

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	3801	3991	4191	4400	4619
Maintenance Carpenter II	810021	12	4193	4402	4622	4853	5096
Park Equipment Mechanic II	710110	12	3777	3965	4163	4371	4589
Park Equipment Mechanic Leadworker	710111	12	4154	4362	4580	4809	5049
Parking Meter Attendant I	710125 ⁴	12 ⁴	3102	3257	3421	3591	3770
Parking Meter Attendant II	710126 ⁴	12 ⁴	3414	3584	3762	3950	4148
Parking Meter Attendant III	710127	12	3754	3941	4138	4345	4562
Parks Maintenance Leadworker	510003	12	3727	3914	4109	4314	4529
Parks Maintenance Worker I	510001	12	2820	2961	3109	3264	3427
Parks Maintenance Worker II	510002	12	3388	3557	3735	3921	4117
Power Generation Operator/Mechanic	620055	12	5114	5369	5638	5919	6215
Property Maintenance Leadworker	810007	12	3809	3999	4199	4409	4629
Property Maintenance Worker	810006	12	3557	3735	3923	4118	4323
Roofer	810010	12	3454	3626	3808	3998	4197
Sanitation Operator	640021	12	3777	3965	4163	4371	4589
Senior Collection System Maintenance Specialist	630004	12	4621	4852	5095	5349	5616
Senior Communications Technician	710052	12	5023	5274	5538	5814	6105
Senior Custodian	810002	12	3102	3257	3421	3591	3770
Senior Ground Water Production Operator	610038	12	5400	5670	5954	6251	6564
Senior Heavy Equipment Operator	710026	12	5276	5540	5817	6108	6413
Senior Sanitation Operator*	640022	12	4154 <u>4286</u>	4362 <u>4501</u>	4580 <u>4725</u>	4809 <u>4963</u>	5049 <u>5209</u>
Senior Wastewater Mechanical Specialist	620062	12	4649	4882	5125	5382	5650
Senior Wastewater Treatment Plant Operator	620043	12	5400	5670	5954	6251	6564
Senior Water Distribution/Production Operator	610030	12	5400	5670	5954	6251	6564
Senior Water Treatment Plant Operator	610039	12	5511	5787	6076	6379	6698
Solid Waste Safety & Training Specialist	640005	12	3942	4139	4346	4564	4791

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* [Effective 8/19/19, by the Second Amendment to Salary Resolution Amendment 2019-135.](#)

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 ⁴	12 ⁴	5605	5868	6144	6441	6738	-
Engineer II	210016 ⁴	12 ⁴	6148	6430	6739	7057	7411	-
Engineering Aide I	210001 ³	6 ³	3113	3251	3400	3558	3727	-
Engineering Aide II	210002 ³	12 ³	3636	3806	3979	4164	4366	-
Engineering Inspector I	230075 ⁴	12 ⁴	4789	5033	5260	5508	5775	-
Engineering Inspector II	230076 ⁴	12 ⁴	5239	5486	5751	6025	6314	-
Engineering Technician I	210005 ⁴	12 ⁴	3657	3828	4012	4192	4389	-
Engineering Technician II	210006 ⁴	12 ⁴	4279	4487	4694	4912	5148	-
Environmental Control Officer	620001	12	4671	4894	5120	5364	5617	-
Facilities Construction Specialist	230085	12	4773	4995	5234	5482	5746	-
Fire Prevention Inspector I [*]	420001 ⁴⁵	12 ⁴⁵	4218	4416	4617	4843	5074	-
Fire Prevention Inspector II [*]	420002 ⁴⁵	12 ⁴⁵	4862	5083	5328	5589	5853	-
Fleet Operations Specialist	710105	12	4460	4668	4893	5123	5369	-
Geographic Information System (GIS) Specialist	125025	12	5933	6217	6517	6829	7160	-
Graphics Technician	120013	12	3840	4026	4222	4426	4643	-
Helicopter Pilot	410033	12	5849	6134	6436	6751	7083	-
Housing Rehabilitation Specialist	230056	12	4835	5071	5321	5582	5853	-
Industrial/Commercial Water Conservation Representative	610015	12	4679	4902	5129	5373	5627	-
Laboratory Assistant	620010	12	3265	3420	3578	3745	3919	-
Laboratory Technician I	620011 ⁴	12 ⁴	3925	4109	4302	4504	4715	-
Laboratory Technician II	620012 ⁴	12 ⁴	4312	4513	4725	4952	5187	-
Landscape Water Conservation Specialist	610005	12	4665	4887	5120	5363	5617	-

