

**MEMORANDUM**  
**OF**  
**UNDERSTANDING**  
  
between the  
  
**CITY OF MODESTO**  
  
and the  
  
**MODESTO CITY**  
**FIRE FIGHTERS ASSOCIATION**

**December 26, 2006**

**through**

**December 20, 2010**

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## **MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is entered into this **12<sup>TH</sup> day of December 2006**, by and between the management representatives of the City of Modesto (CITY) and the representatives of the Modesto City Fire Fighters Association (MCFFA) after meeting and conferring in good faith.

### **Article 1. MANAGEMENT RIGHTS**

The CITY retains the exclusive right, except as expressly stated herein, to operate and direct the affairs of the CITY in all of its various aspects, including, but not limited to, the right to direct the working forces; to plan, direct and control all of the operations and services of the CITY; to determine the methods, means, and organizations by which such operations and services are to be conducted; to assign and transfer employees, to hire, promote, demote, suspend, discipline, discharge or relieve employees due to lack of work or other legitimate reasons; and to change or eliminate existing methods, equipment or facilities.

### **Article 2. TERM OF MEMORANDUM**

- a) The term of this Memorandum of Understanding shall be the period of **December 26, 2006 through December 20, 2010**, inclusive.
- b) The CITY and MCFFA agree to begin subsequent negotiations no later than August 15, 2010. The parties shall meet no later than April 30, 2010, and attempt to reach agreement on a negotiations model for the subsequent negotiations.

### **Article 3. REPRESENTATION**

This Memorandum covers the employees in the position classifications of Firefighter/Firefighter Trainee, Fire Engineer and Fire Captain, which MCFFA is certified as representing, and MCFFA is the formally recognized employee organization which has the exclusive right to represent said employees during the term of this Memorandum.

### **Article 4. SALARY RATES AND STEP ADVANCES**

- a) The parties jointly agree that the following base salary ranges and rates shall be applicable on the dates indicated for classifications in this Unit for the period commencing December 26, 2006 and ending December 20, 2010.

Classification Title	Ranges Effective 12/26/06	
	56 Hour	40 Hour
Firefighter Trainee	203	903
Firefighter	207	707
Fire Engineer	211	711
Fire Captain	217	717

- b) For purposes of this Agreement, base salary range shall mean the salary range assigned to a specific classification as provided in Section (a) of this Article. Base salary rate shall mean the hourly rate of pay established pursuant to the step placement within the base salary range as provided in this Agreement. Salary ranges shall be those provided in Exhibits A-F (Schedule of Salary Ranges) of this Agreement. Paid time shall be based upon the regular rate of pay with the computation rounded to the nearest cent.
- c) Effective **December 26, 2006**, the salary ranges shall be adjusted upward by six percent (**6%**) as provided in Exhibit A of this Agreement. Effective **December 25, 2007**, the salary ranges shall be further adjusted upward by an additional five percent (**5%**) as provided in Exhibit B of this Agreement. Effective **December 23, 2008**, said ranges will be further adjusted upward an additional three percent (**3.0%**) as provided in Exhibit C of this Agreement. Effective **June 23, 2009**, said salary ranges shall be further adjusted upward an additional two and one half percent (**2.5%**) as provided in Exhibit D of this Agreement. Effective **December 22, 2009**, said salary ranges shall be further adjusted upward an additional three percent (**3%**) as provided in Exhibit E of this Agreement. Effective **June 22, 2010**, said salary ranges shall be further adjusted upward an additional three percent (**3.0%**) as provided in Exhibit F of this Agreement.
- d) When an employee is promoted, the calculation for the salary increase shall be based on the employee's base salary, excluding any Relief pay, incentive pay or acting pay.
- e) Each salary range shall consist of five (5) steps, A through E. Progression through the steps shall be based upon both length of service and job performance.
- 1) Step A will normally be paid upon initial employment. The initial salary may be set at a higher step only upon approval of the department head and/or City Manager. In cases of exceptional performance, employees hired at higher than Step A, may be considered for their first step increase after thirteen (13) pay periods.

- 2) Step B shall be paid upon completion of 13 pay periods with an overall "Meets Expectations" performance evaluation.
- 3) Steps C and D shall be paid upon completion of 26 pay periods with an overall "Meets Expectations" performance evaluation.
- 4) Step E shall be paid upon completion of 26 pay periods with an overall "Meets Expectations" evaluation and a current certification as a Forty-hour First Responder or EMT. Failure to maintain such certification shall result in automatic reduction to Step D. Only employees who were certified as Forty-hour First Responders as of May 1, 1994, shall be eligible for Step E without being certified as an EMT.
- 5) Merit step increases within the established salary range, may be granted in addition to those above, upon approval of the City Manager.
- 6) When a step increase is denied, there shall be another performance evaluation of the employee within thirteen (13) pay periods from the effective date of the denied increase. There is no right of appeal to the withholding of a step increase, but the reasons for withholding shall be given in writing to the employee.
- 7) Due to performance deficiency, lack of application, indifferent attitude, or other legitimate reasons, an employee's step may be reduced to a lower step upon recommendation of the department head and approval of the City Manager. There is no right of appeal due to the lowering of steps, but the reasons for such shall be given in writing to the employee.

#### **Article 5. MEDICAL CERTIFICATION ALLOWANCE**

- a) The current minimum medical certification for new Firefighter/ Firefighter Trainees is possession of a valid National Registry or State of California approved EMT-I at time of application for employment. If hired, the employee must obtain an EMT-I card from the local EMS Agency by the end of the new hire academy. Failure to obtain the local EMT-I by the end of the academy shall be grounds for termination. Failure to maintain the local EMT-I shall be grounds for discipline up to and including termination.
- b) Employees covered by this Memorandum who are certified as Medical First Responders, shall receive a monthly allowance equivalent to two and one-half percent (2.5%) of the base salary for their classification, which will be based upon one hundred and twelve (112) hours per pay period, for shift employees.

- c) Employees covered by this Memorandum who are certified as Emergency Medical Technicians (EMT-I), shall receive a monthly allowance equivalent to four percent (4.0%) of the base salary for their classification, which will be based upon one hundred and twelve (112) hours per pay period for shift employees. The EMT-I allowance shall be in lieu of the Medical First Responder allowance.
- d) In addition to the EMT-I allowance, any employees who are assigned to the ALS Paramedic Program and have the required California State Paramedic License and all additional local required ALS certifications, shall receive an additional monthly allowance equivalent to six percent (6%) of their base salary for their classification, which will be based upon one hundred and twelve (112) hours per pay period for shift employees. For the purpose of clarification, employees that are California licensed paramedics, current in all of the additional local ALS requirements, and are assigned to the ALS Paramedic Program shall be compensated a total of ten percent (10%). This is consistent with the six percent (6%) for Paramedic and four percent (4%) for EMT-I. Both of the allowances are based on the employee's base salary and are not compounded.
- e) Recertification training for the Medical First Responder, EMT-I, Paramedic programs and any advanced ALS local requirements shall be made available by the CITY. The normal costs associated with any of these required recertification classes will be covered by the CITY.
- f) Employees hired prior to August 9, 1994, are allowed to maintain their current medical care provider status of Medical First Responder or EMT-I. Any of the employees in this group that allow their medical certification to lapse will be required to maintain their EMS skills at a "Public Safety First Aid" level as described in Title 22 of the California Health and Safety Code. At the time an employee's EMS certification drops to this basic Public Safety First Aid level he/she will lose their current medical allowance and be removed from Step E of the salary range for their current rank. The medical allowance and Step E will only be restored once a stipulated level of medical certification is obtained and any current Performance Management Guidelines are met.
- g) Paramedics that allow their paramedic certification to expire shall be required to obtain and maintain EMT-I certification prior to expiration of paramedic certification.

## **Article 6.    ADVANCED LIFE SUPPORT (ALS) PARAMEDIC PROGRAM**

### **a)    Program**

At this time the Modesto Fire Department operates an ALS Engine Program that consists of two (2) Engines with the equipment and staff to provide the

citizens of Modesto an advanced life support on a non-transporting engine platform. Both parties agree that the success of the ALS Engine Program may lead to an expanded fire based ALS delivery system within the Modesto Fire Department.

b) **Staffing**

Both Parties agree to staff the Department's designated ALS Engine Companies with a minimum of one Paramedic. It is the Department's vision that a firefighter/paramedic provides the best model for company continuity and safety. It is accepted that at this time an engineer or captain with a paramedic certificate/license may be necessary for the purpose of continuity of company staffing and program development. Both parties agree to support the desire to provide uninterrupted availability of two ALS engine companies within the Modesto Fire Department delivery system.

c) **Paramedic Assignments**

The staffing of the Department's ALS engines will be done by balancing the requests of the employees and the needs of the Program. The Department may assign and rotate represented employees assigned to the paramedic program to meet the situations that may arise, (e.g., prolonged openings, development of new paramedics, etc.).

d) **Program Growth – New Paramedics**

Any employee who is currently licensed as a Paramedic (EMT-P) by the State of California can request to participate in the ALS Engine Program.

e) **Program Commitment**

With the challenges of recruiting, training, and staffing paramedics for an ALS program it is the expectation of the Department that all paramedics will make a commitment to participate in four (4) year increments. As a necessity for the continuation of the Program we would ask that any plans to leave the program would be preceded with one (1) year intent to leave notice. Special or unusual circumstances would have the ability to be presented to the Fire Chief for consideration.

f) **Continuing Education**

It is the Department's position that the Department will be responsible for the course and/or certification fees of all classes required to maintain EMS Regional Paramedic certification. The Department will also provide relief or compensation for the classroom hours required to maintain these required certifications.

g) **ALS Program Expansion**

Should the Fire Department expand the ALS engine company program above the level of three (3) in-service ALS units, the Department agrees to meet and confer with MCFFA in regard to the following issues:

Paramedic transfer and station assignments

Hireback system process

Vacation and holiday scheduling

Entry/exit from the ALS system

Paramedic Premium Pay

h) **Discipline of Paramedics**

The CITY shall retain control over investigations and discipline of represented Fire Department employees. If a paramedic's alleged misconduct violates CITY or Department rules, the Department shall follow its own investigative procedures, progressive discipline practices, and due process procedures. The parties acknowledge, however, that if a paramedic's alleged misconduct violates state law or regulations, Title 22, California Code of Regulations, Division 9, Chapter 4, Article 10 may control the investigation and due process procedures leading to the suspension or loss of the paramedic's license.

i) **Quality Assurance/Quality Improvement (QA/QI) Program**

The Department has developed an approved Continuous Quality Improvement (CQI) process as required by the Regional EMS Authority (REMSA) and State EMS Authority as outlined in the Title 22 of the Health and Safety Code.

Both parties agree to participate in the department recognized QA/QI programs with the desire to maintain the highest level of system delivery and to improve patient care through the established review process for medical oversight.

j) **ALS Funding**

Both parties shall work toward on a collaborative effort to find ALS funding methodologies to provide long term stability of our ALS delivery.

**Article 7. SPECIALTY HIRE OBLIGATIONS**

- a) At the discretion of the Fire Chief, candidates for employment who possess specialized training and/or certification(s) may be offered employment with the CITY which is contingent upon their acceptance of certain terms and conditions of employment, in addition to any other terms and conditions regularly required by the CITY.

- b) For the purposes of this Article, specialized training and/or certifications shall include Paramedic and Hazardous Materials Specialist.
- c) These additional specialty hire obligations shall be communicated to the candidate as part of the CITY's offer of employment. In accepting employment with the CITY, the candidate shall accept these terms and conditions:
  - 1) The newly hired employee shall maintain the designated specialty certification(s), including participation in any required training, pending the employee's assignment to the specialty program(s).
  - 2) Once the CITY assigns the employee to the designated specialty program, the employee is obligated to maintain required certifications and to participate in the specialty program for a period of four (4) years beyond the bid period during which the employee is initially assigned to the program.
  - 3) The CITY shall pay any recertification fees and pay for the training time required in order to maintain the specialty certification(s).
  - 4) If the CITY fails to make the specialty program assignment within twenty-four (24) months of the employee's date of hire, the employee will no longer be obligated to accept the specialty assignment or maintain the specialty certifications.
  - 5) Once officially assigned by the department to the specialty program, the employee shall begin receiving the incentive pay designated by the MOU. No incentive pay will be provided until the employee is so assigned.
  - 6) The employee's failure to meet these specialty hire obligations may result in the employee's release from probation or in the employee's termination if probation has been completed.
  - 7) Assignment to, and removal from, any specialty program or assignment, is at the discretion of the Fire Chief. The Fire Chief may elect not to assign an employee who is hired under this specialty hire obligation to a specialty program.

## **Article 8. SPECIAL ASSIGNMENTS**

- a) Employees may be assigned by the Fire Chief to serve in the long-term 40-hour assignments. These assignments include, but are not limited to, assignments in Fire Investigations and in the Training Division. Effective October 23, 2001, when employees are assigned to these positions, they

shall receive special assignment pay equivalent to "C" step of the Captain (0217) pay schedule, or seven and one-half percent (7.5%) above their base pay, whichever is greater. This does not include temporary or modified duty assignments.

- b) Effective June 27, 2006, employees assigned by the Fire Chief to serve as Fire Investigators on a 56-hour work schedule shall receive special assignment pay equivalent to "C" step of the Captain pay schedule, or their regular pay if they hold the rank of Captain, whichever is greater.

#### **Article 9. RELIEF ASSIGNMENT**

- a) Effective January 2, 2001, Fire Engineers assigned to relief shall receive an additional five percent (5%) in compensation based upon a full one hundred and twelve (112) hour pay period.
- b) Relief Engineers may be assigned to long term vacancies or absences in represented ranks, when it is determined that the vacancy or absence will exceed thirty (30) days. Assignment of a Relief Engineer into long term vacancies or absences shall not exceed sixty (60) calendar days. For vacancies or absences that exceed sixty (60) calendar days, Relief Engineers shall be rotated at 60 day intervals, unless mutually agreed upon by the employee, MCFFA and Fire Management. Relief Engineers assigned to long term vacancies or absences shall continue to receive a five percent (5%) relief incentive pay, regardless of assignment.
- c) Fire Management will make every effort to fill vacancies through hiring and promotion when practical.

#### **Article 10. HAZARDOUS MATERIAL SPECIALIST**

- a) Effective January 2, 2001, those employees who are certified as Hazardous Material Specialists and are assigned to the HazMat Team shall receive a monthly allowance equivalent to five percent (5%) of the base salary for their classification based upon a full one hundred and twelve (112) hour pay period.
- b) The CITY and MCFFA agree that the optimum number of team members is twelve (12). Fire Management has the discretion to determine the operational needs for more or less. Team members are required to participate in training to meet minimum continuing education requirements as established by the Stanislaus County Hazardous Materials Team.

- c) Fire Management shall assign members of the team. Assignments to the team shall be for six (6) years, unless otherwise assigned by Fire Management. To determine HazMat station assignments, the bid system may be used. At the conclusion of the six (6) year commitment, team members may exercise their right to resign from the team. Personnel choosing to step down must do so in writing to the Fire Chief.
- d) The CITY and MCFFA agree that there will be a minimum of one (1) Hazardous Material Specialist on duty each shift on the Haz-Mat Company.

**Article 11. EDUCATIONAL INCENTIVE PAY**

- a) Employees who have completed five (5) years of service with the Modesto Fire Department (MFD) shall be eligible for Educational Incentive Pay for designated certifications or degrees, as follows:

<b>Education</b>	<b>MFD 5 Years</b>	<b>MFD 10 Years</b>	<b>MFD 15 Years</b>	<b>MFD 20 Years</b>	<b>MFD 25 Years</b>
Firefighter I & II			1%	1.5%	2%
Fire Science Cert. or Fire Officer Cert.		1%	2%	3%	4%
AA/AS or BA/BS	1%	2%	3%	4%	5%
AA/AS Captain or BA/BS Captain	2%	3%	4%	5%	5.5%

- b) Years of service is defined as completion of the designated number of years of service with the Modesto Fire Department in a sworn capacity, but need not be continuous service. Employees will receive pay for the highest certification or degree and the highest years of service for which they qualify. The incentive pays listed on the chart, above, do not “stack” in any direction.
- c) Qualifying certificates and degrees:
  - 1) Firefighter I and Firefighter II – possession of both certificates is required to qualify for this pay.
  - 2) Fire Science or Fire Technology certificate from a community college accredited by the Western Association of Schools and Colleges OR completion of Fire Officer Certification from the Office of the California State Fire Marshal.

- 3) Associates Degree in Fire Science, Fire Technology, or a related field, OR a Bachelor's Degree in Fire Science, Fire Management, Public Safety Administration or a related field. Fire Chief reserves the right to determine qualifying degrees.
- d) Implementation dates for the Educational Incentive Pay shall be as follows:
- 1) Effective December 26, 2006, for those who qualify with a minimum of twenty-five (25) years of service.
  - 2) Effective June 26, 2007, for those who qualify with a minimum of twenty (20) years of service.
  - 3) Effective December 25, 2007, for those who qualify with a minimum of five (5) years of service.

#### **Article 12. UNIFORMS AND UNIFORM ALLOWANCES**

- a) All employees shall wear uniforms in accordance with the Fire Department's Rules and Regulations.
- b) The CITY shall purchase one pair of CalOSHA approved safety boots for each newly hired employee covered by the Agreement. The actual boot purchased shall be as agreed to by the CITY and MCFFA. Any replacement of the safety boots initially purchased by the CITY shall be at the sole expense of each employee.
- c) As of January 1, 2004, employees shall receive a uniform allowance of \$64.58 per month, paid quarterly. Newly hired employees shall receive an allowance prorated from the date of hire. This monthly uniform allowance will be increased to the following amounts:

January 1, 2007: \$75.00

January 1, 2008: \$85.00

- d) All employees are required to obtain a department approved "Class A" uniform within thirty (30) days of completing their Firefighter probationary period. Current employees who were eligible to retire (age 50) prior to January 1, 2005 were not required to purchase a "Class A" uniform.

#### **Article 13. PHYSICAL FITNESS PROGRAM**

The parties agree to meet and confer to develop a mutually agreed upon physical fitness program, to be implemented during calendar year 2007. The program will use IAFF/IAFC standards as a base.

#### **Article 14. OVERTIME, COMPENSATORY TIME, HIRE-BACK, CALL-BACK**

- a) The work period for fire suppression employees working shifts shall be twenty-seven (27) days. The first day of the work period for Platoon A shall be April 22, 1985; for Platoon B shall be April 19, 1985; and, for Platoon C shall be April 16, 1985 all at 0700 hours. The fifty-six hour weekly work schedule provides for 216 hours of work within the twenty-seven (27) day work period. Paid time which is scheduled and worked over two hundred four and four tenths (204.4) hours in each twenty-seven (27) day work period shall be paid as overtime. Therefore, the average non-overtime workweek shall be fifty-three (53) hours. The three (3) hours of regularly scheduled overtime in each week, to equal the fifty-six (56) hour workweek schedule, are only paid at overtime rates if the employee works more than 204.4 scheduled hours in the twenty-seven (27) day work period. "4850 time" shall be treated as time worked for purposes of computing overtime.
- b) The work period for non-shift employees ("40 hour" employees) shall be fourteen (14) days and shall coincide with the City's standard payperiod cycle. The work period shall commence at 12:01 a.m. Tuesday and conclude at 12:00 a.m. (midnight) two weeks thereafter. The average non-overtime work week shall be forty (40) hours. The Fire Chief may authorize alternate work schedules for non-shift employees, not to exceed eighty (80) non-overtime hours in the fourteen (14) day work period.
- c) Employees shall not work overtime without the express direction of their supervisor and approval of the Fire Chief or designee.
- d) All overtime worked must be reported by the employee to the supervisor the day or shift following the day or shift the overtime was worked.
- e) Overtime shall be compensated at time and one-half of the employee's regular rate of pay for each minute worked. For shift employees, overtime pay rates shall be for all time actually worked over two hundred four and four tenths (204.4) hours in a 27 day work period. For non-shift employees, overtime pay rates shall be paid for all time scheduled and worked over eighty (80) hours in the fourteen (14) day work period. For non-shift employees, paid leave time shall be considered as time actually worked for purposes of computing overtime.
- f) If requested by the employee, overtime for non-shift employees may be recorded as compensatory time off. Each employee shall be paid, as part of the last paycheck received in September, December, March and June for all compensatory time over one hundred forty-four (144) hours. Employees may request payment of compensatory time to be included in any other regular paycheck so long as the request is for at least twenty (20) hours and sufficient notice, as determined by the Finance Director, is provided.

Employees may also request and with the consent of the Fire Chief or designee be granted compensatory time off. Prior to the employee's reassignment from a 40-hour non-shift schedule to a 56-hour shift schedule, all compensatory time off shall be paid to the employee at the employee's then current rate of pay.

- g) Shift employees who are on duty at the time of a call for service, and who are required to continue on the call beyond the end of their regular shift, shall be paid overtime for time beyond the end of shift. Such overtime shall be paid at the end of the pay period in which the duty was performed.
- h) Employees who are "hired-back" to meet the manpower requirements of the Minimum Staffing Policy shall be paid overtime for all such duty. Travel time will be paid only from duty station to duty station. Anyone responding to work from any other location will be paid from the time of arrival at the assigned duty station. Such overtime shall be paid at the end of the pay period in which the duty was performed.
- i) Employees who are "called-back" to work on an emergency basis (including Fire Investigations and emergency support activities) shall be paid a minimum of four (4) hours of overtime. "Emergency Basis" also includes staffing needs as a result of extended automatic or mutual aid.
- j) When a 40-hour non-shift employee works overtime in a shift capacity, the hourly rate of pay used to calculate overtime compensation arising out of the hours worked on shift, shall be derived from the 112 hour Salary Schedule and shall exclude any special assignment pay attributable to the employee's 40-hour special assignment.
- k) FLSA overtime shall be calculated at the conclusion of each work period and shall be paid with the payroll check received no later than the next full pay period.
- l) Personnel working a 56-hour work schedule who represent MCFFA during contract negotiations with the CITY of Modesto will be relieved from their regular shift for 12 hours when they attend negotiation sessions.
- m) Fire Department employees are required to receive an annual physical. This physical shall be paid for by the CITY, when performed by the CITY contract physician. Employees obtaining their annual physical from their private physician shall incur all costs. The CITY shall pay the employee three (3) hours of overtime pay to obtain all phases of this physical. Those employees required to obtain a HazMat physical shall be paid four (4) hours of overtime.

