

## **EMPLOYEE PAY & BENEFIT PLAN NOTES**

### **DESIGNATION**

#### OVERTIME CITY DESIGNATION

- |                             |                                   |
|-----------------------------|-----------------------------------|
| 1. Management Employees     | No Compensation for Overtime Work |
| 2. Confidential Employees   | Shall be Paid for Overtime Work   |
| 3. General Series Employees | Shall be Paid for Overtime Work   |
| 4. Fire/Police Employees    | Shall be Paid for Overtime Work   |

#### FLSA DESIGNATION

E= Executive, exempt

P= Professional, exempt

A= Administrative, exempt

40 =40 hr., 7 day work period, non-exempt

28 =171 hr., 28 day work period, "7K" exempt

27 =204 hr., 27 day work period, "7K" exempt

#### EMPLOYEE GROUP DESIGNATION (REPRESENTATION)

1. Management and Confidential Series
  2. Porterville City Employees' Association
  3. Porterville Peace Officers' Association
  4. Porterville City Firefighters' Association
  5. Public Safety Support Unit
  6. Fire Officer Series
- Unrepresented Management

### **ASSIGNMENT**

- a. Firefighters, Fire Engineers, Fire Lieutenants, and Fire Captains assigned to any of three administrative staff positions (40 hour week) performing the duties of Deputy Fire Marshal, shall receive an additional 7 ½ % over their base salary.
- b. Police officer given Field Training Officer assignments shall receive an additional 5% salary increase, in daily increments, over their base salary.
- c. Police Officers and Police Sergeants assigned to HNT (Hostage Negotiations Team), MAIT (Major Accident Investigation Team), SWAT (Special Weapons and Tactics) shall receive an additional 5 % salary increase over their base salary.
- d. Police Officers and Police Sergeants given Detective assignments shall receive an additional 7 ½ % salary increase over their base salary.
- e. Police Officers and Police Sergeants assigned to the K-9 Unit shall receive an additional 7 ½ % salary increase over their base salary.
- f. Police Officers assigned to Corporal shall receive an additional 5%. In the event a Police Officer is assigned as Corporal, they shall not receive additional pay while performing duties of a Sergeant or Field Training Officer.

\*In the event Police Officers and Police Sergeants are assigned to more than one specialty assignment, stacking is permitted with a 10% cap, except for concurrent assignments to SWAT/HNT and MAIT. (The 10% stacking cap does not apply to K-9 assignment).