiscal years if there is a showing made by the appointing authority that the person possesses special skills or experience necessary to perform the duties of the position. Before commencing such temporary employment, there must be a bona-fide employment separation. For the purposes of this Section, "bona fide employment separation" means: (1) there has been no explicit or implicit understanding or agreement before their retirement, and for at least 90 calendar days after their retirement, between the employee and the City of their future temporary employment with the City, and (2) upon their retirement, the retired employee provides no work for the City, including work as a full-time, part-time, or seasonal employee; an employee through a third-party contract with the City; an independent contractor; or a leased employee, for at least 90 calendar days.

#### SECTION 26. RECRUITMENT AND RETENTION INCENTIVE

Effective upon amendment of the Transparency Act to permit recruitment incentives and retention incentives, such incentives may be paid for particular classifications, provided:

- A. Classifications are designated as hard to fill by the City Manager, the City Attorney, the Retirement Administrator, or the City Clerk, and;
- B. The City Council concurs with the appointing authority's designation by majority vote, and;
- C. The recruitment incentive or the retention incentive does not exceed the equivalent of one month's salary at the top step, or the top of the range, for the classification, and;
- D. No employee shall be eligible for both a recruitment incentive and retention incentive in the same fiscal year, whether in the same classification or in different classifications, and;
- E. An employee, having received a recruitment incentive, must work in the same classification for twelve (12) consecutive months prior to becoming eligible to receive a retention incentive, and;
- F. The recruitment incentive and retention incentive shall be, lump-sum payments, and shall not be pensionable, and;
- G. Payment of any recruitment incentive or retention incentive is authorized at the sole discretion of the City Manager, the City Attorney, the City Clerk or the Retirement Administrator provided the above conditions are met.

Effective March 14, 2022, current permanent City employees who refer an eligible candidate for Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III

that is hired by the City as a permanent employee in a respective classification will receive a Referral Incentive of up to a total of one thousand dollars (\$1,000) per referral, subject to the terms outlined below:

A. Police Officer Recruit

The Referral Incentive will be paid in two (2) increments of five hundred dollars (\$500) up to the total one thousand dollars (\$1,000) as follows:

1. Upon the Police Officer Recruit's hire and commencement of work with the City; and
2. Upon the Police Officer Recruit's successful completion of the field training program, as determined by Police Administration;

B. Police Officer Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral Police Officer referral, the candidate referred must, at the time of filing an employment application with the City for a Police Officer position:
  - a. Be currently working for another California law enforcement agency;
  - b. Have two (2) years of experience as a full-time peace officer in California; and
  - c. Possess a current California P.O.S.T. certificate.
2. Employees who refer lateral Police Officer hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral Police Officer has a minimum of two years of separation from the Fresno Police Department as a full-time peace officer and has met the requirements of (a) and (c) described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
  - a. Upon the lateral Police Officer's hire and commencement of work with the City;
  - b. Upon the lateral Police Officer's successful completion of the field training program, as determined by Police Administration;
  - c. Upon the lateral Police Officer's successful completion of the probationary period; and
  - d. Upon the lateral Police Officer's successful completion of an additional twelve (12) months of City service following the successful completion of the probationary period.

C. Emergency Services Dispatcher (ESD) II or III Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral ESD II or III, the candidate referred must, at the time of filing an employment application with the City for an ESD II or III position, have been employed for at least two (2) consecutive years during the past three (3) years with a law enforcement agency in a classification equivalent to an Emergency Dispatcher II with the City of Fresno Police Department.
2. Employees who refer lateral ESD II or III hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral ESD II or III has a minimum of two (2) years of separation from the Fresno Police Department as a permanent full-time ESD and has met the requirements described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
  - a. Upon the lateral ESD's hire and commencement of work with the City;
  - b. Upon the lateral ESD's successful completion of the ESD training program, as determined by Police Administration;
  - c. Upon the lateral ESD's completion of the probationary period; and
  - d. Upon the lateral ESD's completion of an additional twelve (12) months of City service following the successful completion of the probationary period.
- D. Only one current permanent City employee may receive the Referral Incentive for each eligible candidate hired by the City as a permanent Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III.
- E. The referring employee must be designated in writing by the candidate at the time the application for employment is submitted to for the referring employee to be eligible for the Referral Incentive.
- F. Should the referred Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III fail to meet any of the metrics outlined above, the referring employee will be ineligible to receive the coinciding incentive(s).
- G. Employees in the Personnel Services Department, members of the Police Department Recruiting Unit, members of Unit 9 – Police Management, and other employees directly involved in a candidate's hiring process are not eligible to receive the Referral Incentive.
- H. The Referral Incentive is not compensable for retirement purposes.

**SECTION 27. 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 28. CONFLICTING RESOLUTIONS**

Resolution No. 2021-176, 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 29. RESOLUTION EFFECTIVE DATE**

Upon final legislative approval, this Resolution shall become effective July 1, 2022.

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

| CLASS TITLE                              | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Airports Building Maintenance Technician | 310011              | 12              | 3850 | 4044 | 4245 | 4457 | 4679 |
| Airports Operations Leadworker           | 310010              | 12              | 4498 | 4722 | 4959 | 5207 | 5467 |
| Airports Operations Specialist           | 310012              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Automotive Parts Leadworker              | 145006              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Automotive Parts Specialist              | 145005              | 12              | 3715 | 3901 | 4095 | 4301 | 4515 |
| Aviation Mechanic I                      | 410039 <sup>4</sup> | 12 <sup>4</sup> | 4988 | 5239 | 5498 | 5775 | 6063 |
| Aviation Mechanic II                     | 410040 <sup>4</sup> | 12 <sup>4</sup> | 5488 | 5761 | 6049 | 6353 | 6668 |
| Aviation Mechanic Leadworker             | 410041              | 12              | 6036 | 6337 | 6654 | 6986 | 7336 |
| Body & Fender Repairer                   | 320036              | 12              | 4988 | 5239 | 5498 | 5775 | 6063 |
| Body & Fender Repairer Leadworker        | 320037              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Body & Fender Repairer Trainee           | 320035 <sup>7</sup> | 6 <sup>7</sup>  | 4497 | 4721 | 4958 | 5206 | 5466 |
| Brake & Front End Specialist             | 710085              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Bus Air Conditioning Mechanic            | 320031              | 12              | 4988 | 5239 | 5498 | 5775 | 6063 |
| Bus Air Conditioning Mechanic Leadworker | 320032              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Bus Air Conditioning Mechanic Trainee    | 320030 <sup>7</sup> | 6 <sup>7</sup>  | 4497 | 4721 | 4958 | 5206 | 5466 |
| Bus Equipment Attendant Leadworker       | 320040              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Bus Mechanic I                           | 320020 <sup>4</sup> | 12 <sup>4</sup> | 4497 | 4721 | 4958 | 5206 | 5546 |
| Bus Mechanic II                          | 320021 <sup>4</sup> | 12 <sup>4</sup> | 4988 | 5239 | 5498 | 5775 | 6063 |
| Bus Mechanic Leadworker                  | 320022              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Collection System Maintenance Specialist | 630002              | 12              | 4548 | 4775 | 5014 | 5264 | 5527 |
| Collection System Maintenance Technician | 630001              | 12              | 4135 | 4341 | 4559 | 4785 | 5025 |
| Combination Welder                       | 710067              | 12              | 4988 | 5239 | 5498 | 5775 | 6063 |
| Combination Welder Leadworker            | 710066              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Communications Technician I              | 710050              | 12              | 4471 | 4696 | 4929 | 5175 | 5434 |
| Communications Technician II             | 710051              | 12              | 4929 | 5175 | 5434 | 5705 | 5991 |

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

<sup>7</sup> 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    |
|-------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Cross Connection Control Specialist | 610040              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Custodian                           | 810001              | 12              | 3053 | 3205 | 3366 | 3533 | 3709 |
| Electronic Equipment Installer      | 710060              | 12              | 3627 | 3807 | 3999 | 4198 | 4408 |
| Equipment Service Worker I          | 710075              | 12              | 3715 | 3901 | 4095 | 4301 | 4515 |
| Equipment Service Worker II         | 710076              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Fire Equipment Mechanic I           | 420010 <sup>7</sup> | 6 <sup>7</sup>  | 4497 | 4721 | 4958 | 5206 | 5466 |
| Fire Equipment Mechanic II          | 420011              | 12              | 4988 | 5239 | 5498 | 5775 | 6063 |
| Fire Equipment Mechanic Leadworker  | 420012              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Graffiti Abatement Technician       | 710009              | 12              | 3666 | 3849 | 4044 | 4245 | 4457 |
| Heavy Equipment Mechanic I          | 710100 <sup>4</sup> | 12 <sup>4</sup> | 4497 | 4721 | 4958 | 5206 | 5466 |
| Heavy Equipment Mechanic II         | 710101 <sup>4</sup> | 12 <sup>4</sup> | 4988 | 5239 | 5498 | 5775 | 6063 |
| Heavy Equipment Mechanic Leadworker | 710102              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Heavy Equipment Operator            | 710025              | 12              | 4639 | 4873 | 5115 | 5372 | 5638 |
| Instrumentation Specialist          | 620025              | 12              | 5253 | 5517 | 5793 | 6082 | 6385 |
| Instrumentation Technician          | 620026              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Irrigation Specialist               | 510005              | 12              | 4035 | 4237 | 4448 | 4670 | 4902 |
| Laborer                             | 710005              | 12              | 3098 | 3240 | 3388 | 3543 | 3709 |
| Light Equipment Mechanic I          | 710095 <sup>4</sup> | 12 <sup>4</sup> | 4497 | 4721 | 4958 | 5206 | 5466 |
| Light Equipment Mechanic II         | 710096 <sup>4</sup> | 12 <sup>4</sup> | 4988 | 5239 | 5498 | 5775 | 6063 |
| Light Equipment Mechanic Leadworker | 710097              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Light Equipment Operator            | 710020              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Locksmith                           | 810015              | 12              | 3739 | 3926 | 4121 | 4327 | 4543 |
| Maintenance & Construction Worker   | 710015              | 12              | 3715 | 3901 | 4095 | 4301 | 4515 |
| Maintenance & Operations Assistant  | 710001              | 12              | 3098 | 3240 | 3388 | 3543 | 3709 |

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

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    |
|-------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Maintenance Carpenter I                         | 810020              | 12              | 4115 | 4320 | 4536 | 4762 | 5000 |
| Maintenance Carpenter II                        | 810021              | 12              | 4538 | 4766 | 5003 | 5252 | 5516 |
| Park Equipment Mechanic II                      | 710110              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Park Equipment Mechanic Leadworker              | 710111              | 12              | 4497 | 4721 | 4958 | 5206 | 5466 |
| Parking Meter Attendant I                       | 710125 <sup>4</sup> | 12 <sup>4</sup> | 3358 | 3526 | 3703 | 3887 | 4082 |
| Parking Meter Attendant II                      | 710126 <sup>4</sup> | 12 <sup>4</sup> | 3696 | 3880 | 4072 | 4276 | 4491 |
| Parking Meter Attendant III                     | 710127              | 12              | 4064 | 4266 | 4479 | 4704 | 4937 |
| Parks Maintenance Leadworker                    | 510003              | 12              | 4035 | 4237 | 4448 | 4670 | 4902 |
| Parks Maintenance Worker I                      | 510001              | 12              | 3053 | 3205 | 3366 | 3533 | 3709 |
| Parks Maintenance Worker II                     | 510002              | 12              | 3667 | 3850 | 4044 | 4245 | 4457 |
| Power Generation Operator/Mechanic              | 620055              | 12              | 5536 | 5811 | 6103 | 6406 | 6727 |
| Property Maintenance Leadworker                 | 810007              | 12              | 4123 | 4328 | 4545 | 4773 | 5011 |
| Property Maintenance Worker                     | 810006              | 12              | 3850 | 4044 | 4247 | 4458 | 4679 |
| Roofer                                          | 810010              | 12              | 3739 | 3925 | 4122 | 4327 | 4543 |
| Sanitation Operator                             | 640021              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Senior Collection System Maintenance Specialist | 630004              | 12              | 5002 | 5251 | 5515 | 5790 | 6079 |
| Senior Communications Technician                | 710052              | 12              | 5437 | 5708 | 5995 | 6293 | 6608 |
| Senior Custodian                                | 810002              | 12              | 3358 | 3526 | 3703 | 3887 | 4082 |
| Senior Heavy Equipment Operator                 | 710026              | 12              | 5711 | 5997 | 6296 | 6611 | 6942 |
| Senior Sanitation Operator                      | 640022              | 12              | 4639 | 4873 | 5115 | 5372 | 5638 |
| Senior Wastewater Mechanical Specialist         | 620062              | 12              | 5032 | 5284 | 5547 | 5826 | 6115 |
| Senior Wastewater Treatment Plant Operator      | 620043              | 12              | 5844 | 6138 | 6444 | 6766 | 7104 |
| Senior Water Distribution/Production Operator   | 610030              | 12              | 5844 | 6138 | 6444 | 6766 | 7104 |
| Senior Water Treatment Plant Operator           | 610039              | 12              | 5965 | 6263 | 6576 | 6905 | 7249 |
| Solid Waste Safety & Training Specialist        | 640005              | 12              | 4426 | 4641 | 4871 | 5108 | 5358 |

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

| EXHIBIT 1<br>Unit 1 – Non-Supervisory Blue Collar (Local 39) |                     |                 |      |      |      |      |      |
|--------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| CLASS TITLE                                                  | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Street Maintenance Leadworker                                | 710040              | 12              | 4190 | 4398 | 4617 | 4849 | 5090 |
| Street Sweeper Lead Operator                                 | 710036              | 12              | 4497 | 4721 | 4958 | 5206 | 5466 |
| Street Sweeper Operator                                      | 710035              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Tire Maintenance & Repair Technician                         | 710081              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Tire Maintenance Worker                                      | 710080              | 12              | 3715 | 3901 | 4095 | 4301 | 4515 |
| Traffic Maintenance Leadworker                               | 710046              | 12              | 4190 | 4398 | 4617 | 4849 | 5090 |
| Traffic Maintenance Worker I                                 | 710044 <sup>4</sup> | 12 <sup>4</sup> | 3454 | 3627 | 3807 | 3999 | 4198 |
| Traffic Maintenance Worker II                                | 710045 <sup>4</sup> | 12 <sup>4</sup> | 3799 | 3988 | 4189 | 4397 | 4615 |
| Tree Trimmer Leadworker                                      | 510010              | 12              | 4157 | 4364 | 4583 | 4813 | 5054 |
| Utility Leadworker                                           | 710010              | 12              | 4035 | 4237 | 4448 | 4670 | 4902 |
| Waste Container Maintenance Worker                           | 640010              | 12              | 3358 | 3526 | 3703 | 3887 | 4082 |
| Wastewater Distributor Technician                            | 620050              | 12              | 3759 | 3946 | 4144 | 4350 | 4567 |
| Wastewater Mechanical Specialist                             | 620061              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Wastewater Mechanical Technician                             | 620060              | 12              | 4345 | 4562 | 4788 | 5028 | 5279 |
| Wastewater Treatment Plant Operator-In-Training              | 620040 <sup>1</sup> | -               | 3759 | 3946 | 4144 | 4350 | 4567 |
| Wastewater Treatment Plant Specialist                        | 620042 <sup>5</sup> | 12 <sup>5</sup> | 5032 | 5284 | 5547 | 5826 | 6115 |
| Wastewater Treatment Plant Technician                        | 620041 <sup>5</sup> | 12 <sup>5</sup> | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water Distribution/Production Specialist                     | 610029              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water Distribution/Production Technician                     | 610028              | 12              | 4345 | 4562 | 4788 | 5028 | 5279 |
| Water Maintenance Mechanic Specialist                        | 610032              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water System Trainee                                         | 610023 <sup>1</sup> | -               | 3098 | 3240 | 3388 | 3543 | 3709 |
| Water Treatment Plant Operator                               | 610042              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water Treatment Plant Operator-In-Training                   | 610041 <sup>1</sup> | -               | 3759 | 3946 | 4144 | 4350 | 4567 |
| Water Maintenance Mechanic Technician                        | 610031              | 12              | 4345 | 4562 | 4788 | 5028 | 5279 |
| Water Quality Specialist                                     | 610034              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water Quality Technician                                     | 610033              | 12              | 4345 | 4562 | 4788 | 5028 | 5279 |
| Welder                                                       | 710065              | 12              | 4497 | 4721 | 4958 | 5206 | 5466 |

- 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).
- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can "flex" to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 5 This class is in a flexibly-staffed series. The probationary period for employees in these classes 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 2**  
**Unit 2 – Non-Represented Management and Confidential Classes**

| CLASS TITLE                              | JOB CODE | PROB PER | RANGE | Minimum |   | Maximum |
|------------------------------------------|----------|----------|-------|---------|---|---------|
| Airport Public Safety Manager            | 310004e  | -        | E7    | 8291    | - | 11401   |
| Assistant City Attorney                  | 160008e  | -        | E4    | 11389   | - | 17979   |
| Assistant City Manager                   | 150135e  | -        | E3    | 15190   | - | 20887   |
| Assistant Controller                     | 135020e  | -        | E5    | 9588    | - | 14806   |
| Assistant Director                       | 150160e  | -        | E5    | 9588    | - | 14806   |
| Assistant Director of Personnel Services | 150043e  | -        | E5    | 9588    | - | 14806   |
| Assistant Director of Public Utilities   | 620100e  | -        | E5    | 9588    | - | 14806   |
| Assistant Director of Public Works       | 210089e  | -        | E5    | 9588    | - | 14806   |
| Assistant Police Chief                   | 415010e  | -        | E5    | 9588    | - | 14806   |
| Assistant Retirement Administrator       | 135040e  | -        | E5    | 9588    | - | 14806   |
| Background Investigator                  | 410055   | -        | E16   | 4086    | - | 6323    |
| Budget Analyst                           | 135006e  | 12       | E15   | 5411    | - | 7205    |
| Budget Manager                           | 135008e  | -        | E5    | 9588    | - | 14806   |
| Chief Assistant City Attorney            | 160015e  | -        | E3    | 15190   | - | 20887   |
| Chief Information Officer                | 125067e  | -        | E4    | 11389   | - | 17979   |
| Chief Labor Negotiator*                  | 150030e  | -        | E6    | 8558    | - | 13181   |
| Chief of Staff to Councilmember          | 150086e  | -        | E10   | 3124    | - | 10364   |
| Chief of Staff to the Mayor              | 150123e  | -        | E5    | 9588    | - | 14806   |
| City Attorney                            | 160009e  | -        | E1    | 17294   | - | 23779   |
| City Attorney Investigator               | 160003   | -        | E15   | 5411    | - | 7205    |
| City Clerk                               | 150125e  | -        | E4    | 11389   | - | 17979   |
| City Engineer                            | 210080e  | -        | E4    | 11389   | - | 17979   |
| City Manager                             | 150130e  | -        | E1    | 17294   | - | 23779   |
| Community Coordinator                    | 150075e  | -        | E11   | 4086    | - | 6956    |
| Community Outreach Specialist            | 150230e  | -        | E11   | 4086    | - | 6956    |
| Controller                               | 135021e  | -        | E4    | 11389   | - | 17979   |
| Council Assistant                        | 150085e  | -        | E10   | 3124    | - | 10364   |
| Deputy City Attorney II                  | 160006e  | -        | E8    | 7537    | - | 10364   |
| Deputy City Attorney III                 | 160007e  | -        | E7    | 8291    | - | 11401   |

e Exempt class, see Section 4

\*Effective 10/3/22, by the Third Amendment to the Salary Resolution 2022-152.

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

| CLASS TITLE                                | JOB CODE             | PROB PER | RANGE | Minimum |   | Maximum |
|--------------------------------------------|----------------------|----------|-------|---------|---|---------|
| Deputy City Manager*                       | 150140e              | -        | E6    | 8558    | - | 13181   |
| Director                                   | 150170e              | -        | E4    | 11389   | - | 17979   |
| Director of Aviation                       | 310045e              | -        | E4    | 11389   | - | 17979   |
| Director of Development                    | 220020e              | -        | E4    | 11389   | - | 17979   |
| Director of Personnel Services             | 150042e              | -        | E4    | 11389   | - | 17979   |
| Director of Public Utilities               | 620101e              | -        | E4    | 11389   | - | 17979   |
| Director of Transportation                 | 310040e              | -        | E4    | 11389   | - | 17979   |
| Economic Development Coordinator           | 150090e              | -        | E10   | 3124    | - | 10364   |
| Economic Development Director              | 150099e              | -        | E4    | 11389   | - | 17979   |
| Executive Assistant to Department Director | 115003e              | -        | E19   | 3978    | - | 6169    |
| Executive Assistant to the City Attorney   | 115004e              | -        | E17   | 3978    | - | 7094    |
| Executive Assistant to the City Manager    | 115001e              | -        | E17   | 3978    | - | 7094    |
| Executive Assistant to the Mayor           | 115002e              |          | E17   | 3978    |   | 7094    |
| Fire Chief                                 | 425007e              | -        | E3    | 15190   | - | 20887   |
| Governmental Affairs Manager               | 150240e              | -        | E10   | 3124    | - | 10364   |
| Human Resources Manager                    | 150025e              | -        | E7    | 8291    | - | 11401   |
| Independent Reviewer                       | 150220e              | -        | E5    | 9588    | - | 14806   |
| Internal Auditor                           | 135010e              | 12       | E15   | 5411    | - | 7205    |
| Investment Officer                         | 135014e              | -        | E6    | 8558    | - | 13181   |
| Management Analyst II                      | 150032e <sup>†</sup> | 12       | E15   | 5411    | - | 7205    |
| Payroll Accountant                         | 130016e              | 12       | E20   | 5705    | - | 7596    |
| Payroll Manager                            | 135012e              | -        | E7    | 8291    | - | 11401   |
| Police Chief                               | 415008e              | -        | E2    | 15570   | - | 21420   |

<sup>†</sup> This is one position assigned to the Labor Relations Division in the Personnel Services Department, working on confidential issues related to negotiations with bargaining units.

e Exempt class, see Section 4.

\*Effective 10/3/22, by the Third Amendment to the Salary Resolution 2022-152.

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

| CLASS TITLE                             | JOB CODE             | PROB PER | RANGE | Minimum |   | Maximum |
|-----------------------------------------|----------------------|----------|-------|---------|---|---------|
| Principal Budget Analyst                | 135009e              | -        | E7    | 8291    | - | 11401   |
| Principal Internal Auditor              | 135011e              | -        | E8    | 7537    | - | 10364   |
| Principal Labor Relations/Risk Analyst* | 150018e              | -        | E12   | 7914    | - | 10882   |
| Project Liaison/Program Administrator*  | 150062e              | -        | E13   | 9766    | - | 12501   |
| Public Affairs Officer                  | 150118e              | -        | E8    | 7537    | - | 10364   |
| Public Works Director                   | 210085e              | -        | E4    | 11389   | - | 17979   |
| Retirement Administrator                | 135030e              | -        | E3    | 15190   | - | 20887   |
| Retirement Benefits Manager             | 135045e              | -        | E7    | 8291    | - | 11401   |
| Retirement Office Manager               | 115007e              | -        | E17   | 3978    | - | 7094    |
| Senior Budget Analyst                   | 135007e              | -        | E8    | 7537    | - | 10364   |
| Senior Deputy City Attorney I           | 160013e              | -        | E6    | 8558    | - | 13181   |
| Senior Deputy City Attorney II          | 160014e              | -        | E21   | 9414    | - | 14500   |
| Senior Deputy City Attorney III         | 160016e              | -        | E22   | 9884    | - | 15224   |
| Senior Human Resources/Risk Analyst     | 150017e              | -        | E8    | 7537    | - | 10364   |
| Senior Law Clerk                        | 115022 <sup>10</sup> | -        | E16   | 4086    | - | 6323    |
| Supervising Deputy City Attorney        | 160010e              | -        | E5    | 9588    | - | 14806   |

E Exempt class, see Section 4.

<sup>10</sup> Persons in this classification are limited to no more than two (2) consecutive years in this class.

\*Effective 10/3/22, by the Third Amendment to Salary Resolution 2022-152.

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

| CLASS TITLE                                    | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Account Clerk I                                | 130001 <sup>3</sup> | 6 <sup>3</sup>  | 2926 | 3059 | 3197 | 3345 | 3504 |
| Account Clerk II                               | 130002 <sup>3</sup> | 12 <sup>3</sup> | 3234 | 3383 | 3544 | 3704 | 3875 |
| Accountant-Auditor I                           | 130011 <sup>4</sup> | 12 <sup>4</sup> | 4675 | 4889 | 5115 | 5364 | 5615 |
| Accountant-Auditor II                          | 130012 <sup>4</sup> | 12 <sup>4</sup> | 5187 | 5427 | 5690 | 5961 | 6243 |
| Accounting Technician                          | 130010              | 12              | 3904 | 4088 | 4280 | 4477 | 4690 |
| Administrative Clerk I                         | 110001 <sup>3</sup> | 6 <sup>3</sup>  | 2715 | 2841 | 2967 | 3104 | 3245 |
| Administrative Clerk II                        | 110002 <sup>3</sup> | 12 <sup>3</sup> | 3058 | 3199 | 3344 | 3500 | 3661 |
| Airports Operations Officer I                  | 310006 <sup>4</sup> | 12 <sup>4</sup> | 4736 | 4969 | 5208 | 5469 | 5742 |
| Airports Operations Officer II                 | 310009 <sup>4</sup> | 12 <sup>4</sup> | 5208 | 5469 | 5742 | 6030 | 6332 |
| Airports Property Specialist I                 | 175001 <sup>4</sup> | 12 <sup>4</sup> | 5068 | 5313 | 5565 | 5826 | 6108 |
| Airports Property Specialist II                | 175002 <sup>4</sup> | 12 <sup>4</sup> | 5873 | 6153 | 6450 | 6756 | 7083 |
| Associate Electrical Safety Consultant I       | 230022              | 12              | 5861 | 6140 | 6435 | 6739 | 7064 |
| Associate Electrical Safety Consultant II      | 230023              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |
| Associate Environmental & Safety Consultant I  | 230003              | 12              | 5861 | 6140 | 6435 | 6739 | 7064 |
| Associate Environmental & Safety Consultant II | 230004              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |
| Associate Plumbing & Mechanical Consultant I   | 230012              | 12              | 5861 | 6140 | 6435 | 6739 | 7064 |
| Associate Plumbing & Mechanical Consultant II  | 230013              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |
| Billing System Specialist                      | 125075              | 12              | 4300 | 4502 | 4715 | 4928 | 5158 |
| Budget Technician                              | 135005              | 12              | 3905 | 4085 | 4277 | 4478 | 4690 |
| Building Inspector I                           | 230007 <sup>4</sup> | 12 <sup>4</sup> | 5406 | 5663 | 5931 | 6217 | 6510 |
| Building Inspector II                          | 230008 <sup>4</sup> | 12 <sup>4</sup> | 5861 | 6140 | 6435 | 6739 | 7064 |
| Building Inspector III                         | 230009              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |

<sup>3</sup> 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.

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

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

| CLASS TITLE                         | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|-------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Call Center Representative I        | 115070 <sup>3</sup> | 6 <sup>3</sup>  | 3197 | 3345 | 3510 | 3662 | 3831 |
| Call Center Representative II       | 115071 <sup>3</sup> | 12 <sup>3</sup> | 3504 | 3662 | 3831 | 4011 | 4200 |
| Central Printing Clerk              | 120005              | 12              | 3043 | 3183 | 3327 | 3483 | 3644 |
| Chemist                             | 620020              | 12              | 5150 | 5400 | 5654 | 5925 | 6207 |
| City Records Specialist             | 115025              | 12              | 3892 | 4072 | 4263 | 4463 | 4675 |
| Commercial Building Inspector       | 230015              | 12              | 5861 | 6140 | 6435 | 6739 | 7064 |
| Community Recreation Assistant      | 520010              | 12              | 3718 | 3884 | 4045 | 4208 | 4393 |
| Community Revitalization Specialist | 230053              | 12              | 5276 | 5530 | 5795 | 6111 | 6366 |
| Community Revitalization Technician | 230059              | 12              | 3670 | 3841 | 4020 | 4210 | 4408 |
| Community Services Officer I        | 410025 <sup>4</sup> | 12 <sup>4</sup> | 3458 | 3615 | 3783 | 3958 | 4142 |
| Community Services Officer II       | 410026 <sup>4</sup> | 12 <sup>4</sup> | 3783 | 3958 | 4142 | 4338 | 4543 |
| Computer Systems Specialist I       | 125010 <sup>4</sup> | 12 <sup>4</sup> | 5406 | 5657 | 5926 | 6211 | 6504 |
| Computer Systems Specialist II      | 125011 <sup>4</sup> | 12 <sup>4</sup> | 5935 | 6216 | 6512 | 6823 | 7154 |
| Computer Systems Specialist III     | 125012              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| Construction Compliance Specialist  | 150055              | 12              | 4523 | 4730 | 4956 | 5192 | 5434 |
| Crime Scene Technician I            | 410010 <sup>4</sup> | 12 <sup>4</sup> | 4330 | 4532 | 4746 | 4971 | 5207 |
| Crime Scene Technician II           | 410011 <sup>4</sup> | 12 <sup>4</sup> | 4746 | 4971 | 5207 | 5454 | 5717 |
| Crime Specialist                    | 410008              | 12              | 5430 | 5686 | 5959 | 6243 | 6546 |
| Customer Services Clerk I           | 115060 <sup>3</sup> | 6 <sup>3</sup>  | 3200 | 3344 | 3496 | 3660 | 3831 |
| Customer Services Clerk II          | 115061 <sup>3</sup> | 12 <sup>3</sup> | 3505 | 3668 | 3841 | 4014 | 4200 |
| Cybersecurity Analyst               | 125090              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| Deputy City Clerk                   | 115028 <sup>4</sup> | 12 <sup>4</sup> | 3448 | 3607 | 3774 | 3950 | 4132 |
| Development Services Coordinator    | 230057              | 12              | 5346 | 5640 | 5914 | 6197 | 6494 |
| Digital Forensics Analyst           | 410050              | 12              | 7129 | 7487 | 7860 | 8253 | 8666 |
| Emergency Services Dispatcher I     | 410001 <sup>5</sup> | 12 <sup>5</sup> | 4250 | 4422 | 4607 | 4817 | 5020 |
| Emergency Services Dispatcher II    | 410002 <sup>5</sup> | 12 <sup>5</sup> | 4594 | 4813 | 5041 | 5278 | 5521 |
| Emergency Services Dispatcher III   | 410003              | 12              | 5055 | 5286 | 5543 | 5799 | 6073 |

<sup>3</sup> 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.

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

<sup>5</sup> This class is in a flexibly-staffed series. The probationary period for employees in these classes 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    |
|---------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Engineer I                                              | 210015 <sup>4</sup> | 12 <sup>4</sup> | 6874 | 7218 | 7578 | 7957 | 8355 |
| Engineer II                                             | 210016 <sup>4</sup> | 12 <sup>4</sup> | 7758 | 8147 | 8554 | 8981 | 9430 |
| Engineering Aide I                                      | 210001 <sup>3</sup> | 6 <sup>3</sup>  | 3386 | 3536 | 3698 | 3870 | 4055 |
| Engineering Aide II                                     | 210002 <sup>3</sup> | 12 <sup>3</sup> | 3955 | 4141 | 4329 | 4530 | 4750 |
| Engineering Inspector I                                 | 230075 <sup>4</sup> | 12 <sup>4</sup> | 5209 | 5474 | 5721 | 5991 | 6281 |
| Engineering Inspector II                                | 230076 <sup>4</sup> | 12 <sup>4</sup> | 5698 | 5967 | 6255 | 6553 | 6868 |
| Engineering Technician I                                | 210005 <sup>4</sup> | 12 <sup>4</sup> | 3978 | 4164 | 4365 | 4559 | 4774 |
| Engineering Technician II                               | 210006 <sup>4</sup> | 12 <sup>4</sup> | 4654 | 4881 | 5106 | 5343 | 5600 |
| Environmental Control Officer                           | 620001              | 12              | 5080 | 5324 | 5569 | 5834 | 6109 |
| Facilities Construction Specialist                      | 230085              | 12              | 5192 | 5433 | 5692 | 5963 | 6250 |
| Fire Prevention Inspector I                             | 420001 <sup>5</sup> | 12 <sup>5</sup> | 4588 | 4803 | 5022 | 5268 | 5519 |
| Fire Prevention Inspector II                            | 420002 <sup>5</sup> | 12 <sup>5</sup> | 5289 | 5530 | 5795 | 6079 | 6366 |
| Fleet Operations Specialist                             | 710105              | 12              | 4852 | 5077 | 5323 | 5573 | 5841 |
| Geographic Information System (GIS) Specialist          | 125025              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| Geographic Information System (GIS) Technician I        | 125026 <sup>4</sup> | 12 <sup>4</sup> | 5430 | 5683 | 5953 | 6239 | 6534 |
| Geographic Information System (GIS) Technician II       | 125027 <sup>4</sup> | 12 <sup>4</sup> | 5962 | 6243 | 6542 | 6854 | 7187 |
| Graphics Technician                                     | 120013              | 12              | 4240 | 4445 | 4661 | 4888 | 5127 |
| Helicopter Pilot                                        | 410033              | 12              | 6362 | 6672 | 6999 | 7342 | 7704 |
| Housing Rehabilitation Specialist                       | 230056              | 12              | 5259 | 5515 | 5788 | 6071 | 6366 |
| Industrial/Commercial Water Conservation Representative | 610015              | 12              | 5089 | 5332 | 5579 | 5845 | 6121 |
| Interpreter/Translator                                  | 150232              | 12              | 5440 | 5739 | 6018 | 6305 | 6607 |
| Laboratory Assistant                                    | 620010              | 12              | 3552 | 3721 | 3893 | 4074 | 4263 |
| Laboratory Technician I                                 | 620011 <sup>4</sup> | 12 <sup>4</sup> | 4270 | 4470 | 4680 | 4899 | 5128 |
| Laboratory Technician II                                | 620012 <sup>4</sup> | 12 <sup>4</sup> | 4690 | 4908 | 5140 | 5386 | 5642 |
| Landscape Water Conservation Specialist                 | 610005              | 12              | 5074 | 5316 | 5569 | 5833 | 6109 |

<sup>3</sup> 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.