- n) All other administrative policies and procedures regarding overtime shall be as contained in the Personnel Rules and Personnel Administrative Orders and the Minimum Staffing Policy.

**Article 15. ON-CALL INVESTIGATOR COMPENSATION**

- a) Effective January 1, 2007, if required by the department, one on-call investigator will be available to respond, as necessary, to support the investigative needs of the Fire Department. This coverage will be structured around the 40-hour investigators' work schedules. Each investigator who is scheduled to be "on-call" will be compensated at the following daily rate, although the actual hours of coverage may vary somewhat from the "14 Hours" and "24 Hours" designated, below:

	1/1/07	1/1/08	1/1/09	1/1/10
14 Hours	\$50.00	\$55.00	\$60.00	\$65.00
24 Hours	\$75.00	\$82.50	\$90.00	\$97.50

- b) It is not required that the on-call investigator take home a department vehicle. The vehicle may be taken home if it does not cause a conflict with the current on-call schedule, and the personnel filling the assignment.
- c) It is the Fire Department's expectation that each on-call investigator will make a two-year commitment to this assignment. All investigators are expected to participate in the on-call program.
- d) If no investigator volunteers to cover an "on-call" assignment, a mandatory assignment will be made based on least number of mandated hours, except for those who are on scheduled vacations. Employees who are "called-back" to work shall be paid a minimum of four (4) hours of overtime, from the time they are paged or dispatched.

**Article 16. COMPENSATION FOR TRAINING/EDUCATION**

- a) When Modesto Fire Department personnel are assigned to a 56-hour work schedule and attend education and/or training that is sponsored by the Fire Department, and overtime compensation has been approved, the following procedure for overtime compensation shall be used:
  - 1) When personnel attend Fire Department sponsored training at a time other than their regular duty days, that person shall be compensated at one-and-one-half times their hourly wage for training time.
  - 2) When personnel attend Fire Department sponsored training during regular duty days, that person shall be compensated for only the off

duty days and only for those hours spent training. The employee will not be compensated for time spent traveling to and from the training site or hours spent in hotels, etc.

- 3) Prior to leaving for training, both the employee and his/her Battalion Chief shall sign an agreement of compensation and terms. This agreement shall be binding to both parties.

b) **Returning to Duty**

When personnel are relieved of duty to attend training, and the site of this training is within fifty (50) miles of Modesto, that person shall return to duty at the conclusion of the training. When personnel have attended training and will not arrive back to his/her duty station until after 21:00, he/she will not be required to return to duty to complete his/her shift. In other cases, the on-duty Battalion Chief will determine whether or not returning to duty is practical (i.e., weather, traffic issues, travel time, training requirements, etc.)

c) **Financial Support**

Non-probationary employees with at least one year of service may be eligible to receive financial support toward the attainment of an Associate, Bachelor's or Master's Degree from an accredited college or university. Program criteria and funding are at the discretion of the City. Information regarding financial support through this Educational Partnership Program may be obtained from the City's Personnel office.

## **Article 17. MINIMUM STAFFING POLICY**

- a) Effective January 1, 2007, there shall be a minimum of forty-seven (47) suppression personnel on duty each shift, composed of three (3) employees per engine (Captain/Engineer/Firefighter), four (4) employees per truck company per shift (Captain/Engineer/2 Firefighters) and two (2) employees per CFR (Captain/Engineer).
- b) In the event the CITY builds or occupies additional fire stations, due to annexation involving developed or inhabited property, the minimum staffing level shall be increased proportionally to the apparatus assigned to the additional stations.
- c) Effective January 1, 2007, the minimum staffing level at Station 8 will be two suppression personnel (Captain/Engineer).
- d) If City Council authorizes Station 8 for outside Airport FMA coverage, the minimum staffing level per engine or truck company at Station 8 shall be as set forth above in subsection (a).

- e) The CITY and MCVFA shall mutually agree to hire back procedures to implement this policy.

**Article 18. PERFORMANCE EVALUATION**

- a) There shall be periodic performance evaluations of all employees which shall be discussed with the employee and made a matter of record. If the evaluation shows that an employee's work does not meet expectations, the supervisor shall take appropriate steps to encourage improvement, and may set a definite period in which improvement is expected; failure to achieve satisfactory improvement may be cause for demotion, reduction in pay, or dismissal.
- b) Effective July 1, 1999, the specific procedures of the performance evaluation system shall be as contained in the "Performance Management Guidelines" document.

**Article 19. HEALTH, DENTAL, VISION INSURANCE**

- a) All employees in regular positions budgeted for forty (40) hours or more per pay period shall be eligible to participate in the health, dental and vision insurance program described in this Article.
- b) The CITY agrees to make available health insurance coverage through the auspices of the Public Employees' Retirement System (PERS) and the dental and vision insurance program currently provided for employees represented by MCVFA or any other program(s) mutually agreed upon by the parties. There shall be a waiting period of up to sixty (60) days for new employees before they become eligible for health, dental or vision insurance benefits, depending on the date the employee submits their health enrollment forms.
- c) The CITY shall contribute toward payment of any health premium an amount not to exceed the minimum established by Government Code Section 22825. This minimum health contribution may vary from year to year and is included within the Cafeteria allowances listed in Article 20, CAFETERIA PLAN, below. The CITY shall not contribute this health payment towards the premium of the dental or vision program or for those who waive health, dental or vision coverage.
- d) Except as otherwise required by law, employees on leave without pay in excess of forty (40) hours in a pay period shall not receive a contribution from the CITY towards premium payment and coverage shall cease, unless the premium is paid by the employee. Employees on leave without pay who return to work shall have their health, dental and vision insurance benefits

reinstated on the first day of the pay period following the employee's return to work.

- e) The CITY agrees to provide the benefits described in this Article subject to carrier requirements.
- f) Should either Federal or State statute(s) mandate that the parties participate in a national or state health care plan or system, the parties agree that to the extent practicable, the level of health care benefits currently provided will not be diminished. The parties further agree that should the CITY's cost be reduced, the parties will expeditiously meet and confer to determine how such savings shall inure to the benefit of the employees.

**Article 20. CAFETERIA PLAN**

- a) All employees in regular positions budgeted for forty (40) hours or more per pay period shall be eligible to participate in the Cafeteria Plan described in this Article. Each such employee may select among the following options and specify what portion of the amount designated below will be applied. The cafeteria allowance amounts listed in (b) (1) below, include the required minimum health contribution, as set forth by Government Code Section 22825.
- b) Eligible employees shall be entitled to the following monthly allowances:
  - 1) Total Allowance (monthly) – Health & Cafeteria Plan

	<b>1/1/07</b>	<b>1/1/08</b>	<b>1/1/09</b>	<b>1/1/10</b>
Employee Only	\$500	\$550	\$600	\$650
Employee + 1	\$850	\$875	\$920	\$970
Family	\$930	\$1035	\$1140	\$1250
Opt Out	\$415	\$435	\$455	\$475

- 2) The City's allowance for Employee Only coverage shall be equal to 100% of the combined premium for the lowest priced HMO Plan, Dental and Vision, or the amount listed above, whichever is greater.
- 3) The City's contribution and the employee deduction (if any) shall be processed for payment two (2) pay periods in advance of the dates listed above.

- 4) The Opt Out allowance applies to employees who waive health, dental and vision coverage, or who waive health but continue to carry dental and vision coverage.
- c) The Cafeteria Plan shall include the following options:
- 1) Health, Dental and Vision Insurance. This option provides a monthly allowance toward the combined total premium for the health, dental and vision insurance program provided by the CITY not to exceed the stated monthly maximum benefit of the Cafeteria Plan. All employees shall select this option at least to the level that provides for health, vision and dental coverage for the individual employee, provided that employees may request a waiver of the health coverage from the Personnel Department. Such waiver shall only be granted if the employee shows proof of other employer sponsored health insurance coverage. Effective August 1, 2002, an employee who has waived health coverage may also elect to waive dental and vision coverage, provided that the employee shows proof of other dental coverage. Dental and vision coverage may only be waived together, and may not be separately waived. Should an employee who has obtained a waiver to this provision lose such alternative coverage, the employee shall notify the Personnel Department within five (5) work days and enroll in a CITY provided insurance program. The election to waive coverage may only be exercised during the City's open enrollment period or in coordination with spouse/registered domestic partner's open enrollment period, or within thirty (30) days of a qualifying life change event.
  - 2) Additional Insurance Programs. This option provides a monthly allowance toward payment of premiums for additional insurance programs sponsored by MCFFA or the CITY.
  - 3) Cash. That portion of the allowance not utilized for option (1) or (2) above shall be paid to the employee as cash. Such cash shall be subject to all applicable provisions of the tax code.
- d) The CITY shall continue an IRS section 125 program for pre-tax deductions for the employee share of health, dental and vision insurance premiums and for dependent care costs.

## **Article 21. RETIREE HEALTH INSURANCE**

Employees may elect on a one-time basis at retirement to continue to participate in the dental and/or vision insurance program at their own cost. Upon the death of a retired employee, surviving dependents retain eligibility for continued participation in the dental and/or vision insurance programs.

Retired employees may continue to participate in the PERS Health Plans at their own cost, except that the CITY shall contribute toward their health premium an amount not to exceed the minimum employer contribution as designated in Government Code Section 22825. During calendar year 2007, the designated minimum employer contribution is \$80.80, increasing to \$97.00 for calendar year 2008. Commencing January 1, 2009, the designated minimum employer contribution will be adjusted annually by the CalPERS Board of Administration.

## **Article 22. DEFERRED COMPENSATION**

- a) The CITY shall continue to provide access to a 457 Deferred Compensation program authorized by the City Council for the voluntary participation of City employees.
- b) In addition to the 457 program, the parties agree to implement either a 401 (a) deferred compensation plan modeled after the City of Berkeley's plan, which would provide for deferral of income from employee leave cashouts upon retirement, OR a version of ICMA-RC's VantageCare Retiree Health Savings plan which would be limited to mandatory contributions or other contributions opined by the CITY to be within IRS regulations, or other savings plan mutually agreed to by the parties.
  - 1) Employees will bear any administrative costs or fees associated with this new plan.
  - 2) The parties agree that the new plan does not expand employee leave cashouts or CITY contributions.
  - 3) It is anticipated that the new plan will be implemented by December 31, 2007, or as soon thereafter as is practical.

## **Article 23. LIFE INSURANCE**

The CITY shall provide at CITY expense all employees with term life insurance coverage in the amount of \$10,000. Employees shall have the option to buy additional coverage at their own expense.

## **Article 24. EMPLOYEE ASSISTANCE PLAN**

- a) The CITY shall provide employees and dependents professional assistance with financial, marital, psychological, family, alcohol or drug related problems. The assistance shall consist of assessment, counseling and

referral services up to a maximum of three (3) visits each per year for employees and dependents.

- b) The CITY shall provide critical incident counseling within the Fire Department. The specific procedures of critical incident counseling shall be as mutually agreed upon by CITY and MCFFA in coordination with the service provider.

## **Article 25. PROBATION**

- a) All entry-level firefighters shall be hired into one of two classifications: Firefighter or Firefighter Trainee. Entry into the department above Step A of the Firefighter or Firefighter Trainee salary range is at the discretion of the CITY.
- b) Firefighter Trainees shall serve a minimum ten (10) week probationary period while in training. Firefighter Trainees shall be eligible for promotion to Firefighter at Step A of the salary range upon satisfactory completion of the Firefighter Trainee training program equivalent to the State Fire Marshal Firefighter I training curriculum. For employees hired into the classification of Firefighter Trainee, initial probation shall include ten (10) weeks as a Trainee (or longer, if still in the Trainee training program) plus an additional twelve (12) months in the classification of Firefighter. The combination of these two time periods shall constitute initial probation. The employee shall not be granted regular status until satisfactory completion of both the Firefighter Trainee and Firefighter probationary periods.
- c) Employees hired into the classification of Firefighter, shall serve a twelve (12) month probationary period. Firefighters shall receive a minimum of four weeks of training and shall successfully complete a competency test of skills and knowledge prior to being assigned to apparatus as the primary Firefighter.
- d) Fire Engineers and Fire Captains shall serve twelve (12) month probationary periods.
- e) During the probationary period, the employee shall be evaluated on conduct, performance, attitude, adaptability and job knowledge. During the probationary period an employee may be released at any time without right of appeal. Written notice of release shall be furnished the probationer.
- f) An employee released during or at the conclusion of probation following a promotion, shall be reinstated to the position previously held, at the former salary step, except:

- 1) when an employee has been released for cause, or
- 2) when a Firefighter is released following promotion from Firefighter Trainee

## **Article 26. GRIEVANCES**

- a) The purpose of this Article is to establish a grievance procedure on wages, salaries, hours and working conditions for which appeal is not provided by other regulations. The procedure is a systematic means of obtaining further consideration of a problem after reasonable efforts to resolve it through discussion has failed. Grievances should be settled as near as possible to their source and in as informal a setting as possible.
- b) An employee should first attempt to resolve a grievance through discussion with the supervisor without delay. If the employee is not satisfied with such discussion, then the employee has the right to talk with the supervisor's supervisor. If the employee does not agree with the decision reached through such discussion, within ten (10) days of the decision a formal written grievance may be filed. Informal grievances shall not be taken above the department or division head.
- c) Formal written grievances shall be presented to the department head. The department head shall review the grievance with the employee. Employees have the right to be represented at any such reviews. The department head shall send a written decision to the employee within fifteen (15) days of receipt of the grievance. If the employee does not agree with the decision, or if no answer is received within fifteen (15) calendar days, the employee may present the grievance to the City Manager in writing.

Failure of the employee to take further action within ten (10) calendar days of receipt of the decision, or within twenty-five (25) calendar days if no decision is rendered shall be deemed withdrawal of the grievance.

The City Manager, or designated representative, shall review the grievance with the employee, the employee's representative, if any, and with all other appropriate persons. The City Manager may also appoint a fact-finding committee or other employee not in the normal line of supervision to give advice on the grievance. The City Manager shall render a decision to the employee in writing within twenty (20) calendar days after receiving the grievance. The decision of the City manager shall be final and binding.

- d) The time limits specified above may be extended to definite dates by mutual consent of the parties.

- e) An employee may request assistance from another person of their choosing in preparing for and presenting a grievance at any level of review. Preparation of grievances shall not be done on CITY time or in CITY facilities.
- f) Employees shall be assured freedom from reprisal for using the grievance procedure.

## **Article 27. DISCIPLINARY ACTIONS**

- a) The following shall constitute cause for disciplinary action, including dismissal, demotion, disciplinary probation and suspension:
  - 1) Violation of the CITY Charter.
  - 2) Violation of the Modesto Municipal Code.
  - 3) Violation of the Personnel Rules or Personnel Administrative Orders.
  - 4) Fraud in securing employment.
  - 5) Incompetency.
  - 6) Inefficiency.
  - 7) Inexcusable neglect of duty.
  - 8) Insubordination.
  - 9) Dishonesty.
  - 10) Being under the influence of alcohol or controlled substances while on duty.
  - 11) Inexcusable absence without leave.
  - 12) Conviction of a felony or conviction of a misdemeanor involving moral turpitude. A plea or verdict of guilty, or conviction following a plea of nolo contendere, to a charge of a felony or any offense involving moral turpitude is deemed to be a conviction within the meaning of this section.
  - 13) Discourteous treatment of the public or other employees.
  - 14) Misuse of CITY property.
  - 15) Violation of any established departmental rule, regulation, policy and/or manual.
  - 16) Other failure of good behavior either during or outside of duty hours which is of such a nature that it causes discredit to the CITY.
  - 17) Unlawful discrimination, including harassment, on the basis of race, religion or creed, color, national origin, ancestry, physical or mental disability or perceived disability, medical condition, pregnancy-related condition, marital status, sex, sexual orientation, political affiliation or age, against the public or other employees while acting in the capacity of a CITY employee.
  - 18) Substantial and credible threats of violence against any CITY employee made in the course of employment which creates a hostile, abusive, or

intimidating work environment. This will not preclude acts consistent with the proper discharge of on-duty responsibilities.

- b) The CITY may demote an employee whose ability to perform required duties falls below an acceptable standard, or for disciplinary purposes. Upon request of an employee, and approval by the CITY, demotion may be made to a vacant position as a substitution for layoff.
- c) The CITY may suspend an employee without pay at any time for cause. Suspension without pay shall not exceed ninety (90) days in any fiscal year.
- d) The CITY may dismiss an employee at any time for cause. A regular employee in the classified service shall be entitled to receive a written statement of the reasons for dismissal.
- e) The CITY may place an employee on disciplinary probation for a specified period not to exceed one (1) year. Employees placed on disciplinary probation may be dismissed for failure to meet any requirement as a condition to such status.

#### **Article 28. DISCIPLINARY APPEALS**

- a) Employees shall have the right to appeal any dismissal, suspension, disciplinary probation or demotion for disciplinary reasons. Said right of appeal shall not apply to reclassifications, layoffs, demotions as a substitute for lay-off, or any actions taken for non-disciplinary reasons.
- b) An appeal must be filed in writing with the Director of Personnel within thirty (30) days following written notice to the employee of the discipline.
- c) Upon filing of an appeal, the CITY shall request a list of seven (7) hearing officers from the State Mediation and Conciliation Service. The CITY and employee shall alternately strike names from the list until only one name remains and the remaining name shall be that of the Hearing Officer. The parties shall toss a coin to determine who will strike first.
- d) The Hearing Officer shall proceed in any manner which will, in the Hearing Officer's judgment, develop all the facts bearing upon the matter, and no informality on the Officer's part shall constitute just cause for criticism of findings and decisions. Upon completion of the hearing, the Hearing Officer shall furnish certified copies of findings and decisions to the persons concerned. The decision of the Hearing Officer shall be final and binding.
- e) The person selected as the Hearing Officer shall set a date for the start of the hearing. Failure of the employee to appear at a hearing (except for

reasons beyond the control of the employee) shall be deemed withdrawal of the appeal, and the discipline being appealed shall stand and be final.

- f) Oral evidence at the hearing shall be taken only on oath or affirmation.
- g) Each party shall have these rights at the hearing: To be represented by Counsel; to call and examine witnesses; to introduce exhibits; to cross-examine opposing witnesses on any matter relevant to the issues even though that matter was not covered in the direct examination; to impeach any witness regardless of which party first called him or her to testify; to subpoena witnesses and relevant documentary evidence; and to rebut the evidence against him or her. Further, at the hearing the employee may be examined and may examine or cause any person to be examined under Article 776 of the Evidence Code.
- h) The hearing need not be conducted according to technical rules relating to evidence and witnesses, except as hereinafter provided. Any relevant evidence shall be admitted if it is the sort of evidence on which responsible persons are accustomed to rely on in the conduct of serious affairs, regardless of the existence of any common law or statutory rule which might make improper the admission of the evidence over objection in civil actions. Hearsay evidence may be used for the purpose of supplementing or explaining other evidence but shall not be sufficient in itself to support a finding unless it would be admissible over objection in civil actions. The rules of privilege shall be effective to the extent that they are otherwise required by statute to be recognized at the hearing, and irrelevant and unduly repetitious evidence shall be excluded.

Evidence of specific instances of a complainant's sexual conduct with individuals other than the alleged perpetrator is presumed inadmissible absent an offer of proof establishing its relevance and reliability and that its probative value is not substantially outweighed by the probability that its admission will create substantial danger of undue prejudice or confuse the issue. For purpose of this paragraph, "complainant" means any person claiming to have been subjected to conduct which constitutes sexual harassment, sexual assault, or sexual battery.

- i) At the request of either of the parties, the CITY shall employ a competent court reporter to record the proceedings.
- j) If either party requests it, the Hearing Officer may exclude from the hearing room any witness not at the time under examination so that the witness may not hear the testimony of other witnesses, but a party to the proceeding may not be so excluded.

- k) The Hearing Officer shall, after the matter is submitted, prepare and file findings and decisions. The decisions of the Hearing Officer shall be final and binding. The decisions shall be rendered as quickly as possible with due regard for the hardships that may result from undue delay.
- l) The cost of the Hearing Officer and court reporter shall be divided equally between the CITY and the employee. Upon receipt of invoices for said services, the CITY shall bill the employee for the employee share. The employee shall pay said sum to the CITY within sixty (60) days of billing. The CITY shall have the right to withdraw reasonable amounts from an employee's paycheck until the bill is paid.

**Article 29. LAYOFF AND DEMOTION PROCEDURES UPON REDUCTION IN FORCE**

- a) When it becomes necessary through lack of work, lack of funds, or for other reasons to reduce the number of employees, the CITY shall prepare a lay-off list by classification within a department. Within each job class, employees shall be laid off in the following order: temporary, provisional, probationary, regular. The order of layoff shall then be based on the CITY's needs, with particular regard for length of service with the CITY and performance evaluation reports.
- b) Whenever there is a reduction in work force, the CITY shall first demote to a vacancy, if any, in the next lower class for which the employee who is scheduled for layoff meets the minimum employment standards. Employees with the least continuous service and lowest performance evaluations shall be demoted first. All persons so demoted shall have their names placed on the classification reinstatement eligible list.
- c) If there are no vacant positions in a lower class available, the CITY shall allow bumping from a higher to a lower classification within a department. An employee may bump into the next lowest class for which the minimum employment standards are met.
- d) If there are no vacant positions or bumping possibilities, the CITY shall lay off employees within a department and classification. Employees with the least continuous service and lowest performance evaluations shall be laid off first. All persons laid off shall have their names placed on the classification reinstatement eligible list.
- e) To determine the length of continuous service, all uninterrupted employment, including periods of authorized leaves of absence which require a retirement contribution, and including all periods as a full-time CETA employee, shall be counted.

