

AGREEMENT
BETWEEN THE CITY OF FULLERTON AND
THE FULLERTON MUNICIPAL EMPLOYEES FEDERATION
FOR THE PERIOD JULY 1, 2023 THROUGH JUNE 30, 2027

ARTICLE 1: INTRODUCTION

This Agreement is made and entered into by the City of Fullerton (hereinafter referred to as the "City") and the Fullerton Municipal Employees Federation (hereinafter referred to as "FMEF"). The FMEF is the recognized majority representative of the General Employee bargaining unit (i.e., employees in classifications listed on Appendix A, hereinafter collectively referred to as affected employees).

Pursuant to City Council Resolution 5145 (which pertains to employer-employee relations) and California Government Code §3500, et seq., authorized representatives of the City and FMEF have met and conferred in good faith concerning compensation, hours and other terms and conditions of employment of affected employees, and have reached an Agreement which shall be submitted to the City Council for approval. Following approval, it shall be implemented by action of the Council or City Manager by appropriate ordinances, resolutions, or other directives.

Therefore, the City and FMEF agree that upon approval by the City Council, the compensation, hours and other terms and conditions of employment for affected employees shall be as follows:

ARTICLE 2: MANAGEMENT RIGHTS

The City retains all rights of management including but not limited to the exclusive right to determine the mission of its constituent departments, commissions and boards; to contract and subcontract; set standards of services; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work; provided, however, that the exercise of such City rights shall not conflict with the express provisions of this Agreement.

ARTICLE 3: PEACEFUL PERFORMANCE

The parties recognize the obligation of the affected employees to continue to faithfully perform their duties for the City in accordance with the highest professional standards. No affected employee shall engage in, induce, or encourage any concerted action against the City including, but not limited to, strikes, work stoppages, slowdowns, speedups, "sick-ins", "sick-outs", or withholding of services to the City.

FMEF agrees that neither it, nor any of its officers or agents will call, institute, authorize, participate in, sanction, or ratify any concerted action against the City as specified above. In the event of any concerted action as enumerated above, FMEF, its officers, agents, and representatives shall do everything within their power to end or avert same.

ARTICLE 4: FMEF – CITY MEETINGS

- A. The City Manager and the Director of Human Resources shall meet with FMEF President and at least two FMEF representatives on a semiannual basis. Other persons may attend these meetings if both parties consent. More frequent meetings may be held by mutual agreement.
- B. The basic purpose of these meetings is to discuss issues of common interest and to solve mutual problems in a constructive fashion.
- C. Grievances or disciplinary actions in progress may be discussed at these meetings only by mutual consent, and discussion of such topics does not preclude subsequent resolution via the grievance procedure.
- D. Meet-and-confer subjects may be discussed by mutual consent, but this does not preclude exercise of further meet-and-confer options by either party.

ARTICLE 4.1: RECRUITMENT AND RETENTION WORKING GROUP

The Parties agree to meet quarterly in a Recruitment and Retention Working Group to discuss recruitment and retention strategies. The Parties acknowledge that this provision shall not constitute a formal reopener of this MOA.

ARTICLE 5: TERM - EFFECTIVE DATES

The term of this Agreement shall be from July 1, 2023 through June 30, 2027.

The effective date of each Article is July 1, 2023 unless otherwise stated herein.

ARTICLE 6: MAINTENANCE OF EXISTING BENEFITS

Except as provided herein, all compensation, hours and other terms and conditions of employment within the lawful scope of representation of FMEF presently enjoyed by affected employees shall remain in full force and effect during the term of this Agreement.

ARTICLE 7: SUCCESSOR AGREEMENT

Either party may initiate negotiations for a successor agreement by serving a written request to bargain on the other party no sooner than February 1, 2027, but no later than April 30, 2027. The parties agree to meet within the thirty days after receipt of an initial request to bargain.

ARTICLE 8: SEPARABILITY

If any part or provision of this Agreement is rendered or declared invalid by any existing or subsequently enacted state or federal legislation, or by any decree of any court of competent jurisdiction, the remaining portions shall continue in full force and effect.

ARTICLE 9: CITY REVENUES

FMEF shall encourage its members to shop in Fullerton in an effort to increase the revenue available to the City.

ARTICLE 10: REASONABLE TIME OFF TO MEET AND CONFER

FMEF may select no more than six employee members to attend scheduled meetings with the City on subjects within the scope of representation during regular City Hall business hours without loss of compensation. None of these employee members shall be from the same budget division. FMEF shall, whenever practicable, submit the names of all such employee representatives to the City in writing at least two working days in advance of such meetings. It is further provided:

- A. That no employee representative shall leave his/her duty or workstation or assignment without approval of his/her department head or other authorized City management official.
- B. That any such meeting is subject to scheduling by City management in a manner consistent with operating needs and work schedules.

Nothing provided herein, however, shall limit or restrict City management from scheduling such meetings before or after regular duty or work hours under appropriate circumstances.

ARTICLE 11: ACCESS TO WORK LOCATIONS

Officers of FMEF and their officially designated representatives shall be granted reasonable access to employee work locations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Such non-employee officers or representatives shall not enter any work location without the consent of the department head or the City Manager. Access may be restricted so as not to interfere with the normal operations of the department or with established safety or security requirements.

Solicitation of membership and activities concerned with the internal management of FMEF, such as collecting dues, holding membership meetings, campaigning for office, conducting elections and distributing literature, will not be permitted during working hours without prior approval by the City Manager or designee. Such approval shall not be unreasonably withheld.

ARTICLE 12: USE OF CITY FACILITIES

- A. FMEF may, with the prior approval of the City Manager or designee, use City facilities for meetings. All such requests shall be in writing and shall state the purposes of the meeting. The City reserves the right to assess reasonable charges for the use of such facilities.
- B. The use of City equipment other than items normally used in the conduct of business meetings (e.g., desks, chairs, and writing boards) is strictly prohibited, the presence of such equipment in approved City facilities notwithstanding.
- C. FMEF may, with the prior approval of the City Manager, continue to use the City mail and e-mail service for the distribution of a regularly published employee newsletter.

ARTICLE 13: USE OF BULLETIN BOARDS

FMEF may use portions of City bulletin boards under the following conditions:

- A. All materials must receive the approval of the Director of Human Resources or designee.
- B. All materials must be dated and must identify FMEF as the publisher.
- C. The actual posting of materials will be done as soon as possible after they have been approved. Unless special arrangements are made, materials posted will be removed 31 days after the publication date.

- D. The City reserves the right to determine where bulletin boards shall be placed and what portion of them is to be allocated to FMEF materials.

ARTICLE 14: ALLOCATION OF CLASSES TO SALARY RANGES

- A. The allocation of classes to salary ranges is contained in Appendix A.
- B. The City shall extend the opportunity to meet concerning the pay level of new classifications no later than seven calendar days before Staff's recommendation is considered by the City Council. If FMEF does not accept this invitation within four calendar days, the opportunity to meet will be waived.

ARTICLE 15: BASE SALARY RATES

The schedule of base salary rates is contained in Appendix A.

Base salary rates shall be adjusted by across-the-board increases according to the following schedule:

Eight percent (8%) base salary increase effective the first full pay period after July 18, 2023.

Four percent (4%) base salary increase effective the first full pay period after July 1, 2024.

Four percent (4%) base salary increase effective the first full pay period after July 1, 2025.

Three percent (3%) base salary increase effective the first full pay period after July 1, 2026.

ARTICLE 16: INCREMENT PAY

A. Shift Differential Pay

1. Non-Library Employees

With the exception of Library personnel, an employee shall receive Shift Differential Pay in the amount shown if the requirements of the following schedule are met:

- | | | |
|----|---|---|
| a. | Swing Shift - 50% of the working hours per pay period are between 3:00 p.m. and 11:00 p.m. | Two and one-half percent (2.5%) of his/her base salary rate |
| b. | Graveyard Shift - 50% of the working hours per pay period are between 11:00 p.m. and 7:00 a.m. | Five percent (5%) of his/her base salary rate |
| c. | Non-Day Shift - when neither a. nor b. above apply, but 50% of the working hours per pay period occur in a combination of the Swing and Graveyard shifts. | Two and one-half percent (2.5%) of his/her base salary rate |

2. Library Employees

- a. An eligible Library employee shall receive, in addition to regular pay, Shift Differential Pay equal to five percent (5%) of his/her base hourly rate for any hours worked after 5:00 p.m., except that no one shall receive shift differential solely because he/she is on an alternate work schedule and works after 5:00 p.m.
- b. Library shift pay is a vested benefit for employees regularly appointed to any Library position effective on or before June 30, 1984 as well as for those regularly appointed to any full-time Library position after that date. A person regularly appointed to a Library position on less than a full-time basis effective on or after July 1, 1984 shall not be eligible for this benefit, except that if he/ she converts to full-time for a minimum of ten consecutive workdays, he/she shall be eligible to receive Library shift pay for the duration of that full-time status.

B. Bilingual Pay

An employee shall be eligible to receive an additional \$60 per pay period if the following conditions are met:

1. The employee must on a frequent and recurring basis speak and/or translate by reading/writing one or more languages other than English in the performance of his/her public contact duties with the City.
2. The employee must pass a language skills test approved or administered by the City.

C. Night Emergency Response Pay

An employee permanently assigned to the Night Emergency Response Unit shall receive an additional two and one-half percent (2.5%) of his/her base salary. An employee assigned to this Unit on an acting basis shall receive this additional pay beginning after 80 consecutive working hours of such assignment.

D. Special Class Driver's License Pay

Effective the first full pay period after July 18, 2023, an employee who possesses a Valid California Commercial Class A or Class B driver's license shall receive \$50 per pay period. Eligibility for this Special Class Driver's License Pay shall be contingent upon the employee participating in the City's United States Department of Transportation (D.O.T.) testing program, and executing an agreement authorizing the repayment of any overpayment of the Special Class Driver's License Pay via payroll deduction.

ARTICLE 16.1: RETENTION PAY BONUS

Effective January 1, 2024 and through the remainder of the term of this MOA, the City shall provide a retention pay bonus in the form of a one-time gross lump sum payment when an employee achieves any of the following milestones of completed regular service with the City:

15 years:	\$3,000
20 years:	\$4,500

Effective on the pay date of January 12, 2024, eligible employees will receive the gross lump sum payment for the milestone that they most recently passed.

Subsequent retention pay bonus payments to FMEF members shall be made as soon as practicable based on confirmation by Human Resources that members have reached an eligible retention pay milestone.

This provision shall automatically expire at the end of the term of this MOA. The City shall no longer have an obligation to make retention payments unless negotiated in a successor MOA.

ARTICLE 17: OVERTIME PAY

- A. Classifications which are exempt from the Fair Labor Standards Act (FLSA) are designated in Appendix A with an "X". All other affected employees are designated non-exempt for purposes of the FLSA.

B. Work Period

For employees on the Traditional workweek, the FLSA work period shall be seven days in length commencing at 12:01 a.m. each Saturday. For employees on an alternate work schedule (e.g., a 9/80 work schedule), the City shall adjust the FLSA work period to ensure the employee's regular schedule does not exceed 40 hours of work in any seven-day work period. (See Appendix C.)

C. Time Worked

In determining eligibility for overtime, paid leaves of absence shall be regarded as time worked and shall be included in calculating the total hours worked. Paid leaves of absence include, but are not limited to the following:

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|--------------------------|--------------------------------|
| 1. Vacation | 6. Workers' Compensation Leave |
| 2. Holiday Leave | 7. Jury Duty |
| 3. Sick Leave | 8. Bereavement Leave |
| 4. Administrative Leave | 9. Military Leave |
| 5. Compensatory Time off | |

In calculating hours actually worked for overtime purposes, the following time will be excluded:

1. Voluntary non-pay time
2. Leaves of absence without pay
3. Suspensions with and without pay
4. Standby Duty

There shall be no pyramiding of overtime. Hours worked by an employee in any workday, workweek or payroll period on which premium rates have once been allowed shall not be used again in any other overtime computation. For example, if an employee receives overtime compensation for work performed in excess of the employee's regularly scheduled workday, those hours paid at the overtime rate will not be counted in determining overtime compensation for hours in excess of 40 hours in a workweek.

D. Payment - Non-Exempt Employees

1. Each non-exempt employee (including those employed part-time) required to work in excess of 40 hours in a work period shall receive compensation at the premium rate of time and one-half his/her regular rate of pay for the excess hours, except that Police Department employees shall be paid at the premium rate for work performed in excess of the employee's regularly scheduled workday or regularly scheduled workweek.

2. The regular rate of pay shall include those items of compensation required to be included under the FLSA, including but not limited to the following types of pay in addition to base salary:

- a. Increment Pay, as set forth in Article 16.

E. Payment-Exempt Employees

Each exempt employee required to work in excess of his/her regular work schedule in a work period shall be paid at his/her straight time base salary rate or receive compensatory time off at straight time for the excess hours.

F. Compensatory Time

Compensatory Time

Employees working overtime shall receive either pay or compensatory time at the department head's discretion. Employees can accumulate up to 160 hours of compensatory time. Once an employee has 160 hours of accumulated compensatory time, he/she cannot accumulate any additional compensatory time until his/her bank is below 160 hours.

Compensatory Time Usage

The time during which an employee may use accrued compensatory time is subject to approval by the department head or his/her designee with due regard for the wishes of the employee and the need to provide service. However, an employee wishing to use his/her accrued compensatory time shall provide the City with reasonable notice of such request. If reasonable notice is provided, the employee's request may not be denied unless it is unduly disruptive to the department to grant the request. A request to use compensatory time without reasonable notice may still be granted within the discretion of the supervisor or manager responsible for considering the request.

Compensatory Time Payoff

All compensatory time on the books at the end of each payroll year shall be paid off unless used by the end of the following March in accordance with established practice. In addition, compensatory time balances shall be paid in full prior to the effective date of any across-the-board salary increase. At the time an employee separates from employment, the employee will be cashed out of any accumulated compensatory time at their current regular rate of pay or their average regular rate of pay during their last three years of employment with the City, whichever is greater.

G. Authorization for Overtime

All overtime requests shall have the authorization of a supervisor prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Where verbal authorization is obtained, written authorization must be obtained as soon thereafter as practicable. Dispatched calls beyond the end of duty time are considered as authorized.

An employee who performs overtime work without obtaining prior written approval or explicit verbal authorization followed by written authorization may be subject to discipline.

H. Clothes Changing

Employees are not authorized to wear their uniforms or any part thereof that is distinguishable as such unless on-duty. Employees may be provided with a locker for his/her own personal convenience. An employee may or may not utilize the locker for storage and changing purposes at his/her own discretion.

Nothing herein prevents an employee from wearing his/her uniform to and/or from his/her residence to work.

Time spent in changing clothes before or after a shift, or during lunch, is not considered time worked and is not compensable in any manner whatsoever.

I. Shift Trades

The practice of shift trading shall be voluntary on behalf of each employee involved in the trade. The trade must be due to the employee's desire or need to attend to a personal matter, and not due to the department's operations. The employee providing the trade shall not have his/her compensable hours increased as a result of the trade; nor shall the employee receiving the trade have his/her compensable hours decreased as a result of the trade. Neither employee involved shall be entitled to the other employee's increment pay, if any. Any hours worked beyond the normal work shift will be credited to the individual actually doing the work.

"Paybacks" of shift trades are the obligation of the employees involved in the trade. Paybacks are to be completed within one calendar year of the date of the initial shift trade. Any dispute as to paybacks is to be resolved by the involved employees, and under no circumstances will the City be obligated for any further compensation whatsoever to any of the involved employees. The City is not responsible in any manner for hours owed to employees by other employees who leave the employment of the City or are assigned other duties.

If one individual fails to appear for the other, the person who has assumed responsibility for the duty assignment will either be charged with a paid leave of absence as appropriate or will be listed as absent without leave and may be subject to discipline.

J. Early Relief

The practice of early shift relief shall be voluntary on behalf of each employee involved in the relief. The employee providing the early relief shall not have his/her compensable hours increased as a result of the early relief; nor shall the employee relieved early have his/her compensable hours decreased as a result of the early relief. "Paybacks" of early relief hours are the sole obligation of the two employees involved in the early relief. Any dispute is to be resolved by the involved employees, and under no circumstances will the City be obligated for any further compensation whatsoever to any of the involved employees. The City is not responsible in any manner for hours owed to employees by other employees who leave City employment or are assigned other duties.

K. Training Time

Training time outside normally scheduled work hours shall be compensated pursuant to applicable law.

L. Travel Time

Travel time outside normally scheduled work hours shall be compensated pursuant to applicable law.

M. Athletic Activity

The City provides a gym facility for the voluntary use of certain employees during their off-duty hours. Time spent by employees in working out at the gym facility and any other off-duty athletic activity shall not be considered time worked and shall not be compensated in any manner.

N. Call-Back Pay

Call-back duty occurs when an employee is ordered to return to duty on a non-regularly scheduled work shift. Call-back does not occur when an employee is held over from his/her prior shift or is working prior to his/her regularly scheduled shift. Call-back duty does not apply to prescheduled work during employee's regular time off.

1. When required to return to work on other than a regular work schedule, employees (except as noted in Section 3 below) shall be compensated at

the overtime rate or in compensatory time, as determined by the employee as follows:

- a. If the actual hours worked after reporting to the place of duty is 2.67 or less, the employee shall be credited with a minimum of 2.67 hours.
 - b. If the actual hours worked, after reporting to the place of duty, is more than 2.67 hours the employee shall be credited for all actual time worked.
 - c. The employee shall be compensated for all travel time to the location of the call-back duty beginning from the time the employee leaves his/her home or other location up through the time the employee arrives at the site of the call-back duty. Travel time from the location of the call-back duty back to the employee's home or other non-work location shall not be compensated.
2. An employee shall be credited with not more than one minimum 2.67 hour guarantee for work performed during any four consecutive hour period.
 3. Police Department employees shall receive call-back pay in cash, at the time and one-half rate, with a two-hour minimum.
 4. Call-back pay shall apply regardless of the number of hours worked by the employee in the affected work period. Call-back pay shall not be granted to employees who continue on duty for their regular work shift.

This provision is to be distinguished from "Court Appearance" pay in subparagraph Q, which is to be used when an employee is called back to court.

O. Standby Pay

An employee assigned to standby duty during the employee's regular time off shall be compensated in the following manner:

1. 1.5 hours straight time for weekdays from end of regular shift to start of next regular shift or any part thereof.
2. 3 hours straight time for Saturday, Sunday or Holiday, 7:00 a.m. - 7:00 a.m. or any part thereof.

Standby duty requires the employee to:

1. Leave a telephone number where he/she can be contacted;
2. Answer his/her telephone when it rings;

3. Be ready to respond immediately to calls for service;
4. Respond immediately when called;
5. Remain within a reasonable commuting distance from the workstation; and
6. Refrain from activities which might impair his/her ability to respond or perform assigned duties in a satisfactory manner.

The City will provide cellphones and will make standby assignments voluntary when possible.

P. Court Standby Pay

An off-duty employee may leave a telephone number where he/she may be reached while on court standby. Such time is not considered time worked under the FLSA and will not be compensated, except as set forth below:

An employee who is required by the City, or other lawful authority, to remain on "standby" while otherwise off duty pursuant to a lawful subpoena relating to events occurring during the course and scope of his/her employment, shall be paid therefore based upon an hourly rate equal to the then-current minimum wage as established by the FLSA. Effective December 2, 2006, this amount shall be increased by \$.50 per hour. In the event any such employee is required to appear in court at a time when he/she has been in such "standby" status, and actually does appear in court while otherwise off duty on that day, the employee shall not receive Court Standby Pay but shall be entitled to Court Appearance Pay for such actual attendance in court while off duty. The court meal period shall be considered time worked for purposes of this paragraph only if the employee is on standby from the morning court session to the afternoon court session.

This payment is made pursuant to this Agreement, not pursuant to the FLSA. Time compensated in the above manner shall not constitute time worked for purposes of the FLSA. Police Department employees do not have the option of taking compensatory time off for court standby.

Q. Court Appearance Pay

For court appearances while off-duty pursuant to a lawful subpoena relating to events occurring during the course and scope of an employee's employment, an employee shall be credited on an hour-for-hour basis for the time actually spent in court.

An employee shall be credited with a minimum of two hours for the court appearance. Where two or more court appearances are required on the same date for different cases and are separated by a period of at least two hours, a two-

hour minimum payment shall apply to each such court appearance. The court meal period shall not be considered time worked for purposes of this paragraph unless the court is actually in session during the meal period. Travel time shall not be considered time worked and shall not be compensated in any manner whatsoever, except that Police Department employees shall be paid for travel time for cases involving all civil subpoenas and criminal appearances outside of Orange County.

Police Department employees do not have the option of taking compensatory time off for court appearances.

R. Facility Dog Handler Assignment

The Facility Dog Handler shall be compensated at the rate of 30 minutes for each calendar day for the care, feeding, grooming, exercise, training and companionship of his/her assigned dog. The compensation shall be in the form of a workday reduced by 30 minutes at the beginning or end of the shift, as determined by the City. For example, a Facility Dog Handler who works a 4/10 schedule will work four shifts of 9.5 hours each per week and, when used, paid leave for said employee will be charged at the rate of 9.5 hours per shift. On non-workdays, dog handlers shall be paid for 30 minutes of time for the care, feeding, grooming, exercise, training and companionship of his/her assigned dog at a rate equal to two-thirds (2/3) of his/her regular rate of pay. This payment shall be made at time and one-half. If the FLSA is invalidated, set aside or otherwise held inapplicable to local governments, the overtime provisions contained in the paragraph above shall be null and void. Employees assigned to Facility Dog duty shall not be compensated in any manner whatsoever for time spent traveling to and from work because they have been provided a City vehicle.

ARTICLE 18: ACTING PAY

The pay provisions of the City's Acting Pay program (contained in Resolution 8485) are modified for FMEF employees as follows:

1. An employee in an acting assignment shall receive Acting Pay in the form of one additional step in the salary range of the employee's regular classification or that same step of the salary range of the classification of the acting assignment, whichever amount is higher.
2. Acting Pay shall begin at the start of the first full shift following 80 consecutive hours actually worked in an acting assignment.
3. Acting Pay shall be paid for all time served in a subsequent acting assignment if the employee has received acting pay in that same classification within the preceding 12 months, and the employee has worked at least 40 consecutive hours in the subsequent acting assignment.

4. An acting assignment in a classification represented by another bargaining unit other than the FMEF shall not otherwise impact any benefits to which the employee is entitled to under this MOA.
5. While in an acting assignment, an employee will continue to accrue and have recorded, general, special, or normal salary step increases in the employee's regular classification. However, such increases will be paid only to maintain at least a five percent (5%) differential above the salary to which an employee is entitled to in their regular classification.
6. The Acting Pay rate shall be applied to all hours worked in the acting assignment, including Standby Pay.

ARTICLE 19: EXCEPTIONAL PERFORMANCE PAY

All affected employees are eligible for the City's Exceptional Performance Pay program, as set forth in Appendix B.

ARTICLE 20: TUITION REIMBURSEMENT

A. Objective

The tuition reimbursement program is designed to encourage employees to continue their self-development by enrolling in approved classroom courses which will:

1. Educate them in new concepts and methods in their occupational field and prepare them to meet the changing demands of their job.
2. Help prepare them for advancement to positions of greater responsibility with the City.

B. General Guidelines

The Director of Human Resources or his/her appointed representative shall:

1. Review written pre-enrollment applications submitted by employees through their department heads and render a decision within 60 days of receipt thereof by Human Resources.
2. Consult with department heads and school authorities on the development and establishment of criteria and standards to determine the acceptability of majors, courses and expenditures which will qualify the employee for tuition reimbursement.