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

<sup>5</sup> This class is in a flexibly-staffed series. The probationary period for employees in these classes 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    |
|------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Law Office Assistant               | 115021              | 12              | 4266 | 4474 | 4692 | 4920 | 5158 |
| Network Systems Specialist         | 125030              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| PAR Program Specialist             | 410023              | 12              | 3670 | 3841 | 4020 | 4210 | 4408 |
| Paratransit Specialist             | 320005              | 12              | 3909 | 4094 | 4287 | 4480 | 4690 |
| Parking Enforcement Officer I      | 710120 <sup>4</sup> | 12 <sup>4</sup> | 3003 | 3127 | 3256 | 3384 | 3528 |
| Parking Enforcement Officer II     | 710121 <sup>4</sup> | 12 <sup>4</sup> | 3265 | 3403 | 3544 | 3687 | 3853 |
| Parking Enforcement Officer III    | 710122              | 12              | 3544 | 3687 | 3853 | 4010 | 4183 |
| Park Ranger I*                     | 410060 <sup>4</sup> | 12 <sup>4</sup> | 3458 | 3615 | 3783 | 3958 | 4142 |
| Park Ranger II*                    | 410061 <sup>4</sup> | 12 <sup>4</sup> | 3783 | 3958 | 4142 | 4338 | 4543 |
| Phlebotomist                       | 410007              | 12              | 3552 | 3721 | 3893 | 4074 | 4263 |
| Planner I                          | 220005 <sup>3</sup> | 6 <sup>3</sup>  | 4828 | 5046 | 5287 | 5542 | 5808 |
| Planner II                         | 220006 <sup>3</sup> | 12 <sup>3</sup> | 5440 | 5739 | 6018 | 6305 | 6607 |
| Plans and Permit Technician        | 220002              | 12              | 5169 | 5411 | 5657 | 5934 | 6217 |
| Plans Examiner                     | 210041              | 12              | 5672 | 5928 | 6213 | 6517 | 6824 |
| Police Data Transcriptionist       | 115035              | 12              | 4089 | 4277 | 4476 | 4684 | 4904 |
| Police Support Services Clerk      | 115043              | 12              | 3396 | 3552 | 3716 | 3889 | 4069 |
| Police Support Services Technician | 115044              | 12              | 3726 | 3899 | 4080 | 4274 | 4475 |
| Principal Account Clerk            | 130004              | 12              | 3904 | 4088 | 4280 | 4477 | 4690 |
| Procurement Specialist             | 140002              | 12              | 4903 | 5138 | 5380 | 5636 | 5905 |
| Program Compliance Officer         | 640026              | 12              | 4193 | 4400 | 4614 | 4838 | 5074 |
| Programmer/Analyst I               | 125020 <sup>4</sup> | 12 <sup>4</sup> | 5380 | 5632 | 5898 | 6183 | 6474 |
| Programmer/Analyst II              | 125021 <sup>4</sup> | 12 <sup>4</sup> | 5935 | 6216 | 6512 | 6823 | 7154 |
| Programmer/Analyst III             | 125022              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| Programmer/Analyst IV              | 125023              | 12              | 7171 | 7519 | 7884 | 8259 | 8658 |
| Property & Evidence Technician     | 145010              | 12              | 4154 | 4349 | 4553 | 4768 | 4993 |
| Radio Dispatcher                   | 120015              | 12              | 3602 | 3765 | 3922 | 4095 | 4263 |
| Rangemaster/Armorer                | 410035              | 12              | 4972 | 5208 | 5455 | 5718 | 5989 |

<sup>3</sup> 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.

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

\*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

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

| CLASS TITLE                                | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|--------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Real Estate Finance Specialist I           | 170001 <sup>4</sup> | 12 <sup>4</sup> | 4109 | 4301 | 4497 | 4712 | 4934 |
| Real Estate Finance Specialist II          | 170002 <sup>4</sup> | 12 <sup>4</sup> | 4821 | 5049 | 5289 | 5539 | 5801 |
| Recreation Specialist                      | 520005              | 12              | 4026 | 4211 | 4409 | 4617 | 4833 |
| Retirement Counselor I                     | 135050 <sup>4</sup> | 12 <sup>4</sup> | 3903 | 4087 | 4279 | 4479 | 4690 |
| Retirement Counselor II                    | 135051 <sup>4</sup> | 12 <sup>4</sup> | 4291 | 4491 | 4702 | 4925 | 5158 |
| Safety and Training Specialist             | 150050              | 12              | 4582 | 4804 | 5041 | 5287 | 5546 |
| Secretary                                  | 110050              | 12              | 3661 | 3831 | 4009 | 4195 | 4394 |
| Senior Account Clerk                       | 130003              | 12              | 3557 | 3718 | 3889 | 4072 | 4264 |
| Senior Administrative Clerk                | 110003              | 12              | 3344 | 3500 | 3661 | 3831 | 4009 |
| Senior Call Center Representative          | 115072              | 12              | 4034 | 4228 | 4432 | 4647 | 4872 |
| Senior Commercial Building Inspector       | 230016              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |
| Senior Community Revitalization Specialist | 230054              | 12              | 5914 | 6192 | 6480 | 6794 | 7123 |
| Senior Community Services Officer          | 410027              | 12              | 4116 | 4309 | 4511 | 4720 | 4944 |
| Senior Crime Scene Technician              | 410012              | 12              | 4971 | 5207 | 5454 | 5717 | 5988 |
| Senior Customer Services Clerk             | 115062              | 12              | 4005 | 4185 | 4379 | 4585 | 4800 |
| Senior Deputy City Clerk                   | 115029 <sup>4</sup> | 12 <sup>4</sup> | 3904 | 4084 | 4277 | 4477 | 4690 |
| Senior Engineering Technician              | 210007              | 12              | 5250 | 5498 | 5756 | 6033 | 6311 |
| Senior Fire Prevention Inspector           | 420003              | 12              | 5914 | 6192 | 6480 | 6794 | 7123 |
| Senior Laboratory Technician               | 620013              | 12              | 5228 | 5478 | 5739 | 6012 | 6299 |
| Senior Network Systems Specialist          | 125031              | 12              | 7229 | 7580 | 7947 | 8326 | 8728 |
| Senior Park Ranger*                        | 410062              | 12              | 4116 | 4309 | 4511 | 4720 | 4944 |
| Senior Plans Examiner                      | 210042              | 12              | 6230 | 6521 | 6825 | 7156 | 7504 |
| Senior Procurement Specialist              | 140003              | 12              | 5380 | 5636 | 5905 | 6188 | 6481 |
| Senior Property & Evidence Technician      | 145011              | 12              | 4553 | 4768 | 4993 | 5226 | 5476 |
| Senior Cybersecurity Analyst               | 125091              | 12              | 7229 | 7580 | 7947 | 8326 | 8728 |
| Senior Records Clerk                       | 110101              | 12              | 3557 | 3721 | 3894 | 4075 | 4263 |
| Senior Secretary                           | 110051              | 12              | 3904 | 4084 | 4277 | 4477 | 4690 |

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

\*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

| EXHIBIT 3<br>Unit 3 – Non-Supervisory White Collar (FCEA)       |                     |                 |      |      |      |      |      |
|-----------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| CLASS TITLE                                                     | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Senior Storeskeeper                                             | 145002              | 12              | 4154 | 4349 | 4553 | 4768 | 4993 |
| Senior Utility Service Representative                           | 230092              | 12              | 4289 | 4490 | 4702 | 4923 | 5158 |
| Senior Water Systems Telemetry & Distributed Control Specialist | 610022              | 12              | 7229 | 7580 | 7947 | 8326 | 8728 |
| Staff Assistant                                                 | 150001              | 12              | 3910 | 4094 | 4288 | 4481 | 4691 |
| Storeskeeper                                                    | 145001              | 12              | 3875 | 4057 | 4244 | 4443 | 4652 |
| Survey Party Technician                                         | 210030              | 12              | 4654 | 4881 | 5106 | 5343 | 5600 |
| Tax/Permit Inspector                                            | 135001              | 12              | 4588 | 4804 | 5024 | 5271 | 5520 |
| Traffic Signal Operations Specialist                            | 710150              | 12              | 6575 | 6889 | 7222 | 7566 | 7935 |
| Transit Scheduler                                               | 320049              | 12              | 6575 | 6889 | 7222 | 7566 | 7935 |
| Tree Program Specialist                                         | 510015              | 12              | 4851 | 5079 | 5325 | 5577 | 5841 |
| Utility Service Representative I                                | 230090 <sup>4</sup> | 12 <sup>4</sup> | 3556 | 3720 | 3892 | 4074 | 4263 |
| Utility Service Representative II                               | 230091 <sup>4</sup> | 12 <sup>4</sup> | 3903 | 4087 | 4277 | 4478 | 4689 |
| Wastewater Reclamation Coordinator                              | 620035              | 12              | 5068 | 5313 | 5565 | 5826 | 6108 |
| Water Conservation Representative                               | 610001              | 12              | 3669 | 3841 | 4020 | 4208 | 4407 |
| Water Systems Telemetry & Distributed Control Specialist        | 610021              | 12              | 5985 | 6268 | 6568 | 6882 | 7213 |

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

| EXHIBIT 3                                                             |                     |                 |      |      |      |      |      |
|-----------------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023 |                     |                 |      |      |      |      |      |
| CLASS TITLE                                                           | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Account Clerk I                                                       | 130001 <sup>3</sup> | 6 <sup>3</sup>  | 3014 | 3151 | 3293 | 3446 | 3610 |
| Account Clerk II                                                      | 130002 <sup>3</sup> | 12 <sup>3</sup> | 3332 | 3485 | 3651 | 3816 | 3992 |
| Accountant-Auditor I                                                  | 130011 <sup>4</sup> | 12 <sup>4</sup> | 4816 | 5036 | 5269 | 5525 | 5784 |
| Accountant-Auditor II                                                 | 130012 <sup>4</sup> | 12 <sup>4</sup> | 5343 | 5590 | 5861 | 6140 | 6431 |
| Accounting Technician                                                 | 130010              | 12              | 4022 | 4211 | 4409 | 4612 | 4831 |
| Administrative Clerk I                                                | 110001 <sup>3</sup> | 6 <sup>3</sup>  | 2797 | 2927 | 3057 | 3198 | 3343 |
| Administrative Clerk II                                               | 110002 <sup>3</sup> | 12 <sup>3</sup> | 3150 | 3295 | 3445 | 3605 | 3771 |
| Airports Operations Officer I                                         | 310006 <sup>4</sup> | 12 <sup>4</sup> | 4879 | 5119 | 5365 | 5634 | 5915 |
| Airports Operations Officer II                                        | 310009 <sup>4</sup> | 12 <sup>4</sup> | 5365 | 5634 | 5915 | 6211 | 6522 |
| Airports Property Specialist I                                        | 175001 <sup>4</sup> | 12 <sup>4</sup> | 5221 | 5473 | 5732 | 6001 | 6292 |
| Airports Property Specialist II                                       | 175002 <sup>4</sup> | 12 <sup>4</sup> | 6050 | 6338 | 6644 | 6959 | 7296 |
| Associate Electrical Safety Consultant I                              | 230022              | 12              | 6037 | 6325 | 6629 | 6942 | 7276 |
| Associate Electrical Safety Consultant II                             | 230023              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |
| Associate Environmental & Safety Consultant I                         | 230003              | 12              | 6037 | 6325 | 6629 | 6942 | 7276 |
| Associate Environmental & Safety Consultant II                        | 230004              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |
| Associate Plumbing & Mechanical Consultant I                          | 230012              | 12              | 6037 | 6325 | 6629 | 6942 | 7276 |
| Associate Plumbing & Mechanical Consultant II                         | 230013              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |
| Billing System Specialist                                             | 125075              | 12              | 4429 | 4638 | 4857 | 5076 | 5313 |
| Budget Technician                                                     | 135005              | 12              | 4023 | 4208 | 4406 | 4613 | 4831 |
| Building Inspector I                                                  | 230007 <sup>4</sup> | 12 <sup>4</sup> | 5569 | 5833 | 6109 | 6404 | 6706 |
| Building Inspector II                                                 | 230008 <sup>4</sup> | 12 <sup>4</sup> | 6037 | 6325 | 6629 | 6942 | 7276 |
| Building Inspector III                                                | 230009              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |

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.

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

| EXHIBIT 3                                                             |                     |                 |      |      |      |      |      |
|-----------------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023 |                     |                 |      |      |      |      |      |
| CLASS TITLE                                                           | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Call Center Representative I                                          | 115070 <sup>3</sup> | 6 <sup>3</sup>  | 3293 | 3446 | 3616 | 3772 | 3946 |
| Call Center Representative II                                         | 115071 <sup>3</sup> | 12 <sup>3</sup> | 3610 | 3772 | 3946 | 4132 | 4326 |
| Central Printing Clerk                                                | 120005              | 12              | 3135 | 3279 | 3427 | 3588 | 3754 |
| Chemist                                                               | 620020              | 12              | 5305 | 5562 | 5824 | 6103 | 6394 |
| City Records Specialist                                               | 115025              | 12              | 4009 | 4195 | 4391 | 4597 | 4816 |
| Commercial Building Inspector                                         | 230015              | 12              | 6037 | 6325 | 6629 | 6942 | 7276 |
| Community Recreation Assistant                                        | 520010              | 12              | 3830 | 4001 | 4167 | 4335 | 4525 |
| Community Revitalization Specialist                                   | 230053              | 12              | 5435 | 5696 | 5969 | 6295 | 6557 |
| Community Revitalization Technician                                   | 230059              | 12              | 3781 | 3957 | 4141 | 4337 | 4541 |
| Community Services Officer I                                          | 410025 <sup>4</sup> | 12 <sup>4</sup> | 3562 | 3724 | 3897 | 4077 | 4267 |
| Community Services Officer II                                         | 410026 <sup>4</sup> | 12 <sup>4</sup> | 3897 | 4077 | 4267 | 4469 | 4680 |
| Computer Systems Specialist I                                         | 125010 <sup>4</sup> | 12 <sup>4</sup> | 5569 | 5827 | 6104 | 6398 | 6700 |
| Computer Systems Specialist II                                        | 125011 <sup>4</sup> | 12 <sup>4</sup> | 6114 | 6403 | 6708 | 7028 | 7369 |
| Computer Systems Specialist III                                       | 125012              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| Construction Compliance Specialist                                    | 150055              | 12              | 4659 | 4872 | 5105 | 5348 | 5598 |
| Crime Scene Technician I                                              | 410010 <sup>4</sup> | 12 <sup>4</sup> | 4460 | 4668 | 4889 | 5121 | 5364 |
| Crime Scene Technician II                                             | 410011 <sup>4</sup> | 12 <sup>4</sup> | 4889 | 5121 | 5364 | 5618 | 5889 |
| Crime Specialist                                                      | 410008              | 12              | 5593 | 5857 | 6138 | 6431 | 6743 |
| Customer Services Clerk I                                             | 115060 <sup>3</sup> | 6 <sup>3</sup>  | 3296 | 3445 | 3601 | 3770 | 3946 |
| Customer Services Clerk II                                            | 115061 <sup>3</sup> | 12 <sup>3</sup> | 3611 | 3779 | 3957 | 4135 | 4326 |
| Cybersecurity Analyst                                                 | 125090              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| Deputy City Clerk                                                     | 115028 <sup>4</sup> | 12 <sup>4</sup> | 3552 | 3716 | 3888 | 4069 | 4256 |
| Development Services Coordinator                                      | 230057              | 12              | 5507 | 5810 | 6092 | 6383 | 6689 |
| Digital Forensics Analyst                                             | 410050              | 12              | 7343 | 7712 | 8096 | 8501 | 8926 |
| Emergency Services Dispatcher I                                       | 410001 <sup>5</sup> | 12 <sup>5</sup> | 4378 | 4555 | 4746 | 4962 | 5171 |
| Emergency Services Dispatcher II                                      | 410002 <sup>5</sup> | 12 <sup>5</sup> | 4732 | 4958 | 5193 | 5437 | 5687 |
| Emergency Services Dispatcher III                                     | 410003              | 12              | 5207 | 5445 | 5710 | 5973 | 6256 |

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.

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

This class is in a flexibly-staffed series. The probationary period for employees in these classes 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), effective June 19, 2023**

| CLASS TITLE                                             | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|---------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Engineer I                                              | 210015 <sup>4</sup> | 12 <sup>4</sup> | 7081 | 7435 | 7806 | 8196 | 8606 |
| Engineer II                                             | 210016 <sup>4</sup> | 12 <sup>4</sup> | 7991 | 8392 | 8811 | 9251 | 9713 |
| Engineering Aide I                                      | 210001 <sup>3</sup> | 6 <sup>3</sup>  | 3488 | 3643 | 3809 | 3987 | 4177 |
| Engineering Aide II                                     | 210002 <sup>3</sup> | 12 <sup>3</sup> | 4074 | 4266 | 4459 | 4666 | 4893 |
| Engineering Inspector I                                 | 230075 <sup>4</sup> | 12 <sup>4</sup> | 5366 | 5639 | 5893 | 6171 | 6470 |
| Engineering Inspector II                                | 230076 <sup>4</sup> | 12 <sup>4</sup> | 5869 | 6147 | 6443 | 6750 | 7075 |
| Engineering Technician I                                | 210005 <sup>4</sup> | 12 <sup>4</sup> | 4098 | 4289 | 4496 | 4696 | 4918 |
| Engineering Technician II                               | 210006 <sup>4</sup> | 12 <sup>4</sup> | 4794 | 5028 | 5260 | 5504 | 5768 |
| Environmental Control Officer                           | 620001              | 12              | 5233 | 5484 | 5737 | 6010 | 6293 |
| Facilities Construction Specialist                      | 230085              | 12              | 5348 | 5596 | 5863 | 6142 | 6438 |
| Fire Prevention Inspector I                             | 420001 <sup>5</sup> | 12 <sup>5</sup> | 4726 | 4948 | 5173 | 5427 | 5685 |
| Fire Prevention Inspector II                            | 420002 <sup>5</sup> | 12 <sup>5</sup> | 5448 | 5696 | 5969 | 6262 | 6557 |
| Fleet Operations Specialist                             | 710105              | 12              | 4998 | 5230 | 5483 | 5741 | 6017 |
| Geographic Information System (GIS) Specialist          | 125025              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| Geographic Information System (GIS) Technician I        | 125026 <sup>4</sup> | 12 <sup>4</sup> | 5593 | 5854 | 6132 | 6427 | 6731 |
| Geographic Information System (GIS) Technician II       | 125027 <sup>4</sup> | 12 <sup>4</sup> | 6141 | 6431 | 6739 | 7060 | 7403 |
| Graphics Technician                                     | 120013              | 12              | 4368 | 4579 | 4801 | 5035 | 5281 |
| Helicopter Pilot                                        | 410033              | 12              | 6553 | 6873 | 7209 | 7563 | 7936 |
| Housing Rehabilitation Specialist                       | 230056              | 12              | 5417 | 5681 | 5962 | 6254 | 6557 |
| Industrial/Commercial Water Conservation Representative | 610015              | 12              | 5242 | 5492 | 5747 | 6021 | 6305 |
| Interpreter/Translator                                  | 150232              | 12              | 5604 | 5912 | 6199 | 6495 | 6806 |
| Laboratory Assistant                                    | 620010              | 12              | 3659 | 3833 | 4010 | 4197 | 4391 |
| Laboratory Technician I                                 | 620011 <sup>4</sup> | 12 <sup>4</sup> | 4399 | 4605 | 4821 | 5046 | 5282 |
| Laboratory Technician II                                | 620012 <sup>4</sup> | 12 <sup>4</sup> | 4831 | 5056 | 5295 | 5548 | 5812 |
| Landscape Water Conservation Specialist                 | 610005              | 12              | 5227 | 5476 | 5737 | 6008 | 6293 |

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This class is in a flexibly-staffed series. The probationary period for employees in these classes 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), effective June 19, 2023**

| CLASS TITLE                        | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Law Office Assistant               | 115021              | 12              | 4394 | 4609 | 4833 | 5068 | 5313 |
| Network Systems Specialist         | 125030              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| PAR Program Specialist             | 410023              | 12              | 3781 | 3957 | 4141 | 4337 | 4541 |
| Paratransit Specialist             | 320005              | 12              | 4027 | 4217 | 4416 | 4615 | 4831 |
| Parking Enforcement Officer I      | 710120 <sup>4</sup> | 12 <sup>4</sup> | 3094 | 3221 | 3354 | 3486 | 3634 |
| Parking Enforcement Officer II     | 710121 <sup>4</sup> | 12 <sup>4</sup> | 3363 | 3506 | 3651 | 3798 | 3969 |
| Parking Enforcement Officer III    | 710122              | 12              | 3651 | 3798 | 3969 | 4131 | 4309 |
| Phlebotomist                       | 410007              | 12              | 3659 | 3833 | 4010 | 4197 | 4391 |
| Planner I                          | 220005 <sup>3</sup> | 6 <sup>3</sup>  | 4973 | 5198 | 5446 | 5709 | 5983 |
| Planner II                         | 220006 <sup>3</sup> | 12 <sup>3</sup> | 5604 | 5912 | 6199 | 6495 | 6806 |
| Plans and Permit Technician        | 220002              | 12              | 5325 | 5574 | 5827 | 6113 | 6404 |
| Plans Examiner                     | 210041              | 12              | 5843 | 6106 | 6400 | 6713 | 7029 |
| Police Data Transcriptionist       | 115035              | 12              | 4212 | 4406 | 4611 | 4825 | 5052 |
| Police Support Services Clerk      | 115043              | 12              | 3498 | 3659 | 3828 | 4006 | 4192 |
| Police Support Services Technician | 115044              | 12              | 3838 | 4016 | 4203 | 4403 | 4610 |
| Principal Account Clerk            | 130004              | 12              | 4022 | 4211 | 4409 | 4612 | 4831 |
| Procurement Specialist             | 140002              | 12              | 5051 | 5293 | 5542 | 5806 | 6083 |
| Program Compliance Officer         | 640026              | 12              | 4319 | 4532 | 4753 | 4984 | 5227 |
| Programmer/Analyst I               | 125020 <sup>4</sup> | 12 <sup>4</sup> | 5542 | 5801 | 6075 | 6369 | 6669 |
| Programmer/Analyst II              | 125021 <sup>4</sup> | 12 <sup>4</sup> | 6114 | 6403 | 6708 | 7028 | 7369 |
| Programmer/Analyst III             | 125022              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| Programmer/Analyst IV              | 125023              | 12              | 7387 | 7745 | 8121 | 8507 | 8918 |
| Property & Evidence Technician     | 145010              | 12              | 4279 | 4480 | 4690 | 4912 | 5143 |
| Radio Dispatcher                   | 120015              | 12              | 3711 | 3878 | 4040 | 4218 | 4391 |
| Rangemaster/Armorer                | 410035              | 12              | 5122 | 5365 | 5619 | 5890 | 6169 |

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.

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ffective 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

| EXHIBIT 3<br>Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023 |                     |                 |      |      |      |      |      |
|------------------------------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| CLASS TITLE                                                                        | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Real Estate Finance Specialist I                                                   | 170001 <sup>4</sup> | 12 <sup>4</sup> | 4233 | 4431 | 4632 | 4854 | 5083 |
| Real Estate Finance Specialist II                                                  | 170002 <sup>4</sup> | 12 <sup>4</sup> | 4966 | 5201 | 5448 | 5706 | 5976 |
| Recreation Specialist                                                              | 520005              | 12              | 4147 | 4338 | 4542 | 4756 | 4978 |
| Retirement Counselor I                                                             | 135050 <sup>4</sup> | 12 <sup>4</sup> | 4021 | 4210 | 4408 | 4614 | 4831 |
| Retirement Counselor II                                                            | 135051 <sup>4</sup> | 12 <sup>4</sup> | 4420 | 4626 | 4844 | 5073 | 5313 |
| Safety and Training Specialist                                                     | 150050              | 12              | 4720 | 4949 | 5193 | 5446 | 5713 |
| Secretary                                                                          | 110050              | 12              | 3771 | 3946 | 4130 | 4321 | 4526 |
| Senior Account Clerk                                                               | 130003              | 12              | 3664 | 3830 | 4006 | 4195 | 4392 |
| Senior Administrative Clerk                                                        | 110003              | 12              | 3445 | 3605 | 3771 | 3946 | 4130 |
| Senior Call Center Representative                                                  | 115072              | 12              | 4156 | 4355 | 4565 | 4787 | 5019 |
| Senior Commercial Building Inspector                                               | 230016              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |
| Senior Community Revitalization Specialist                                         | 230054              | 12              | 6092 | 6378 | 6675 | 6998 | 7337 |
| Senior Community Services Officer                                                  | 410027              | 12              | 4240 | 4439 | 4647 | 4862 | 5093 |
| Senior Crime Scene Technician                                                      | 410012              | 12              | 5121 | 5364 | 5618 | 5889 | 6168 |
| Senior Customer Services Clerk                                                     | 115062              | 12              | 4126 | 4311 | 4511 | 4723 | 4944 |
| Senior Deputy City Clerk                                                           | 115029 <sup>4</sup> | 12 <sup>4</sup> | 4022 | 4207 | 4406 | 4612 | 4831 |
| Senior Engineering Technician                                                      | 210007              | 12              | 5408 | 5663 | 5929 | 6214 | 6501 |
| Senior Fire Prevention Inspector                                                   | 420003              | 12              | 6092 | 6378 | 6675 | 6998 | 7337 |
| Senior Laboratory Technician                                                       | 620013              | 12              | 5385 | 5643 | 5912 | 6193 | 6488 |
| Senior Network Systems Specialist                                                  | 125031              | 12              | 7446 | 7808 | 8186 | 8576 | 8990 |
| Senior Park Ranger*                                                                | 410062              | 12              |      |      |      |      |      |
| Senior Plans Examiner                                                              | 210042              | 12              | 6417 | 6717 | 7030 | 7371 | 7730 |
| Senior Procurement Specialist                                                      | 140003              | 12              | 5542 | 5806 | 6083 | 6374 | 6676 |
| Senior Property & Evidence Technician                                              | 145011              | 12              | 4690 | 4912 | 5143 | 5383 | 5641 |
| Senior Cybersecurity Analyst                                                       | 125091              | 12              | 7446 | 7808 | 8186 | 8576 | 8990 |
| Senior Records Clerk                                                               | 110101              | 12              | 3664 | 3833 | 4011 | 4198 | 4391 |
| Senior Secretary                                                                   | 110051              | 12              | 4022 | 4207 | 4406 | 4612 | 4831 |

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

\*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

| EXHIBIT 3<br>Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023 |                     |                 |      |      |      |      |      |
|------------------------------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| CLASS TITLE                                                                        | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Senior Storeskeeper                                                                | 145002              | 12              | 4279 | 4480 | 4690 | 4912 | 5143 |
| Senior Utility Service Representative                                              | 230092              | 12              | 4418 | 4625 | 4844 | 5071 | 5313 |
| Senior Water Systems Telemetry & Distributed Control Specialist                    | 610022              | 12              | 7446 | 7808 | 8186 | 8576 | 8990 |
| Staff Assistant                                                                    | 150001              | 12              | 4028 | 4217 | 4417 | 4616 | 4832 |
| Storeskeeper                                                                       | 145001              | 12              | 3992 | 4179 | 4372 | 4577 | 4792 |
| Survey Party Technician                                                            | 210030              | 12              | 4794 | 5028 | 5260 | 5504 | 5768 |
| Tax/Permit Inspector                                                               | 135001              | 12              | 4726 | 4949 | 5175 | 5430 | 5686 |
| Traffic Signal Operations Specialist                                               | 710150              | 12              | 6773 | 7096 | 7439 | 7793 | 8174 |
| Transit Scheduler                                                                  | 320049              | 12              | 6773 | 7096 | 7439 | 7793 | 8174 |
| Tree Program Specialist                                                            | 510015              | 12              | 4997 | 5232 | 5485 | 5745 | 6017 |
| Utility Service Representative I                                                   | 230090 <sup>4</sup> | 12 <sup>4</sup> | 3663 | 3832 | 4009 | 4197 | 4391 |
| Utility Service Representative II                                                  | 230091 <sup>4</sup> | 12 <sup>4</sup> | 4021 | 4210 | 4406 | 4613 | 4830 |
| Wastewater Reclamation Coordinator                                                 | 620035              | 12              | 5221 | 5473 | 5732 | 6001 | 6292 |
| Water Conservation Representative                                                  | 610001              | 12              | 3780 | 3957 | 4141 | 4335 | 4540 |
| Water Systems Telemetry & Distributed Control Specialist                           | 610021              | 12              | 6165 | 6457 | 6766 | 7089 | 7430 |

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

**EXHIBIT 4**  
**Unit 4 - Non-Management Police (FPOA),**

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

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

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

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

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

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

| CLASS TITLE                        | JOB CODE | PROB PER | A    | B    | C    | D    | E    | F    | G    | H     |
|------------------------------------|----------|----------|------|------|------|------|------|------|------|-------|
| Firefighter Trainee                | 425001   | ---      | 5233 |      |      |      |      |      |      |       |
| Firefighter                        | 425002   | 12       | 5815 | 6104 | 6411 | 6731 | 7089 | 7425 | 7797 | 8187  |
| Firefighter Specialist             | 425003   | 12       | 6512 | 6837 | 7182 | 7537 | 7915 | 8311 | 8727 | 9164  |
| Fire Captain                       | 425004   | 12       | 7268 | 7632 | 8013 | 8415 | 8837 | 9280 | 9744 | 10232 |
| Fire Investigation Unit Supervisor | 425010   | 12       | 7268 | 7632 | 8013 | 8415 | 8837 | 9280 | 9744 | 10232 |

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

| CLASS TITLE                        | JOB CODE | PROB PER | A    | B    | C    | D    | E    | F    | G     | H     |
|------------------------------------|----------|----------|------|------|------|------|------|------|-------|-------|
| Firefighter Trainee                | 425001   | ---      | 5390 |      |      |      |      |      |       |       |
| Firefighter                        | 425002   | 12       | 5990 | 6288 | 6604 | 6933 | 7302 | 7648 | 8031  | 8433  |
| Firefighter Specialist             | 425003   | 12       | 6708 | 7043 | 7398 | 7764 | 8153 | 8561 | 8989  | 9439  |
| Fire Captain                       | 425004   | 12       | 7487 | 7861 | 8254 | 8668 | 9103 | 9559 | 10037 | 10539 |
| Fire Investigation Unit Supervisor | 425010   | 12       | 7487 | 7861 | 8254 | 8668 | 9103 | 9559 | 10037 | 10539 |

**EXHIBIT 5**  
**Unit 5 – Fire Non-Management (IAFF), effective September 25, 2023**

| CLASS TITLE                        | JOB CODE | PROB PER | A    | B    | C    | D    | E    | F    | G     | H     | I     |
|------------------------------------|----------|----------|------|------|------|------|------|------|-------|-------|-------|
| Firefighter Trainee                | 425001   | ---      | 5390 |      |      |      |      |      |       |       |       |
| Firefighter                        | 425002   | 12       | 5990 | 6288 | 6604 | 6933 | 7302 | 7648 | 8031  | 8433  | 8855  |
| Firefighter Specialist             | 425003   | 12       | 6708 | 7043 | 7398 | 7764 | 8153 | 8561 | 8989  | 9439  | 9911  |
| Fire Captain                       | 425004   | 12       | 7487 | 7861 | 8254 | 8668 | 9103 | 9559 | 10037 | 10539 | 11066 |
| Fire Investigation Unit Supervisor | 425010   | 12       | 7487 | 7861 | 8254 | 8668 | 9103 | 9559 | 10037 | 10539 | 11066 |



# Fiscal Year 2023

(July 1, 2022 – June 30, 2023)

## Salary Resolution

### Personnel Services Department

Date Adopted:  
Date Approved:  
Effective Date: 11/17/07-01-2022  
City Attorney Approval:

A handwritten signature in blue ink, appearing to be "JL", written over the "City Attorney Approval:" text.

Fiscal Year 2023 Salary Resolution

Resolution No. 2022-152

## TABLE OF CONTENTS

|             |                                                                                                                                                                                                                            |                  |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| SECTION 1.  | SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES .....                                                                                                                                                                         | 1                |
| SECTION 2.  | SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN .....                                                                                                                                                                        | 1                |
| SECTION 3.  | RATES OF PAY .....                                                                                                                                                                                                         | 5                |
| SECTION 4.  | EXEMPT JOB CLASSES .....                                                                                                                                                                                                   | 6                |
| SECTION 5.  | WAGES, OVERTIME AND SICK LEAVE FOR TEMPORARY EMPLOYEES ...                                                                                                                                                                 | 6                |
| SECTION 6.  | FLEXIBLE STAFFING .....                                                                                                                                                                                                    | 7                |
| SECTION 7.  | ALTERNATE WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2.....                                                                                                                                                                    | 7                |
| SECTION 8.  | MANAGEMENT LEAVE (formerly "Administrative Leave") .....                                                                                                                                                                   | 8                |
| SECTION 9.  | ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2 .....                                                                                                                                                                              | <del>10</del> 9  |
| SECTION 10. | HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2 .....                                                                                                                                                                                  | 11               |
| SECTION 11. | SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES .....                                                                                                                                                                                | <del>12</del> 11 |
| SECTION 12. | MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2 .....                                                                                                                                                                       | 12               |
| SECTION 13. | SALARY RATES .....                                                                                                                                                                                                         | <del>13</del> 12 |
| SECTION 14. | CERTIFICATE PAY .....                                                                                                                                                                                                      | <del>13</del> 12 |
| SECTION 15. | BILINGUAL CERTIFICATION PROGRAM FOR EMPLOYEES OCCUPYING<br>PERMANENT CLASSES .....                                                                                                                                         | <del>14</del> 13 |
| SECTION 16. | BENEFITS FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT<br>POSITIONS IN EXHIBIT 2.....                                                                                                                                        | <del>15</del> 14 |
| SECTION 17. | COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING<br>PERMANENT POSITIONS IN EXHIBIT 2 .....                                                                                                                                   | <del>17</del> 16 |
| SECTION 18. | BENEFITS FOR POLICE CADETS AND PERMANENT PART-TIME<br>EMPLOYEES .....                                                                                                                                                      | <del>19</del> 18 |
| SECTION 19. | CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS .....                                                                                                                                                                  | <del>23</del> 21 |
| SECTION 20. | SPECIAL PROVISIONS FOR EMPLOYEES ON LEAVE FOR MILITARY<br>SERVICE.....                                                                                                                                                     | <del>24</del> 22 |
| SECTION 21. | BEREAVEMENT LEAVE.....                                                                                                                                                                                                     | <del>24</del> 22 |
| SECTION 22. | LEAVE INTEGRATION WITH STATE DISABILITY INSURANCE (SDI) FOR<br>NEW EMPLOYEES AND EMPLOYEES TRANSITIONING FROM A<br>BARGAINING UNIT WITH SDI; LEAVE INTEGRATION WITH THE CITY'S<br>LONG TERM DISABILITY INSURANCE PLAN..... | <del>25</del> 23 |
| SECTION 23. | SALARIES FOR EMPLOYEES IN EXHIBIT 2, EXHIBIT 8, AND PERMANENT<br>PART-TIME EMPLOYEES WHILE ABSENT DUE TO INJURY IN THE LINE<br>OF DUTY.....                                                                                | <del>26</del> 24 |
| SECTION 24. | BENCHMARKING DELETED CLASSIFICATIONS AND PAY STEPS.....                                                                                                                                                                    | <del>26</del> 24 |
| SECTION 25. | TEMPORARY EMPLOYMENT OF CITY RETIREE .....                                                                                                                                                                                 | <del>27</del> 25 |
| SECTION 26. | RECRUITMENT AND RETENTION INCENTIVE .....                                                                                                                                                                                  | <del>27</del> 25 |
| SECTION 27. | UNUSUAL CIRCUMSTANCES .....                                                                                                                                                                                                | <del>30</del> 28 |
| SECTION 28. | CONFLICTING RESOLUTIONS.....                                                                                                                                                                                               | <del>30</del> 28 |
| SECTION 29. | RESOLUTION EFFECTIVE DATE .....                                                                                                                                                                                            | <del>30</del> 28 |

RESOLUTION NO. 2022-152

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 2023

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. 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") or employment agreement that is authorized and in compliance with Article V of the City of Fresno Transparency in Government Act 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 employment agreement shall prevail.

