

GMA/GMA EXEMPT

RESOLUTION NO. _____

A RESOLUTION OF THE CITY OF GLENDALE PROVIDING FOR THE ESTABLISHMENT OF CLASSIFICATION TITLES AND COMPENSATION FOR EMPLOYEES OF THE CITY OF GLENDALE COVERED BY THE GLENDALE MANAGEMENT ASSOCIATION MEMORANDUM OF UNDERSTANDING, INCLUDING EMPLOYEE RELATIONS EXEMPT CLASSIFICATIONS

WHEREAS, the City of Glendale (hereinafter referred to as "City") has established a system of classification for all positions within the City service with descriptive occupational titles used to identify and distinguish positions from one another based on job duties, essential functions, knowledge, skills, abilities and minimum requirements; and

WHEREAS, it is in the City's best interest to periodically add and delete classification titles to ensure that the City's classification plan and organizational structure is contemporary and best meets the needs of its operating departments; and

WHEREAS, the City has established a system of compensation for the classification titles listed herein, based on collective bargaining agreements, resolutions and agreements as approved and adopted by the City Council.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GLENDALE:

Section 1. The classification titles hereinafter designated in this resolution, except insofar as they are

specifically provided for in The Charter of the City of Glendale, are hereby created.

Section 2. As to the persons in the various classification titles herein mentioned subsequent to the effective date of this resolution, the increases or decreases in rates of compensation set forth herein shall be effective on the date as set forth in Section 8 of this resolution.

Section 3. The following schedule of compensation rates, attached hereto and incorporated herein as Exhibit "A" and labeled "Salary Range Amounts", shows standard salary range numbers, the salary steps designated by number, and unless otherwise specified, the full-time monthly rates (in dollars) for all classification titles.

Section 4. The salary range numbers assigned to each classification are set forth alphabetically in Sections 4.1 through 4.3, inclusive, of this resolution.

SECTION 4.1 Mid-Management - Supervisor

Salary Range	Job Description
2500	* ACCOUNTANT III
2501	* ACCOUNTING SUPERVISOR
2502	* ACCOUNTS PAYABLE SUPERVISOR
2672	* AMBULANCE OPERATOR COORD
2508	* BILLING & COLL ADMIN SUPVR
2509	* BROADCAST COORDINATOR
2510	* BROADCAST MANAGER
2512	* BUILDING INSPECTION SUPERVISOR

2513	* BUSINESS TRANSFRM MANAGER
2514	* BUYER SUPERVISOR
2516	* CIVIL ENGINEER II
2517	* COMMUNITY DEVELOPMENT SUPVR
2518	* COMMUNITY FOREST SUPERVISOR
2519	* COMMUNITY SERVICES MANAGER
2520	* COMMUNITY SERVICES SUPERVISOR
2521	* CONSTRUCTION SUPERVISOR
2698	* CRIMINALIST III
2699	* CRIMINALIST IV
2700	* CRIMINALIST V
2523	* CUSTODIAL SUPERVISOR
2524	* CUSTOMER SVC COLLECTION SUPVR
2525	* CUSTOMER SVC FIELD SUPERVISOR
2527	* CUSTOMER SVC OPS SUPERVISOR
2528	* CUSTOMER SVC OPS SUPVR STENO
2529	* CUSTOMER SVC UTILITY SUPVR
2695	* DEPARTMENTAL APPLICATIONS MANAGER
2532	* DEPUTY CITY CLERK
2533	* DEPUTY CITY TREASURER
2534	* DNA LABORATORY SUPERVISOR
2536	* ELECTRICAL ENGINEER II
2537	* ELECTRICAL LINE MECH SUPVR II
2538	* ELECTRICAL MECHANIC SUPVR II
2539	* ELECTRICAL SYS DISPATCH SUPVR
2540	* ELECTRICAL TEST SUPERVISOR
2701	* EMERGENCY MEDICAL SERVICES NURSE SPECIALIST
2543	* ENVIRONMENTAL AFFAIRS MANAGER
2544	* ENVIRONMENTAL MANAGEMENT COORD
2545	* ENVIRONMENTAL PROGRAM SPEC
2546	* EQUIPMENT MAINTENANCE SUPVR
2710	* EXECUTIVE ASSISTANT