3. Render a decision on tuition reimbursement request forms within 60 days of receipt by Human Resources.

C. Eligibility

1. All regularly appointed employees who have passed their initial probation period are eligible to receive tuition reimbursement. Courses must commence after the employee passes the initial probation period; be in excess of the educational standards for the classification (as noted in the class specification); and not be taken to acquire skills, knowledge and abilities which the employee was deemed to have when appointed to the classification. An example of this would be job-related college or university courses when the specification for the classification calls for high school graduation.
2. Courses must be (except where noted below in paragraphs (C)(6) and (C)(7)) approved by one of the regional accreditation associations recognized by the Council for Higher Education Accreditation (CHEA). Credits given for non-classroom assignments such as life experience, military training, and professional training are not reimbursable.
3. Courses must be: 1) related to the employee's current occupation; 2) related to a City classification to which the employee may reasonably expect promotion within five years of completion of his/her educational objective; or 3) required for the completion of the pre-approved job-related major. An example of the third requirement would be general education or elective requirements for the major as stated in the school catalog.
4. Courses shall not duplicate training which the employee has already had or which is to be provided in-house unless approval has been granted by the department head and the Human Resources Department.
5. Completed engineering review courses taken at accredited institutions for which an academic grade or units of academic credit are not given are eligible for reimbursement. These courses must prepare candidates for a certificate, license or registration issued by the California Board of Registration for Professional Engineers. The employee must receive the certificate or license from this Board to be eligible for reimbursement, which will be granted for a maximum of two courses per certificate, license or registration.
6. Courses needed to maintain or leading to a City-approved certificate, license or registration are eligible for reimbursement, as are any examination fees required to successfully maintain or obtain the certificate, license or registration. Reimbursement for eligible expenses will be made after obtaining or proof of renewal of the license, certificate or registration.

7. Courses related to the use of City-approved computer equipment purchased by the employee may be authorized under the tuition reimbursement program.
8. Courses cannot be taken on City time. The employee must certify that all courses submitted for approval were taken on his/her off-duty time.
9. To certify eligibility, a fully completed pre-approval form shall be submitted to the department head and to Human Resources before the course begins.

D. Reimbursement

1. A tuition reimbursement request form must be submitted within three months of the completion of the approved course(s). A minimum final grade of "C" or its equivalent is required for reimbursement. A pass in a pass/fail course will be considered equivalent to a "C" for reimbursement purposes only. No reimbursement shall be made for audited or incomplete courses.
2. Employees shall be reimbursed for tuition and any fees and reading materials required by the academic institution for the eligible course(s). Expenses for parking, travel, lodging, meals, transcript fees, materials and any other costs are not reimbursable.
3. Employees shall be reimbursed up to the dollar amount charged for the same number of units per term by California State University, Fullerton, with a maximum of \$2,500 per fiscal year for courses taken during that fiscal year. The difference between the City's maximum obligation during any fiscal year and the total amount of actual reimbursement received by the employee during that fiscal year shall not be carried over or be available for use by the employee in any subsequent fiscal year.
4. Employees must submit a bona fide certification of major, fees paid and grade achieved from the attendant institution in order to have their request for reimbursement considered. These documents must accompany the reimbursement request form in order to be processed.
5. Upon separation from employment, employees shall reimburse the City for any funds received under this program for courses completed during the last 12 months of employment. This payback provision does not apply to employees who receive a service or disability retirement (as defined in Article 27(B)), who are laid off by the City, or who separate as a result of a City/departmental reorganization.

ARTICLE 21: UNIFORMS

A. Police Employees

1. For Police employees required to wear and maintain uniforms, the City shall determine and provide the "first issue" of uniforms upon initial appointment, as well as a biweekly allowance of \$17.32.
2. Employees shall return to the City the same amount of uniforms initially received when they separate from the City.

B. Field Maintenance Employees

1. Field Maintenance employees who are required to wear a City uniform on the job shall be eligible to receive six sets of the shirt/pant uniforms from the City for wear on the job and to and from the job. Employees shall be responsible for laundering such uniforms.
2. Employees in the classifications listed here shall have the option of choosing eleven sets of the shirt/pant uniform or eleven sets of cloth coveralls. The City will provide laundry services for either option. An employee who wears a City T-shirt shall be responsible for laundering such shirts.

Equipment Mechanic Lead Worker
Equipment Service Worker
Fleet Maintenance Technician
Mechanic I, II, III

3. The Director of Public Works may issue cloth coveralls on an as-needed basis to other maintenance employees for their occasional daily use. The City will launder coveralls used under such circumstances.

C. Work Boots

1. City-approved work boots shall be worn by field employees of the Airport and Public Works Department/Maintenance Services division, each of whom shall receive \$9.62 biweekly toward the purchase thereof.
2. Each Building Inspector Trainee, I, II, and III, Construction Inspector, Construction Inspector – Water, and Housing and Community Rehabilitation Inspector shall wear City-approved work boots. The City may make exceptions to this rule for employees who request it for bona fide safety or medical reasons. Such decisions shall be made annually. Said employees shall receive \$9.62 biweekly toward the purchase thereof.

3. If steel-toed work boots are required for the employee's assignment, they shall comply with Cal-OSHA General Industry Safety Orders, Section 3385, and American Society for Testing and Materials (ASTM) F 2412-18 and ASTM F 2413-X18

If steel-toed work boots are not required for the employee's assignment, they shall be of a style and construction approved by the City for the assigned duties.

4. The City may determine which, if any, positions should receive an additional allowance.
- D. The City may, at its sole discretion, convert the existing uniform purchase and allowance program to an alternative program such as, but not limited to, the provision of all uniforms or a voucher system. The uniform purchase and allowance program shall continue on a pro-rata basis until the effective date of such change.

ARTICLE 22: TOOL ALLOWANCES / REIMBURSEMENTS

A. Allowances

Employees in the classifications listed below shall receive an allowance for tools used in the course of City employment in accordance with directives established by the City.

Payment shall be made in the following biweekly amounts:

\$20.00 - Equipment Mechanic Lead Worker, Mechanic III, and Mechanic II

\$13.50 - Mechanic I

\$ 7.00 - Equipment Service Worker

B. Reimbursements

Employees in the classifications listed below shall be reimbursed up to \$20 per biweekly pay period for the cost of tools broken or damaged in the course of City employment:

Electrician

Maintenance Electrician

Electrical and HVAC Lead Worker

ARTICLE 23: SURVEYS

In determining what is adequate compensation, the parties shall use as a guideline the compensation provided to comparable employees in the following jurisdictions or any other jurisdictions deemed appropriate: Anaheim, Buena Park, Costa Mesa, Garden Grove, Huntington Beach, Newport Beach, Orange and Santa Ana.

ARTICLE 24: CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CalPERS)

- A. The City's contract with CalPERS for affected employees shall include the following options:
1. One-Year Highest Compensation (Cal. Gov. Code §20042) for employees hired by the City on or before December 22, 2012. For all other employees, including "new members" as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA), the final compensation is calculated based on the average of their highest paid 36 consecutive months.
 2. Post-Retirement Survivor Allowance (Cal. Gov. Code §§21624, 21626).
 3. Fourth Level of 1959 Survivor Benefits (Cal. Gov. Code §21574).
 4. Military Service Credit as Public Service (Cal. Gov. Code §21024), in which the employee pays the entire cost.
 5. 2% @ 55 – Full Formula (Cal. Gov. Code §21354) for employees who are not "new members" as defined by PEPRA. 2% @ 62 formula (Cal. Gov. Code §7522.20) for employees who are "new members" as defined by PEPRA.
 6. Pre-Retirement Optional Settlement 2 Death Benefit (Cal. Gov. Code §21548).
 7. Credit for Unused Sick Leave (Cal. Gov. Code §20965). An employee who retires on or after October 1, 2011 who is not eligible for benefits under Article 38(F) Payment for Unused Sick Leave upon Separation shall receive additional service credit for his/her unused sick leave upon retirement from the City, converted per the terms of the CalPERS contract.
- B. Employer-Paid Member Contributions (EPMC) – Employees Who Are Not "New Members"

For employees who are not "new members" as defined by PEPRA, the City shall pay the CalPERS normal member contribution (as defined in §20677 of the California Government Code) into each employee's CalPERS account, pursuant

to §20691 of the California Government Code. This payment will be included within the employee's compensation earnable that is reported to CalPERS, pursuant to §20636(c)(4) of the California Government Code.

1. Effective the first full pay period that includes July 1, 2024, whichever date is later, the City's EPMC contribution shall be reduced by one and one-half percent (1.5%), with one and one-half percent (1.5%) of the normal member contribution paid by the employee.
2. Effective the first full pay period that includes July 1, 2025 the City's EPMC contribution shall be reduced by an additional one and one-half percent (1.5%), with three percent (3.0%) of the normal member contribution paid by the employee.
3. Effective the first full pay period that includes July 1, 2026 the City's EPMC contribution shall be reduced by an additional two percent (2.0%), with five percent (5.0%) of the normal member contribution paid by the employee.
4. Effective the first full pay period that includes January 1, 2027 the City's EPMC contribution shall be reduced by an additional two percent (2.0%), with seven percent (7.0%) of the normal member contribution paid by the employee.

This EPMC shall not be considered base salary, and is not taxable income, pursuant to §414(h)(2) of the Internal Revenue Code. However, should any state or federal agency alter the current income tax treatment of such payment, the consequences of such action shall be the sole responsibility of the affected employees, and shall in no way alter any obligation of the City toward such employees.

"New members" as defined by PEPRA are not eligible for this benefit.

C. Employee Cost Sharing of Employer Contribution Rate – Employees Who Are Not "New Members"

Effective October 29, 2011, employees who are not "new members" as defined by PEPRA shall contribute seven percent (7%) of their compensation earnable (as defined in Government Code §20636) toward the employer contribution rate ("cost-sharing"). Effective December 23, 2012, the City amended its contract with CalPERS to implement the provisions of California Government Code 20516(a) to provide that a portion of the seven percent (7%) contribution shall be made pursuant to Government Code Section §20516(a), with the balance of the seven percent (7%) contribution made pursuant to Government Code Section §20516(f). In the event of a change in the law or legal determination that any portion of the seven percent (7%) employee contribution toward the employer rate is not allowable as agreed, the employer-paid member contributions shall be reduced by

whatever portion is not allowable and the parties shall meet and confer to determine the appropriate modifications of benefits to offset this change.

1. Effective the first full pay period that includes July 1, 2024, the Employee cost-sharing contribution shall be reduced by one and one-half percent (1.5%).
2. Effective the first full pay period that includes July 1, 2025, the Employee cost-sharing contribution shall be reduced by an additional one and one-half percent (1.5%), for a total of three percent (3.0%).
3. Effective the first full pay period that includes July 1, 2026, the Employee cost-sharing contribution shall be reduced by an additional two percent (2.0%), for a total of five percent (5.0%).
4. Effective the first full pay period that includes January 1, 2027, the Employee cost-sharing contribution shall be reduced by an additional two percent (2.0%), for a total of seven percent (7.0%).

It is further provided that should legislation be enacted that requires employees pay any portion of the required member contribution, then the City shall take whatever action is necessary to reduce the amount of the employee pick-up of the employer contribution by the amount of the required payment by the employee of the member contribution.

ARTICLE 25: SOCIAL SECURITY

In the event the City and its employees are required to participate in the Federal Social Security program, the contribution designated by law to be the responsibility of the employee shall be paid in full by the employee and the City shall not be obligated to pay or "pick up" any portion thereof.

ARTICLE 26: MEDICARE

Employees hired by the City on or after April 1, 1986 shall pay the designated employee contribution to participate in the Medicare Program and the City shall be under no obligation to pay or "pick up" any such contributions.

ARTICLE 27: HEALTH INSURANCE

A. City Contributions - Employees

1. The City shall contribute the following monthly amounts toward the payment of premiums for employees and their dependents under the existing

programs (or a new program providing substantially similar coverage and benefits mutually agreed upon between the City and FMEF):

For employees enrolled in the Kaiser HMO plan:

Single	\$460
Two-Party	\$920
Family	\$1,300

For employees hired on or after June 29, 1996 enrolled in the HSA PPO plan:

Single	\$460
Two-Party	\$920
Family	\$1,300

For employees enrolled in CIGNA HMO plans and employees hired before June 9, 1996 enrolled in the HSA PPO plan:

Single	\$500
Two-Party	\$1,050
Family	\$1,500

Any increases to these monthly contributions shall be subject to future negotiations.

2. If at any time during the term of this agreement, it is determined that the City's contribution toward medical insurance is less than required for minimum affordable coverage under the Affordable Care Act, the City shall, at its own discretion, increase any contribution by the amount necessary to meet the affordability requirements.

B. City Contributions - Retirees

For each person regularly employed for 20 cumulative calendar years or more who retires from the City subsequent to September 30, 1995 the City shall pay the same contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree, provided, however, for persons hired by the City on or after January 1, 2012, the maximum monthly contribution paid under this paragraph shall be Two Hundred Dollars (\$200.00). With respect to any such employee who retired between June 28, 1986 and September 30, 1995 the City shall pay 100% of the employee-only premium.

For each person regularly employed for ten or more cumulative calendar years but less than 20, and who retires subsequent to September 30, 1995 the City shall pay 50% of the contribution provided to active employees for employee-only coverage under the City health plan chosen by the retiree, provided, however, for persons

hired by the City on or after January 1, 2012, the maximum monthly contribution paid under this paragraph shall be One Hundred Dollars (\$100.00). With respect to any such employee who retired between June 28, 1986 and September 30, 1995 the City shall pay 50% of the employee-only premium.

A "retiree" shall mean only those former employees who receive a CalPERS retirement allowance that has been in effect since the day after official separation from City of Fullerton employment.

This obligation to pay health insurance premiums shall end at such time as the retiree reaches age 65 or becomes eligible to enroll, automatically or voluntarily, in Medi-Cal or Medicare, whichever occurs first. Prior to such time, this obligation shall be suspended for any period during which the retiree is receiving or is eligible to receive similar health insurance coverage at the expense of another employer (either public or private). The City shall have the right to require any retiree covered by this paragraph to certify annually that he/she is not receiving nor is eligible to receive any such paid health insurance benefits from another employer.

A retiree desiring to have health insurance coverage for dependents shall remit to the City a check for the amount of dependent coverage no later than the 15th of the month preceding the effective month of coverage.

C. Opt-Out

1. An employee may "opt-out" of the City's medical plan under these conditions:

- a. The employee is not receiving Medicare or Medi-Cal.
- b. The employee must sign a document stating his/her desire to waive medical insurance.
- c. The employee must provide proof of other group health insurance coverage that is compliant with the Affordable Care Act, which shall be confirmed by the City each year prior to open enrollment.
- d. The employee may only re-enroll during 1) annual open enrollment, or 2) upon loss of coverage in accordance with the underwriting guidelines for each of the City's health plans.

2. Payment

- a. Full-time employees shall receive a cash payment of \$50 per pay period.
- b. Part-time employees shall receive a cash payment as follows:

Cumulative Hours Worked	Payment Per Pay Period
< 3,120	\$0
≥ 3,120	\$30.00

D. Flex Credit Program

For those employees enrolled in the City's medical program, the City will implement a "flex credit" contribution in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month. These "flex credits" shall be paid through a revised Section 125 Plan.

Effective January 1, 2024 (implemented on the second pay date in the prior December), the City will increase the flex benefit contribution for those employees enrolled in the City's medical program by an additional \$300 (a total of \$350 per month) paid in \$175 increments for the first two pay periods of each month.

Further, effective January 1, 2025, the "flex credits" for those enrolled in the City's medical program shall be provided in three tiers based on their particular enrollment: Employee, Employee + 1, or Family. The "flex credits" will be adjusted annually in the amount of 50% of the premium increase for each applicable tier in the Kaiser HMO plan. If the premium goes down, there shall be no adjustment to the flex credits for that year.

Flex credits may be applied to the City's health insurance, dental, and vision premiums. Flex credits shall be applied in the following order: health insurance (first); dental insurance (second), and vision insurance (third). Any remaining flex credits after application to the City's health, dental, and vision premiums shall be forfeited.

For those employees who are not enrolled in City's medical plan, they shall receive a contribution to a Flexible Spending Account ("FSA") in the amount of \$50 per month paid in \$25 increments for the first two pay periods of each month (see Article 28).

The flex credits afforded under Article 27(D) shall in no way impact the City's separate obligation to provide a medical contribution to retirees under Article 27(B). The provision of flex credits to active employees under Article 27(D) does not constitute a "contribution" owed to retirees under Article 27(B).

If the City transitions to obtaining medical benefits through CalPERS during the term of this MOA, the parties will reopen Article 27 to meet and confer over flex credits and City medical contributions.

E. Voluntary Benefits Plan

The City has implemented a voluntary benefits plan through The Standard Insurance Company. Employees may opt in to plans providing supplemental benefits for Accident, Hospital and Critical Illness covered incidents. Premiums for employee selections shall be deducted from the employee's pay on a post-tax basis.

ARTICLE 28: FLEXIBLE SPENDING ACCOUNT PROGRAM

The City's Flexible Spending Account (FSA) Program shall be made available to affected employees.

Pursuant to said program, an employee may request that eligible expenses be paid or reimbursed by the City out of his/her account, with the employee's base salary being reduced by the amount of any such payments or reimbursements.

Each employee with a payroll deduction for medical and dental insurance premiums shall have his/her salary reduced by the amount of those deductions, on a before-tax basis.

ARTICLE 29: LONG-TERM DISABILITY INSURANCE

- A. The City shall pay 100% of the premium for a City-owned Long-Term Disability insurance policy affording coverage to each active employee.
- B. The policy shall have an elimination period of 55 calendar days of continuous disability. Anytime after the expiration of the elimination period, the employee may apply for Long-Term Disability insurance or may continue to use accrued leave pursuant to the City's policy thereon.
- C. The maximum benefit shall be 50% of the eligible employee's PRE-DISABILITY EARNINGS as defined in the policy document, or \$6,000 per month, whichever is less. This maximum benefit shall be calculated in accordance with policy definitions.

ARTICLE 30: LIFE INSURANCE

The City shall provide \$25,000 group term life insurance for affected employees. In compliance with the City's current life insurance contract, employees at age 70 shall have benefits reduced by 35%, and employees at age 75 shall have benefits reduced by 50%. Each employee may purchase additional City group term life insurance.

ARTICLE 31: DENTAL INSURANCE

The City shall pay the employee-only premium (but no more than \$25 per month) under any group dental insurance plan administered or approved by the City.

A retiree (as defined in Article 27(B)) and his/her eligible dependents may subscribe to a City dental plan by paying the full premium for the coverage chosen.

ARTICLE 32: VISION INSURANCE

The City shall provide vision care insurance to employees on the City sponsored Cigna medical plans and pay an amount equal to the employee-only premium in effect on January 1, 1991, i.e., \$7.30 per month. Employees enrolled in the City sponsored Kaiser medical plan shall be enrolled in the vision plan with the same City contribution for employee-only coverage.

Employees eligible for vision insurance may enroll eligible family members in the City sponsored vision plan at their own option and cost, payable through a payroll deduction. Eligibility and enrollment of such family members is subject to the standard plan rules.

ARTICLE 33: SELF-INSURANCE/OTHER

The City shall have the right to provide all or any portion of the benefits presently available under any existing health, long-term disability, dental, or vision plan through a self-insurance program or, in the case of vision insurance, via a contract with a direct provider; however, the election of such option shall not cause affected employees to suffer any loss of benefits or coverage.

A medical advisory committee, to include representatives of the four major employee organizations, has been established. The committee shall meet with City representatives at least four times per year. This committee's functions shall include analysis of plan coverage and cost containment opportunities, the review of alternative approaches to medical insurance, and communications to and from employees for the purpose of providing reasonably priced medical care. Committee recommendations shall be developed with a view toward including them in this Agreement.

ARTICLE 34: CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT

Employees who are allowed to remain on a City health or dental insurance plan following separation from employment pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) may be charged the maximum rate permissible by law for such coverage (presently 102% of the premium for an active employee.)

ARTICLE 35: DISCRETIONARY PERSONAL LEAVE

Discretionary personal leave accumulated and not used prior to the term of this Agreement will be available for employee use until such time as the employee separates from the City. This discretionary personal leave will have no cash value and its use must be approved by the Department Head and not require overtime backfill. Employees on discretionary personal leave will be on paid status. No additional Discretionary Personal Leave will be provided during the term of this Agreement. This leave is separate and distinct from Discretionary Holiday Leave referenced in Article 36.

ARTICLE 36: HOLIDAY LEAVE PROGRAM

A. The following days shall be recognized Holidays for employees of this unit:

1. January 1, New Year's Day
2. The third Monday in February, Presidents' Day
3. The last Monday in May, Memorial Day
4. July 4, Independence Day
5. The first Monday in September, Labor Day
6. November 11, Veteran's Day
7. Thanksgiving Day
8. The Friday following Thanksgiving Day
9. December 24, Christmas Eve
10. December 25, Christmas Day
11. December 31, New Year's Eve

B. No other day shall be such a holiday unless it is a non-recurring holiday designated specifically by the President of the United States and/or the Governor of California, and approved by the City Council.

If any other bargaining unit receives Martin Luther King, Jr. Day as a holiday during the term of this MOA, FMEF members shall also receive the holiday.

C. For employees working with regard to holidays:

1. An employee who works with regard to holidays will receive holiday leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, to be used when a designated City holiday occurs and employee works in a location, facility or program that is closed on the holiday, and the holiday falls on the employee's regular work day, and the employee is not required to work. The hours will be paid on the day the

holiday occurs except as provided in Article 36(C)(2) and Article 36(C)(3) below. There shall be no additional cash value for holiday leave hours.

2. An employee who works with regard to holidays and is required to work on a holiday will receive in addition to his/her normal pay for the day, holiday discretionary paid leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, to be used at a later time in accordance with rules set forth herein.
3. An employee who works with regard to holidays will receive holiday discretionary paid leave time in the amount of 9 hours or the length of the employee's work shift, whichever is less, when a City designated holiday falls on a day that is not a regular work day for the employee. These hours may be used at a later time in accordance with rules set forth herein.

D. For employees working without regard to holidays:

1. Employees who are assigned to a division that operates without regard to holidays (e.g., Police Records Division and Airport) shall be entitled to be paid eight hours at their regular rate of pay for each recognized holiday.
2. As an alternative to receiving holiday pay as the holidays occur, an employee who works without regard to holidays may elect, at the beginning of each payroll year, to defer receipt of holiday pay until the end of that payroll year. Each employee who defers cash payment for holidays shall accrue holiday leave on a biweekly basis. These hours shall be available for employee use for paid time off subject to the same rules a vacation hours. At the end of each payroll year, any remaining holiday hours shall be converted into a cash payment at the base salary rate then in effect.
3. In addition to the 88 hours of holiday pay an employee working without regard to holidays is entitled to receive in accordance with D(1) and D(2) above, the employee shall receive 11 hours of holiday discretionary leave to be used at a later time in accordance with rules set forth herein.

E. Holiday discretionary leave time received under this Article must be used during the fiscal year in which it is received. Hours not used will expire. There will be no cash value associated with the holiday discretionary leave hours received under this provision.

ARTICLE 37: VACATION

A. Accrual

1. Each employee shall accrue vacation credit with pay in accordance with the following table:

Amount of Current Service	Number of Hours	
	Annually	Biweekly
< 5 years	104	4.00
≥ 5 years	120	4.62
≥ 10 years	128	4.93
≥ 11 years	136	5.24
≥ 12 years	144	5.54
≥ 13 years	152	5.85
≥ 14 years	160	6.16

2. Vacation credit shall accrue each pay period in which the employee has worked or used paid leave except sick leave for at least one full regular work shift. An employee absent on sick leave or unpaid leave of absence for an entire pay period shall not receive vacation credit for that pay period.

B. Usage

1. First Vacation: A new employee's first vacation may not be taken until he/she has worked for 13 pay periods. Absences such as sick leave or unpaid leave for an entire pay period shall not be considered time worked for this purpose.
2. Employees hired on or after June 1, 1981 shall accrue, but not be paid for, unused vacation credits until completion of their initial probation period with the City.
3. Department Head Approval: No vacation absence with pay may be taken without approval by the department head or designee. The department head shall schedule and approve vacation for his/her employees as requested or at such other time as will achieve the most efficient functioning of the department and to avoid any loss of vacation by reason of the accumulation limit provided herein.
4. Vacation may not be used when an employee is absent for personal medical reasons and has sick leave available.

C. Accumulation Limit

An employee may accumulate vacation credits in an amount up to twice his/her annual vacation allowance. Vacation credit earned beyond the maximum is forfeited, with the following exception:

When any written request by an employee to take a vacation is refused or not acted upon by the department head, and the employee is not allowed other vacation time off to prevent a loss of vacation credits, the employee shall then be paid at the straight time salary rate then in effect not only for the time worked, but also for the vacation time that would have been credited to him/her for so working were it not for said accumulation limit. This payment shall continue until such time as the employee is permitted to take a vacation.