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⁵ This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

* [Retroactively effective 7/1/19, by the Second Amendment to Salary Resolution No. 2019-135.](#)

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020

<u>CLASS TITLE</u>	<u>JOB CODE</u>	<u>PROB PER</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
<u>Account Clerk I</u>	<u>130001³</u>	<u>6³</u>	<u>2757</u>	<u>2882</u>	<u>3012</u>	<u>3152</u>	<u>3301</u>	<u>-</u>
<u>Account Clerk II</u>	<u>130002³</u>	<u>12³</u>	<u>3012</u>	<u>3152</u>	<u>3301</u>	<u>3451</u>	<u>3610</u>	<u>-</u>
<u>Accountant-Auditor I</u>	<u>130011⁴</u>	<u>12⁴</u>	<u>4114</u>	<u>4302</u>	<u>4502</u>	<u>4721</u>	<u>4942</u>	<u>-</u>
<u>Accountant-Auditor II</u>	<u>130012⁴</u>	<u>12⁴</u>	<u>4764</u>	<u>4984</u>	<u>5227</u>	<u>5475</u>	<u>5734</u>	<u>-</u>
<u>Accounting Technician</u>	<u>130010</u>	<u>12</u>	<u>3610</u>	<u>3780</u>	<u>3958</u>	<u>4140</u>	<u>4337</u>	<u>-</u>
<u>Administrative Clerk I</u>	<u>110001³</u>	<u>6³</u>	<u>2558</u>	<u>2677</u>	<u>2796</u>	<u>2925</u>	<u>3058</u>	<u>-</u>
<u>Administrative Clerk II</u>	<u>110002³</u>	<u>12³</u>	<u>2838</u>	<u>2969</u>	<u>3104</u>	<u>3249</u>	<u>3399</u>	<u>-</u>
<u>Airports Operations Officer I</u>	<u>310006⁴</u>	<u>12⁴</u>	<u>4464</u>	<u>4683</u>	<u>4908</u>	<u>5154</u>	<u>5411</u>	<u>-</u>
<u>Airports Operations Officer II</u>	<u>310009⁴</u>	<u>12⁴</u>	<u>4908</u>	<u>5154</u>	<u>5411</u>	<u>5683</u>	<u>5967</u>	<u>-</u>
<u>Airports Property Specialist I</u>	<u>175001⁴</u>	<u>12⁴</u>	<u>4776</u>	<u>5007</u>	<u>5244</u>	<u>5491</u>	<u>5757</u>	<u>-</u>
<u>Airports Property Specialist II</u>	<u>175002⁴</u>	<u>12⁴</u>	<u>5534</u>	<u>5799</u>	<u>6079</u>	<u>6367</u>	<u>6675</u>	<u>-</u>
<u>Associate Electrical Safety Consultant I</u>	<u>230022</u>	<u>12</u>	<u>5524</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>-</u>
<u>Associate Electrical Safety Consultant II</u>	<u>230023</u>	<u>12</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>6980</u>	<u>-</u>
<u>Associate Environmental & Safety Consultant I</u>	<u>230003</u>	<u>12</u>	<u>5524</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>-</u>
<u>Associate Environmental & Safety Consultant II</u>	<u>230004</u>	<u>12</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>6980</u>	<u>-</u>
<u>Associate Plumbing & Mechanical Consultant I</u>	<u>230012</u>	<u>12</u>	<u>5524</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>-</u>
<u>Associate Plumbing & Mechanical Consultant II</u>	<u>230013</u>	<u>12</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>6980</u>	<u>-</u>
<u>Billing System Specialist</u>	<u>125075</u>	<u>12</u>	<u>4052</u>	<u>4242</u>	<u>4443</u>	<u>4644</u>	<u>4861</u>	<u>-</u>
<u>Budget Technician</u>	<u>135005</u>	<u>12</u>	<u>3667</u>	<u>3837</u>	<u>4017</u>	<u>4206</u>	<u>4405</u>	<u>-</u>
<u>Building Inspector I</u>	<u>230007⁴</u>	<u>12⁴</u>	<u>5095</u>	<u>5337</u>	<u>5590</u>	<u>5859</u>	<u>6135</u>	<u>-</u>
<u>Building Inspector II</u>	<u>230008⁴</u>	<u>12⁴</u>	<u>5524</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>-</u>
<u>Building Inspector III</u>	<u>230009</u>	<u>12</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>6980</u>	<u>-</u>