2547	* EXECUTIVE ASST TO CITY COUNCIL
2548	* FACILITIES MAINT SUPERVISOR
2550	* FIRE COMM SUPERVISOR
2551	* FIRE PREVENTION COORDINATOR
2553	* FIRE PROTECTION ENGINEER II
2554	* FIRE PROTECTION SPECIALIST II
2555	* FORENSIC SUPERVISOR
2694	* GIS MANAGER
2558	* HAZARDOUS MATERIALS SUPERVISOR
2702	* HOMELESS PROGRAMS MANAGER
2560	* HOMELESS PROGRAMS SUPERVISOR
2689	* HOUSING APPLICATIONS MANAGER
2570	* INTEGRATED WASTE SUPERVISOR
2706	* INVESTIGATIVE ANALYST
2680	* IT APPLICATIONS MANAGER
2573	* IT INFRASTRUCTURE MANAGER
2696	* IT PROJECTS MANAGER
2574	* LEGAL SERVICES SUPERVISOR
2575	* LIBRARY ARTS & CULTURE SUPVR
2576	* LIBRARY CIRCULATION SUPERVISOR
2577	* LINE CLEARANCE FOREST SUPVR II
2579	* NEIGHBORHOOD SVCS SUPERVISOR
2697	* NETWORK MANAGER
2580	* NETWORK SPECIALIST SUPERVISOR
2581	* OFFICE SERVICES SUPERVISOR
2582	* OFFICE SERVICES SUPVR STENO
2583	* PARK SERVICES MANAGER
2584	* PARKING MANAGER
2585	* PAYROLL SUPERVISOR
2586	* PC SPECIALIST SUPERVISOR
2588	* POWER LINE SUPERVISOR II
2589	* POWER PLANT INST & CNTRL SUPVR

2590	* POWER PLANT MAINTENANCE SUPVR
2591	* POWER PLANT MECHANIC SUPVR
2592	* POWER PLANT OPERATIONS SUPVR
2593	* POWER PLANT SHIFT SUPERVISOR
2677	* PRINCIPAL FIRE/ENV SFTY SPEC
2683	* PRINCIPAL POWER SYSTEM OPER
2595	* PROGRAM SUPERVISOR
2598	* PUBLIC BENEFITS CHRNG MKTNG MGR
2600	* RECYCLING COORDINATOR
2603	* SECRETARY TO CITY MANAGER
2604	* SECRETARY TO CITY MANAGER STNO
2612	* SR CODE COMPLIANCE INSPECTOR
2613	* SR COMMUNITY SERVICES SUPVR
2614	* SR CRIME ANALYST
2615	* SR ENVIRONMENTAL PROGRAM SPEC
2616	* SR FACILITIES MAINT SUPERVISOR
2618	* SR GRAPHICS ILLUSTRATOR
2623	* SR INTEGRATED WASTE SUPERVISOR
2626	* SR LIBRARY ARTS & CLTR SUPVR
2627	* SR NEIGHBORHOOD SERVICES SUPVR
2628	* SR PARK SERVICES MANAGER
2629	* SR PC SPECIALIST SUPERVISOR
2630	* SR POWER PLANT SHIFT SUPVR
2635	* SR STREET MAINTENANCE SUPVR
2636	* SR UTILITY ACCOUNTANT
2606	* SHOP SUPERINTENDENT
2639	* STATION ELECTR/OPER SUPVR II
2640	* STATION ELECTRICIAN SUPVR II
2641	* STORES SUPERVISOR
2642	* STREET MAINTENANCE SUPERVISOR
2643	* SUPERVISING ELECTR ENGRG ASSOC
2644	* SURVEY SUPERVISOR

2645	* SURVEY SUPERVISOR (LICENSED)
2649	* TELECOMMUNICATIONS SUPERVISOR
2650	* TRAFFIC & PARKING SUPERVISOR
2654	* UNDRGR DISTR CONST SUPVR II
2656	* URBAN FORESTER
2657	* UTILITY BUSINESS SYS SUPPT MGR
2705	* UTILITY OPERATIONS SUPERVISOR
2660	* WASTEWATER MAINT SUPVR
2661	* WATER ENGINEERING SUPERVISOR
2662	* WATER FACILITIES SUPERVISOR
2663	* WATER QUALITY MANAGER
2664	* WATER QUALITY SUPERVISOR
2665	* WATER SYSTEM OPERATIONS SUPVR
2666	* WATER SYSTEM SUPERVISOR II
2668	* WIRELESS SYSTEMS MANAGER
2669	* WIRELESS SYSTEMS SUPERVISOR
2704	* WORKFORCE DEVELOPMENT MANAGER
2703	* WORKFORCE DEVELOPMENT SUPERVISOR
2681	* YOUTH SERVICES SUPERVISOR