D. Annual Conversion

1. At the end of each payroll year, an eligible employee may convert up to 40 hours of unused vacation time into cash, payable at the base salary rate in effect at the time of conversion. Such conversions shall be made concurrently with the annual conversion of sick leave.
2. To be eligible, an employee must have completed his/her initial probation period; must have actually taken (not converted) at least 80 hours of vacation in the preceding payroll year; and must have at least 80 hours of vacation remaining after such conversion.

E. Separation From Employment

An employee, except one on his/her initial probation period with the City, who separates from employment by resignation, layoff, or otherwise, shall be paid the balance of his/her accumulated vacation credits at the base salary rate in effect on the date of separation. In the case of the employee's death, the balance shall be paid to the employee's designee or, if no designee, to the employee's estate.

ARTICLE 38: SICK LEAVE

- A. Each regular full-time employee (40 hours per workweek) shall earn and accumulate 3.69 hours of sick leave for each pay period in which the employee has worked at least one full regular work shift. An employee absent on vacation shall receive sick leave credit, but an employee absent on sick leave or unpaid leave of absence for an entire pay period shall not receive sick leave credit for that pay period.

Each employee regularly scheduled to work less than 40 hours per workweek shall accrue sick leave at the rate of three hours per pay period, up to a maximum

accrual of 48 hours at any one time. For employees who were eligible to accrue sick leave without limit prior to July 1, 2015, the 48 hour cap shall not apply. Any employee who converts from a regular forty-hour workweek to a workweek of less than forty hours, shall retain for use all of his/her accrued sick leave balances at the time of the workweek reduction.

B. Sick Leave Usage

Sick leave is provided so that employees will not suffer financially because of inability to work due to bona fide illness or injury. The City may compel an employee who is unable to perform the duties of his/her position to submit to a medical examination on City time and at the City's expense.

An employee shall be allowed to use his/her accumulated sick leave as follows:

1. Absences relating to the health or welfare of the employee:
 - a. Personal illness or physical incapacity;
 - b. Medical or dental appointments;
 - c. Forced quarantine in accordance with community health regulations.
 - d. For the purposes under Labor Code section 230 and section 230.1 to make necessary arrangements for the safety and welfare of the employee in cases of domestic violence, sexual assault or stalking.
2. Absences relating to the health of the employee's family:
 - a. Health conditions of or medical or dental appointments for the employee's family members as required by law in a total amount not to exceed 48 hours in a payroll year.
 - b. The care of an employee's newborn child/children or the placement with an employee of a son or daughter for adoption or foster care within the first 12 months after birth or placement, for up to 96 hours.
 - c. The serious health condition of a family member which qualifies under the Family and Medical Leave Act (FMLA), provided that the employee has submitted all necessary documentation to the Human Resources Department certifying the condition qualifies for FMLA.

In no event shall the total time taken pursuant to 2(a), 2(b) and 2(c) exceed 480 hours in any 12-month period. This maximum limit of 480 hours shall be reduced by any time taken pursuant to the employee's own FMLA

qualifying condition(s) within such rolling 12-month period except as otherwise required by law.

C. Approval of Sick Leave

1. Sick leave may be taken only when an employee has sick leave credits. The first sick leave with pay may not be taken until the 90th day of City employment. No payment for sick leave shall be made without the approval of the department head.
2. Appointments for medical, dental or vision care shall be made on the employee's day off when practicable. Sick leave shall only be authorized for such purposes when an employee is unable to take care of such appointments on his/her day off.
3. Prior to resuming work after taking three or more consecutive shifts of sick leave, an employee shall submit a physician's written certification of the medical necessity for his/her absence from work and a written release stating that he/she is able to perform his/her normal or modified job duties. For example, an employee absent on Monday, Tuesday and Wednesday must provide this release before resuming work on Thursday.

If the absence of three or more consecutive shifts is for family illness (See B(2) above), the employee shall submit certification from the family member's attending physician of the medical condition during the length of absence for which paid leave is requested. The physician's certification shall verify that the family member had an illness, injury or medical procedure during the period of time for which paid leave is requested. However, the certification shall not be required to include a diagnosis or description of injury or treatment.

D. Bereavement Leave

The death of a member of the employee's immediate family shall entitle the affected employee to be absent for three shifts (not to exceed 27 hours) and such absence shall not be charged to sick leave. An employee may also use two shifts (not to exceed 18 hours) of accumulated sick leave per incident for bereavement purposes, and the City Manager may authorize up to an additional five shifts (not to exceed 45 hours) of sick leave usage for bereavement purposes when appropriate.

The definition of "immediate family" for the purpose of bereavement leave shall include the employee's spouse, parents, children, stepchildren, brother, sister, mother-in-law, father-in-law, grandparent, grandchild, stepparent, legal guardian and others as required by law.

E. Annual Optional Conversion of Sick Leave

Employees hired on or after June 29, 1996 are not eligible for this conversion program.

1. A person who has been regularly employed by the City for the full preceding calendar year and has at least 24 hours of unused sick leave remaining from the preceding payroll year, may convert a fixed percentage of the unused portion of those credits to either of the following:
 - a. Up to 50% to vacation credits; or
 - b. Up to 50% to cash to be paid at the employee's base salary rate.
2. An eligible employee who does not use sick leave during the preceding payroll year may convert up to 60% to cash or up to 50% vacation and up to 10% cash to be paid at the employee's base salary rate.

F. Payment for Unused Sick Leave Upon Separation

Payment for unused sick leave upon separation shall be paid to persons regularly appointed to any City classification on or before August 31, 1983 and employed continuously thereafter. All others are ineligible for this benefit.

1. If an eligible employee dies or retires, 55% of the unused sick leave credits accumulated will be paid to the employee or, in the case of the employee's death, to the employee's designee or, if no designee, to the employee's estate. Such payment will be at the base salary rate in effect at the time of such separation.
2. An eligible employee who separates after ten years of continuous service for any reason other than death or retirement shall be compensated for 50% of the unused balance of all accumulated sick leave credits in excess of 960 hours, to be paid at the base salary rate in effect at the time of such separation.

- G. All sick leave credits not taken as sick leave or otherwise converted shall remain within the employee's accumulated sick leave credits.

ARTICLE 39: CATASTROPHIC ILLNESS LEAVE BANK

The City shall maintain its Catastrophic Illness Leave Bank, as provided in Administrative Policy No. 104.

ARTICLE 40: WORKERS' COMPENSATION PROGRAM

A. Supplemental Pay

1. Unless employment is terminated, a regular full-time employee absent due to illness or injury resulting from his/her City employment, for which the employee received temporary total disability payments under California Workers' Compensation laws, shall be paid his/her full salary only for the first 1,040 cumulative hours of each absence. This salary payment period shall not extend beyond the date temporary disability payments are terminated. The employee's salary shall be reduced by the total amount the employee receives as temporary total disability payments, and such supplemental pay shall not be charged against his/her sick leave credits. Persons employed on a 3/4-time basis shall receive a cumulative total of 780 hours, and persons employed on a half-time basis shall receive a cumulative total of 520 hours.
2. A full-time employee who suffers a temporary disability as a result of what is interpreted under state Workers' Compensation laws as a separate illness or injury, regardless of whether the illness or injury is to the same or a different part of the body, shall be entitled to an additional 1,040 hours cumulative time of supplemental pay (pro rata time if a part-time employee) for each such separate illness or injury.
3. Once the employee has exhausted all of the benefits described in sections 1 and 2 above, the employee shall be entitled, at his/her request, to use any accumulated sick leave credits to pay the difference between his/her full salary and any amounts paid him/her under said Workers' Compensation laws until his/her accumulated sick leave credits are exhausted.
4. Employees on injured-on-duty status shall charge absences for doctor, therapy or follow-up visits to injury-on-duty leave (i.e., the supplemental pay program described in this Article).
5. The City may deny supplemental pay during the first three shifts of temporary disability leave to any employee who, in management's opinion, abuses sick leave. In such circumstances, the employee may elect to use sick leave, vacation or leave without pay. The grievance procedure in such cases shall end with the City Manager.

- B. The anniversary date of any employee who is absent from work as a result of an illness or injury resulting from the performance of duties in the course of his/her employment, shall not be affected as long as he/she is receiving an amount equal to his/her full pay. During such time, the employee shall continue to accrue vacation and sick leave benefits in the same manner as though he/she were not absent.

- C. Employees shall return to the City all City-funded payments whose value exceeds the employee's regular base salary.

ARTICLE 41: JURY DUTY

When an employee is duly summoned to jury duty, he/she shall receive her/his regular pay for any regularly scheduled working hours spent in actual performance of such service. If the employee receives \$50 or more for such service, the employee shall remit to the City, all fees and allowances payable for such service less reimbursements from the court for meals, travel or lodging.

The schedule of an employee whose regular shift is not 8:00 a.m. - 5:00 p.m. shall be considered to be 8:00 a.m. - 5:00 p.m. for each day such an employee is required to attend jury duty. An employee who serves less than seven hours of jury duty on any given day may be required to return to work to complete an eight-hour shift.

Employees who have the option to request call-in juror status shall exercise that option.

ARTICLE 42: WORK SCHEDULES

A. Time Worked

Each full-time employee shall work or be on approved leave 40 hours during each FLSA work period, and 80 hours during each City pay period. Part-time employees shall work between 20-39 hours per FLSA work period. Employees shall work such additional time as may, from time to time, be required in the judgment of the City to serve the citizens of the city.

B. Work Schedules

The work schedules currently in use are generally as shown on Appendix C. The actual schedule worked by an employee, group of employees, work unit, office, division or department is determined by the City, and is subject to change or adjustment according to each department's business needs.

1. An employee's schedule may be changed at any time by the City with 14 days notice, except that any change in the work schedule for the year-end holidays (i.e., Winter Closure) shall be announced before Thanksgiving.
2. During an urgent situation (as determined by the department head or his/her designee), the City may direct the employee to temporarily work a different schedule on a 12-hour notice.

3. An employee who believes that hardship will result from his/her assignment to a particular schedule may appeal to the department head.

C. Alternate Work Schedules

For employees on a work schedule other than the Traditional schedule (see Appendix C), all existing personnel policies, rules and regulations shall continue to apply, except as provided below. If any conflict or problem results from applying these exceptions, the existing policies, rules and regulations as described elsewhere in this Agreement shall prevail.

1. Paid Leave

Employees shall continue to accrue vacation and sick leave in accordance with the current accrual rates. When vacation or sick leave is used the employee shall be charged based on actual time taken, calculated hour-for-hour.

2. Overtime

- a. The parties intend that implementation of an alternate work schedule does not create any additional overtime obligation under this Agreement or the FLSA.
- b. For employees who work without regard to holidays for CalPERS purposes, all briefings, meal periods and breaks are included within the work shift, and are considered time worked for the purpose of calculating eligibility for overtime compensation. Any such employee shall not be entitled to overtime compensation if his/her duties or responsibilities preclude him/her from taking a meal period or break.

3. Training Conference Leave

- a. When an employee attends a seminar, conference or training which requires less time than normally worked (e.g., an employee whose shift is nine hours attends a training seminar of eight hours duration) the additional time away from the City shall be charged to the employee's vacation or comp time account or to unpaid leave if no paid leave is available. Alternatively, the employee and his/her supervisor may make a schedule adjustment to ensure no compensation is lost. Travel time shall be compensated pursuant to applicable law.
- b. When an employee is scheduled to attend a conference or training program Monday through Friday, his/her work hours will be 8:00 a.m.

to 5:00 p.m., Monday through Friday, so there is no issue that he/she is eligible for overtime while attending the conference or training.

4. Military Leave

An employee granted military leave shall not be granted overtime when such leave extends beyond the employee's regularly scheduled workdays per week to his/her regular day off.

5. Jury Duty

An employee granted jury duty leave shall not be granted overtime when such leave extends beyond the employee's regularly scheduled workdays per week to his/her regular day off.

6. Injury on Duty

While an employee is on injury on duty status, his/her work hours will be 8:00 a. m. to 5:00 p. m., Monday through Friday, so there is no issue that he/she is eligible for overtime while receiving treatment or keeping doctor's appointments.

7. Employees shall schedule all nonemergency, nonurgent medical and dental appointments on the employee's regular day off when practicable.

8. Employees assigned to the Downtown Cleanup crew who work a 9/80 work schedule and begin their regular workday at 3:00 a.m. shall be entitled to receive Graveyard Shift differential pay as specified in Article 16: Increment Pay, section (A)(1)(b).

D. Daylight Savings Time

The City shall adjust work schedules to avoid any loss or gain in compensation which may result from changing to or from Daylight Savings Time.

ARTICLE 43: WORK SCHEDULE REDUCTION

Where service to the public permits a full-time employee may reduce his/her work schedule. Such reductions must result in cost savings to the City and are subject to approval by the City Manager, the Director of Human Resources, and the affected department head.

A work schedule reduction can take either of two forms:

1. The policy regarding time off will be relaxed to allow employees to take unpaid time off in lieu of vacation; insurance, increment pay, leave accruals and retirement will not be affected. This will be subject to the following:
 - a. Unpaid time must not exceed 10% of any pay period.
 - b. An employee will not be allowed to exceed his/her vacation maximum. In other words, when the employee is at or near the vacation accumulation limit, vacation must be used and unpaid time will not be authorized.
 - c. Taking unpaid time shall not result in overtime pay or comp time.
2. When an employee wants to take off more than 10% of the time, he/she may, at the discretion of the City, reduce his/her schedule to three quarter time or half time. In this category, there is no reduction in insurance benefits but paid leave accruals, increment pay and tuition reimbursement are reduced to three-quarter or half-time and CalPERS service credit is reduced accordingly. Sick leave accrual shall be at the rate applicable to less-than-full-time employees under Article 38(A) during the work reduction.
3. To be eligible for this program, an employee must have passed his/her original probation period.

ARTICLE 44: TEMPORARY EMPLOYEES

Persons temporarily hired into classifications represented by FMEF who work equal to or in excess of 80 hours per pay period for six consecutive months shall be converted to regular employee status.

ARTICLE 45: BENEFITS FOR PART-TIME EMPLOYEES

- A. Persons appointed on a part-time basis after June 30, 1989 shall receive only the benefits listed below:

Event	Benefit
Upon appointment	Eligible for the following on a basis proportionate to hours worked - i.e., 50% or 75% of the full-time rate – under the same rules and practices which apply to full-time employees: <ol style="list-style-type: none">a. Increment Payb. Tuition Reimbursement

- c. Uniform Allowance
- d. Jury Duty Pay
- e. Tool Allowance/Reimbursement

Eligible to accrue and use vacation credit in accordance with the following table and existing rules and practices:

<u>Amount of Current Service</u>	<u>Number of Hours – Biweekly</u>	
	<u>50% Employee</u>	<u>75% Employee</u>
< 5 years	2.000	3.000
≥ 5 years	2.310	3.460
≥ 10 years	2.465	3.698
≥ 11 years	2.620	3.930
≥ 12 years	2.770	4.155
≥ 13 years	2.925	4.387
≥ 14 years	3.080	4.620

Vacation credits may be used in accordance with the provisions of Article 37 sections (A)(2), (B)(1), (B)(3), (C) and (E).

Sick leave shall accrue at the rate applicable to less-than-full-time employees under Article 38(A).

Employees who regularly work 30 or more hours per week or assigned to a City position requiring coverage under the Affordable Care Act, shall be eligible to receive the same contribution to the City's health insurance plan as the City contributes for full-time employees.

The City shall have the option to provide greater benefits or to provide the above benefits at an earlier date to a person employed in an FLSA exempt classification, as listed in Appendix A.

- B. If a part-time employee becomes full-time, the time served as a part-time employee shall be counted for purposes of vacation accrual.

ARTICLE 46: PAYROLL SYSTEM

The City shall utilize the biweekly pay system. Pay periods shall begin at 12:01 a.m. every other Saturday, and end at midnight on the second Friday (i.e., 14 calendar days later) thereafter. Paydays shall occur on the Friday following the conclusion of each pay

period. The one exception to this is when that Friday is a City holiday, the payday shall fall on the preceding business day.

Each affected employee shall participate in the City's direct deposit payroll program.

The payroll year begins on the first day of the biweekly pay period that is paid in a new calendar year and ends on the last day of the pay period that is paid within the same calendar year.

ARTICLE 47: VENDING MACHINES

FMEF may use City property and utilities to provide vending machines for use by affected employees, and FMEF shall receive the profits therefrom. The City retains the right to approve any changes in location or number of vending machines.

FMEF shall hold the City harmless from the existence of any and all such vending machines and from the use and operation thereof; from the consumption of any product dispensed thereby; and from any malfunction, personal injury, property damage or accidents resulting from the existence, use or operation thereof.

ARTICLE 48: UNIT MEMBERSHIP

A. Dues Check-off

1. FMEF membership dues or service fees shall be deducted by the City from each employee's paycheck. The City shall promptly transmit the dues and fees so deducted to FMEF. There shall be only one FMEF deduction per pay period per employee.
2. FMEF shall notify the City, in writing, as to the amount of dues and fees required of all employees. Once per fiscal year, the City will, upon written request of FMEF, change the amount of FMEF deduction to reflect any change in FMEF dues or fees. Any other changes in FMEF deduction amount(s) shall be made only upon written request of the employee via the City-authorized payroll deduction card.
3. Whenever FMEF notifies the City that there has been a change in the amount required to be deducted for dues or fees, FMEF shall provide certification that the employees have been notified of such change.
4. The City assumes no responsibility for keeping itemized records of deductions.

5. The City shall provide FMEF a monthly list of regular employees newly hired into classifications represented by FMEF.
6. When a prospective employee whose position is represented by FMEF is checked in by the Human Resources Department, he/she will be given an information packet concerning FMEF membership. FMEF will provide this packet to the City. The design and packaging of the information are subject to City approval.

B. New Employee Orientation

The parties acknowledge that the City provides new employee orientation (onboarding) to each new employee hired by the City. FMEF will be provided with not less than 10 calendar days' advanced notice of the time, date, and location of the onboarding of any new employee represented by FMEF. FMEF will be given 15 minutes at the end of the new employee onboarding in a room designated by the City for no more than one (1) FMEF representative to present FMEF membership information to the onboarding employee or employees. Human Resources staff will not be present during the FMEF portion of the onboarding. For the purpose of training, FMEF may have two (2) representatives participate in the orientation process with prior approval of the City.

FMEF will maintain a Membership Committee comprised of representatives authorized by FMEF to present the membership information to new employees. Employees eligible to serve as committee members shall be working in positions that allow the employee to leave his/her workstation for the purpose of participating in the onboarding without disruption or stoppage of City business or without creating a need to reassign or reschedule a City work crew. FMEF shall notify the City of employees appointed to the Membership Committee.

The City will provide appropriate Release Time, not to exceed 30 minutes, to the FMEF Membership Committee representative presenting FMEF membership information during a scheduled onboarding. Upon assignment of a member to an onboarding event, FMEF shall advise the Membership Committee member's immediate supervisor at least five (5) days prior to the onboarding. The FMEF Membership Committee member shall be released for this purpose unless unusual operational needs interfere with such release in which case the FMEF representative's immediate supervisor will provide a written explanation of why release could not be approved. If the FMEF Membership Committee member is not released due to department operational needs and no other Membership Committee member is available for the onboarding, the FMEF Membership Committee member may arrange an alternative date and time to meet with the newly hired employee within the first two (2) weeks of employment, subject to the 30-minutes onboarding and FMEF Release Time requirements as stipulated above.

C. Employee Contact Information

The City shall provide FMEF with City maintained information concerning new employee name, job title, department, work location, work telephone number, home telephone number, personal cellular telephone number, personal email address, and home address within 30 days of hire.

In addition, on a quarterly basis, the City will provide FMEF with a digital file containing the same information for all employees in FMEF represented classifications.

D. Indemnification

FMEF shall indemnify, defend and hold harmless the City and its officials, representatives and agents against any liability or claim of liability that arises or is claimed to arise out of or by reason of action taken or not taken by the City in complying with the provisions of this Article.

ARTICLE 49: PERSONNEL FILES

- A. Each department shall keep a personnel file for each affected employee within that department.
- B. An employee shall have the right to inspect and review his/her file at reasonable intervals.
- C. A copy of any commendations, written warnings or reprimands, disciplinary action, personnel action forms and performance reviews placed into the employee's personnel file shall be provided to the employee.
- D. An employee shall have the right to respond in writing to any information contained in his/her file. This reply shall become a permanent part of the file.
- E. Upon written request from the employee, any adverse material and references thereto which resulted in non-Skelly discipline (i.e., letters of reprimand, letters of counseling and supervisor action reports, but not performance reviews) shall be removed from the file under these conditions:
 - 1. There has been no recurrence of similar conduct or other documented unacceptable conduct within the subsequent five years.
 - 2. There is no discipline currently pending and the employee is not on notice to improve.

ARTICLE 50: SUBSTANCE ABUSE

- A. It is the responsibility of all affected employees to cooperate to protect the lives, personal safety and property of coworkers and fellow citizens. The parties hereto and all affected employees shall take all reasonable steps to accomplish these goals and to minimize potential dangers.
- B. It is in the best interest of the City, FMEF, affected employees, and the public to ensure that affected employees do not appear for work under the influence of drugs or alcohol or possess illegal substances or alcohol while at work, because such conduct is likely to result in reduced productivity, an unsafe working environment, poor morale and increased potential liability to the City. "Under the influence of drugs" means the use of any illegal substance or misuse of a prescribed drug in a manner and to a degree that impairs the employee's work performance or the ability to use City property or equipment safely.
- C. The City pays for a counseling service for employees who have problems with drugs and/or alcohol. The City and FMEF agree that every effort shall be made by the City and FMEF to refer employees who have such problems to this counseling service for assistance.
- D. The City may compel an employee who is unable to perform the duties of his/her position to submit to a medical examination on City time and at the City's expense.
- E. In addition to the policy described above, a substance screen shall be administered when an employee takes a medical exam for the Department of Motor Vehicles operator's license. This exam is currently required of employees who must have a California Commercial Class A or Class B driver's license, or a Class C driver's license with a Hazardous Materials Endorsement, or a Class C driver's license with Special Certificates.
- F. The City shall have the right to implement the D.O.T. regulations for random drug and alcohol testing of employees who are subject to these regulations.

ARTICLE 51: USE OF TOBACCO

In addition to the policy set forth in City directives, affected employees shall not use tobacco products in any form inside City buildings, structures, vehicles, and/or in plain view of the public while on duty.

ARTICLE 52: CONTRACTING OUT

The City shall meet-and-confer with FMEF on the potential impact on affected employees of a "City decision" to "contract out" when such a decision would affect the wages, hours

or working conditions of affected employees in budgeted positions. The meet-and-confer process shall commence at such time as the City Council receives a study on the advisability of going out to bid for this purpose. The study shall be submitted to the FMEF president within 48 hours of Council's receipt of the study.

This provision shall in no way diminish the City's right to contract and sub-contract as provided in Article 2.

ARTICLE 53: LAYOFFS

If the City decides layoffs are necessary, the parties shall meet-and-confer to discuss alternatives to layoffs.

Should layoffs cause bumping, the reverse order of the normal line of promotion may be used for the bumping process. The normal line of promotion is the normal upward promotional path from one position to the next. See "Normal Line of Promotion" Human Resources Department Policy/Procedure, No. 061, which augments the City's Personnel Rules contained in Resolutions 8485 and 8521.

The City will meet informally with FMEF as early as possible to discuss potential layoffs, prior to making any decision to lay off employees. FMEF agrees that this/these meeting(s) are not formal negotiations and are not subject to impasse procedures or any of the other requirements of the Meyers-Milias-Brown Act (Gov. Code section 3500, et seq.). The parties further agree that if the City decides to lay off employees, the terms of Article 53 shall apply. The parties further agree that Article 54 remains in full force and effect and nothing in this agreement impacts or limits Article 54 in any way whatsoever.

ARTICLE 54: DISCIPLINARY ACTION

In addition to the procedures set forth in current policy and practice, an employee may elect, when offered by the City, to reduce his/her vacation balance in lieu of suspension. There shall be no reference to sick leave use in unrelated discipline cases.