SECTION 2. SALARY STEP PLAN AND EXECUTIVE PAY RANGE PLAN

The step plan of each salary range shall be applied and interpreted as follows for permanent and probationary employees appointed to permanent positions:

- 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, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority, 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. Each subsequent step shall be paid upon completion of one (1) year of service at the prior step.

Progression to successive steps in the salary range shall be automatic with two exceptions. Exception 1; Following and unsatisfactory performance evaluation, a step progression 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, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

Exception 2; an off cycle or an accelerated step advancement may occur upon recommendation of the appointing authority and the Director of Personnel Services whenever an employee exhibits unusual merit as demonstrated in an employee performance evaluation. Six (6) months of service equals 1,040 hours of service, and one (1) year of service equals 2,080 hours of service, except where employees work a 56 hour-hour workweek, six (6) months of service equals 1,456 hours of service, and one (1) year of service equals 2,912 hours of service.

- E. 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.
- F. 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.

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.

- G. 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.
- H. A permanent employee, assigned to a higher class on a limited, interim or provisional 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 Section 2, subsection F above.
- I. 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"), until the highest step is greater than the Y rate, but no other employee may be adjusted to this rate, and it shall no longer be in effect after the incumbent vacates the classification.
- J. Except as noted in Section 2, subsection E above, step increases shall become effective immediately upon completion of required service. For purposes of this section, any employee who is absent without pay, excluding statutorily protected leave such as, but not limited to leaves taken under the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), Pregnancy Disability Leave (PDL), and Military Leave, 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 calendar weeks shown, and advancement to the next step shall be delayed by such number of calendar weeks:

| <u>At least</u> | <u>But less than</u> | <u>Calendar Weeks</u><br><u>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>Calendar Weeks</u><br><u>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.

K. Transfer to a different classification with the same salary range and in which no salary change occurs, shall result in a new anniversary date upon which advancement to the next step shall be calculated, or merit increase shall be considered.

L. 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. The salary for each employee in the executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or designee.

The City Manager or 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 executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or designee.

The City Manager or designee shall promulgate such rules and regulations deemed appropriate in the implementation and administration of Section 2, Subsection (P)(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 their 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 the 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 (P)(2)(b).
- d. System members who retire or enter DROP on or after July 1, 2015, who vacated a Unit 14 class before January 6, 2020, and thereafter does not return to said class, shall have any previously held Executive Pay Range salaries determined in accordance with Section 2, Subsection (P)(2)(b).

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

After any employee holding a permanent position in Exhibit 2 has completed 40 hours of service in a higher class 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 of the lowest step in the salary range of the higher class, which must be at least three and one-half percent (3.5%) higher than the rate received in the employee's regular class assignment. If the three and one-half (3.5%) increase requires a payment greater than the highest step, then the highest step shall be paid.

### 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 is calculated by multiplying the monthly rate of pay by 12 and dividing by 2,080,

except that 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 as exempt in any exhibit attached to this salary resolution whose job codes are marked with an "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 SICK LEAVE FOR TEMPORARY EMPLOYEES

- A. Temporary 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. Sick Leave for Temporary Employees:
  1. Temporary employees will earn one (1) hour of Sick Leave for every thirty (30) hours of work, including overtime. This accrual will begin on the first day of employment. Sick Leave Accruals will be capped at forty-eight (48) hours. Sick Leave may be carried over from year to year.
  2. Temporary employees will be eligible to use Sick Leave on the ninetieth (90<sup>th</sup>) day of employment.
  3. 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).

4. Protected Sick Leave for Temporary Employees

a. Temporary employees will accumulate and be able to use Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014 (i.e., Labor Code §§245 et seq.)

b. Temporary employees may use up to three (3) days as Protected Sick Leave or twenty-four (24) hours, whichever is greater, in each fiscal year (July 1 through June 30).

5. 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 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, the essential duties are being satisfactorily performed, and the department director recommends such appointment.

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, City Attorney, City Clerk, or Retirement Administrator, or their designees, as appropriate for their respective areas of authority.

Each 4/10 work schedule will consist of a total of 40 scheduled hours of actual work time per workweek. The workweek 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 workweeks. All employees working a 9/80 work schedule shall have an FLSA workweek, 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 workweek 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 11 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. Employees in non-exempt classifications who are off on a holiday which is a regular work day must either take two (2) hours Vacation Leave, Annual Leave, Holiday Leave, 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 Leave: Employees on a 4/10 or 9/80 work schedule shall accumulate the same number of hours Vacation Leave per month as under a 5/8 work schedule. Vacation Leave will be granted for the actual number of hours absent, provided the employee has a sufficient balance of Vacation Leave hours.

SECTION 8. MANAGEMENT LEAVE (formerly "Administrative Leave")/SUPPLEMENTAL MANAGEMENT LEAVE

A. For exempt 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 above), shall be granted Management Leave as provided in this subsection 1. Eighty (80) hours shall be credited to employees in the E1-E5 Executive Pay Range on the first day in July of each fiscal year. E-effective November 21, 2022, employees in the E1-E5 Executive Pay rRange shall be credited with a prorated balance of the 80 hours for each full calendar month remaining in the fiscal year. For all other exempt employees in Exhibit 2, aA balance of sixty (60) hours shall be credited to each such employees on 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 the applicable

~~prorated balance of~~ Management Leave for each full calendar month remaining in such appointment in the fiscal year, ~~including full-time employees in limited or provisional appointments.~~ ~~Employees in limited or provisional appointments to such exempt classes in Exhibit 2 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 in E1-E5 Executive Pay Ranges may request payment and be compensated for up to sixty (60) hours of Management Leave during the fiscal year in which it is credited.~~ All other employees in Exhibit 2 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. ~~All such requested payments will be~~ subject to rules established by the City Manager, City Attorney, City Clerk, or Retirement Administrator, as appropriate for their respective areas of authority. Employees shall be compensated for any Management Leave balance, not to exceed ~~sixty eighty~~ (860) hours, upon termination from City service.
3. Management Leave shall be scheduled at the convenience of the department. Approval by the City Manager or designee must be obtained before an appointing authority appointed by the City Manager may take such leave.

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B. For exempt employees in Exhibit 2, Supplemental Management Leave shall be granted as follows:

3. (a) The City Manager, City Attorney, City Clerk, or Retirement Administrator, as appropriate for their respective areas of authority, may grant up to an additional thirty-two (32) hours per fiscal year on July 1<sup>st</sup> of Supplemental Management Leave for employees in the E1-E5 Executive Pay Range.

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(ba) The additional Supplemental Management Leave granted cannot be cashed out by employees.

(cb) At the employee's option, up to thirty-two (32) hours of the additional Supplemental Management Leave per fiscal year may be transferred to a Special HRA Bank to be credited to an HRA account for eligible employees upon service retirement at eighty percent (80%) of the employee's current hourly base rate of pay at the time of retirement. Hours in the Special HRA bank may not be used as leave time and cannot be cashed out. There will be no cash out or transfer of hours in the Special HRA bank for employees who are not eligible to participate in the HRA upon retirement. Employees must remain in an E1-E5 Executive Pay Range in order to retain hours credited to the Special HRA Bank. Employees who do not remain in an E1-E5 Executive Pay Range for any reason will cease getting credit of Special HRA bank hours and shall no longer accrue additional Supplemental Management Leave.

(de) Interim and provisional appointments to classifications in E1-E5 Executive Pay Range are not eligible for the Supplemental Management Leave.

B.C. \_\_\_\_\_ For employees in Non-Exempt classifications, Management Leave shall be as follows:

Full-time employees in non-exempt classifications who are in limited or provisional appointments to exempt classifications, shall receive five (5) hours of Management Leave for the exempt classification 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, and, if applicable, Section 8.A.1. above.

#### SECTION 9. ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2

For employees on a forty (40) hour work schedule, the Annual Leave Plan shall be as follows:

##### 1. Annual Leave Accrual –

- a. Less than Ten (10) Years – For such employees who have been continuously employed by the City for less than ten (10) years in permanent positions, 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.

More than Ten (10) Years – For such employees who have been continuously employed by the City for ten (10) years or more in permanent positions, 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.

- b. Accumulation Limit – The accumulation of unused Annual Leave will not exceed 1,2300 hours for employees in Executive Pay ranges E1 through E4; 1,1000 hours for employees in the E5 range; and 840 hours for employees in the, E6, E7, E8, E10, E11, E12, E13, E15, E16, E17, E19, E20, E21 and E22 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. Annual Leave Used for Protected Sick Leave

- a. Employees holding a permanent position included in Exhibit 2, shall be allowed to use up to the hours of Annual Leave accrued in six (6) months for Protected Sick Leave for the purposes identified in California Labor Code Section 233. The employee, at their sole discretion, must determine whether

to designate leave as Protected Sick Leave under California Labor Code 233. Employees shall note this designation when reporting the absence.

3. Annual Leave Pay Out

- 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%) of their Annual Leave balance, whichever is greater, each fiscal year between July 1<sup>st</sup> and December 31<sup>st</sup>; no cash out may be completed between January 1<sup>st</sup> and June 30<sup>th</sup>. Cash outs of Annual Leave balances are not pensionable for retirement purposes.
- 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 pensionable for retirement purposes.

4. Frozen Sick Leave

- a. Use of Frozen Sick Leave – Frozen Sick Leave balances may be used by the employee in accordance with provisions of FMC section 3-107, or for those purposes defined in California Labor Code section 233 up to the statutory amount for the fiscal year unless the statutory amount has been satisfied by use of other leaves for the fiscal year.
- b. Unused Frozen Sick Leave Pay Out – Upon separation from City service by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who meet the eligibility criteria in Section 16(F) shall be credited with the number of accumulated Frozen Sick Leave balances in excess of 240 hours at the time of retirement multiplied by eighty percent (80%) 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 16(F).

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

SECTION 10. 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. Employees shall also accrue eight (8) hours of Holiday Leave on July 1<sup>st</sup> and January 1<sup>st</sup> of each calendar year.
- B. Employees may request payment and be compensated for up to 48 hours or ten percent (10%) of their Holiday Leave balance, whichever is greater, each fiscal year between July 1<sup>st</sup> and March 31<sup>st</sup>; no cash out may be completed between April 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 their Holiday Leave 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 of 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 pensionable for retirement purposes with the exception of members of Tier 2 of Fire and Police Retirement System.

#### SECTION 11. SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES

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 a lifetime 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 may utilize earned and accrued Supplemental Sick Leave hours as follows:

- Once Sick Leave and Annual Leave have been exhausted;
- As service credit on an hour-per-hour basis upon retirement;
- To be cashed out at retirement or separation from the City, if not eligible for participation in the HRA;
- In the performance of community activities during the course of the employee's normal work day, with the appropriate approval;
- Placed in the HRA in accordance with Section 16(F); or
- Once Sick Leave and Annual Leave have been exhausted during the first and second year of employment, where an employee is accruing Supplemental Sick Leave, up to half of the hours of Supplemental Sick Leave accrued in a fiscal year for Protected Sick Leave used only for those purposes identified in California Labor Code 233. Use of Protected Sick Leave must be authorized and recorded by the department director or designee.

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

#### SECTION 12. MANAGEMENT TIME OFF FOR EMPLOYEES IN EXHIBIT 2

City employees in classifications 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 13. SALARY RATES

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

|              |                                                     |
|--------------|-----------------------------------------------------|
| EXHIBIT 1    | Non-Supervisory Blue Collar                         |
| EXHIBIT 2    | Non-Represented Management and Confidential Classes |
| EXHIBIT 3    | Non-Supervisory White Collar                        |
| EXHIBIT 4    | Non-Management Police                               |
| EXHIBIT 5    | Fire Non-Management                                 |
| EXHIBIT 6    | Bus Drivers and Student Drivers                     |
| EXHIBIT 7    | Non-Supervisory Groups and Crafts                   |
| EXHIBIT 8    | Non-Represented                                     |
| EXHIBIT 9    | Police Management                                   |
| EXHIBIT 10   | Fire Management                                     |
| EXHIBIT 11   | 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 Classes                                  |
| EXHIBIT 15   | Airport Public Safety Supervisors                   |

#### SECTION 14. CERTIFICATE PAY

- A. Each employee who holds a permanent appointment to a position in the classes of Controller, Principal Internal Auditor or Internal Auditor who has been licensed as a Certified Public Accountant (CPA) by the State of California or as a Certified Internal Auditor (CIA) 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 (CASp) and are in a position identified by a department director as eligible for Certificate Pay shall receive \$200 per month.

- C. Employees who possess and maintain a Fundamental Payroll Certification (FPC) and are in a position identified by a department director as eligible shall receive \$100 per month in Certificate Pay.

**SECTION 15. 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. 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. Employees who fail to recertify will no longer receive bilingual premium pay.
- 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.
- 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 16. 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. The City's contribution towards employee health insurance 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 and the City shall pay seventy percent (70%).

The employee may opt to contribute the amount necessary to make up the difference through payroll deductions, or accept a reduced coverage option.

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 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.
- C. The City provides Long Term Disability Insurance for employees in accordance with terms of the policy.
- D. Employees may elect to make contributions through payroll deductions for voluntary supplemental benefits made available by the City.
- E. Employees in Exhibit 2 hired with the City 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. Employees who transfer, demote, or promote, into Unit 2 and were paying an additional one and one-half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System immediately prior to entering Unit 2, shall continue to pay the additional one and one half percent (1.5%) of their pensionable compensation to the City of Fresno Employees Retirement System, reducing the City contribution by a corresponding amount. In accordance with Internal Revenue Code Section 414(h)(2) and related guidance, the City shall pick up and pay the contribution by salary reduction in accordance with this provision to the City of Fresno Employees Retirement System. The employee shall have no option to receive the one and one-half percent (1.5%) contribution in cash. The one and one-half percent (1.5%) contribution paid by the employee will not be credited to an employee's accumulated contribution account, nor will it be deposited into a member's Deferred Retirement Account Program (DROP) account.

Unit 2 employees who are members of Tier 2 of the Fire and Police Retirement System, hired on or after July 1, 2019, shall pay an additional contribution equal to three percent (3%) of their pensionable compensation to the Fire and Police Retirement System, reducing the City retirement contribution by the 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 Fire and Police Retirement System. The employee shall have no option to receive the three percent (3%) contribution in cash. The three percent (3%) 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.

- F. The City currently maintains a Health Reimbursement Arrangement (HRA) 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 Bereavement Leave, and statutorily protected hours used for workers' compensation benefits, and/or other statutorily protected leave such as, but not limited to, Family and Medical Leave Act and Protected Sick Leave taken for the purposes identified in California Labor Code Section 233 in the 24 months preceding their date of retirement), will be credited with an account for the employee under the HRA to be used to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses pursuant to City of Fresno Retiree HRA Plan Document. 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 80 percent (80%) 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 80 percent (80%) 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 to pay premiums for medical insurance (including COBRA premiums) and qualified medical expenses 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, employees eligible for HRA shall not be allowed to cash out any accumulated or accrued Supplemental Sick Leave or Frozen Sick Leave or Sick Leave at retirement.

- G. 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 be applied retroactively to those employees who separated from City employment on or after July 1, 2012.

**SECTION 17. COMPENSATION FOR FULL-TIME EMPLOYEES OCCUPYING PERMANENT POSITIONS IN EXHIBIT 2**

- A. The following forms of compensation, when authorized, are to be included in base salary:
- a. Salary; and
  - ~~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 C below.~~
- B. 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.
- C. The following forms of compensation, when authorized by Administrative Order, 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. Payment for employee's attendance at 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, Peace Officer Standards and Training (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; and
- n. City contributions to health and welfare benefits paid during the term of any severance period.

o. City funded deferred compensation contributions up to the IRS deferral limits set each calendar year.

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o.p. Recruitment and/or retention incentive pay when authorized pursuant to Section 26 below.

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- D. 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.
- E. The following forms of compensation are authorized for employees in Exhibit 2, 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 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; and
- h. City contributions to health and welfare benefits paid during the term of any severance period.

i. City funded contributions to deferred compensation up to the IRS deferral limits set each calendar year.

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i.j. Recruitment and/or incentive pay when authorized pursuant to Section 26 below.

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- F. Performance bonuses for exempt employees, received prior to November 12, 2015, shall be considered pensionable compensation for calculation of retirement benefits and shall not be included as part of base salary.
- G. Employees in Exhibit 2 who are in job classes with Executive Pay salary Ranges E65 through E22 are eligible to receive up to seventy-five dollars (\$75) per month. This benefit is for employees who voluntarily participate in the City's 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.

#### SECTION 18. BENEFITS FOR POLICE CADETS -AND PERMANENT PART-TIME EMPLOYEES

- A. Employees in the Police Cadet series shall receive the following benefits:
  - 1. Police Cadet is a training series and is designed to ultimately lead to appointment to a permanent full-time position other than Police Cadet in the Police Department. A Police Cadet may be terminated from the Police Cadet program pursuant to FMC 3-266(d).
  - 2. Upon appointment to a permanent position other than Police Cadet, time served as a Police Cadet I and II shall not be included in calculating an employee's period of continuous service for the purposes of seniority, retirement benefits, leave accruals, or other benefits.

3. Police Cadets shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System as they are employed principally for the purpose of training.
4. Actual hours worked in excess of 40 hours a week shall be compensated as overtime in accordance with the applicable provisions of FLSA.
5. Fringe benefits for employees in permanent positions in the Cadet series will be determined by the City Manager or designee.

6. Protected Sick Leave

Employees will accumulate and be able to use Protected Sick Leave in accordance with AB1522, Healthy Workplace Healthy Family Act of 2014, up to twenty-four (24) hours or three (3) days each fiscal year, whichever is greater.

Employees will earn one (1) hour of leave for every thirty (30) hours of work, including overtime. This accrual will begin on July 1, 2015, or the first day of employment, whichever is later. Accruals of Protected Sick Leave will be capped at forty-eight (48) hours. Accruals of Protected Sick Leave may be carried over from year to year.

Employees who leave City employment and return within one (1) year from the date of separation will have unused Protected Sick Leave accruals restored up to forty-eight (48) hours.

7. Bilingual Premium Pay

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

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

1. Health and Welfare benefits shall be provided as outlined in Section 16A.

2. PPT employees shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System. PPT employees who participated in the plan as a permanent full-time employee and whose contributions remain on deposit remain members of the Fresno City Employees' Retirement System.

3. PPT employees shall be paid for jury duty attendance and court attendance in accordance with FMC Sections 3-109 and 3-110.

4. Holidays

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

5. Leave for PPT Employees in Exhibit 2

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

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

1. The first three (3) days or twenty-four (24) hours, whichever is greater, of leave shall be Protected Sick Leave by an employee on or after July 1 of each year if used for the purposes noted in subsection C.2 below, and will be considered leave taken under AB1522, Healthy Workplace Healthy Family Act of 2014. The leave will not be used or considered for the purpose of corrective and/or disciplinary action.

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

2. Protected Sick Leave can be used for:

- 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).
3. After the employee has taken the first three (3) days of Protected Sick Leave for purposes as defined in subsection C.2 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.
  4. Protected Sick Leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval time off.
  5. Employees who leave City Employment and return within one (1) year from the date of separation will have unused Sick Leave accruals restored up to forty-eight (48) hours.

**SECTION 19. CONVERSION OF LEAVES WHEN CHANGING BARGAINING UNITS**

- A. Employees changing from a bargaining unit with leave banks that are the same as leave banks in the bargaining unit to which they are transferring, will maintain their existing leave balances (e.g., Vacation Leave to Vacation Leave, Sick Leave to Sick Leave, Supplemental Sick Leave to Supplemental Sick Leave), subject to Section 19, Subsection (H) Leave Caps below.

Employees in a bargaining unit with Management Leave who move to a bargaining unit with Management Leave will maintain their existing leave balances.

- B. Annual Leave/Vacation Leave - Employees with an Annual Leave balance transferring to a position in a bargaining unit which is not covered by Annual Leave, may either cash out unused Annual Leave at the former class' base rate of pay, or convert the unused Annual Leave to a non-accruing Annual Leave bank.

The conversion is obtained by multiplying unused Annual Leave hours by the former class's base rate of pay (converted to an hourly figure), dividing the product by the new 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, with appropriate approval.

Conversion example:

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

Employees with Vacation Leave transferring to a bargaining unit with Annual Leave will have all Vacation accruals converted to Annual Leave.

- C. Sick Leave – Employees with Sick Leave who move to a bargaining unit with Annual Leave will have their unused Sick Leave balances frozen, as Frozen Sick Leave.
- D. Supplemental Sick Leave – Employees with Supplemental Sick Leave who transfer to a bargaining unit with no Supplemental Sick Leave may either cash the leave out at the former class' base rate of pay or continue to maintain the Supplemental Sick Leave. If the employee elects to retain the Supplemental Sick Leave, it may be used pursuant to Section 11.
- E. Employee Incentive Time Off (EITO) – Employees with EITO who transfer to a bargaining unit with no EITO will have the EITO balance cashed out at the former class' base rate of pay at the time of transfer.
- F. Compensatory Time Off (CTO) – Employees with CTO who transfer to a bargaining unit with no CTO, will have all time cashed out at the former class' rate of pay. Employees with CTO who transfer to a bargaining unit with CTO will be subject to all provisions regarding CTO in the new bargaining unit. If the employee's CTO balance is over the cap

of the new bargaining unit, any CTO above the cap will be cashed out at the former class' base rate of pay.

- G. Management Leave – Employees in a bargaining unit with Management Leave who move to a bargaining unit with no Management Leave will have their Management Leave cashed out at the former class' base rate of pay at the time of transfer.

- H. Leave Caps - When employees transfer from one bargaining unit to a different bargaining unit that has a lower leave accrual cap for leave other than Sick Leave, all leave over the cap will be cashed out at the former class' base rate of pay upon the conclusion of the second pay period after the transfer in bargaining unit. The cash out is obtained by multiplying the amount of hours over the new cap by the former class' base rate of pay (converted to an hourly figure).

Employees with Sick Leave who transfer to a bargaining unit with Sick Leave whose balance is over the cap of the new bargaining unit will have any hours above the Sick Leave cap converted to a Frozen Sick Leave bank.

Employees with Holiday Leave who transfer to a bargaining unit with a Holiday Leave whose balance is over the cap of the new bargaining unit will have any Holiday Leave above the cap converted to a Special Holiday Leave bank.

Employees with Special Holiday Leave who transfer to a bargaining unit with no Holiday Leave cap will have all Special Holiday Leave converted to Holiday Leave.

SECTION 20. 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 deployments of more than thirty-one (31) days 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, Annual and/or Management Leave balances to which they are otherwise entitled by unit designation and employee status during the period of deployment.

SECTION 21. BEREAVEMENT LEAVE

In accordance with FMC Section 3-107 (f), upon the death of a member of an employee's immediate family, the employee shall be allowed to use Sick Leave (or Annual Leave) as is actually necessary to take care of funeral arrangements or attend the funeral, but not to exceed four working days; provided, however, that members of the fire fighting forces working a twenty-four hour shift shall be allowed such Sick Leave not to exceed two regular working shifts.

For the purpose of this provision, immediate family includes: the employee's child, parent, spouse, registered domestic partner, parent-in-law, grandparent, grandchildren, or sibling.

An employee may use Sick Leave to attend the funeral of a person other than a member of the immediate family if granted such leave by their department director. The department director shall notify Personnel Services Director when any employee is granted such leave.

**SECTION 22. LEAVE INTEGRATION WITH STATE DISABILITY INSURANCE (SDI) FOR NEW EMPLOYEES AND EMPLOYEES TRANSITIONING FROM A BARGAINING UNIT WITH SDI; LEAVE INTEGRATION WITH THE CITY'S LONG TERM DISABILITY INSURANCE PLAN**

**A. INTEGRATION WITH STATE DISABILITY INSURANCE (INCLUDING PAID FAMILY LEAVE) ("SDI/PFL")**

Employees eligible for SDI/PFL benefits under Section 2601, et seq. of California Unemployment Insurance Code receive benefits pursuant to California Unemployment Insurance Code Section 2655.

Newly hired employees eligible for the SDI/PFL benefit and employees transitioning from a bargaining unit with SDI/PFL participation are eligible to integrate their leave balances under this Section. Integrating leave balances is defined as using the SDI/PFL benefit combined with an appropriate number of hours per work week of the employee's available leave balances added together to provide regular, bi-weekly income.

Before leave integration will occur, an employee must file a claim as required under SDI/PFL and make a timely election to integrate leave with SDI/PFL benefits which shall be no more than 100 percent of the employee's normal bi-weekly gross wages (excluding overtime pay) immediately prior to the start of the disability period.

A timely election to integrate leave shall be notification to the City as soon as practical, but no later than fourteen (14) calendar days after the date of the SDI/PFL claim. Notification shall be provided by completing an Agreement to Integrate Leave Balance form made available in each department or from Payroll directly. Extensions beyond fourteen (14) calendar days may be given due to exigent good cause circumstances on a case-by-case basis by the Director of Personnel Services or their designee.

Employees who elect to integrate as described above must provide Payroll with a copy of the Employment Development Department's (EDD) Notice of Computation within fourteen (14) calendar days of the issue date of the Notice, and are required to authorize EDD to share benefit computations with the City on their initial claim forms. Extensions beyond fourteen (14) calendar days due to exigent good cause circumstances, such as the employee being incapacitated, may be considered on a case-by-case basis. Leave integration will not be allowed or provided for any period before the City receives the signed Agreement to Integrate Leave Balance and the Notice of Computation, including retroactive integration, unless exigent good cause circumstances apply (i.e., integration will occur only on a prospective basis after the City's receipt of the required leave integration paperwork unless exigent good cause circumstances apply).

Integrating leave balances with SDI/PFL benefits will continue only if leave balances are available and the employee remains eligible to receive SDI/PFL benefits. Once integration begins, it will continue as long as leave balances are available and SDI/PFL benefits continue.

Integration will end, whichever comes first in time, upon: (1) notification from the employee that SDI/PFL benefits have terminated, (2) the employee exhausting all leave balances and/or donated time resulting in leave without pay status, (3) the employee's return to work, or (4) the employee's separation from City employment.

An employee who is integrating leave and has exhausted all other leave balances may apply for donated time in accordance with City policies. Donated time will be integrated in the same manner as all other available leave time as described in this Section.

#### B. INTEGRATION WITH THE CITY'S LONG TERM DISABILITY PLAN

Employees eligible for the City's Long Term Disability Plan may elect to integrate leave time with those Plan benefits by signing an integration agreement as soon as practical, but no later than fourteen (14) calendar days after the Long Term Disability claim date. Notification shall be provided by completing an integration agreement form made available by the City indicating whether or not the employee desires to integrate leave with the claim. Extensions beyond fourteen (14) calendar days may be given due to exigent good cause circumstances on a case-by-case basis by the Director of Personnel Services or their designee.

Employees who elect to integrate as described above must provide Payroll with a copy of the City's Long Term Disability Plan's Notice of Award within fourteen (14) calendar days of the issue date of the Notice. Extension beyond fourteen (14) calendar days due to exigent good cause circumstances, such as the employee being incapacitated, may be considered on a case-by-case basis.

Integration will end, whichever comes first in time, upon: (1) notification from the employee that Plan benefits have terminated, (2) the employee exhausting all leave balances and/or donated time resulting in leave without pay status, (3) the employee's return to work, or (4) the employee's separation from City employment.

#### SECTION 23. SALARIES FOR EMPLOYEES IN EXHIBIT 2, EXHIBIT 8, AND PERMANENT PART-TIME 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. BENCHMARKING DELETED CLASSIFICATIONS AND PAY STEPS

Consistent with FMC Section 3-205, the job classifications or pay step identified in Exhibit 16 have been deleted and a pay relationship to calculate retirement benefits for the respective job

classifications or pay step are hereby established as incorporated by this reference. Exhibit 16 reflects benchmarked job classifications and pay steps since January 28, 2016.

#### SECTION 25. TEMPORARY EMPLOYMENT OF CITY RETIREE

Consistent with Fresno Municipal Code Sections 3-345 and 3-557 former employees who are receiving a retirement benefit from the City of Fresno Fire and Police Retirement System or the City of Fresno Employees Retirement System may be employed on a temporary basis not to exceed 2080 hours over the course of two consecutive fiscal years if there is a showing made by the appointing authority that the person possesses special skills or experience necessary to perform the duties of the position. Before commencing such temporary employment, there must be a bona-fide employment separation. For the purposes of this Section, "bona fide employment separation" means: (1) there has been no explicit or implicit understanding or agreement before their retirement, and for at least 90 calendar days after their retirement, between the employee and the City of their future temporary employment with the City, and (2) upon their retirement, the retired employee provides no work for the City, including work as a full-time, part-time, or seasonal employee; an employee through a third-party contract with the City; an independent contractor; or a leased employee, for at least 90 calendar days.

#### SECTION 26. RECRUITMENT AND RETENTION INCENTIVE

Effective upon amendment of the Transparency Act to permit recruitment incentives and retention incentives, such incentives may be paid for particular classifications, provided:

- A. Classifications are designated as hard to fill by the City Manager, the City Attorney, the Retirement Administrator, or the City Clerk, and;
- B. The City Council concurs with the appointing authority's designation by majority vote, and;
- C. The recruitment incentive or the retention incentive does not exceed the equivalent of one month's salary at the top step, or the top of the range, for the classification, and;
- D. No employee shall be eligible for both a recruitment incentive and retention incentive in the same fiscal year, whether in the same classification or in different classifications, and;
- E. An employee, having received a recruitment incentive, must work in the same classification for twelve (12) consecutive months prior to becoming eligible to receive a retention incentive, and;
- F. The recruitment incentive and retention incentive shall be, lump-sum payments, and shall not be pensionable, and;
- G. Payment of any recruitment incentive or retention incentive is authorized at the sole discretion of the City Manager, the City Attorney, the City Clerk or the Retirement Administrator provided the above conditions are met.

Effective March 14, 2022, current permanent City employees who refer an eligible candidate for Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III

that is hired by the City as a permanent employee in a respective classification will receive a Referral Incentive of up to a total of one thousand dollars (\$1,000) per referral, subject to the terms outlined below:

A. Police Officer Recruit

The Referral Incentive will be paid in two (2) increments of five hundred dollars (\$500) up to the total one thousand dollars (\$1,000) as follows:

1. Upon the Police Officer Recruit's hire and commencement of work with the City; and
2. Upon the Police Officer Recruit's successful completion of the field training program, as determined by Police Administration;

B. Police Officer Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral Police Officer referral, the candidate referred must, at the time of filing an employment application with the City for a Police Officer position:
  - a. Be currently working for another California law enforcement agency;
  - b. Have two (2) years of experience as a full-time peace officer in California; and
  - c. Possess a current California P.O.S.T. certificate.
2. Employees who refer lateral Police Officer hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral Police Officer has a minimum of two years of separation from the Fresno Police Department as a full-time peace officer and has met the requirements of (a) and (c) described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
  - a. Upon the lateral Police Officer's hire and commencement of work with the City;
  - b. Upon the lateral Police Officer's successful completion of the field training program, as determined by Police Administration;
  - c. Upon the lateral Police Officer's successful completion of the probationary period; and
  - d. Upon the lateral Police Officer's successful completion of an additional twelve (12) months of City service following the successful completion of the probationary period.

C. Emergency Services Dispatcher (ESD) II or III Lateral Hire

1. For an employee to be eligible for the Referral Incentive for referring a lateral ESD II or III, the candidate referred must, at the time of filing an employment application with the City for an ESD II or III position, have been employed for at least two (2) consecutive years during the past three (3) years with a law enforcement agency in a classification equivalent to an Emergency Dispatcher II with the City of Fresno Police Department.
2. Employees who refer lateral ESD II or III hires with prior full-time Fresno Police Department experience are not eligible for the Referral Incentive unless the lateral ESD II or III has a minimum of two (2) years of separation from the Fresno Police Department as a permanent full-time ESD and has met the requirements described above.
3. The Referral Incentive will be paid in four (4) increments of two hundred fifty dollars (\$250) up to the total one thousand dollars (\$1,000) as follows:
  - a. Upon the lateral ESD's hire and commencement of work with the City;
  - b. Upon the lateral ESD's successful completion of the ESD training program, as determined by Police Administration;
  - c. Upon the lateral ESD's completion of the probationary period; and
  - d. Upon the lateral ESD's completion of an additional twelve (12) months of City service following the successful completion of the probationary period.
- D. Only one current permanent City employee may receive the Referral Incentive for each eligible candidate hired by the City as a permanent Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III.
- E. The referring employee must be designated in writing by the candidate at the time the application for employment is submitted to for the referring employee to be eligible for the Referral Incentive.
- F. Should the referred Police Officer Recruit, lateral Police Officer, or lateral Emergency Services Dispatcher II or III fail to meet any of the metrics outlined above, the referring employee will be ineligible to receive the coinciding incentive(s).
- G. Employees in the Personnel Services Department, members of the Police Department Recruiting Unit, members of Unit 9 – Police Management, and other employees directly involved in a candidate's hiring process are not eligible to receive the Referral Incentive.
- H. The Referral Incentive is not compensable for retirement purposes.

SECTION 27. 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 28. CONFLICTING RESOLUTIONS

Resolution No. 2021-176, 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 29. RESOLUTION EFFECTIVE DATE

Upon final legislative approval, this Resolution shall become effective July 1, 2022.