SECTION 4.2. Mid-Management-Technical-Professional

Salary Range	Job Description
2503	* ADMINISTRATIVE ANALYST
2504	* ADMINISTRATIVE OFFICER CDD
2505	* ASST PUBLIC INFO OFFICER
2506	* ASST TRANSIT MANAGER
2507	* BENEFITS COORDINATOR
2511	* BUDGET ANALYST
2515	* CASE WORKER II
<u>2712</u>	* <u>CLAIMS ANALYST</u>

2522	* CRIME ANALYST
2530	* DEPARTMENTAL HR OFFICER
2531	* DEPUTY CITY ATTORNEY
2675	* DEVELOPMENT OFFICER
2685	* EMPLOYEE HEALTH COORD
2535	* ECONOMIC DEVELOPMENT COORD
2542	* ENERGY MARKETER TRADER
2549	* FACILITIES SVCS COORDINATOR
2686	* FINANCIAL APPLICATIONS ANALYST
2552	* FIRE PREVENTION SUPERVISOR
2556	* GIS ANALYST
2557	* GIS PROJECT MANAGER
2559	* HOMELESS PROGRAMS COORDINATOR
2561	* HOUSING ANALYST
2562	* HOUSING COORDINATOR
2069	* HOUSING PROJECT MANAGER
2564	* HOUSING SYSTEMS ANALYST
2565	* HUMAN RESOURCES ANALYST
2566	* HUMAN RESOURCES ANALYST II
2567	* HUMAN RESOURCES COMPLIANCE OFC
2568	* INFO SERVICES PROJECT MANAGER
2679	* INNOVATION PROJECT MANAGER
2569	* INTEGRATED WASTE PLANNER
2571	* INTERNAL AUDITOR
2572	* IT APPLICATIONS ANALYST
2676	* LEGAL FELLOW
2578	* MECHANICAL ENGINEER II
2707	* NETWORK ENGINEER II
2682	* PARALEGAL
2709	* PARK PLANNER
2587	* PLANNER
2594	* POWER SYSTEMS ANALYST

2711	* <u>PRINCIPAL ELECTRICAL SERVICE PLANNER</u>
2596	* PROJECT MANAGER
2597	* PUBLIC BENEFITS CHRGR COORD
2599	* PUBLIC SAFETY BUSINESS SPEC
2673	* PUBLIC WORKS MGMT ANALYST
2688	* PURCHASING COORDINATOR
2684	* RECORDS ADMINISTRATION ANALYST
2601	* REVENUE ANALYST
2678	* RISK & INS SERVICES ANALYST
2602	* SAFETY SERVICES SPECIALIST
2605	* SECURITY SYSTEMS MANAGER
2607	* SR ADMINISTRATIVE ANALYST
2608	* SR ADMINISTRATIVE OFFICER
2610	* SR BUILDING CODE SPECIALIST
2611	* SR BUYER
2687	* SR FINANCIAL APPLICATIONS ANALYST
2617	* SR GIS PROJECT MANAGER
2619	* SR HOUSING ADVISOR
2620	* SR HOUSING ANALYST
2621	* SR HOUSING COORDINATOR
2622	* SR INSPECTOR
2624	* SR INTERNAL AUDITOR
2625	* SR INVESTIGATOR
2708	* SR IT APPLICATIONS ANALYST
2631	* SR PROJECT MANAGER
2690	* SR PUBLIC SAFETY BUSINESS SPECIALIST
2674	* SR PUBLIC WORKS MGMT ANALYST
2632	* SR REVENUE ANALYST
2633	* SR SAFETY SERVICES SPECIALIST
2634	* SR SECURITY SYSTEMS MANAGER
2637	* SR UTILITY FINANCIAL ANALYST
2638	* SR WORKERS COMP ANALYST

2646	* SYSTEMS ANALYST
2691	* SYSTEMS ENGINEER I
2692	* SYSTEMS ENGINEER II
2693	* SYSTEMS ENGINEER III
2647	* SYSTEMS PROGRAMMER
2648	* TECHNICAL STAFF ANALYST
2651	* TRAFFIC ENGINEER II
2652	* TRANSIT ANALYST
2653	* TRANSP & PARKING SVCS SUPVR
2655	* URBAN DESIGNER
2658	* UTILITY FINANCIAL ANALYST
2659	* UTILITY SAFETY OFFICER
2670	* WORKERS COMP ADJUSTOR II
2671	* WORKERS COMP ANALYST