Appeals:

- A. When an employee seeks to appeal disciplinary action (following the provision of all procedural safeguards required to be provided prior to the imposition of discipline) he/she shall initiate the formal Grievance Procedure by filing a written grievance at the level of the authority which has effectively imposed the discipline. This appeal must be received by said authority within 14 calendar days after the employee's receipt of the document which imposes such discipline.
- B. Should an employee wish to appeal the consequences of disciplinary action beyond the City Manager stage, he/she shall submit his/her written request for

arbitration to the City's Human Resources Director within 14 calendar days following receipt of the City Manager's written decision.

- C. The only discipline cases that can go beyond the City Manager level are appeals from disciplinary action where the Skelly procedure was utilized. Performance appraisals shall not be appealed beyond the City Manager level.
- D. Appeals of disciplinary action may be filed only by an employee or FMEF with the employee's written consent.

ARTICLE 55: GRIEVANCES

- A. Purpose: To provide a means by which employee grievances may be considered, discussed and resolved at the closest possible level to the point of origin.
- B. A grievance is any dispute concerning the interpretation or application of this Memorandum of Agreement, the City's Personnel Rules, or of departmental rules or regulations governing personnel practices or working conditions, or of the practical consequences of a City rights decision on wages, hours and other terms and conditions of employment.

A grievant is an employee or FMEF. An employee may proceed with or without his/her FMEF representative.

Grievances shall be presented in accordance with the procedures set forth below and as provided in paragraph E. Grievances shall be waived for all purposes if not presented to the supervisor within 14 calendar days from the date the aggrieved employee knew, or by reasonable diligence could have known, of the occurrence of the act or omission on which the grievance is based.

- C. Informal procedure: A grievant shall first discuss the issue with the employee's immediate supervisor without delay. If the problem is not resolved to the grievant's satisfaction, he/she shall have the right to discuss the grievance with the supervisor's immediate superior. Every effort shall be made to resolve the problem in this manner.
- D. Formal procedure: If informal efforts have not been successful in resolving the grievance, the grievant may submit an appeal in writing within seven calendar days of the response given in the informal procedure.

To the best of the employee's ability, the written appeal shall contain an explanation of the issue(s) in dispute as well as a proposed remedy. The appeal shall set forth the date of the informal discussion.

1. First level of appeal: The appeal shall be submitted to the grievant's immediate supervisor, who shall render a decision and comments in writing within seven calendar days of receipt of the appeal.

Failure of the employee to take further action within seven calendar days after receipt of the first level decision or within a total of 14 calendar days if no decision is rendered will bar further consideration.

2. Department review: Upon receipt of the appeal, the department head should discuss the grievance with the grievant, his/her representative, if any, the supervisor and the Director of Human Resources. The department head shall render his/her decision and comments in writing and return them to the grievant within seven calendar days after receiving or hearing the appeal, whichever occurs later.

If the grievant does not agree with the decision reached, or if no answer has been received within seven calendar days, he/she may present the appeal in writing to the City Manager. Failure of the employee to take further action within seven calendar days after receipt of the decision, or within a total of 14 calendar days if no decision is rendered will bar further consideration of the appeal.

3. City Manager review: The City Manager shall discuss the grievance with the employee, his/her representative, if any, and with other appropriate persons. The City Manager may designate a committee or officer not in the employee's normal line of supervision to advise him concerning the appeal. The City Manager shall render a decision in writing to the employee within 14 calendar days after receiving or hearing the appeal, whichever occurs later.

4. Grievance Mediation: This procedure is available after the City Manager level of the grievance procedure is completed.

- a. Either party not satisfied with the City Manager's decision may, within 14 calendar days following receipt of the City Manager's decision, submit a written request to the other party for mediation of the dispute. Mediation shall be voluntary by both the City and the grievant.
- b. Grievance mediation is a supplement to, and not a substitute for, the steps of the grievance procedure outlined in this Article. Any deadlines for the grievance procedure shall be tolled to permit the grievance to proceed to arbitration should mediation be unsuccessful.
- c. If the parties agree to mediation, a request shall be submitted to the California State Mediation and Conciliation Service ("CSMCS") in

writing. If the CSMCS is unable to serve in a timely manner, the parties shall agree on another mediator. Any costs of the mediator or the mediation process shall be divided equally between the City and the grievant.

- d. The function of the mediator shall be to attempt to assist the parties to achieve a mutually satisfactory resolution of the dispute. The mediator has no authority to compel resolution of the grievance.
 - e. Proceedings before the mediator shall be informal and the Rules of Evidence shall not apply. No record, stenographic or tape recordings of the meetings will be made. The mediator's notes are confidential and their content shall not be revealed. Nothing said or done by the parties or the mediator during the grievance mediation session can be attributed to the other party in any subsequent arbitration, court or government agency proceeding.
 - f. The mediator may conduct the conference utilizing all of the customary techniques associated with mediation, including the use of separate caucuses.
 - g. In the event that no settlement is reached during the mediation process, the mediator may provide the parties, either in separate or joint session, with an oral advisory opinion unless both parties agree that no such opinion is necessary.
 - h. If a satisfactory resolution of the dispute is achieved, the parties shall sign a written statement to that effect and thus waive the right of either party to any further appeal
 - i. If either party does not accept the mediator's opinion, the matter may then proceed to an arbitrator in the manner and form provided in this Article. Such arbitration hearings will be held as if the grievance mediation had not taken place. The mediator may not serve as the arbitrator.
5. Arbitration: If either party (subject to the provisions of (E)(6) below) so requests, a professional arbitrator shall hear the grievance on its merits for the purpose of attempting to resolve the dispute in a satisfactory manner. Such requests for arbitration must be filed in writing with the Director of Human Resources within 14 calendar days following receipt of the City Manager's written decision. Failure to do so will bar consideration by an arbitrator. Selection of the arbitrator shall be in accordance with procedures acceptable to both parties.

This paragraph shall not diminish the City Council's authority to review the arbitration decision.

The City Council shall have the right to refuse arbitration if, in its judgment, the issue to be submitted to arbitration has recently been reviewed by a professional arbitrator.

6. The arbitrator, after hearing all pertinent evidence and testimony, shall make recommendations to the City Manager and the parties involved.

The arbitrator shall limit his/her findings and recommendations strictly to the interpretation or application of this Agreement or of Rules and Regulations governing personnel practices or working conditions, or the practicable consequences of a City rights decision on wages, hours and other terms and conditions of employment, and shall make no recommendation:

- a. Contrary, or inconsistent with or modifying or varying in any way the provisions of the Employer-Employee Relations Resolution.
- b. Inconsistent with the City's duties, responsibilities, or obligations as provided by law.
- c. Recommending any wage increase or decrease.
- d. Recommending the payment of back wages for more than 14 calendar days prior to the date the grievant knew, or by reasonable diligence could have known, of the occurrence of the act or omission on which the grievance is based.

The arbitrator shall make no recommendation reversing, overruling, or otherwise modifying any City decision or omission except after finding 1) the City decision violated some express provision of the Resolution or 2) the City decision or omission was, under the circumstances, arbitrary, capricious, discriminatory, or otherwise unreasonable.

7. If either party is still in disagreement, it may request that the City Council decide the matter. Such requests must be filed in writing with the Human Resources Director within 35 calendar days from the date that party was served with the arbitrator's recommendations.

The City Council shall be guided by the arbitrator's recommendations in reaching its decision. The Council shall act upon the arbitrator's recommendations within 91 calendar days of the Director of Human Resource's receipt of a request for it to do so. The City shall notify the employee of the Council's action by first class mail. Such notice shall be postmarked no later than three calendar days after the Council action.

E. Conduct of Grievance Procedure:

1. The time limits specified above may be extended to a specified date by mutual written agreement of the parties concerned. Unless so extended, failure to timely process a grievance shall bar further processing of such grievance.
2. The employee may request the assistance of another person of his/her own choosing in preparing and presenting his/her appeal at any level of review.
3. The grievant and/or his/her representative may use a reasonable amount of work time as determined by the appropriate supervisor or department head in conferring on and presenting the appeal. However, no employee shall absent him/herself without first being excused by his/her supervisor.
4. Employees shall be assured freedom from reprisal for using the grievance procedure.
5. The settlement terms of a grievance which is processed by an employee individually or by an informally recognized employee organization shall not conflict with the express provisions of this Agreement.
6. With the exception of any arbitrator, administrative, and court reporter's appearance fees and the costs of transcriptions, the expenses of arbitration shall be borne equally by the City and FMEF. With regard to the arbitrator, administrative, and court reporter appearance fees and the costs of transcriptions, the City shall pay these expenses if the arbitrator sustains the grievance; however, if the arbitrator denies the grievance, FMEF shall pay these expenses. In the event there is no prevailing party, the parties shall bear these specific expenses equally.

The parties recognize that pursuant to Jones v. Omnitrans (2004) 125 Cal. App.4th 273; 22 Cal. Rptr.3rd 706 only FMEF may pursue arbitration on behalf of an employee. As such, FMEF is responsible for the costs of the arbitrator, not the individual employee. (The parties recognize that the case of Florio v. City of Ontario (2005) 130 Cal. App. 4th 1462; 30 Cal. Rptr. 3rd 841 does not apply to this cost sharing provision.)

7. For purposes of this Article, "receipt" shall be defined as personal delivery or seven days after deposit in the U.S. mail certified.

ARTICLE 56: PERSONNEL RULES

The City's Personnel Rules (currently contained in Resolution No. 8485) have been modified as follows:

Section 12.A: Probationary Period – Duration

Original:	12 months
Promotional:	6 months
Lateral:	N/A
Rehire:	3 months
Extension #1:	2 months
Extension #2:	2 months
Maximum:	16 months

Section 15.C: Advancement of Base Salary Step

A newly appointed employee may be increased to the next step upon successful completion of the probation period.

ARTICLE 56.1: RECLASSIFICATION

Employees seeking a classification study of their specific position may request a study through FMEF. FMEF may request that the Human Resources Department conduct up to seven (7) such studies per fiscal year. FMEF shall submit a completed Position Description Questionnaire provided by Human Resources, as well as a summary that provides the basis for the study. The Human Resources Department will conduct the study and endeavor to meet with FMEF regarding its findings within 90 days of the submission of the questionnaire form. The City's findings shall not be subject to appeal or challenge through the grievance procedure. Implementation of any reclassification recommendation may be subject to approval of the City Manager and/or City Council.

ARTICLE 57: SAFETY REST PERIOD

- A. An employee shall be granted an authorized safety rest period after being on duty sixteen (16) or more consecutive hours, excluding meal time breaks, if the employee so requests such a rest period.
 - 1. An employee who takes an authorized safety rest period during hours that would be part of his/her regularly scheduled work shift shall be allowed, at his/her option to go on authorized unpaid status or use accrued vacation leave or compensatory time off for the rest period hours that overlap with the employee's regular work shift.
 - 2. If the employee is a Commercial Class A or Class B licensed driver, the rest period shall be at least 10 hours.

3. If such an authorized safety rest period overlaps an employee's regular work shift, the rest period must be structured such that it encompasses the balance of the impacted work shift, or with management approval, returns the employee to work at for least four hours of the regular work shift.
 4. When possible and upon mutual agreement, an employee may be allowed to alter his/her impacted work shift to begin later in the day, thus eliminating or reducing the impact of the authorized safety rest period.
- B. An employee may be required to take a safety rest period under any of the following circumstances:
1. If deemed necessary to ensure adequate staffing levels for regular work shifts.
 2. If deemed necessary to ensure availability of Commercial Class A or Class B licensed drivers.
 3. If deemed necessary to protect the health and safety of the employee or his/her coworkers.
 4. As required by law, statute, ordinance, or regulation.

If an employee is required to take a safety rest period during hours that are part of his/her regularly scheduled work shift, he/she shall be paid at his/her regular rate of pay for those hours of the required safety rest period that overlap his/her regularly scheduled work shift.

Appendix A: FMEF Salary Schedule

Appendix B: Exceptional Performance Pay Policy Section 053

Appendix C: FMEF Work Schedules

DATE: July 1, 2023

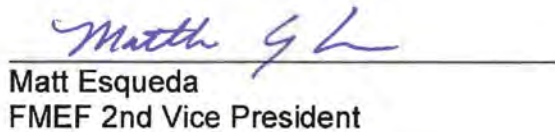
FOR THE FULLERTON MUNICIPAL
EMPLOYEES FEDERATION



Ed Bargas
FMEF President



Jose Perez
FMEF 1st Vice President



Matt Esqueda
FMEF 2nd Vice President



Pete Acosta
Member at Large

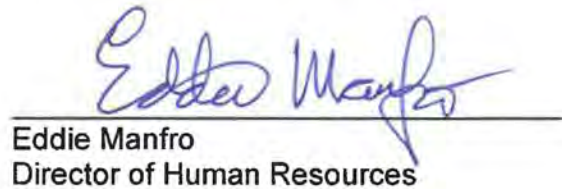


Kerensa Schupmann
OCEA Representative



Veronica Rodarte
OCEA Representative, Lead Negotiator

FOR THE CITY OF FULLERTON



Eddie Manfro
Director of Human Resources



Ellis Chang
Director of Administrative Services

FULLERTON MUNICIPAL EMPLOYEES FEDERATION
ALLOCATION OF CLASSIFICATIONS TO SALARY RANGES
Sort by Classification Title

Classification Title	Range No.	Salary Schedule/Unit	FLSA Exempt
Account Clerk I	235	FMEF	
Account Clerk II	275	FMEF	
Account Clerk III	327	FMEF	
Accountant I	468	FMEF	
Accountant II	481	FMEF	X
Administrative Aide/City Council	370	FMEF	
Administrative Analyst I	445	FMEF	
Administrative Analyst II	478	FMEF	X
Administrative Assistant I	410	FMEF	
Administrative Assistant II	437	FMEF	
Air Conditioning Mechanic	448	FMEF	
Airport Operations Assistant	410	FMEF	
Airport Operations Lead Worker	448	FMEF	
Airport Service Worker	287	FMEF	
Assistant City Clerk	478	FMEF	
Assistant Engineer	490	FMEF	X
Assistant Engineer - Water	490	FMEF	X
Assistant Planner	469	FMEF	X
Associate Engineer	498	FMEF	X
Associate Engineer - Traffic	498	FMEF	X
Associate Plan Check Engineer	498	FMEF	X
Associate Planner	485	FMEF	X
Associate Water Engineer	498	FMEF	X
Building Inspector - Trainee	437	FMEF	
Building Inspector I	466	FMEF	
Building Inspector II	476	FMEF	
Building Inspector III	485	FMEF	
Buyer I	405	FMEF	
Buyer II	455	FMEF	
Civil Engineer	499	FMEF	X
Clerical Assistant I	215	FMEF	
Clerical Assistant II	235	FMEF	
Clerical Assistant III	275	FMEF	
Code Enforcement Officer	460	FMEF	
Code Enforcement Officer Trainee	405	FMEF	
Community Liaison Officer	405	FMEF	
Construction Inspector	476	FMEF	
Construction Inspector - Water	480	FMEF	
Court Liaison Officer	405	FMEF	
Crime Analyst	468	FMEF	
Cultural and Events Operations Assistant	275	FMEF	
Cultural and Events Production Assistant	275	FMEF	
Customer Service Representative	275	FMEF	
Deputy City Clerk	445	FMEF	

Classification Title	Range No.	Salary Schedule/Unit	FLSA Exempt
Electrical and HVAC Lead Worker	466	FMEF	
Electrician	448	FMEF	
Emergency Preparedness Coordinator	495	FMEF	X
Engineering Aide I	355	FMEF	
Engineering Aide II	405	FMEF	
Engineering Aide III	440	FMEF	
Engineering Drafter/CADD Equipment Operator	445	FMEF	
Environmental Services Coordinator I	445	FMEF	
Environmental Services Coordinator II	478	FMEF	
Equipment and Supply Assistant	235	FMEF	
Equipment Mechanic Lead Worker	448	FMEF	
Equipment Operator	315	FMEF	
Equipment Operator - Water	360	FMEF	
Equipment Service Worker	230	FMEF	
Events Specialist	455	FMEF	
Exhibition/Museum Specialist	455	FMEF	X
Facilities Specialist	423	FMEF	
Fleet Maintenance Technician	390	FMEF	
Geographic Information Systems Specialist	485	FMEF	X
Geographic Information Systems Technician	466	FMEF	
Grounds Maintenance Lead Worker	423	FMEF	
Housing and Community Rehabilitation Inspector	485	FMEF	
Housing Programs Assistant	460	FMEF	
Information Systems Assistant	405	FMEF	
Irrigation Specialist	382	FMEF	
Junior Engineer	470	FMEF	X
Lead Customer Service Representative - Utility Services	423	FMEF	
Librarian - Adult Services	445	FMEF	X
Librarian - Children's Services	445	FMEF	X
Librarian - Technical Services	445	FMEF	X
Library Clerical Assistant	235	FMEF	
Library Technical Assistant I	275	FMEF	
Library Technical Assistant II	300	FMEF	
Library Technical Services Assistant	352	FMEF	
Local History Archivist	445	FMEF	
Location Specialist	423	FMEF	
Maintenance Facilities Dispatcher	327	FMEF	
Maintenance Worker (Appointed before 9/25/96)	240	FMEF	
Maintenance Worker (Appointed on or after 9/25/96)	230	FMEF	
Mechanic I	346	FMEF	
Mechanic II	390	FMEF	
Mechanic III	423	FMEF	
Meter Repairer	360	FMEF	
Motor Sweeper Operator	360	FMEF	
Museum Educator	367	FMEF	
Network Specialist	488	FMEF	X
Outdoor Recreation Coordinator	367	FMEF	
Parking Control Officer	285	FMEF	

Classification Title	Range No.	Salary Schedule/Unit	FLSA Exempt
Parks and Recreation Assistant	275	FMEF	
Parks and Recreation Coordinator	367	FMEF	
Parks and Trails Coordinator	367	FMEF	
Parks Project Specialist	445	FMEF	X
Permit Technician	327	FMEF	
Planning Technician	405	FMEF	
Police Community Service Officer	335	FMEF	
Police Investigation Technician	480	FMEF	
Police Property and Evidence Clerk	385	FMEF	
Police Rangemaster	405	FMEF	
Police Records Clerk	310	FMEF	
Police Records Shift Leader	424	FMEF	
Police Records Specialist	343	FMEF	
Police Services Representative	405	FMEF	
Police Training Assistant	352	FMEF	
Principal Construction Inspector	485	FMEF	
Public Works Analyst	490	FMEF	X
Real Property Agent	498	FMEF	X
Reprographic Technician	330	FMEF	
Revenue Specialist	423	FMEF	
Risk Management Specialist	460	FMEF	
Secretary	340	FMEF	
Senior Building Inspector	488	FMEF	
Senior CADD Equipment Operator	466	FMEF	
Senior Citizens Outreach Worker	275	FMEF	
Senior Code Enforcement Officer	475	FMEF	
Senior Customer Service Representative	300	FMEF	
Senior Engineering Aide	405	FMEF	
Senior Maintenance Worker I	287	FMEF	
Senior Maintenance Worker II	315	FMEF	
Senior Maintenance Worker III	345	FMEF	
Senior Permit Technician	405	FMEF	
Senior Traffic Engineering Analyst	498	FMEF	X
Sewer Lead Worker	423	FMEF	
Sewer Program Specialist	423	FMEF	
Skilled Maintenance Worker - Building and Facilities	360	FMEF	
Skilled Maintenance Worker - Water I	405	FMEF	
Skilled Maintenance Worker - Water II	425	FMEF	
Solid Waste and Recycling Specialist	485	FMEF	
Source Control Inspector	455	FMEF	
Sports Facility Coordinator	367	FMEF	
Stormwater/Wastewater Compliance Specialist I	480	FMEF	
Stormwater/Wastewater Compliance Specialist II	485	FMEF	
Stormwater/Wastewater Compliance Specialist III	490	FMEF	X
Streets Lead Worker	423	FMEF	
Tiny Tots Teacher	275	FMEF	
Traffic Engineering Analyst I	470	FMEF	
Traffic Engineering Analyst II	490	FMEF	X

<i>Classification Title</i>	<i>Range No.</i>	<i>Salary Schedule/Unit</i>	<i>FLSA Exempt</i>
Traffic Painter	315	FMEF	
Tree Services Inspector	423	FMEF	
Utility Systems Specialist	352	FMEF	
Water Lead Worker	466	FMEF	
Water Production Operator	442	FMEF	
Water Quality Specialist	490	FMEF	
Water Services Worker	287	FMEF	
Water Technical Design Specialist	466	FMEF	
Water Utility Services Lead Worker	423	FMEF	
Webmaster	480	FMEF	X
Youth Services Coordinator	367	FMEF	

FULLERTON MUNICIPAL EMPLOYEES FEDERATION
ALLOCATION OF CLASSIFICATIONS TO SALARY RANGES

Sort by Range No.