- f) To determine the level of performance evaluation, the latest two evaluations shall be used. Ratings of "Does Not Meet Expectations" shall be ranked lowest, ratings of "Meets Expectations" shall be ranked second, and ratings of "Exceeds Expectations" or higher shall be ranked highest.
- g) An employee scheduled for demotion or layoff shall be given a minimum of fourteen (14) calendar days notice in writing. The notice shall state the effective date and time of demotion or layoff.
- h) Names shall be placed on classification reinstatement eligible lists in the order of continuous CITY service. Vacant positions within a classification shall first be offered to those on the reinstatement list who meet the minimum employment standards for the vacant position. The eligibility of individuals on the reinstatement list shall be for a period of two (2) years from the date of demotion or layoff. Eligibles not responding to written notification of an opening within fourteen (14) calendar days shall have their names removed from the list.
- i) A reinstated employee shall be entitled to the following benefits:
  - 1) Prior sick leave accrual.
  - 2) Seniority at time of layoff or demotion for purposes of determining merit increases, vacation accruals and future reductions in the work force.
  - 3) A salary as nearly as possible equivalent to that which the employee was receiving immediately prior to layoff or demotion. If the employee chooses to be reinstated in a class at a lower salary range than that held previously, the salary will be either equivalent to the salary immediately prior to layoff or demotion or as close to the equivalent as the new salary range allows.
- j) A person appointed from a reinstatement eligible list within six (6) months to the same position held prior to layoff or demotion, will obtain permanent status upon reinstatement. All other persons appointed from a reinstatement list shall serve a new probationary period.
- k) Employees laid off shall be paid for all accrued vacation, holidays and overtime. Accrued sick leave shall remain on the books in event of reinstatement.
- l) The employee may elect to either withdraw the employee share of the retirement contribution or leave the money in the retirement system.
- m) Layoffs and demotions shall be made without regard to race, color, national origin, religion, sex, age, citizenship, or physical handicap.

- n) Whenever any provision of this section conflicts with any other section of this MOU or any Personnel Rules or Personnel Administrative Orders, the provisions of this section shall prevail.

**Article 30. HOLIDAYS**

a) Fire Suppression Assignments

- 1) All employees assigned to fire suppression shall earn holiday time credit at the rate of one hundred thirty-two (132) hours per year, or one-half (1/2) of a twenty-four (24) hour shift per holiday. During the first two (2) years of employment, the holiday time credit may be used only as accrued. For those employees accruing holiday time, holiday credit in-lieu of Admissions Day shall be accrued in January. Thereafter, holiday time credit is advanced during the pay period in which January 1 falls. All holiday time credit shall be used, or cashed out, during the year in which it is accrued.
- 2) For employees assigned to fire suppression, there shall be two (2) holiday boards, separate from vacation boards, for the purpose of selecting holiday time off.
- 3) All employees assigned to fire suppression shall have the option to cash out holiday time at time and one-half pay. Holiday time may be cashed out at twelve (12) or more hours each pay period. Notification of the Fire Department timekeeper shall be no later than the Friday preceding the end of the pay period. Cash out shall be limited to the amount of holiday time the employee has in the account. In the event an employee terminates CITY service, pay for holiday time that has been cashed out in excess of holidays that have occurred to that point will be deducted from the employee's final compensation.

b) Non-shift Assignments

- 1) The following days shall be paid holidays for all employees working 40-hour non-shift assignments:
  - a) New Years Day
  - b) Dr. Martin Luther King Jr. Day
  - c) Presidents' Day
  - d) Memorial Day
  - e) Independence Day
  - f) Labor Day
  - g) Veterans' Day
  - h) Thanksgiving Day
  - i) Day after Thanksgiving
  - j) Christmas Day

In addition, non-shift employees shall accrue eight (8) hours of holiday time during the pay period in which January 1 falls.

- 2) Holidays which fall on a Saturday shall be observed on the previous Friday. Holidays which fall on a Sunday shall be observed on the following Monday. When a non-shift employee is required to work on a holiday that falls within their regularly scheduled work week, they shall be paid eight (8) hours of regular holiday pay, plus time and one-half for hours actually worked on the holiday.
  - 3) Effective January 1, 2007, for employees in long-term non-shift assignments (excludes temporary and modified duty assignments), a total of eighty-eight (88) hours of holiday time credit shall be advanced annually during the pay period in which January 1 falls. These employees in long-term non-shift assignments shall have the option to cashout holiday time at time and one-half pay.
  - 4) For those non-shift employees eligible for cashout of holiday time, the time may be cashed out at eight (8) or more hours per pay period. Notification of the Fire Department timekeeper shall be no later than the Friday preceding the end of the pay period. Cash out shall be limited to the amount of holiday time the employee has in the account. Employees who have cashed out holiday time shall either work the holiday(s) or take the holiday(s) off using their accrued vacation or CTO. In the event an employee terminates CITY service, pay for holiday time that has been cashed out in excess of holidays that have occurred to that point will be deducted from the employee's final compensation.
  - 5) All holiday time shall be taken as time off or cashed out during the year in which it is accrued.
- c) All other administrative policies and procedures shall be as contained in the Personnel Rules and Personnel Administrative Orders.

### **Article 31. VACATION**

- a) Effective December 27, 1994, vacation leave for fire suppression personnel on shift shall be earned based on the following schedule:

<u>Years of Service</u>	<u>Vacation Hours Earned Per Pay Period</u>
0 – 5	5.538
6	8.307
7	8.861
8	9.415
9	9.953
10	10.523
11	11.076
12	11.353
13	11.630
14	11.907
15	12.184
16	12.461
17	12.738
18	13.015
19	13.292
20	13.569
21 or more	13.846

- b) Personnel who change from a 56-hour work schedule to a 40-hour work schedule shall have their current year vacation accrual adjusted on a prorated basis and then the current amount of accrued vacation time multiplied by a factor of 0.556 to equal the adjusted accrued vacation time.
- c) Personnel who change from a 40-hour work schedule to a 56-hour work schedule shall have their current year vacation accrual adjusted on a prorated basis and then the current amount of accrued vacation time multiplied by a factor of 1.8 to equal the adjusted accrued vacation time.
- d) Vacation time shall be accrued from the date of employment.
- e) During the first two (2) years of employment, employees may use only the amount of vacation time accrued at the time vacation begins. In subsequent years, annual vacation time may be credited in advance although all of the time may not be earned at the time the vacation starts. Vacation time will be advanced in the pay period in which January 1 falls and will be available for use that same pay period. In the event an employee leaving CITY service has taken vacation leave prior to the time all of the leave is earned, the employee shall reimburse the CITY for time used but not earned.
- f) After one (1) year of service, employees are expected to take vacation leave to which they are entitled. An employee shall not carry into a new calendar year vacation hours exceeding twice their annual allowance. Employees exceeding twice their annual allowance at the end of a calendar year will not be advanced additional vacation hours until accrual is reduced to twice their

annual rate. Vacation time earned during this time will be forfeited. Notwithstanding any other provisions contained herein, the City Manager may authorize an accelerated vacation accrual rate or waive the accumulation maximum for an employee to meet the needs of the service.

- g) All employees assigned to fire suppression shall have the option to cash out up to a maximum of three (3) vacation days (maximum seventy-two hours) per calendar year at straight time.
- h) Vacations shall be scheduled with both due regard for the employee's wishes and the needs of the CITY.
- i) Employees leaving CITY service shall be paid for earned but unused vacation leave.
- j) The number of vacation shifts available for fire suppression employees for a calendar year shall be determined by multiplying the number of vacation shifts used during the preceding twelve (12) months by one and one-quarter (1.25). Effective January 5, 1999, the minimum number of vacation boards shall be five (5).

### **Article 32. SICK LEAVE**

- a) After completion of six (6) full pay periods, an employee may use sick leave. Effective December 26, 2006, sick leave may be used in five (5), twelve (12), or twenty-four (24) hour increments. Each employee may only use sick leave in five-hour increments twice in each calendar year. With the approval of the Fire Chief or designee, an employee may use sick leave in time increments other than those listed above for serious health conditions as defined by the Family Medical Leave Act.
- b) Starting with the first full pay period following appointment, sick leave shall be accrued at the rate of 3.7 hours per pay period for those on a forty (40) hour work schedule, 5.5 hours per pay period for those on a fifty-six (56) hour work schedule.
- c) Employees on a forty (40) hour work schedule may accrue a maximum of two thousand (2,000) hours of sick leave. Employees on a fifty-six (56) hour work schedule may accrue a maximum of three thousand (3,000) hours of sick leave.
- d) Sick leave shall not accrue when an employee is absent on any leave other than vacation leave, 4850 time, bereavement leave, jury duty or temporary military leave.

- e) In order to qualify for sick leave, an employee must be unfit for their work as a result of illness or injury. Sick leave shall not be used for an injury or illness arising out of or incurred in connection with outside employment.
- f) In order to receive sick leave, an employee must notify a Station One supervisor, or leave a message on the sick leave recorder, not later than 6:30 a.m. for shift personnel and the start of the employee's workday for non-shift personnel.
- g) Employees may use sick leave for occasional dental, pregnancy, or medical appointments for themselves, when it is not reasonably feasible to do so during off duty time.
- h) Employees may use up to one-half of their annual sick leave accrual in any calendar year to attend to the illness of the employee's child, parent, spouse or registered domestic partner as provided in Section 233 of the Labor Code. The Fire Chief may also arrange for employees to use a reasonable amount of accrued sick leave to obtain medical or nursing care for immediate family members who are ill. Immediate family includes a spouse or registered domestic partner, son, daughter, mother, father, sister, brother, mother-in-law, father-in-law, grand-parent, stepson, stepdaughter, foster child, and foster parent of the employee or any individual with the prior approval of the Fire Chief. Sick leave beyond this point, though, may not be used to stay home with an ill member of the family, except in the case of critical illness as determined by the CITY.
- i) Employees who retire through the Public Employees' Retirement System after five (5) years of service in good standing, shall have ninety (90) percent of the first two thousand (2,000) hours of unused sick leave paid at the employee's then current regular rate of pay.
- j) In lieu of the foregoing paragraph, during the months of February and October, employees with a minimum sick leave balance of three hundred sixty (360) hours, [two hundred sixty (260) hours for employees assigned to forty hour shifts] may convert any excess balance to deferred compensation, in conformance with IRS regulations, according the following formula. The CITY shall deposit into the employee's deferred compensation account eighty-five percent (85%) of the then current regular hourly rate for each hour designated. In no event shall an employee convert in excess of one thousand eight hundred (1,800) hours during the course of his/her career. Should an employee retire before converting the maximum number of hours he/she could have cashed out at retirement, the employee shall receive the balance of the hours that would have been granted under the foregoing paragraph less any hours converted under this program.

- k) Leave for disability covered by workers' compensation shall conform to the provisions of Section 4850 of the State Labor Code. Under state law, sworn safety members of the Fire Department receive full pay, including sick leave credit, up to one year for line-of-duty disability, and there is no charge against the employee's accrued sick leave under such circumstances. An employee who has exhausted 4850 times and whose sick leave has expired because of an on-the-job injury, may be granted additional sick leave upon recommendation of the City Manager and approval of the City Council.
- l) The CITY may exercise its right to reopen negotiations to revise CITY's sick leave plan if the Internal Revenue Service determines that employee sick leave is non-elective deferred compensation under IRS Section 457 and thereby taxable in the year it is earned, not the year it is taken.
- m) All other administrative procedures and policies shall be as contained in the Personnel Rules and Personnel Administrative Orders.

### **Article 33. PREGNANCY DISABILITY LEAVE**

Pregnant employees shall furnish the Fire Chief, no later than the fourth month of pregnancy, a statement by the attending physician which indicates the estimated time of delivery. A pregnant employee is entitled to take a pregnancy disability leave for the portion of the pregnancy and the time following delivery during which the doctor determines she is disabled (not to exceed four months). Prior to that time, the employee shall contact the Personnel Department to complete the necessary documents.

Such an employee may elect to take accrued vacation, compensating time, sick leave or leave without pay during the period of disability. Reinstatement subsequent to pregnancy disability leave of absence shall be to the same classification from which leave was taken.

### **Article 34. FAMILY CARE LEAVE**

The City of Modesto shall comply with both State and Federal laws providing for employee leaves for family and medical care as regulated by the State Fair Employment and Housing Commission and the Federal Department of Labor.

Basically, family leave provides that after completion of one full year of service (and having worked at least 1,250 hours during the twelve (12) months preceding the leave), an employee may take an unpaid family leave of up to twelve (12) weeks in a twelve (12) month period for the following covered events:

- 1) the birth, adoption or foster placement of a child;
- 2) the employee's own serious health condition; or
- 3) the serious health condition of the employee's child, parent, or spouse

After a continuous absence of thirty (30) calendar days for any covered event described herein, the employee shall be placed on family leave. While on family leave, an employee may elect to utilize any accrued vacation, holiday or compensating time off. Accrued sick leave may only be used for the period of an employee's actual illness/injury or when authorized for the employee's care of a critically ill child, parent or spouse. While on family leave, the CITY shall continue to pay contributions towards the employee's health, dental and vision plan at the same rate it did while the employee was on "active" status, unless the employee chooses to discontinue coverage. State law provides that family leave is separate and distinct from pregnancy disability leave.

### **Article 35. CATASTROPHIC LEAVE**

- a) Employees in regular positions shall be eligible to participate in the strictly voluntary catastrophic leave program. To be eligible, an employee must provide a written medical verification of a long-term illness or injury, or have a member of the employee's immediate family, including a registered domestic partner, with a long term illness or injury which results in the employee being requested to take time off from work to care for that family member. The employee must have exhausted all accrued leave, or soon will have exhausted all such leave, resulting in the employee being in a no-pay status. Catastrophic leave shall be coordinated with Family Leave with respect to CITY payment of insurance contributions.
- b) When a Department Director has determined that an employee would benefit from the establishment of a leave bank and has approved the employee's request for catastrophic leave, the Department Director will notify the Personnel Department requesting the establishment of a leave bank in the employee's name. The Department Director will be responsible for notifying CITY employees of the need for donations. The Department Director will take necessary actions to help ensure that individual employee decisions to donate or not donate to a leave bank are kept confidential and that employees are not pressured to participate. ALL DONATIONS SHALL REMAIN CONFIDENTIAL.
- c) The maximum time that may be initially donated into an employee's leave bank account is 1040 hours. To be eligible to receive more than the original 1040 hour limit, there must be a favorable prognosis for recovery and a predictable date of return to work.

- d) An employee may donate sick leave, vacation and holiday leave only in increments of four (4) hours to a specific employee for which a leave bank has been created. An employee may donate a maximum of forty (40) hours of sick leave to any one employee in a calendar year. An employee may donate leave only if their own total accrued leave balance will not drop below 168 hours following donation. Employees must advise the Personnel Department of the maximum hours they wish to donate. Donated hours shall be credited to the leave bank of the affected employee as sick leave on an "as needed" basis. Donated hours not needed by the recipient, shall be returned to the donor(s). Once the authorized hours are credited to the leave bank of the affected employee, the donation of leave hours is irreversible. When an employee is utilizing leave bank hours, they will not accrue any leave time.
- e) Employees wishing to donate time shall complete and submit the required form to the Personnel Department. After review, the form will be forwarded to the Finance Department for payroll action and adjustment to donor and recipient's paid leave balances.
- f) In no event shall donated time have the effect of altering the employment rights of the CITY or the recipient employee, nor shall it extend or alter the limitations otherwise applicable to leaves of absence or sick leave. The CITY reserves the right to modify or terminate an established leave bank for any participating employee, as it deems necessary.

### **Article 36. BEREAVEMENT LEAVE**

- a) An employee on a forty (40) hour work schedule may be granted up to three (3) days bereavement leave by the department head in cases of death in the "immediate family" as defined in Article 32, SICK LEAVE. For employees on a fifty-six (56) hour work schedule, the leave shall be up to two (2) twenty-four (24) hour shifts. In cases of necessity, two additional days or one additional twenty-four (24) hour shift of leave may be granted by the department head, to be charged against accumulated sick leave. Under extraordinary circumstances, additional time may be granted by the City Manager. In the case of disagreement between an employee and the department head over use of bereavement leave or additional days under sick leave, the employee may request an immediate review by the City Manager.
- b) All other administrative procedures and policies shall be as contained in the Personnel Rules and Personnel Administrative Orders.

## **Article 37. LEAVE OF ABSENCE**

- a) Special Leaves of Absence. A special leave of absence without pay with right to return to classification for a period of not more than one (1) year may be granted to an employee who is:
- 1) Medically incapacitated (including pregnancy) to perform the duties of the position;
  - 2) Desires to engage in a relevant course of study which will enhance the employee's value to the CITY; or
  - 3) For any reason considered appropriate by the department head and Personnel Director.

A request for such leave must be in writing and requires the approval of the department head and the Personnel Director. An employee does not have to exhaust accumulated paid leave prior to requesting a leave of absence without pay.

Except as otherwise provided in Article 19, HEALTH, DENTAL & VISION INSURANCE, when an employee is on a leave of absence without pay with or without right to return to classification, the employee shall accrue no employee benefits and shall pay the full premium of their health & welfare program prorated on a daily basis, if coverage is continued by the employee. If health and welfare coverage is dropped during a leave of absence, the employee may be subject to restrictions imposed by the insurance carrier upon return. After a leave of absence with right to return of six (6) months or more, a qualifying medical examination, equivalent to the CITY's annual physical exam and paid by the CITY, shall be necessary prior to reinstatement.

- b) Military Leave. Any employee who is granted a military leave of absence to serve in the Armed Forces of the United States shall have his/her seniority as far as salary steps are concerned continued as if the person had remained on the CITY payroll. The person shall be reinstated from the military leave of absence at the same step in the salary range that s/he would have been eligible to receive had s/he not been granted the Military leave of absence. Military leaves of absence will be governed by the provisions of the Military and Veterans Code of the State of California, Section 395 et seq.
- c) Jury Duty Leave. Any employee who is summoned for attendance to any court for jury duty on a regular duty day or served with a subpoena to appear as a witness in a civil case in which the CITY is a party, whether on a duty day or day off, shall be deemed to be on duty and there shall be no loss of salary but any jury fees or witness fees received by him or her shall be paid into the CITY treasury.

- d) **Compulsory Leave.** If in the opinion of the department head, an employee is unable to perform the duties of his/her position for physical or psychological reasons, the department head shall refer that employee to the Risk Manager. The Risk Manager shall have the authority to require the employee to be examined by a physician or other competent authority at CITY expense to determine the employee's fitness for duty. The employee may go to a physician or other competent authority of his/her own choosing (subject to the approval of the Risk Manager based upon a determination of the practitioner's practice or specialty) at the employee's expense. The employee shall have four (4) work days to arrange for said examination.

If the examination report finds the employee to be in an unfit condition to perform the duties required of the position, the department head shall have the right to compel the employee to take sufficient leave of absence. If the examination report finds the employee to be fit for duty, the employee shall return to work without loss of pay or benefits.

A temporarily disabled employee shall be offered modified duty in his/her department. The CITY shall have a modified duty program, the objective of which is to provide productive, temporary job opportunities for injured or ill employees, whose labor can be performed with medical limitations. Modified duty shall be predicated upon the following:

- 1) There is work to be performed.
- 2) The work can be performed in an efficient and effective manner.
- 3) The work can be performed within the restrictions placed upon the employee.

- e) **Administrative Leave.** While an employee is under disciplinary investigation, the department head may order an employee off work without reduction in compensation.

## **Article 38. RETIREMENT**

- a) The CITY shall contract with the California Public Employees' Retirement System (CalPERS) to provide for the following retirement benefits as are currently referenced to Sections from the Government Code:
- 1) Effective July 2, 2002 the 3% @ 50 Full Formula as provided in Section 21362.2.
  - 2) The City shall amend its contract with CalPERS to provide for the Alternate Death Benefit for Local Fire Members Credited With 20 or

More Years of Service, as provided in Section 21547.7, with an anticipated effective date of June 26, 2007.

- 3) Effective July 2, 2002, the CITY shall provide for the Indexed Level of the 1959 Survivor Benefit as provided in Section 21574.5.
  - 4) One-Year Fiscal Compensation as provided in Section 20042.
  - 5) Post-Retirement Survivor Allowance as provided in Sections 21624, 21626 and 21628.
  - 6) Benefits Payable to Surviving Spouse as provided in Section 21551.
  - 7) Surviving Spouse-Remarriage as provided in Section 21635.
  - 8) Military Credit as Public Service as provided in Section 21024.
- b) Pursuant to the provisions of Section 20615 of the California Government Code the CITY shall pay seven and one-half (7.5%) of the nine (9%) percent employee contribution in the employee's name of the Public Employees' Retirement System. Such payments shall be implemented pursuant to the provisions of Section 20023(c)(4) of the California Government Code.

#### **Article 39. ACTING ASSIGNMENTS**

- a) The CITY shall have the right to assign employees on a forty (40) hour work schedule to acting positions with acting pay of five (5%) percent.
- b) In the event of two (2) or more vacancies in the Chief ranks, other than regularly scheduled time off, Captains may be assigned to a Chief position on an acting basis with acting pay of five (5%) percent. Upon a decision that one or more vacancies are to be filled on a permanent basis, the CITY shall initiate the testing process.

#### **Article 40. FIRE PREVENTION BUREAU HOURS**

With the approval of the Fire Chief, the Fire Marshall may establish flexible working hours for the Fire Prevention Bureau, which meets the requirements of the Bureau, provided that eighty (80) hours are worked each pay period.

#### **Article 41. CONSECUTIVE WORK HOURS**

Effective October 23, 2001, the maximum consecutive hours an employee may work is 96. After 96 consecutive hours, an employee must be off duty for 24 hours prior to returning to work. It is the responsibility of the employee to monitor this time, and to avoid scheduling shift trades and accepting overtime that would cause the employee to exceed this maximum time. Exemptions to the 96 hour consecutive hour rule must be approved by the shift commander. Strike team assignments and major emergencies are exceptions to the 96 consecutive hour rule.