SECTION 4.3 Management

Salary Range	Job Description
2000	* ACCOUNTING MANAGER
2001	* ASST CHIEF INFORMATION OFFICER
2002	* ASST CITY ATTORNEY
2003	* ASST CITY CLERK
2004	* ASST CITY ENGINEER
2005	* ASST CITY TREASURER
2157	* ASST DIR OF CMTY DEVELOPMENT
2006	* ASST DIR OF CMTY SVCS & PARKS
2007	* ASST DIR OF FINANCE
2009	* ASST DIR OF HUMAN RESOURCES
2151	* ASST DIR OF LIB ARTS & CLTR
2011	* ASST DIR OF PUBLIC WORKS
2167	* ASST DIR OF PUBLIC WORKS/CITY ENGINEER

6000	* ASST FIRE CHIEF
6003	* ASST FIRE CHIEF 40 HR
2012	* ASST FIRE MARSHAL
2013	* ASST GENERAL MANAGER
2014	* ASST GM UTILITY/FINANCE/RISK
2015	* ASST INTEGRATED WASTE ADMIN
7000	* ASST POLICE CHIEF
2016	* ASST PW MAINT SVCS ADMIN
2017	* ASST TO CITY MANAGER
2018	* ASST TRAFFIC & TRANSP ADMIN
2019	* BENEFITS MANAGER
2020	* BUDGET MANAGER
2021	* BUILDING OFFICIAL
2023	* BUSINESS TRANSFRM & MKTG ADMIN
2024	* CHIEF ASST CITY ATTORNEY
2025	* CHIEF ASST GNRL MGR ELECTRIC
2152	* CHIEF ASST GNRL MGR ELEC & PWR
2153	* CHIEF ASST GNRL MGR WATER
2165	* CHIEF INFORMATION TECHNOLOGY ARCHITECT
2026	* CITY ENGINEER
2027	* CLAIMS & LITIG SUPPORT SUPVR
2174	* COMMUNICATIONS MANAGER
2173	* COMMUNICATIONS OFFICER
2028	* COMMUNICATIONS SYSTEM ADMIN
2029	* COMMUNITY RELATIONS COORD
2030	* COMMUNITY SERVICES ADMIN
2031	* CONSTRUCTION SERVICES MANAGER
2032	* CUSTOMER SVCS ADMINISTRATOR
2526	* CUSTOMER SVC OPS MANAGER
2172	* CYBERSECURITY MANAGER
2033	* DEPUTY BUILDING OFFICIAL
2034	* DEPUTY CHIEF INFO OFFICER

2035	* DEPUTY DIR OF CMTY DEVELOPMENT
2154	* DEPUTY DIR OF CMTY SVCS & PRKS
2036	* DEPUTY DIR OF FINANCE
2170	* DEPUTY DIR OF FIRE ADMINISTRATION
2037	* DEPUTY DIR OF HOUSING
2038	* DEPUTY DIR OF HUMAN RESOURCES
2039	* DEPUTY DIR OF LIB ARTS & CLTR
2045	* DEPUTY DIR OF PLNG&NBRHD SVCS
2040	* DEPUTY DIR OF PUBLIC WORKS
2041	* DEPUTY DIR OF PW/ADMIN & ENVIR
2042	* DEPUTY DIR OF PW/CITY ENGINEER
2043	* DEPUTY DIR OF PW/FIELD SVCS
2044	* DEPUTY DIR OF PW/MAINT SVCS
6001	* DEPUTY FIRE CHIEF
6004	* DEPUTY FIRE CHIEF 40 HR
2046	* DEPUTY GENERAL MANAGER GWP
2047	* ECONOMIC DEVELOPMENT MANAGER
2051	* ELECTRICAL SVCS ADMINISTRATOR
2048	* ELECTRICAL SUPERINTENDENT
2049	* ELECTRICAL SUPT-CONST-TRANS&DI
2050	* ELECTRICAL SUPT-SUBMETER&COMM
2052	* EMERGENCY SERVICES COORDINATOR
2053	* ENERGY TRADING MANAGER
2054	* ENVIRONMENTAL PROGRAM ADMIN
2055	* EXECUTIVE ADMIN/VERDUGO FIRE
2056	* EXECUTIVE ANALYST
2057	* FACILITIES MAINT SUPERINTNDNT
2058	* FACILITIES MANAGEMENT ADMIN
2059	* FINANCE ADMINISTRATOR
2060	* FINANCIAL APPLICATIONS ADMIN
2061	* FINANCIAL APPLICATIONS MANAGER
6002	* FIRE BATTALION CHIEF