³ This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020

<u>CLASS TITLE</u>	<u>JOB CODE</u>	<u>PROB PER</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
<u>Call Center Representative I</u>	<u>115070³</u>	<u>6³</u>	<u>3012</u>	<u>3152</u>	<u>3307</u>	<u>3451</u>	<u>3610</u>	<u>-</u>
<u>Call Center Representative II</u>	<u>115071³</u>	<u>12³</u>	<u>3301</u>	<u>3451</u>	<u>3610</u>	<u>3780</u>	<u>3958</u>	<u>-</u>
<u>Central Printing Clerk</u>	<u>120005</u>	<u>12</u>	<u>2838</u>	<u>2969</u>	<u>3104</u>	<u>3249</u>	<u>3399</u>	<u>-</u>
<u>Chemist</u>	<u>620020</u>	<u>12</u>	<u>4854</u>	<u>5089</u>	<u>5329</u>	<u>5584</u>	<u>5850</u>	
<u>City Records Specialist</u>	<u>115025</u>	<u>12</u>	<u>3667</u>	<u>3837</u>	<u>4017</u>	<u>4206</u>	<u>4405</u>	<u>-</u>
<u>Commercial Building Inspector</u>	<u>230015</u>	<u>12</u>	<u>5524</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>-</u>
<u>Community Recreation Assistant</u>	<u>520010</u>	<u>12</u>	<u>3090</u>	<u>3228</u>	<u>3362</u>	<u>3498</u>	<u>3652</u>	<u>-</u>
<u>Community Revitalization Specialist</u>	<u>230053</u>	<u>12</u>	<u>4972</u>	<u>5211</u>	<u>5462</u>	<u>5760</u>	<u>6000</u>	<u>-</u>
<u>Community Revitalization Technician</u>	<u>230059</u>	<u>12</u>	<u>3459</u>	<u>3620</u>	<u>3788</u>	<u>3967</u>	<u>4154</u>	<u>-</u>
<u>Community Services Officer I</u>	<u>410025⁴</u>	<u>12⁴</u>	<u>3210</u>	<u>3356</u>	<u>3511</u>	<u>3674</u>	<u>3845</u>	<u>-</u>
<u>Community Services Officer II</u>	<u>410026⁴</u>	<u>12⁴</u>	<u>3511</u>	<u>3674</u>	<u>3845</u>	<u>4027</u>	<u>4217</u>	<u>-</u>
<u>Computer Systems Specialist I</u>	<u>125010⁴</u>	<u>12⁴</u>	<u>4356</u>	<u>4559</u>	<u>4775</u>	<u>5005</u>	<u>5241</u>	<u>-</u>