#### **Article 42. MCFFA DEDUCTIONS**

Upon receipt of a signed authorization from a member of MCFFA, the CITY shall institute payroll deductions for association dues, credit union obligations and insurance premiums for MCFFA sponsored plans. The authorization form shall be as provided by the CITY and any deductions shall be in accordance with applicable administrative procedures.

#### **Article 43. RESIDENCY REQUIREMENT**

There shall be no residency requirement for employees in the classifications represented by MCFFA.

#### **Article 44. NON-SMOKER HIRING PREFERENCE**

Recruitments initiated for the positions covered by this Memorandum shall state that a preference shall be given to applicants who are non-smokers, all other qualifications being equal.

#### **Article 45. TIME BANK**

Each employee covered under this Memorandum shall contribute one-half (0.5) of a vacation shift (twelve hours) to a pool of hours to be used for MCFFA business on an hour for hour basis (other than meet and confer and meet and consult items, and routine administrative functions dealing with CITY). Employees shall have the option of contributing holiday time in lieu of vacation time. Employees not in fire suppression shall contribute eight (8) hours. The specific procedures to be used to administer this time bank shall be as mutually agreed by CITY and MCFFA.

**Article 46. STATION ASSIGNMENTS**

- a) A "Bid System" shall be utilized to assist with personnel assignments to platoon, station and apparatus. The "Bid System" shall not supersede Article 1, MANAGEMENT RIGHTS of this Agreement, nor shall it infringe upon any management rights contained therein.
  
- b) The "Bid System" shall be as follows:
  - 1) The departmental seniority system shall be used unless mutually agreed upon by MCFFA and the CITY.
  
  - 2) Fire Management will select the personnel for Relief Engineer, Training Officer, FPB Inspector, Haz-Mat Unit, and any other specialized position mutually agreed upon prior to the bidding process. Fire Management may solicit personnel for special positions.
  
  - 3) The bidding process shall be carried out in the following order:
    - a) Captains
    - b) Engineers
    - c) Firefighters
  
  - 4) Bids for station and apparatus shall be for two (2) year terms. Platoon assignments which result from the bid process shall remain in effect for six years.
  
  - 5) Employees bidding Station 8 either at the inception of the bid, or during the bid cycle, shall remain at Station 8 for the remainder of the bid cycle. (Excluding promotions and the management right to assign.)
  
  - 6) MCFFA agrees that all bids will be at no cost to the CITY. MCFFA and CITY will mutually agree to a system to accomplish this. MCFFA and CITY agree that in the sole discretion of CITY it may take some time to accomplish initial changes in platoons.
  
  - 7) Mutual trades shall be allowed when two parties agree to change platoons with approval from Fire Management.
  
  - 8) Probationary Firefighters shall be assigned by Fire Management. When assigning probationary Firefighters, the following apparatus shall not be considered:

- Truck 1 seat #3
- Engine 21
- Truck 11 seats #3 and #4
- Truck 5 seat #3

Firefighters displaced by assignment of a probationary Firefighter under this MOU, may request reassignment to that position once that position becomes available. Management shall make a reasonable effort to satisfy such requests.

Probationary Firefighters should be rotated at six (6) month intervals. Probationary Firefighters assigned to the Paramedic Program or the Haz Mat Team may be exempt from this rotation.

- 9) All mid-term bids for vacancies are subject to Fire Management approval. When the department is notified in writing of a pending vacancy, all personnel shall be notified of the vacancy by pager and E-mail system. This notification will take place during the shift which follows the shift in which the vacancy occurs. This notification will occur at, or about, 9:00 A.M. when feasible. All those interested in the vacant position shall notify the Operations Chief and the Battalion Chief of the platoon where the vacancy occurs, in writing, within 72 hours of the vacancy's posting. The bidding priority shall be by department seniority, department wide. This process shall be repeated twice if necessary. These additional postings, after the initial posting, shall each have a 24-hour employee response window.
- 10) All mid-term bids for vacancies are subject to Fire Management approval. When the department is notified in writing of a pending vacancy, all personnel shall be notified of the vacancy by pager and E-mail system. This notification will take place the shift following when the vacancy occurs. All those interested in the vacant position shall notify the Battalion Chief of the platoon where the vacancy occurs, in writing, within 72 hours of the vacancy's posting. The bidding priority shall be by department seniority, department wide. This process may be repeated twice.
- 11) MCFFA agrees that the Fire Management is the final authority in assigning personnel and the Fire Management's decision is not subject to the grievance procedure, arbitration or considered discipline.
- 12) Any MCFFA member who is denied an assignment may request Fire Management to respond "in kind" as to why his/her bid was rejected. Fire Management shall respond when a request is made.
- 13) The Bid System shall be adjusted to accommodate the needs of the Fire Department when an ALS system has been adopted.
- 14) The Bid System shall be dynamic. Any bid system procedural changes shall be mutually agreed to by MCFFA and CITY.

#### **Article 47. OUTSIDE EMPLOYMENT**

- a) All employees shall request the approval of the CITY prior to beginning any outside business or employment. Such business or employment shall not affect the time or quality of their CITY work or cast discredit upon or create embarrassment for the CITY.
- b) Specific policies and procedures governing outside employment shall be as contained in the Personnel Rules and Personnel Administrative Orders.

#### **Article 48. NON DISCRIMINATION**

- a) The CITY and MCFFA agree that the provisions of this Memorandum shall be applied without favor or discrimination based on race, color, ancestry, religion or creed, sex, national origin, marital status, age, physical or mental disability or perceived disability, medical condition, pregnancy-related condition, sexual orientation or political affiliation. They agree to recognize, respect and support the CITY's commitment to nondiscrimination in employment as set forth in the CITY's Equal Opportunity Plan and CITY's Policy Against Harassment and Discrimination. MCFFA agrees to encourage its members to assist in the implementation of that program.
- b) MCFFA agrees to and acknowledges its responsibility to fairly represent all employees in the bargaining unit without regard to race, color, ancestry, religion or creed, sex, national origin, marital status, age, physical or mental disability or perceived disability, medical condition, pregnancy-related condition, sexual orientation, political affiliation, job classification or employment status.
- c) MCFFA recognizes the CITY must comply with the statutory provisions of the Americans With Disabilities Act (ADA).

The ADA requires accommodations for individuals protected under the Act, and that these accommodations be determined on an individual, case-by-case basis.

MCFFA recognizes that the CITY has the legal obligation to meet with the individual applicant/employee to be accommodated before any adjustment is made in working conditions.

Should compliance with ADA provisions necessitate amendments to the MOU, upon 15 working days written notice from the CITY, MCFFA shall agree to meet and confer. Such notification shall include supporting documentation indicating the basis for required changes to this Agreement.

Any accommodation provided to an individual protected by the ADA shall not establish a past practice, nor shall it be cited or used as evidence of a past practice in the grievance procedure.

#### **Article 49. JOB ACTIONS**

MCFFA agrees and acknowledges that strikes, sick-ins, slow-downs or other forms of work stoppage or disturbances are detrimental to the responsibility of MCFFA and its members to insure that high quality service is provided to the people of the CITY of Modesto. Any such actions are also a violation of this Memorandum. MCFFA and its members agree not to sanction, support, condone, or engage in any such actions directly or indirectly during the term of this Memorandum.

#### **Article 50. PROVISIONS OF LAW**

It is understood and agreed that this Memorandum of Understanding is subject to all current and future applicable Federal and State laws and regulations and the current provisions of the CITY Charter and Code. If any part or provision of this MOU is held to be in conflict, inconsistent, invalid or unenforceable with such applicable provisions of those Federal, State or CITY enactments by any court of competent jurisdiction, such part or provisions shall be suspended and superseded by such applicable law or regulations, and the remainder of this Memorandum of Understanding shall not be affected. If any part or provision of this MOU is suspended or superseded, the parties agree to reopen negotiations regarding the suspended or superseded part or provision with the understanding that total compensation to employees under this MOU shall not be reduced or increased as a result of this Article.

The parties hereto agree to refrain from initiating any legal action or take individual or collective action that would invalidate Articles of this MOU.

#### **Article 51. SEVERABILITY**

- a) If any provision of this Memorandum is declared by legislative action or by a court of competent jurisdiction to be contrary to law, then said provision shall be deemed severable from all other provisions and shall in no way affect the validity of the other provisions.
- b) The parties acknowledge that during the negotiations which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, that the understanding arrived at after the exercise

of that right are set forth in this Agreement. The express provisions of this Agreement for its duration, therefore, constitute the complete and total contract between the CITY and MCFFA with respect to wages, hours and other terms and conditions of employment. Any prior or existing Agreement between the parties, whether formal or informal, regarding any such matters is hereby superseded and terminated in its entirety. The parties voluntarily waive the right to meet and confer in good faith with respect to any subject or matter referred to or covered in this Agreement, except that the parties, by mutual agreement, may meet and confer and agree to amend any matter in this Agreement, including compensation.

All pertinent ordinances and resolutions shall be revised to conform with this Agreement. All other ordinances, resolutions, rules and regulations, practices and policies shall continue in force and effect during the term of this Agreement unless modified according to the provisions of this Agreement.

**Article 52. APPROVAL**

This Memorandum shall be presented to the Modesto City Council for approval and shall not be binding until so approved.

**CITY OF MODESTO**

**MODESTO CITY FIRE FIGHTERS ASSOCIATION**

Robin Renwick 2/8/08  
Robin Renwick Date  
Personnel Director

Cecil Ridge 1/14/08  
Cecil Ridge Date  
President

Tom Brennan 2/1/08  
Tom Brennan Date  
Fire Division Chief

Robert Berbena 1-18-08  
Robert Berbena Date  
Fire Captain

Dan Hinshaw 2-7-08  
Dan Hinshaw Date  
Fire Battalion Chief

Jason Fritz 1-11-08  
Jason Fritz Date  
Fire Engineer

Mike Shookkey 1-28-08  
Mike Shookkey Date  
Fire Engineer

**Exhibits A-F: SCHEDULES OF SALARY RANGES**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2007**  
**EFFECTIVE DATE December 26, 2006**

SCHEDULE – B  
GENERAL FIRE CLASS – 112 HRS

RANGE	6.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0201	15.2155	15.9763	16.7751	17.6139	18.4946	1,704.14	1,789.35	1,878.81	1,972.76	2,071.40	3,706.50	3,891.84	4,086.41	4,290.75	4,505.30
0202	15.5959	16.3757	17.1945	18.0542	18.9569	1,746.74	1,834.08	1,925.78	2,022.07	2,123.17	3,799.16	3,989.12	4,188.57	4,398.00	4,617.89
0203	15.9858	16.7851	17.6244	18.5056	19.4309	1,790.41	1,879.93	1,973.93	2,072.63	2,176.26	3,894.14	4,088.85	4,293.30	4,507.97	4,733.37
0204	16.3854	17.2047	18.0649	18.9681	19.9165	1,835.16	1,926.93	2,023.27	2,124.43	2,230.65	3,991.47	4,191.07	4,400.61	4,620.64	4,851.66
0205	16.7950	17.6348	18.5165	19.4423	20.4144	1,881.04	1,975.10	2,073.85	2,177.54	2,286.41	4,091.26	4,295.84	4,510.62	4,736.15	4,972.94
0206	17.2149	18.0756	18.9794	19.9284	20.9248	1,928.07	2,024.47	2,125.69	2,231.98	2,343.58	4,193.55	4,403.22	4,623.38	4,854.56	5,097.29
0207	17.6453	18.5276	19.4540	20.4267	21.4480	1,976.27	2,075.09	2,178.85	2,287.79	2,402.18	4,298.39	4,513.32	4,739.00	4,975.94	5,224.74
0208	18.0864	18.9907	19.9402	20.9372	21.9841	2,025.68	2,126.96	2,233.30	2,344.97	2,462.22	4,405.85	4,626.14	4,857.43	5,100.31	5,355.33
0209	18.5386	19.4655	20.4388	21.4607	22.5337	2,076.32	2,180.14	2,289.15	2,403.60	2,523.77	4,516.00	4,741.80	4,978.90	5,227.83	5,489.20
0210	19.0021	19.9522	20.9498	21.9973	23.0972	2,128.24	2,234.65	2,346.38	2,463.70	2,586.89	4,628.92	4,860.36	5,103.38	5,358.55	5,626.49
0211	19.4772	20.4511	21.4737	22.5474	23.6748	2,181.45	2,290.52	2,405.05	2,525.31	2,651.58	4,744.65	4,981.88	5,230.98	5,492.55	5,767.19
0212	19.9641	20.9623	22.0104	23.1109	24.2664	2,235.98	2,347.78	2,465.16	2,588.42	2,717.84	4,863.26	5,106.42	5,361.72	5,629.81	5,911.30
0213	20.4632	21.4864	22.5607	23.6887	24.8731	2,291.88	2,406.48	2,526.80	2,653.13	2,785.79	4,984.84	5,234.09	5,495.79	5,770.56	6,059.09
0214	20.9748	22.0235	23.1247	24.2809	25.4949	2,349.18	2,466.63	2,589.97	2,719.46	2,855.43	5,109.47	5,364.92	5,633.18	5,914.83	6,210.56
0215	21.4992	22.5742	23.7029	24.8880	26.1324	2,407.91	2,528.31	2,654.72	2,787.46	2,926.83	5,237.20	5,499.07	5,774.02	6,062.73	6,365.86
0216	22.0367	23.1385	24.2954	25.5102	26.7857	2,468.11	2,591.51	2,721.08	2,857.14	3,000.00	5,368.14	5,636.53	5,918.35	6,214.28	6,525.00
0217	22.5876	23.7170	24.9029	26.1480	27.4554	2,529.81	2,656.30	2,789.12	2,928.58	3,075.00	5,502.34	5,777.45	6,066.34	6,369.66	6,688.13
0218	23.1523	24.3099	25.5254	26.8017	28.1418	2,593.06	2,722.71	2,858.84	3,001.79	3,151.88	5,639.91	5,921.89	6,217.98	6,528.89	6,855.34
0219	23.7311	24.9177	26.1636	27.4718	28.8454	2,657.88	2,790.78	2,930.32	3,076.84	3,230.68	5,780.89	6,069.95	6,373.45	6,692.13	7,026.73
0220	24.3244	25.5406	26.8176	28.1585	29.5664	2,724.33	2,860.55	3,003.57	3,153.75	3,311.44	5,925.42	6,221.70	6,532.76	6,859.41	7,202.38
0221	24.9325	26.1791	27.4881	28.8625	30.3056	2,792.44	2,932.06	3,078.67	3,232.60	3,394.23	6,073.56	6,377.23	6,696.11	7,030.91	7,382.45
0222	25.5558	26.8336	28.1753	29.5841	31.0633	2,862.25	3,005.36	3,155.63	3,313.42	3,479.09	6,225.39	6,536.66	6,863.50	7,206.69	7,567.02
0223	26.1947	27.5044	28.8796	30.3236	31.8398	2,933.81	3,080.49	3,234.52	3,396.24	3,566.06	6,381.04	6,700.07	7,035.08	7,386.82	7,756.18
0224	26.8496	28.1921	29.6017	31.0818	32.6359	3,007.16	3,157.52	3,315.39	3,481.16	3,655.22	6,540.57	6,867.61	7,210.97	7,571.52	7,950.10
0225	27.5208	28.8968	30.3416	31.8587	33.4516	3,082.33	3,236.44	3,398.26	3,568.17	3,746.58	6,704.07	7,039.26	7,391.22	7,760.77	8,148.81

**EXHIBIT A**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2007**  
**EFFECTIVE DATE December 26, 2006**

SCHEDULE – W  
GENERAL FIRE CLASS – 80 HRS

RANGE	6.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0701	21.3015	22.3666	23.4849	24.6591	25.8921	1,704.12	1,789.33	1,878.79	1,972.73	2,071.37	3,706.46	3,891.79	4,086.37	4,290.69	4,505.23
0702	21.8340	22.9257	24.0720	25.2756	26.5394	1,746.72	1,834.06	1,925.76	2,022.05	2,123.15	3,799.12	3,989.08	4,188.53	4,397.96	4,617.85
0703	22.3799	23.4989	24.6738	25.9075	27.2029	1,790.39	1,879.91	1,973.90	2,072.60	2,176.23	3,894.10	4,088.80	4,293.23	4,507.91	4,733.30
0704	22.9394	24.0864	25.2907	26.5552	27.8830	1,835.15	1,926.91	2,023.26	2,124.42	2,230.64	3,991.45	4,191.03	4,400.59	4,620.61	4,851.64
0705	23.5129	24.6885	25.9229	27.2190	28.5800	1,881.03	1,975.08	2,073.83	2,177.52	2,286.40	4,091.24	4,295.80	4,510.58	4,736.11	4,972.92
0706	24.1007	25.3057	26.5710	27.8996	29.2946	1,928.06	2,024.46	2,125.68	2,231.97	2,343.57	4,193.53	4,403.20	4,623.35	4,854.53	5,097.26
0707	24.7032	25.9384	27.2353	28.5971	30.0270	1,976.26	2,075.07	2,178.82	2,287.77	2,402.16	4,298.37	4,513.28	4,738.93	4,975.90	5,224.70
0708	25.3208	26.5868	27.9161	29.3119	30.7775	2,025.66	2,126.94	2,233.29	2,344.95	2,462.20	4,405.81	4,626.09	4,857.41	5,100.27	5,355.29
0709	25.9538	27.2515	28.6141	30.0448	31.5470	2,076.30	2,180.12	2,289.13	2,403.58	2,523.76	4,515.95	4,741.76	4,978.86	5,227.79	5,489.18
0710	26.6026	27.9327	29.3293	30.7958	32.3356	2,128.21	2,234.62	2,346.34	2,463.66	2,586.85	4,628.86	4,860.30	5,103.29	5,358.46	5,626.40
0711	27.2677	28.6311	30.0627	31.5658	33.1441	2,181.42	2,290.49	2,405.02	2,525.26	2,651.53	4,744.59	4,981.82	5,230.92	5,492.44	5,767.08
0712	27.9494	29.3469	30.8142	32.3549	33.9726	2,235.95	2,347.75	2,465.14	2,588.39	2,717.81	4,863.19	5,106.36	5,361.68	5,629.75	5,911.24
0713	28.6481	30.0805	31.5845	33.1637	34.8219	2,291.85	2,406.44	2,526.76	2,653.10	2,785.75	4,984.77	5,234.01	5,495.70	5,770.49	6,059.01
0714	29.3643	30.8325	32.3741	33.9928	35.6924	2,349.14	2,466.60	2,589.93	2,719.42	2,855.39	5,109.38	5,364.86	5,633.10	5,914.74	6,210.47
0715	30.0984	31.6033	33.1835	34.8427	36.5848	2,407.87	2,528.26	2,654.68	2,787.42	2,926.78	5,237.12	5,498.97	5,773.93	6,062.64	6,365.75
0716	30.8509	32.3934	34.0131	35.7138	37.4995	2,468.07	2,591.47	2,721.05	2,857.10	2,999.96	5,368.05	5,636.45	5,918.28	6,214.19	6,524.91
0717	31.6222	33.2033	34.8635	36.6067	38.4370	2,529.78	2,656.26	2,789.08	2,928.54	3,074.96	5,502.27	5,777.37	6,066.25	6,369.57	6,688.04
0718	32.4128	34.0334	35.7351	37.5219	39.3980	2,593.02	2,722.67	2,858.81	3,001.75	3,151.84	5,639.82	5,921.81	6,217.91	6,528.81	6,855.25
0719	33.2231	34.8843	36.6285	38.4599	40.3829	2,657.85	2,790.74	2,930.28	3,076.79	3,230.63	5,780.82	6,069.86	6,373.36	6,692.02	7,026.62
0720	34.0537	35.7564	37.5442	39.4214	41.3925	2,724.30	2,860.51	3,003.54	3,153.71	3,311.40	5,925.35	6,221.61	6,532.70	6,859.32	7,202.30
0721	34.9050	36.6503	38.4828	40.4069	42.4272	2,792.40	2,932.02	3,078.62	3,232.55	3,394.18	6,073.47	6,377.14	6,696.00	7,030.80	7,382.34
0722	35.7776	37.5665	39.4448	41.4170	43.4879	2,862.21	3,005.32	3,155.58	3,313.36	3,479.03	6,225.31	6,536.57	6,863.39	7,206.56	7,566.89
0723	36.6720	38.5056	40.4309	42.4524	44.5750	2,933.76	3,080.45	3,234.47	3,396.19	3,566.00	6,380.93	6,699.98	7,034.97	7,386.71	7,756.05
0724	37.5888	39.4682	41.4416	43.5137	45.6894	3,007.10	3,157.46	3,315.33	3,481.10	3,655.15	6,540.44	6,867.48	7,210.84	7,571.39	7,949.95
0725	38.5285	40.4549	42.4776	44.6015	46.8316	3,082.28	3,236.39	3,398.21	3,568.12	3,746.53	6,703.96	7,039.15	7,391.11	7,760.66	8,148.70