6005	* FIRE BATTALION CHIEF 40 HR
2063	* FIRE MARSHAL
2064	* FISCAL OPERATIONS MANAGER
2065	* FLEET MANAGER
2066	* GENERAL COUNSEL
2067	* GRAPHICS ADMINISTRATOR
2068	* GWP OPERATIONAL SUPPT SVCS MGR
2563	* HOUSING SUPERVISOR
2070	* HUMAN RESOURCES ADMINISTRATOR
2072	* INTEGRATED RESOURCE PLAN ADMIN
2073	* INTEGRATED WASTE ADMINISTRATOR
2074	* INTERNAL AUDIT MANAGER
2162	* INTEGRATED WASTE SUPERINTENDENT
2075	* JAIL ADMINISTRATOR
2155	* LAB DIRECTOR
2076	* LIBRARY ARTS & CULTURE ADM MGR
2077	* LIBRARY ARTS & CULTURE ADMIN
2078	* MECH MAINT & WAREHOUSE ADMIN
2079	* MECHANICAL MAINT SUPERINTENDENT
2080	* NEIGHBORHOOD SVCS ADMIN
2081	* PARKS SERVICES ADMINISTRATOR
2082	* PERMIT SERVICES ADMINISTRATOR
2083	* PLAN CHECK SPECIALIST
2084	* PLANNING ADMINISTRATOR
2085	* POLICE BUDGET & PROPERTY ADMIN
7001	* POLICE CAPTAIN
2086	* POLICE CIVILIAN DIV COMMANDER
2088	* POLICE COMM ADMINISTRATOR
2087	* POLICE COMM & TECHNOLOGY ADMIN
7002	* POLICE LIEUTENANT
2090	* POLICE RECORDS ADMINISTRATOR
2091	* POWER CONTRACTS MANAGER

2092	* POWER MANAGEMENT ADMINISTRATOR
2093	* POWER PLANNING MANAGER
2094	* POWER PLANT SUPERINTENDENT
2095	* POWER SYSTEMS SUPERINTENDENT
2096	* PRINCIPAL ACCOUNTANT
2097	* PRINCIPAL ADMIN OFFICER CDD
2098	* PRINCIPAL ASST CITY ATTORNEY
2099	* PRINCIPAL BUILDING CODE SPEC
2100	* PRINCIPAL CIVIL ENGINEER
2101	* PRINCIPAL DEVELOPMENT OFFICER
2102	* PRINCIPAL ECONOMIC DEV OFFICER
2103	* PRINCIPAL ELECTRICAL ENGINEER
2160	* PRINCIPAL HOUSING ADVISOR
2104	* PRINCIPAL HOUSING COORDINATOR
2105	* PRINCIPAL HOUSING PROJECT MGR
2106	* PRINCIPAL HOUSING SUPERVISOR
2107	* PRINCIPAL INSPECTION SUPVR
2108	* PRINCIPAL INTERNAL AUDITOR
2109	* PRINCIPAL LIB ART & CLTR ADMIN
2110	* PRINCIPAL MECHANICAL ENGINEER
2111	* PRINCIPAL NBRHD SERVICES SUPVR
2112	* PRINCIPAL PLANNER
2163	* PRINCIPAL TRAFFIC ENGINEER
2113	* PRINCIPAL URBAN DESIGNER
2114	* PRINCIPAL UTILITY FIN ANALYST
2115	* PROJECT MGMT ADMINISTRATOR
2116	* PUBLIC INFORMATION OFFICER
2117	* PUBLIC SAFETY BUSINESS ADMIN
2118	* PUBLIC SAFETY BUSINESS COORD
2119	* PUBLIC WORKS ADMINISTRATOR
2120	* PUBLIC WORKS MANAGER
2121	* PURCHASING ADMINISTRATOR