<u>Computer Systems Specialist II</u>	<u>125011⁴</u>	<u>12⁴</u>	<u>5510</u>	<u>5770</u>	<u>6046</u>	<u>6335</u>	<u>6642</u>	<u>-</u>
<u>Computer Systems Specialist III</u>	<u>125012</u>	<u>12</u>	<u>6082</u>	<u>6373</u>	<u>6680</u>	<u>7000</u>	<u>7339</u>	<u>-</u>
<u>Construction Compliance Specialist</u>	<u>150055</u>	<u>12</u>	<u>4263</u>	<u>4458</u>	<u>4670</u>	<u>4893</u>	<u>5121</u>	<u>-</u>
<u>Crime Scene Technician I</u>	<u>410010⁴</u>	<u>12⁴</u>	<u>4080</u>	<u>4271</u>	<u>4472</u>	<u>4685</u>	<u>4907</u>	<u>-</u>
<u>Crime Scene Technician II</u>	<u>410011⁴</u>	<u>12⁴</u>	<u>4472</u>	<u>4685</u>	<u>4907</u>	<u>5140</u>	<u>5388</u>	<u>-</u>
<u>Crime Specialist</u>	<u>410008</u>	<u>12</u>	<u>5117</u>	<u>5359</u>	<u>5616</u>	<u>5884</u>	<u>6169</u>	<u>-</u>
<u>Customer Services Clerk I</u>	<u>115060³</u>	<u>6³</u>	<u>3015</u>	<u>3151</u>	<u>3295</u>	<u>3449</u>	<u>3610</u>	<u>-</u>
<u>Customer Services Clerk II</u>	<u>115061³</u>	<u>12³</u>	<u>3302</u>	<u>3457</u>	<u>3620</u>	<u>3783</u>	<u>3958</u>	<u>-</u>
<u>Deputy City Clerk</u>	<u>115028*</u>	<u>12</u>	<u>3249</u>	<u>3399</u>	<u>3557</u>	<u>3722</u>	<u>3894</u>	<u>-</u>
<u>Development Services Coordinator</u>	<u>230057</u>	<u>12</u>	<u>5038</u>	<u>5315</u>	<u>5573</u>	<u>5840</u>	<u>6120</u>	<u>-</u>
<u>Digital Forensics Analyst</u>	<u>410050</u>	<u>12</u>	<u>6719</u>	<u>7056</u>	<u>7408</u>	<u>7778</u>	<u>8167</u>	<u>-</u>
<u>Emergency Services Dispatcher I</u>	<u>410001⁵</u>	<u>12⁵</u>	<u>3823</u>	<u>3977</u>	<u>4143</u>	<u>4333</u>	<u>4515</u>	<u>-</u>
<u>Emergency Services Dispatcher II</u>	<u>410002⁵</u>	<u>12⁵</u>	<u>4203</u>	<u>4402</u>	<u>4612</u>	<u>4829</u>	<u>5051</u>	<u>-</u>
<u>Emergency Services Dispatcher III</u>	<u>410003</u>	<u>12</u>	<u>4698</u>	<u>4913</u>	<u>5152</u>	<u>5390</u>	<u>5645</u>	<u>-</u>