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

| CLASS TITLE                              | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Airports Building Maintenance Technician | 310011              | 12              | 3850 | 4044 | 4245 | 4457 | 4679 |
| Airports Operations Leadworker           | 310010              | 12              | 4498 | 4722 | 4959 | 5207 | 5467 |
| Airports Operations Specialist           | 310012              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Automotive Parts Leadworker              | 145006              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Automotive Parts Specialist              | 145005              | 12              | 3715 | 3901 | 4095 | 4301 | 4515 |
| Aviation Mechanic I                      | 410039 <sup>4</sup> | 12 <sup>4</sup> | 4988 | 5239 | 5498 | 5775 | 6063 |
| Aviation Mechanic II                     | 410040 <sup>4</sup> | 12 <sup>4</sup> | 5488 | 5761 | 6049 | 6353 | 6668 |
| Aviation Mechanic Leadworker             | 410041              | 12              | 6036 | 6337 | 6654 | 6986 | 7336 |
| Body & Fender Repairer                   | 320036              | 12              | 4988 | 5239 | 5498 | 5775 | 6063 |
| Body & Fender Repairer Leadworker        | 320037              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Body & Fender Repairer Trainee           | 320035 <sup>7</sup> | 6 <sup>7</sup>  | 4497 | 4721 | 4958 | 5206 | 5466 |
| Brake & Front End Specialist             | 710085              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Bus Air Conditioning Mechanic            | 320031              | 12              | 4988 | 5239 | 5498 | 5775 | 6063 |
| Bus Air Conditioning Mechanic Leadworker | 320032              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Bus Air Conditioning Mechanic Trainee    | 320030 <sup>7</sup> | 6 <sup>7</sup>  | 4497 | 4721 | 4958 | 5206 | 5466 |
| Bus Equipment Attendant Leadworker       | 320040              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Bus Mechanic I                           | 320020 <sup>4</sup> | 12 <sup>4</sup> | 4497 | 4721 | 4958 | 5206 | 5546 |
| Bus Mechanic II                          | 320021 <sup>4</sup> | 12 <sup>4</sup> | 4988 | 5239 | 5498 | 5775 | 6063 |
| Bus Mechanic Leadworker                  | 320022              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Collection System Maintenance Specialist | 630002              | 12              | 4548 | 4775 | 5014 | 5264 | 5527 |
| Collection System Maintenance Technician | 630001              | 12              | 4135 | 4341 | 4559 | 4785 | 5025 |
| Combination Welder                       | 710067              | 12              | 4988 | 5239 | 5498 | 5775 | 6063 |
| Combination Welder Leadworker            | 710066              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Communications Technician I              | 710050              | 12              | 4471 | 4696 | 4929 | 5175 | 5434 |
| Communications Technician II             | 710051              | 12              | 4929 | 5175 | 5434 | 5705 | 5991 |

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

<sup>7</sup> 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    |
|-------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Cross Connection Control Specialist | 610040              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Custodian                           | 810001              | 12              | 3053 | 3205 | 3366 | 3533 | 3709 |
| Electronic Equipment Installer      | 710060              | 12              | 3627 | 3807 | 3999 | 4198 | 4408 |
| Equipment Service Worker I          | 710075              | 12              | 3715 | 3901 | 4095 | 4301 | 4515 |
| Equipment Service Worker II         | 710076              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Fire Equipment Mechanic I           | 420010 <sup>7</sup> | 6 <sup>7</sup>  | 4497 | 4721 | 4958 | 5206 | 5466 |
| Fire Equipment Mechanic II          | 420011              | 12              | 4988 | 5239 | 5498 | 5775 | 6063 |
| Fire Equipment Mechanic Leadworker  | 420012              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Graffiti Abatement Technician       | 710009              | 12              | 3666 | 3849 | 4044 | 4245 | 4457 |
| Heavy Equipment Mechanic I          | 710100 <sup>4</sup> | 12 <sup>4</sup> | 4497 | 4721 | 4958 | 5206 | 5466 |
| Heavy Equipment Mechanic II         | 710101 <sup>4</sup> | 12 <sup>4</sup> | 4988 | 5239 | 5498 | 5775 | 6063 |
| Heavy Equipment Mechanic Leadworker | 710102              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Heavy Equipment Operator            | 710025              | 12              | 4639 | 4873 | 5115 | 5372 | 5638 |
| Instrumentation Specialist          | 620025              | 12              | 5253 | 5517 | 5793 | 6082 | 6385 |
| Instrumentation Technician          | 620026              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Irrigation Specialist               | 510005              | 12              | 4035 | 4237 | 4448 | 4670 | 4902 |
| Laborer                             | 710005              | 12              | 3098 | 3240 | 3388 | 3543 | 3709 |
| Light Equipment Mechanic I          | 710095 <sup>4</sup> | 12 <sup>4</sup> | 4497 | 4721 | 4958 | 5206 | 5466 |
| Light Equipment Mechanic II         | 710096 <sup>4</sup> | 12 <sup>4</sup> | 4988 | 5239 | 5498 | 5775 | 6063 |
| Light Equipment Mechanic Leadworker | 710097              | 12              | 5488 | 5761 | 6049 | 6353 | 6668 |
| Light Equipment Operator            | 710020              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Locksmith                           | 810015              | 12              | 3739 | 3926 | 4121 | 4327 | 4543 |
| Maintenance & Construction Worker   | 710015              | 12              | 3715 | 3901 | 4095 | 4301 | 4515 |
| Maintenance & Operations Assistant  | 710001              | 12              | 3098 | 3240 | 3388 | 3543 | 3709 |

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

<sup>7</sup> 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    |
|-------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Maintenance Carpenter I                         | 810020              | 12              | 4115 | 4320 | 4536 | 4762 | 5000 |
| Maintenance Carpenter II                        | 810021              | 12              | 4538 | 4766 | 5003 | 5252 | 5516 |
| Park Equipment Mechanic II                      | 710110              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Park Equipment Mechanic Leadworker              | 710111              | 12              | 4497 | 4721 | 4958 | 5206 | 5466 |
| Parking Meter Attendant I                       | 710125 <sup>4</sup> | 12 <sup>4</sup> | 3358 | 3526 | 3703 | 3887 | 4082 |
| Parking Meter Attendant II                      | 710126 <sup>4</sup> | 12 <sup>4</sup> | 3696 | 3880 | 4072 | 4276 | 4491 |
| Parking Meter Attendant III                     | 710127              | 12              | 4064 | 4266 | 4479 | 4704 | 4937 |
| Parks Maintenance Leadworker                    | 510003              | 12              | 4035 | 4237 | 4448 | 4670 | 4902 |
| Parks Maintenance Worker I                      | 510001              | 12              | 3053 | 3205 | 3366 | 3533 | 3709 |
| Parks Maintenance Worker II                     | 510002              | 12              | 3667 | 3850 | 4044 | 4245 | 4457 |
| Power Generation Operator/Mechanic              | 620055              | 12              | 5536 | 5811 | 6103 | 6406 | 6727 |
| Property Maintenance Leadworker                 | 810007              | 12              | 4123 | 4328 | 4545 | 4773 | 5011 |
| Property Maintenance Worker                     | 810006              | 12              | 3850 | 4044 | 4247 | 4458 | 4679 |
| Roofer                                          | 810010              | 12              | 3739 | 3925 | 4122 | 4327 | 4543 |
| Sanitation Operator                             | 640021              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Senior Collection System Maintenance Specialist | 630004              | 12              | 5002 | 5251 | 5515 | 5790 | 6079 |
| Senior Communications Technician                | 710052              | 12              | 5437 | 5708 | 5995 | 6293 | 6608 |
| Senior Custodian                                | 810002              | 12              | 3358 | 3526 | 3703 | 3887 | 4082 |
| Senior Heavy Equipment Operator                 | 710026              | 12              | 5711 | 5997 | 6296 | 6611 | 6942 |
| Senior Sanitation Operator                      | 640022              | 12              | 4639 | 4873 | 5115 | 5372 | 5638 |
| Senior Wastewater Mechanical Specialist         | 620062              | 12              | 5032 | 5284 | 5547 | 5826 | 6115 |
| Senior Wastewater Treatment Plant Operator      | 620043              | 12              | 5844 | 6138 | 6444 | 6766 | 7104 |
| Senior Water Distribution/Production Operator   | 610030              | 12              | 5844 | 6138 | 6444 | 6766 | 7104 |
| Senior Water Treatment Plant Operator           | 610039              | 12              | 5965 | 6263 | 6576 | 6905 | 7249 |
| Solid Waste Safety & Training Specialist        | 640005              | 12              | 4426 | 4641 | 4871 | 5108 | 5358 |

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

| EXHIBIT 1                                       |                     |                 |      |      |      |      |      |
|-------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Unit 1 – Non-Supervisory Blue Collar (Local 39) |                     |                 |      |      |      |      |      |
| CLASS TITLE                                     | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Street Maintenance Leadworker                   | 710040              | 12              | 4190 | 4398 | 4617 | 4849 | 5090 |
| Street Sweeper Lead Operator                    | 710036              | 12              | 4497 | 4721 | 4958 | 5206 | 5466 |
| Street Sweeper Operator                         | 710035              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Tire Maintenance & Repair Technician            | 710081              | 12              | 4089 | 4292 | 4506 | 4732 | 4967 |
| Tire Maintenance Worker                         | 710080              | 12              | 3715 | 3901 | 4095 | 4301 | 4515 |
| Traffic Maintenance Leadworker                  | 710046              | 12              | 4190 | 4398 | 4617 | 4849 | 5090 |
| Traffic Maintenance Worker I                    | 710044 <sup>4</sup> | 12 <sup>4</sup> | 3454 | 3627 | 3807 | 3999 | 4198 |
| Traffic Maintenance Worker II                   | 710045 <sup>4</sup> | 12 <sup>4</sup> | 3799 | 3988 | 4189 | 4397 | 4615 |
| Tree Trimmer Leadworker                         | 510010              | 12              | 4157 | 4364 | 4583 | 4813 | 5054 |
| Utility Leadworker                              | 710010              | 12              | 4035 | 4237 | 4448 | 4670 | 4902 |
| Waste Container Maintenance Worker              | 640010              | 12              | 3358 | 3526 | 3703 | 3887 | 4082 |
| Wastewater Distributor Technician               | 620050              | 12              | 3759 | 3946 | 4144 | 4350 | 4567 |
| Wastewater Mechanical Specialist                | 620061              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Wastewater Mechanical Technician                | 620060              | 12              | 4345 | 4562 | 4788 | 5028 | 5279 |
| Wastewater Treatment Plant Operator-In-Training | 620040 <sup>1</sup> | -               | 3759 | 3946 | 4144 | 4350 | 4567 |
| Wastewater Treatment Plant Specialist           | 620042 <sup>5</sup> | 12 <sup>5</sup> | 5032 | 5284 | 5547 | 5826 | 6115 |
| Wastewater Treatment Plant Technician           | 620041 <sup>5</sup> | 12 <sup>5</sup> | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water Distribution/Production Specialist        | 610029              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water Distribution/Production Technician        | 610028              | 12              | 4345 | 4562 | 4788 | 5028 | 5279 |
| Water Maintenance Mechanic Specialist           | 610032              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water System Trainee                            | 610023 <sup>1</sup> | -               | 3098 | 3240 | 3388 | 3543 | 3709 |
| Water Treatment Plant Operator                  | 610042              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water Treatment Plant Operator-In-Training      | 610041 <sup>1</sup> | -               | 3759 | 3946 | 4144 | 4350 | 4567 |
| Water Maintenance Mechanic Technician           | 610031              | 12              | 4345 | 4562 | 4788 | 5028 | 5279 |
| Water Quality Specialist                        | 610034              | 12              | 4778 | 5018 | 5267 | 5530 | 5805 |
| Water Quality Technician                        | 610033              | 12              | 4345 | 4562 | 4788 | 5028 | 5279 |
| Welder                                          | 710065              | 12              | 4497 | 4721 | 4958 | 5206 | 5466 |

<sup>1</sup> 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).

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

<sup>5</sup> This class is in a flexibly-staffed series. The probationary period for employees in these classes 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 2**  
Unit 2 – Non-Represented Management and Confidential Classes

| CLASS TITLE                              | JOB CODE | PROB PER | RANGE | Minimum |   | Maximum |
|------------------------------------------|----------|----------|-------|---------|---|---------|
| Airport Public Safety Manager            | 310004e  | -        | E7    | 8291    | - | 11401   |
| Assistant City Attorney                  | 160008e  | -        | E4    | 11389   | - | 17979   |
| Assistant City Manager                   | 150135e  | -        | E3    | 15190   | - | 20887   |
| Assistant Controller                     | 135020e  | -        | E5    | 9588    | - | 14806   |
| Assistant Director                       | 150160e  | -        | E5    | 9588    | - | 14806   |
| Assistant Director of Personnel Services | 150043e  | -        | E5    | 9588    | - | 14806   |
| Assistant Director of Public Utilities   | 620100e  | -        | E5    | 9588    | - | 14806   |
| Assistant Director of Public Works       | 210089e  | -        | E5    | 9588    | - | 14806   |
| Assistant Police Chief                   | 415010e  | -        | E5    | 9588    | - | 14806   |
| Assistant Retirement Administrator       | 135040e  | -        | E5    | 9588    | - | 14806   |
| Background Investigator                  | 410055   | -        | E16   | 4086    | - | 6323    |
| Budget Analyst                           | 135006e  | 12       | E15   | 5411    | - | 7205    |
| Budget Manager                           | 135008e  | -        | E5    | 9588    | - | 14806   |
| Chief Assistant City Attorney            | 160015e  | -        | E3    | 15190   | - | 20887   |
| Chief Information Officer                | 125067e  | -        | E4    | 11389   | - | 17979   |
| Chief Labor Negotiator*                  | 150030e  | -        | E6    | 8558    | - | 13181   |
| Chief of Staff to Councilmember          | 150086e  | -        | E10   | 3124    | - | 10364   |
| Chief of Staff to the Mayor              | 150123e  | -        | E5    | 9588    | - | 14806   |
| City Attorney                            | 160009e  | -        | E1    | 17294   | - | 23779   |
| City Attorney Investigator               | 160003   | -        | E15   | 5411    | - | 7205    |
| City Clerk                               | 150125e  | -        | E4    | 11389   | - | 17979   |
| City Engineer                            | 210080e  | -        | E4    | 11389   | - | 17979   |
| City Manager                             | 150130e  | -        | E1    | 17294   | - | 23779   |
| Community Coordinator                    | 150075e  | -        | E11   | 4086    | - | 6956    |
| Community Outreach Specialist            | 150230e  | -        | E11   | 4086    | - | 6956    |
| Controller                               | 135021e  | -        | E4    | 11389   | - | 17979   |
| Council Assistant                        | 150085e  | -        | E10   | 3124    | - | 10364   |
| Deputy City Attorney II                  | 160006e  | -        | E8    | 7537    | - | 10364   |
| Deputy City Attorney III                 | 160007e  | -        | E7    | 8291    | - | 11401   |

e Exempt class, see Section 4

\*Effective 10/3/22, by the Third Amendment to the Salary Resolution 2022-152.

| EXHIBIT 2<br>Unit 2 – Non-Represented Management and Confidential Classes |                      |          |       |         |   |         |
|---------------------------------------------------------------------------|----------------------|----------|-------|---------|---|---------|
| CLASS TITLE                                                               | JOB CODE             | PROB PER | RANGE | Minimum |   | Maximum |
| Deputy City Manager*                                                      | 150140e              | -        | E6    | 8558    | - | 13181   |
| Director                                                                  | 150170e              | -        | E4    | 11389   | - | 17979   |
| Director of Aviation                                                      | 310045e              | -        | E4    | 11389   | - | 17979   |
| Director of Development                                                   | 220020e              | -        | E4    | 11389   | - | 17979   |
| Director of Personnel Services                                            | 150042e              | -        | E4    | 11389   | - | 17979   |
| Director of Public Utilities                                              | 620101e              | -        | E4    | 11389   | - | 17979   |
| Director of Transportation                                                | 310040e              | -        | E4    | 11389   | - | 17979   |
| Economic Development Coordinator                                          | 150090e              | -        | E10   | 3124    | - | 10364   |
| Economic Development Director                                             | 150099e              | -        | E4    | 11389   | - | 17979   |
| Executive Assistant to Department Director                                | 115003e              | -        | E19   | 3978    | - | 6169    |
| Executive Assistant to the City Attorney                                  | 115004e              | -        | E17   | 3978    | - | 7094    |
| Executive Assistant to the City Manager                                   | 115001e              | -        | E17   | 3978    | - | 7094    |
| Executive Assistant to the Mayor                                          | 115002e              |          | E17   | 3978    |   | 7094    |
| Fire Chief                                                                | 425007e              | -        | E3    | 15190   | - | 20887   |
| Governmental Affairs Manager                                              | 150240e              | -        | E10   | 3124    | - | 10364   |
| Human Resources Manager                                                   | 150025e              | -        | E7    | 8291    | - | 11401   |
| Independent Reviewer                                                      | 150220e              | -        | E5    | 9588    | - | 14806   |
| Internal Auditor                                                          | 135010e              | 12       | E15   | 5411    | - | 7205    |
| Investment Officer                                                        | 135014e              | -        | E6    | 8558    | - | 13181   |
| Management Analyst II                                                     | 150032e <sup>†</sup> | 12       | E15   | 5411    | - | 7205    |
| Payroll Accountant                                                        | 130016e              | 12       | E20   | 5705    | - | 7596    |
| Payroll Manager                                                           | 135012e              | -        | E7    | 8291    | - | 11401   |
| Police Chief                                                              | 415008e              | -        | E2    | 15570   | - | 21420   |

<sup>†</sup> This is one position assigned to the Labor Relations Division in the Personnel Services Department, working on confidential issues related to negotiations with bargaining units.

e Exempt class, see Section 4.

\*Effective 10/3/22, by the Third Amendment to the Salary Resolution 2022-152.

| EXHIBIT 2<br>Unit 2 – Non-Represented Management and Confidential Classes |                      |          |       |         |   |         |
|---------------------------------------------------------------------------|----------------------|----------|-------|---------|---|---------|
| CLASS TITLE                                                               | JOB CODE             | PROB PER | RANGE | Minimum |   | Maximum |
| Principal Budget Analyst                                                  | 135009e              | -        | E7    | 8291    | - | 11401   |
| Principal Internal Auditor                                                | 135011e              | -        | E8    | 7537    | - | 10364   |
| Principal Labor Relations/Risk Analyst*                                   | 150018e              | -        | E12   | 7914    | - | 10882   |
| Project Liaison/Program Administrator*                                    | 150062e              | -        | E13   | 9766    | - | 12501   |
| Public Affairs Officer                                                    | 150118e              | -        | E8    | 7537    | - | 10364   |
| Public Works Director                                                     | 210085e              | -        | E4    | 11389   | - | 17979   |
| Retirement Administrator                                                  | 135030e              | -        | E3    | 15190   | - | 20887   |
| Retirement Benefits Manager                                               | 135045e              | -        | E7    | 8291    | - | 11401   |
| Retirement Office Manager                                                 | 115007e              | -        | E17   | 3978    | - | 7094    |
| Senior Budget Analyst                                                     | 135007e              | -        | E8    | 7537    | - | 10364   |
| Senior Deputy City Attorney I                                             | 160013e              | -        | E6    | 8558    | - | 13181   |
| Senior Deputy City Attorney II                                            | 160014e              | -        | E21   | 9414    | - | 14500   |
| Senior Deputy City Attorney III                                           | 160016e              | -        | E22   | 9884    | - | 15224   |
| Senior Human Resources/Risk Analyst                                       | 150017e              | -        | E8    | 7537    | - | 10364   |
| Senior Law Clerk                                                          | 115022 <sup>10</sup> | -        | E16   | 4086    | - | 6323    |
| Supervising Deputy City Attorney                                          | 160010e              | -        | E5    | 9588    | - | 14806   |

E Exempt class, see Section 4.

<sup>10</sup> Persons in this classification are limited to no more than two (2) consecutive years in this class.

\*Effective 10/3/22, by the Third Amendment to Salary Resolution 2022-152.

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

| CLASS TITLE                                    | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Account Clerk I                                | 130001 <sup>3</sup> | 6 <sup>3</sup>  | 2926 | 3059 | 3197 | 3345 | 3504 |
| Account Clerk II                               | 130002 <sup>3</sup> | 12 <sup>3</sup> | 3234 | 3383 | 3544 | 3704 | 3875 |
| Accountant-Auditor I                           | 130011 <sup>4</sup> | 12 <sup>4</sup> | 4675 | 4889 | 5115 | 5364 | 5615 |
| Accountant-Auditor II                          | 130012 <sup>4</sup> | 12 <sup>4</sup> | 5187 | 5427 | 5690 | 5961 | 6243 |
| Accounting Technician                          | 130010              | 12              | 3904 | 4088 | 4280 | 4477 | 4690 |
| Administrative Clerk I                         | 110001 <sup>3</sup> | 6 <sup>3</sup>  | 2715 | 2841 | 2967 | 3104 | 3245 |
| Administrative Clerk II                        | 110002 <sup>3</sup> | 12 <sup>3</sup> | 3058 | 3199 | 3344 | 3500 | 3661 |
| Airports Operations Officer I                  | 310006 <sup>4</sup> | 12 <sup>4</sup> | 4736 | 4969 | 5208 | 5469 | 5742 |
| Airports Operations Officer II                 | 310009 <sup>4</sup> | 12 <sup>4</sup> | 5208 | 5469 | 5742 | 6030 | 6332 |
| Airports Property Specialist I                 | 175001 <sup>4</sup> | 12 <sup>4</sup> | 5068 | 5313 | 5565 | 5826 | 6108 |
| Airports Property Specialist II                | 175002 <sup>4</sup> | 12 <sup>4</sup> | 5873 | 6153 | 6450 | 6756 | 7083 |
| Associate Electrical Safety Consultant I       | 230022              | 12              | 5861 | 6140 | 6435 | 6739 | 7064 |
| Associate Electrical Safety Consultant II      | 230023              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |
| Associate Environmental & Safety Consultant I  | 230003              | 12              | 5861 | 6140 | 6435 | 6739 | 7064 |
| Associate Environmental & Safety Consultant II | 230004              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |
| Associate Plumbing & Mechanical Consultant I   | 230012              | 12              | 5861 | 6140 | 6435 | 6739 | 7064 |
| Associate Plumbing & Mechanical Consultant II  | 230013              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |
| Billing System Specialist                      | 125075              | 12              | 4300 | 4502 | 4715 | 4928 | 5158 |
| Budget Technician                              | 135005              | 12              | 3905 | 4085 | 4277 | 4478 | 4690 |
| Building Inspector I                           | 230007 <sup>4</sup> | 12 <sup>4</sup> | 5406 | 5663 | 5931 | 6217 | 6510 |
| Building Inspector II                          | 230008 <sup>4</sup> | 12 <sup>4</sup> | 5861 | 6140 | 6435 | 6739 | 7064 |
| Building Inspector III                         | 230009              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |

<sup>3</sup> 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.

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

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

| CLASS TITLE                         | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|-------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Call Center Representative I        | 115070 <sup>3</sup> | 6 <sup>3</sup>  | 3197 | 3345 | 3510 | 3662 | 3831 |
| Call Center Representative II       | 115071 <sup>3</sup> | 12 <sup>3</sup> | 3504 | 3662 | 3831 | 4011 | 4200 |
| Central Printing Clerk              | 120005              | 12              | 3043 | 3183 | 3327 | 3483 | 3644 |
| Chemist                             | 620020              | 12              | 5150 | 5400 | 5654 | 5925 | 6207 |
| City Records Specialist             | 115025              | 12              | 3892 | 4072 | 4263 | 4463 | 4675 |
| Commercial Building Inspector       | 230015              | 12              | 5861 | 6140 | 6435 | 6739 | 7064 |
| Community Recreation Assistant      | 520010              | 12              | 3718 | 3884 | 4045 | 4208 | 4393 |
| Community Revitalization Specialist | 230053              | 12              | 5276 | 5530 | 5795 | 6111 | 6366 |
| Community Revitalization Technician | 230059              | 12              | 3670 | 3841 | 4020 | 4210 | 4408 |
| Community Services Officer I        | 410025 <sup>4</sup> | 12 <sup>4</sup> | 3458 | 3615 | 3783 | 3958 | 4142 |
| Community Services Officer II       | 410026 <sup>4</sup> | 12 <sup>4</sup> | 3783 | 3958 | 4142 | 4338 | 4543 |
| Computer Systems Specialist I       | 125010 <sup>4</sup> | 12 <sup>4</sup> | 5406 | 5657 | 5926 | 6211 | 6504 |
| Computer Systems Specialist II      | 125011 <sup>4</sup> | 12 <sup>4</sup> | 5935 | 6216 | 6512 | 6823 | 7154 |
| Computer Systems Specialist III     | 125012              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| Construction Compliance Specialist  | 150055              | 12              | 4523 | 4730 | 4956 | 5192 | 5434 |
| Crime Scene Technician I            | 410010 <sup>4</sup> | 12 <sup>4</sup> | 4330 | 4532 | 4746 | 4971 | 5207 |
| Crime Scene Technician II           | 410011 <sup>4</sup> | 12 <sup>4</sup> | 4746 | 4971 | 5207 | 5454 | 5717 |
| Crime Specialist                    | 410008              | 12              | 5430 | 5686 | 5959 | 6243 | 6546 |
| Customer Services Clerk I           | 115060 <sup>3</sup> | 6 <sup>3</sup>  | 3200 | 3344 | 3496 | 3660 | 3831 |
| Customer Services Clerk II          | 115061 <sup>3</sup> | 12 <sup>3</sup> | 3505 | 3668 | 3841 | 4014 | 4200 |
| Cybersecurity Analyst               | 125090              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| Deputy City Clerk                   | 115028 <sup>4</sup> | 12 <sup>4</sup> | 3448 | 3607 | 3774 | 3950 | 4132 |
| Development Services Coordinator    | 230057              | 12              | 5346 | 5640 | 5914 | 6197 | 6494 |
| Digital Forensics Analyst           | 410050              | 12              | 7129 | 7487 | 7860 | 8253 | 8666 |
| Emergency Services Dispatcher I     | 410001 <sup>5</sup> | 12 <sup>5</sup> | 4250 | 4422 | 4607 | 4817 | 5020 |
| Emergency Services Dispatcher II    | 410002 <sup>5</sup> | 12 <sup>5</sup> | 4594 | 4813 | 5041 | 5278 | 5521 |
| Emergency Services Dispatcher III   | 410003              | 12              | 5055 | 5286 | 5543 | 5799 | 6073 |

<sup>3</sup> 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.

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

<sup>5</sup> This class is in a flexibly-staffed series. The probationary period for employees in these classes 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    |
|---------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Engineer I                                              | 210015 <sup>4</sup> | 12 <sup>4</sup> | 6874 | 7218 | 7578 | 7957 | 8355 |
| Engineer II                                             | 210016 <sup>4</sup> | 12 <sup>4</sup> | 7758 | 8147 | 8554 | 8981 | 9430 |
| Engineering Aide I                                      | 210001 <sup>3</sup> | 6 <sup>3</sup>  | 3386 | 3536 | 3698 | 3870 | 4055 |
| Engineering Aide II                                     | 210002 <sup>3</sup> | 12 <sup>3</sup> | 3955 | 4141 | 4329 | 4530 | 4750 |
| Engineering Inspector I                                 | 230075 <sup>4</sup> | 12 <sup>4</sup> | 5209 | 5474 | 5721 | 5991 | 6281 |
| Engineering Inspector II                                | 230076 <sup>4</sup> | 12 <sup>4</sup> | 5698 | 5967 | 6255 | 6553 | 6868 |
| Engineering Technician I                                | 210005 <sup>4</sup> | 12 <sup>4</sup> | 3978 | 4164 | 4365 | 4559 | 4774 |
| Engineering Technician II                               | 210006 <sup>4</sup> | 12 <sup>4</sup> | 4654 | 4881 | 5106 | 5343 | 5600 |
| Environmental Control Officer                           | 620001              | 12              | 5080 | 5324 | 5569 | 5834 | 6109 |
| Facilities Construction Specialist                      | 230085              | 12              | 5192 | 5433 | 5692 | 5963 | 6250 |
| Fire Prevention Inspector I                             | 420001 <sup>5</sup> | 12 <sup>5</sup> | 4588 | 4803 | 5022 | 5268 | 5519 |
| Fire Prevention Inspector II                            | 420002 <sup>5</sup> | 12 <sup>5</sup> | 5289 | 5530 | 5795 | 6079 | 6366 |
| Fleet Operations Specialist                             | 710105              | 12              | 4852 | 5077 | 5323 | 5573 | 5841 |
| Geographic Information System (GIS) Specialist          | 125025              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| Geographic Information System (GIS) Technician I        | 125026 <sup>4</sup> | 12 <sup>4</sup> | 5430 | 5683 | 5953 | 6239 | 6534 |
| Geographic Information System (GIS) Technician II       | 125027 <sup>4</sup> | 12 <sup>4</sup> | 5962 | 6243 | 6542 | 6854 | 7187 |
| Graphics Technician                                     | 120013              | 12              | 4240 | 4445 | 4661 | 4888 | 5127 |
| Helicopter Pilot                                        | 410033              | 12              | 6362 | 6672 | 6999 | 7342 | 7704 |
| Housing Rehabilitation Specialist                       | 230056              | 12              | 5259 | 5515 | 5788 | 6071 | 6366 |
| Industrial/Commercial Water Conservation Representative | 610015              | 12              | 5089 | 5332 | 5579 | 5845 | 6121 |
| Interpreter/Translator                                  | 150232              | 12              | 5440 | 5739 | 6018 | 6305 | 6607 |
| Laboratory Assistant                                    | 620010              | 12              | 3552 | 3721 | 3893 | 4074 | 4263 |
| Laboratory Technician I                                 | 620011 <sup>4</sup> | 12 <sup>4</sup> | 4270 | 4470 | 4680 | 4899 | 5128 |
| Laboratory Technician II                                | 620012 <sup>4</sup> | 12 <sup>4</sup> | 4690 | 4908 | 5140 | 5386 | 5642 |
| Landscape Water Conservation Specialist                 | 610005              | 12              | 5074 | 5316 | 5569 | 5833 | 6109 |

<sup>3</sup> 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.

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

<sup>5</sup> This class is in a flexibly-staffed series. The probationary period for employees in these classes 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    |
|------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Law Office Assistant               | 115021              | 12              | 4266 | 4474 | 4692 | 4920 | 5158 |
| Network Systems Specialist         | 125030              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| PAR Program Specialist             | 410023              | 12              | 3670 | 3841 | 4020 | 4210 | 4408 |
| Paratransit Specialist             | 320005              | 12              | 3909 | 4094 | 4287 | 4480 | 4690 |
| Parking Enforcement Officer I      | 710120 <sup>4</sup> | 12 <sup>4</sup> | 3003 | 3127 | 3256 | 3384 | 3528 |
| Parking Enforcement Officer II     | 710121 <sup>4</sup> | 12 <sup>4</sup> | 3265 | 3403 | 3544 | 3687 | 3853 |
| Parking Enforcement Officer III    | 710122              | 12              | 3544 | 3687 | 3853 | 4010 | 4183 |
| Park Ranger I*                     | 410060 <sup>4</sup> | 12 <sup>4</sup> | 3458 | 3615 | 3783 | 3958 | 4142 |
| Park Ranger II*                    | 410061 <sup>4</sup> | 12 <sup>4</sup> | 3783 | 3958 | 4142 | 4338 | 4543 |
| Phlebotomist                       | 410007              | 12              | 3552 | 3721 | 3893 | 4074 | 4263 |
| Planner I                          | 220005 <sup>3</sup> | 6 <sup>3</sup>  | 4828 | 5046 | 5287 | 5542 | 5808 |
| Planner II                         | 220006 <sup>3</sup> | 12 <sup>3</sup> | 5440 | 5739 | 6018 | 6305 | 6607 |
| Plans and Permit Technician        | 220002              | 12              | 5169 | 5411 | 5657 | 5934 | 6217 |
| Plans Examiner                     | 210041              | 12              | 5672 | 5928 | 6213 | 6517 | 6824 |
| Police Data Transcriptionist       | 115035              | 12              | 4089 | 4277 | 4476 | 4684 | 4904 |
| Police Support Services Clerk      | 115043              | 12              | 3396 | 3552 | 3716 | 3889 | 4069 |
| Police Support Services Technician | 115044              | 12              | 3726 | 3899 | 4080 | 4274 | 4475 |
| Principal Account Clerk            | 130004              | 12              | 3904 | 4088 | 4280 | 4477 | 4690 |
| Procurement Specialist             | 140002              | 12              | 4903 | 5138 | 5380 | 5636 | 5905 |
| Program Compliance Officer         | 640026              | 12              | 4193 | 4400 | 4614 | 4838 | 5074 |
| Programmer/Analyst I               | 125020 <sup>4</sup> | 12 <sup>4</sup> | 5380 | 5632 | 5898 | 6183 | 6474 |
| Programmer/Analyst II              | 125021 <sup>4</sup> | 12 <sup>4</sup> | 5935 | 6216 | 6512 | 6823 | 7154 |
| Programmer/Analyst III             | 125022              | 12              | 6521 | 6834 | 7163 | 7505 | 7870 |
| Programmer/Analyst IV              | 125023              | 12              | 7171 | 7519 | 7884 | 8259 | 8658 |
| Property & Evidence Technician     | 145010              | 12              | 4154 | 4349 | 4553 | 4768 | 4993 |
| Radio Dispatcher                   | 120015              | 12              | 3602 | 3765 | 3922 | 4095 | 4263 |
| Rangemaster/Armorer                | 410035              | 12              | 4972 | 5208 | 5455 | 5718 | 5989 |

<sup>3</sup> 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.