Classification Title	Range No.	Salary Schedule/Unit	FLSA Exempt
Clerical Assistant I	215	FMEF	
Equipment Service Worker	230	FMEF	
Maintenance Worker (Appointed on or after 9/25/96)	230	FMEF	
Account Clerk I	235	FMEF	
Clerical Assistant II	235	FMEF	
Equipment and Supply Assistant	235	FMEF	
Library Clerical Assistant	235	FMEF	
Maintenance Worker (Appointed before 9/25/96)	240	FMEF	
Account Clerk II	275	FMEF	
Clerical Assistant III	275	FMEF	
Cultural and Events Operations Assistant	275	FMEF	
Cultural and Events Production Assistant	275	FMEF	
Customer Service Representative	275	FMEF	
Library Technical Assistant I	275	FMEF	
Parks and Recreation Assistant	275	FMEF	
Senior Citizens Outreach Worker	275	FMEF	
Tiny Tots Teacher	275	FMEF	
Parking Control Officer	285	FMEF	
Airport Service Worker	287	FMEF	
Senior Maintenance Worker I	287	FMEF	
Water Services Worker	287	FMEF	
Library Technical Assistant II	300	FMEF	
Senior Customer Service Representative	300	FMEF	
Police Records Clerk	310	FMEF	
Equipment Operator	315	FMEF	
Senior Maintenance Worker II	315	FMEF	
Traffic Painter	315	FMEF	
Account Clerk III	327	FMEF	
Maintenance Facilities Dispatcher	327	FMEF	
Permit Technician	327	FMEF	
Reprographic Technician	330	FMEF	
Police Community Service Officer	335	FMEF	
Secretary	340	FMEF	
Police Records Specialist	343	FMEF	
Senior Maintenance Worker III	345	FMEF	
Mechanic I	346	FMEF	
Library Technical Services Assistant	352	FMEF	
Police Training Assistant	352	FMEF	
Utility Systems Specialist	352	FMEF	
Engineering Aide I	355	FMEF	
Equipment Operator - Water	360	FMEF	
Meter Repairer	360	FMEF	
Motor Sweeper Operator	360	FMEF	
Skilled Maintenance Worker - Building and Facilities	360	FMEF	

Classification Title	Range No.	Salary Schedule/Unit	FLSA Exempt
Museum Educator	367	FMEF	
Outdoor Recreation Coordinator	367	FMEF	
Parks and Recreation Coordinator	367	FMEF	
Parks and Trails Coordinator	367	FMEF	
Sports Facility Coordinator	367	FMEF	
Youth Services Coordinator	367	FMEF	
Administrative Aide/City Council	370	FMEF	
Irrigation Specialist	382	FMEF	
Police Property and Evidence Clerk	385	FMEF	
Fleet Maintenance Technician	390	FMEF	
Mechanic II	390	FMEF	
Buyer I	405	FMEF	
Code Enforcement Officer Trainee	405	FMEF	
Community Liaison Officer	405	FMEF	
Court Liaison Officer	405	FMEF	
Engineering Aide II	405	FMEF	
Information Systems Assistant	405	FMEF	
Planning Technician	405	FMEF	
Police Rangemaster	405	FMEF	
Police Services Representative	405	FMEF	
Senior Engineering Aide	405	FMEF	
Senior Permit Technician	405	FMEF	
Skilled Maintenance Worker - Water I	405	FMEF	
Administrative Assistant I	410	FMEF	
Airport Operations Assistant	410	FMEF	
Facilities Specialist	423	FMEF	
Grounds Maintenance Lead Worker	423	FMEF	
Lead Customer Service Representative - Utility Services	423	FMEF	
Location Specialist	423	FMEF	
Mechanic III	423	FMEF	
Revenue Specialist	423	FMEF	
Sewer Lead Worker	423	FMEF	
Sewer Program Specialist	423	FMEF	
Streets Lead Worker	423	FMEF	
Tree Services Inspector	423	FMEF	
Water Utility Services Lead Worker	423	FMEF	
Police Records Shift Leader	424	FMEF	
Skilled Maintenance Worker - Water II	425	FMEF	
Administrative Assistant II	437	FMEF	
Building Inspector - Trainee	437	FMEF	
Engineering Aide III	440	FMEF	
Water Production Operator	442	FMEF	
Administrative Analyst I	445	FMEF	
Deputy City Clerk	445	FMEF	
Engineering Drafter/CADD Equipment Operator	445	FMEF	
Environmental Services Coordinator I	445	FMEF	
Librarian - Adult Services	445	FMEF	X
Librarian - Children's Services	445	FMEF	X

Classification Title	Range No.	Salary Schedule/Unit	FLSA Exempt
Librarian - Technical Services	445	FMEF	X
Local History Archivist	445	FMEF	
Parks Project Specialist	445	FMEF	X
Air Conditioning Mechanic	448	FMEF	
Airport Operations Lead Worker	448	FMEF	
Electrician	448	FMEF	
Equipment Mechanic Lead Worker	448	FMEF	
Buyer II	455	FMEF	
Events Specialist	455	FMEF	
Exhibition/Museum Specialist	455	FMEF	X
Source Control Inspector	455	FMEF	
Code Enforcement Officer	460	FMEF	
Housing Programs Assistant	460	FMEF	
Risk Management Specialist	460	FMEF	
Building Inspector I	466	FMEF	
Electrical and HVAC Lead Worker	466	FMEF	
Geographic Information Systems Technician	466	FMEF	
Senior CADD Equipment Operator	466	FMEF	
Water Lead Worker	466	FMEF	
Water Technical Design Specialist	466	FMEF	
Accountant I	468	FMEF	
Crime Analyst	468	FMEF	
Assistant Planner	469	FMEF	X
Junior Engineer	470	FMEF	X
Traffic Engineering Analyst I	470	FMEF	
Senior Code Enforcement Officer	475	FMEF	
Building Inspector II	476	FMEF	
Construction Inspector	476	FMEF	
Administrative Analyst II	478	FMEF	X
Assistant City Clerk	478	FMEF	
Environmental Services Coordinator II	478	FMEF	
Construction Inspector - Water	480	FMEF	
Police Investigation Technician	480	FMEF	
Stormwater/Wastewater Compliance Specialist I	480	FMEF	
Webmaster	480	FMEF	X
Accountant II	481	FMEF	X
Associate Planner	485	FMEF	X
Building Inspector III	485	FMEF	
Geographic Information Systems Specialist	485	FMEF	X
Housing and Community Rehabilitation Inspector	485	FMEF	
Principal Construction Inspector	485	FMEF	
Solid Waste and Recycling Specialist	485	FMEF	
Stormwater/Wastewater Compliance Specialist II	485	FMEF	
Network Specialist	488	FMEF	X
Senior Building Inspector	488	FMEF	
Assistant Engineer	490	FMEF	X
Assistant Engineer - Water	490	FMEF	X
Public Works Analyst	490	FMEF	X

<i>Classification Title</i>	<i>Range No.</i>	<i>Salary Schedule/Unit</i>	<i>FLSA Exempt</i>
Stormwater/Wastewater Compliance Specialist III	490	FMEF	X
Traffic Engineering Analyst II	490	FMEF	X
Water Quality Specialist	490	FMEF	
Emergency Preparedness Coordinator	495	FMEF	X
Associate Engineer	498	FMEF	X
Associate Engineer - Traffic	498	FMEF	X
Associate Plan Check Engineer	498	FMEF	X
Associate Water Engineer	498	FMEF	X
Real Property Agent	498	FMEF	X
Senior Traffic Engineering Analyst	498	FMEF	X
Civil Engineer	499	FMEF	X

Salary Schedule: FMEF

Effective Dates: 7/22/2023 - 7/5/2024

Range: 215

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
03	17.305	1,384	3,000	35,994
04	18.170	1,454	3,149	37,793
05	19.079	1,526	3,307	39,685
05	20.033	1,603	3,472	41,668

Range: 220

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
03	17.488	1,399	3,031	36,376
04	18.362	1,469	3,183	38,193
05	19.280	1,542	3,342	40,103
06	20.245	1,620	3,509	42,109

Range: 227

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	17.359	1,389	3,009	36,106
02	18.226	1,458	3,159	37,910
03	19.138	1,531	3,317	39,806
04	20.094	1,608	3,483	41,797
05	21.100	1,688	3,657	43,888
06	22.154	1,772	3,840	46,080

Range: 230

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	17.537	1,403	3,040	36,477
02	18.414	1,473	3,192	38,301
03	19.334	1,547	3,351	40,215
04	20.301	1,624	3,519	42,226
05	21.316	1,705	3,695	44,337
06	22.382	1,791	3,880	46,554

Range: 233

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	18.105	1,448	3,138	37,658
02	19.010	1,521	3,295	39,541
03	19.962	1,597	3,460	41,521
04	20.960	1,677	3,633	43,597
05	22.007	1,761	3,815	45,775
06	23.108	1,849	4,005	48,065

Range: 235

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	18.409	1,473	3,191	38,291
02	19.329	1,546	3,350	40,204
03	20.295	1,624	3,518	42,214
04	21.311	1,705	3,694	44,327
05	22.377	1,790	3,879	46,544
06	23.495	1,880	4,072	48,870

Range: 240

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	18.600	1,488	3,224	38,688
02	19.530	1,562	3,385	40,622
03	20.506	1,640	3,554	42,652
04	21.532	1,723	3,732	44,787
05	22.609	1,809	3,919	47,027
06	23.738	1,899	4,115	49,375

Range: 250

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	18.725	1,498	3,246	38,948
02	19.661	1,573	3,408	40,895
03	20.644	1,652	3,578	42,940
04	21.677	1,734	3,757	45,088
05	22.760	1,821	3,945	47,341
06	23.898	1,912	4,142	49,708

Range: 258

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.038	1,523	3,300	39,599
02	19.991	1,599	3,465	41,581
03	20.990	1,679	3,638	43,659
04	22.040	1,763	3,820	45,843
05	23.141	1,851	4,011	48,133
06	24.299	1,944	4,212	50,542

Range: 260

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.152	1,532	3,320	39,836
02	20.109	1,609	3,486	41,827
03	21.114	1,689	3,660	43,917
04	22.170	1,774	3,843	46,114
05	23.278	1,862	4,035	48,418
06	24.443	1,955	4,237	50,841

Range: 265

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.345	1,548	3,353	40,238
02	20.313	1,625	3,521	42,251
03	21.329	1,706	3,697	44,364
04	22.395	1,792	3,882	46,582
05	23.515	1,881	4,076	48,911
06	24.690	1,975	4,280	51,355

Range: 270

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.601	1,568	3,398	40,770
02	20.582	1,647	3,568	42,811
03	21.611	1,729	3,746	44,951
04	22.691	1,815	3,933	47,197
05	23.826	1,906	4,130	49,558
06	25.017	2,001	4,336	52,035

Salary Schedule: FMEF

Effective Dates: 7/22/2023 - 7/5/2024

Range: 275

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.016	1,601	3,469	41,633
02	21.017	1,681	3,643	43,715
03	22.068	1,765	3,825	45,901
04	23.171	1,854	4,016	48,196
05	24.330	1,946	4,217	50,606
06	25.546	2,044	4,428	53,136

Range: 285

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.448	1,636	3,544	42,532
02	21.470	1,718	3,721	44,658
03	22.544	1,804	3,908	46,892
04	23.671	1,894	4,103	49,236
05	24.855	1,988	4,308	51,698
06	26.097	2,088	4,523	54,282

Range: 287

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.659	1,653	3,581	42,971
02	21.693	1,735	3,760	45,121
03	22.777	1,822	3,948	47,376
04	23.916	1,913	4,145	49,745
05	25.112	2,009	4,353	52,233
06	26.367	2,109	4,570	54,843

Range: 295

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.931	1,674	3,628	43,536
02	21.978	1,758	3,810	45,714
03	23.076	1,846	4,000	47,998
04	24.231	1,938	4,200	50,400
05	25.442	2,035	4,410	52,919
06	26.714	2,137	4,630	55,565

Range: 300

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.023	1,682	3,644	43,728
02	22.074	1,766	3,826	45,914
03	23.178	1,854	4,018	48,210
04	24.337	1,947	4,218	50,621
05	25.554	2,044	4,429	53,152
06	26.832	2,147	4,651	55,811

Range: 310

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.591	1,727	3,742	44,909
02	22.671	1,814	3,930	47,156
03	23.804	1,904	4,126	49,512
04	24.996	2,000	4,333	51,992
05	26.245	2,100	4,549	54,590
06	27.557	2,205	4,777	57,319

Range: 315

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.638	1,731	3,751	45,007
02	22.720	1,818	3,938	47,258
03	23.856	1,908	4,135	49,620
04	25.048	2,004	4,342	52,100
05	26.301	2,104	4,559	54,706
06	27.617	2,209	4,787	57,443

Range: 327

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.061	1,765	3,824	45,887
02	23.164	1,853	4,015	48,181
03	24.323	1,946	4,216	50,592
04	25.539	2,043	4,427	53,121
05	26.815	2,145	4,648	55,775
06	28.157	2,253	4,881	58,567

Range: 330

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.286	1,783	3,863	46,355
02	23.400	1,872	4,056	48,672
03	24.570	1,966	4,259	51,106
04	25.799	2,064	4,472	53,662
05	27.089	2,167	4,695	56,345
06	28.443	2,275	4,930	59,161

Range: 335

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.446	1,796	3,891	46,688
02	23.568	1,885	4,085	49,021
03	24.746	1,980	4,289	51,472
04	25.984	2,079	4,504	54,047
05	27.282	2,183	4,729	56,747
06	28.647	2,292	4,965	59,586

Range: 340

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.503	1,800	3,901	46,806
02	23.628	1,890	4,096	49,146
03	24.810	1,985	4,300	51,605
04	26.051	2,084	4,516	54,186
05	27.353	2,188	4,741	56,894
06	28.720	2,298	4,978	59,738

Range: 343

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.629	1,810	3,922	47,068
02	23.761	1,901	4,119	49,423
03	24.949	1,996	4,324	51,894
04	26.196	2,096	4,541	54,488
05	27.507	2,201	4,768	57,215
06	28.881	2,310	5,006	60,072

Salary Schedule: FMEF

Effective Dates: 7/22/2023 - 7/5/2024

Range: 345

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.701	1,816	3,935	47,218
02	23.836	1,907	4,132	49,579
03	25.028	2,002	4,338	52,058
04	26.280	2,102	4,555	54,662
05	27.593	2,207	4,783	57,393
06	28.973	2,318	5,022	60,264

Range: 346

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.734	1,819	3,941	47,287
02	23.871	1,910	4,138	49,652
03	25.065	2,005	4,345	52,135
04	26.317	2,105	4,562	54,739
05	27.633	2,211	4,790	57,477
06	29.015	2,321	5,029	60,351

Range: 350

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.856	1,828	3,962	47,540
02	23.999	1,920	4,160	49,918
03	25.199	2,016	4,368	52,414
04	26.458	2,117	4,586	55,033
05	27.781	2,222	4,815	57,784
06	29.170	2,334	5,056	60,674

Range: 352

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.123	1,850	4,008	48,096
02	24.278	1,942	4,208	50,498
03	25.492	2,039	4,419	53,023
04	26.768	2,141	4,640	55,677
05	28.106	2,248	4,872	58,460
06	29.511	2,361	5,115	61,383

Range: 355

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.242	1,859	4,029	48,343
02	24.404	1,952	4,230	50,760
03	25.624	2,050	4,441	53,298
04	26.906	2,152	4,664	55,964
05	28.251	2,260	4,897	58,762
06	29.663	2,373	5,142	61,699

Range: 360

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.473	1,878	4,069	48,824
02	24.647	1,972	4,272	51,266
03	25.879	2,070	4,486	53,828
04	27.173	2,174	4,710	56,520
05	28.531	2,282	4,945	59,344
06	29.958	2,397	5,193	62,313

Range: 367

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.802	1,904	4,126	49,508
02	24.992	1,999	4,332	51,983
03	26.242	2,099	4,549	54,583
04	27.554	2,204	4,776	57,312
05	28.932	2,315	5,015	60,179
06	30.378	2,430	5,266	63,186

Range: 370

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.233	1,939	4,200	50,405
02	25.445	2,036	4,410	52,926
03	26.717	2,137	4,631	55,571
04	28.053	2,244	4,863	58,350
05	29.456	2,356	5,106	61,268
06	30.929	2,474	5,361	64,332

Range: 375

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.480	1,958	4,243	50,918
02	25.704	2,056	4,455	53,464
03	26.989	2,159	4,678	56,137
04	28.338	2,267	4,912	58,943
05	29.755	2,380	5,158	61,890
06	31.243	2,499	5,415	64,985

Range: 380

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.681	1,974	4,278	51,336
02	25.916	2,073	4,492	53,905
03	27.211	2,177	4,717	56,599
04	28.571	2,286	4,952	59,428
05	30.000	2,400	5,200	62,400
06	31.500	2,520	5,460	65,520

Range: 382

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.730	1,978	4,287	51,438
02	25.966	2,077	4,501	54,009
03	27.265	2,181	4,726	56,711
04	28.629	2,290	4,962	59,548
05	30.060	2,405	5,210	62,525
06	31.563	2,525	5,471	65,651

Range: 385

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.842	1,987	4,306	51,671
02	26.085	2,087	4,521	54,257
03	27.389	2,191	4,747	56,969
04	28.758	2,301	4,985	59,817
05	30.197	2,416	5,234	62,810
06	31.707	2,537	5,496	65,951

Salary Schedule: FMEF

Effective Dates: 7/22/2023 - 7/5/2024

Range: 390

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.924	1,994	4,320	51,842
02	26.171	2,094	4,536	54,436
03	27.480	2,198	4,763	57,158
04	28.853	2,308	5,001	60,014
05	30.296	2,424	5,251	63,016
06	31.810	2,545	5,514	66,165

Range: 395

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.102	2,008	4,351	52,212
02	26.358	2,109	4,569	54,825
03	27.676	2,214	4,797	57,566
04	29.060	2,325	5,037	60,445
05	30.513	2,441	5,289	63,467
06	32.038	2,563	5,553	66,639

Range: 405

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.683	2,055	4,452	53,421
02	26.968	2,157	4,674	56,093
03	28.317	2,265	4,908	58,899
04	29.732	2,379	5,154	61,843
05	31.218	2,497	5,411	64,933
06	32.780	2,622	5,682	68,182

Range: 410

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.976	2,078	4,503	54,030
02	27.274	2,182	4,727	56,730
03	28.638	2,291	4,964	59,567
04	30.070	2,406	5,212	62,546
05	31.574	2,526	5,473	65,674
06	33.153	2,652	5,747	68,958

Range: 412

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.243	2,099	4,549	54,585
02	27.555	2,204	4,776	57,314
03	28.933	2,315	5,015	60,181
04	30.379	2,430	5,266	63,188
05	31.899	2,552	5,529	66,350
06	33.493	2,679	5,805	69,665

Range: 415

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.461	2,117	4,587	55,039
02	27.784	2,223	4,816	57,791
03	29.174	2,334	5,057	60,682
04	30.632	2,451	5,310	63,715
05	32.163	2,573	5,575	66,899
06	33.772	2,702	5,854	70,246

Range: 420

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.606	2,128	4,612	55,340
02	27.936	2,235	4,842	58,107
03	29.333	2,347	5,084	61,013
04	30.799	2,464	5,338	64,062
05	32.340	2,587	5,606	67,267
06	33.956	2,716	5,886	70,628

Range: 423

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.782	2,143	4,642	55,707
02	28.121	2,250	4,874	58,492
03	29.527	2,362	5,118	61,416
04	31.004	2,480	5,374	64,488
05	32.553	2,604	5,643	67,710
06	34.181	2,734	5,925	71,096

Range: 424

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.811	2,145	4,647	55,767
02	28.152	2,252	4,880	58,556
03	29.560	2,365	5,124	61,485
04	31.037	2,483	5,380	64,557
05	32.589	2,607	5,649	67,785
06	34.219	2,738	5,931	71,176

Range: 425

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.879	2,150	4,659	55,908
02	28.224	2,258	4,892	58,706
03	29.635	2,371	5,137	61,641
04	31.117	2,489	5,394	64,723
05	32.672	2,614	5,663	67,958
06	34.306	2,744	5,946	71,356

Range: 430

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.106	2,168	4,698	56,380
02	28.461	2,277	4,933	59,199
03	29.884	2,391	5,180	62,159
04	31.378	2,510	5,439	65,266
05	32.948	2,636	5,711	68,532
06	34.595	2,768	5,996	71,958

Range: 435

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.224	2,178	4,719	56,626
02	28.585	2,287	4,955	59,457
03	30.014	2,401	5,202	62,429
04	31.515	2,521	5,463	65,551
05	33.091	2,647	5,736	68,829
06	34.746	2,780	6,023	72,272

Salary Schedule: FMEF

Effective Dates: 7/22/2023 - 7/5/2024

Range: 437

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.382	2,191	4,746	56,955
02	28.751	2,300	4,984	59,802
03	30.188	2,415	5,233	62,791
04	31.698	2,536	5,494	65,932
05	33.283	2,663	5,769	69,229
06	34.947	2,796	6,057	72,690

Range: 440

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.878	2,230	4,832	57,986
02	29.271	2,342	5,074	60,884
03	30.735	2,459	5,327	63,929
04	32.271	2,582	5,594	67,124
05	33.885	2,711	5,873	70,481
06	35.580	2,846	6,167	74,006

Range: 442

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.134	2,251	4,877	58,519
02	29.541	2,363	5,120	61,445
03	31.019	2,482	5,377	64,520
04	32.570	2,606	5,645	67,746
05	34.197	2,736	5,927	71,130
06	35.908	2,873	6,224	74,689

Range: 445

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.450	2,276	4,931	59,176
02	29.873	2,390	5,178	62,136
03	31.366	2,509	5,437	65,241
04	32.935	2,635	5,709	68,505
05	34.582	2,767	5,994	71,931
06	36.311	2,905	6,294	75,527

Range: 448

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.740	2,299	4,982	59,779
02	30.177	2,414	5,231	62,768
03	31.686	2,535	5,492	65,907
04	33.270	2,662	5,767	69,202
05	34.934	2,795	6,055	72,663
06	36.681	2,934	6,358	76,296

Range: 455

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.228	2,338	5,066	60,794
02	30.689	2,455	5,319	63,833
03	32.224	2,578	5,585	67,026
04	33.835	2,707	5,865	70,377
05	35.527	2,842	6,158	73,896
06	37.303	2,984	6,466	77,590

Range: 456

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.527	2,362	5,118	61,416
02	31.004	2,480	5,374	64,488
03	32.553	2,604	5,643	67,710
04	34.181	2,734	5,925	71,096
05	35.891	2,871	6,221	74,653
06	37.684	3,015	6,532	78,383

Range: 460

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.903	2,392	5,183	62,198
02	31.399	2,512	5,442	65,310
03	32.968	2,637	5,714	68,573
04	34.616	2,769	6,000	72,001
05	36.347	2,908	6,300	75,602
06	38.165	3,053	6,615	79,383

Range: 463

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.209	2,417	5,236	62,835
02	31.720	2,538	5,498	65,978
03	33.305	2,664	5,773	69,274
04	34.970	2,798	6,061	72,738
05	36.719	2,938	6,365	76,376
06	38.555	3,084	6,683	80,194

Range: 464

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.524	2,442	5,291	63,490
02	32.050	2,564	5,555	66,664
03	33.653	2,692	5,833	69,998
04	35.335	2,827	6,125	73,497
05	37.102	2,968	6,431	77,172
06	38.957	3,117	6,753	81,031

Range: 465

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.828	2,466	5,344	64,122
02	32.369	2,590	5,611	67,328
03	33.988	2,719	5,891	70,695
04	35.686	2,855	6,186	74,227
05	37.471	2,998	6,495	77,940
06	39.344	3,148	6,820	81,836

Range: 466

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.931	2,474	5,361	64,336
02	32.478	2,598	5,630	67,554
03	34.101	2,728	5,911	70,930
04	35.806	2,864	6,206	74,476
05	37.597	3,008	6,517	78,202
06	39.476	3,158	6,843	82,110

Salary Schedule: FMEF

Effective Dates: 7/22/2023 - 7/5/2024

Range: 467

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.136	2,491	5,397	64,763
02	32.694	2,616	5,667	68,004
03	34.328	2,746	5,950	71,402
04	36.044	2,884	6,248	74,972
05	37.846	3,028	6,560	78,720
06	39.739	3,179	6,888	82,657

Range: 468

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.335	2,507	5,431	65,177
02	32.902	2,632	5,703	68,436
03	34.547	2,764	5,988	71,858
04	36.275	2,902	6,288	75,452
05	38.088	3,047	6,602	79,223
06	39.992	3,199	6,932	83,183

Range: 469

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.722	2,538	5,498	65,982
02	33.308	2,665	5,773	69,281
03	34.974	2,798	6,062	72,746
04	36.722	2,938	6,365	76,382
05	38.558	3,085	6,683	80,201
06	40.486	3,239	7,018	84,211

Range: 470

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.107	2,569	5,565	66,783
02	33.712	2,697	5,843	70,121
03	35.398	2,832	6,136	73,628
04	37.168	2,973	6,442	77,309
05	39.027	3,122	6,765	81,176
06	40.977	3,278	7,103	85,232

Range: 475

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.868	2,629	5,697	68,365
02	34.511	2,761	5,982	71,783
03	36.236	2,899	6,281	75,371
04	38.048	3,044	6,595	79,140
05	39.951	3,196	6,925	83,098
06	41.948	3,356	7,271	87,252

Range: 476

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.072	2,646	5,732	68,790
02	34.726	2,778	6,019	72,230
03	36.462	2,917	6,320	75,841
04	38.285	3,063	6,636	79,633
05	40.200	3,216	6,968	83,616
06	42.210	3,377	7,316	87,797

Range: 478

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.644	2,692	5,832	69,980
02	35.326	2,826	6,123	73,478
03	37.093	2,967	6,429	77,153
04	38.947	3,116	6,751	81,010
05	40.894	3,272	7,088	85,060
06	42.940	3,435	7,443	89,315

Range: 480

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.660	2,773	6,008	72,093
02	36.393	2,911	6,308	75,697
03	38.213	3,057	6,624	79,483
04	40.123	3,210	6,955	83,456
05	42.130	3,370	7,303	87,630
06	44.236	3,539	7,668	92,011

Range: 481

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	35.097	2,808	6,083	73,002
02	36.852	2,948	6,388	76,652
03	38.694	3,096	6,707	80,484
04	40.629	3,250	7,042	84,508
05	42.660	3,413	7,394	88,733
06	44.793	3,583	7,764	93,169

Range: 482

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	35.319	2,826	6,122	73,464
02	37.085	2,967	6,428	77,137
03	38.939	3,115	6,749	80,993
04	40.887	3,271	7,087	85,045
05	42.931	3,434	7,441	89,296
06	45.078	3,606	7,814	93,762

Range: 483

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.000	2,880	6,240	74,880
02	37.799	3,024	6,552	78,622
03	39.689	3,175	6,879	82,553
04	41.674	3,334	7,223	86,682
05	43.757	3,501	7,585	91,015
06	45.945	3,676	7,964	95,566

Range: 485

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.976	2,958	6,409	76,910
02	38.825	3,106	6,730	80,756
03	40.766	3,261	7,066	84,793
04	42.804	3,424	7,419	89,032
05	44.944	3,596	7,790	93,484
06	47.192	3,775	8,180	98,159

Salary Schedule: FMEF

Effective Dates: 7/22/2023 - 7/5/2024

Range: 488

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	37.884	3,031	6,567	78,799
02	39.779	3,182	6,895	82,740
03	41.767	3,341	7,240	86,875
04	43.856	3,508	7,602	91,220
05	46.048	3,684	7,982	95,780
06	48.351	3,868	8,381	100,570