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<u>Engineer I</u>	<u>210015</u> ⁴	<u>12</u> ⁴	<u>5746</u>	<u>6015</u>	<u>6298</u>	<u>6603</u>	<u>6907</u>	-
<u>Engineer II</u>	<u>210016</u> ⁴	<u>12</u> ⁴	<u>6302</u>	<u>6591</u>	<u>6908</u>	<u>7234</u>	<u>7597</u>	-
<u>Engineering Aide I</u>	<u>210001</u> ³	<u>6</u> ³	<u>3191</u>	<u>3333</u>	<u>3485</u>	<u>3647</u>	<u>3821</u>	-
<u>Engineering Aide II</u>	<u>210002</u> ³	<u>12</u> ³	<u>3727</u>	<u>3902</u>	<u>4079</u>	<u>4269</u>	<u>4476</u>	-
<u>Engineering Inspector I</u>	<u>230075</u> ⁴	<u>12</u> ⁴	<u>4909</u>	<u>5159</u>	<u>5392</u>	<u>5646</u>	<u>5920</u>	-
<u>Engineering Inspector II</u>	<u>230076</u> ⁴	<u>12</u> ⁴	<u>5370</u>	<u>5624</u>	<u>5895</u>	<u>6176</u>	<u>6472</u>	-
<u>Engineering Technician I</u>	<u>210005</u> ⁴	<u>12</u> ⁴	<u>3749</u>	<u>3924</u>	<u>4113</u>	<u>4297</u>	<u>4499</u>	-
<u>Engineering Technician II</u>	<u>210006</u> ⁴	<u>12</u> ⁴	<u>4386</u>	<u>4600</u>	<u>4812</u>	<u>5035</u>	<u>5277</u>	-
<u>Environmental Control Officer</u>	<u>620001</u>	<u>12</u>	<u>4788</u>	<u>5017</u>	<u>5248</u>	<u>5499</u>	<u>5758</u>	-
<u>Facilities Construction Specialist</u>	<u>230085</u>	<u>12</u>	<u>4893</u>	<u>5120</u>	<u>5365</u>	<u>5620</u>	<u>5890</u>	-
<u>Fire Prevention Inspector I</u>	<u>420001</u> ⁵	<u>12</u> ⁵	<u>4324</u>	<u>4527</u>	<u>4733</u>	<u>4965</u>	<u>5201</u>	-
<u>Fire Prevention Inspector II</u>	<u>420002</u> ⁵	<u>12</u> ⁵	<u>4984</u>	<u>5211</u>	<u>5462</u>	<u>5729</u>	<u>6000</u>	-
<u>Fleet Operations Specialist</u>	<u>710105</u>	<u>12</u>	<u>4572</u>	<u>4785</u>	<u>5016</u>	<u>5252</u>	<u>5504</u>	-
<u>Geographic Information System (GIS) Specialist</u>	<u>125025</u>	<u>12</u>	<u>6082</u>	<u>6373</u>	<u>6680</u>	<u>7000</u>	<u>7339</u>	-
<u>Graphics Technician</u>	<u>120013</u>	<u>12</u>	<u>3936</u>	<u>4127</u>	<u>4328</u>	<u>4537</u>	<u>4760</u>	-
<u>Helicopter Pilot</u>	<u>410033</u>	<u>12</u>	<u>5996</u>	<u>6288</u>	<u>6597</u>	<u>6920</u>	<u>7261</u>	-
<u>Housing Rehabilitation Specialist</u>	<u>230056</u>	<u>12</u>	<u>4956</u>	<u>5198</u>	<u>5455</u>	<u>5722</u>	<u>6000</u>	-
<u>Industrial/Commercial Water Conservation Representative</u>	<u>610015</u>	<u>12</u>	<u>4796</u>	<u>5025</u>	<u>5258</u>	<u>5508</u>	<u>5768</u>	-
<u>Laboratory Assistant</u>	<u>620010</u>	<u>12</u>	<u>3347</u>	<u>3506</u>	<u>3668</u>	<u>3839</u>	<u>4017</u>	-
<u>Laboratory Technician I</u>	<u>620011</u> ⁴	<u>12</u> ⁴	<u>4024</u>	<u>4212</u>	<u>4410</u>	<u>4617</u>	<u>4833</u>	-
<u>Laboratory Technician II</u>	<u>620012</u> ⁴	<u>12</u> ⁴	<u>4420</u>	<u>4626</u>	<u>4844</u>	<u>5076</u>	<u>5317</u>	-
<u>Landscape Water Conservation Specialist</u>	<u>610005</u>	<u>12</u>	<u>4782</u>	<u>5010</u>	<u>5248</u>	<u>5498</u>	<u>5758</u>	-