2122	* REVENUE MANAGER
2123	* RISK & INSURANCE SERVICES MGR
2124	* SAFETY ADMINISTRATOR
2125	* SR ASSISTANT CITY ATTORNEY
2609	* SR BUDGET ANALYST
2126	* SR CIVIL ENGINEER
2127	* SR COMMUNITY DEVELOPMENT SUPVR
2128	* SR DEVELOPMENT OFFICER
2129	* SR ECONOMIC DEV COORDINATOR
2130	* SR ELECTRICAL ENGINEER
2131	* SR EXECUTIVE ANALYST
2132	* SR HOUSING PROJECT MANAGER
2161	* SR HOUSING SUPERVISOR
2133	* SR HUMAN RESOURCES ANALYST
2134	* SR INTEGRATED WASTE PLANNER
2135	* SR MECHANICAL ENGINEER
2136	* SR PLANNER
2137	* SR PUBLIC WORKS MANAGER
2164	* SR TRAFFIC ENGINEER
2138	* SR URBAN DESIGNER
2139	* STREET SUPERINTENDENT
2166	* SUSTAINABILITY OFFICER
2140	* TRAFFIC & TRANSPORTATION ADMIN
2141	* TRAFFIC & TRANSPORTATION ENGR
2142	* TRANSIT MANAGER
2168	* UTILITY BUSINESS SYSTEMS SUPPORT ADMINISTRATOR
2143	* UTILITY FINANCE MANAGER
2159	* UTILITY MANAGER
2144	* UTILITY RISK MANAGER
2156	* VERDUGO FIRE MANAGER
2145	* WASTEWATER MAINT SUPT
2146	* WATER ENGINEERING MANAGER

2147	* WATER SERVICES ADMINISTRATOR
2148	* WATER SUPERINTENDENT
2149	* WORKERS COMP ADMINISTRATOR
2150	* WORKFORCE DEVELOPMENT ADMIN
2158	* YOUTH SERVICES MANAGER

* Exempt from Fair Labor Standards Act

Section 5. The base salaries stated herein include the employees' portion of the contributions made to the PERS retirement system and a portion of the employer's portion of the contributions made to the PERS retirement system. These contributions are up to eight percent (8%) of the base salaries for non-Safety employees and nine percent (9%) of the base salaries for Fire and Police Safety employees. Additionally, employees pay a portion of the employer's contributions made to the PERS retirement system as provided for in the respective Memorandum of Understanding. The City does not reimburse employees for their PERS contributions, therefore their effective salaries are reduced by this amount from the amounts stated in this resolution.

Section 6. The provisions of this resolution so far as they are substantially the same as the provisions of previous classification/compensation resolutions and/or ordinances, and any amendment thereto, must be construed as continuations thereof and not as original enactments.

Section 7. It is hereby declared to be the intention

of the Council that the sections, paragraphs, lines, sentences, clauses and phrases of this resolution are severable, and if any phrase, clause, sentence, line, paragraph or section of this resolution shall be declared unconstitutional by the valid judgment or decree of a court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, lines, paragraphs and sections of this resolution.

SECTION 8. EFFECTIVE DATE. This Resolution shall take effect and be in full force as of the pay period beginning December 18, 2022.

(a) In addition to the compensation rates set forth herein, effective the commencement of the first pay period that includes July 1, 2023, all **General Manager** Non-Safety Sworn classifications listed in Section 4 shall be eligible to receive a one and one-quarter percent (1.25%) wage increase to the wages previously in effect.

(b) In addition to the compensation rates set forth herein, effective the commencement of the first pay period that includes July 1, 2024, all **Sworn Fire Manager** classifications listed in Section 4 shall be eligible to receive a one percent (1.00%) wage increase to the wages previously in effect.

(c) In addition to the compensation rates set forth herein, effective the commencement of the first pay

period that includes July 1, 2024, all **Sworn Fire Manager** classifications listed in Section 4 shall have an additional salary step added to the salary ranges, which shall be in the amount of five and one-half percent (5.50%) above the existing Step 6 of the same salary ranges. With the addition of the salary step, the current step 1 shall be eliminated, thus maintaining six salary steps within the range.

(d) In addition to the compensation rates set forth herein, effective the commencement of the first pay period that includes July 1, 2023, all **Sworn Police Manager** classifications listed in Section 4 shall be eligible to receive a two and one-half percent (2.50%) wage increase to the wages previously in effect.

(e) In addition to the compensation rates set forth herein, effective the commencement of the first pay period that includes July 1, 2023, all **Sworn Police Manager** classifications listed in Section 4 shall have an additional salary step added to the salary ranges, which shall be in the amount of four and one-half percent (4.50%) above the existing Step 6 of the same salary ranges.