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

\*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

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

| CLASS TITLE                                | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|--------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Real Estate Finance Specialist I           | 170001 <sup>4</sup> | 12 <sup>4</sup> | 4109 | 4301 | 4497 | 4712 | 4934 |
| Real Estate Finance Specialist II          | 170002 <sup>4</sup> | 12 <sup>4</sup> | 4821 | 5049 | 5289 | 5539 | 5801 |
| Recreation Specialist                      | 520005              | 12              | 4026 | 4211 | 4409 | 4617 | 4833 |
| Retirement Counselor I                     | 135050 <sup>4</sup> | 12 <sup>4</sup> | 3903 | 4087 | 4279 | 4479 | 4690 |
| Retirement Counselor II                    | 135051 <sup>4</sup> | 12 <sup>4</sup> | 4291 | 4491 | 4702 | 4925 | 5158 |
| Safety and Training Specialist             | 150050              | 12              | 4582 | 4804 | 5041 | 5287 | 5546 |
| Secretary                                  | 110050              | 12              | 3661 | 3831 | 4009 | 4195 | 4394 |
| Senior Account Clerk                       | 130003              | 12              | 3557 | 3718 | 3889 | 4072 | 4264 |
| Senior Administrative Clerk                | 110003              | 12              | 3344 | 3500 | 3661 | 3831 | 4009 |
| Senior Call Center Representative          | 115072              | 12              | 4034 | 4228 | 4432 | 4647 | 4872 |
| Senior Commercial Building Inspector       | 230016              | 12              | 6140 | 6435 | 6739 | 7064 | 7406 |
| Senior Community Revitalization Specialist | 230054              | 12              | 5914 | 6192 | 6480 | 6794 | 7123 |
| Senior Community Services Officer          | 410027              | 12              | 4116 | 4309 | 4511 | 4720 | 4944 |
| Senior Crime Scene Technician              | 410012              | 12              | 4971 | 5207 | 5454 | 5717 | 5988 |
| Senior Customer Services Clerk             | 115062              | 12              | 4005 | 4185 | 4379 | 4585 | 4800 |
| Senior Deputy City Clerk                   | 115029 <sup>4</sup> | 12 <sup>4</sup> | 3904 | 4084 | 4277 | 4477 | 4690 |
| Senior Engineering Technician              | 210007              | 12              | 5250 | 5498 | 5756 | 6033 | 6311 |
| Senior Fire Prevention Inspector           | 420003              | 12              | 5914 | 6192 | 6480 | 6794 | 7123 |
| Senior Laboratory Technician               | 620013              | 12              | 5228 | 5478 | 5739 | 6012 | 6299 |
| Senior Network Systems Specialist          | 125031              | 12              | 7229 | 7580 | 7947 | 8326 | 8728 |
| Senior Park Ranger*                        | 410062              | 12              | 4116 | 4309 | 4511 | 4720 | 4944 |
| Senior Plans Examiner                      | 210042              | 12              | 6230 | 6521 | 6825 | 7156 | 7504 |
| Senior Procurement Specialist              | 140003              | 12              | 5380 | 5636 | 5905 | 6188 | 6481 |
| Senior Property & Evidence Technician      | 145011              | 12              | 4553 | 4768 | 4993 | 5226 | 5476 |
| Senior Cybersecurity Analyst               | 125091              | 12              | 7229 | 7580 | 7947 | 8326 | 8728 |
| Senior Records Clerk                       | 110101              | 12              | 3557 | 3721 | 3894 | 4075 | 4263 |
| Senior Secretary                           | 110051              | 12              | 3904 | 4084 | 4277 | 4477 | 4690 |

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

\*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

| EXHIBIT 3<br>Unit 3 – Non-Supervisory White Collar (FCEA)       |                     |                 |      |      |      |      |      |
|-----------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| CLASS TITLE                                                     | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Senior Storeskeeper                                             | 145002              | 12              | 4154 | 4349 | 4553 | 4768 | 4993 |
| Senior Utility Service Representative                           | 230092              | 12              | 4289 | 4490 | 4702 | 4923 | 5158 |
| Senior Water Systems Telemetry & Distributed Control Specialist | 610022              | 12              | 7229 | 7580 | 7947 | 8326 | 8728 |
| Staff Assistant                                                 | 150001              | 12              | 3910 | 4094 | 4288 | 4481 | 4691 |
| Storeskeeper                                                    | 145001              | 12              | 3875 | 4057 | 4244 | 4443 | 4652 |
| Survey Party Technician                                         | 210030              | 12              | 4654 | 4881 | 5106 | 5343 | 5600 |
| Tax/Permit Inspector                                            | 135001              | 12              | 4588 | 4804 | 5024 | 5271 | 5520 |
| Traffic Signal Operations Specialist                            | 710150              | 12              | 6575 | 6889 | 7222 | 7566 | 7935 |
| Transit Scheduler                                               | 320049              | 12              | 6575 | 6889 | 7222 | 7566 | 7935 |
| Tree Program Specialist                                         | 510015              | 12              | 4851 | 5079 | 5325 | 5577 | 5841 |
| Utility Service Representative I                                | 230090 <sup>4</sup> | 12 <sup>4</sup> | 3556 | 3720 | 3892 | 4074 | 4263 |
| Utility Service Representative II                               | 230091 <sup>4</sup> | 12 <sup>4</sup> | 3903 | 4087 | 4277 | 4478 | 4689 |
| Wastewater Reclamation Coordinator                              | 620035              | 12              | 5068 | 5313 | 5565 | 5826 | 6108 |
| Water Conservation Representative                               | 610001              | 12              | 3669 | 3841 | 4020 | 4208 | 4407 |
| Water Systems Telemetry & Distributed Control Specialist        | 610021              | 12              | 5985 | 6268 | 6568 | 6882 | 7213 |

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

| EXHIBIT 3<br>Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023 |                     |                 |      |      |      |      |      |
|------------------------------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| CLASS TITLE                                                                        | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Account Clerk I                                                                    | 130001 <sup>3</sup> | 6 <sup>3</sup>  | 3014 | 3151 | 3293 | 3446 | 3610 |
| Account Clerk II                                                                   | 130002 <sup>3</sup> | 12 <sup>3</sup> | 3332 | 3485 | 3651 | 3816 | 3992 |
| Accountant-Auditor I                                                               | 130011 <sup>4</sup> | 12 <sup>4</sup> | 4816 | 5036 | 5269 | 5525 | 5784 |
| Accountant-Auditor II                                                              | 130012 <sup>4</sup> | 12 <sup>4</sup> | 5343 | 5590 | 5861 | 6140 | 6431 |
| Accounting Technician                                                              | 130010              | 12              | 4022 | 4211 | 4409 | 4612 | 4831 |
| Administrative Clerk I                                                             | 110001 <sup>3</sup> | 6 <sup>3</sup>  | 2797 | 2927 | 3057 | 3198 | 3343 |
| Administrative Clerk II                                                            | 110002 <sup>3</sup> | 12 <sup>3</sup> | 3150 | 3295 | 3445 | 3605 | 3771 |
| Airports Operations Officer I                                                      | 310006 <sup>4</sup> | 12 <sup>4</sup> | 4879 | 5119 | 5365 | 5634 | 5915 |
| Airports Operations Officer II                                                     | 310009 <sup>4</sup> | 12 <sup>4</sup> | 5365 | 5634 | 5915 | 6211 | 6522 |
| Airports Property Specialist I                                                     | 175001 <sup>4</sup> | 12 <sup>4</sup> | 5221 | 5473 | 5732 | 6001 | 6292 |
| Airports Property Specialist II                                                    | 175002 <sup>4</sup> | 12 <sup>4</sup> | 6050 | 6338 | 6644 | 6959 | 7296 |
| Associate Electrical Safety Consultant I                                           | 230022              | 12              | 6037 | 6325 | 6629 | 6942 | 7276 |
| Associate Electrical Safety Consultant II                                          | 230023              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |
| Associate Environmental & Safety Consultant I                                      | 230003              | 12              | 6037 | 6325 | 6629 | 6942 | 7276 |
| Associate Environmental & Safety Consultant II                                     | 230004              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |
| Associate Plumbing & Mechanical Consultant I                                       | 230012              | 12              | 6037 | 6325 | 6629 | 6942 | 7276 |
| Associate Plumbing & Mechanical Consultant II                                      | 230013              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |
| Billing System Specialist                                                          | 125075              | 12              | 4429 | 4638 | 4857 | 5076 | 5313 |
| Budget Technician                                                                  | 135005              | 12              | 4023 | 4208 | 4406 | 4613 | 4831 |
| Building Inspector I                                                               | 230007 <sup>4</sup> | 12 <sup>4</sup> | 5569 | 5833 | 6109 | 6404 | 6706 |
| Building Inspector II                                                              | 230008 <sup>4</sup> | 12 <sup>4</sup> | 6037 | 6325 | 6629 | 6942 | 7276 |
| Building Inspector III                                                             | 230009              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |

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.

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

| EXHIBIT 3<br>Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023 |                     |                 |      |      |      |      |      |
|------------------------------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| CLASS TITLE                                                                        | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Call Center Representative I                                                       | 115070 <sup>3</sup> | 6 <sup>3</sup>  | 3293 | 3446 | 3616 | 3772 | 3946 |
| Call Center Representative II                                                      | 115071 <sup>3</sup> | 12 <sup>3</sup> | 3610 | 3772 | 3946 | 4132 | 4326 |
| Central Printing Clerk                                                             | 120005              | 12              | 3135 | 3279 | 3427 | 3588 | 3754 |
| Chemist                                                                            | 620020              | 12              | 5305 | 5562 | 5824 | 6103 | 6394 |
| City Records Specialist                                                            | 115025              | 12              | 4009 | 4195 | 4391 | 4597 | 4816 |
| Commercial Building Inspector                                                      | 230015              | 12              | 6037 | 6325 | 6629 | 6942 | 7276 |
| Community Recreation Assistant                                                     | 520010              | 12              | 3830 | 4001 | 4167 | 4335 | 4525 |
| Community Revitalization Specialist                                                | 230053              | 12              | 5435 | 5696 | 5969 | 6295 | 6557 |
| Community Revitalization Technician                                                | 230059              | 12              | 3781 | 3957 | 4141 | 4337 | 4541 |
| Community Services Officer I                                                       | 410025 <sup>4</sup> | 12 <sup>4</sup> | 3562 | 3724 | 3897 | 4077 | 4267 |
| Community Services Officer II                                                      | 410026 <sup>4</sup> | 12 <sup>4</sup> | 3897 | 4077 | 4267 | 4469 | 4680 |
| Computer Systems Specialist I                                                      | 125010 <sup>4</sup> | 12 <sup>4</sup> | 5569 | 5827 | 6104 | 6398 | 6700 |
| Computer Systems Specialist II                                                     | 125011 <sup>4</sup> | 12 <sup>4</sup> | 6114 | 6403 | 6708 | 7028 | 7369 |
| Computer Systems Specialist III                                                    | 125012              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| Construction Compliance Specialist                                                 | 150055              | 12              | 4659 | 4872 | 5105 | 5348 | 5598 |
| Crime Scene Technician I                                                           | 410010 <sup>4</sup> | 12 <sup>4</sup> | 4460 | 4668 | 4889 | 5121 | 5364 |
| Crime Scene Technician II                                                          | 410011 <sup>4</sup> | 12 <sup>4</sup> | 4889 | 5121 | 5364 | 5618 | 5889 |
| Crime Specialist                                                                   | 410008              | 12              | 5593 | 5857 | 6138 | 6431 | 6743 |
| Customer Services Clerk I                                                          | 115060 <sup>3</sup> | 6 <sup>3</sup>  | 3296 | 3445 | 3601 | 3770 | 3946 |
| Customer Services Clerk II                                                         | 115061 <sup>3</sup> | 12 <sup>3</sup> | 3611 | 3779 | 3957 | 4135 | 4326 |
| Cybersecurity Analyst                                                              | 125090              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| Deputy City Clerk                                                                  | 115028 <sup>4</sup> | 12 <sup>4</sup> | 3552 | 3716 | 3888 | 4069 | 4256 |
| Development Services Coordinator                                                   | 230057              | 12              | 5507 | 5810 | 6092 | 6383 | 6689 |
| Digital Forensics Analyst                                                          | 410050              | 12              | 7343 | 7712 | 8096 | 8501 | 8926 |
| Emergency Services Dispatcher I                                                    | 410001 <sup>5</sup> | 12 <sup>5</sup> | 4378 | 4555 | 4746 | 4962 | 5171 |
| Emergency Services Dispatcher II                                                   | 410002 <sup>5</sup> | 12 <sup>5</sup> | 4732 | 4958 | 5193 | 5437 | 5687 |
| Emergency Services Dispatcher III                                                  | 410003              | 12              | 5207 | 5445 | 5710 | 5973 | 6256 |

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.

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

This class is in a flexibly-staffed series. The probationary period for employees in these classes 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), effective June 19, 2023 |                     |                 |      |      |      |      |      |
| CLASS TITLE                                                           | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Engineer I                                                            | 210015 <sup>4</sup> | 12 <sup>4</sup> | 7081 | 7435 | 7806 | 8196 | 8606 |
| Engineer II                                                           | 210016 <sup>4</sup> | 12 <sup>4</sup> | 7991 | 8392 | 8811 | 9251 | 9713 |
| Engineering Aide I                                                    | 210001 <sup>3</sup> | 6 <sup>3</sup>  | 3488 | 3643 | 3809 | 3987 | 4177 |
| Engineering Aide II                                                   | 210002 <sup>3</sup> | 12 <sup>3</sup> | 4074 | 4266 | 4459 | 4666 | 4893 |
| Engineering Inspector I                                               | 230075 <sup>4</sup> | 12 <sup>4</sup> | 5366 | 5639 | 5893 | 6171 | 6470 |
| Engineering Inspector II                                              | 230076 <sup>4</sup> | 12 <sup>4</sup> | 5869 | 6147 | 6443 | 6750 | 7075 |
| Engineering Technician I                                              | 210005 <sup>4</sup> | 12 <sup>4</sup> | 4098 | 4289 | 4496 | 4696 | 4918 |
| Engineering Technician II                                             | 210006 <sup>4</sup> | 12 <sup>4</sup> | 4794 | 5028 | 5260 | 5504 | 5768 |
| Environmental Control Officer                                         | 620001              | 12              | 5233 | 5484 | 5737 | 6010 | 6293 |
| Facilities Construction Specialist                                    | 230085              | 12              | 5348 | 5596 | 5863 | 6142 | 6438 |
| Fire Prevention Inspector I                                           | 420001 <sup>5</sup> | 12 <sup>5</sup> | 4726 | 4948 | 5173 | 5427 | 5685 |
| Fire Prevention Inspector II                                          | 420002 <sup>5</sup> | 12 <sup>5</sup> | 5448 | 5696 | 5969 | 6262 | 6557 |
| Fleet Operations Specialist                                           | 710105              | 12              | 4998 | 5230 | 5483 | 5741 | 6017 |
| Geographic Information System (GIS) Specialist                        | 125025              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| Geographic Information System (GIS) Technician I                      | 125026 <sup>4</sup> | 12 <sup>4</sup> | 5593 | 5854 | 6132 | 6427 | 6731 |
| Geographic Information System (GIS) Technician II                     | 125027 <sup>4</sup> | 12 <sup>4</sup> | 6141 | 6431 | 6739 | 7060 | 7403 |
| Graphics Technician                                                   | 120013              | 12              | 4368 | 4579 | 4801 | 5035 | 5281 |
| Helicopter Pilot                                                      | 410033              | 12              | 6553 | 6873 | 7209 | 7563 | 7936 |
| Housing Rehabilitation Specialist                                     | 230056              | 12              | 5417 | 5681 | 5962 | 6254 | 6557 |
| Industrial/Commercial Water Conservation Representative               | 610015              | 12              | 5242 | 5492 | 5747 | 6021 | 6305 |
| Interpreter/Translator                                                | 150232              | 12              | 5604 | 5912 | 6199 | 6495 | 6806 |
| Laboratory Assistant                                                  | 620010              | 12              | 3659 | 3833 | 4010 | 4197 | 4391 |
| Laboratory Technician I                                               | 620011 <sup>4</sup> | 12 <sup>4</sup> | 4399 | 4605 | 4821 | 5046 | 5282 |
| Laboratory Technician II                                              | 620012 <sup>4</sup> | 12 <sup>4</sup> | 4831 | 5056 | 5295 | 5548 | 5812 |
| Landscape Water Conservation Specialist                               | 610005              | 12              | 5227 | 5476 | 5737 | 6008 | 6293 |

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

This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

SEE APPENDIX FOR FOOTNOTES

Page 3.9

| EXHIBIT 3                                                             |                     |                 |      |      |      |      |      |
|-----------------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023 |                     |                 |      |      |      |      |      |
| CLASS TITLE                                                           | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Law Office Assistant                                                  | 115021              | 12              | 4394 | 4609 | 4833 | 5068 | 5313 |
| Network Systems Specialist                                            | 125030              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| PAR Program Specialist                                                | 410023              | 12              | 3781 | 3957 | 4141 | 4337 | 4541 |
| Paratransit Specialist                                                | 320005              | 12              | 4027 | 4217 | 4416 | 4615 | 4831 |
| Parking Enforcement Officer I                                         | 710120 <sup>4</sup> | 12 <sup>4</sup> | 3094 | 3221 | 3354 | 3486 | 3634 |
| Parking Enforcement Officer II                                        | 710121 <sup>4</sup> | 12 <sup>4</sup> | 3363 | 3506 | 3651 | 3798 | 3969 |
| Parking Enforcement Officer III                                       | 710122              | 12              | 3651 | 3798 | 3969 | 4131 | 4309 |
| Phlebotomist                                                          | 410007              | 12              | 3659 | 3833 | 4010 | 4197 | 4391 |
| Planner I                                                             | 220005 <sup>3</sup> | 6 <sup>3</sup>  | 4973 | 5198 | 5446 | 5709 | 5983 |
| Planner II                                                            | 220006 <sup>3</sup> | 12 <sup>3</sup> | 5604 | 5912 | 6199 | 6495 | 6806 |
| Plans and Permit Technician                                           | 220002              | 12              | 5325 | 5574 | 5827 | 6113 | 6404 |
| Plans Examiner                                                        | 210041              | 12              | 5843 | 6106 | 6400 | 6713 | 7029 |
| Police Data Transcriptionist                                          | 115035              | 12              | 4212 | 4406 | 4611 | 4825 | 5052 |
| Police Support Services Clerk                                         | 115043              | 12              | 3498 | 3659 | 3828 | 4006 | 4192 |
| Police Support Services Technician                                    | 115044              | 12              | 3838 | 4016 | 4203 | 4403 | 4610 |
| Principal Account Clerk                                               | 130004              | 12              | 4022 | 4211 | 4409 | 4612 | 4831 |
| Procurement Specialist                                                | 140002              | 12              | 5051 | 5293 | 5542 | 5806 | 6083 |
| Program Compliance Officer                                            | 640026              | 12              | 4319 | 4532 | 4753 | 4984 | 5227 |
| Programmer/Analyst I                                                  | 125020 <sup>4</sup> | 12 <sup>4</sup> | 5542 | 5801 | 6075 | 6369 | 6669 |
| Programmer/Analyst II                                                 | 125021 <sup>4</sup> | 12 <sup>4</sup> | 6114 | 6403 | 6708 | 7028 | 7369 |
| Programmer/Analyst III                                                | 125022              | 12              | 6717 | 7040 | 7378 | 7731 | 8107 |
| Programmer/Analyst IV                                                 | 125023              | 12              | 7387 | 7745 | 8121 | 8507 | 8918 |
| Property & Evidence Technician                                        | 145010              | 12              | 4279 | 4480 | 4690 | 4912 | 5143 |
| Radio Dispatcher                                                      | 120015              | 12              | 3711 | 3878 | 4040 | 4218 | 4391 |
| Rangemaster/Armorer                                                   | 410035              | 12              | 5122 | 5365 | 5619 | 5890 | 6169 |

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

ffective 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

| EXHIBIT 3                                                             |                     |                 |      |      |      |      |      |
|-----------------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023 |                     |                 |      |      |      |      |      |
| CLASS TITLE                                                           | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Real Estate Finance Specialist I                                      | 170001 <sup>4</sup> | 12 <sup>4</sup> | 4233 | 4431 | 4632 | 4854 | 5083 |
| Real Estate Finance Specialist II                                     | 170002 <sup>4</sup> | 12 <sup>4</sup> | 4966 | 5201 | 5448 | 5706 | 5976 |
| Recreation Specialist                                                 | 520005              | 12              | 4147 | 4338 | 4542 | 4756 | 4978 |
| Retirement Counselor I                                                | 135050 <sup>4</sup> | 12 <sup>4</sup> | 4021 | 4210 | 4408 | 4614 | 4831 |
| Retirement Counselor II                                               | 135051 <sup>4</sup> | 12 <sup>4</sup> | 4420 | 4626 | 4844 | 5073 | 5313 |
| Safety and Training Specialist                                        | 150050              | 12              | 4720 | 4949 | 5193 | 5446 | 5713 |
| Secretary                                                             | 110050              | 12              | 3771 | 3946 | 4130 | 4321 | 4526 |
| Senior Account Clerk                                                  | 130003              | 12              | 3664 | 3830 | 4006 | 4195 | 4392 |
| Senior Administrative Clerk                                           | 110003              | 12              | 3445 | 3605 | 3771 | 3946 | 4130 |
| Senior Call Center Representative                                     | 115072              | 12              | 4156 | 4355 | 4565 | 4787 | 5019 |
| Senior Commercial Building Inspector                                  | 230016              | 12              | 6325 | 6629 | 6942 | 7276 | 7629 |
| Senior Community Revitalization Specialist                            | 230054              | 12              | 6092 | 6378 | 6675 | 6998 | 7337 |
| Senior Community Services Officer                                     | 410027              | 12              | 4240 | 4439 | 4647 | 4862 | 5093 |
| Senior Crime Scene Technician                                         | 410012              | 12              | 5121 | 5364 | 5618 | 5889 | 6168 |
| Senior Customer Services Clerk                                        | 115062              | 12              | 4126 | 4311 | 4511 | 4723 | 4944 |
| Senior Deputy City Clerk                                              | 115029 <sup>4</sup> | 12 <sup>4</sup> | 4022 | 4207 | 4406 | 4612 | 4831 |
| Senior Engineering Technician                                         | 210007              | 12              | 5408 | 5663 | 5929 | 6214 | 6501 |
| Senior Fire Prevention Inspector                                      | 420003              | 12              | 6092 | 6378 | 6675 | 6998 | 7337 |
| Senior Laboratory Technician                                          | 620013              | 12              | 5385 | 5643 | 5912 | 6193 | 6488 |
| Senior Network Systems Specialist                                     | 125031              | 12              | 7446 | 7808 | 8186 | 8576 | 8990 |
| Senior Park Ranger*                                                   | 410062              | 12              |      |      |      |      |      |
| Senior Plans Examiner                                                 | 210042              | 12              | 6417 | 6717 | 7030 | 7371 | 7730 |
| Senior Procurement Specialist                                         | 140003              | 12              | 5542 | 5806 | 6083 | 6374 | 6676 |
| Senior Property & Evidence Technician                                 | 145011              | 12              | 4690 | 4912 | 5143 | 5383 | 5641 |
| Senior Cybersecurity Analyst                                          | 125091              | 12              | 7446 | 7808 | 8186 | 8576 | 8990 |
| Senior Records Clerk                                                  | 110101              | 12              | 3664 | 3833 | 4011 | 4198 | 4391 |
| Senior Secretary                                                      | 110051              | 12              | 4022 | 4207 | 4406 | 4612 | 4831 |

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

\*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

| EXHIBIT 3<br>Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023 |                     |                 |      |      |      |      |      |
|------------------------------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| CLASS TITLE                                                                        | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
| Senior Storeskeeper                                                                | 145002              | 12              | 4279 | 4480 | 4690 | 4912 | 5143 |
| Senior Utility Service Representative                                              | 230092              | 12              | 4418 | 4625 | 4844 | 5071 | 5313 |
| Senior Water Systems Telemetry & Distributed Control Specialist                    | 610022              | 12              | 7446 | 7808 | 8186 | 8576 | 8990 |
| Staff Assistant                                                                    | 150001              | 12              | 4028 | 4217 | 4417 | 4616 | 4832 |
| Storeskeeper                                                                       | 145001              | 12              | 3992 | 4179 | 4372 | 4577 | 4792 |
| Survey Party Technician                                                            | 210030              | 12              | 4794 | 5028 | 5260 | 5504 | 5768 |
| Tax/Permit Inspector                                                               | 135001              | 12              | 4726 | 4949 | 5175 | 5430 | 5686 |
| Traffic Signal Operations Specialist                                               | 710150              | 12              | 6773 | 7096 | 7439 | 7793 | 8174 |
| Transit Scheduler                                                                  | 320049              | 12              | 6773 | 7096 | 7439 | 7793 | 8174 |
| Tree Program Specialist                                                            | 510015              | 12              | 4997 | 5232 | 5485 | 5745 | 6017 |
| Utility Service Representative I                                                   | 230090 <sup>4</sup> | 12 <sup>4</sup> | 3663 | 3832 | 4009 | 4197 | 4391 |
| Utility Service Representative II                                                  | 230091 <sup>4</sup> | 12 <sup>4</sup> | 4021 | 4210 | 4406 | 4613 | 4830 |
| Wastewater Reclamation Coordinator                                                 | 620035              | 12              | 5221 | 5473 | 5732 | 6001 | 6292 |
| Water Conservation Representative                                                  | 610001              | 12              | 3780 | 3957 | 4141 | 4335 | 4540 |
| Water Systems Telemetry & Distributed Control Specialist                           | 610021              | 12              | 6165 | 6457 | 6766 | 7089 | 7430 |

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

**EXHIBIT 4**  
Unit 4 - Non-Management Police (FPOA),

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

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

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

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

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

| EXHIBIT 5<br>Unit 5 – Fire Non-Management (IAFF) |          |          |      |      |      |      |      |      |      |       |
|--------------------------------------------------|----------|----------|------|------|------|------|------|------|------|-------|
| CLASS TITLE                                      | JOB CODE | PROB PER | A    | B    | C    | D    | E    | F    | G    | H     |
| Firefighter Trainee                              | 425001   | ---      | 5233 |      |      |      |      |      |      |       |
| Firefighter                                      | 425002   | 12       | 5815 | 6104 | 6411 | 6731 | 7089 | 7425 | 7797 | 8187  |
| Firefighter Specialist                           | 425003   | 12       | 6512 | 6837 | 7182 | 7537 | 7915 | 8311 | 8727 | 9164  |
| Fire Captain                                     | 425004   | 12       | 7268 | 7632 | 8013 | 8415 | 8837 | 9280 | 9744 | 10232 |
| Fire Investigation Unit Supervisor               | 425010   | 12       | 7268 | 7632 | 8013 | 8415 | 8837 | 9280 | 9744 | 10232 |

| EXHIBIT 5<br>Unit 5 – Fire Non-Management (IAFF), effective June 19, 2023 |          |          |      |      |      |      |      |      |       |       |
|---------------------------------------------------------------------------|----------|----------|------|------|------|------|------|------|-------|-------|
| CLASS TITLE                                                               | JOB CODE | PROB PER | A    | B    | C    | D    | E    | F    | G     | H     |
| Firefighter Trainee                                                       | 425001   | ---      | 5390 |      |      |      |      |      |       |       |
| Firefighter                                                               | 425002   | 12       | 5990 | 6288 | 6604 | 6933 | 7302 | 7648 | 8031  | 8433  |
| Firefighter Specialist                                                    | 425003   | 12       | 6708 | 7043 | 7398 | 7764 | 8153 | 8561 | 8989  | 9439  |
| Fire Captain                                                              | 425004   | 12       | 7487 | 7861 | 8254 | 8668 | 9103 | 9559 | 10037 | 10539 |
| Fire Investigation Unit Supervisor                                        | 425010   | 12       | 7487 | 7861 | 8254 | 8668 | 9103 | 9559 | 10037 | 10539 |

| EXHIBIT 5<br>Unit 5 – Fire Non-Management (IAFF), effective September 25, 2023 |          |          |      |      |      |      |      |      |       |       |       |
|--------------------------------------------------------------------------------|----------|----------|------|------|------|------|------|------|-------|-------|-------|
| CLASS TITLE                                                                    | JOB CODE | PROB PER | A    | B    | C    | D    | E    | F    | G     | H     | I     |
| Firefighter Trainee                                                            | 425001   | ---      | 5390 |      |      |      |      |      |       |       |       |
| Firefighter                                                                    | 425002   | 12       | 5990 | 6288 | 6604 | 6933 | 7302 | 7648 | 8031  | 8433  | 8855  |
| Firefighter Specialist                                                         | 425003   | 12       | 6708 | 7043 | 7398 | 7764 | 8153 | 8561 | 8989  | 9439  | 9911  |
| Fire Captain                                                                   | 425004   | 12       | 7487 | 7861 | 8254 | 8668 | 9103 | 9559 | 10037 | 10539 | 11066 |
| Fire Investigation Unit Supervisor                                             | 425010   | 12       | 7487 | 7861 | 8254 | 8668 | 9103 | 9559 | 10037 | 10539 | 11066 |

| EXHIBIT 6<br>Unit 6 – Bus Drivers and Student Drivers (ATU), retroactively effective October 26, 2020 |                     |          |           |           |           |           |           |
|-------------------------------------------------------------------------------------------------------|---------------------|----------|-----------|-----------|-----------|-----------|-----------|
| CLASS TITLE                                                                                           | JOB CODE            | PROB PER | A         | B         | C         | D         | E         |
| Bus Driver                                                                                            | 320015              | 9        | 23.676923 | 24.865385 | 26.105769 | 27.409615 | 28.782692 |
| Bus Driver                                                                                            | 320015              | 9        | 4104      | 4310      | 4525      | 4751      | 4989      |
| Student Driver                                                                                        | 320014 <sup>1</sup> | -        | 21.525000 |           |           |           |           |
| Student Driver                                                                                        | 320014 <sup>1</sup> | -        | 3731      |           |           |           |           |

<sup>1</sup> 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).

| EXHIBIT 6<br>Unit 6 – Bus Drivers and Student Drivers (ATU), retroactively effective June 21, 2021 |                     |          |           |           |           |           |           |
|----------------------------------------------------------------------------------------------------|---------------------|----------|-----------|-----------|-----------|-----------|-----------|
| CLASS TITLE                                                                                        | JOB CODE            | PROB PER | A         | B         | C         | D         | E         |
| Bus Driver                                                                                         | 320015              | 9        | 24.392308 | 25.615385 | 26.890385 | 28.234615 | 29.648077 |
| Bus Driver                                                                                         | 320015              | 9        | 4228      | 4440      | 4661      | 4894      | 5139      |
| Student Driver                                                                                     | 320014 <sup>1</sup> | -        | 22.171154 |           |           |           |           |
| Student Driver                                                                                     | 320014 <sup>1</sup> | -        | 3843      |           |           |           |           |

<sup>1</sup> 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).

| EXHIBIT 6<br>Unit 6 – Bus Drivers and Student Drivers (ATU), retroactively effective June 20, 2022 |                     |          |           |           |           |           |           |           |
|----------------------------------------------------------------------------------------------------|---------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| CLASS TITLE                                                                                        | JOB CODE            | PROB PER | A         | B         | C         | D         | E         | Longevity |
| Bus Driver                                                                                         | 320015              | 9        | 25.125000 | 26.388462 | 27.698077 | 29.082692 | 30.542308 | 32.071154 |
| Bus Driver                                                                                         | 320015              | 9        | 4355      | 4574      | 4801      | 5041      | 5294      | 5559      |
| Student Driver                                                                                     | 320014 <sup>1</sup> | -        | 22.840385 |           |           |           |           |           |
| Student Driver                                                                                     | 320014 <sup>1</sup> | -        | 3959      |           |           |           |           |           |

<sup>1</sup> 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).

**EXHIBIT 6**

**Unit 6 – Bus Drivers and Student Drivers (ATU), effective June 19, 2023**

| CLASS TITLE    | JOB CODE            | PROB PER | A         | B         | C         | D         | E         | Longevity |
|----------------|---------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Bus Driver     | 320015              | 9        | 25.880769 | 27.184615 | 28.534615 | 29.959615 | 31.459615 | 33.034615 |
| Bus Driver     | 320015              | 9        | 4486      | 4712      | 4946      | 5193      | 5453      | 5726      |
| Student Driver | 320014 <sup>1</sup> | -        | 23.526923 |           |           |           |           |           |
| Student Driver | 320014 <sup>1</sup> | -        | 4078      |           |           |           |           |           |

<sup>1</sup> 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).

**EXHIBIT 6**

**Unit 6 – Bus Drivers and Student Drivers (ATU), effective June 17 2024**

| CLASS TITLE    | JOB CODE            | PROB PER | A         | B         | C         | D         | E         | Longevity |
|----------------|---------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Bus Driver     | 320015              | 9        | 26.659615 | 28.003846 | 29.394231 | 30.859615 | 32.405769 | 34.026923 |
| Bus Driver     | 320015              | 9        | 4621      | 4854      | 5095      | 5349      | 5617      | 5898      |
| Student Driver | 320014 <sup>1</sup> | -        | 24.236538 |           |           |           |           |           |
| Student Driver | 320014 <sup>1</sup> | -        | 4201      |           |           |           |           |           |

<sup>1</sup> 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).

7/21/2022 Second Amendment  
Supersedes Original

| EXHIBIT 7<br>Unit 7 – Non-Supervisory Groups and Crafts (IBEW) |          |          |           |        |
|----------------------------------------------------------------|----------|----------|-----------|--------|
| CLASS TITLE                                                    | JOB CODE | PROB PER | RANGE     | SALARY |
| Air Conditioning Mechanic                                      | 730001   | 12       | Flat Rate | 7064   |
| Airports Electrician                                           | 730011   | 12       | Flat Rate | 6390   |
| Concrete Finisher                                              | 730005   | 12       | Flat Rate | 6162   |
| Electrician                                                    | 730010   | 12       | Flat Rate | 6390   |
| Industrial Electrician                                         | 730012   | 12       | Flat Rate | 7064   |
| Painter                                                        | 730015   | 12       | Flat Rate | 5614   |
| Plumber                                                        | 730030   | 12       | Flat Rate | 6390   |

| EXHIBIT 7<br>Unit 7 – Non-Supervisory Groups and Crafts (IBEW), effective June 19, 2023 |          |          |           |        |
|-----------------------------------------------------------------------------------------|----------|----------|-----------|--------|
| CLASS TITLE                                                                             | JOB CODE | PROB PER | RANGE     | SALARY |
| Air Conditioning Mechanic                                                               | 730001   | 12       | Flat Rate | 7276   |
| Airports Electrician                                                                    | 730011   | 12       | Flat Rate | 6582   |
| Concrete Finisher                                                                       | 730005   | 12       | Flat Rate | 6347   |
| Electrician                                                                             | 730010   | 12       | Flat Rate | 6582   |
| Industrial Electrician                                                                  | 730012   | 12       | Flat Rate | 7276   |
| Painter                                                                                 | 730015   | 12       | Flat Rate | 5783   |
| Plumber                                                                                 | 730030   | 12       | Flat Rate | 6582   |

**EXHIBIT 8**  
**Unit 8 – Non-Represented**

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

**EXHIBIT 9**

**Unit 9 – Police Management**

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

e Exempt class, see Section 4.

\*E9 Executive Pay Range

**EXHIBIT 9**

**Unit 9 – Police Management, effective June 19, 2023**

| CLASS TITLE         | JOB CODE | PROB PER | A     | B     | C     | D     | E     | F     | G     | H     | I     |
|---------------------|----------|----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Deputy Police Chief | 415007e* | -        |       | 13597 | -     | 17674 | -     | -     | -     | -     | -     |
| Police Captain      | 415006e  | 12       | 10825 | 11366 | 11934 | 12530 | 13160 | 13818 | 14509 | 15234 | 15996 |
| Police Lieutenant   | 415005e  | 12       | 9401  | 9871  | 10366 | 10883 | 11428 | 12000 | 12600 | 13231 | 13893 |

e Exempt class, see Section 4.