³ This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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

⁵ This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020

<u>CLASS TITLE</u>	<u>JOB CODE</u>	<u>PROB PER</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
<u>Law Office Assistant</u>	<u>115021</u>	<u>12</u>	<u>3890</u>	<u>4079</u>	<u>4278</u>	<u>4486</u>	<u>4703</u>	<u>-</u>
<u>Network Systems Specialist</u>	<u>125030</u>	<u>12</u>	<u>6082</u>	<u>6373</u>	<u>6680</u>	<u>7000</u>	<u>7339</u>	<u>-</u>
<u>PAR Program Specialist</u>	<u>410023</u>	<u>12</u>	<u>3459</u>	<u>3620</u>	<u>3788</u>	<u>3967</u>	<u>4154</u>	<u>-</u>
<u>Paratransit Specialist</u>	<u>320005</u>	<u>12</u>	<u>3684</u>	<u>3858</u>	<u>4040</u>	<u>4222</u>	<u>4420</u>	<u>-</u>
<u>Parking Controller I</u>	<u>710120⁴</u>	<u>12⁴</u>	<u>2747</u>	<u>2860</u>	<u>2978</u>	<u>3096</u>	<u>3228</u>	<u>-</u>
<u>Parking Controller II</u>	<u>710121⁴</u>	<u>12⁴</u>	<u>2986</u>	<u>3112</u>	<u>3241</u>	<u>3372</u>	<u>3525</u>	<u>-</u>
<u>Parking Controller III</u>	<u>710122</u>	<u>12</u>	<u>3241</u>	<u>3372</u>	<u>3525</u>	<u>3668</u>	<u>3827</u>	<u>-</u>
<u>Phlebotomist</u>	<u>410007</u>	<u>12</u>	<u>3347</u>	<u>3506</u>	<u>3668</u>	<u>3839</u>	<u>4017</u>	<u>-</u>
<u>Planner I</u>	<u>220005³</u>	<u>6³</u>	<u>4550</u>	<u>4756</u>	<u>4983</u>	<u>5223</u>	<u>5473</u>	<u>-</u>
<u>Planner II</u>	<u>220006³</u>	<u>12³</u>	<u>5127</u>	<u>5408</u>	<u>5671</u>	<u>5942</u>	<u>6227</u>	<u>-</u>
<u>Plans and Permit Technician</u>	<u>220002</u>	<u>12</u>	<u>4871</u>	<u>5100</u>	<u>5332</u>	<u>5593</u>	<u>5859</u>	<u>-</u>
<u>Plans Examiner</u>	<u>210041</u>	<u>12</u>	<u>5345</u>	<u>5587</u>	<u>5856</u>	<u>6142</u>	<u>6432</u>	<u>-</u>
<u>Police Data Transcriptionist</u>	<u>115035</u>	<u>12</u>	<u>3796</u>	<u>3970</u>	<u>4155</u>	<u>4348</u>	<u>4553</u>	<u>-</u>