**EXHIBIT A**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2007**  
**EFFECTIVE DATE December 26, 2006**

**SCHEDULE – Z**  
**FIRE FIGHTER TRAINEE – 80 HRS**

RANGE	6.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0901	20.1611	21.1692	22.2277	23.3391	24.5061	1,612.89	1,693.54	1,778.22	1,867.13	1,960.49	3,508.04	3,683.45	3,867.63	4,061.01	4,264.07
0902	20.6651	21.6984	22.7833	23.9225	25.1186	1,653.21	1,735.87	1,822.66	1,913.80	2,009.49	3,595.73	3,775.52	3,964.29	4,162.52	4,370.64
0903	21.1817	22.2408	23.3528	24.5204	25.7464	1,694.54	1,779.26	1,868.22	1,961.63	2,059.71	3,685.62	3,869.89	4,063.38	4,266.55	4,479.87
0904	21.7112	22.7968	23.9366	25.1334	26.3901	1,736.90	1,823.74	1,914.93	2,010.67	2,111.21	3,777.76	3,966.63	4,164.97	4,373.21	4,591.88
0905	22.2540	23.3667	24.5350	25.7618	27.0499	1,780.32	1,869.34	1,962.80	2,060.94	2,163.99	3,872.20	4,065.81	4,269.09	4,482.54	4,706.68
0906	22.8104	23.9509	25.1484	26.4058	27.7261	1,824.83	1,916.07	2,011.87	2,112.46	2,218.09	3,969.01	4,167.45	4,375.82	4,594.60	4,824.35
0907	23.3807	24.5497	25.7772	27.0661	28.4194	1,870.46	1,963.98	2,062.18	2,165.29	2,273.55	4,068.25	4,271.66	4,485.24	4,709.51	4,944.97
0908	23.9652	25.1635	26.4217	27.7428	29.1299	1,917.22	2,013.08	2,113.74	2,219.42	2,330.39	4,169.95	4,378.45	4,597.38	4,827.24	5,068.60
0909	24.5643	25.7925	27.0821	28.4362	29.8580	1,965.14	2,063.40	2,166.57	2,274.90	2,388.64	4,274.18	4,487.90	4,712.29	4,947.91	5,195.29
0910	25.1784	26.4373	27.7592	29.1472	30.6046	2,014.27	2,114.98	2,220.74	2,331.78	2,448.37	4,381.04	4,600.08	4,830.11	5,071.62	5,325.20
0911	25.8079	27.0983	28.4532	29.8759	31.3697	2,064.63	2,167.86	2,276.26	2,390.07	2,509.58	4,490.57	4,715.10	4,950.87	5,198.40	5,458.34
0912	26.4531	27.7758	29.1646	30.6228	32.1539	2,116.25	2,222.06	2,333.17	2,449.82	2,572.31	4,602.84	4,832.98	5,074.64	5,328.36	5,594.77
0913	27.1144	28.4701	29.8936	31.3883	32.9577	2,169.15	2,277.61	2,391.49	2,511.06	2,636.62	4,717.90	4,953.80	5,201.49	5,461.56	5,734.65
0914	27.7923	29.1819	30.6410	32.1731	33.7818	2,223.38	2,334.55	2,451.28	2,573.85	2,702.54	4,835.85	5,077.65	5,331.53	5,598.12	5,878.02
0915	28.4871	29.9115	31.4071	32.9775	34.6264	2,278.97	2,392.92	2,512.57	2,638.20	2,770.11	4,956.76	5,204.60	5,464.84	5,738.09	6,024.99
0916	29.1993	30.6593	32.1923	33.8019	35.4920	2,335.94	2,452.74	2,575.38	2,704.15	2,839.36	5,080.67	5,334.71	5,601.45	5,881.53	6,175.61
0917	29.9293	31.4258	32.9971	34.6470	36.3794	2,394.34	2,514.06	2,639.77	2,771.76	2,910.35	5,207.69	5,468.08	5,741.50	6,028.58	6,330.01
0918	30.6775	32.2114	33.8220	35.5131	37.2888	2,454.20	2,576.91	2,705.76	2,841.05	2,983.10	5,337.89	5,604.78	5,885.03	6,179.28	6,488.24
0919	31.4444	33.0166	34.6674	36.4008	38.2208	2,515.55	2,641.33	2,773.39	2,912.06	3,057.66	5,471.32	5,744.89	6,032.12	6,333.73	6,650.41
0920	32.2305	33.8420	35.5341	37.3108	39.1763	2,578.44	2,707.36	2,842.73	2,984.86	3,134.10	5,608.11	5,888.51	6,182.94	6,492.07	6,816.67
0921	33.0363	34.6881	36.4225	38.2436	40.1558	2,642.90	2,775.05	2,913.80	3,059.49	3,212.46	5,748.31	6,035.73	6,337.52	6,654.39	6,987.10
0922	33.8622	35.5553	37.3331	39.1998	41.1598	2,708.98	2,844.42	2,986.65	3,135.98	3,292.78	5,892.03	6,186.61	6,495.96	6,820.76	7,161.80
0923	34.7088	36.4442	38.2664	40.1797	42.1887	2,776.70	2,915.54	3,061.31	3,214.38	3,375.10	6,039.32	6,341.30	6,658.35	6,991.28	7,340.84
0924	35.5765	37.3553	39.2231	41.1843	43.2435	2,846.12	2,988.42	3,137.85	3,294.74	3,459.48	6,190.31	6,499.81	6,824.82	7,166.06	7,524.37
0925	36.4659	38.2892	40.2037	42.2139	44.3246	2,917.27	3,063.14	3,216.30	3,377.11	3,545.97	6,345.06	6,662.33	6,995.45	7,345.21	7,712.48

**EXHIBIT A**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2008**  
**EFFECTIVE DATE December 25, 2007**

SCHEDULE – B  
GENERAL FIRE CLASS – 112 HRS

RANGE	5.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0201	15.9763	16.7751	17.6139	18.4946	19.4193	1,789.35	1,878.81	1,972.76	2,071.40	2,174.96	3,891.84	4,086.41	4,290.75	4,505.30	4,730.54
0202	16.3757	17.1945	18.0542	18.9569	19.9047	1,834.08	1,925.78	2,022.07	2,123.17	2,229.33	3,989.12	4,188.57	4,398.00	4,617.89	4,848.79
0203	16.7851	17.6244	18.5056	19.4309	20.4024	1,879.93	1,973.93	2,072.63	2,176.26	2,285.07	4,088.85	4,293.30	4,507.97	4,733.37	4,970.03
0204	17.2047	18.0649	18.9681	19.9165	20.9123	1,926.93	2,023.27	2,124.43	2,230.65	2,342.18	4,191.07	4,400.61	4,620.64	4,851.66	5,094.24
0205	17.6348	18.5165	19.4423	20.4144	21.4351	1,975.10	2,073.85	2,177.54	2,286.41	2,400.73	4,295.84	4,510.62	4,736.15	4,972.94	5,221.59
0206	18.0757	18.9795	19.9285	20.9249	21.9711	2,024.48	2,125.70	2,231.99	2,343.59	2,460.76	4,403.24	4,623.40	4,854.58	5,097.31	5,352.15
0207	18.5276	19.4540	20.4267	21.4480	22.5204	2,075.09	2,178.85	2,287.79	2,402.18	2,522.28	4,513.32	4,739.00	4,975.94	5,224.74	5,485.96
0208	18.9908	19.9403	20.9373	21.9842	23.0834	2,126.97	2,233.31	2,344.98	2,462.23	2,585.34	4,626.16	4,857.45	5,100.33	5,355.35	5,623.11
0209	19.4656	20.4389	21.4608	22.5338	23.6605	2,180.15	2,289.16	2,403.61	2,523.79	2,649.98	4,741.83	4,978.92	5,227.85	5,489.24	5,763.71
0210	19.9522	20.9498	21.9973	23.0972	24.2521	2,234.65	2,346.38	2,463.70	2,586.89	2,716.24	4,860.36	5,103.38	5,358.55	5,626.49	5,907.82
0211	20.4510	21.4736	22.5473	23.6747	24.8584	2,290.51	2,405.04	2,525.30	2,651.57	2,784.14	4,981.86	5,230.96	5,492.53	5,767.16	6,055.50
0212	20.9623	22.0104	23.1109	24.2664	25.4797	2,347.78	2,465.16	2,588.42	2,717.84	2,853.73	5,106.42	5,361.72	5,629.81	5,911.30	6,206.86
0213	21.4864	22.5607	23.6887	24.8731	26.1168	2,406.48	2,526.80	2,653.13	2,785.79	2,925.08	5,234.09	5,495.79	5,770.56	6,059.09	6,362.05
0214	22.0236	23.1248	24.2810	25.4951	26.7699	2,466.64	2,589.98	2,719.47	2,855.45	2,998.23	5,364.94	5,633.21	5,914.85	6,210.60	6,521.15
0215	22.5742	23.7029	24.8880	26.1324	27.4390	2,528.31	2,654.72	2,787.46	2,926.83	3,073.17	5,499.07	5,774.02	6,062.73	6,365.86	6,684.14
0216	23.1386	24.2955	25.5103	26.7858	28.1251	2,591.52	2,721.10	2,857.15	3,000.01	3,150.01	5,636.56	5,918.39	6,214.30	6,525.02	6,851.27
0217	23.7171	24.9030	26.1482	27.4556	28.8284	2,656.32	2,789.14	2,928.60	3,075.03	3,228.78	5,777.50	6,066.38	6,369.71	6,688.19	7,022.60
0218	24.3100	25.5255	26.8018	28.1419	29.5490	2,722.72	2,858.86	3,001.80	3,151.89	3,309.49	5,921.92	6,218.02	6,528.92	6,855.36	7,198.14
0219	24.9178	26.1637	27.4719	28.8455	30.2878	2,790.79	2,930.33	3,076.85	3,230.70	3,392.23	6,069.97	6,373.47	6,692.15	7,026.77	7,378.10
0220	25.5407	26.8177	28.1586	29.5665	31.0448	2,860.56	3,003.58	3,153.76	3,311.45	3,477.02	6,221.72	6,532.79	6,859.43	7,202.40	7,562.52
0221	26.1792	27.4882	28.8626	30.3057	31.8210	2,932.07	3,078.68	3,232.61	3,394.24	3,563.95	6,377.25	6,696.13	7,030.93	7,382.47	7,751.59
0222	26.8337	28.1754	29.5842	31.0634	32.6166	3,005.37	3,155.64	3,313.43	3,479.10	3,653.06	6,536.68	6,863.52	7,206.71	7,567.04	7,945.41
0223	27.5045	28.8797	30.3237	31.8399	33.4319	3,080.50	3,234.53	3,396.25	3,566.07	3,744.37	6,700.09	7,035.10	7,386.84	7,756.20	8,144.00
0224	28.1921	29.6017	31.0818	32.6359	34.2677	3,157.52	3,315.39	3,481.16	3,655.22	3,837.98	6,867.61	7,210.97	7,571.52	7,950.10	8,347.61
0225	28.8969	30.3417	31.8588	33.4517	35.1243	3,236.45	3,398.27	3,568.19	3,746.59	3,933.92	7,039.28	7,391.24	7,760.81	8,148.83	8,556.28

**EXHIBIT B**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2008**  
**EFFECTIVE DATE December 25, 2007**

SCHEDULE – W  
GENERAL FIRE CLASS – 80 HRS

RANGE	5.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0701	22.3666	23.4849	24.6591	25.8921	27.1867	1,789.33	1,878.79	1,972.73	2,071.37	2,174.94	3,891.79	4,086.37	4,290.69	4,505.23	4,730.49
0702	22.9258	24.0721	25.2757	26.5395	27.8665	1,834.06	1,925.77	2,022.06	2,123.16	2,229.32	3,989.08	4,188.55	4,397.98	4,617.87	4,848.77
0703	23.4989	24.6738	25.9075	27.2029	28.5630	1,879.91	1,973.90	2,072.60	2,176.23	2,285.04	4,088.80	4,293.23	4,507.91	4,733.30	4,969.96
0704	24.0864	25.2907	26.5552	27.8830	29.2772	1,926.91	2,023.26	2,124.42	2,230.64	2,342.18	4,191.03	4,400.59	4,620.61	4,851.64	5,094.24
0705	24.6886	25.9230	27.2192	28.5802	30.0092	1,975.09	2,073.84	2,177.54	2,286.42	2,400.74	4,295.82	4,510.60	4,736.15	4,972.96	5,221.61
0706	25.3058	26.5711	27.8997	29.2947	30.7594	2,024.46	2,125.69	2,231.98	2,343.58	2,460.75	4,403.20	4,623.38	4,854.56	5,097.29	5,352.13
0707	25.9384	27.2353	28.5971	30.0270	31.5284	2,075.07	2,178.82	2,287.77	2,402.16	2,522.27	4,513.28	4,738.93	4,975.90	5,224.70	5,485.94
0708	26.5869	27.9162	29.3120	30.7776	32.3165	2,126.95	2,233.30	2,344.96	2,462.21	2,585.32	4,626.12	4,857.43	5,100.29	5,355.31	5,623.07
0709	27.2516	28.6142	30.0449	31.5471	33.1245	2,180.13	2,289.14	2,403.59	2,523.77	2,649.96	4,741.78	4,978.88	5,227.81	5,489.20	5,763.66
0710	27.9329	29.3295	30.7960	32.3358	33.9526	2,234.63	2,346.36	2,463.68	2,586.86	2,716.21	4,860.32	5,103.33	5,358.50	5,626.42	5,907.76
0711	28.6312	30.0628	31.5659	33.1442	34.8014	2,290.50	2,405.02	2,525.27	2,651.54	2,784.11	4,981.84	5,230.92	5,492.46	5,767.10	6,055.44
0712	29.3470	30.8144	32.3551	33.9729	35.6715	2,347.76	2,465.15	2,588.41	2,717.83	2,853.72	5,106.38	5,361.70	5,629.79	5,911.28	6,206.84
0713	30.0807	31.5847	33.1639	34.8221	36.5632	2,406.46	2,526.78	2,653.11	2,785.77	2,925.06	5,234.05	5,495.75	5,770.51	6,059.05	6,362.01
0714	30.8327	32.3743	33.9930	35.6927	37.4773	2,466.62	2,589.94	2,719.44	2,855.42	2,998.18	5,364.90	5,633.12	5,914.78	6,210.54	6,521.04
0715	31.6035	33.1837	34.8429	36.5850	38.4143	2,528.28	2,654.70	2,787.43	2,926.80	3,073.14	5,499.01	5,773.97	6,062.66	6,365.79	6,684.08
0716	32.3936	34.0133	35.7140	37.4997	39.3747	2,591.49	2,721.06	2,857.12	2,999.98	3,149.98	5,636.49	5,918.31	6,214.24	6,524.96	6,851.21
0717	33.2034	34.8636	36.6068	38.4371	40.3590	2,656.27	2,789.09	2,928.54	3,074.97	3,228.72	5,777.39	6,066.27	6,369.57	6,688.06	7,022.47
0718	34.0335	35.7352	37.5220	39.3981	41.3680	2,722.68	2,858.82	3,001.76	3,151.85	3,309.44	5,921.83	6,217.93	6,528.83	6,855.27	7,198.03
0719	34.8843	36.6285	38.4599	40.3829	42.4020	2,790.74	2,930.28	3,076.79	3,230.63	3,392.16	6,069.86	6,373.36	6,692.02	7,026.62	7,377.95
0720	35.7564	37.5442	39.4214	41.3925	43.4621	2,860.51	3,003.54	3,153.71	3,311.40	3,476.97	6,221.61	6,532.70	6,859.32	7,202.30	7,562.41
0721	36.6503	38.4828	40.4069	42.4272	44.5486	2,932.02	3,078.62	3,232.55	3,394.18	3,563.89	6,377.14	6,696.00	7,030.80	7,382.34	7,751.46
0722	37.5666	39.4449	41.4171	43.4880	45.6624	3,005.33	3,155.59	3,313.37	3,479.04	3,652.99	6,536.59	6,863.41	7,206.58	7,566.91	7,945.25
0723	38.5058	40.4311	42.4527	44.5753	46.8041	3,080.46	3,234.49	3,396.22	3,566.02	3,744.33	6,700.00	7,035.02	7,386.78	7,756.09	8,143.92
0724	39.4684	41.4418	43.5139	45.6896	47.9741	3,157.47	3,315.34	3,481.11	3,655.17	3,837.93	6,867.50	7,210.86	7,571.41	7,949.99	8,347.50
0725	40.4551	42.4779	44.6018	46.8319	49.1735	3,236.41	3,398.23	3,568.14	3,746.55	3,933.88	7,039.19	7,391.15	7,760.70	8,148.75	8,556.19

**EXHIBIT B**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2008**  
**EFFECTIVE DATE December 25, 2007**

SCHEDULE – Z  
 FIRE FIGHTER TRAINEE – 80 HRS

RANGE	5.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0901	21.1692	22.2277	23.3391	24.5061	25.7314	1,693.54	1,778.22	1,867.13	1,960.49	2,058.51	3,683.45	3,867.63	4,061.01	4,264.07	4,477.26
0902	21.6984	22.7833	23.9225	25.1186	26.3745	1,735.87	1,822.66	1,913.80	2,009.49	2,109.96	3,775.52	3,964.29	4,162.52	4,370.64	4,589.16
0903	22.2409	23.3529	24.5205	25.7465	27.0338	1,779.27	1,868.23	1,961.64	2,059.72	2,162.70	3,869.91	4,063.40	4,266.57	4,479.89	4,703.87
0904	22.7969	23.9367	25.1335	26.3902	27.7097	1,823.75	1,914.94	2,010.68	2,111.22	2,216.78	3,966.66	4,164.99	4,373.23	4,591.90	4,821.50
0905	23.3668	24.5351	25.7619	27.0500	28.4025	1,869.34	1,962.81	2,060.95	2,164.00	2,272.20	4,065.81	4,269.11	4,482.57	4,706.70	4,942.04
0906	23.9510	25.1486	26.4060	27.7263	29.1126	1,916.08	2,011.89	2,112.48	2,218.10	2,329.01	4,167.47	4,375.86	4,594.64	4,824.37	5,065.60
0907	24.5498	25.7773	27.0662	28.4195	29.8405	1,963.98	2,062.18	2,165.30	2,273.56	2,387.24	4,271.66	4,485.24	4,709.53	4,944.99	5,192.25
0908	25.1635	26.4217	27.7428	29.1299	30.5864	2,013.08	2,113.74	2,219.42	2,330.39	2,446.91	4,378.45	4,597.38	4,827.24	5,068.60	5,322.03
0909	25.7926	27.0822	28.4363	29.8581	31.3510	2,063.41	2,166.58	2,274.90	2,388.65	2,508.08	4,487.92	4,712.31	4,947.91	5,195.31	5,455.07
0910	26.4374	27.7593	29.1473	30.6047	32.1349	2,114.99	2,220.74	2,331.78	2,448.38	2,570.79	4,600.10	4,830.11	5,071.62	5,325.23	5,591.47
0911	27.0983	28.4532	29.8759	31.3697	32.9382	2,167.86	2,276.26	2,390.07	2,509.58	2,635.06	4,715.10	4,950.87	5,198.40	5,458.34	5,731.26
0912	27.7758	29.1646	30.6228	32.1539	33.7616	2,222.06	2,333.17	2,449.82	2,572.31	2,700.93	4,832.98	5,074.64	5,328.36	5,594.77	5,874.52
0913	28.4702	29.8937	31.3884	32.9578	34.6057	2,277.62	2,391.50	2,511.07	2,636.62	2,768.46	4,953.82	5,201.51	5,461.58	5,734.65	6,021.40
0914	29.1820	30.6411	32.1732	33.7819	35.4710	2,334.56	2,451.29	2,573.86	2,702.55	2,837.68	5,077.67	5,331.56	5,598.15	5,878.05	6,171.95
0915	29.9116	31.4072	32.9776	34.6265	36.3578	2,392.93	2,512.58	2,638.21	2,770.12	2,908.62	5,204.62	5,464.86	5,738.11	6,025.01	6,326.25
0916	30.6594	32.1924	33.8020	35.4921	37.2667	2,452.75	2,575.39	2,704.16	2,839.37	2,981.34	5,334.73	5,601.47	5,881.55	6,175.63	6,484.41
0917	31.4259	32.9972	34.6471	36.3795	38.1985	2,514.07	2,639.78	2,771.77	2,910.36	3,055.88	5,468.10	5,741.52	6,028.60	6,330.03	6,646.54
0918	32.2115	33.8221	35.5132	37.2889	39.1533	2,576.92	2,705.77	2,841.06	2,983.11	3,132.26	5,604.80	5,885.05	6,179.31	6,488.26	6,812.67
0919	33.0168	34.6676	36.4010	38.2211	40.1322	2,641.34	2,773.41	2,912.08	3,057.69	3,210.58	5,744.91	6,032.17	6,333.77	6,650.48	6,983.01
0920	33.8422	35.5343	37.3110	39.1766	41.1354	2,707.38	2,842.74	2,984.88	3,134.13	3,290.83	5,888.55	6,182.96	6,492.11	6,816.73	7,157.56
0921	34.6883	36.4227	38.2438	40.1560	42.1638	2,775.06	2,913.82	3,059.50	3,212.48	3,373.10	6,035.76	6,337.56	6,654.41	6,987.14	7,336.49
0922	35.5555	37.3333	39.2000	41.1600	43.2180	2,844.44	2,986.66	3,136.00	3,292.80	3,457.44	6,186.66	6,495.99	6,820.80	7,161.84	7,519.93
0923	36.4444	38.2666	40.1799	42.1889	44.2983	2,915.55	3,061.33	3,214.39	3,375.11	3,543.86	6,341.32	6,658.39	6,991.30	7,340.86	7,707.90
0924	37.3555	39.2233	41.1845	43.2437	45.4059	2,988.44	3,137.86	3,294.76	3,459.50	3,632.47	6,499.86	6,824.85	7,166.10	7,524.41	7,900.62
0925	38.2894	40.2039	42.2141	44.3248	46.5410	3,063.15	3,216.31	3,377.13	3,545.98	3,723.28	6,662.35	6,995.47	7,345.26	7,712.51	8,098.13