Range: 490

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	39.781	3,182	6,895	82,744
02	41.770	3,342	7,240	86,882
03	43.859	3,509	7,602	91,227
04	46.051	3,684	7,982	95,786
05	48.354	3,868	8,381	100,576
06	50.772	4,062	8,800	105,606

Range: 495

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	40.789	3,263	7,070	84,841
02	42.828	3,426	7,424	89,082
03	44.970	3,598	7,795	93,538
04	47.219	3,778	8,185	98,216
05	49.580	3,966	8,594	103,126
06	52.058	4,165	9,023	108,281

Range: 497

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	41.958	3,357	7,273	87,273
02	44.055	3,524	7,636	91,634
03	46.259	3,701	8,018	96,219
04	48.572	3,886	8,419	101,030
05	51.000	4,080	8,840	106,080
06	53.550	4,284	9,282	111,384

Range: 498

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	45.356	3,628	7,862	94,340
02	47.624	3,810	8,255	99,058
03	50.004	4,000	8,667	104,008
04	52.504	4,200	9,101	109,208
05	55.130	4,410	9,556	114,670
06	57.886	4,631	10,034	120,403

Range: 499

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	47.643	3,811	8,258	99,097
02	50.026	4,002	8,671	104,054
03	52.527	4,202	9,105	109,256
04	55.153	4,412	9,560	114,718
05	57.911	4,633	10,038	120,455
06	60.807	4,865	10,540	126,479

Salary Schedule: FMEF

Effective Dates: 7/6/2024 - 7/4/2025

Range: 215

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
03	17.997	1,440	3,119	37,434
04	18.897	1,512	3,275	39,306
05	19.842	1,587	3,439	41,271
05	20.834	1,667	3,611	43,335

Range: 220

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
03	18.188	1,455	3,153	37,831
04	19.096	1,528	3,310	39,720
05	20.051	1,604	3,476	41,706
06	21.055	1,684	3,650	43,794

Range: 227

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	18.053	1,444	3,129	37,550
02	18.955	1,516	3,286	39,426
03	19.904	1,592	3,450	41,400
04	20.898	1,672	3,622	43,468
05	21.944	1,756	3,804	45,644
06	23.040	1,843	3,994	47,923

Range: 230

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	18.238	1,459	3,161	37,935
02	19.151	1,532	3,320	39,834
03	20.107	1,609	3,485	41,823
04	21.113	1,689	3,660	43,915
05	22.169	1,774	3,843	46,112
06	23.277	1,862	4,035	48,416

Range: 233

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	18.829	1,506	3,264	39,164
02	19.770	1,582	3,427	41,122
03	20.760	1,661	3,598	43,181
04	21.798	1,744	3,778	45,340
05	22.887	1,831	3,967	47,605
06	24.032	1,923	4,166	49,987

Range: 235

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.145	1,532	3,318	39,822
02	20.102	1,608	3,484	41,812
03	21.107	1,689	3,659	43,903
04	22.163	1,773	3,842	46,099
05	23.272	1,862	4,034	48,406
06	24.435	1,955	4,235	50,825

Range: 240

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.344	1,548	3,353	40,236
02	20.311	1,625	3,521	42,247
03	21.326	1,706	3,697	44,358
04	22.393	1,791	3,881	46,577
05	23.513	1,881	4,076	48,907
06	24.688	1,975	4,279	51,351

Range: 250

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.474	1,558	3,375	40,506
02	20.447	1,636	3,544	42,530
03	21.470	1,718	3,721	44,658
04	22.544	1,804	3,908	46,892
05	23.670	1,894	4,103	49,234
06	24.854	1,988	4,308	51,696

Range: 258

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.800	1,584	3,432	41,184
02	20.791	1,663	3,604	43,245
03	21.830	1,746	3,784	45,406
04	22.922	1,834	3,973	47,678
05	24.067	1,925	4,172	50,059
06	25.271	2,022	4,380	52,564

Range: 260

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.918	1,593	3,452	41,429
02	20.913	1,673	3,625	43,499
03	21.959	1,757	3,806	45,675
04	23.057	1,845	3,997	47,959
05	24.209	1,937	4,196	50,355
06	25.421	2,034	4,406	52,876

Range: 265

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.119	1,610	3,487	41,848
02	21.126	1,690	3,662	43,942
03	22.182	1,775	3,845	46,139
04	23.291	1,863	4,037	48,445
05	24.456	1,956	4,239	50,868
06	25.678	2,054	4,451	53,410

Range: 270

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.385	1,631	3,533	42,401
02	21.405	1,712	3,710	44,522
03	22.475	1,798	3,896	46,748
04	23.599	1,888	4,090	49,086
05	24.779	1,982	4,295	51,540
06	26.018	2,081	4,510	54,117

Salary Schedule: FMEF

Effective Dates: 7/6/2024 - 7/4/2025

Range: 275

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.817	1,665	3,608	43,299
02	21.858	1,749	3,789	45,465
03	22.951	1,836	3,978	47,738
04	24.098	1,928	4,177	50,124
05	25.303	2,024	4,386	52,630
06	26.568	2,125	4,605	55,261

Range: 285

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.266	1,701	3,686	44,233
02	22.329	1,786	3,870	46,444
03	23.446	1,876	4,064	48,768
04	24.618	1,969	4,267	51,205
05	25.849	2,068	4,480	53,766
06	27.141	2,171	4,704	56,453

Range: 287

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.485	1,719	3,724	44,689
02	22.561	1,805	3,911	46,927
03	23.688	1,895	4,106	49,271
04	24.873	1,990	4,311	51,736
05	26.116	2,089	4,527	54,321
06	27.422	2,194	4,753	57,038

Range: 295

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.768	1,741	3,773	45,277
02	22.857	1,829	3,962	47,543
03	23.999	1,920	4,160	49,918
04	25.200	2,016	4,368	52,416
05	26.460	2,117	4,586	55,037
06	27.783	2,223	4,816	57,789

Range: 300

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.864	1,749	3,790	45,477
02	22.957	1,837	3,979	47,751
03	24.105	1,928	4,178	50,138
04	25.310	2,025	4,387	52,645
05	26.576	2,126	4,607	55,278
06	27.905	2,232	4,837	58,042

Range: 310

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.455	1,796	3,892	46,706
02	23.578	1,886	4,087	49,042
03	24.756	1,980	4,291	51,492
04	25.996	2,080	4,506	54,072
05	27.295	2,184	4,731	56,774
06	28.659	2,293	4,968	59,611

Range: 315

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.504	1,800	3,901	46,808
02	23.629	1,890	4,096	49,148
03	24.810	1,985	4,300	51,605
04	26.050	2,084	4,515	54,184
05	27.353	2,188	4,741	56,894
06	28.722	2,298	4,978	59,742

Range: 327

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.943	1,835	3,977	47,721
02	24.091	1,927	4,176	50,109
03	25.296	2,024	4,385	52,616
04	26.561	2,125	4,604	55,247
05	27.888	2,231	4,834	58,007
06	29.283	2,343	5,076	60,909

Range: 330

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.177	1,854	4,017	48,208
02	24.336	1,947	4,218	50,619
03	25.553	2,044	4,429	53,150
04	26.831	2,146	4,651	55,808
05	28.173	2,254	4,883	58,600
06	29.581	2,366	5,127	61,528

Range: 335

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.344	1,868	4,046	48,556
02	24.511	1,961	4,249	50,983
03	25.736	2,059	4,461	53,531
04	27.023	2,162	4,684	56,208
05	28.373	2,270	4,918	59,016
06	29.793	2,383	5,164	61,969

Range: 340

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.403	1,872	4,057	48,678
02	24.573	1,966	4,259	51,112
03	25.802	2,064	4,472	53,668
04	27.093	2,167	4,696	56,353
05	28.447	2,276	4,931	59,170
06	29.869	2,390	5,177	62,128

Range: 343

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.534	1,883	4,079	48,951
02	24.711	1,977	4,283	51,399
03	25.947	2,076	4,497	53,970
04	27.244	2,180	4,722	56,668
05	28.607	2,289	4,959	59,503
06	30.036	2,403	5,206	62,475

Salary Schedule: FMEF

Effective Dates: 7/6/2024 - 7/4/2025

Range: 345

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.609	1,889	4,092	49,107
02	24.789	1,983	4,297	51,561
03	26.029	2,082	4,512	54,140
04	27.331	2,186	4,737	56,848
05	28.697	2,296	4,974	59,690
06	30.132	2,411	5,223	62,675

Range: 346

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.643	1,891	4,098	49,177
02	24.826	1,986	4,303	51,638
03	26.068	2,085	4,518	54,221
04	27.370	2,190	4,744	56,930
05	28.738	2,299	4,981	59,775
06	30.176	2,414	5,231	62,766

Range: 350

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.770	1,902	4,120	49,442
02	24.959	1,997	4,326	51,915
03	26.207	2,097	4,543	54,511
04	27.516	2,201	4,769	57,233
05	28.892	2,311	5,008	60,095
06	30.337	2,427	5,258	63,101

Range: 352

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.048	1,924	4,168	50,020
02	25.249	2,020	4,376	52,518
03	26.512	2,121	4,595	55,145
04	27.839	2,227	4,825	57,905
05	29.230	2,338	5,067	60,798
06	30.691	2,455	5,320	63,837

Range: 355

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.172	1,934	4,190	50,278
02	25.380	2,030	4,399	52,790
03	26.649	2,132	4,619	55,430
04	27.982	2,239	4,850	58,203
05	29.381	2,350	5,093	61,112
06	30.850	2,468	5,347	64,168

Range: 360

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.412	1,953	4,231	50,777
02	25.633	2,051	4,443	53,317
03	26.914	2,153	4,665	55,981
04	28.260	2,261	4,898	58,781
05	29.672	2,374	5,143	61,718
06	31.156	2,492	5,400	64,804

Range: 367

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.754	1,980	4,291	51,488
02	25.992	2,079	4,505	54,063
03	27.292	2,183	4,731	56,767
04	28.656	2,292	4,967	59,604
05	30.089	2,407	5,215	62,585
06	31.593	2,527	5,476	65,713

Range: 370

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.202	2,016	4,368	52,420
02	26.463	2,117	4,587	55,043
03	27.786	2,223	4,816	57,795
04	29.175	2,334	5,057	60,684
05	30.634	2,451	5,310	63,719
06	32.166	2,573	5,575	66,905

Range: 375

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.459	2,037	4,413	52,955
02	26.732	2,139	4,634	55,603
03	28.069	2,246	4,865	58,384
04	29.472	2,358	5,108	61,302
05	30.945	2,476	5,364	64,366
06	32.493	2,599	5,632	67,585

Range: 380

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.668	2,053	4,449	53,389
02	26.953	2,156	4,672	56,062
03	28.299	2,264	4,905	58,862
04	29.714	2,377	5,150	61,805
05	31.200	2,496	5,408	64,896
06	32.760	2,621	5,678	68,141

Range: 382

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.719	2,058	4,458	53,496
02	27.005	2,160	4,681	56,170
03	28.356	2,268	4,915	58,980
04	29.774	2,382	5,161	61,930
05	31.262	2,501	5,419	65,025
06	32.826	2,626	5,690	68,278

Range: 385

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.836	2,067	4,478	53,739
02	27.128	2,170	4,702	56,426
03	28.485	2,279	4,937	59,249
04	29.908	2,393	5,184	62,209
05	31.405	2,512	5,444	65,322
06	32.975	2,638	5,716	68,588

Salary Schedule: FMEF

Effective Dates: 7/6/2024 - 7/4/2025

Range: 390

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.921	2,074	4,493	53,916
02	27.218	2,177	4,718	56,613
03	28.579	2,286	4,954	59,444
04	30.007	2,401	5,201	62,415
05	31.508	2,521	5,461	65,537
06	33.082	2,647	5,734	68,811

Range: 395

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.106	2,088	4,525	54,300
02	27.412	2,193	4,751	57,017
03	28.783	2,303	4,989	59,869
04	30.222	2,418	5,238	62,862
05	31.734	2,539	5,501	66,007
06	33.320	2,666	5,775	69,306

Range: 405

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.710	2,137	4,630	55,557
02	28.047	2,244	4,861	58,338
03	29.450	2,356	5,105	61,256
04	30.921	2,474	5,360	64,316
05	32.467	2,597	5,628	67,531
06	34.091	2,727	5,909	70,909

Range: 410

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.015	2,161	4,683	56,191
02	28.365	2,269	4,917	58,999
03	29.784	2,383	5,163	61,951
04	31.273	2,502	5,421	65,048
05	32.837	2,627	5,692	68,301
06	34.479	2,758	5,976	71,716

Range: 412

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.293	2,183	4,731	56,769
02	28.657	2,293	4,967	59,607
03	30.090	2,407	5,216	62,587
04	31.594	2,528	5,476	65,716
05	33.175	2,654	5,750	69,004
06	34.833	2,787	6,038	72,453

Range: 415

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.519	2,202	4,770	57,240
02	28.895	2,312	5,008	60,102
03	30.341	2,427	5,259	63,109
04	31.857	2,549	5,522	66,263
05	33.450	2,676	5,798	69,576
06	35.123	2,810	6,088	73,056

Range: 420

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.670	2,214	4,796	57,554
02	29.053	2,324	5,036	60,430
03	30.506	2,440	5,288	63,452
04	32.031	2,562	5,552	66,624
05	33.634	2,691	5,830	69,959
06	35.314	2,825	6,121	73,453

Range: 423

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.853	2,228	4,828	57,934
02	29.246	2,340	5,069	60,832
03	30.708	2,457	5,323	63,873
04	32.244	2,580	5,589	67,068
05	33.855	2,708	5,868	70,418
06	35.548	2,844	6,162	73,940

Range: 424

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.883	2,231	4,833	57,997
02	29.278	2,342	5,075	60,898
03	30.742	2,459	5,329	63,943
04	32.278	2,582	5,595	67,138
05	33.893	2,711	5,875	70,497
06	35.588	2,847	6,169	74,023

Range: 425

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.954	2,236	4,845	58,144
02	29.353	2,348	5,088	61,054
03	30.820	2,466	5,342	64,106
04	32.362	2,589	5,609	67,313
05	33.979	2,718	5,890	70,676
06	35.678	2,854	6,184	74,210

Range: 430

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.190	2,255	4,886	58,635
02	29.599	2,368	5,130	61,566
03	31.079	2,486	5,387	64,644
04	32.633	2,611	5,656	67,877
05	34.266	2,741	5,939	71,273
06	35.979	2,878	6,236	74,836

Range: 435

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.313	2,265	4,908	58,891
02	29.728	2,378	5,153	61,834
03	31.215	2,497	5,411	64,927
04	32.776	2,622	5,681	68,174
05	34.415	2,753	5,965	71,583
06	36.136	2,891	6,264	75,163

Salary Schedule: FMEF

Effective Dates: 7/6/2024 - 7/4/2025

Range: 437

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.477	2,278	4,936	59,232
02	29.901	2,392	5,183	62,194
03	31.396	2,512	5,442	65,304
04	32.966	2,637	5,714	68,569
05	34.614	2,769	6,000	71,997
06	36.345	2,908	6,300	75,598

Range: 440

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.993	2,319	5,025	60,305
02	30.442	2,435	5,277	63,319
03	31.964	2,557	5,540	66,485
04	33.562	2,685	5,817	69,809
05	35.240	2,819	6,108	73,299
06	37.003	2,960	6,414	76,966

Range: 442

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.259	2,341	5,072	60,859
02	30.723	2,458	5,325	63,904
03	32.260	2,581	5,592	67,101
04	33.873	2,710	5,871	70,456
05	35.565	2,845	6,165	73,975
06	37.344	2,988	6,473	77,676

Range: 445

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.588	2,367	5,129	61,543
02	31.068	2,485	5,385	64,621
03	32.621	2,610	5,654	67,852
04	34.252	2,740	5,937	71,244
05	35.965	2,877	6,234	74,807
06	37.763	3,021	6,546	78,547

Range: 448

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.890	2,391	5,181	62,171
02	31.384	2,511	5,440	65,279
03	32.953	2,636	5,712	68,542
04	34.601	2,768	5,998	71,970
05	36.331	2,906	6,297	75,568
06	38.148	3,052	6,612	79,348

Range: 455

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.397	2,432	5,269	63,226
02	31.917	2,553	5,532	66,387
03	33.513	2,681	5,809	69,707
04	35.188	2,815	6,099	73,191
05	36.948	2,956	6,404	76,852
06	38.795	3,104	6,724	80,694

Range: 456

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.708	2,457	5,323	63,873
02	32.244	2,580	5,589	67,068
03	33.855	2,708	5,868	70,418
04	35.548	2,844	6,162	73,940
05	37.327	2,986	6,470	77,640
06	39.191	3,135	6,793	81,517

Range: 460

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.099	2,488	5,390	64,686
02	32.655	2,612	5,660	67,922
03	34.287	2,743	5,943	71,317
04	36.001	2,880	6,240	74,882
05	37.801	3,024	6,552	78,626
06	39.692	3,175	6,880	82,559

Range: 463

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.417	2,513	5,446	65,347
02	32.989	2,639	5,718	68,617
03	34.637	2,771	6,004	72,045
04	36.369	2,910	6,304	75,648
05	38.188	3,055	6,619	79,431
06	40.097	3,208	6,950	83,402

Range: 464

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.745	2,540	5,502	66,030
02	33.332	2,667	5,778	69,331
03	34.999	2,800	6,066	72,798
04	36.748	2,940	6,370	76,436
05	38.586	3,087	6,688	80,259
06	40.515	3,241	7,023	84,271

Range: 465

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.061	2,565	5,557	66,687
02	33.664	2,693	5,835	70,021
03	35.348	2,828	6,127	73,524
04	37.113	2,969	6,433	77,195
05	38.970	3,118	6,755	81,058
06	40.918	3,273	7,092	85,109

Range: 466

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.168	2,573	5,576	66,909
02	33.777	2,702	5,855	70,256
03	35.465	2,837	6,147	73,767
04	37.238	2,979	6,455	77,455
05	39.101	3,128	6,778	81,330
06	41.055	3,284	7,116	85,394

Salary Schedule: FMEF

Effective Dates: 7/6/2024 - 7/4/2025

Range: 467

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.381	2,590	5,613	67,352
02	34.002	2,720	5,894	70,724
03	35.701	2,856	6,188	74,258
04	37.486	2,999	6,498	77,971
05	39.360	3,149	6,822	81,869
06	41.329	3,306	7,164	85,964

Range: 468

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.588	2,607	5,649	67,783
02	34.218	2,737	5,931	71,173
03	35.929	2,874	6,228	74,732
04	37.726	3,018	6,539	78,470
05	39.612	3,169	6,866	82,393
06	41.592	3,327	7,209	86,511

Range: 469

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.991	2,639	5,718	68,621
02	34.640	2,771	6,004	72,051
03	36.373	2,910	6,305	75,656
04	38.191	3,055	6,620	79,437
05	40.100	3,208	6,951	83,408
06	42.105	3,368	7,298	87,578

Range: 470

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.391	2,671	5,788	69,453
02	35.060	2,805	6,077	72,925
03	36.814	2,945	6,381	76,573
04	38.655	3,092	6,700	80,402
05	40.588	3,247	7,035	84,423
06	42.616	3,409	7,387	88,641

Range: 475

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.183	2,735	5,925	71,101
02	35.891	2,871	6,221	74,653
03	37.685	3,015	6,532	78,385
04	39.570	3,166	6,859	82,306
05	41.549	3,324	7,202	86,422
06	43.626	3,490	7,562	90,742

Range: 476

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.395	2,752	5,962	71,542
02	36.115	2,889	6,260	75,119
03	37.920	3,034	6,573	78,874
04	39.816	3,185	6,901	82,817
05	41.808	3,345	7,247	86,961
06	43.898	3,512	7,609	91,308

Range: 478

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.990	2,799	6,065	72,779
02	36.739	2,939	6,368	76,417
03	38.577	3,086	6,687	80,240
04	40.505	3,240	7,021	84,250
05	42.530	3,402	7,372	88,462
06	44.658	3,573	7,741	92,889

Range: 480

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.046	2,884	6,248	74,976
02	37.849	3,028	6,560	78,726
03	39.742	3,179	6,889	82,663
04	41.728	3,338	7,233	86,794
05	43.815	3,505	7,595	91,135
06	46.005	3,680	7,974	95,690

Range: 481

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.501	2,920	6,327	75,922
02	38.326	3,066	6,643	79,718
03	40.242	3,219	6,975	83,703
04	42.254	3,380	7,324	87,888
05	44.366	3,549	7,690	92,281
06	46.585	3,727	8,075	96,897

Range: 482

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.732	2,939	6,367	76,403
02	38.568	3,085	6,685	80,221
03	40.497	3,240	7,019	84,234
04	42.522	3,402	7,370	88,446
05	44.648	3,572	7,739	92,868
06	46.881	3,750	8,126	97,512

Range: 483

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	37.440	2,995	6,490	77,875
02	39.311	3,145	6,814	81,767
03	41.277	3,302	7,155	85,856
04	43.341	3,467	7,512	90,149
05	45.507	3,641	7,888	94,655
06	47.783	3,823	8,282	99,389

Range: 485

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	38.455	3,076	6,666	79,986
02	40.378	3,230	6,999	83,986
03	42.397	3,392	7,349	88,186
04	44.516	3,561	7,716	92,593
05	46.742	3,739	8,102	97,223
06	49.080	3,926	8,507	102,086

Salary Schedule: FMEF

Effective Dates: 7/6/2024 - 7/4/2025

Range: 488

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	39.399	3,152	6,829	81,950
02	41.370	3,310	7,171	86,050
03	43.438	3,475	7,529	90,351
04	45.610	3,649	7,906	94,869
05	47.890	3,831	8,301	99,611
06	50.285	4,023	8,716	104,593

Range: 490

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	41.372	3,310	7,171	86,054
02	43.441	3,475	7,530	90,357
03	45.613	3,649	7,906	94,875
04	47.893	3,831	8,301	99,617
05	50.288	4,023	8,717	104,599
06	52.803	4,224	9,153	109,830

Range: 495

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	42.421	3,394	7,353	88,236
02	44.541	3,563	7,720	92,645
03	46.769	3,742	8,107	97,280
04	49.108	3,929	8,512	102,145
05	51.563	4,125	8,938	107,251
06	54.140	4,331	9,384	112,611

Range: 497

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	43.636	3,491	7,564	90,763
02	45.817	3,665	7,942	95,299
03	48.109	3,849	8,339	100,067
04	50.515	4,041	8,756	105,071
05	53.040	4,243	9,194	110,323
06	55.692	4,455	9,653	115,839

Range: 498

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	47.170	3,774	8,176	98,114
02	49.529	3,962	8,585	103,020
03	52.004	4,160	9,014	108,168
04	54.604	4,368	9,465	113,576
05	57.335	4,587	9,938	119,257
06	60.201	4,816	10,435	125,218

Range: 499

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	49.549	3,964	8,588	103,062
02	52.027	4,162	9,018	108,216
03	54.628	4,370	9,469	113,626
04	57.359	4,589	9,942	119,307
05	60.227	4,818	10,439	125,272
06	63.239	5,059	10,961	131,537

Salary Schedule: FMEF

Effective Dates: 7/5/2025 - 7/3/2026

Range: 215

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
03	18.717	1,497	3,244	38,931
04	19.653	1,572	3,407	40,878
05	20.636	1,651	3,577	42,923
05	21.667	1,733	3,756	45,067

Range: 220

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
03	18.916	1,513	3,279	39,345
04	19.860	1,589	3,442	41,309
05	20.853	1,668	3,615	43,374
06	21.897	1,752	3,795	45,546

Range: 227

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	18.775	1,502	3,254	39,052
02	19.713	1,577	3,417	41,003
03	20.700	1,656	3,588	43,056
04	21.734	1,739	3,767	45,207
05	22.822	1,826	3,956	47,470
06	23.962	1,917	4,153	49,841

Range: 230

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	18.968	1,517	3,288	39,453
02	19.917	1,593	3,452	41,427
03	20.911	1,673	3,625	43,495
04	21.958	1,757	3,806	45,673
05	23.056	1,844	3,996	47,956
06	24.208	1,937	4,196	50,353

Range: 233

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.582	1,567	3,394	40,731
02	20.561	1,645	3,564	42,767
03	21.590	1,727	3,742	44,907
04	22.670	1,814	3,929	47,154
05	23.802	1,904	4,126	49,508
06	24.993	1,999	4,332	51,985