<u>Police Support Services Clerk</u>	<u>115043</u>	<u>12</u>	<u>3162</u>	<u>3306</u>	<u>3459</u>	<u>3620</u>	<u>3788</u>	<u>-</u>
<u>Police Support Services Technician</u>	<u>115044</u>	<u>12</u>	<u>3459</u>	<u>3620</u>	<u>3788</u>	<u>3967</u>	<u>4154</u>	<u>-</u>
<u>Principal Account Clerk</u>	<u>130004</u>	<u>12</u>	<u>3610</u>	<u>3780</u>	<u>3958</u>	<u>4140</u>	<u>4337</u>	<u>-</u>
<u>Procurement Specialist</u>	<u>140002</u>	<u>12</u>	<u>4621</u>	<u>4842</u>	<u>5070</u>	<u>5311</u>	<u>5566</u>	<u>-</u>
<u>Program Compliance Officer</u>	<u>640026</u>	<u>12</u>	<u>3951</u>	<u>4146</u>	<u>4348</u>	<u>4560</u>	<u>4782</u>	<u>-</u>
<u>Programmer/Analyst I</u>	<u>125020⁴</u>	<u>12⁴</u>	<u>4356</u>	<u>4559</u>	<u>4775</u>	<u>5005</u>	<u>5241</u>	<u>-</u>
<u>Programmer/Analyst II</u>	<u>125021⁴</u>	<u>12⁴</u>	<u>5510</u>	<u>5770</u>	<u>6046</u>	<u>6335</u>	<u>6642</u>	<u>-</u>
<u>Programmer/Analyst III</u>	<u>125022</u>	<u>12</u>	<u>6082</u>	<u>6373</u>	<u>6680</u>	<u>7000</u>	<u>7339</u>	<u>-</u>
<u>Programmer/Analyst IV</u>	<u>125023</u>	<u>12</u>	<u>6647</u>	<u>6970</u>	<u>7308</u>	<u>7656</u>	<u>8025</u>	<u>-</u>
<u>Property & Evidence Technician</u>	<u>145010</u>	<u>12</u>	<u>3857</u>	<u>4037</u>	<u>4227</u>	<u>4427</u>	<u>4635</u>	<u>-</u>
<u>Radio Dispatcher</u>	<u>120015</u>	<u>12</u>	<u>3395</u>	<u>3548</u>	<u>3696</u>	<u>3859</u>	<u>4017</u>	<u>-</u>
<u>Rangemaster/Armorer</u>	<u>410035</u>	<u>12</u>	<u>4685</u>	<u>4907</u>	<u>5140</u>	<u>5388</u>	<u>5643</u>	<u>-</u>
<u>Real Estate Finance Specialist I</u>	<u>170001⁴</u>	<u>12⁴</u>	<u>3872</u>	<u>4053</u>	<u>4238</u>	<u>4440</u>	<u>4650</u>	<u>-</u>
<u>Real Estate Finance Specialist II</u>	<u>170002⁴</u>	<u>12⁴</u>	<u>4475</u>	<u>4687</u>	<u>4910</u>	<u>5142</u>	<u>5386</u>	<u>-</u>