**EXHIBIT B**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2009**  
**EFFECTIVE DATE December 23, 2008**

SCHEDULE – B  
GENERAL FIRE CLASS – 112 HRS

RANGE	3.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0201	16.4556	17.2784	18.1423	19.0494	20.0019	1,843.03	1,935.18	2,031.94	2,133.53	2,240.21	4,008.59	4,209.02	4,419.47	4,640.43	4,872.46
0202	16.8670	17.7104	18.5959	19.5257	20.5020	1,889.10	1,983.56	2,082.74	2,186.88	2,296.22	4,108.79	4,314.24	4,529.96	4,756.46	4,994.28
0203	17.2887	18.1531	19.0608	20.0138	21.0145	1,936.33	2,033.15	2,134.81	2,241.55	2,353.62	4,211.52	4,422.10	4,643.21	4,875.37	5,119.12
0204	17.7209	18.6069	19.5372	20.5141	21.5398	1,984.74	2,083.97	2,188.17	2,297.58	2,412.46	4,316.81	4,532.63	4,759.27	4,997.24	5,247.10
0205	18.1639	19.0721	20.0257	21.0270	22.0784	2,034.36	2,136.08	2,242.88	2,355.02	2,472.78	4,424.73	4,645.97	4,878.26	5,122.17	5,378.30
0206	18.6180	19.5489	20.5263	21.5526	22.6302	2,085.22	2,189.48	2,298.95	2,413.89	2,534.58	4,535.35	4,762.12	5,000.22	5,250.21	5,512.71
0207	19.0835	20.0377	21.0396	22.0916	23.1962	2,137.35	2,244.22	2,356.44	2,474.26	2,597.97	4,648.74	4,881.18	5,125.26	5,381.52	5,650.58
0208	19.5606	20.5386	21.5655	22.6438	23.7760	2,190.79	2,300.32	2,415.34	2,536.11	2,662.91	4,764.97	5,003.20	5,253.36	5,516.04	5,791.83
0209	20.0496	21.0521	22.1047	23.2099	24.3704	2,245.56	2,357.84	2,475.73	2,599.51	2,729.48	4,884.09	5,128.30	5,384.71	5,653.93	5,936.62
0210	20.5508	21.5783	22.6572	23.7901	24.9796	2,301.69	2,416.77	2,537.61	2,664.49	2,797.72	5,006.18	5,256.47	5,519.30	5,795.27	6,085.04
0211	21.0646	22.1178	23.2237	24.3849	25.6041	2,359.24	2,477.19	2,601.05	2,731.11	2,867.66	5,131.35	5,387.89	5,657.28	5,940.16	6,237.16
0212	21.5912	22.6708	23.8043	24.9945	26.2442	2,418.21	2,539.13	2,666.08	2,799.38	2,939.35	5,259.61	5,522.61	5,798.72	6,088.65	6,393.09
0213	22.1310	23.2376	24.3995	25.6195	26.9005	2,478.67	2,602.61	2,732.74	2,869.38	3,012.86	5,391.11	5,660.68	5,943.71	6,240.90	6,552.97
0214	22.6843	23.8185	25.0094	26.2599	27.5729	2,540.64	2,667.67	2,801.05	2,941.11	3,088.16	5,525.89	5,802.18	6,092.28	6,396.91	6,716.75
0215	23.2514	24.4140	25.6347	26.9164	28.2622	2,604.16	2,734.37	2,871.09	3,014.64	3,165.37	5,664.05	5,947.25	6,244.62	6,556.84	6,884.68
0216	23.8327	25.0243	26.2755	27.5893	28.9688	2,669.26	2,802.72	2,942.86	3,090.00	3,244.51	5,805.64	6,095.92	6,400.72	6,720.75	7,056.81
0217	24.4285	25.6499	26.9324	28.2790	29.6930	2,735.99	2,872.79	3,016.43	3,167.25	3,325.62	5,950.78	6,248.32	6,560.74	6,888.77	7,233.22
0218	25.0392	26.2912	27.6058	28.9861	30.4354	2,804.39	2,944.61	3,091.85	3,246.44	3,408.76	6,099.55	6,404.53	6,724.77	7,061.01	7,414.05
0219	25.6652	26.9485	28.2959	29.7107	31.1962	2,874.50	3,018.23	3,169.14	3,327.60	3,493.97	6,252.04	6,564.65	6,892.88	7,237.53	7,599.38
0220	26.3068	27.6221	29.0032	30.4534	31.9761	2,946.36	3,093.68	3,248.36	3,410.78	3,581.32	6,408.33	6,728.75	7,065.18	7,418.45	7,789.37
0221	26.9645	28.3127	29.7283	31.2147	32.7754	3,020.02	3,171.02	3,329.57	3,496.05	3,670.84	6,568.54	6,896.97	7,241.81	7,603.91	7,984.08
0222	27.6386	29.0205	30.4715	31.9951	33.5949	3,095.52	3,250.30	3,412.81	3,583.45	3,762.63	6,732.76	7,069.40	7,422.86	7,794.00	8,183.72
0223	28.3296	29.7461	31.2334	32.7951	34.4349	3,172.92	3,331.56	3,498.14	3,673.05	3,856.71	6,901.10	7,246.14	7,608.45	7,988.88	8,388.34
0224	29.0378	30.4897	32.0142	33.6149	35.2956	3,252.23	3,414.85	3,585.59	3,764.87	3,953.11	7,073.60	7,427.30	7,798.66	8,188.59	8,598.01
0225	29.7637	31.2519	32.8145	34.4552	36.1780	3,333.53	3,500.21	3,675.22	3,858.98	4,051.94	7,250.43	7,612.96	7,993.60	8,393.28	8,812.97

**EXHIBIT C**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2009**  
**EFFECTIVE DATE December 23, 2008**

SCHEDULE – W  
GENERAL FIRE CLASS – 80 HRS

RANGE	3.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0701	23.0376	24.1895	25.3990	26.6690	28.0025	1,843.01	1,935.16	2,031.92	2,133.52	2,240.20	4,008.55	4,208.97	4,419.43	4,640.41	4,872.44
0702	23.6135	24.7942	26.0339	27.3356	28.7024	1,889.08	1,983.54	2,082.71	2,186.85	2,296.19	4,108.75	4,314.20	4,529.89	4,756.40	4,994.21
0703	24.2038	25.4140	26.6847	28.0189	29.4198	1,936.30	2,033.12	2,134.78	2,241.51	2,353.58	4,211.45	4,422.04	4,643.15	4,875.28	5,119.04
0704	24.8089	26.0493	27.3518	28.7194	30.1554	1,984.71	2,083.94	2,188.14	2,297.55	2,412.43	4,316.74	4,532.57	4,759.20	4,997.17	5,247.04
0705	25.4291	26.7006	28.0356	29.4374	30.9093	2,034.33	2,136.05	2,242.85	2,354.99	2,472.74	4,424.67	4,645.91	4,878.20	5,122.10	5,378.21
0706	26.0648	27.3680	28.7364	30.1732	31.6819	2,085.18	2,189.44	2,298.91	2,413.86	2,534.55	4,535.27	4,762.03	5,000.13	5,250.15	5,512.65
0707	26.7164	28.0522	29.4548	30.9275	32.4739	2,137.31	2,244.18	2,356.38	2,474.20	2,597.91	4,648.65	4,881.09	5,125.13	5,381.39	5,650.45
0708	27.3843	28.7535	30.1912	31.7008	33.2858	2,190.74	2,300.28	2,415.30	2,536.06	2,662.86	4,764.86	5,003.11	5,253.28	5,515.93	5,791.72
0709	28.0689	29.4723	30.9459	32.4932	34.1179	2,245.51	2,357.78	2,475.67	2,599.46	2,729.43	4,883.98	5,128.17	5,384.58	5,653.83	5,936.51
0710	28.7706	30.2091	31.7196	33.3056	34.9709	2,301.65	2,416.73	2,537.57	2,664.45	2,797.67	5,006.09	5,256.39	5,519.21	5,795.18	6,084.93
0711	29.4899	30.9644	32.5126	34.1382	35.8451	2,359.19	2,477.15	2,601.01	2,731.06	2,867.61	5,131.24	5,387.80	5,657.20	5,940.06	6,237.05
0712	30.2271	31.7385	33.3254	34.9917	36.7413	2,418.17	2,539.08	2,666.03	2,799.34	2,939.30	5,259.52	5,522.50	5,798.62	6,088.56	6,392.98
0713	30.9828	32.5319	34.1585	35.8664	37.6597	2,478.62	2,602.55	2,732.68	2,869.31	3,012.78	5,391.00	5,660.55	5,943.58	6,240.75	6,552.80
0714	31.7574	33.3453	35.0126	36.7632	38.6014	2,540.59	2,667.62	2,801.01	2,941.06	3,088.11	5,525.78	5,802.07	6,092.20	6,396.81	6,716.64
0715	32.5513	34.1789	35.8878	37.6822	39.5663	2,604.10	2,734.31	2,871.02	3,014.58	3,165.30	5,663.92	5,947.12	6,244.47	6,556.71	6,884.53
0716	33.3651	35.0334	36.7851	38.6244	40.5556	2,669.21	2,802.67	2,942.81	3,089.95	3,244.45	5,805.53	6,095.81	6,400.61	6,720.64	7,056.68
0717	34.1992	35.9092	37.7047	39.5899	41.5694	2,735.94	2,872.74	3,016.38	3,167.19	3,325.55	5,950.67	6,248.21	6,560.63	6,888.64	7,233.07
0718	35.0542	36.8069	38.6472	40.5796	42.6086	2,804.34	2,944.55	3,091.78	3,246.37	3,408.69	6,099.44	6,404.40	6,724.62	7,060.85	7,413.90
0719	35.9306	37.7271	39.6135	41.5942	43.6739	2,874.45	3,018.17	3,169.08	3,327.54	3,493.91	6,251.93	6,564.52	6,892.75	7,237.40	7,599.25
0720	36.8289	38.6703	40.6038	42.6340	44.7657	2,946.31	3,093.62	3,248.30	3,410.72	3,581.26	6,408.22	6,728.62	7,065.05	7,418.32	7,789.24
0721	37.7496	39.6371	41.6190	43.7000	45.8850	3,019.97	3,170.97	3,329.52	3,496.00	3,670.80	6,568.43	6,896.86	7,241.71	7,603.80	7,983.99
0722	38.6933	40.6280	42.6594	44.7924	47.0320	3,095.46	3,250.24	3,412.75	3,583.39	3,762.56	6,732.63	7,069.27	7,422.73	7,793.87	8,183.57
0723	39.6606	41.6436	43.7258	45.9121	48.2077	3,172.85	3,331.49	3,498.06	3,672.97	3,856.62	6,900.95	7,245.99	7,608.28	7,988.71	8,388.15
0724	40.6521	42.6847	44.8189	47.0598	49.4128	3,252.17	3,414.78	3,585.51	3,764.78	3,953.02	7,073.47	7,427.15	7,798.48	8,188.40	8,597.82
0725	41.6684	43.7518	45.9394	48.2364	50.6482	3,333.47	3,500.14	3,675.15	3,858.91	4,051.86	7,250.30	7,612.80	7,993.45	8,393.13	8,812.80

**EXHIBIT C**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2009**  
**EFFECTIVE DATE December 23, 2008**

SCHEDULE – Z  
 FIRE FIGHTER TRAINEE – 80 HOURS

RANGE	3.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0901	21.8043	22.8945	24.0392	25.2412	26.5033	1,744.34	1,831.56	1,923.14	2,019.30	2,120.26	3,793.94	3,983.64	4,182.83	4,391.98	4,611.57
0902	22.3494	23.4669	24.6402	25.8722	27.1658	1,787.95	1,877.35	1,971.22	2,069.78	2,173.26	3,888.79	4,083.24	4,287.40	4,501.77	4,726.84
0903	22.9081	24.0535	25.2562	26.5190	27.8450	1,832.65	1,924.28	2,020.50	2,121.52	2,227.60	3,986.01	4,185.31	4,394.59	4,614.31	4,845.03
0904	23.4808	24.6548	25.8875	27.1819	28.5410	1,878.46	1,972.38	2,071.00	2,174.55	2,283.28	4,085.65	4,289.93	4,504.43	4,729.65	4,966.13
0905	24.0678	25.2712	26.5348	27.8615	29.2546	1,925.42	2,021.70	2,122.78	2,228.92	2,340.37	4,187.79	4,397.20	4,617.05	4,847.90	5,090.30
0906	24.6695	25.9030	27.1982	28.5581	29.9860	1,973.56	2,072.24	2,175.86	2,284.65	2,398.88	4,292.49	4,507.12	4,732.50	4,969.11	5,217.56
0907	25.2862	26.5505	27.8780	29.2719	30.7355	2,022.90	2,124.04	2,230.24	2,341.75	2,458.84	4,399.81	4,619.79	4,850.77	5,093.31	5,347.98
0908	25.9184	27.2143	28.5750	30.0038	31.5040	2,073.47	2,177.14	2,286.00	2,400.30	2,520.32	4,509.80	4,735.28	4,972.05	5,220.65	5,481.70
0909	26.5664	27.8947	29.2894	30.7539	32.2916	2,125.31	2,231.58	2,343.15	2,460.31	2,583.33	4,622.55	4,853.69	5,096.35	5,351.17	5,618.74
0910	27.2306	28.5921	30.0217	31.5228	33.0989	2,178.45	2,287.37	2,401.74	2,521.82	2,647.91	4,738.13	4,975.03	5,223.78	5,484.96	5,759.20
0911	27.9114	29.3070	30.7724	32.3110	33.9266	2,232.91	2,344.56	2,461.79	2,584.88	2,714.13	4,856.58	5,099.42	5,354.39	5,622.11	5,903.23
0912	28.6092	30.0397	31.5417	33.1188	34.7747	2,288.74	2,403.18	2,523.34	2,649.50	2,781.98	4,978.01	5,226.92	5,488.26	5,762.66	6,050.81
0913	29.3244	30.7906	32.3301	33.9466	35.6439	2,345.95	2,463.25	2,586.41	2,715.73	2,851.51	5,102.44	5,357.57	5,625.44	5,906.71	6,202.03
0914	30.0575	31.5604	33.1384	34.7953	36.5351	2,404.60	2,524.83	2,651.07	2,783.62	2,922.81	5,230.01	5,491.51	5,766.08	6,054.37	6,357.11
0915	30.8089	32.3493	33.9668	35.6651	37.4484	2,464.71	2,587.94	2,717.34	2,853.21	2,995.87	5,360.74	5,628.77	5,910.21	6,205.73	6,516.02
0916	31.5791	33.1581	34.8160	36.5568	38.3846	2,526.33	2,652.65	2,785.28	2,924.54	3,070.77	5,494.77	5,769.51	6,057.98	6,360.87	6,678.92
0917	32.3686	33.9870	35.6864	37.4707	39.3442	2,589.49	2,718.96	2,854.91	2,997.66	3,147.54	5,632.14	5,913.74	6,209.43	6,519.91	6,845.90
0918	33.1778	34.8367	36.5785	38.4074	40.3278	2,654.22	2,786.94	2,926.28	3,072.59	3,226.22	5,772.93	6,061.59	6,364.66	6,682.88	7,017.03
0919	34.0072	35.7076	37.4930	39.3677	41.3361	2,720.58	2,856.61	2,999.44	3,149.42	3,306.89	5,917.26	6,213.13	6,523.78	6,849.99	7,192.49
0920	34.8574	36.6003	38.4303	40.3518	42.3694	2,788.59	2,928.02	3,074.42	3,228.14	3,389.55	6,065.18	6,368.44	6,686.86	7,021.20	7,372.27
0921	35.7288	37.5152	39.3910	41.3606	43.4286	2,858.30	3,001.22	3,151.28	3,308.85	3,474.29	6,216.80	6,527.65	6,854.03	7,196.75	7,556.58
0922	36.6220	38.4531	40.3758	42.3946	44.5143	2,929.76	3,076.25	3,230.06	3,391.57	3,561.14	6,372.23	6,690.84	7,025.38	7,376.66	7,745.48
0923	37.5376	39.4145	41.3852	43.4545	45.6272	3,003.01	3,153.16	3,310.82	3,476.36	3,650.18	6,531.55	6,858.12	7,201.03	7,561.08	7,939.14
0924	38.4760	40.3998	42.4198	44.5408	46.7678	3,078.08	3,231.98	3,393.58	3,563.26	3,741.42	6,694.82	7,029.56	7,381.04	7,750.09	8,137.59
0925	39.4379	41.4098	43.4803	45.6543	47.9370	3,155.03	3,312.78	3,478.42	3,652.34	3,834.96	6,862.19	7,205.30	7,565.56	7,943.84	8,341.04

**EXHIBIT C**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2010**  
**EFFECTIVE DATE June 23, 2009**

SCHEDULE – B  
GENERAL FIRE CLASS – 112 HRS

RANGE	2.50% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0201	16.8670	17.7104	18.5959	19.5257	20.5020	1,889.10	1,983.56	2,082.74	2,186.88	2,296.22	4,108.79	4,314.24	4,529.96	4,756.46	4,994.28
0202	17.2887	18.1531	19.0608	20.0138	21.0145	1,936.33	2,033.15	2,134.81	2,241.55	2,353.62	4,211.52	4,422.10	4,643.21	4,875.37	5,119.12
0203	17.7209	18.6069	19.5372	20.5141	21.5398	1,984.74	2,083.97	2,188.17	2,297.58	2,412.46	4,316.81	4,532.63	4,759.27	4,997.24	5,247.10
0204	18.1639	19.0721	20.0257	21.0270	22.0784	2,034.36	2,136.08	2,242.88	2,355.02	2,472.78	4,424.73	4,645.97	4,878.26	5,122.17	5,378.30
0205	18.6180	19.5489	20.5263	21.5526	22.6302	2,085.22	2,189.48	2,298.95	2,413.89	2,534.58	4,535.35	4,762.12	5,000.22	5,250.21	5,512.71
0206	19.0835	20.0377	21.0396	22.0916	23.1962	2,137.35	2,244.22	2,356.44	2,474.26	2,597.97	4,648.74	4,881.18	5,125.26	5,381.52	5,650.58
0207	19.5606	20.5386	21.5655	22.6438	23.7760	2,190.79	2,300.32	2,415.34	2,536.11	2,662.91	4,764.97	5,003.20	5,253.36	5,516.04	5,791.83
0208	20.0496	21.0521	22.1047	23.2099	24.3704	2,245.56	2,357.84	2,475.73	2,599.51	2,729.48	4,884.09	5,128.30	5,384.71	5,653.93	5,936.62
0209	20.5508	21.5783	22.6572	23.7901	24.9796	2,301.69	2,416.77	2,537.61	2,664.49	2,797.72	5,006.18	5,256.47	5,519.30	5,795.27	6,085.04
0210	21.0646	22.1178	23.2237	24.3849	25.6041	2,359.24	2,477.19	2,601.05	2,731.11	2,867.66	5,131.35	5,387.89	5,657.28	5,940.16	6,237.16
0211	21.5912	22.6708	23.8043	24.9945	26.2442	2,418.21	2,539.13	2,666.08	2,799.38	2,939.35	5,259.61	5,522.61	5,798.72	6,088.65	6,393.09
0212	22.1310	23.2376	24.3995	25.6195	26.9005	2,478.67	2,602.61	2,732.74	2,869.38	3,012.86	5,391.11	5,660.68	5,943.71	6,240.90	6,552.97
0213	22.6843	23.8185	25.0094	26.2599	27.5729	2,540.64	2,667.67	2,801.05	2,941.11	3,088.16	5,525.89	5,802.18	6,092.28	6,396.91	6,716.75
0214	23.2514	24.4140	25.6347	26.9164	28.2622	2,604.16	2,734.37	2,871.09	3,014.64	3,165.37	5,664.05	5,947.25	6,244.62	6,556.84	6,884.68
0215	23.8327	25.0243	26.2755	27.5893	28.9688	2,669.26	2,802.72	2,942.86	3,090.00	3,244.51	5,805.64	6,095.92	6,400.72	6,720.75	7,056.81
0216	24.4285	25.6499	26.9324	28.2790	29.6930	2,735.99	2,872.79	3,016.43	3,167.25	3,325.62	5,950.78	6,248.32	6,560.74	6,888.77	7,233.22
0217	25.0392	26.2912	27.6058	28.9861	30.4354	2,804.39	2,944.61	3,091.85	3,246.44	3,408.76	6,099.55	6,404.53	6,724.77	7,061.01	7,414.05
0218	25.6652	26.9485	28.2959	29.7107	31.1962	2,874.50	3,018.23	3,169.14	3,327.60	3,493.97	6,252.04	6,564.65	6,892.88	7,237.53	7,599.38
0219	26.3068	27.6221	29.0032	30.4534	31.9761	2,946.36	3,093.68	3,248.36	3,410.78	3,581.32	6,408.33	6,728.75	7,065.18	7,418.45	7,789.37
0220	26.9645	28.3127	29.7283	31.2147	32.7754	3,020.02	3,171.02	3,329.57	3,496.05	3,670.84	6,568.54	6,896.97	7,241.81	7,603.91	7,984.08
0221	27.6386	29.0205	30.4715	31.9951	33.5949	3,095.52	3,250.30	3,412.81	3,583.45	3,762.63	6,732.76	7,069.40	7,422.86	7,794.00	8,183.72
0222	28.3296	29.7461	31.2334	32.7951	34.4349	3,172.92	3,331.56	3,498.14	3,673.05	3,856.71	6,901.10	7,246.14	7,608.45	7,988.88	8,388.34
0223	29.0378	30.4897	32.0142	33.6149	35.2956	3,252.23	3,414.85	3,585.59	3,764.87	3,953.11	7,073.60	7,427.30	7,798.66	8,188.59	8,598.01
0224	29.7637	31.2519	32.8145	34.4552	36.1780	3,333.53	3,500.21	3,675.22	3,858.98	4,051.94	7,250.43	7,612.96	7,993.60	8,393.28	8,812.97
0225	30.5078	32.0332	33.6349	35.3166	37.0824	3,416.87	3,587.72	3,767.11	3,955.46	4,153.23	7,431.69	7,803.29	8,193.46	8,603.13	9,033.28