Range: 235

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.911	1,593	3,451	41,415
02	20.906	1,672	3,624	43,484
03	21.951	1,756	3,805	45,658
04	23.050	1,844	3,995	47,944
05	24.203	1,936	4,195	50,342
06	25.412	2,033	4,405	52,857

Range: 240

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.118	1,609	3,487	41,845
02	21.123	1,690	3,661	43,936
03	22.179	1,774	3,844	46,132
04	23.289	1,863	4,037	48,441
05	24.454	1,956	4,239	50,864
06	25.676	2,054	4,451	53,406

Range: 250

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.253	1,620	3,511	42,126
02	21.265	1,701	3,686	44,231
03	22.329	1,786	3,870	46,444
04	23.446	1,876	4,064	48,768
05	24.617	1,969	4,267	51,203
06	25.848	2,068	4,480	53,764

Range: 258

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.592	1,647	3,569	42,831
02	21.623	1,730	3,748	44,976
03	22.703	1,816	3,935	47,222
04	23.839	1,907	4,132	49,585
05	25.030	2,002	4,339	52,062
06	26.282	2,103	4,556	54,667

Range: 260

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.715	1,657	3,591	43,087
02	21.750	1,740	3,770	45,240
03	22.837	1,827	3,958	47,501
04	23.979	1,918	4,156	49,876
05	25.177	2,014	4,364	52,368
06	26.438	2,115	4,583	54,991

Range: 265

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.924	1,674	3,627	43,522
02	21.971	1,758	3,808	45,700
03	23.069	1,846	3,999	47,984
04	24.223	1,938	4,199	50,384
05	25.434	2,035	4,409	52,903
06	26.705	2,136	4,629	55,546

Range: 270

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.200	1,696	3,675	44,096
02	22.261	1,781	3,859	46,303
03	23.374	1,870	4,051	48,618
04	24.543	1,963	4,254	51,049
05	25.770	2,062	4,467	53,602
06	27.059	2,165	4,690	56,283

Salary Schedule: FMEF

Effective Dates: 7/5/2025 - 7/3/2026

Range: 275

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.650	1,732	3,753	45,032
02	22.732	1,819	3,940	47,283
03	23.869	1,910	4,137	49,648
04	25.062	2,005	4,344	52,129
05	26.315	2,105	4,561	54,735
06	27.631	2,210	4,789	57,472

Range: 285

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.117	1,769	3,834	46,003
02	23.222	1,858	4,025	48,302
03	24.384	1,951	4,227	50,719
04	25.603	2,048	4,438	53,254
05	26.883	2,151	4,660	55,917
06	28.227	2,258	4,893	58,712

Range: 287

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.344	1,788	3,873	46,476
02	23.463	1,877	4,067	48,803
03	24.636	1,971	4,270	51,243
04	25.868	2,069	4,484	53,805
05	27.161	2,173	4,708	56,495
06	28.519	2,282	4,943	59,320

Range: 295

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.639	1,811	3,924	47,089
02	23.771	1,902	4,120	49,444
03	24.959	1,997	4,326	51,915
04	26.208	2,097	4,543	54,513
05	27.518	2,201	4,770	57,237
06	28.894	2,312	5,008	60,100

Range: 300

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.739	1,819	3,941	47,297
02	23.875	1,910	4,138	49,660
03	25.069	2,006	4,345	52,144
04	26.322	2,106	4,562	54,750
05	27.639	2,211	4,791	57,489
06	29.021	2,322	5,030	60,364

Range: 310

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.353	1,868	4,048	48,574
02	24.521	1,962	4,250	51,004
03	25.746	2,060	4,463	53,552
04	27.036	2,163	4,686	56,235
05	28.387	2,271	4,920	59,045
06	29.805	2,384	5,166	61,994

Range: 315

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.404	1,872	4,057	48,680
02	24.574	1,966	4,259	51,114
03	25.802	2,064	4,472	53,668
04	27.092	2,167	4,696	56,351
05	28.447	2,276	4,931	59,170
06	29.871	2,390	5,178	62,132

Range: 327

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.861	1,909	4,136	49,631
02	25.055	2,004	4,343	52,114
03	26.308	2,105	4,560	54,721
04	27.623	2,210	4,788	57,456
05	29.004	2,320	5,027	60,328
06	30.454	2,436	5,279	63,344

Range: 330

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.104	1,928	4,178	50,136
02	25.309	2,025	4,387	52,643
03	26.575	2,126	4,606	55,276
04	27.904	2,232	4,837	58,040
05	29.300	2,344	5,079	60,944
06	30.764	2,461	5,332	63,989

Range: 335

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.278	1,942	4,208	50,498
02	25.491	2,039	4,418	53,021
03	26.765	2,141	4,639	55,671
04	28.104	2,248	4,871	58,456
05	29.508	2,361	5,115	61,377
06	30.985	2,479	5,371	64,449

Range: 340

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.339	1,947	4,219	50,625
02	25.556	2,044	4,430	53,156
03	26.834	2,147	4,651	55,815
04	28.177	2,254	4,884	58,608
05	29.585	2,367	5,128	61,537
06	31.064	2,485	5,384	64,613

Range: 343

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.475	1,958	4,242	50,908
02	25.699	2,056	4,454	53,454
03	26.985	2,159	4,677	56,129
04	28.334	2,267	4,911	58,935
05	29.751	2,380	5,157	61,882
06	31.237	2,499	5,414	64,973

Salary Schedule: FMEF

Effective Dates: 7/5/2025 - 7/3/2026

Range: 345

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.553	1,964	4,256	51,070
02	25.781	2,062	4,469	53,624
03	27.070	2,166	4,692	56,306
04	28.424	2,274	4,927	59,122
05	29.845	2,388	5,173	62,078
06	31.337	2,507	5,432	65,181

Range: 346

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.589	1,967	4,262	51,145
02	25.819	2,066	4,475	53,704
03	27.111	2,169	4,699	56,391
04	28.465	2,277	4,934	59,207
05	29.888	2,391	5,181	62,167
06	31.383	2,511	5,440	65,277

Range: 350

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.721	1,978	4,285	51,420
02	25.957	2,077	4,499	53,991
03	27.255	2,180	4,724	56,690
04	28.617	2,289	4,960	59,523
05	30.048	2,404	5,208	62,500
06	31.550	2,524	5,469	65,624

Range: 352

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.010	2,001	4,335	52,021
02	26.259	2,101	4,552	54,619
03	27.572	2,206	4,779	57,350
04	28.953	2,316	5,019	60,222
05	30.399	2,432	5,269	63,230
06	31.919	2,554	5,533	66,392

Range: 355

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.139	2,011	4,357	52,289
02	26.395	2,112	4,575	54,902
03	27.715	2,217	4,804	57,647
04	29.101	2,328	5,044	60,530
05	30.556	2,444	5,296	63,556
06	32.084	2,567	5,561	66,735

Range: 360

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.388	2,031	4,401	52,807
02	26.658	2,133	4,621	55,449
03	27.991	2,239	4,852	58,221
04	29.390	2,351	5,094	61,131
05	30.859	2,469	5,349	64,187
06	32.402	2,592	5,616	67,396

Range: 367

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.744	2,060	4,462	53,548
02	27.032	2,163	4,686	56,227
03	28.384	2,271	4,920	59,039
04	29.802	2,384	5,166	61,988
05	31.293	2,503	5,424	65,089
06	32.857	2,629	5,695	68,343

Range: 370

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.210	2,097	4,543	54,517
02	27.522	2,202	4,770	57,246
03	28.897	2,312	5,009	60,106
04	30.342	2,427	5,259	63,111
05	31.859	2,549	5,522	66,267
06	33.453	2,676	5,799	69,582

Range: 375

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.477	2,118	4,589	55,072
02	27.801	2,224	4,819	57,826
03	29.192	2,335	5,060	60,719
04	30.651	2,452	5,313	63,754
05	32.183	2,575	5,578	66,941
06	33.793	2,703	5,857	70,289

Range: 380

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.695	2,136	4,627	55,526
02	28.031	2,242	4,859	58,304
03	29.431	2,354	5,101	61,216
04	30.903	2,472	5,357	64,278
05	32.448	2,596	5,624	67,492
06	34.070	2,726	5,905	70,866

Range: 382

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.748	2,140	4,636	55,636
02	28.085	2,247	4,868	58,417
03	29.490	2,359	5,112	61,339
04	30.965	2,477	5,367	64,407
05	32.512	2,601	5,635	67,625
06	34.139	2,731	5,917	71,009

Range: 385

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.869	2,150	4,657	55,888
02	28.213	2,257	4,890	58,683
03	29.624	2,370	5,135	61,618
04	31.104	2,488	5,391	64,696
05	32.661	2,613	5,661	67,935
06	34.294	2,744	5,944	71,332

Salary Schedule: FMEF

Effective Dates: 7/5/2025 - 7/3/2026

Range: 390

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.958	2,157	4,673	56,073
02	28.307	2,265	4,907	58,879
03	29.722	2,378	5,152	61,822
04	31.207	2,497	5,409	64,911
05	32.768	2,621	5,680	68,157
06	34.405	2,752	5,964	71,562

Range: 395

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.150	2,172	4,706	56,472
02	28.508	2,281	4,941	59,297
03	29.934	2,395	5,189	62,263
04	31.431	2,514	5,448	65,376
05	33.003	2,640	5,721	68,646
06	34.653	2,772	6,007	72,078

Range: 405

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.778	2,222	4,815	57,778
02	29.169	2,334	5,056	60,672
03	30.628	2,450	5,309	63,706
04	32.158	2,573	5,574	66,889
05	33.766	2,701	5,853	70,233
06	35.455	2,836	6,146	73,746

Range: 410

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.096	2,248	4,870	58,440
02	29.500	2,360	5,113	61,360
03	30.975	2,478	5,369	64,428
04	32.524	2,602	5,637	67,650
05	34.150	2,732	5,919	71,032
06	35.858	2,869	6,215	74,585

Range: 412

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.385	2,271	4,920	59,041
02	29.803	2,384	5,166	61,990
03	31.294	2,504	5,424	65,092
04	32.858	2,629	5,695	68,345
05	34.502	2,760	5,980	71,764
06	36.226	2,898	6,279	75,350

Range: 415

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.620	2,290	4,961	59,530
02	30.051	2,404	5,209	62,506
03	31.555	2,524	5,470	65,634
04	33.131	2,650	5,743	68,912
05	34.788	2,783	6,030	72,359
06	36.528	2,922	6,332	75,978

Range: 420

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.777	2,302	4,988	59,856
02	30.215	2,417	5,237	62,847
03	31.726	2,538	5,499	65,990
04	33.312	2,665	5,774	69,289
05	34.979	2,798	6,063	72,756
06	36.727	2,938	6,366	76,392

Range: 423

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.967	2,317	5,021	60,251
02	30.416	2,433	5,272	63,265
03	31.936	2,555	5,536	66,427
04	33.534	2,683	5,813	69,751
05	35.209	2,817	6,103	73,235
06	36.970	2,958	6,408	76,898

Range: 424

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.998	2,320	5,026	60,316
02	30.449	2,436	5,278	63,334
03	31.972	2,558	5,542	66,502
04	33.569	2,686	5,819	69,824
05	35.249	2,820	6,110	73,318
06	37.012	2,961	6,415	76,985

Range: 425

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.072	2,326	5,039	60,470
02	30.527	2,442	5,291	63,496
03	32.053	2,564	5,556	66,670
04	33.656	2,692	5,834	70,004
05	35.338	2,827	6,125	73,503
06	37.105	2,968	6,432	77,178

Range: 430

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.318	2,345	5,082	60,981
02	30.783	2,463	5,336	64,029
03	32.322	2,586	5,602	67,230
04	33.938	2,715	5,883	70,591
05	35.637	2,851	6,177	74,125
06	37.418	2,993	6,486	77,829

Range: 435

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.446	2,356	5,104	61,248
02	30.917	2,473	5,359	64,307
03	32.464	2,597	5,627	67,525
04	34.087	2,727	5,908	70,901
05	35.792	2,863	6,204	74,447
06	37.581	3,006	6,514	78,168

Salary Schedule: FMEF

Effective Dates: 7/5/2025 - 7/3/2026

Range: 437

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.616	2,369	5,133	61,601
02	31.097	2,488	5,390	64,682
03	32.652	2,612	5,660	67,916
04	34.285	2,743	5,943	71,313
05	35.999	2,880	6,240	74,878
06	37.799	3,024	6,552	78,622

Range: 440

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.153	2,412	5,227	62,718
02	31.660	2,533	5,488	65,853
03	33.243	2,659	5,762	69,145
04	34.904	2,792	6,050	72,600
05	36.650	2,932	6,353	76,232
06	38.483	3,079	6,670	80,045

Range: 442

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.429	2,434	5,274	63,292
02	31.952	2,556	5,538	66,460
03	33.550	2,684	5,815	69,784
04	35.228	2,818	6,106	73,274
05	36.988	2,959	6,411	76,935
06	38.838	3,107	6,732	80,783

Range: 445

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.772	2,462	5,334	64,006
02	32.311	2,585	5,601	67,207
03	33.926	2,714	5,881	70,566
04	35.622	2,850	6,174	74,094
05	37.404	2,992	6,483	77,800
06	39.274	3,142	6,807	81,690

Range: 448

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.086	2,487	5,388	64,659
02	32.639	2,611	5,657	67,889
03	34.271	2,742	5,940	71,284
04	35.985	2,879	6,237	74,849
05	37.784	3,023	6,549	78,591
06	39.674	3,174	6,877	82,522

Range: 455

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.613	2,529	5,480	65,755
02	33.194	2,656	5,754	69,044
03	34.854	2,788	6,041	72,496
04	36.596	2,928	6,343	76,120
05	38.426	3,074	6,661	79,926
06	40.347	3,228	6,993	83,922

Range: 456

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.936	2,555	5,536	66,427
02	33.534	2,683	5,813	69,751
03	35.209	2,817	6,103	73,235
04	36.970	2,958	6,408	76,898
05	38.820	3,106	6,729	80,746
06	40.759	3,261	7,065	84,779

Range: 460

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.343	2,587	5,606	67,273
02	33.961	2,717	5,887	70,639
03	35.658	2,853	6,181	74,169
04	37.441	2,995	6,490	77,877
05	39.313	3,145	6,814	81,771
06	41.280	3,302	7,155	85,862

Range: 463

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.674	2,614	5,663	67,962
02	34.309	2,745	5,947	71,363
03	36.022	2,882	6,244	74,926
04	37.824	3,026	6,556	78,674
05	39.716	3,177	6,884	82,609
06	41.701	3,336	7,228	86,738

Range: 464

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.015	2,641	5,723	68,671
02	34.665	2,773	6,009	72,103
03	36.399	2,912	6,309	75,710
04	38.218	3,057	6,624	79,493
05	40.129	3,210	6,956	83,468
06	42.136	3,371	7,304	87,643

Range: 465

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.343	2,667	5,779	69,353
02	35.011	2,801	6,069	72,823
03	36.762	2,941	6,372	76,465
04	38.598	3,088	6,690	80,284
05	40.529	3,242	7,025	84,300
06	42.555	3,404	7,376	88,514

Range: 466

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.455	2,676	5,799	69,586
02	35.128	2,810	6,089	73,066
03	36.884	2,951	6,393	76,719
04	38.728	3,098	6,713	80,554
05	40.665	3,253	7,049	84,583
06	42.697	3,416	7,401	88,810

Salary Schedule: FMEF

Effective Dates: 7/5/2025 - 7/3/2026

Range: 467

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.676	2,694	5,837	70,046
02	35.362	2,829	6,129	73,553
03	37.129	2,970	6,436	77,228
04	38.985	3,119	6,757	81,089
05	40.934	3,275	7,095	85,143
06	42.982	3,439	7,450	89,403

Range: 468

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.892	2,711	5,875	70,495
02	35.587	2,847	6,168	74,021
03	37.366	2,989	6,477	77,721
04	39.235	3,139	6,801	81,609
05	41.196	3,296	7,141	85,688
06	43.256	3,460	7,498	89,972

Range: 469

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.311	2,745	5,947	71,367
02	36.026	2,882	6,245	74,934
03	37.828	3,026	6,557	78,682
04	39.719	3,178	6,885	82,616
05	41.704	3,336	7,229	86,744
06	43.789	3,503	7,590	91,081

Range: 470

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.727	2,778	6,019	72,232
02	36.462	2,917	6,320	75,841
03	38.287	3,063	6,636	79,637
04	40.201	3,216	6,968	83,618
05	42.212	3,377	7,317	87,801
06	44.321	3,546	7,682	92,188

Range: 475

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	35.550	2,844	6,162	73,944
02	37.327	2,986	6,470	77,640
03	39.192	3,135	6,793	81,519
04	41.153	3,292	7,133	85,598
05	43.211	3,457	7,490	89,879
06	45.371	3,630	7,864	94,372

Range: 476

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	35.771	2,862	6,200	74,404
02	37.560	3,005	6,510	78,125
03	39.437	3,155	6,836	82,029
04	41.409	3,313	7,178	86,131
05	43.480	3,478	7,537	90,438
06	45.654	3,652	7,913	94,960

Range: 478

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.390	2,911	6,308	75,691
02	38.209	3,057	6,623	79,475
03	40.120	3,210	6,954	83,450
04	42.125	3,370	7,302	87,620
05	44.231	3,538	7,667	92,000
06	46.444	3,716	8,050	96,604

Range: 480

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	37.488	2,999	6,498	77,975
02	39.363	3,149	6,823	81,875
03	41.332	3,307	7,164	85,971
04	43.397	3,472	7,522	90,266
05	45.568	3,645	7,898	94,781
06	47.845	3,828	8,293	99,518

Range: 481

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	37.961	3,037	6,580	78,959
02	39.859	3,189	6,909	82,907
03	41.852	3,348	7,254	87,052
04	43.944	3,516	7,617	91,404
05	46.141	3,691	7,998	95,973
06	48.448	3,876	8,398	100,772

Range: 482

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	38.201	3,056	6,622	79,458
02	40.111	3,209	6,953	83,431
03	42.117	3,369	7,300	87,603
04	44.223	3,538	7,665	91,984
05	46.434	3,715	8,049	96,583
06	48.756	3,900	8,451	101,412

Range: 483

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	38.938	3,115	6,749	80,991
02	40.883	3,271	7,086	85,037
03	42.928	3,434	7,441	89,290
04	45.075	3,606	7,813	93,756
05	47.327	3,786	8,203	98,440
06	49.694	3,976	8,614	103,364

Range: 485

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	39.993	3,199	6,932	83,185
02	41.993	3,359	7,279	87,345
03	44.093	3,527	7,643	91,713
04	46.297	3,704	8,025	96,298
05	48.612	3,889	8,426	101,113
06	51.043	4,083	8,847	106,169

Salary Schedule: FMEF

Effective Dates: 7/5/2025 - 7/3/2026

Range: 488

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	40.975	3,278	7,102	85,228
02	43.025	3,442	7,458	89,492
03	45.176	3,614	7,831	93,966
04	47.434	3,795	8,222	98,663
05	49.806	3,984	8,633	103,596
06	52.296	4,184	9,065	108,776

Range: 490

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	43.027	3,442	7,458	89,496
02	45.179	3,614	7,831	93,972
03	47.438	3,795	8,223	98,671
04	49.809	3,985	8,634	103,603
05	52.300	4,184	9,065	108,784
06	54.915	4,393	9,519	114,223

Range: 495

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	44.118	3,529	7,647	91,765
02	46.323	3,706	8,029	96,352
03	48.640	3,891	8,431	101,171
04	51.072	4,086	8,852	106,230
05	53.626	4,290	9,295	111,542
06	56.306	4,504	9,760	117,116

Range: 497

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	45.381	3,630	7,866	94,392
02	47.650	3,812	8,259	99,112
03	50.033	4,003	8,672	104,069
04	52.536	4,203	9,106	109,275
05	55.162	4,413	9,561	114,737
06	57.920	4,634	10,039	120,474

Range: 498

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	49.057	3,925	8,503	102,039
02	51.510	4,121	8,928	107,141
03	54.084	4,327	9,375	112,495
04	56.788	4,543	9,843	118,119
05	59.628	4,770	10,336	124,026
06	62.609	5,009	10,852	130,227

Range: 499

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	51.531	4,122	8,932	107,184
02	54.108	4,329	9,379	112,545
03	56.813	4,545	9,848	118,171
04	59.653	4,772	10,340	124,078
05	62.636	5,011	10,857	130,283
06	65.769	5,262	11,400	136,800

Salary Schedule: FMEF

Effective Date: 7/4/2026

Range: 215

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
03	19.279	1,542	3,342	40,100
04	20.243	1,619	3,509	42,105
05	21.255	1,700	3,684	44,210
05	22.317	1,785	3,868	46,419

Range: 220

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
03	19.483	1,559	3,377	40,525
04	20.456	1,636	3,546	42,548
05	21.479	1,718	3,723	44,676
06	22.554	1,804	3,909	46,912

Range: 227

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.338	1,547	3,352	40,223
02	20.304	1,624	3,519	42,232
03	21.321	1,706	3,696	44,348
04	22.386	1,791	3,880	46,563
05	23.507	1,881	4,075	48,895
06	24.681	1,974	4,278	51,336

Range: 230

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	19.537	1,563	3,386	40,637
02	20.515	1,641	3,556	42,671
03	21.538	1,723	3,733	44,799
04	22.617	1,809	3,920	47,043
05	23.748	1,900	4,116	49,396
06	24.934	1,995	4,322	51,863

Range: 233

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.169	1,614	3,496	41,952
02	21.178	1,694	3,671	44,050
03	22.238	1,779	3,855	46,255
04	23.350	1,868	4,047	48,568
05	24.516	1,961	4,249	50,993
06	25.743	2,059	4,462	53,545

Range: 235

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.508	1,641	3,555	42,657
02	21.533	1,723	3,732	44,789
03	22.610	1,809	3,919	47,029
04	23.742	1,899	4,115	49,383
05	24.929	1,994	4,321	51,852
06	26.174	2,094	4,537	54,442

Range: 240

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.722	1,658	3,592	43,102
02	21.757	1,741	3,771	45,255
03	22.844	1,828	3,960	47,516
04	23.988	1,919	4,158	49,895
05	25.188	2,015	4,366	52,391
06	26.446	2,116	4,584	55,008

Range: 250

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	20.861	1,669	3,616	43,391
02	21.903	1,752	3,797	45,558
03	22.999	1,840	3,986	47,838
04	24.149	1,932	4,186	50,230
05	25.356	2,028	4,395	52,740
06	26.623	2,130	4,615	55,376

Range: 258

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.210	1,697	3,676	44,117
02	22.272	1,782	3,860	46,326
03	23.384	1,871	4,053	48,639
04	24.554	1,964	4,256	51,072
05	25.781	2,062	4,469	53,624
06	27.070	2,166	4,692	56,306

Range: 260

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.336	1,707	3,698	44,379
02	22.402	1,792	3,883	46,596
03	23.522	1,882	4,077	48,926
04	24.698	1,976	4,281	51,372
05	25.932	2,075	4,495	53,939
06	27.231	2,178	4,720	56,640

Range: 265

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.552	1,724	3,736	44,828
02	22.630	1,810	3,923	47,070
03	23.761	1,901	4,119	49,423
04	24.950	1,996	4,325	51,896
05	26.197	2,096	4,541	54,490
06	27.506	2,200	4,768	57,212

Range: 270

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	21.836	1,747	3,785	45,419
02	22.929	1,834	3,974	47,692
03	24.075	1,926	4,173	50,076
04	25.279	2,022	4,382	52,580
05	26.543	2,123	4,601	55,209
06	27.871	2,230	4,831	57,972

Salary Schedule: FMEF

Effective Date: 7/4/2026

Range: 275

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.300	1,784	3,865	46,384
02	23.414	1,873	4,058	48,701
03	24.585	1,967	4,261	51,137
04	25.814	2,065	4,474	53,693
05	27.104	2,168	4,698	56,376
06	28.460	2,277	4,933	59,197

Range: 285

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	22.781	1,822	3,949	47,384
02	23.919	1,914	4,146	49,752
03	25.116	2,009	4,353	52,241
04	26.371	2,110	4,571	54,852
05	27.689	2,215	4,799	57,593
06	29.074	2,326	5,039	60,474