\*E9 Executive Pay Range

| EXHIBIT 10<br>Unit 10 – Fire Management |          |             |       |       |       |       |       |       |       |       |
|-----------------------------------------|----------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|
| CLASS TITLE                             | JOB CODE | PROB<br>PER | A     | B     | C     | D     | E     | F     | G     | H     |
| Fire Battalion Chief                    | 425005e  | 12          | 9284  | 9750  | 10236 | 10745 | 11284 | 11847 | 12440 | 13062 |
| Fire Deputy Chief                       | 425006e  | -           | 11770 | 12359 | 12978 | 13628 | 14309 | 15027 | 15780 | 16569 |

e Exempt class, see Section 4.

| EXHIBIT 10<br>Unit 10 – Fire Management, June 19, 2023 |          |             |       |       |       |       |       |       |       |       |
|--------------------------------------------------------|----------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|
| CLASS TITLE                                            | JOB CODE | PROB<br>PER | A     | B     | C     | D     | E     | F     | G     | H     |
| Fire Battalion Chief                                   | 425005e  | 12          | 9563  | 10043 | 10544 | 11068 | 11623 | 12203 | 12814 | 13454 |
| Fire Deputy Chief                                      | 425006e  | -           | 12124 | 12730 | 13368 | 14037 | 14739 | 15478 | 16254 | 17067 |

e Exempt class, see Section 4.

| EXHIBIT 10<br>Unit 10 – Fire Management, effective September 25, 2023 |          |             |       |       |       |       |       |       |       |       |       |
|-----------------------------------------------------------------------|----------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| CLASS TITLE                                                           | JOB CODE | PROB<br>PER | A     | B     | C     | D     | E     | F     | G     | H     | I     |
| Fire Battalion Chief                                                  | 425005e  | 12          | 9563  | 10043 | 10544 | 11068 | 11623 | 12203 | 12814 | 13454 | 14127 |
| Fire Deputy Chief                                                     | 425006e  | -           | 12124 | 12730 | 13368 | 14037 | 14739 | 15478 | 16254 | 17067 | 17921 |

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    | F    | G    |
| Airport Public Safety Officer            | 310002   | 12       | 5750 | 6034 | 6321 | 6634 | 6961 | 7310 | 7676 |

**EXHIBIT 12**

**Unit 12 – Board and Commission Members**

| <b>CLASS TITLE</b>                                | <b>JOB<br/>CODE</b> | <b>RANGE</b> | <b>SALARY</b>                                                            |
|---------------------------------------------------|---------------------|--------------|--------------------------------------------------------------------------|
| Civil Service Board Member                        | 156015              | Stipend      | \$25 Per Meeting Attended                                                |
| Housing and Community Development<br>Commissioner | 156005              | Stipend      | \$25 Per Meeting Attended, not to<br>exceed 24 meetings per fiscal year  |
| Human Relations Commissioner                      | 156025              | Stipend      | \$25 Per Meeting Attended, not to<br>exceed 24 meetings per fiscal year  |
| Planning Commissioner                             | 156001              | Stipend      | \$100 Per Meeting Attended, not to<br>exceed 36 meetings per fiscal year |
| Retirement Board Member <sup>8</sup>              | 156030              | Stipend      | \$100 Per Meeting Attended, not to<br>exceed \$300 per month             |

<sup>8</sup> 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       | 6256 | 6564  | 6882  | 7223  | 7575  |
| Airports Airside/Landside Superintendent      | 310018e  | 12       | 6881 | 7218  | 7574  | 7944  | 8334  |
| Airports Projects Supervisor                  | 310016e  | 12       | 7232 | 7586  | 7959  | 8350  | 8763  |
| Airports Property Supervisor                  | 175005e  | 12       | 6262 | 6567  | 6886  | 7227  | 7575  |
| Architect                                     | 210045e  | 12       | 8738 | 9170  | 9621  | 10102 | 10606 |
| Assistant Law Office Manager                  | 115019e  | 12       | 7150 | 7495  | 7866  | 8246  | 8651  |
| Business Process & Systems Analyst            | 125044e  | 12       | 7149 | 7495  | 7864  | 8248  | 8651  |
| Call Center Supervisor                        | 115073e  | 12       | 5538 | 5808  | 6089  | 6382  | 6693  |
| Capital Development Specialist                | 310007e  | 12       | 6878 | 7220  | 7573  | 7946  | 8335  |
| Central Print Supervisor                      | 120007e  | 12       | 5168 | 5423  | 5686  | 5965  | 6254  |
| Chief Engineering Inspector                   | 230078e  | 12       | 7061 | 7405  | 7770  | 8153  | 8552  |
| Chief Engineering Technician                  | 210009e  | 12       | 7939 | 8328  | 8738  | 9170  | 9621  |
| Chief of Facilities Maintenance               | 810037e  | 12       | 6921 | 7262  | 7618  | 7992  | 8386  |
| Chief of Wastewater Environmental Services    | 620075e  | 12       | 6623 | 6949  | 7290  | 7647  | 8022  |
| Chief of Wastewater Facilities Maintenance    | 620085e  | 12       | 6921 | 7262  | 7618  | 7992  | 8386  |
| Chief of Wastewater Treatment Operations      | 620080e  | 12       | 6997 | 7346  | 7707  | 8085  | 8482  |
| Chief of Water Operations                     | 610070e  | 12       | 7113 | 7460  | 7830  | 8215  | 8617  |
| Chief Police Pilot                            | 410031e  | 12       | 7818 | 8201  | 8608  | 9032  | 9480  |
| Chief Surveyor                                | 210032e  | 12       | 9573 | 10047 | 10542 | 11064 | 11617 |
| Community Services and Recreation Supervisor* | 520016e  | 12       | 6273 | 6580  | 6904  | 7246  | 7595  |
| Contract Compliance Officer                   | 150061e  | 12       | 6262 | 6567  | 6886  | 7227  | 7575  |
| Custodial Supervisor                          | 810025e  | 12       | 6262 | 6567  | 6886  | 7227  | 7575  |
| Database Administrator                        | 125045e  | 12       | 7149 | 7495  | 7864  | 8248  | 8651  |
| DBE/Small Business Program Coordinator        | 150070e  | 12       | 6176 | 6475  | 6793  | 7125  | 7478  |

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 Services Communications Supervisor | 410004e              | 12              | 5532 | 5802 | 6083 | 6382 | 6693 |
| Energy Efficiency Supervisor                 | 230058e              | 12              | 5551 | 5824 | 6108 | 6410 | 6724 |
| Equipment Supervisor                         | 720031e              | 12              | 6809 | 7140 | 7491 | 7859 | 8247 |
| Fire Prevention Engineer                     | 210055e              | 12              | 7025 | 7370 | 7732 | 8111 | 8512 |
| Fleet Administration Supervisor              | 720025e              | 12              | 6262 | 6567 | 6886 | 7227 | 7575 |
| Forestry Supervisor I                        | 510030e              | 12              | 5168 | 5423 | 5686 | 5965 | 6254 |
| Forestry Supervisor II                       | 510031e              | 12              | 5293 | 5551 | 5825 | 6114 | 6410 |
| Grant Writer                                 | 150105e              | 12              | 4982 | 5227 | 5480 | 5749 | 6028 |
| Historic Preservation Specialist             | 230066e              | 12              | 6565 | 6889 | 7230 | 7582 | 7953 |
| Housing Program Supervisor                   | 230055e              | 12              | 6767 | 7105 | 7460 | 7833 | 8226 |
| Human Resources Analyst                      | 150016e              | 12              | 5612 | 5886 | 6171 | 6474 | 6793 |
| Human Resources Records Supervisor           | 115050e              | 12              | 5527 | 5798 | 6085 | 6377 | 6693 |
| Information Services Supervisor              | 125032e              | 12              | 7861 | 8248 | 8651 | 9077 | 9527 |
| Landscape Maintenance Superintendent         | 510027e              | 12              | 7799 | 8184 | 8583 | 9005 | 9448 |
| Lead Risk Analyst                            | 150008e              | 12              | 6163 | 6468 | 6793 | 7132 | 7489 |
| Management Analyst I                         | 150020e <sup>4</sup> | 12 <sup>4</sup> | 4178 | 4381 | 4594 | 4818 | 5055 |
| Management Analyst II                        | 150021e <sup>4</sup> | 12 <sup>4</sup> | 5132 | 5384 | 5645 | 5922 | 6209 |
| Parking Supervisor                           | 720035e              | 12              | 5315 | 5569 | 5838 | 6122 | 6693 |
| Parks Supervisor I                           | 510025e              | 12              | 5168 | 5423 | 5686 | 5965 | 6254 |
| Parks Supervisor II                          | 510026e              | 12              | 6273 | 6580 | 6904 | 7246 | 7595 |
| Police Support Services Supervisor           | 115047e              | 12              | 5527 | 5798 | 6085 | 6377 | 6693 |
| Planner III                                  | 220007e              | 12              | 6019 | 6313 | 6620 | 6947 | 7290 |
| Principal Accountant                         | 130014e              | 12              | 6577 | 6899 | 7239 | 7594 | 7967 |
| Procurement Supervisor                       | 140004e              | 12              | 6152 | 6460 | 6782 | 7122 | 7478 |

e Exempt class, see Section 4.

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

| EXHIBIT 13-1<br>Unit 13 – Exempt Supervisory and Professional (CFPEA) |             |             |      |      |      |       |       |
|-----------------------------------------------------------------------|-------------|-------------|------|------|------|-------|-------|
| CLASS TITLE                                                           | JOB<br>CODE | PROB<br>PER | A    | B    | C    | D     | E     |
| Professional Engineer                                                 | 210100e     | 12          | 8738 | 9170 | 9621 | 10102 | 10606 |
| Project Manager                                                       | 150065e     | 12          | 6564 | 6889 | 7230 | 7582  | 7953  |
| Records Supervisor                                                    | 115045e     | 12          | 5527 | 5798 | 6085 | 6377  | 6693  |
| Recycling Coordinator                                                 | 640001e     | 12          | 5226 | 5479 | 5747 | 6026  | 6323  |
| Revenue Supervisor                                                    | 135025e     | 12          | 5538 | 5808 | 6089 | 6382  | 6693  |
| Risk Analyst                                                          | 150010e     | 12          | 5612 | 5886 | 6171 | 6474  | 6793  |
| Sanitation Supervisor                                                 | 640029e     | 12          | 6262 | 6567 | 6886 | 7227  | 7575  |
| Senior Accountant-Auditor                                             | 130013e     | 12          | 5503 | 5772 | 6055 | 6351  | 6660  |
| Senior Building Inspector                                             | 230034e     | 12          | 6430 | 6748 | 7078 | 7426  | 7795  |
| Senior Database Administrator                                         | 125046e     | 12          | 7888 | 8264 | 8661 | 9076  | 9527  |
| Senior Electrical Safety Consultant                                   | 230024e     | 12          | 6430 | 6748 | 7078 | 7426  | 7795  |
| Senior Engineering Inspector                                          | 230077e     | 12          | 6366 | 6681 | 7008 | 7352  | 7717  |
| Senior Environmental & Safety<br>Consultant                           | 230005e     | 12          | 6430 | 6748 | 7078 | 7426  | 7795  |
| Senior Plumbing & Mechanical<br>Consultant                            | 230014e     | 12          | 6430 | 6748 | 7078 | 7426  | 7795  |
| Senior Programmer Analyst                                             | 125019e     | 12          | 7861 | 8248 | 8651 | 9077  | 9527  |
| Senior Real Estate Agent                                              | 170012e     | 12          | 6262 | 6567 | 6886 | 7227  | 7575  |
| Senior Retirement Counselor                                           | 135052e     | 12          | 6887 | 7234 | 7594 | 7972  | 8372  |
| Street Maintenance Superintendent                                     | 720004e     | 12          | 7799 | 8184 | 8583 | 9005  | 9448  |
| Street Maintenance Supervisor                                         | 720001e     | 12          | 6881 | 7218 | 7574 | 7944  | 8334  |
| Supervising Airports Building<br>Maintenance Technician               | 310014e     | 12          | 6262 | 6567 | 6886 | 7227  | 7575  |
| Supervising Airports Operations Officer                               | 310013e     | 12          | 6262 | 6567 | 6886 | 7227  | 7575  |
| Supervising Commercial Building<br>Inspector                          | 230036e     | 12          | 6430 | 6748 | 7078 | 7426  | 7795  |
| Supervising Engineering Technician                                    | 210008e     | 12          | 6878 | 7220 | 7573 | 7946  | 8335  |
| Supervising Paralegal                                                 | 160020e     | 12          | 6477 | 6795 | 7127 | 7479  | 7845  |
| Supervising Fire Prevention Inspector                                 | 420005e     | 12          | 6542 | 6863 | 7202 | 7557  | 7928  |
| Supervising Planner                                                   | 220008e     | 12          | 6690 | 7017 | 7359 | 7720  | 8097  |

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     |
|--------------------------------------------------|----------|----------|------|-------|-------|-------|-------|
| Supervising Plans Examiner                       | 210044e  | 12       | 7573 | 7948  | 8340  | 8747  | 9177  |
| Supervising Professional Engineer                | 210110e  | 12       | 9573 | 10047 | 10542 | 11064 | 11617 |
| Supervising Real Estate Agent                    | 170013e  | 12       | 6881 | 7218  | 7574  | 7944  | 8334  |
| Supervising Traffic Signal Operations Specialist | 720050e  | 12       | 7140 | 7490  | 7862  | 8249  | 8651  |
| Survey Party Chief                               | 210031e  | 12       | 6021 | 6312  | 6621  | 6943  | 7288  |
| Systems Security Administrator                   | 125050e  | 12       | 7150 | 7495  | 7866  | 8246  | 8651  |
| Transit Supervisor I                             | 320050e  | 12       | 6050 | 6344  | 6651  | 6979  | 7319  |
| Transit Supervisor II                            | 320051e  | 12       | 6810 | 7139  | 7491  | 7860  | 8247  |
| Treasury Officer                                 | 135015e  | 12       | 6577 | 6899  | 7239  | 7594  | 7967  |
| Wastewater Environmental Supervisor              | 620073e  | 12       | 7330 | 7686  | 8066  | 8464  | 8879  |
| Wastewater Operations Supervisor                 | 620072e  | 12       | 7330 | 7686  | 8066  | 8464  | 8879  |
| Wastewater System Supervisor                     | 620071e  | 12       | 7330 | 7686  | 8066  | 8464  | 8879  |
| Water Conservation Supervisor                    | 610045e  | 12       | 6477 | 6795  | 7127  | 7479  | 7845  |
| Water System Supervisor                          | 610055e  | 12       | 7330 | 7686  | 8066  | 8464  | 8879  |

e Exempt class, see Section 4.

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 19, 2023**

| CLASS TITLE                                   | JOB CODE | PROB PER | A    | B     | C     | D     | E     |
|-----------------------------------------------|----------|----------|------|-------|-------|-------|-------|
| Acoustical Program Coordinator                | 310100e  | 12       | 6444 | 6761  | 7089  | 7440  | 7803  |
| Airports Airside/Landside Superintendent      | 310018e  | 12       | 7088 | 7435  | 7802  | 8183  | 8585  |
| Airports Projects Supervisor                  | 310016e  | 12       | 7449 | 7814  | 8198  | 8601  | 9026  |
| Airports Property Supervisor                  | 175005e  | 12       | 6450 | 6765  | 7093  | 7444  | 7803  |
| Architect                                     | 210045e  | 12       | 9001 | 9446  | 9910  | 10406 | 10925 |
| Assistant Law Office Manager                  | 115019e  | 12       | 7365 | 7720  | 8102  | 8494  | 8911  |
| Business Process & Systems Analyst            | 125044e  | 12       | 7364 | 7720  | 8100  | 8496  | 8911  |
| Call Center Supervisor                        | 115073e  | 12       | 5705 | 5983  | 6272  | 6574  | 6894  |
| Capital Development Specialist                | 310007e  | 12       | 7085 | 7437  | 7801  | 8185  | 8586  |
| Central Print Supervisor                      | 120007e  | 12       | 5324 | 5586  | 5857  | 6144  | 6442  |
| Chief Engineering Inspector                   | 230078e  | 12       | 7273 | 7628  | 8004  | 8398  | 8809  |
| Chief Engineering Technician                  | 210009e  | 12       | 8178 | 8578  | 9001  | 9446  | 9910  |
| Chief of Facilities Maintenance               | 810037e  | 12       | 7129 | 7480  | 7847  | 8232  | 8638  |
| Chief of Wastewater Environmental Services    | 620075e  | 12       | 6822 | 7158  | 7509  | 7877  | 8263  |
| Chief of Wastewater Facilities Maintenance    | 620085e  | 12       | 7129 | 7480  | 7847  | 8232  | 8638  |
| Chief of Wastewater Treatment Operations      | 620080e  | 12       | 7207 | 7567  | 7939  | 8328  | 8737  |
| Chief of Water Operations                     | 610070e  | 12       | 7327 | 7684  | 8065  | 8462  | 8876  |
| Chief Police Pilot                            | 410031e  | 12       | 8053 | 8448  | 8867  | 9303  | 9765  |
| Chief Surveyor                                | 210032e  | 12       | 9861 | 10349 | 10859 | 11396 | 11966 |
| Community Services and Recreation Supervisor* | 520016e  | 12       | 6462 | 6778  | 7112  | 7464  | 7823  |
| Contract Compliance Officer                   | 150061e  | 12       | 6450 | 6765  | 7093  | 7444  | 7803  |
| Custodial Supervisor                          | 810025e  | 12       | 6450 | 6765  | 7093  | 7444  | 7803  |
| Database Administrator                        | 125045e  | 12       | 7364 | 7720  | 8100  | 8496  | 8911  |
| DBE/Small Business Program Coordinator        | 150070e  | 12       | 6362 | 6670  | 6997  | 7339  | 7703  |

e Exempt class, see Section 4.

**EXHIBIT 13-1**  
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 19, 2023

| CLASS TITLE                                  | JOB CODE             | PROB PER        | A    | B    | C    | D    | E    |
|----------------------------------------------|----------------------|-----------------|------|------|------|------|------|
| Emergency Services Communications Supervisor | 410004e              | 12              | 5698 | 5977 | 6266 | 6574 | 6894 |
| Energy Efficiency Supervisor                 | 230058e              | 12              | 5718 | 5999 | 6292 | 6603 | 6926 |
| Equipment Supervisor                         | 720031e              | 12              | 7014 | 7355 | 7716 | 8095 | 8495 |
| Fire Prevention Engineer                     | 210055e              | 12              | 7236 | 7592 | 7964 | 8355 | 8768 |
| Fleet Administration Supervisor              | 720025e              | 12              | 6450 | 6765 | 7093 | 7444 | 7803 |
| Forestry Supervisor I                        | 510030e              | 12              | 5324 | 5586 | 5857 | 6144 | 6442 |
| Forestry Supervisor II                       | 510031e              | 12              | 5452 | 5718 | 6000 | 6298 | 6603 |
| Grant Writer                                 | 150105e              | 12              | 5132 | 5384 | 5645 | 5922 | 6209 |
| Historic Preservation Specialist             | 230066e              | 12              | 6762 | 7096 | 7447 | 7810 | 8192 |
| Housing Program Supervisor                   | 230055e              | 12              | 6971 | 7319 | 7684 | 8068 | 8473 |
| Human Resources Analyst                      | 150016e              | 12              | 5781 | 6063 | 6357 | 6669 | 6997 |
| Human Resources Records Supervisor           | 115050e              | 12              | 5693 | 5972 | 6268 | 6569 | 6894 |
| Information Services Supervisor              | 125032e              | 12              | 8097 | 8496 | 8911 | 9350 | 9813 |
| Landscape Maintenance Superintendent         | 510027e              | 12              | 8033 | 8430 | 8841 | 9276 | 9732 |
| Lead Risk Analyst                            | 150008e              | 12              | 6348 | 6663 | 6997 | 7346 | 7714 |
| Management Analyst I                         | 150020e <sup>4</sup> | 12 <sup>4</sup> | 4304 | 4513 | 4732 | 4963 | 5207 |
| Management Analyst II                        | 150021e <sup>4</sup> | 12 <sup>4</sup> | 5286 | 5546 | 5815 | 6100 | 6396 |
| Parking Supervisor                           | 720035e              | 12              | 5475 | 5737 | 6014 | 6306 | 6894 |
| Parks Supervisor I                           | 510025e              | 12              | 5324 | 5586 | 5857 | 6144 | 6442 |
| Parks Supervisor II                          | 510026e              | 12              | 6462 | 6778 | 7112 | 7464 | 7823 |
| Police Support Services Supervisor           | 115047e              | 12              | 5693 | 5972 | 6268 | 6569 | 6894 |
| Planner III                                  | 220007e              | 12              | 6200 | 6503 | 6819 | 7156 | 7509 |
| Principal Accountant                         | 130014e              | 12              | 6775 | 7106 | 7457 | 7822 | 8207 |
| Procurement Supervisor                       | 140004e              | 12              | 6337 | 6654 | 6986 | 7336 | 7703 |

e Exempt class, see Section 4.

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

| EXHIBIT 13-1                                                                   |          |          |      |      |      |       |       |
|--------------------------------------------------------------------------------|----------|----------|------|------|------|-------|-------|
| Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 19, 2023 |          |          |      |      |      |       |       |
| CLASS TITLE                                                                    | JOB CODE | PROB PER | A    | B    | C    | D     | E     |
| Professional Engineer                                                          | 210100e  | 12       | 9001 | 9446 | 9910 | 10406 | 10925 |
| Project Manager                                                                | 150065e  | 12       | 6761 | 7096 | 7447 | 7810  | 8192  |
| Records Supervisor                                                             | 115045e  | 12       | 5693 | 5972 | 6268 | 6569  | 6894  |
| Recycling Coordinator                                                          | 640001e  | 12       | 5383 | 5644 | 5920 | 6207  | 6513  |
| Revenue Supervisor                                                             | 135025e  | 12       | 5705 | 5983 | 6272 | 6574  | 6894  |
| Risk Analyst                                                                   | 150010e  | 12       | 5781 | 6063 | 6357 | 6669  | 6997  |
| Sanitation Supervisor                                                          | 640029e  | 12       | 6450 | 6765 | 7093 | 7444  | 7803  |
| Senior Accountant-Auditor                                                      | 130013e  | 12       | 5669 | 5946 | 6237 | 6542  | 6860  |
| Senior Building Inspector                                                      | 230034e  | 12       | 6623 | 6951 | 7291 | 7649  | 8029  |
| Senior Database Administrator                                                  | 125046e  | 12       | 8125 | 8512 | 8921 | 9349  | 9813  |
| Senior Electrical Safety Consultant                                            | 230024e  | 12       | 6623 | 6951 | 7291 | 7649  | 8029  |
| Senior Engineering Inspector                                                   | 230077e  | 12       | 6557 | 6882 | 7219 | 7573  | 7949  |
| Senior Environmental & Safety Consultant                                       | 230005e  | 12       | 6623 | 6951 | 7291 | 7649  | 8029  |
| Senior Plumbing & Mechanical Consultant                                        | 230014e  | 12       | 6623 | 6951 | 7291 | 7649  | 8029  |
| Senior Programmer Analyst                                                      | 125019e  | 12       | 8097 | 8496 | 8911 | 9350  | 9813  |
| Senior Real Estate Agent                                                       | 170012e  | 12       | 6450 | 6765 | 7093 | 7444  | 7803  |
| Senior Retirement Counselor                                                    | 135052e  | 12       | 7094 | 7452 | 7822 | 8212  | 8624  |
| Street Maintenance Superintendent                                              | 720004e  | 12       | 8033 | 8430 | 8841 | 9276  | 9732  |
| Street Maintenance Supervisor                                                  | 720001e  | 12       | 7088 | 7435 | 7802 | 8183  | 8585  |
| Supervising Airports Building Maintenance Technician                           | 310014e  | 12       | 6450 | 6765 | 7093 | 7444  | 7803  |
| Supervising Airports Operations Officer                                        | 310013e  | 12       | 6450 | 6765 | 7093 | 7444  | 7803  |
| Supervising Commercial Building Inspector                                      | 230036e  | 12       | 6623 | 6951 | 7291 | 7649  | 8029  |
| Supervising Engineering Technician                                             | 210008e  | 12       | 7085 | 7437 | 7801 | 8185  | 8586  |
| Supervising Paralegal                                                          | 160020e  | 12       | 6672 | 6999 | 7341 | 7704  | 8081  |
| Supervising Fire Prevention Inspector                                          | 420005e  | 12       | 6739 | 7069 | 7419 | 7784  | 8166  |
| Supervising Planner                                                            | 220008e  | 12       | 6891 | 7228 | 7580 | 7952  | 8340  |

e Exempt class, see Section 4.

| EXHIBIT 13-1                                                         |          |          |      |       |       |       |       |
|----------------------------------------------------------------------|----------|----------|------|-------|-------|-------|-------|
| Unit 13 – Exempt Supervisory and Professional (CFPEA), June 19, 2023 |          |          |      |       |       |       |       |
| CLASS TITLE                                                          | JOB CODE | PROB PER | A    | B     | C     | D     | E     |
| Supervising Plans Examiner                                           | 210044e  | 12       | 7801 | 8187  | 8591  | 9010  | 9453  |
| Supervising Professional Engineer                                    | 210110e  | 12       | 9861 | 10349 | 10859 | 11396 | 11966 |
| Supervising Real Estate Agent                                        | 170013e  | 12       | 7088 | 7435  | 7802  | 8183  | 8585  |
| Supervising Traffic Signal Operations Specialist                     | 720050e  | 12       | 7355 | 7715  | 8098  | 8497  | 8911  |
| Survey Party Chief                                                   | 210031e  | 12       | 6202 | 6502  | 6820  | 7152  | 7507  |
| Systems Security Administrator                                       | 125050e  | 12       | 7365 | 7720  | 8102  | 8494  | 8911  |
| Transit Supervisor I                                                 | 320050e  | 12       | 6232 | 6535  | 6851  | 7189  | 7539  |
| Transit Supervisor II                                                | 320051e  | 12       | 7015 | 7354  | 7716  | 8096  | 8495  |
| Treasury Officer                                                     | 135015e  | 12       | 6775 | 7106  | 7457  | 7822  | 8207  |
| Wastewater Environmental Supervisor                                  | 620073e  | 12       | 7550 | 7917  | 8308  | 8718  | 9146  |
| Wastewater Operations Supervisor                                     | 620072e  | 12       | 7550 | 7917  | 8308  | 8718  | 9146  |
| Wastewater System Supervisor                                         | 620071e  | 12       | 7550 | 7917  | 8308  | 8718  | 9146  |
| Water Conservation Supervisor                                        | 610045e  | 12       | 6672 | 6999  | 7341  | 7704  | 8081  |
| Water System Supervisor                                              | 610055e  | 12       | 7550 | 7917  | 8308  | 8718  | 9146  |

e Exempt class, see Section 4.

| EXHIBIT 13-2<br>Unit 13 – Non-Exempt Professional (CFPEA) |             |             |      |      |      |      |      |
|-----------------------------------------------------------|-------------|-------------|------|------|------|------|------|
| CLASS TITLE                                               | JOB<br>CODE | PROB<br>PER | A    | B    | C    | D    | E    |
| Legal Secretary I                                         | 115015      | 12          | 3735 | 3916 | 4104 | 4301 | 4510 |
| Legal Secretary II                                        | 115016      | 12          | 4133 | 4334 | 4542 | 4761 | 4992 |
| Paralegal                                                 | 160001      | 12          | 5273 | 5530 | 5798 | 6082 | 6381 |
| Senior Human Resources Technician                         | 150014      | 12          | 4088 | 4283 | 4487 | 4707 | 4934 |
| Senior Legal Secretary                                    | 115017      | 12          | 4756 | 4994 | 5243 | 5505 | 5780 |
| Senior Paralegal                                          | 160002      | 12          | 5789 | 6077 | 6382 | 6701 | 7036 |
| Supervising Crime Scene Technician                        | 410013      | 12          | 5534 | 5804 | 6086 | 6383 | 6693 |

| EXHIBIT 13-2<br>Unit 13 – Non-Exempt Professional (CFPEA), effective June 19, 2023 |             |             |      |      |      |      |      |
|------------------------------------------------------------------------------------|-------------|-------------|------|------|------|------|------|
| CLASS TITLE                                                                        | JOB<br>CODE | PROB<br>PER | A    | B    | C    | D    | E    |
| Legal Secretary I                                                                  | 115015      | 12          | 3848 | 4034 | 4228 | 4431 | 4646 |
| Legal Secretary II                                                                 | 115016      | 12          | 4257 | 4465 | 4679 | 4904 | 5142 |
| Paralegal                                                                          | 160001      | 12          | 5432 | 5696 | 5972 | 6265 | 6573 |
| Senior Human Resources Technician                                                  | 150014      | 12          | 4211 | 4412 | 4622 | 4849 | 5083 |
| Senior Legal Secretary                                                             | 115017      | 12          | 4899 | 5144 | 5401 | 5671 | 5954 |
| Senior Paralegal                                                                   | 160002      | 12          | 5963 | 6260 | 6574 | 6903 | 7248 |
| Supervising Crime Scene Technician                                                 | 410013      | 12          | 5701 | 5979 | 6269 | 6575 | 6894 |

| EXHIBIT 14<br>Unit 14 – Management Classes (CFMEA), retroactively effective January 3, 2022 |          |          |       |       |       |       |       |       |       |       |       |
|---------------------------------------------------------------------------------------------|----------|----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| CLASS TITLE                                                                                 | JOB CODE | PROB PER | A     | B     | C     | D     | E     | F     | G     | H     | I     |
| ADA Coordinator                                                                             | 150231e  | -        | 6782  | 6952  | 7125  | 7302  | 7484  | 7672  | 7865  | 8060  | 8262  |
| Administrative Manager                                                                      | 220025e  | -        | 8937  | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 |
| Airports Marketing & Public Relations Coordinator                                           | 310150e  | -        | 6782  | 6952  | 7125  | 7302  | 7484  | 7672  | 7865  | 8060  | 8262  |
| Airports Operations Manager                                                                 | 310020e  | -        | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Airports Planning Manager                                                                   | 310019e  | -        | 8937  | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 |
| Airports Properties Manager                                                                 | 310021e  | -        | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Airports Safety Management Systems Manager                                                  | 310161e  | -        | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Assistant City Clerk                                                                        | 115030e  | -        | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Building Services Manager                                                                   | 230031e  | -        | 10599 | 10865 | 11136 | 11415 | 11701 | 11993 | 12294 | 12599 | 12914 |
| Business Manager                                                                            | 150019e  | -        | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Communications Manager                                                                      | 125060e  | -        | 8937  | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 |
| Construction Manager                                                                        | 210096e  | -        | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Crime Scene Investigation Bureau Manager                                                    | 410015e  | -        | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Cybersecurity Manager                                                                       | 125092e  | -        | 8937  | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 |
| Deputy City Engineer                                                                        | 210081e  | -        | 10599 | 10865 | 11136 | 11415 | 11701 | 11993 | 12294 | 12599 | 12914 |
| Division Manager                                                                            | 150024e  | -        | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Economic Development Analyst                                                                | 150095e  | -        | 6782  | 6952  | 7125  | 7302  | 7484  | 7672  | 7865  | 8060  | 8262  |
| Facilities Manager                                                                          | 810040e  | -        | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |

e Exempt class, See Section 4  
7/21/2022 First Amendment  
Supersedes Original

| EXHIBIT 14                                                                    |             |             |       |       |       |       |       |       |       |       |       |
|-------------------------------------------------------------------------------|-------------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Unit 14 – Management Classes (CFMEA), retroactively effective January 3, 2022 |             |             |       |       |       |       |       |       |       |       |       |
| CLASS TITLE                                                                   | JOB<br>CODE | PROB<br>PER | A     | B     | C     | D     | E     | F     | G     | H     | I     |
| Fleet Manager                                                                 | 720032e     | -           | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Graffiti Abatement Manager                                                    | 720040e     | -           | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Housing & Neighborhood<br>Revitalization Manager                              | 230065e     | -           | 8937  | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 |
| Information Services<br>Manager                                               | 125055e     | -           | 8937  | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 |
| Law Office Manager                                                            | 115020e     | -           | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Parks Manager                                                                 | 510035e     | -           | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Personnel Manager                                                             | 150026e     | -           | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Planning Manager                                                              | 220010e     | -           | 8937  | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 |
| Program Manager                                                               | 510040e     | -           | 6782  | 6952  | 7125  | 7302  | 7484  | 7672  | 7865  | 8060  | 8262  |
| Projects Administrator                                                        | 150063e     | -           | 8937  | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 |
| Public Works/Public Utilities<br>Manager                                      | 210095e     | -           | 8937  | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 |
| Public Works/Public Utilities<br>Manager – Licensed<br>Engineer               | 210094e     | -           | 10342 | 10599 | 10865 | 11136 | 11414 | 11700 | 11992 | 12293 | 12598 |
| Purchasing Manager                                                            | 140005e     | -           | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Records Manager                                                               | 115046e     | -           | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Recreation Manager                                                            | 520025e     | -           | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Retirement Accounting<br>Manager                                              | 135044e     | -           | 9160  | 9390  | 9624  | 9865  | 10111 | 10364 | 10624 | 10890 | 11163 |
| Revenue Manager                                                               | 135026e     | -           | 8126  | 8330  | 8538  | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |

e Exempt class, see Section 4.

7/21/2022 First Amendment  
Supersedes Original

SEE APPENDIX FOR FOOTNOTES

| EXHIBIT 14                                                                    |          |          |      |      |      |       |       |       |       |       |       |
|-------------------------------------------------------------------------------|----------|----------|------|------|------|-------|-------|-------|-------|-------|-------|
| Unit 14 – Management Classes (CFMEA), retroactively effective January 3, 2022 |          |          |      |      |      |       |       |       |       |       |       |
| CLASS TITLE                                                                   | JOB CODE | PROB PER | A    | B    | C    | D     | E     | F     | G     | H     | I     |
| Senior Management Analyst                                                     | 150023e  | -        | 6782 | 6952 | 7125 | 7302  | 7484  | 7672  | 7865  | 8060  | 8262  |
| Solid Waste Manager                                                           | 640040e  | -        | 8126 | 8330 | 8538 | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Training Officer                                                              | 150046e  | -        | 6782 | 6952 | 7125 | 7302  | 7484  | 7672  | 7865  | 8060  | 8262  |
| Transit Operations Manager                                                    | 320055e  | -        | 8126 | 8330 | 8538 | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Wastewater Manager                                                            | 620095e  | -        | 8126 | 8330 | 8538 | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Water Manager                                                                 | 610075e  | -        | 8126 | 8330 | 8538 | 8751  | 8970  | 9193  | 9423  | 9659  | 9900  |
| Water/Wastewater Manager-Certified                                            | 620096e  | -        | 9344 | 9576 | 9816 | 10062 | 10314 | 10571 | 10835 | 11106 | 11384 |

e Exempt class, see Section 4.