**EXHIBIT D**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2010**  
**EFFECTIVE DATE June 23, 2009**

SCHEDULE – W  
GENERAL FIRE CLASS – 80 HRS

RANGE	2.50% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0701	23.6135	24.7942	26.0339	27.3356	28.7024	1,889.08	1,983.54	2,082.71	2,186.85	2,296.19	4,108.75	4,314.20	4,529.89	4,756.40	4,994.21
0702	24.2038	25.4140	26.6847	28.0189	29.4198	1,936.30	2,033.12	2,134.78	2,241.51	2,353.58	4,211.45	4,422.04	4,643.15	4,875.28	5,119.04
0703	24.8089	26.0493	27.3518	28.7194	30.1554	1,984.71	2,083.94	2,188.14	2,297.55	2,412.43	4,316.74	4,532.57	4,759.20	4,997.17	5,247.04
0704	25.4291	26.7006	28.0356	29.4374	30.9093	2,034.33	2,136.05	2,242.85	2,354.99	2,472.74	4,424.67	4,645.91	4,878.20	5,122.10	5,378.21
0705	26.0648	27.3680	28.7364	30.1732	31.6819	2,085.18	2,189.44	2,298.91	2,413.86	2,534.55	4,535.27	4,762.03	5,000.13	5,250.15	5,512.65
0706	26.7164	28.0522	29.4548	30.9275	32.4739	2,137.31	2,244.18	2,356.38	2,474.20	2,597.91	4,648.65	4,881.09	5,125.13	5,381.39	5,650.45
0707	27.3843	28.7535	30.1912	31.7008	33.2858	2,190.74	2,300.28	2,415.30	2,536.06	2,662.86	4,764.86	5,003.11	5,253.28	5,515.93	5,791.72
0708	28.0689	29.4723	30.9459	32.4932	34.1179	2,245.51	2,357.78	2,475.67	2,599.46	2,729.43	4,883.98	5,128.17	5,384.58	5,653.83	5,936.51
0709	28.7706	30.2091	31.7196	33.3056	34.9709	2,301.65	2,416.73	2,537.57	2,664.45	2,797.67	5,006.09	5,256.39	5,519.21	5,795.18	6,084.93
0710	29.4899	30.9644	32.5126	34.1382	35.8451	2,359.19	2,477.15	2,601.01	2,731.06	2,867.61	5,131.24	5,387.80	5,657.20	5,940.06	6,237.05
0711	30.2271	31.7385	33.3254	34.9917	36.7413	2,418.17	2,539.08	2,666.03	2,799.34	2,939.30	5,259.52	5,522.50	5,798.62	6,088.56	6,392.98
0712	30.9828	32.5319	34.1585	35.8664	37.6597	2,478.62	2,602.55	2,732.68	2,869.31	3,012.78	5,391.00	5,660.55	5,943.58	6,240.75	6,552.80
0713	31.7574	33.3453	35.0126	36.7632	38.6014	2,540.59	2,667.62	2,801.01	2,941.06	3,088.11	5,525.78	5,802.07	6,092.20	6,396.81	6,716.64
0714	32.5513	34.1789	35.8878	37.6822	39.5663	2,604.10	2,734.31	2,871.02	3,014.58	3,165.30	5,663.92	5,947.12	6,244.47	6,556.71	6,884.53
0715	33.3651	35.0334	36.7851	38.6244	40.5556	2,669.21	2,802.67	2,942.81	3,089.95	3,244.45	5,805.53	6,095.81	6,400.61	6,720.64	7,056.68
0716	34.1992	35.9092	37.7047	39.5899	41.5694	2,735.94	2,872.74	3,016.38	3,167.19	3,325.55	5,950.67	6,248.21	6,560.63	6,888.64	7,233.07
0717	35.0542	36.8069	38.6472	40.5796	42.6086	2,804.34	2,944.55	3,091.78	3,246.37	3,408.69	6,099.44	6,404.40	6,724.62	7,060.85	7,413.90
0718	35.9306	37.7271	39.6135	41.5942	43.6739	2,874.45	3,018.17	3,169.08	3,327.54	3,493.91	6,251.93	6,564.52	6,892.75	7,237.40	7,599.25
0719	36.8289	38.6703	40.6038	42.6340	44.7657	2,946.31	3,093.62	3,248.30	3,410.72	3,581.26	6,408.22	6,728.62	7,065.05	7,418.32	7,789.24
0720	37.7496	39.6371	41.6190	43.7000	45.8850	3,019.97	3,170.97	3,329.52	3,496.00	3,670.80	6,568.43	6,896.86	7,241.71	7,603.80	7,983.99
0721	38.6933	40.6280	42.6594	44.7924	47.0320	3,095.46	3,250.24	3,412.75	3,583.39	3,762.56	6,732.63	7,069.27	7,422.73	7,793.87	8,183.57
0722	39.6606	41.6436	43.7258	45.9121	48.2077	3,172.85	3,331.49	3,498.06	3,672.97	3,856.62	6,900.95	7,245.99	7,608.28	7,988.71	8,388.15
0723	40.6521	42.6847	44.8189	47.0598	49.4128	3,252.17	3,414.78	3,585.51	3,764.78	3,953.02	7,073.47	7,427.15	7,798.48	8,188.40	8,597.82
0724	41.6684	43.7518	45.9394	48.2364	50.6482	3,333.47	3,500.14	3,675.15	3,858.91	4,051.86	7,250.30	7,612.80	7,993.45	8,393.13	8,812.80
0725	42.7101	44.8456	47.0879	49.4423	51.9144	3,416.81	3,587.65	3,767.03	3,955.38	4,153.15	7,431.56	7,803.14	8,193.29	8,602.95	9,033.10

**EXHIBIT D**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2010**  
**EFFECTIVE DATE June 23, 2009**

SCHEDULE – Z  
 FIRE FIGHTER TRAINEE – 80 HOURS

RANGE	2.50% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0901	22.3494	23.4669	24.6402	25.8722	27.1658	1,787.95	1,877.35	1,971.22	2,069.78	2,173.26	3,888.79	4,083.24	4,287.40	4,501.77	4,726.84
0902	22.9081	24.0535	25.2562	26.5190	27.8450	1,832.65	1,924.28	2,020.50	2,121.52	2,227.60	3,986.01	4,185.31	4,394.59	4,614.31	4,845.03
0903	23.4808	24.6548	25.8875	27.1819	28.5410	1,878.46	1,972.38	2,071.00	2,174.55	2,283.28	4,085.65	4,289.93	4,504.43	4,729.65	4,966.13
0904	24.0678	25.2712	26.5348	27.8615	29.2546	1,925.42	2,021.70	2,122.78	2,228.92	2,340.37	4,187.79	4,397.20	4,617.05	4,847.90	5,090.30
0905	24.6695	25.9030	27.1982	28.5581	29.9860	1,973.56	2,072.24	2,175.86	2,284.65	2,398.88	4,292.49	4,507.12	4,732.50	4,969.11	5,217.56
0906	25.2862	26.5505	27.8780	29.2719	30.7355	2,022.90	2,124.04	2,230.24	2,341.75	2,458.84	4,399.81	4,619.79	4,850.77	5,093.31	5,347.98
0907	25.9184	27.2143	28.5750	30.0038	31.5040	2,073.47	2,177.14	2,286.00	2,400.30	2,520.32	4,509.80	4,735.28	4,972.05	5,220.65	5,481.70
0908	26.5664	27.8947	29.2894	30.7539	32.2916	2,125.31	2,231.58	2,343.15	2,460.31	2,583.33	4,622.55	4,853.69	5,096.35	5,351.17	5,618.74
0909	27.2306	28.5921	30.0217	31.5228	33.0989	2,178.45	2,287.37	2,401.74	2,521.82	2,647.91	4,738.13	4,975.03	5,223.78	5,484.96	5,759.20
0910	27.9114	29.3070	30.7724	32.3110	33.9266	2,232.91	2,344.56	2,461.79	2,584.88	2,714.13	4,856.58	5,099.42	5,354.39	5,622.11	5,903.23
0911	28.6092	30.0397	31.5417	33.1188	34.7747	2,288.74	2,403.18	2,523.34	2,649.50	2,781.98	4,978.01	5,226.92	5,488.26	5,762.66	6,050.81
0912	29.3244	30.7906	32.3301	33.9466	35.6439	2,345.95	2,463.25	2,586.41	2,715.73	2,851.51	5,102.44	5,357.57	5,625.44	5,906.71	6,202.03
0913	30.0575	31.5604	33.1384	34.7953	36.5351	2,404.60	2,524.83	2,651.07	2,783.62	2,922.81	5,230.01	5,491.51	5,766.08	6,054.37	6,357.11
0914	30.8089	32.3493	33.9668	35.6651	37.4484	2,464.71	2,587.94	2,717.34	2,853.21	2,995.87	5,360.74	5,628.77	5,910.21	6,205.73	6,516.02
0915	31.5791	33.1581	34.8160	36.5568	38.3846	2,526.33	2,652.65	2,785.28	2,924.54	3,070.77	5,494.77	5,769.51	6,057.98	6,360.87	6,678.92
0916	32.3686	33.9870	35.6864	37.4707	39.3442	2,589.49	2,718.96	2,854.91	2,997.66	3,147.54	5,632.14	5,913.74	6,209.43	6,519.91	6,845.90
0917	33.1778	34.8367	36.5785	38.4074	40.3278	2,654.22	2,786.94	2,926.28	3,072.59	3,226.22	5,772.93	6,061.59	6,364.66	6,682.88	7,017.03
0918	34.0072	35.7076	37.4930	39.3677	41.3361	2,720.58	2,856.61	2,999.44	3,149.42	3,306.89	5,917.26	6,213.13	6,523.78	6,849.99	7,192.49
0919	34.8574	36.6003	38.4303	40.3518	42.3694	2,788.59	2,928.02	3,074.42	3,228.14	3,389.55	6,065.18	6,368.44	6,686.86	7,021.20	7,372.27
0920	35.7288	37.5152	39.3910	41.3606	43.4286	2,858.30	3,001.22	3,151.28	3,308.85	3,474.29	6,216.80	6,527.65	6,854.03	7,196.75	7,556.58
0921	36.6220	38.4531	40.3758	42.3946	44.5143	2,929.76	3,076.25	3,230.06	3,391.57	3,561.14	6,372.23	6,690.84	7,025.38	7,376.66	7,745.48
0922	37.5376	39.4145	41.3852	43.4545	45.6272	3,003.01	3,153.16	3,310.82	3,476.36	3,650.18	6,531.55	6,858.12	7,201.03	7,561.08	7,939.14
0923	38.4760	40.3998	42.4198	44.5408	46.7678	3,078.08	3,231.98	3,393.58	3,563.26	3,741.42	6,694.82	7,029.56	7,381.04	7,750.09	8,137.59
0924	39.4379	41.4098	43.4803	45.6543	47.9370	3,155.03	3,312.78	3,478.42	3,652.34	3,834.96	6,862.19	7,205.30	7,565.56	7,943.84	8,341.04
0925	40.4238	42.4450	44.5673	46.7957	49.1355	3,233.90	3,395.60	3,565.38	3,743.66	3,930.84	7,033.73	7,385.43	7,754.70	8,142.46	8,549.58

**EXHIBIT D**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2010**  
**EFFECTIVE DATE December 22, 2009**

SCHEDULE – B  
GENERAL FIRE CLASS – 112 HRS

RANGE	3.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0201	17.3730	18.2417	19.1538	20.1115	21.1171	1,945.78	2,043.07	2,145.23	2,252.49	2,365.12	4,232.07	4,443.68	4,665.88	4,899.17	5,144.14
0202	17.8073	18.6977	19.6326	20.6142	21.6449	1,994.42	2,094.14	2,198.85	2,308.79	2,424.23	4,337.86	4,554.75	4,782.50	5,021.62	5,272.70
0203	18.2525	19.1651	20.1234	21.1296	22.1861	2,044.28	2,146.49	2,253.82	2,366.52	2,484.84	4,446.31	4,668.62	4,902.06	5,147.18	5,404.53
0204	18.7088	19.6442	20.6264	21.6577	22.7406	2,095.39	2,200.15	2,310.16	2,425.66	2,546.95	4,557.47	4,785.33	5,024.60	5,275.81	5,539.62
0205	19.1765	20.1353	21.1421	22.1992	23.3092	2,147.77	2,255.15	2,367.92	2,486.31	2,610.63	4,671.40	4,904.95	5,150.23	5,407.72	5,678.12
0206	19.6559	20.6387	21.6706	22.7541	23.8918	2,201.46	2,311.53	2,427.11	2,548.46	2,675.88	4,788.18	5,027.58	5,278.96	5,542.90	5,820.04
0207	20.1473	21.1547	22.2124	23.3230	24.4892	2,256.50	2,369.33	2,487.79	2,612.18	2,742.79	4,907.89	5,153.29	5,410.94	5,681.49	5,965.57
0208	20.6510	21.6836	22.7678	23.9062	25.1015	2,312.91	2,428.56	2,549.99	2,677.49	2,811.37	5,030.58	5,282.12	5,546.23	5,823.54	6,114.73
0209	21.1673	22.2257	23.3370	24.5039	25.7291	2,370.74	2,489.28	2,613.74	2,744.44	2,881.66	5,156.36	5,414.18	5,684.88	5,969.16	6,267.61
0210	21.6965	22.7813	23.9204	25.1164	26.3722	2,430.01	2,551.51	2,679.08	2,813.04	2,953.69	5,285.27	5,549.53	5,827.00	6,118.36	6,424.28
0211	22.2389	23.3508	24.5183	25.7442	27.0314	2,490.76	2,615.29	2,746.05	2,883.35	3,027.52	5,417.40	5,688.26	5,972.66	6,271.29	6,584.86
0212	22.7949	23.9346	25.1313	26.3879	27.7073	2,553.03	2,680.68	2,814.71	2,955.44	3,103.22	5,552.84	5,830.48	6,121.99	6,428.08	6,749.50
0213	23.3648	24.5330	25.7597	27.0477	28.4001	2,616.86	2,747.70	2,885.09	3,029.34	3,180.81	5,691.67	5,976.25	6,275.07	6,588.81	6,918.26
0214	23.9489	25.1463	26.4036	27.7238	29.1100	2,682.28	2,816.39	2,957.20	3,105.07	3,260.32	5,833.96	6,125.65	6,431.91	6,753.53	7,091.20
0215	24.5476	25.7750	27.0638	28.4170	29.8379	2,749.33	2,886.80	3,031.15	3,182.70	3,341.84	5,979.79	6,278.79	6,592.75	6,922.37	7,268.50
0216	25.1613	26.4194	27.7404	29.1274	30.5838	2,818.07	2,958.97	3,106.92	3,262.27	3,425.39	6,129.30	6,435.76	6,757.55	7,095.44	7,450.22
0217	25.7903	27.0798	28.4338	29.8555	31.3483	2,888.51	3,032.94	3,184.59	3,343.82	3,511.01	6,282.51	6,596.64	6,926.48	7,272.81	7,636.45
0218	26.4351	27.7569	29.1447	30.6019	32.1320	2,960.73	3,108.77	3,264.21	3,427.41	3,598.78	6,439.59	6,761.57	7,099.66	7,454.62	7,827.35
0219	27.0960	28.4508	29.8733	31.3670	32.9354	3,034.75	3,186.49	3,345.81	3,513.10	3,688.76	6,600.58	6,930.62	7,277.14	7,640.99	8,023.05
0220	27.7734	29.1621	30.6202	32.1512	33.7588	3,110.62	3,266.16	3,429.46	3,600.93	3,780.99	6,765.60	7,103.90	7,459.08	7,832.02	8,223.65
0221	28.4677	29.8911	31.3857	32.9550	34.6028	3,188.38	3,347.80	3,515.20	3,690.96	3,875.51	6,934.73	7,281.47	7,645.56	8,027.84	8,429.23
0222	29.1794	30.6384	32.1703	33.7788	35.4677	3,268.09	3,431.50	3,603.07	3,783.23	3,972.38	7,108.10	7,463.51	7,836.68	8,228.53	8,639.93
0223	29.9089	31.4043	32.9745	34.6232	36.3544	3,349.80	3,517.28	3,693.14	3,877.80	4,071.69	7,285.82	7,650.08	8,032.58	8,434.22	8,855.93
0224	30.6566	32.1894	33.7989	35.4888	37.2632	3,433.54	3,605.21	3,785.48	3,974.75	4,173.48	7,467.95	7,841.33	8,233.42	8,645.08	9,077.32
0225	31.4230	32.9942	34.6439	36.3761	38.1949	3,519.38	3,695.35	3,880.12	4,074.12	4,277.83	7,654.65	8,037.39	8,439.26	8,861.21	9,304.28

**EXHIBIT E**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2010**  
**EFFECTIVE DATE December 22, 2009**

SCHEDULE – W  
GENERAL FIRE CLASS – 80 HRS

RANGE	3.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0701	24.3219	25.5380	26.8149	28.1556	29.5634	1,945.75	2,043.04	2,145.19	2,252.45	2,365.07	4,232.01	4,443.61	4,665.79	4,899.08	5,144.03
0702	24.9299	26.1764	27.4852	28.8595	30.3025	1,994.39	2,094.11	2,198.82	2,308.76	2,424.20	4,337.80	4,554.69	4,782.43	5,021.55	5,272.64
0703	25.5531	26.8308	28.1723	29.5809	31.0599	2,044.25	2,146.46	2,253.78	2,366.47	2,484.79	4,446.24	4,668.55	4,901.97	5,147.07	5,404.42
0704	26.1919	27.5015	28.8766	30.3204	31.8364	2,095.35	2,200.12	2,310.13	2,425.63	2,546.91	4,557.39	4,785.26	5,024.53	5,275.75	5,539.53
0705	26.8467	28.1890	29.5985	31.0784	32.6323	2,147.74	2,255.12	2,367.88	2,486.27	2,610.58	4,671.33	4,904.89	5,150.14	5,407.64	5,678.01
0706	27.5179	28.8938	30.3385	31.8554	33.4482	2,201.43	2,311.50	2,427.08	2,548.43	2,675.86	4,788.11	5,027.51	5,278.90	5,542.84	5,820.00
0707	28.2058	29.6161	31.0969	32.6517	34.2843	2,256.46	2,369.29	2,487.75	2,612.14	2,742.74	4,907.80	5,153.21	5,410.86	5,681.40	5,965.46
0708	28.9109	30.3564	31.8742	33.4679	35.1413	2,312.87	2,428.51	2,549.94	2,677.43	2,811.30	5,030.49	5,282.01	5,546.12	5,823.41	6,114.58
0709	29.6337	31.1154	32.6712	34.3048	36.0200	2,370.70	2,489.23	2,613.70	2,744.38	2,881.60	5,156.27	5,414.08	5,684.80	5,969.03	6,267.48
0710	30.3745	31.8932	33.4879	35.1623	36.9204	2,429.96	2,551.46	2,679.03	2,812.98	2,953.63	5,285.16	5,549.43	5,826.89	6,118.23	6,424.15
0711	31.1339	32.6906	34.3251	36.0414	37.8435	2,490.71	2,615.25	2,746.01	2,883.31	3,027.48	5,417.29	5,688.17	5,972.57	6,271.20	6,584.77
0712	31.9122	33.5078	35.1832	36.9424	38.7895	2,552.98	2,680.62	2,814.66	2,955.39	3,103.16	5,552.73	5,830.35	6,121.89	6,427.97	6,749.37
0713	32.7100	34.3455	36.0628	37.8659	39.7592	2,616.80	2,747.64	2,885.02	3,029.27	3,180.74	5,691.54	5,976.12	6,274.92	6,588.66	6,918.11
0714	33.5278	35.2042	36.9644	38.8126	40.7532	2,682.22	2,816.34	2,957.15	3,105.01	3,260.26	5,833.83	6,125.54	6,431.80	6,753.40	7,091.07
0715	34.3660	36.0843	37.8885	39.7829	41.7720	2,749.28	2,886.74	3,031.08	3,182.63	3,341.76	5,979.68	6,278.66	6,592.60	6,922.22	7,268.33
0716	35.2252	36.9865	38.8358	40.7776	42.8165	2,818.02	2,958.92	3,106.86	3,262.21	3,425.32	6,129.19	6,435.65	6,757.42	7,095.31	7,450.07
0717	36.1058	37.9111	39.8067	41.7970	43.8869	2,888.46	3,032.89	3,184.54	3,343.76	3,510.95	6,282.40	6,596.54	6,926.37	7,272.68	7,636.32
0718	37.0084	38.8588	40.8017	42.8418	44.9839	2,960.67	3,108.70	3,264.14	3,427.34	3,598.71	6,439.46	6,761.42	7,099.50	7,454.46	7,827.19
0719	37.9336	39.8303	41.8218	43.9129	46.1085	3,034.69	3,186.42	3,345.74	3,513.03	3,688.68	6,600.45	6,930.46	7,276.98	7,640.84	8,022.88
0720	38.8819	40.8260	42.8673	45.0107	47.2612	3,110.55	3,266.08	3,429.38	3,600.86	3,780.90	6,765.45	7,103.72	7,458.90	7,831.87	8,223.46
0721	39.8539	41.8466	43.9389	46.1358	48.4426	3,188.31	3,347.73	3,515.11	3,690.86	3,875.41	6,934.57	7,281.31	7,645.36	8,027.62	8,429.02
0722	40.8502	42.8927	45.0373	47.2892	49.6537	3,268.02	3,431.42	3,602.98	3,783.14	3,972.30	7,107.94	7,463.34	7,836.48	8,228.33	8,639.75
0723	41.8715	43.9651	46.1634	48.4716	50.8952	3,349.72	3,517.21	3,693.07	3,877.73	4,071.62	7,285.64	7,649.93	8,032.43	8,434.06	8,855.77
0724	42.9183	45.0642	47.3174	49.6833	52.1675	3,433.46	3,605.14	3,785.39	3,974.66	4,173.40	7,467.78	7,841.18	8,233.22	8,644.89	9,077.15
0725	43.9913	46.1909	48.5004	50.9254	53.4717	3,519.30	3,695.27	3,880.03	4,074.03	4,277.74	7,654.48	8,037.21	8,439.07	8,861.02	9,304.08