Range: 287

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.014	1,841	3,989	47,869
02	24.167	1,933	4,189	50,267
03	25.375	2,030	4,398	52,780
04	26.644	2,132	4,618	55,420
05	27.976	2,238	4,849	58,190
06	29.375	2,350	5,092	61,100

Range: 295

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.318	1,865	4,042	48,501
02	24.484	1,959	4,244	50,927
03	25.708	2,057	4,456	53,473
04	26.994	2,160	4,679	56,148
05	28.344	2,268	4,913	58,956
06	29.761	2,381	5,159	61,903

Range: 300

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	23.421	1,874	4,060	48,716
02	24.591	1,967	4,262	51,149
03	25.821	2,066	4,476	53,708
04	27.112	2,169	4,699	56,393
05	28.468	2,277	4,934	59,213
06	29.892	2,391	5,181	62,175

Range: 310

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.054	1,924	4,169	50,032
02	25.257	2,021	4,378	52,535
03	26.518	2,121	4,596	55,157
04	27.847	2,228	4,827	57,922
05	29.239	2,339	5,068	60,817
06	30.699	2,456	5,321	63,854

Range: 315

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.106	1,928	4,178	50,140
02	25.311	2,025	4,387	52,647
03	26.576	2,126	4,607	55,278
04	27.905	2,232	4,837	58,042
05	29.300	2,344	5,079	60,944
06	30.767	2,461	5,333	63,995

Range: 327

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.577	1,966	4,260	51,120
02	25.807	2,065	4,473	53,679
03	27.097	2,168	4,697	56,362
04	28.452	2,276	4,932	59,180
05	29.874	2,390	5,178	62,138
06	31.368	2,509	5,437	65,245

Range: 330

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.827	1,986	4,303	51,640
02	26.068	2,085	4,518	54,221
03	27.372	2,190	4,744	56,934
04	28.741	2,299	4,982	59,781
05	30.179	2,414	5,231	62,772
06	31.687	2,535	5,492	65,909

Range: 335

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.006	2,000	4,334	52,012
02	26.256	2,100	4,551	54,612
03	27.568	2,205	4,778	57,341
04	28.947	2,316	5,017	60,210
05	30.393	2,431	5,268	63,217
06	31.915	2,553	5,532	66,383

Range: 340

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.069	2,006	4,345	52,144
02	26.323	2,106	4,563	54,752
03	27.639	2,211	4,791	57,489
04	29.022	2,322	5,030	60,366
05	30.473	2,438	5,282	63,384
06	31.996	2,560	5,546	66,552

Range: 343

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.209	2,017	4,370	52,435
02	26.470	2,118	4,588	55,058
03	27.795	2,224	4,818	57,814
04	29.184	2,335	5,059	60,703
05	30.644	2,452	5,312	63,740
06	32.174	2,574	5,577	66,922

Salary Schedule: FMEF

Effective Date: 7/4/2026

Range: 345

Step	Hourly	Bi-Weekly	Monthly	Annually
01	25.290	2,023	4,384	52,603
02	26.554	2,124	4,603	55,232
03	27.882	2,231	4,833	57,995
04	29.277	2,342	5,075	60,896
05	30.740	2,459	5,328	63,939
06	32.277	2,582	5,595	67,136

Range: 346

Step	Hourly	Bi-Weekly	Monthly	Annually
01	25.327	2,026	4,390	52,680
02	26.594	2,128	4,610	55,316
03	27.924	2,234	4,840	58,082
04	29.319	2,346	5,082	60,984
05	30.785	2,463	5,336	64,033
06	32.324	2,586	5,603	67,234

Range: 350

Step	Hourly	Bi-Weekly	Monthly	Annually
01	25.463	2,037	4,414	52,963
02	26.736	2,139	4,634	55,611
03	28.073	2,246	4,866	58,392
04	29.476	2,358	5,109	61,310
05	30.949	2,476	5,364	64,374
06	32.496	2,600	5,633	67,592

Range: 352

Step	Hourly	Bi-Weekly	Monthly	Annually
01	25.760	2,061	4,465	53,581
02	27.047	2,164	4,688	56,258
03	28.399	2,272	4,922	59,070
04	29.822	2,386	5,169	62,030
05	31.311	2,505	5,427	65,127
06	32.877	2,630	5,699	68,384

Range: 355

Step	Hourly	Bi-Weekly	Monthly	Annually
01	25.893	2,071	4,488	53,857
02	27.187	2,175	4,712	56,549
03	28.546	2,284	4,948	59,376
04	29.974	2,398	5,195	62,346
05	31.473	2,518	5,455	65,464
06	33.047	2,644	5,728	68,738

Range: 360

Step	Hourly	Bi-Weekly	Monthly	Annually
01	26.150	2,092	4,533	54,392
02	27.458	2,197	4,759	57,113
03	28.831	2,306	4,997	59,968
04	30.272	2,422	5,247	62,966
05	31.785	2,543	5,509	66,113
06	33.374	2,670	5,785	69,418

Range: 367

Step	Hourly	Bi-Weekly	Monthly	Annually
01	26.516	2,121	4,596	55,153
02	27.843	2,227	4,826	57,913
03	29.236	2,339	5,068	60,811
04	30.696	2,456	5,321	63,848
05	32.232	2,579	5,587	67,043
06	33.843	2,707	5,866	70,393

Range: 370

Step	Hourly	Bi-Weekly	Monthly	Annually
01	26.996	2,160	4,679	56,152
02	28.348	2,268	4,914	58,964
03	29.764	2,381	5,159	61,909
04	31.252	2,500	5,417	65,004
05	32.815	2,625	5,688	68,255
06	34.457	2,757	5,973	71,671

Range: 375

Step	Hourly	Bi-Weekly	Monthly	Annually
01	27.271	2,182	4,727	56,724
02	28.635	2,291	4,963	59,561
03	30.068	2,405	5,212	62,541
04	31.571	2,526	5,472	65,668
05	33.148	2,652	5,746	68,948
06	34.807	2,785	6,033	72,399

Range: 380

Step	Hourly	Bi-Weekly	Monthly	Annually
01	27.496	2,200	4,766	57,192
02	28.872	2,310	5,004	60,054
03	30.314	2,425	5,254	63,053
04	31.830	2,546	5,517	66,206
05	33.421	2,674	5,793	69,516
06	35.092	2,807	6,083	72,991

Range: 382

Step	Hourly	Bi-Weekly	Monthly	Annually
01	27.550	2,204	4,775	57,304
02	28.928	2,314	5,014	60,170
03	30.375	2,430	5,265	63,180
04	31.894	2,552	5,528	66,340
05	33.487	2,679	5,804	69,653
06	35.163	2,813	6,095	73,139

Range: 385

Step	Hourly	Bi-Weekly	Monthly	Annually
01	27.675	2,214	4,797	57,564
02	29.059	2,325	5,037	60,443
03	30.513	2,441	5,289	63,467
04	32.037	2,563	5,553	66,637
05	33.641	2,691	5,831	69,973
06	35.323	2,826	6,123	73,472

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Range: 390

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.767	2,221	4,813	57,755
02	29.156	2,332	5,054	60,644
03	30.614	2,449	5,306	63,677
04	32.143	2,571	5,571	66,857
05	33.751	2,700	5,850	70,202
06	35.437	2,835	6,142	73,709

Range: 395

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.964	2,237	4,847	58,165
02	29.363	2,349	5,090	61,075
03	30.832	2,467	5,344	64,131
04	32.374	2,590	5,611	67,338
05	33.993	2,719	5,892	70,705
06	35.693	2,855	6,187	74,241

Range: 405

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.611	2,289	4,959	59,511
02	30.044	2,404	5,208	62,492
03	31.547	2,524	5,468	65,618
04	33.123	2,650	5,741	68,896
05	34.779	2,782	6,028	72,340
06	36.519	2,922	6,330	75,960

Range: 410

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.939	2,315	5,016	60,193
02	30.385	2,431	5,267	63,201
03	31.904	2,552	5,530	66,360
04	33.500	2,680	5,807	69,680
05	35.174	2,814	6,097	73,162
06	36.934	2,955	6,402	76,823

Range: 412

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.237	2,339	5,068	60,813
02	30.697	2,456	5,321	63,850
03	32.233	2,579	5,587	67,045
04	33.844	2,708	5,866	70,396
05	35.537	2,843	6,160	73,917
06	37.313	2,985	6,468	77,611

Range: 415

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.479	2,358	5,110	61,316
02	30.953	2,476	5,365	64,382
03	32.502	2,600	5,634	67,604
04	34.125	2,730	5,915	70,980
05	35.832	2,867	6,211	74,531
06	37.624	3,010	6,521	78,258

Range: 420

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.640	2,371	5,138	61,651
02	31.121	2,490	5,394	64,732
03	32.678	2,614	5,664	67,970
04	34.311	2,745	5,947	71,367
05	36.028	2,882	6,245	74,938
06	37.829	3,026	6,557	78,684

Range: 423

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.836	2,387	5,172	62,059
02	31.328	2,506	5,430	65,162
03	32.894	2,632	5,702	68,420
04	34.540	2,763	5,987	71,843
05	36.265	2,901	6,286	75,431
06	38.079	3,046	6,600	79,204

Range: 424

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.868	2,389	5,177	62,125
02	31.362	2,509	5,436	65,233
03	32.931	2,634	5,708	68,496
04	34.576	2,766	5,993	71,918
05	36.306	2,904	6,293	75,516
06	38.122	3,050	6,608	79,294

Range: 425

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.944	2,396	5,190	62,284
02	31.443	2,515	5,450	65,401
03	33.015	2,641	5,723	68,671
04	34.666	2,773	6,009	72,105
05	36.398	2,912	6,309	75,708
06	38.218	3,057	6,624	79,493

Range: 430

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.198	2,416	5,234	62,812
02	31.706	2,536	5,496	65,948
03	33.292	2,663	5,771	69,247
04	34.956	2,796	6,059	72,708
05	36.706	2,936	6,362	76,348
06	38.541	3,083	6,680	80,165

Range: 435

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.329	2,426	5,257	63,084
02	31.845	2,548	5,520	66,238
03	33.438	2,675	5,796	69,551
04	35.110	2,809	6,086	73,029
05	36.866	2,949	6,390	76,681
06	38.708	3,097	6,709	80,513

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Range: 437

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.504	2,440	5,287	63,448
02	32.030	2,562	5,552	66,622
03	33.632	2,691	5,830	69,955
04	35.314	2,825	6,121	73,453
05	37.079	2,966	6,427	77,124
06	38.933	3,115	6,748	80,981

Range: 440

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.058	2,485	5,383	64,601
02	32.610	2,609	5,652	67,829
03	34.240	2,739	5,935	71,219
04	35.951	2,876	6,232	74,778
05	37.750	3,020	6,543	78,520
06	39.637	3,171	6,870	82,445

Range: 442

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.342	2,507	5,433	65,191
02	32.911	2,633	5,705	68,455
03	34.556	2,764	5,990	71,876
04	36.285	2,903	6,289	75,473
05	38.098	3,048	6,604	79,244
06	40.003	3,200	6,934	83,206

Range: 445

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.695	2,536	5,494	65,926
02	33.280	2,662	5,769	69,222
03	34.944	2,796	6,057	72,684
04	36.691	2,935	6,360	76,317
05	38.526	3,082	6,678	80,134
06	40.452	3,236	7,012	84,140

Range: 448

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.019	2,562	5,550	66,600
02	33.618	2,689	5,827	69,925
03	35.299	2,824	6,118	73,422
04	37.065	2,965	6,425	77,095
05	38.918	3,113	6,746	80,949
06	40.864	3,269	7,083	84,997

Range: 455

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.561	2,605	5,644	67,727
02	34.190	2,735	5,926	71,115
03	35.900	2,872	6,223	74,672
04	37.694	3,016	6,534	78,404
05	39.579	3,166	6,860	82,324
06	41.557	3,325	7,203	86,439

Range: 456

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.894	2,632	5,702	68,420
02	34.540	2,763	5,987	71,843
03	36.265	2,901	6,286	75,431
04	38.079	3,046	6,600	79,204
05	39.985	3,199	6,931	83,169
06	41.982	3,359	7,277	87,323

Range: 460

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.313	2,665	5,774	69,291
02	34.980	2,798	6,063	72,758
03	36.728	2,938	6,366	76,394
04	38.564	3,085	6,684	80,213
05	40.492	3,239	7,019	84,223
06	42.518	3,401	7,370	88,437

Range: 463

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.654	2,692	5,833	70,000
02	35.338	2,827	6,125	73,503
03	37.103	2,968	6,431	77,174
04	38.959	3,117	6,753	81,035
05	40.907	3,273	7,091	85,087
06	42.952	3,436	7,445	89,340

Range: 464

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.005	2,720	5,894	70,730
02	35.705	2,856	6,189	74,266
03	37.491	2,999	6,498	77,981
04	39.365	3,149	6,823	81,879
05	41.333	3,307	7,164	85,973
06	43.400	3,472	7,523	90,272

Range: 465

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.343	2,747	5,953	71,433
02	36.061	2,885	6,251	75,007
03	37.865	3,029	6,563	78,759
04	39.756	3,180	6,891	82,692
05	41.745	3,340	7,236	86,830
06	43.832	3,507	7,598	91,171

Range: 466

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.459	2,757	5,973	71,675
02	36.182	2,895	6,272	75,259
03	37.991	3,039	6,585	79,021
04	39.890	3,191	6,914	82,971
05	41.885	3,351	7,260	87,121
06	43.978	3,518	7,623	91,474

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Range: 467

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.686	2,775	6,012	72,147
02	36.423	2,914	6,313	75,760
03	38.243	3,059	6,629	79,545
04	40.155	3,212	6,960	83,522
05	42.162	3,373	7,308	87,697
06	44.271	3,542	7,674	92,084

Range: 468

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.909	2,793	6,051	72,611
02	36.655	2,932	6,354	76,242
03	38.487	3,079	6,671	80,053
04	40.412	3,233	7,005	84,057
05	42.432	3,395	7,355	88,259
06	44.554	3,564	7,723	92,672

Range: 469

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	35.340	2,827	6,126	73,507
02	37.107	2,969	6,432	77,183
03	38.963	3,117	6,754	81,043
04	40.911	3,273	7,091	85,095
05	42.955	3,436	7,446	89,346
06	45.103	3,608	7,818	93,814

Range: 470

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	35.769	2,862	6,200	74,400
02	37.556	3,004	6,510	78,116
03	39.436	3,155	6,836	82,027
04	41.407	3,313	7,177	86,127
05	43.478	3,478	7,536	90,434
06	45.651	3,652	7,913	94,954

Range: 475

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.616	2,929	6,347	76,161
02	38.447	3,076	6,664	79,970
03	40.368	3,229	6,997	83,965
04	42.388	3,391	7,347	88,167
05	44.507	3,561	7,715	92,575
06	46.732	3,739	8,100	97,203

Range: 476

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.844	2,948	6,386	76,636
02	38.687	3,095	6,706	80,469
03	40.620	3,250	7,041	84,490
04	42.651	3,412	7,393	88,714
05	44.784	3,583	7,763	93,151
06	47.024	3,762	8,151	97,810

Range: 478

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	37.482	2,999	6,497	77,963
02	39.355	3,148	6,822	81,858
03	41.324	3,306	7,163	85,954
04	43.389	3,471	7,521	90,249
05	45.558	3,645	7,897	94,761
06	47.837	3,827	8,292	99,501

Range: 480

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	38.613	3,089	6,693	80,315
02	40.544	3,244	7,028	84,332
03	42.572	3,406	7,379	88,550
04	44.699	3,576	7,748	92,974
05	46.935	3,755	8,135	97,625
06	49.280	3,942	8,542	102,502

Range: 481

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	39.100	3,128	6,777	81,328
02	41.055	3,284	7,116	85,394
03	43.108	3,449	7,472	89,665
04	45.262	3,621	7,845	94,145
05	47.525	3,802	8,238	98,852
06	49.901	3,992	8,650	103,794

Range: 482

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	39.347	3,148	6,820	81,842
02	41.314	3,305	7,161	85,933
03	43.381	3,470	7,519	90,232
04	45.550	3,644	7,895	94,744
05	47.827	3,826	8,290	99,480
06	50.219	4,018	8,705	104,456

Range: 483

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	40.106	3,208	6,952	83,420
02	42.109	3,369	7,299	87,587
03	44.216	3,537	7,664	91,969
04	46.427	3,714	8,047	96,568
05	48.747	3,900	8,449	101,394
06	51.185	4,095	8,872	106,465

Range: 485

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	41.193	3,295	7,140	85,681
02	43.253	3,460	7,497	89,966
03	45.416	3,633	7,872	94,465
04	47.686	3,815	8,266	99,187
05	50.070	4,006	8,679	104,146
06	52.574	4,206	9,113	109,354

Range: 488

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	42.204	3,376	7,315	87,784
02	44.316	3,545	7,681	92,177
03	46.531	3,722	8,065	96,784
04	48.857	3,909	8,469	101,623
05	51.300	4,104	8,892	106,704
06	53.865	4,309	9,337	112,039

Range: 490

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	44.318	3,545	7,682	92,181
02	46.534	3,723	8,066	96,791
03	48.861	3,909	8,469	101,631
04	51.303	4,104	8,893	106,710
05	53.869	4,310	9,337	112,048
06	56.562	4,525	9,804	117,649

Range: 495

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	45.442	3,635	7,877	94,519
02	47.713	3,817	8,270	99,243
03	50.099	4,008	8,684	104,206
04	52.604	4,208	9,118	109,416
05	55.235	4,419	9,574	114,889
06	57.995	4,640	10,052	120,630

Range: 497

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	46.742	3,739	8,102	97,223
02	49.080	3,926	8,507	102,086
03	51.534	4,123	8,933	107,191
04	54.112	4,329	9,379	112,553
05	56.817	4,545	9,848	118,179
06	59.658	4,773	10,341	124,089

Range: 498

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	50.529	4,042	8,758	105,100
02	53.055	4,244	9,196	110,354
03	55.707	4,457	9,656	115,871
04	58.492	4,679	10,139	121,663
05	61.417	4,913	10,646	127,747
06	64.487	5,159	11,178	134,133

Range: 499

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	53.077	4,246	9,200	110,400
02	55.731	4,458	9,660	115,920
03	58.517	4,681	10,143	121,715
04	61.443	4,915	10,650	127,801
05	64.515	5,161	11,183	134,191
06	67.742	5,419	11,742	140,903

HUMAN RESOURCES DEPARTMENT POLICY/PROCEDURE		PAGE 1 OF 2	
		REVISED BY Laura Giannetti-Mercer Personnel Services Manager	
		APPROVED BY Gretchen R. Beatty Acting Director, Human Resources	
SECTION 053	SUBJECT EXCEPTIONAL PERFORMANCE PAY	ORIGINAL ISSUE DATE April 13, 1989	REVISION DATE October 3, 2006

Supersedes: Administrative Memorandum No. 483, dated June 23, 1990 and Personnel Policy No. 053 dated September 22, 1999 and January 3, 2001.

PURPOSE

To implement the Exceptional Performance Pay program.

POLICY

Employees in the following bargaining units are eligible for Exceptional Performance Pay: Federation, Confidential and General Management.


Employees considered for Exceptional Performance Pay must meet the following criteria:

- A. One year continuous service at the top salary step. "Continuous" means no breaks in paid employment except for approved leaves of absence without pay.
- B. The employee must demonstrate consistently exceptional performance and attendance and the employee's supervisor and department head must certify this on the attached form. The employee's most recent regular performance appraisal should be attached.
- C. An employee may not receive Exceptional Performance Pay in consecutive fiscal years.
- D. As a guideline, the number of recipients in each department during any fiscal year is up to 10% of the number of positions (vs. FTE's) represented by all the affected units in a department. In departments where the above calculation yields a figure of less than two, two shall be the maximum. Each department shall attempt to distribute its award proportionately among employees in the eligible bargaining units.

PROCEDURE

- A. Department Heads shall submit nomination forms to the Director of Human Resources, who shall review them for conformity to basic criteria and to ensure Citywide consistency before sending the recommendation to the City Manager.
- B. Upon receipt of the City Manager's decision, the Director of Human Resources shall notify the Department Head and take steps to implement payment if the recommendation is approved.

Approved for Distribution:


Gretchen R. Beatty
Acting Director of Human Resources

PAYMENT

- A. Exceptional Performance Pay awards shall be in the form of a lump-sum cash payment equal to 5% of the employee's base salary for one year based on the salary in effect on the date of the nomination.
- B. Exceptional Performance Pay is taxable and is considered compensation for retirement purposes. It is not to be included as part of the "regular rate" for purposes of the Fair Labor Standards Act.
- C. The Director of Human Resources shall ensure that adequate funds are budgeted for this program.

GRB:kyt

Attachment: Exceptional Performance Pay Nomination Form

EXCEPTIONAL PERFORMANCE PAY
NOMINATION FORM

EMPLOYEE'S NAME:

DATE OF EVALUATION:

POSITION/TITLE:

TIME IN POSITION:

DEPARTMENT:

DATE REACHED TOP STEP:

LENGTH OF TIME EMPLOYEE HAS REPORTED TO THIS SUPERVISOR:

Please provide specific examples describing how the employee meets the standard. Attach an additional sheet if necessary. No. 5 is optional.

1. Quality of Work – Demonstrates the knowledge, skill and ability to perform everyday tasks in a superior manner.

2. Attitude/Public Relations – Unusual job interest and enthusiastic attitude that results in high work output and/or very prompt and responsive service.

3. Initiative – Has demonstrated outstanding initiative which has resulted in significant program enhancement or cost savings.

4. Attendance – No unexcused tardiness. Usually uses three days or less per year of sick leave, except as explained below.

5. Other – Utilizes an unusual skill or talent which is not part of the regular job to the benefit of the City; assigned to and performed successfully in a special program or project; etc.

Date: _____

Signature of Supervisor

DEPARTMENT HEAD REVIEW

I agree/disagree (cross out one) with the above evaluation and recommend/do not recommend (cross out one) this employee for Exceptional Performance Pay.

Comments:

Date: _____

Department Head

DIRECTOR OF HUMAN RESOURCES REVIEW

This recommendation conforms/does not conform (cross out one) to the basic criteria of the program, and ensures/does not ensure (cross out one) City-wide consistency.

Comments:

Date: _____

Director of Human Resources Department

CITY MANAGER REVIEW

This recommendation is approved/not approved (cross out one).

Comments:

Date: _____

City Manager

FMEF Work Schedules

	Traditional	Split Shift	5/8	4/10		3/12.5+5 (See Note B)	9/80 (See Note C)		
							Unsynchronized	Synchronized	
<u>Shifts</u>									
- # per 7-day period:	5	5	5	4	4	3 or 4	wk 1 = 5 wk 2=4 9	wk 1 = 5 wk 2=4 9	wk 1 = 5 wk 2=4 9
- # per pay period:	10	10	10	8	8	6	8 @ 9 hrs. 1 @ 8 hrs.	8 @ 9.5 or 10 hrs. 1 @ 8.5 or 9 hrs.	8 @ 9.5 or 10 hrs. 1 @ 8.5 or 9 hrs.
- Duration, in hours:	8.5 or 9	Varies (See Note A)	8	10.5	10	12.5 (5 on the "payback day")			
<u>Meal Period</u>									
- Duration, in minutes:	30 or 60	60	30	30	30	30	30	30 or 60	30 or 60
- Paid [See Art. 37(C)(3)(b)]:	No	No	Yes	No	Yes	Yes	Yes	No	No
<u># Hours Worked</u>									
- Per week:	40	40	40	40	40	37.5 or 42.5	wk 1=44 or 45 wk 2= 36 or 35 80	wk 1 = 44 wk 2 = 36 80	wk 1 = 44 wk 2 = 36 80
- Per pay period:	80	80	80	80	80	80			
Holidays part of reg. schedule?	No	No	Yes	Yes	Yes	Yes	Yes	CSO's in Patrol - Yes Others - No	No

Note A: A split shift employee may work five hours, followed by several hours off, then return to work for three hours.

Note B: For details of this schedule, see the Side Letter dated 3/17/94 from the Director of Personnel to the FMEF President.

Note C: On the synchronized 9/80, the employee's day off is the Friday City Hall is closed. An unsynchronized 9/80 is when the employee's day off differs from the City Hall Friday closure.