7/21/2022 First Amendment  
Supersedes Original

| EXHIBIT 14<br>Unit 14 – Management Classes (CFMEA), retroactively effective June 20, 2022 |             |             |       |       |       |       |       |       |       |       |       |
|-------------------------------------------------------------------------------------------|-------------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| CLASS TITLE                                                                               | JOB<br>CODE | PROB<br>PER | A     | B     | C     | D     | E     | F     | G     | H     | I     |
| ADA Coordinator                                                                           | 150231e     | -           | 6986  | 7161  | 7339  | 7522  | 7709  | 7903  | 8101  | 8302  | 8510  |
| Administrative Manager                                                                    | 220025e     | -           | 9206  | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 |
| Airports Marketing & Public<br>Relations Coordinator                                      | 310150e     | -           | 6986  | 7161  | 7339  | 7522  | 7709  | 7903  | 8101  | 8302  | 8510  |
| Airports Operations<br>Manager                                                            | 310020e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Airports Planning Manager                                                                 | 310019e     | -           | 9206  | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 |
| Airports Properties Manager                                                               | 310021e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Airports Safety<br>Management Systems<br>Manager                                          | 310161e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Assistant City Clerk                                                                      | 115030e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Building Services Manager                                                                 | 230031e     | -           | 10917 | 11191 | 11471 | 11758 | 12053 | 12353 | 12663 | 12977 | 13302 |
| Business Manager                                                                          | 150019e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Communications Manager                                                                    | 125060e     | -           | 9206  | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 |
| Construction Manager                                                                      | 210096e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Crime Scene Investigation<br>Bureau Manager                                               | 410015e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Cybersecurity Manager                                                                     | 125092e     | -           | 9206  | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 |
| Deputy City Engineer                                                                      | 210081e     | -           | 10917 | 11191 | 11471 | 11758 | 12053 | 12353 | 12663 | 12977 | 13302 |
| Division Manager                                                                          | 150024e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Economic Development<br>Analyst                                                           | 150095e     | -           | 6986  | 7161  | 7339  | 7522  | 7709  | 7903  | 8101  | 8302  | 8510  |
| Facilities Manager                                                                        | 810040e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |

e Exempt class, See Section 4  
7/21/2022 First Amendment  
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SEE APPENDIX FOR FOOTNOTES

| EXHIBIT 14<br>Unit 14 – Management Classes (CFMEA), retroactively effective June 20, 2022 |             |             |       |       |       |       |       |       |       |       |       |
|-------------------------------------------------------------------------------------------|-------------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| CLASS TITLE                                                                               | JOB<br>CODE | PROB<br>PER | A     | B     | C     | D     | E     | F     | G     | H     | I     |
| Fleet Manager                                                                             | 720032e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Graffiti Abatement Manager                                                                | 720040e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Housing & Neighborhood<br>Revitalization Manager                                          | 230065e     | -           | 9206  | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 |
| Information Services<br>Manager                                                           | 125055e     | -           | 9206  | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 |
| Law Office Manager                                                                        | 115020e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Parks Manager                                                                             | 510035e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Personnel Manager                                                                         | 150026e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Planning Manager                                                                          | 220010e     | -           | 9206  | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 |
| Program Manager                                                                           | 510040e     | -           | 6986  | 7161  | 7339  | 7522  | 7709  | 7903  | 8101  | 8302  | 8510  |
| Projects Administrator                                                                    | 150063e     | -           | 9206  | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 |
| Public Works/Public Utilities<br>Manager                                                  | 210095e     | -           | 9206  | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 |
| Public Works/Public Utilities<br>Manager – Licensed<br>Engineer                           | 210094e     | -           | 10653 | 10917 | 11191 | 11471 | 11757 | 12051 | 12352 | 12662 | 12976 |
| Purchasing Manager                                                                        | 140005e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Records Manager                                                                           | 115046e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Recreation Manager                                                                        | 520025e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Retirement Accounting<br>Manager                                                          | 135044e     | -           | 9435  | 9672  | 9913  | 10161 | 10415 | 10675 | 10943 | 11217 | 11498 |
| Revenue Manager                                                                           | 135026e     | -           | 8370  | 8580  | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |

e Exempt class, See Section 4  
7/21/2022 First Amendment  
Supersedes Original

| EXHIBIT 14<br>Unit 14 – Management Classes (CFMEA), retroactively effective June 20, 2022 |             |             |      |      |       |       |       |       |       |       |       |
|-------------------------------------------------------------------------------------------|-------------|-------------|------|------|-------|-------|-------|-------|-------|-------|-------|
| CLASS TITLE                                                                               | JOB<br>CODE | PROB<br>PER | A    | B    | C     | D     | E     | F     | G     | H     | I     |
| Senior Management Analyst                                                                 | 150023e     | -           | 6986 | 7161 | 7339  | 7522  | 7709  | 7903  | 8101  | 8302  | 8510  |
| Solid Waste Manager                                                                       | 640040e     | -           | 8370 | 8580 | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Training Officer                                                                          | 150046e     | -           | 6986 | 7161 | 7339  | 7522  | 7709  | 7903  | 8101  | 8302  | 8510  |
| Transit Operations Manager                                                                | 320055e     | -           | 8370 | 8580 | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Wastewater Manager                                                                        | 620095e     | -           | 8370 | 8580 | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Water Manager                                                                             | 610075e     | -           | 8370 | 8580 | 8795  | 9014  | 9240  | 9469  | 9706  | 9949  | 10197 |
| Water/Wastewater Manager-Certified                                                        | 620096e     | -           | 9625 | 9864 | 10111 | 10364 | 10624 | 10889 | 11161 | 11440 | 11726 |

e Exempt class, See Section 4  
7/21/2022 First Amendment  
Supersedes Original

| EXHIBIT 14<br>Unit 14 – Management Classes (CFMEA), effective June 19, 2023 |             |             |       |       |       |       |       |       |       |       |       |
|-----------------------------------------------------------------------------|-------------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| CLASS TITLE                                                                 | JOB<br>CODE | PROB<br>PER | A     | B     | C     | D     | E     | F     | G     | H     | I     |
| ADA Coordinator                                                             | 150231e     | -           | 7196  | 7376  | 7560  | 7748  | 7941  | 8141  | 8345  | 8552  | 8766  |
| Administrative Manager                                                      | 220025e     | -           | 9483  | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 |
| Airports Marketing & Public<br>Relations Coordinator                        | 310150e     | -           | 7196  | 7376  | 7560  | 7748  | 7941  | 8141  | 8345  | 8552  | 8766  |
| Airports Operations<br>Manager                                              | 310020e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Airports Planning Manager                                                   | 310019e     | -           | 9483  | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 |
| Airports Properties Manager                                                 | 310021e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Airports Safety<br>Management Systems<br>Manager                            | 310161e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Assistant City Clerk                                                        | 115030e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Building Services Manager                                                   | 230031e     | -           | 11245 | 11527 | 11816 | 12111 | 12415 | 12724 | 13043 | 13367 | 13702 |
| Business Manager                                                            | 150019e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Communications Manager                                                      | 125060e     | -           | 9483  | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 |
| Construction Manager                                                        | 210096e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Crime Scene Investigation<br>Bureau Manager                                 | 410015e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Cybersecurity Manager                                                       | 125092e     | -           | 9483  | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 |
| Deputy City Engineer                                                        | 210081e     | -           | 11245 | 11527 | 11816 | 12111 | 12415 | 12724 | 13043 | 13367 | 13702 |
| Division Manager                                                            | 150024e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Economic Development<br>Analyst                                             | 150095e     | -           | 7196  | 7376  | 7560  | 7748  | 7941  | 8141  | 8345  | 8552  | 8766  |
| Facilities Manager                                                          | 810040e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |

e Exempt class, See Section 4  
7/21/2022 First Amendment  
Supersedes Original

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| EXHIBIT 14<br>Unit 14 – Management Classes (CFMEA), effective June 19, 2023 |             |             |       |       |       |       |       |       |       |       |       |
|-----------------------------------------------------------------------------|-------------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| CLASS TITLE                                                                 | JOB<br>CODE | PROB<br>PER | A     | B     | C     | D     | E     | F     | G     | H     | I     |
| Fleet Manager                                                               | 720032e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Graffiti Abatement Manager                                                  | 720040e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Housing & Neighborhood<br>Revitalization Manager                            | 230065e     | -           | 9483  | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 |
| Information Services<br>Manager                                             | 125055e     | -           | 9483  | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 |
| Law Office Manager                                                          | 115020e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Parks Manager                                                               | 510035e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Personnel Manager                                                           | 150026e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Planning Manager                                                            | 220010e     | -           | 9483  | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 |
| Program Manager                                                             | 510040e     | -           | 7196  | 7376  | 7560  | 7748  | 7941  | 8141  | 8345  | 8552  | 8766  |
| Projects Administrator                                                      | 150063e     | -           | 9483  | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 |
| Public Works/Public Utilities<br>Manager                                    | 210095e     | -           | 9483  | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 |
| Public Works/Public Utilities<br>Manager – Licensed<br>Engineer             | 210094e     | -           | 10973 | 11245 | 11527 | 11816 | 12110 | 12413 | 12723 | 13042 | 13366 |
| Purchasing Manager                                                          | 140005e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Records Manager                                                             | 115046e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Recreation Manager                                                          | 520025e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Retirement Accounting<br>Manager                                            | 135044e     | -           | 9719  | 9963  | 10211 | 10466 | 10728 | 10996 | 11272 | 11554 | 11843 |
| Revenue Manager                                                             | 135026e     | -           | 8622  | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |

e Exempt class, See Section 4  
7/21/2022 First Amendment  
Supersedes Original

| EXHIBIT 14                                                    |             |             |      |       |       |       |       |       |       |       |       |
|---------------------------------------------------------------|-------------|-------------|------|-------|-------|-------|-------|-------|-------|-------|-------|
| Unit 14 – Management Classes (CFMEA), effective June 19, 2023 |             |             |      |       |       |       |       |       |       |       |       |
| CLASS TITLE                                                   | JOB<br>CODE | PROB<br>PER | A    | B     | C     | D     | E     | F     | G     | H     | I     |
| Senior Management Analyst                                     | 150023e     | -           | 7196 | 7376  | 7560  | 7748  | 7941  | 8141  | 8345  | 8552  | 8766  |
| Solid Waste Manager                                           | 640040e     | -           | 8622 | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Training Officer                                              | 150046e     | -           | 7196 | 7376  | 7560  | 7748  | 7941  | 8141  | 8345  | 8552  | 8766  |
| Transit Operations Manager                                    | 320055e     | -           | 8622 | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Wastewater Manager                                            | 620095e     | -           | 8622 | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Water Manager                                                 | 610075e     | -           | 8622 | 8838  | 9059  | 9285  | 9518  | 9754  | 9998  | 10248 | 10503 |
| Water/Wastewater Manager-Certified                            | 620096e     | -           | 9914 | 10160 | 10415 | 10675 | 10943 | 11216 | 11496 | 11784 | 12078 |

| EXHIBIT 15<br>Unit 15 – Airport Public Safety Supervisors (FAPSS) |             |             |      |      |      |      |      |      |       |
|-------------------------------------------------------------------|-------------|-------------|------|------|------|------|------|------|-------|
| CLASS TITLE                                                       | JOB<br>CODE | PROB<br>PER | A    | B    | C    | D    | E    | F    | G     |
| Airport Public Safety Supervisor*                                 | 310003      | 12          | 7673 | 8056 | 8460 | 8882 | 9327 | 9794 | 10284 |
| Airport Public Safety Supervisor**                                | 310005      | 12          | 6708 | 7042 | 7395 | 7764 | 8150 | 8558 | 8986  |

\* Hired before July 1, 2010

\*\* Hired after July 1, 2010

| EXHIBIT 16<br>Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16 |         |                                                        |         |           |
|------------------------------------------------------------------------------------------|---------|--------------------------------------------------------|---------|-----------|
| Classification Title                                                                     | Deleted | Benchmarked To                                         | Percent | Effective |
| Assistant Chief of Wastewater Treatment Operations (620079)                              | 7/1/18  | Wastewater Operations Supervisor (620072)              | 100%    | 7/1/18    |
| Bus Driver – F Step (320015)                                                             | 1/1/17  | Bus Driver – E Step (320015)                           | 100%    | 1/1/17    |
| Buyer I (140001)                                                                         | 1/28/16 | Procurement Specialist (140002)                        | 90%     | 1/28/16   |
| Chief of Solid Waste Operations (640035)                                                 | 7/1/18  | Landscape Maintenance Superintendent (510027)          | 100%    | 7/1/18    |
| City Traffic Engineer (210076)                                                           | 7/1/18  | Construction Manager (210096)                          | 100%    | 7/1/18    |
| Collection System Maintenance Operator I (630003)                                        | 5/29/17 | Collection System Maintenance Technician (630001)      | 90%     | 5/29/17   |
| Collection System Maintenance Supervisor (630005)                                        | 7/1/18  | Wastewater Operations Supervisor (620072)              | 100%    | 7/1/18    |
| Community Revitalization Specialist – F Step (230053)                                    | 10/3/16 | Community Revitalization Specialist – E Step (230053)  | 100%    | 10/3/16   |
| Community Sanitation Supervisor I (720042)                                               | 7/1/18  | Sanitation Supervisor (640029)                         | 100%    | 7/1/18    |
| Community Recreation Supervisor I (520015)                                               | 7/1/20  | Community Services and Recreation Supervisor (520016)  | 96%     | 7/1/20    |
| Executive Assistant to the Retirement Administrator (115006e)                            | 7/1/21  | Executive Assistant to the City Attorney (115004e)     | 100%    | 7/1/21    |
| Ground Water Production Specialist (610037)                                              | 7/1/20  | Water Distribution/Production Specialist (610029)      | 100%    | 7/1/20    |
| Ground Water Production Technician (610036)                                              | 7/1/20  | Water Distribution/Production Technician (610028)      | 100%    | 7/1/20    |
| Senior Ground Water Production Operator (610038)                                         | 7/1/20  | Senior Water Distribution/Production Operator (610030) | 100%    | 7/1/20    |
| Emergency Preparedness Officer (420020)                                                  | 7/1/18  | Management Analyst II (150021)                         | 100%    | 7/1/18    |

| EXHIBIT 16<br>Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16 |         |                                                     |         |           |
|------------------------------------------------------------------------------------------|---------|-----------------------------------------------------|---------|-----------|
| Classification Title                                                                     | Deleted | Benchmarked To                                      | Percent | Effective |
| Industrial Electrician Supervisor (720020)                                               | 7/1/18  | Wastewater System Supervisor (620071)               | 100%    | 7/1/18    |
| Labor Relations Secretary (115010)                                                       | 7/1/18  | Executive Assistant to Department Director (115003) | 100%    | 7/1/18    |
| Laboratory Supervisor (620014)                                                           | 7/1/18  | Wastewater Environmental Supervisor (620073)        | 100%    | 7/1/18    |
| Management Analyst III (150022)                                                          | 7/1/18  | Business Manager (150019)                           | 100%    | 7/1/18    |
| Police Officer – A Step (415002)                                                         | 1/31/22 | Police Officer – C Step (415002)                    | 90.72%  | 1/31/22   |
| Police Officer – B Step (415002)                                                         | 1/31/22 | Police Officer – C Step (415002)                    | 95.23%  | 1/31/22   |
| Police Specialist (415003)                                                               | 7/1/19  | Police Officer (415002)                             | 100%    | 7/1/19    |
| Plans Examiner I (210040)                                                                | 10/3/16 | Plans Examiner (210041)                             | 84.61%  | 10/3/16   |
| Power Generation System Supervisor (620056)                                              | 7/1/18  | Wastewater System Supervisor (620071)               | 100%    | 7/1/18    |
| Risk/Safety Manager (150035)                                                             | 7/1/18  | Human Resources Manager (150025)                    | 100%    | 7/1/18    |
| Redevelopment Administrator (150080)                                                     | 7/1/18  | Assistant Director of Personnel Services (150043)   | 100%    | 7/1/18    |
| Sewer Maintenance Manager (630010)                                                       | 7/1/18  | Wastewater Manager (620095)                         | 100%    | 7/1/18    |
| Solid Waste System Supervisor (640030)                                                   | 7/1/18  | Sanitation Supervisor (640029)                      | 100%    | 7/1/18    |
| Supervising Environmental Control Officer (620005)                                       | 7/1/18  | Wastewater Environmental Supervisor (620073)        | 100%    | 7/1/18    |
| Special Guard (940010)                                                                   | 4/1/02  | Police Cadet II (940006)                            | 100%    | 12/10/20  |
| Transit Maintenance Manager (320060)                                                     | 7/1/18  | Transit Operations Manager (320055)                 | 100%    | 7/1/18    |

| EXHIBIT 16<br>Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16 |         |                                                   |         |           |
|------------------------------------------------------------------------------------------|---------|---------------------------------------------------|---------|-----------|
| Classification Title                                                                     | Deleted | Benchmarked To                                    | Percent | Effective |
| Waste Collector II (640020)                                                              | 9/5/16  | Sanitation Operator (640021)                      | 84.19%  | 9/5/16    |
| Waste Container Maintenance Worker (640011)                                              | 9/5/16  | Waste Container Maintenance Worker (640010)       | 117.65% | 9/5/16    |
| Wastewater Lead Distributor (620051)                                                     | 9/5/16  | Wastewater Distributor Technician (620050)        | 118.92% | 9/5/16    |
| Wastewater Treatment Maintenance Supervisor (620070)                                     | 7/1/18  | Wastewater System Supervisor (620071)             | 100%    | 7/1/18    |
| Water System Operator I (610025)                                                         | 7/1/18  | Water Distribution/Production Technician (610028) | 100%    | 7/1/18    |
| Water System Operator II (610026)                                                        | 7/1/18  | Water Distribution/Production Specialist (610029) | 100%    | 7/1/18    |
| Water System Operator III (610027)                                                       | 7/1/18  | Senior Water Treatment Plant Operator (610039)    | 90.79%  | 7/1/18    |

## APPENDIX TO SALARY RESOLUTION

- <sup>1</sup> 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).
- <sup>2</sup> 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).
- <sup>3</sup> 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.
- <sup>4</sup> This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can "flex" to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- <sup>5</sup> This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.
- <sup>6</sup> A person promoting from Police Officer Recruit to Police Officer after one year of service must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class.
- <sup>7</sup> This class is in a flexibly-staffed series, which allows an employee to "flex" to the journey level after a required training period.
- <sup>8</sup> Not applicable to current City employees.
- <sup>9</sup> The classifications of Police Cadet I and II have a 48-month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).
- <sup>10</sup> Persons in this classification are limited to no more than two (2) consecutive years in this class.
- <sup>e</sup> Exempt class, see Section 4.

\*\*\*\*\*

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

I, TODD STERMER, City Clerk of the City of Fresno, certify that the foregoing resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_, 2022.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2022  
Mayor Approval/No Return: \_\_\_\_\_, 2022  
Mayor Veto: \_\_\_\_\_, 2022  
Council Override Vote: \_\_\_\_\_, 2022

TODD STERMER  
City Clerk

BY: \_\_\_\_\_  
Deputy

APPROVED AS TO FORM:  
CITY ATTORNEY'S OFFICE

BY: \_\_\_\_\_  
Jenni DeRuosi, Senior Deputy City Attorney

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO AMENDING THE "TRANSPARENCY IN CITY GOVERNMENT ACT" TO ALLOW PAYMENT OF RETENTION AND RECRUITMENT INCENTIVES AS PREVIOUSLY AUTHORIZED BY COUNCIL; TO DISCLOSE EARNINGS THROUGH THE CALIFORNIA STATE CONTROLLER'S OFFICE; TO AUTHORIZE DEFERRED COMPENSATION CONTRIBUTIONS AND AUTHORIZE SEVERANCE PAYMENT UP TO ONE YEAR IN AT-WILL EMPLOYMENT AGREEMENTS.

WHEREAS, some City positions remain vacant due to a highly competitive job market; and

WHEREAS, fully staffing City positions best serves members of the public; and

WHEREAS, Council, in recognition of the foregoing, approved Fiscal Year 2023 Salary Resolution No. 2022-152, to include a provision permitting the payment of certain retention and recruitment incentives with approval by Council for classifications designated as hard to fill by the City Manager, City Attorney, Retirement Administrator or City Clerk; and

WHEREAS, the Transparency in City Government Act (the Act) needs to be amended to allow for the authorized retention and recruitment incentives, deferred compensation contributions if allowed in the City's Salary Resolution; and

WHEREAS, the payment of severance pay not to exceed one year base pay and City contribution of health care and benefits during that period will aid in retention and recruitment of Unit 2, Non-represented Management and Confidential classes who have at-will employment agreements; and

1 of 3

Date Adopted:

Date Approved:

Effective Date:

City Attorney Approval:  \_\_\_\_\_

Resolution No. \_\_\_\_\_

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

I, TODD STERMER, City Clerk of the City of Fresno, certify that the foregoing resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_, 2022.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2022  
Mayor Approval/No Return: \_\_\_\_\_, 2022  
Mayor Veto: \_\_\_\_\_, 2022  
Council Override Vote: \_\_\_\_\_, 2022

TODD STERMER, CMC  
City Clerk

By: \_\_\_\_\_  
Deputy Date

APPROVED AS TO FORM:  
RINA M. GONZALES  
Interim City Attorney

By: \_\_\_\_\_  
Jenni DeRuosi Date  
Supervising Deputy City Attorney

EXHIBIT A

# **CITY OF FRESNO**

## **TRANSPARENCY IN CITY GOVERNMENT ACT**



### **Amended November 17, 2022**

The following policies are enacted to help improve and enhance transparency in City of Fresno government operations by providing disclosure of City employees and elected officials compensation. This Act shall supersede any provisions of the Fresno Municipal Code, resolutions, or employment contracts that are inconsistent, except for provisions of any approved Memorandum of Understanding with a City bargaining unit.

## **ARTICLE I DEFINITIONS**

### **Base Salary**

The base salary is the defined salary of an elected or public official as set forth in either the annually approved City salary resolution or by a negotiated contract between the City and a public official.

### **Benchmark or Peer Cities**

Benchmark or peer cities represent those cities in California that are comparable population wise and demographically to Fresno.

### **Bonus**

Compensation paid to employees in the form of cash that are in addition to base salary but not covered by another form of Council authorized compensation (e.g., authorized pays such as car allowance, premium pay, leave cash out, City funded deferred compensation contributions, recruitment and/or retention incentives).

### **City Charter Officials**

Certain City officials are identified in the City's Charter including the Mayor, Council members, the City Manager, City Attorney, City Clerk and City Controller/Treasurer.

### **Consultant Services**

Consultant services are professional services provided by individuals or entities who are not employed by the City of Fresno.

### **Evergreen Provision**

A contract provision that automatically renews the length of the agreement after a predetermined period, unless notice for termination is given. Evergreens are often used for long-term agreements such as memberships or maintenance contracts.

### **Executive Employees**

Executive level employees are unclassified, "at will" department head and management and confidential positions set forth in Unit 2 of the City's salary resolution.

### **Gross Wages**

An employee's pre-tax compensation including all normal salary/hourly earnings, bonuses, overtime, deferred compensation, leave payoff/administrative leave, car allowance, and pay deferential.

### **Municipal Code Section 4-107 (b)**

Municipal Code Section 4-107 (b) provides that except for legal services, the City Manager is authorized to contract for all services required by the City for which an appropriation has been made; provided the contract involves an expenditure of City moneys of less than or equal to fifty thousand dollars (\$50,000).

## **Professional Services**

Professional services are infrequent, technical or unique functions provided by independent contractors or consultants whose occupation is the rendering of professional services.

## **Request for Proposal**

A Request for Proposal (RFP) is a solicitation initiated by the City to provide a competitive process for selecting professional consultants, and establishing terms and conditions thereof.

## **ARTICLE II PURPOSE OF ACT**

Revelations in 2010 in the City of Bell, California and recently in the City of Fresno have brought attention to the compensation of public officials. In a time of declining revenues and decreasing budgets it is important for the City to demonstrate fiscal responsibility and transparency. Salaries, benefits and pension costs represent over 80% of the costs of the City General Fund. The public has a right to know compensation levels for all City employees. It is imperative that the City of Fresno takes the lead in providing full disclosure of compensation of its employees including executive public officials and elected officials. The purpose of this Act is to create an easy to find, readily available means to view current employees and elected officials compensation levels. It is also important to compare the compensation levels of City executive and elected officials with officials from our peer cities in California.

Objectives of Act:

1. To provide annual disclosure of City of Fresno employees and elected official compensation.
2. To provide a comparative analysis of compensation levels for executive employees and elected officials in peer cities in California.
3. Adopt enabling legislation via a municipal resolution to establish necessary policies.

## **ARTICLE III CITY ELECTED OFFICIALS AND EMPLOYEE EARNINGS DISCLOSURE**

The City of Fresno shall provide the California State Controller's Office with compensation data on an annual basis as required by California Government Code sections 53891 and 53892. An easy to find link on the City's website shall be directed to the information published on the State Controller's Office website ([publicpay.ca.gov](http://publicpay.ca.gov)) disclosing such information, consistent with California Government Code section 12463.

## **ARTICLE IV CONSULTANTS DISCLOSURE**

The total annual compensation paid to any consultant providing professional services for the City shall be disclosed including those consultants making less than \$50,000 per year. A report will be prepared by the City Manager detailing the following information:

1. The name of the consultant;
2. A description of the consulting services provided; and
3. A detailed account of all payments by the City to the consultant including the total paid for the fiscal year.

**ARTICLE V**  
**UNIT 2 EMPLOYMENT CONTRACTS, BONUS, SALARY INCREASES, AND**  
**SEVERANCE PAY**

For all Unit 2 – Non-represented Management and Confidential Classes officials and employees, no additional cash compensation in addition to base salary shall be paid unless authorized in the City's salary resolution (i.e., if it is not covered by another form of Council authorized compensation it is an unauthorized cash bonus). Unless specifically authorized by Council, all Unit 2 – Non-represented Management and Confidential Classes officials and employees shall only receive base salary increases in their current classifications to be effective no earlier than 30 days prior to the date of submission to the Personnel Services Department of a completed employee action form (EAF) (i.e., retroactive raises shall be for no more than 30 days and shall only be granted due to delays in processing times of the employee action form. No increases authorized herein shall be submitted to the Personnel Services Department for processing until a written performance evaluation of the official or employee has been completed.

For all Unit 2 – Non-represented Management and Confidential Classes officials and employees, the appointing authority may authorize an employment contract with the official or employee. Unless specifically authorized by the Council, for any such employment contract to be valid and enforceable, the following conditions shall be required:

1. The contract shall be executed by the appointing authority and the employee, and approved by the City Attorney as to form;
2. A copy of the fully executed contract, including any amendments, shall be provided to the City Clerk, who shall make the contract available for inspection on the City's website;
3. The contract may provide for the payment of deferred compensation as authorized in the City's salary resolution;
4. The contract may provide for severance pay, not to exceed one year base pay, plus the City's contribution of health care benefits during that time, starting from the last day of service; health care benefits shall not be authorized for a time period that exceeds the stated severance term;
5. Severance pay shall not be authorized in the event of the employee's voluntary separation from service, retirement, or termination for cause, including but not limited to criminal conviction, misfeasance, or malfeasance in office; except when the City Manager determines that it is in the City's best interest to pay up to three (3) months severance for the good of the service.
6. Any existing applicable employment contracts shall be revised to conform to these provisions.

**ARTICLE VI**  
**BENCHMARK CITIES EXECUTIVE EMPLOYEE COMPENSATION MATRIX**

The compensation of executive employees for the 10 California benchmark cities shall be presented in a side-by side comparison matrix. The following executive positions shall be included in the peer city comparison: City Manager; Assistant City Manager; City Attorney; City Clerk; City Controller/Treasurer; Police Chief and Fire Chief. This matrix will detail comparable executive city positions showing the compensation levels. Compensation displayed will include base salaries and, when information is available, other types of compensation (e.g. performance bonuses). Because of the inherent difficulty in obtaining data on any additional compensation it may be difficult to disclose full compensation figures for defined executive positions from other peer cities.

If any future comparisons of any other employee classification become necessary, they shall use the same 10 California benchmark cities. This matrix shall be updated every year to reflect current population statistics and compensation levels. Please see **Exhibit 'A'** for sample matrix (attached hereto and incorporated by reference).

#### **ARTICLE VII CALIFORNIA 10 LARGEST CITIES ELECTED OFFICIALS COMPENSATION MATRIX**

The compensation for elected officials of the 10 largest cities in California shall be presented in a side-by-side comparison matrix. The matrix will detail comparable elected officials' compensation levels. This matrix display shall be updated every calendar year to reflect current population statistics and compensation levels. Please see **Exhibit 'B'** for sample matrix (attached hereto and incorporated by reference).

#### **ARTICLE VIII EXTENDED NOTICE FOR CONTRACTS WITH CONTINUOUS ("EVERGREEN") PROVISIONS**

The City Council shall be provided seven business days prior notice of the effective date of any employee contract containing an evergreen provision automatically increasing compensation for any employee earning a base salary of \$100,000 per year or more unless the increase is consistent with increases for other unclassified employees.

#### **ARTICLE IX TRANSPARENCY**

Since the inception of this Act, there have been changes to State law that require the City to submit compensation for all City employees to the State Controller's office. This information is readily available at [publicpay.ca.gov](http://publicpay.ca.gov).

#### **ARTICLE X EFFECTIVE DATE**

This resolution shall take effect upon its adoption.

Attachments: Exhibits A and B

**EXHIBIT 'A'**  
**CALIFORNIA BENCHMARK CITIES COMPARATIVE EXECUTIVE COMPENSATION**  
**SURVEY CONDUCTED JULY, 2010**

| <b>CITY MANAGER</b> |             |
|---------------------|-------------|
| Agency              | Base Salary |
| Fresno              | \$189,000   |
| Anaheim             | \$261,891   |
| Bakersfield         | \$222,154   |
| Long Beach          | \$235,000   |
| Oakland             | \$238,334   |
| Riverside           | \$275,000   |
| Sacramento          | \$215,000   |
| San Diego           | \$250,860   |
| San Jose            | \$250,000   |
| Santa Ana           | \$245,772   |
| Stockton            | \$200,000   |

Average Salary \$238,301

| <b>ASSISTANT CITY MANAGER</b> |                     |
|-------------------------------|---------------------|
| Agency                        | Base Salary         |
| Fresno                        | \$162,804           |
| Anaheim                       | \$238,685           |
| Bakersfield                   | \$175,312           |
| Long Beach                    | \$217,499           |
| Oakland                       | \$216,667           |
| Riverside                     | \$196,104           |
| Sacramento                    | Not Reported        |
| San Diego                     | \$185,640           |
| San Jose                      | \$236,550           |
| Santa Ana                     | \$129,664-\$183,240 |
| Stockton                      | Not reported        |

Average Salary \$198,658

| <b>POLICE CHIEF</b> |             |
|---------------------|-------------|
| Agency              | Base Salary |
| Fresno              | \$169,701   |
| Anaheim             | \$226,615   |
| Bakersfield         | \$172,152   |
| Long Beach          | \$219,911   |
| Oakland             | \$195,343   |
| Riverside           | \$241,020   |
| Sacramento          | \$192,459   |
| San Diego           | \$177,060   |
| San Jose            | \$221,652   |
| Santa Ana           | \$245,772   |
| Stockton            | \$174,120   |

Average Salary \$203,253

| <b>POPULATION STATISTICS</b> |            |
|------------------------------|------------|
| Agency                       | Population |
| Fresno                       | 505,679    |
| Anaheim                      | 348,467    |
| Bakersfield                  | 338,952    |
| Long Beach                   | 492,682    |
| Oakland                      | 404,155    |
| Riverside                    | 300,430    |
| Sacramento                   | 463,794    |
| San Diego                    | 1,279,329  |
| San Jose                     | 948,976    |
| Santa Ana                    | 355,862    |
| Stockton                     | 322,462    |

- Notes: 1. Average salary excludes Stockton  
 2. Average salary excludes Sacramento, Santa Ana, and Stockton  
 3. Average salary based upon all 11 cities  
 4. Population data based upon 2009-2010 estimates

| <b>CITY ATTORNEY</b> |             |
|----------------------|-------------|
| Agency               | Base Salary |
| Fresno               | \$ 175,680  |
| Anaheim              | \$ 254,194  |
| Bakersfield          | \$ 179,628  |
| Long Beach           | \$ 235,176  |
| Oakland              | \$ 207,565  |
| Riverside            | \$ 212,844  |
| Sacramento           | \$ 188,999  |
| San Diego            | \$ 193,648  |
| San Jose             | \$ 231,599  |
| Santa Ana            | \$ 213,732  |
| Stockton             | \$ 198,708  |

Average Salary \$ 208,343

| <b>CITY CLERK</b> |             |
|-------------------|-------------|
| Agency            | Base Salary |
| Fresno            |             |
| Anaheim           |             |
| Bakersfield       |             |
| Long Beach        |             |
| Oakland           |             |
| Riverside         |             |
| Sacramento        |             |
| San Diego         |             |
| San Jose          |             |
| Santa Ana         |             |
| Stockton          |             |

Average Salary

| <b>CITY CONTROLLER</b> |             |
|------------------------|-------------|
| Agency                 | Base Salary |
| Fresno                 |             |
| Anaheim                |             |
| Bakersfield            |             |
| Long Beach             |             |
| Oakland                |             |
| Riverside              |             |
| Sacramento             |             |
| San Diego              |             |
| San Jose               |             |
| Santa Ana              |             |
| Stockton               |             |

Average Salary

| <b>FIRE CHIEF</b> |             |
|-------------------|-------------|
| Agency            | Base Salary |
| Fresno            |             |
| Anaheim           |             |
| Bakersfield       |             |
| Long Beach        |             |
| Oakland           |             |
| Riverside         |             |
| Sacramento        |             |
| San Diego         |             |
| San Jose          |             |
| Santa Ana         |             |
| Stockton          |             |

Average Salary



## **CITY OF FRESNO**

### **TRANSPARENCY IN CITY GOVERNMENT ACT**



**Amended ~~July 25, 2019~~ ~~September 29, 2022~~ ~~October 13, 2022~~ November 17, 2022**

The following policies are enacted to help improve and enhance transparency in City of Fresno government operations by providing disclosure of City employees and elected officials compensation. This Act shall supersede any provisions of the Fresno Municipal Code, resolutions, or employment contracts that are inconsistent, except for provisions of any approved Memorandum of Understanding with a City bargaining unit.