**EXHIBIT E**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2010**  
**EFFECTIVE DATE December 22, 2009**

SCHEDULE – Z  
 FIRE FIGHTER TRAINEE – 80 HOURS

RANGE	3.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0901	23.0199	24.1709	25.3794	26.6484	27.9808	1,841.59	1,933.67	2,030.35	2,131.87	2,238.46	4,005.46	4,205.73	4,416.01	4,636.82	4,868.65
0902	23.5954	24.7752	26.0140	27.3147	28.6804	1,887.63	1,982.02	2,081.12	2,185.18	2,294.43	4,105.60	4,310.89	4,526.44	4,752.77	4,990.39
0903	24.1853	25.3946	26.6643	27.9975	29.3974	1,934.82	2,031.57	2,133.14	2,239.80	2,351.79	4,208.23	4,418.66	4,639.58	4,871.57	5,115.14
0904	24.7899	26.0294	27.3309	28.6974	30.1323	1,983.19	2,082.35	2,186.47	2,295.79	2,410.58	4,313.44	4,529.11	4,755.57	4,993.34	5,243.01
0905	25.4096	26.6801	28.0141	29.4148	30.8855	2,032.77	2,134.41	2,241.13	2,353.18	2,470.84	4,421.27	4,642.34	4,874.46	5,118.17	5,374.08
0906	26.0448	27.3470	28.7144	30.1501	31.6576	2,083.58	2,187.76	2,297.15	2,412.01	2,532.61	4,531.79	4,758.38	4,996.30	5,246.12	5,508.43
0907	26.6959	28.0307	29.4322	30.9038	32.4490	2,135.67	2,242.46	2,354.58	2,472.30	2,595.92	4,645.08	4,877.35	5,121.21	5,377.25	5,646.13
0908	27.3633	28.7315	30.1681	31.6765	33.2603	2,189.06	2,298.52	2,413.45	2,534.12	2,660.82	4,761.21	4,999.28	5,249.25	5,511.71	5,787.28
0909	28.0474	29.4498	30.9223	32.4684	34.0918	2,243.79	2,355.98	2,473.78	2,597.47	2,727.34	4,880.24	5,124.26	5,380.47	5,649.50	5,931.96
0910	28.7486	30.1860	31.6953	33.2801	34.9441	2,299.89	2,414.88	2,535.62	2,662.41	2,795.53	5,002.26	5,252.36	5,514.97	5,790.74	6,080.28
0911	29.4673	30.9407	32.4877	34.1121	35.8177	2,357.38	2,475.26	2,599.02	2,728.97	2,865.42	5,127.30	5,383.69	5,652.87	5,935.51	6,232.29
0912	30.2040	31.7142	33.2999	34.9649	36.7131	2,416.32	2,537.14	2,663.99	2,797.19	2,937.05	5,255.50	5,518.28	5,794.18	6,083.89	6,388.08
0913	30.9591	32.5071	34.1325	35.8391	37.6311	2,476.73	2,600.57	2,730.60	2,867.13	3,010.49	5,386.89	5,656.24	5,939.06	6,236.01	6,547.82
0914	31.7331	33.3198	34.9858	36.7351	38.5719	2,538.65	2,665.58	2,798.86	2,938.81	3,085.75	5,521.56	5,797.64	6,087.52	6,391.91	6,711.51
0915	32.5264	34.1527	35.8603	37.6533	39.5360	2,602.11	2,732.22	2,868.82	3,012.26	3,162.88	5,659.59	5,942.58	6,239.68	6,551.67	6,879.26
0916	33.3396	35.0066	36.7569	38.5947	40.5244	2,667.17	2,800.53	2,940.55	3,087.58	3,241.95	5,801.09	6,091.15	6,395.70	6,715.49	7,051.24
0917	34.1731	35.8818	37.6759	39.5597	41.5377	2,733.85	2,870.54	3,014.07	3,164.78	3,323.02	5,946.12	6,243.42	6,555.60	6,883.40	7,227.57
0918	35.0274	36.7788	38.6177	40.5486	42.5760	2,802.19	2,942.30	3,089.42	3,243.89	3,406.08	6,094.76	6,399.50	6,719.49	7,055.46	7,408.22
0919	35.9031	37.6983	39.5832	41.5624	43.6405	2,872.25	3,015.86	3,166.66	3,324.99	3,491.24	6,247.14	6,559.50	6,887.49	7,231.85	7,593.45
0920	36.8007	38.6407	40.5727	42.6013	44.7314	2,944.06	3,091.26	3,245.82	3,408.10	3,578.51	6,403.33	6,723.49	7,059.66	7,412.62	7,783.26
0921	37.7207	39.6067	41.5870	43.6664	45.8497	3,017.66	3,168.54	3,326.96	3,493.31	3,667.98	6,563.41	6,891.57	7,236.14	7,597.95	7,977.86
0922	38.6637	40.5969	42.6267	44.7580	46.9959	3,093.10	3,247.75	3,410.14	3,580.64	3,759.67	6,727.49	7,063.86	7,417.05	7,787.89	8,177.28
0923	39.6303	41.6118	43.6924	45.8770	48.1709	3,170.42	3,328.94	3,495.39	3,670.16	3,853.67	6,895.66	7,240.44	7,602.47	7,982.60	8,381.73
0924	40.6211	42.6522	44.7848	47.0240	49.3752	3,249.69	3,412.18	3,582.78	3,761.92	3,950.02	7,068.08	7,421.49	7,792.55	8,182.18	8,591.29
0925	41.6366	43.7184	45.9043	48.1995	50.6095	3,330.93	3,497.47	3,672.34	3,855.96	4,048.76	7,244.77	7,607.00	7,987.34	8,386.71	8,806.05

**EXHIBIT E**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2011**  
**EFFECTIVE DATE June 22, 2010**

SCHEDULE – B  
GENERAL FIRE CLASS – 112 HRS

RANGE	3.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0201	17.8942	18.7889	19.7283	20.7147	21.7504	2,004.15	2,104.36	2,209.57	2,320.05	2,436.04	4,359.03	4,576.98	4,805.81	5,046.11	5,298.39
0202	18.3416	19.2587	20.2216	21.2327	22.2943	2,054.26	2,156.97	2,264.82	2,378.06	2,496.96	4,468.02	4,691.41	4,925.98	5,172.28	5,430.89
0203	18.8001	19.7401	20.7271	21.7635	22.8517	2,105.61	2,210.89	2,321.44	2,437.51	2,559.39	4,579.70	4,808.69	5,049.13	5,301.58	5,566.67
0204	19.2701	20.2336	21.2453	22.3076	23.4230	2,158.25	2,266.16	2,379.47	2,498.45	2,623.38	4,694.19	4,928.90	5,175.35	5,434.13	5,705.85
0205	19.7519	20.7395	21.7765	22.8653	24.0086	2,212.21	2,322.82	2,438.97	2,560.91	2,688.96	4,811.56	5,052.13	5,304.76	5,569.98	5,848.49
0206	20.2457	21.2580	22.3209	23.4369	24.6087	2,267.52	2,380.90	2,499.94	2,624.93	2,756.17	4,931.86	5,178.46	5,437.37	5,709.22	5,994.67
0207	20.7518	21.7894	22.8789	24.0228	25.2239	2,324.20	2,440.41	2,562.44	2,690.55	2,825.08	5,055.14	5,307.89	5,573.31	5,851.95	6,144.55
0208	21.2706	22.3341	23.4508	24.6233	25.8545	2,382.31	2,501.42	2,626.49	2,757.81	2,895.70	5,181.52	5,440.59	5,712.62	5,998.24	6,298.15
0209	21.8024	22.8925	24.0371	25.2390	26.5010	2,441.87	2,563.96	2,692.16	2,826.77	2,968.11	5,311.07	5,576.61	5,855.45	6,148.22	6,455.64
0210	22.3475	23.4649	24.6381	25.8700	27.1635	2,502.92	2,628.07	2,759.47	2,897.44	3,042.31	5,443.85	5,716.05	6,001.85	6,301.93	6,617.02
0211	22.9062	24.0515	25.2541	26.5168	27.8426	2,565.49	2,693.77	2,828.46	2,969.88	3,118.37	5,579.94	5,858.95	6,151.90	6,459.49	6,782.45
0212	23.4789	24.6528	25.8854	27.1797	28.5387	2,629.64	2,761.11	2,899.16	3,044.13	3,196.33	5,719.47	6,005.41	6,305.67	6,620.98	6,952.02
0213	24.0659	25.2692	26.5327	27.8593	29.2523	2,695.38	2,830.15	2,971.66	3,120.24	3,276.26	5,862.45	6,155.58	6,463.36	6,786.52	7,125.87
0214	24.6675	25.9009	27.1959	28.5557	29.9835	2,762.76	2,900.90	3,045.94	3,198.24	3,358.15	6,009.00	6,309.46	6,624.92	6,956.17	7,303.98
0215	25.2842	26.5484	27.8758	29.2696	30.7331	2,831.83	2,973.42	3,122.09	3,278.20	3,442.11	6,159.23	6,467.19	6,790.55	7,130.09	7,486.59
0216	25.9163	27.2121	28.5727	30.0013	31.5014	2,902.63	3,047.76	3,200.14	3,360.15	3,528.16	6,313.22	6,628.88	6,960.30	7,308.33	7,673.75
0217	26.5642	27.8924	29.2870	30.7514	32.2890	2,975.19	3,123.95	3,280.14	3,444.16	3,616.37	6,471.04	6,794.59	7,134.30	7,491.05	7,865.60
0218	27.2283	28.5897	30.0192	31.5202	33.0962	3,049.57	3,202.05	3,362.15	3,530.26	3,706.77	6,632.81	6,964.46	7,312.68	7,678.32	8,062.22
0219	27.9090	29.3045	30.7697	32.3082	33.9236	3,125.81	3,282.10	3,446.21	3,618.52	3,799.44	6,798.64	7,138.57	7,495.51	7,870.28	8,263.78
0220	28.6067	30.0370	31.5389	33.1158	34.7716	3,203.95	3,364.14	3,532.36	3,708.97	3,894.42	6,968.59	7,317.00	7,682.88	8,067.01	8,470.36
0221	29.3219	30.7880	32.3274	33.9438	35.6410	3,284.05	3,448.26	3,620.67	3,801.71	3,991.79	7,142.81	7,499.97	7,874.96	8,268.72	8,682.14
0222	30.0549	31.5576	33.1355	34.7923	36.5319	3,366.15	3,534.45	3,711.18	3,896.74	4,091.57	7,321.38	7,687.43	8,071.82	8,475.41	8,899.16
0223	30.8063	32.3466	33.9639	35.6621	37.4452	3,450.31	3,622.82	3,803.96	3,994.16	4,193.86	7,504.42	7,879.63	8,273.61	8,687.30	9,121.65
0224	31.5765	33.1553	34.8131	36.5538	38.3815	3,536.57	3,713.39	3,899.07	4,094.03	4,298.73	7,692.04	8,076.62	8,480.48	8,904.52	9,349.74
0225	32.3659	33.9842	35.6834	37.4676	39.3410	3,624.98	3,806.23	3,996.54	4,196.37	4,406.19	7,884.33	8,278.55	8,692.47	9,127.10	9,583.46

**EXHIBIT F**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2011**  
**EFFECTIVE DATE June 22, 2010**

SCHEDULE – W  
GENERAL FIRE CLASS – 80 HRS

RANGE	3.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0701	25.0516	26.3042	27.6194	29.0004	30.4504	2,004.13	2,104.34	2,209.55	2,320.03	2,436.03	4,358.98	4,576.94	4,805.77	5,046.07	5,298.37
0702	25.6779	26.9618	28.3099	29.7254	31.2117	2,054.23	2,156.94	2,264.79	2,378.03	2,496.94	4,467.95	4,691.34	4,925.92	5,172.22	5,430.84
0703	26.3198	27.6358	29.0176	30.4685	31.9919	2,105.58	2,210.86	2,321.41	2,437.48	2,559.35	4,579.64	4,808.62	5,049.07	5,301.52	5,566.59
0704	26.9778	28.3267	29.7430	31.2302	32.7917	2,158.22	2,266.14	2,379.44	2,498.42	2,623.34	4,694.13	4,928.85	5,175.28	5,434.06	5,705.76
0705	27.6522	29.0348	30.4865	32.0108	33.6113	2,212.18	2,322.78	2,438.92	2,560.86	2,688.90	4,811.49	5,052.05	5,304.65	5,569.87	5,848.36
0706	28.3435	29.7607	31.2487	32.8111	34.4517	2,267.48	2,380.86	2,499.90	2,624.89	2,756.14	4,931.77	5,178.37	5,437.28	5,709.14	5,994.60
0707	29.0521	30.5047	32.0299	33.6314	35.3130	2,324.17	2,440.38	2,562.39	2,690.51	2,825.04	5,055.07	5,307.83	5,573.20	5,851.86	6,144.46
0708	29.7784	31.2673	32.8307	34.4722	36.1958	2,382.27	2,501.38	2,626.46	2,757.78	2,895.66	5,181.44	5,440.50	5,712.55	5,998.17	6,298.06
0709	30.5229	32.0490	33.6515	35.3341	37.1008	2,441.83	2,563.92	2,692.12	2,826.73	2,968.06	5,310.98	5,576.53	5,855.36	6,148.14	6,455.53
0710	31.2860	32.8503	34.4928	36.2174	38.0283	2,502.88	2,628.02	2,759.42	2,897.39	3,042.26	5,443.76	5,715.94	6,001.74	6,301.82	6,616.92
0711	32.0682	33.6716	35.3552	37.1230	38.9792	2,565.46	2,693.73	2,828.42	2,969.84	3,118.34	5,579.88	5,858.86	6,151.81	6,459.40	6,782.39
0712	32.8699	34.5134	36.2391	38.0511	39.9537	2,629.59	2,761.07	2,899.13	3,044.09	3,196.30	5,719.36	6,005.33	6,305.61	6,620.90	6,951.95
0713	33.6916	35.3762	37.1450	39.0023	40.9524	2,695.33	2,830.10	2,971.60	3,120.18	3,276.19	5,862.34	6,155.47	6,463.23	6,786.39	7,125.71
0714	34.5339	36.2606	38.0736	39.9773	41.9762	2,762.71	2,900.85	3,045.89	3,198.18	3,358.10	6,008.89	6,309.35	6,624.81	6,956.04	7,303.87
0715	35.3972	37.1671	39.0255	40.9768	43.0256	2,831.78	2,973.37	3,122.04	3,278.14	3,442.05	6,159.12	6,467.08	6,790.44	7,129.95	7,486.46
0716	36.2821	38.0962	40.0010	42.0011	44.1012	2,902.57	3,047.70	3,200.08	3,360.09	3,528.10	6,313.09	6,628.75	6,960.17	7,308.20	7,673.62
0717	37.1892	39.0487	41.0011	43.0512	45.2038	2,975.14	3,123.90	3,280.09	3,444.10	3,616.30	6,470.93	6,794.48	7,134.20	7,490.92	7,865.45
0718	38.1189	40.0248	42.0260	44.1273	46.3337	3,049.51	3,201.98	3,362.08	3,530.18	3,706.70	6,632.68	6,964.31	7,312.52	7,678.14	8,062.07
0719	39.0719	41.0255	43.0768	45.2306	47.4921	3,125.75	3,282.04	3,446.14	3,618.45	3,799.37	6,798.51	7,138.44	7,495.35	7,870.13	8,263.63
0720	40.0487	42.0511	44.1537	46.3614	48.6795	3,203.90	3,364.09	3,532.30	3,708.91	3,894.36	6,968.48	7,316.90	7,682.75	8,066.88	8,470.23
0721	41.0499	43.1024	45.2575	47.5204	49.8964	3,283.99	3,448.19	3,620.60	3,801.63	3,991.71	7,142.68	7,499.81	7,874.81	8,268.55	8,681.97
0722	42.0761	44.1799	46.3889	48.7083	51.1437	3,366.09	3,534.39	3,711.11	3,896.66	4,091.50	7,321.25	7,687.30	8,071.66	8,475.24	8,899.01
0723	43.1280	45.2844	47.5486	49.9260	52.4223	3,450.24	3,622.75	3,803.89	3,994.08	4,193.78	7,504.27	7,879.48	8,273.46	8,687.12	9,121.47
0724	44.2062	46.4165	48.7373	51.1742	53.7329	3,536.50	3,713.32	3,898.98	4,093.94	4,298.63	7,691.89	8,076.47	8,480.28	8,904.32	9,349.52
0725	45.3114	47.5770	49.9559	52.4537	55.0764	3,624.91	3,806.16	3,996.47	4,196.30	4,406.11	7,884.18	8,278.40	8,692.32	9,126.95	9,583.29

**EXHIBIT F**

**CITY OF MODESTO**  
**SCHEDULE OF SALARY RANGES IN CITY SERVICE FOR FY 2011**  
**EFFECTIVE DATE June 22, 2010**

SCHEDULE – Z  
 FIRE FIGHTER TRAINEE – 80 HOURS

RANGE	3.00% HOURLY					BY-WEEKLY					MONTHLY				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
0901	23.7105	24.8960	26.1408	27.4478	28.8202	1,896.84	1,991.68	2,091.26	2,195.82	2,305.62	4,125.63	4,331.90	4,548.49	4,775.91	5,014.72
0902	24.3033	25.5185	26.7944	28.1341	29.5408	1,944.26	2,041.48	2,143.55	2,250.73	2,363.26	4,228.77	4,440.22	4,662.22	4,895.34	5,140.09
0903	24.9109	26.1564	27.4642	28.8374	30.2793	1,992.87	2,092.51	2,197.14	2,306.99	2,422.34	4,334.49	4,551.21	4,778.78	5,017.70	5,268.59
0904	25.5337	26.8104	28.1509	29.5584	31.0363	2,042.70	2,144.83	2,252.07	2,364.67	2,482.90	4,442.87	4,665.01	4,898.25	5,143.16	5,400.31
0905	26.1720	27.4806	28.8546	30.2973	31.8122	2,093.76	2,198.45	2,308.37	2,423.78	2,544.98	4,553.93	4,781.63	5,020.70	5,271.72	5,535.33
0906	26.8263	28.1676	29.5760	31.0548	32.6075	2,146.10	2,253.41	2,366.08	2,484.38	2,608.60	4,667.77	4,901.17	5,146.22	5,403.53	5,673.71
0907	27.4970	28.8719	30.3155	31.8313	33.4229	2,199.76	2,309.75	2,425.24	2,546.50	2,673.83	4,784.48	5,023.71	5,274.90	5,538.64	5,815.58
0908	28.1844	29.5936	31.0733	32.6270	34.2584	2,254.75	2,367.49	2,485.86	2,610.16	2,740.67	4,904.08	5,149.29	5,406.75	5,677.10	5,960.96
0909	28.8890	30.3335	31.8502	33.4427	35.1148	2,311.12	2,426.68	2,548.02	2,675.42	2,809.18	5,026.69	5,278.03	5,541.94	5,819.04	6,109.97
0910	29.6112	31.0918	32.6464	34.2787	35.9926	2,368.90	2,487.34	2,611.71	2,742.30	2,879.41	5,152.36	5,409.96	5,680.47	5,964.50	6,262.72
0911	30.3515	31.8691	33.4626	35.1357	36.8925	2,428.12	2,549.53	2,677.01	2,810.86	2,951.40	5,281.16	5,545.23	5,822.50	6,113.62	6,419.30
0912	31.1103	32.6658	34.2991	36.0141	37.8148	2,488.82	2,613.26	2,743.93	2,881.13	3,025.18	5,413.18	5,683.84	5,968.05	6,266.46	6,579.77
0913	31.8881	33.4825	35.1566	36.9144	38.7601	2,551.05	2,678.60	2,812.53	2,953.15	3,100.81	5,548.53	5,825.96	6,117.25	6,423.10	6,744.26
0914	32.6853	34.3196	36.0356	37.8374	39.7293	2,614.82	2,745.57	2,882.85	3,026.99	3,178.34	5,687.23	5,971.61	6,270.20	6,583.70	6,912.89
0915	33.5024	35.1775	36.9364	38.7832	40.7224	2,680.19	2,814.20	2,954.91	3,102.66	3,257.79	5,829.41	6,120.89	6,426.93	6,748.29	7,085.69
0916	34.3400	36.0570	37.8599	39.7529	41.7405	2,747.20	2,884.56	3,028.79	3,180.23	3,339.24	5,975.16	6,273.92	6,587.62	6,917.00	7,262.85
0917	35.1985	36.9584	38.8063	40.7466	42.7839	2,815.88	2,956.67	3,104.50	3,259.73	3,422.71	6,124.54	6,430.76	6,752.29	7,089.91	7,444.39
0918	36.0785	37.8824	39.7765	41.7653	43.8536	2,886.28	3,030.59	3,182.12	3,341.22	3,508.29	6,277.66	6,591.53	6,921.11	7,267.15	7,630.53
0919	36.9805	38.8295	40.7710	42.8096	44.9501	2,958.44	3,106.36	3,261.68	3,424.77	3,596.01	6,434.61	6,756.33	7,094.15	7,448.87	7,821.32
0920	37.9050	39.8003	41.7903	43.8798	46.0738	3,032.40	3,184.02	3,343.22	3,510.38	3,685.90	6,595.47	6,925.24	7,271.50	7,635.08	8,016.83
0921	38.8526	40.7952	42.8350	44.9768	47.2256	3,108.21	3,263.62	3,426.80	3,598.14	3,778.05	6,760.36	7,098.37	7,453.29	7,825.95	8,217.26
0922	39.8239	41.8151	43.9059	46.1012	48.4063	3,185.91	3,345.21	3,512.47	3,688.10	3,872.50	6,929.35	7,275.83	7,639.62	8,021.62	8,422.69
0923	40.8195	42.8605	45.0035	47.2537	49.6164	3,265.56	3,428.84	3,600.28	3,780.30	3,969.31	7,102.59	7,457.73	7,830.61	8,222.15	8,633.25
0924	41.8400	43.9320	46.1286	48.4350	50.8568	3,347.20	3,514.56	3,690.29	3,874.80	4,068.54	7,280.16	7,644.17	8,026.38	8,427.69	8,849.07
0925	42.8860	45.0303	47.2818	49.6459	52.1282	3,430.88	3,602.42	3,782.54	3,971.67	4,170.26	7,462.16	7,835.26	8,227.02	8,638.38	9,070.32

**EXHIBIT F**