## **ARTICLE I DEFINITIONS**

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The base salary is the defined salary of an elected or public official as set forth in either the annually approved City salary resolution or by a negotiated contract between the City and a public official.

### **Benchmark or Peer Cities**

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### **Bonus**

Compensation paid to employees in the form of either cash or City funded deferred compensation contributions that are in addition to base salary but not covered by another form of Council authorized compensation (e.g., authorized pays such as car allowance, premium pay, leave cash out, City funded deferred compensation contributions, recruitment and/or retention incentives).

### **City Charter Officials**

Certain City officials are identified in the City's Charter including the Mayor, Council members, the City Manager, City Attorney, City Clerk and City Controller/Treasurer.

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A contract provision that automatically renews the length of the agreement after a predetermined period, unless notice for termination is given. Evergreens are often used for long-term agreements such as memberships or maintenance contracts.

### **Executive Employees**

Executive level employees are unclassified, "at will" department head and above management and confidential positions set forth in Unit 2 of the City's salary resolution.

### **Gross Wages**

An employee's pre-tax compensation including all normal salary/hourly earnings, bonuses, overtime, deferred compensation, leave payoff/administrative leave, car allowance, and pay deferential.

### **Municipal Code Section 4-107 (b)**

Municipal Code Section 4-107 (b) provides that except for legal services, the City Manager is authorized to contract for all services required by the City for which an appropriation has been made; provided the contract involves an expenditure of City moneys of less than or equal to fifty thousand dollars (\$50,000).

## **Professional Services**

Professional services are infrequent, technical or unique functions provided by independent contractors or consultants whose occupation is the rendering of professional services.

## **Request for Proposal**

A Request for Proposal (RFP) is a solicitation initiated by the City to provide a competitive process for selecting professional consultants, and establishing terms and conditions thereof.

## **ARTICLE II PURPOSE OF ACT**

Revelations in 2010 in the City of Bell, California and recently in the City of Fresno have brought attention to the compensation of public officials. In a time of declining revenues and decreasing budgets it is important for the City to demonstrate fiscal responsibility and transparency. Salaries, benefits and pension costs represent over 80% of the costs of the City General Fund. The public has a right to know compensation levels for all City employees. It is imperative that the City of Fresno takes the lead in providing full disclosure of compensation of its employees including executive public officials and elected officials. The purpose of this Act is to create an easy to find, readily available means to view current employees and elected officials compensation levels. It is also important to compare the compensation levels of City executive and elected officials with officials from our peer cities in California.

Objectives of Act:

1. To provide annual disclosure of City of Fresno employees and elected official compensation.
2. To provide a comparative analysis of compensation levels for executive employees and elected officials in peer cities in California.
3. Adopt enabling legislation via a municipal resolution to establish necessary policies.

## **ARTICLE III CITY ELECTED OFFICIALS AND EMPLOYEE EARNINGS DISCLOSURE**

The City of Fresno shall provide the California State Controller's Office with compensation data on an annual basis as required by California Government Code sections 53891 and 53892. An easy to find link on the City's website shall ~~Such information shall be directed to the information be published on the State Controller's Office website (publicpay.ca.gov) disclosing such information, consistent with California Government Code section 12463. It shall be the practice of the City of Fresno to provide: 1) a list of all earnings of all City employees in Gross Wages as reported on the year end W-2 form; and 2) a separate list, as provided below, of earnings from the prior calendar year of all elected officials and all Unit 2—Non-represented officials and employees. Both lists shall be in an easy to find location at the City website, and printed lists at the City Clerk's office. The list shall be updated annually to the City website as part of the Mayor's annual~~

~~proposed budget. The list shall be published and made available to Council at the time the Mayor's proposed budget is provided to Council, but in any event no later than June 1 of each year. The City Attorney shall timely advise the Administration and report to Council on the status of compliance with this Act.~~

**~~Review and approval of the annual employee/official compensation disclosure report(s) described in this Act by a majority vote of the Council is a pre-condition of approving the annual City budget.~~**

~~The earnings disclosure for all employees, except for the City Manager, Assistant City Manager, other Charter Officials, and department heads, will be listed by occupation/title only. It will not include individual employee names and will only list those employees who have been in the City's employment for 12 months or longer except for executive level employees. If an executive level employee has been employed for less than 12 months then the Gross Wages compensation shall computed based on earnings to date and projected for an annual figure.~~

~~A description of health and retirement benefits by bargaining unit and for non-represented employees will also be provided along with the earnings disclosure.~~

~~The reporting for all elected officials and all Unit 2 Non-represented officials and employees shall specify earnings, itemized by the following categories:~~

- ~~1. Total earnings~~
- ~~2. Base pay/salary~~
- ~~3. Overtime~~
- ~~4. Cash bonus (which are prohibited)~~
- ~~5. City funded dDeferred compensation contributions bonus (which are prohibited)~~
- ~~6. Leave payoff/cash out~~
- ~~7. Auto allowance~~
- ~~8. Premium pay~~
- ~~— Severance payid~~
- ~~— Education and/or certificate pay~~
- ~~— Recruitment and/or retention incentive pay~~
- ~~9.~~

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**ARTICLE IV  
CONSULTANTS DISCLOSURE**

The total annual compensation paid to any consultant providing professional services for the City shall be disclosed including those consultants making less than \$50,000 per year. A report will be prepared by the City Manager detailing the following information:

1. The name of the consultant;
2. A description of the consulting services provided; and
3. A detailed account of all payments by the City to the consultant including the total paid for the fiscal year.

**ARTICLE V  
UNIT 2 EMPLOYMENT CONTRACTS, BONUS, SALARY INCREASES, AND  
SEVERANCE PAY**

For all Unit 2 – Non-represented Management and Confidential Classes officials and employees, no ~~bonus in the form of additional~~ cash compensation ~~in addition to base salary shall be paid and/or City-funded deferred compensation contributions, or any equivalent~~ unless authorized in the City's salary resolution (i.e., if it is not covered by another form of Council authorized compensation it is an unauthorized cash bonus); ~~shall be paid, except as provided in Sections 17 and 26 of the Salary Resolution.~~ Unless specifically authorized by Council, all Unit 2 – Non-represented Management and Confidential Classes officials and employees shall only receive base salary increases ~~in their current classifications~~ to be effective no earlier than 30 days prior to the date of submission to the Personnel Services Department of a completed employee action form (EAF) (i.e., ~~retroactive raises shall be for no more than 30 days and shall only be granted due to delays in processing times of the employee action form. there shall be no retroactive raises prior to submission, and it does not apply to new hires to the City), and such officials or employees shall not receive base salary increases if the official or employee has provided verbal or written notice to the appointing authority of intention to separate from City employment, or if the appointing authority has provided notice to the official or employee of their involuntary separation from City service (i.e., the official or employee is to resign, retire, or be terminated). The irrevocable designated date of completion of an official or employee's (member's) participation period in the deferred retirement option program (DROP) as provided in FMC §§3-424, 3-353, and 3-566 alone shall not be considered notice of separation.~~ No increases ~~authorized herein~~ shall be submitted to the Personnel Services Department for processing until a written performance evaluation of the official or employee has been completed.

For all Unit 2 – Non-represented Management and Confidential Classes officials and employees, the appointing authority may authorize an employment contract with the official or employee. Unless specifically authorized by the Council, for any such employment contract to be valid and enforceable, the following conditions shall be required:

1. The contract shall be executed by the appointing authority and the employee, and approved by the City Attorney as to form;
2. A copy of the fully executed contract, including any amendments, shall be provided to the City Clerk, who shall make the contract available for inspection on the City's website;
3. The contract may provide ~~for the payment of deferred compensation in addition to the employee's base pay as authorized in the City's salary resolution; that the employee may accept a portion of salary/base pay in the form of deferred compensation;~~
4. The contract may provide for severance pay, not to exceed ~~one year~~ six (6) months base pay, plus the City's contribution of health care benefits during that time, starting from the last day of service; health care benefits shall not be authorized for a time period that exceeds the stated severance term;

5. Severance pay shall not be authorized in the event of the employee's voluntary separation from service, retirement, or termination for cause, including but not limited to criminal conviction, misfeasance, or malfeasance in office; except when the City Manager determines that it is in the City's best interest to pay up to three (3) months severance for the good of the service.
6. Any existing applicable employment contracts shall be revised to conform to these provisions.

#### **ARTICLE VI**

##### **BENCHMARK CITIES EXECUTIVE EMPLOYEE COMPENSATION MATRIX**

The compensation of executive employees for the 10 California benchmark cities shall be presented in a side-by-side comparison matrix. The following executive positions shall be included in the peer city comparison: City Manager; Assistant City Manager; City Attorney; City Clerk; City Controller/Treasurer; Police Chief and Fire Chief. This matrix will detail comparable executive city positions showing the compensation levels. Compensation displayed will include base salaries and, when information is available, other types of compensation (e.g. performance bonuses). Because of the inherent difficulty in obtaining data on any additional compensation it may be difficult to disclose full compensation figures for defined executive positions from other peer cities.

If any future comparisons of any other employee classification become necessary, they shall use the same 10 California benchmark cities.

This matrix shall be updated every year to reflect current population statistics and compensation levels. Please see **Exhibit 'A'** for sample matrix (attached hereto and incorporated by reference).

#### **ARTICLE VII**

##### **CALIFORNIA 10 LARGEST CITIES ELECTED OFFICIALS COMPENSATION MATRIX**

The compensation for elected officials of the 10 largest cities in California shall be presented in a side-by-side comparison matrix. The matrix will detail comparable elected officials' compensation levels. This matrix display shall be updated every calendar year to reflect current population statistics and compensation levels. Please see **Exhibit 'B'** for sample matrix (attached hereto and incorporated by reference).

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#### **ARTICLE VIII**

##### **ANNUAL COMPENSATION DISCLOSURE REPORT**

~~Once a year the City Manager will make a presentation to the Council and provide a written report to the Council members outlining all of the reporting described in Articles III, IV, V, VI and VII. The written report shall be made available to Council at the time the Mayor's proposed budget is provided to Council, but in any event no later than June 1 of each year, and the presentation shall be made during the annual budget hearings.~~

#### **ARTICLE ~~IX~~VIII**

##### **EXTENDED NOTICE FOR CONTRACTS WITH CONTINUOUS ("EVERGREEN") PROVISIONS**

The City Council shall be provided seven business days prior notice of the effective date of any employee contract containing an evergreen provision automatically increasing

compensation for any employee earning a base salary of \$100,000 per year or more unless the increase is consistent with increases for other unclassified employees.

#### **ARTICLE IX TRANSPARENCY**

~~Since the inception of this Act, there have been changes to State law that require the City to submit compensation for all City employees to the State Controller's office. This information is readily available at [publicpay.ca.gov](http://publicpay.ca.gov), [www.publicpay.ca](http://www.publicpay.ca). All information and reports described in this Act shall be available for public viewing at an easy-to-find identified link titled, "City Elected Officials and Employee Earnings Disclosure" at the City's Home Page website. Hard copies shall also be available to members of the public for viewing or pickup at the City Clerk's office during regularly scheduled business hours.~~

Field Code Changed

#### **ARTICLE XI ONE-YEAR REVIEW**

~~One year from the adoption of this Amended Act, the Council shall, at a regularly scheduled meeting, review the implementation and practice of this Act and, if necessary, amend the Act to reflect required changes. The Act will continue to be effective whether or not the review takes place.~~

#### **ARTICLE XI EFFECTIVE DATE**

This resolution shall take effect upon its adoption.

[Attachments: Exhibits A and B](#)

RESOLUTION NO. \_\_\_\_\_

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO  
ADOPTING THE THIRD AMENDMENT TO RESOLUTION NO.  
2022-153 ENTITLED "A RESOLUTION OF THE COUNCIL OF THE  
CITY OF FRESNO ESTABLISHING THE NUMBER OF POSITIONS  
AUTHORIZED IN THE VARIOUS DEPARTMENTS AND OFFICES  
OF THE CITY FOR FISCAL YEAR 2023"

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

SECTION 1.

Part V, Section 1.1 of Resolution No. 2022-153 is hereby amended to read:

MAYOR AND CITY MANAGER'S OFFICE

Section 1.1 Office of the Mayor Division; City Manager Division; Office of  
Independent Review; and, Office of Community Affairs

|               | FROM | TO |
|---------------|------|----|
| Full Year     | 30   | 22 |
| December-June | 0    | 0  |
|               | 30   | 22 |

Part V, Section 26.1 of Resolution No. 2022-153 is hereby added to read:

DEPARTMENT OF BUDGET AND MANAGEMENT STUDIES

Section 26.1 Budget Division; and, Management Studies Division

|               | FROM | TO |
|---------------|------|----|
| Full Year     | 0    | 0  |
| December-June | 10   | 10 |
|               | 10   | 10 |

SECTION 2.

Upon final legislative approval, this Resolution shall become effective on  
November 17, 2022.

Date Adopted:

Date Approved:

Effective Date:

City Attorney Approval: 

Resolution No.

## CLERK'S CERTIFICATION

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

I, TODD STERMER, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_, 2022.

AYES:

NOES:

ABSENT:

ABSTAIN:

Mayor Approval: \_\_\_\_\_, 2022  
Mayor Approval/No Return: \_\_\_\_\_, 2022  
Mayor Veto: \_\_\_\_\_, 2022  
Council Override Veto: \_\_\_\_\_, 2022

TODD STERMER, CMC  
City Clerk

BY: \_\_\_\_\_  
Deputy Date

APPROVED AS TO FORM:  
RINA M. GONZALES  
Interim City Attorney

BY: \_\_\_\_\_  
Tina R. Griffin Date  
Chief Assistant City Attorney

BILL NO. \_\_\_\_\_

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE OF THE CITY OF FRESNO, CALIFORNIA,  
AMENDING ORDINANCE NO. 2022-22 OF THE FRESNO  
MUNICIPAL CODE, AND ADOPTING ORDINANCE  
SETTING FORTH THE COMPENSATION OF ELECTIVE  
OFFICERS

WHEREAS, City of Fresno elected officials (elected officials) are ineligible to participate in the City of Fresno's Retirement System, and;

WHEREAS, the City of Fresno's Deferred Compensation is a benefit offered to all City of Fresno employees; and

WHEREAS, the Internal Revenue Code section 457(e)(3) permits each Deferred Compensation Plan to define participant eligibility; and

WHEREAS, the City of Fresno's Deferred Compensation Plan (Plan) section 2.10 specifically permits elected officials to participate in the Plan; and

WHEREAS, it is the intent of Council to allow elected officials to participate in the Plan consistent with all terms and conditions as governed by the Plan Document and the Internal Revenue Code;

THE COUNCIL OF THE CITY OF FRESNO DOES ORDAIN AS FOLLOWS:

SECTION 1. Elected officials shall be permitted, at their sole discretion, to enroll in the City of Fresno's Deferred Compensation Plan during their elected office.

SECTION 2. Participation shall be governed by all applicable terms and conditions of the Plan, and the Internal Revenue Code.

1 of 3

Date Adopted:

Date Approved

Effective Date:

City Attorney Approval:

  
\_\_\_\_\_

Ordinance No.

SECTION 3. The City of Fresno shall contribute up to the following amounts annually, on behalf of any elected official participating in the Plan, subject to rules in the Plan and the Internal Revenue Code, including legal limits on total contributions:

- (a) Beginning January 1, 2023, the City shall contribute up to \$10,120 annually for each elected official participating in the Plan,
- (b) Beginning January 1, 2024, the City shall contribute up to \$11,132 annually for each elected official participating in the Plan,
- (c) Beginning January 1, 2025, the City shall contribute up to \$12, 245 annually for each elected official participating in the Plan.

SECTION 3. Participating elected officials shall refer to the Plan and their individual tax advisors regarding rules of participation and possible tax consequences. The City shall bear no liability for any tax consequences resulting from an elected official's participation in the Plan.

SECTION 4. Staff shall propose to the Deferred Compensation Board, for its consideration, any amendments to the Plan necessary to effectuate this Ordinance.

SECTION 5. Any elected official who is also a member of the City of Fresno Employee Retirement System or the City of Fresno Fire and Police Retirement System and drawing retirement benefits from either system during their elected term, is ineligible for participation in the Plan and ineligible for the benefits described herein.

SECTION 6. This Ordinance shall become effective and in full force and effect at 12:01 on the thirty-first day after its final passage.

\* \* \* \* \*

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

I, TODD STERMER, City Clerk of the City of Fresno, certify that the foregoing ordinance was adopted by the Council of the City of Fresno, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_ 2022.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2022  
Mayor Approval/No Return: \_\_\_\_\_, 2022  
Mayor Veto: \_\_\_\_\_, 2022  
Council Override Vote: \_\_\_\_\_, 2022

TODD STERMER, CMC  
City Clerk

By: \_\_\_\_\_  
Deputy Date

APPROVED AS TO FORM:  
RINA M. GONZALES  
Interim City Attorney

By: \_\_\_\_\_  
Jenni DeRuosi Date  
Supervising Deputy City Attorney

BILL NO. \_\_\_\_\_

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE OF THE CITY OF FRESNO, CALIFORNIA,  
AMENDING ORDINANCE NO. 2004-88 OF THE FRESNO  
MUNICIPAL CODE AND RESTATEMENT OF ORDINANCES  
NO. 2004-88, 2006-14, AND 2017-10, RELATING TO  
CRITERIA ON THE USE OF PUBLIC RESOURCES AND  
REIMBURSEMENT OF EXPENSES FOR THE MAYOR AND  
COUNCILMEMBERS.

WHEREAS, the Mayor and Councilmembers incur expenses for meals, travel,  
lodging, and other necessary expenses in the performance of their official duties; and

WHEREAS, September 21, 2004, the Council of the City of Fresno (the "Council")  
established the criteria on the use of public resources and reimbursement of expenses  
for the Mayor and Councilmembers, by adopting Ordinance No. 2004-88, and the Council  
has amended the criteria on the use of public resources and reimbursement of expenses  
for the Mayor and Councilmembers by Ordinances No. 2006-14 and 2017-10; and

WHEREAS, Exhibit A to Ordinance No. 2004-88 establishing the amount for  
reimbursement of expenses needs to be updated to meet the changing economic  
circumstances; and

WHEREAS, as of January 1, 2012, Assembly Bill 1344 (AB 1344), applicable to  
charter law cities, permits increases in level of compensation for local agency executives  
by implementing ordinance in accordance with the Brown Act (California Government  
Code Section 54950 et seq.) process and as authorized by Charter; and

1 of 8

Date Adopted:

Date Approved

Effective Date:

City Attorney Approval:

  
\_\_\_\_\_

Ordinance No.

WHEREAS, local agency executives, defined by California Government Code Section 3511.1, include any person employed by a local agency who is not subject to the Meyers-Milias-Brown Act, and the person is either an executive officer, a deputy chief executive officer, or an assistant chief executive officer of the local agency; or the person is the head of a department of a local agency; or the person's position within the local agency is held by an employment contract between the local agency and that person; and;

WHEREAS, elected Charter officials have primary responsibility for the conduct of the City's governmental affairs as local agency executives as defined by California Government Code Section 3511.1, federal and common law; and

WHEREAS, compensation is defined by California Government Code Section 3511.1 as annual salary, stipend, or bonus, paid by a local agency employer to a local agency executive; and

WHEREAS, as of January 1, 2017, Senate Bill 1436 (AB 1436) requires an oral report of a summary of the recommendation for a final action on executive officers' salaries, salary schedules or compensation paid in the form of fringe benefits; and

WHEREAS, by this ordinance, Exhibit A to Ordinance No. 2004-88 shall be amended to increase the monthly stipend for vehicle and general and miscellaneous expense allowances for all elected officials;

WHEREAS, pursuant to Charter Section 308, compensation of an elective officer fixed by ordinance shall not be increased or decreased during the elective officer's term of office; and

WHEREAS, this ordinance restates Ordinances No. 2004-88, 2006-14, and 2017-10 in their entirety and reflects the amended increase of the monthly stipends in Exhibit A.

THE COUNCIL OF THE CITY OF FRESNO DOES ORDAIN AS FOLLOWS:

SECTION 1. AUTHORIZED EXPENSES.

City funds, equipment, supplies (including letterhead), titles, and staff time may only be used for authorized City business. The following types of expenses constitute authorized expenses as long as other requirements of this ordinance are met.

- (a) Communicating with representatives of local, regional, state, and national government on City adopted policy positions.
- (b) Attending educational seminars designed to improve the City elected officer's skill and information levels relating to his or her public office functions.
- (c) Participating in local, regional, state, and national organizations whose activities affect the City's interests.
- (d) Recognizing service to the City (for example, thanking a longtime employee with a retirement gift or celebration of nominal value and cost).
- (e) Attending City events.

- (f) Implementing a City approved strategy for attracting or retaining businesses to the City, which will typically involve at least one staff member.
- (g) Meetings such as those listed above that meet the requirements for car and travel allowance.
- (h) Expenses for meals of third parties necessary for the performance of official duties.

## SECTION 2. UNAUTHORIZED EXPENSES.

The City will not reimburse the Mayor or Councilmembers for personal expenses.

Personal expenses include, but are not limited to, the following:

- (a) The personal portion of any trip.
- (b) Political or charitable contributions or events.
- (c) Family expenses including spouse's expenses when accompanying the Mayor or Councilmember on City-related business as well as child(ren) or pet related expenses.
- (d) Entertainment expenses, including theater, movies (either in-room or at the theater), sporting events (including gym, massage and/or golf related expenses) or other cultural events.
- (e) Non-mileage personal automobile expenses including repairs, traffic citations, insurance, or gasoline.
- (f) Personal losses incurred while on City business.

- (g) All other expenses not associated with carrying out official City business.

### SECTION 3. EXPENSES THAT REQUIRE COUNCIL APPROVAL.

The Mayor or Councilmember shall submit a request for Council approval of expenses that are not covered by this ordinance before the expenses are incurred. A request may be approved by Council if findings support a public purpose related to City Business.

SECTION 3.5 REPORT TO COUNCIL. Councilmembers shall provide brief reports on meetings attended at public expense at the next regular meeting of Council.

### SECTION 4. OUT OF TOWN TRAVEL REIMBURSEMENT.

The Mayor and Councilmembers are entitled to receive reimbursement for traveling and other necessary expenses when on official duty in accordance with Exhibit A which is attached and incorporated herein.

### SECTION 4.5. REIMBURSEMENT FROM THE REDEVELOPMENT AGENCY.

Councilmembers may receive reimbursement from the Redevelopment Agency of the City of Fresno (Agency) for expenses incurred while acting in their official capacity as Agency Board Members consistent with the Agency's written policy.

### SECTION 5. MONTHLY ALLOWANCE.

- (a) The Mayor and Councilmembers are entitled to a monthly car and travel allowance in accordance with Exhibit A which is attached.

- (b) The Mayor and Councilmembers are entitled to a monthly general and miscellaneous expense allowance in accordance with Exhibit A which is attached.

#### SECTION 6. AUDITS OF EXPENSE REPORTS.

All expenses are subject to verification of compliance with this ordinance.

#### SECTION 7. COMPLIANCE WITH LAWS.

Some expenditures may be subject to reporting and other limitations under the Political Reform Act and other laws. (Gov Code §§ 8100 et seq.) All City expenditures are public records subject to disclosure under the Public Records Act. (Gov Code §§ 6250 et seq.)

#### SECTION 8. VIOLATION OF THIS ORDINANCE.

Use of public resources or falsifying expense reports in violation of this ordinance may result in any or all of the following:

- (a) Loss of reimbursement privileges.
- (b) A demand for restitution to the City.
- (c) The City reporting the expenses as income to the elected official to state and federal tax authorities.
- (d) Prosecution for misuse of public resources.

SECTION 9. Ordinances No. 2004-88, 2006-14, 2017-10, and all previously enacted resolutions and ordinances in conflict with the subject matter addressed in this ordinance are hereby repealed.

SECTION 10. This ordinance shall become effective in full force and effect at 12:01 a.m. on the thirty-first day after its final passage.

\* \* \* \* \*

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

I, TODD STERMER, City Clerk of the City of Fresno, certify that the foregoing ordinance was adopted by the Council of the City of Fresno, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_ 2022.

AYES :  
NOES :  
ABSENT :  
ABSTAIN :

Mayor Approval: \_\_\_\_\_, 2022  
Mayor Approval/No Return: \_\_\_\_\_, 2022  
Mayor Veto: \_\_\_\_\_, 2022  
Council Override Vote: \_\_\_\_\_, 2022

TODD STERMER, CMC  
City Clerk

By: \_\_\_\_\_  
Deputy Date

APPROVED AS TO FORM:  
RINA M. GONZALES  
Interim City Attorney

By: \_\_\_\_\_  
Mao Lee Date  
Deputy City Attorney III

Attachments:

- Exhibit A (Criteria and Policies for Reimbursement)
- Exhibit A-1
- Exhibit A-2

## EXHIBIT A

The following criteria and policies shall be utilized in regulating the reimbursement to the Mayor and Councilmembers for expenses incurred on City business. References to specific provisions of the Administrative Order shall include its amendments.

### I. OUT-OF-TOWN TRAVEL REIMBURSEMENT

- A. Criteria.** The Mayor and Councilmembers are entitled to receive reimbursement for traveling and other necessary expenses when on official duty. Reimbursement is effected in accordance with the following criteria.
1. **Meals.** The Mayor and Councilmembers shall be reimbursed for meals pursuant to the provisions of Administrative Order 1-4 applicable to City employees.
  2. **Lodging.** The Mayor and Councilmembers shall be reimbursed for lodging pursuant to the provisions of Administrative Order 1-4 applicable to City employees.
  3. **Taxi, Limousine and Bus Fares.** The Mayor and Councilmember shall be reimbursed for taxi, limousine and bus fares pursuant to the provisions of Administrative Order 1-4 applicable to City employees.
  4. **Tips, Gratuities and Service Fees.** The Mayor and Councilmembers shall be reimbursed for tips, gratuities and service fees pursuant to the provisions of administrative Order 1-4 applicable to City employees.
  5. **Registration Fees.** The Mayor and Councilmembers shall be reimbursed for registration fees pursuant to the provisions of Administrative Order 1-4 applicable to City employees.
  6. **Communications.** The Mayor and Councilmembers shall be reimbursed for communications pursuant to the provisions of Administrative Order 1-4 applicable to City employees.
  7. **Parking, Garage and Toll Charges.** The Mayor and Councilmembers shall be reimbursed for parking, garage and toll charges pursuant to the provisions of Administrative Order 1-4 applicable to City employees.
  8. **Laundry and Dry Cleaning.** The Mayor and Councilmembers shall be reimbursed for laundry and dry cleaning pursuant to the provisions of Administrative Order 1-4 applicable to City employees.
  9. **Other.** The Mayor and Councilmembers shall be reimbursed for other expenses pursuant to the provisions of Administrative Order 1-4 applicable to City employees.

If the Mayor or a Councilmember stays with a friend or a relative while attending a professional conference or other out-of-town meeting, which has a host hotel with stated rates, the Mayor or

Councilmember may be reimbursed for taking their host to dinner in lieu of lodging cost. The total amount to be reimbursed may not exceed one night's lodging, at the stated hotel rate, per trip. A copy of the conference brochure or page stating the host hotel's rate must be attached to the expense report with a receipt for dinner expenses.

- B. Documentation.** A claim for reimbursement must be submitted on Form 57, "Travel Advance and Expense Reimbursement Request" attached hereto as Exhibit A-1.

## **II. CAR AND TRAVEL ALLOWANCE**

- A. Authorized Expenses.** The Mayor and Councilmembers may be reimbursed for mileage, parking, car rental, and related transportation expenses incurred in traveling to and from Council meetings or other official business in the Fresno Metropolitan Area (that area within a 50-mile radius of Fresno City Hall). Such authorized expenses are reimbursable in addition to but not in duplication of those described under "Out-of-Town Travel Reimbursement" above. Travel outside a 50-mile radius shall be reimbursed in the same amount as provided in Administrative Order 2-2 for employees receiving Category 2 vehicle allowance.
- B. Monthly Allowance.** A monthly allowance of up to \$500 for the Mayor and \$450 for Councilmembers may be claimed. The Mayor and Councilmembers may either elect to take the allowance as a flat monthly stipend, which may be taxed as ordinary income, or to submit a monthly mileage log and claim for reimbursement of expenses actually incurred, not to exceed \$500 for the Mayor and \$450 for Councilmembers, on the "Mayor/Councilmembers Monthly Expense Reimbursement Form" attached hereto as Exhibit A-2. The Mayor or Councilmember may change their election upon thirty days' notice to the Finance Department. The Mayor and Councilmembers are also cautioned that to the extent allowance payments are not supported by receipts or mileage logs acceptable to the IRS, such payments will be taxed as ordinary income. It is recommended that each official obtain their own tax advice from a qualified tax professional.

## **III. GENERAL AND MISCELLANEOUS EXPENSE ALLOWANCE**

- A. Authorized Expenses.** Necessary expenses incurred by the Mayor and Councilmembers which are solely for the benefit of the City that are incurred when on official duty.
- B. Monthly Allowance.** The Mayor may be reimbursed up to \$850 per month. The Council President is authorized up to \$843.75 per month, and all other Councilmembers are authorized up to \$750 per month each. Such authorized reimbursements are in addition to those expenses described under "Out-of-Town Travel Reimbursement", and "Car and Travel Allowance", above. The Mayor and Councilmembers may either elect to take the allowance as a flat monthly stipend, which may be taxed as ordinary income, or to submit receipts and a claim for reimbursement of expenses actually incurred, not to exceed the amounts set forth above, on the "Mayor/Councilmembers Monthly Expense Reimbursement Form" attached hereto as Exhibit A-2. The Mayor or Councilmember may change their election upon thirty days' notice to the Finance Department. The

Mayor and Councilmembers are cautioned that to the extent allowance payments are not supported by receipts or mileage logs acceptable to the IRS, such payments may be taxed as ordinary income. It is recommended that each official obtain their own tax advice from a qualified tax professional.

**C. Expenses Covered.**

1. Meal expenses. No per-meal limitation, (per diem or actual cost option as set forth in Administrative Order 1-4, Expenses on City Business).
2. Postage, only as supported by receipts.
3. Telephone, Communications, only as supported by receipts.
4. Publications, only as supported by receipts.
5. Other incidental expenses, only as supported by receipts.

**IV. NON-REIMBURSABLE EXPENSES**

Reimbursement will not be allowed for expenses not associated with carrying out official City business. For example, expenses associated with the use of a personal computer to compile lists of constituents, record the results of public opinion research, etc., would likely be reimbursable as expenses incident to the Mayor's or Councilmember's official function. By analogy, expenses associated with the use of personal computers by the Mayor or a Councilmember in their campaign endeavors (e.g., preparing precinct list, voter polls, etc.) would be classified personal, non-reimbursable expenses, i.e., those not associated with carrying out official City Business

TY:sz[30485(A)sz/ty] 7/2704

## Form 57 - Travel Advance and Expense Reimbursement Request

|                                  |  |                                                                                           |  |  |  |  |  |  |  |  |  |  |  |
|----------------------------------|--|-------------------------------------------------------------------------------------------|--|--|--|--|--|--|--|--|--|--|--|
| Name, Title, Department/Division |  | Date:                                                                                     |  |  |  |  |  |  |  |  |  |  |  |
| Destination (From, To)           |  | <input type="checkbox"/> Travel Advance Expense<br><input type="checkbox"/> Reimbursement |  |  |  |  |  |  |  |  |  |  |  |
| Purpose of Expense               |  |                                                                                           |  |  |  |  |  |  |  |  |  |  |  |

  

|                  |                        | Dates   |         |         |         |         |         |         |         |         |         |         |         | Totals  |         |
|------------------|------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Type (Air, Auto) |                        |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| <b>TRAVEL</b>    | *Fare                  |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | Taxi, Bus              |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | Parking                |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | **Mileage              |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | *Registration          |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | *Lodging               |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | Breakfast              |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | Lunch                  |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
| <b>MEALS</b>     | Dinner                 |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | Telephone              |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
| <b>MISC</b>      | Postage                |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | Stipend: Cell Phone    |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | Stipend: Internet Svc. |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | Other*                 |         |         |         |         |         |         |         |         |         |         |         |         |         | \$ 0.00 |
|                  | <b>Total Expenses</b>  | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 | \$ 0.00 |

  

\*Explain fully with receipts.

Odometer Readings

End \_\_\_\_\_

Start \_\_\_\_\_

Less Personal \_\_\_\_\_

Total Miles Driven 0.0

Dates

\_\_\_\_\_ x \_\_\_\_\_

0.0 Total Miles

\_\_\_\_\_ ¢ Per Mile

\$ 0.00 Mileage Cost

  

Other Explanation:

**Summary**

Travel \_\_\_\_\_ \$ 0.00

Lodging \_\_\_\_\_ \$ 0.00

Meals \_\_\_\_\_ \$ 0.00

Registration (conference fees and costs) \_\_\_\_\_ \$ 0.00

Miscellaneous \_\_\_\_\_ \$ 0.00

**Total Expenses** **\$ 0.00**

Less: Cash Advance (Check No. \_\_\_\_\_) \_\_\_\_\_ \$ 0.00

Less: Amount Paid by Credit Card \_\_\_\_\_ \$ 0.00

**Total Reimbursable Expense** **\$ 0.00**

  

**Employee Stipend:** \$1 per day for official City of Fresno business usage on my personal cell phone, and \$1 per day for official City of Fresno business usage of home internet service. This stipend is for remotely working during COVID-19 Shelter-In-Place.

**Approval:**

I certify that the foregoing statement is a correct statement of expenses incurred by me on official City business.

  

Signature (Claimant) \_\_\_\_\_ Date \_\_\_\_\_

Department Director \_\_\_\_\_

Chief Administrative Officer \_\_\_\_\_

Controller \_\_\_\_\_

Council \_\_\_\_\_

# MAYOR/COUNCILMEMBERS MONTHLY EXPENSE REIMBURSEMENTS FORM

Name
Month of:

| Date                                                                                    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               | Total |
|-----------------------------------------------------------------------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|---------------|-------|
| Breakfast                                                                               |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
| Lunch                                                                                   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
| Dinner                                                                                  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
| Postage                                                                                 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
| Telephone                                                                               |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
| Publications                                                                            |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
| Selective Service                                                                       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
| Other**                                                                                 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
|                                                                                         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
|                                                                                         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               |       |
| Total Expenses (MAXIMUM: Councilmembers \$750; Council President \$843.75; Mayor \$850) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Account 55802 | \$    |
| Transportation Reimbursement (MAXIMUM: Councilmembers \$450; Mayor \$500)               |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | Account 52901 | \$    |
| GRAND TOTAL                                                                             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |               | \$    |

\*\*Explanation:

I certify that the foregoing is a correct statement of expenses incurred by me on official business.

Signature

Print Name

Date