³ This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020

<u>CLASS TITLE</u>	<u>JOB CODE</u>	<u>PROB PER</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
<u>Recreation Specialist</u>	<u>520005</u>	<u>12</u>	<u>3737</u>	<u>3909</u>	<u>4093</u>	<u>4286</u>	<u>4487</u>	<u>-</u>
<u>Retirement Counselor I</u>	<u>135050⁴</u>	<u>12⁴</u>	<u>3678</u>	<u>3851</u>	<u>4033</u>	<u>4221</u>	<u>4420</u>	<u>-</u>
<u>Retirement Counselor II</u>	<u>135051⁴</u>	<u>12⁴</u>	<u>4044</u>	<u>4233</u>	<u>4432</u>	<u>4641</u>	<u>4861</u>	<u>-</u>
<u>Safety and Training Specialist</u>	<u>150050</u>	<u>12</u>	<u>4318</u>	<u>4528</u>	<u>4751</u>	<u>4983</u>	<u>5227</u>	<u>-</u>
<u>Secretary</u>	<u>110050</u>	<u>12</u>	<u>3399</u>	<u>3557</u>	<u>3722</u>	<u>3894</u>	<u>4079</u>	<u>-</u>
<u>Senior Account Clerk</u>	<u>130003</u>	<u>12</u>	<u>3301</u>	<u>3451</u>	<u>3610</u>	<u>3780</u>	<u>3958</u>	<u>-</u>
<u>Senior Administrative Clerk</u>	<u>110003</u>	<u>12</u>	<u>3104</u>	<u>3249</u>	<u>3399</u>	<u>3557</u>	<u>3722</u>	<u>-</u>
<u>Senior Call Center Representative</u>	<u>115072</u>	<u>12</u>	<u>3801</u>	<u>3984</u>	<u>4176</u>	<u>4379</u>	<u>4592</u>	<u>-</u>
<u>Senior Commercial Building Inspector</u>	<u>230016</u>	<u>12</u>	<u>5787</u>	<u>6065</u>	<u>6351</u>	<u>6658</u>	<u>6980</u>	<u>-</u>
<u>Senior Community Revitalization Specialist</u>	<u>230054</u>	<u>12</u>	<u>5573</u>	<u>5835</u>	<u>6107</u>	<u>6403</u>	<u>6713</u>	<u>-</u>
<u>Senior Community Services Officer</u>	<u>410027</u>	<u>12</u>	<u>3766</u>	<u>3942</u>	<u>4127</u>	<u>4318</u>	<u>4524</u>	<u>-</u>
<u>Senior Crime Scene Technician</u>	<u>410012</u>	<u>12</u>	<u>4685</u>	<u>4907</u>	<u>5140</u>	<u>5388</u>	<u>5643</u>	<u>-</u>
<u>Senior Customer Services Clerk</u>	<u>115062</u>	<u>12</u>	<u>3774</u>	<u>3944</u>	<u>4127</u>	<u>4321</u>	<u>4524</u>	<u>-</u>
<u>Senior Deputy City Clerk</u>	<u>115029*</u>	<u>12</u>	<u>3679</u>	<u>3849</u>	<u>4031</u>	<u>4219</u>	<u>4420</u>	<u>-</u>
<u>Senior Engineering Technician</u>	<u>210007</u>	<u>12</u>	<u>4948</u>	<u>5181</u>	<u>5425</u>	<u>5686</u>	<u>5948</u>	<u>-</u>
<u>Senior Fire Prevention Inspector</u>	<u>420003</u>	<u>12</u>	<u>5573</u>	<u>5835</u>	<u>6107</u>	<u>6403</u>	<u>6713</u>	<u>-</u>
<u>Senior Laboratory Technician</u>	<u>620013</u>	<u>12</u>	<u>4927</u>	<u>5163</u>	<u>5408</u>	<u>5666</u>	<u>5936</u>	<u>-</u>
<u>Senior Network Systems Specialist</u>	<u>125031</u>	<u>12</u>	<u>6813</u>	<u>7144</u>	<u>7490</u>	<u>7847</u>	<u>8226</u>	<u>-</u>
<u>Senior Plans Examiner</u>	<u>210042</u>	<u>12</u>	<u>5871</u>	<u>6146</u>	<u>6433</u>	<u>6744</u>	<u>7072</u>	<u>-</u>
<u>Senior Procurement Specialist</u>	<u>140003</u>	<u>12</u>	<u>5070</u>	<u>5311</u>	<u>5566</u>	<u>5832</u>	<u>6108</u>	<u>-</u>
<u>Senior Property & Evidence Technician</u>	<u>145011</u>	<u>12</u>	<u>4227</u>	<u>4427</u>	<u>4635</u>	<u>4852</u>	<u>5084</u>	<u>-</u>
<u>Senior Records Clerk</u>	<u>110101</u>	<u>12</u>	<u>3249</u>	<u>3399</u>	<u>3557</u>	<u>3722</u>	<u>3894</u>	<u>-</u>
<u>Senior Secretary</u>	<u>110051</u>	<u>12</u>	<u>3679</u>	<u>3849</u>	<u>4031</u>	<u>4219</u>	<u>4420</u>	<u>-</u>

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

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020

<u>CLASS TITLE</u>	<u>JOB CODE</u>	<u>PROB PER</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>
<u>Senior Storeskeeper</u>	<u>145002</u>	<u>12</u>	<u>3857</u>	<u>4037</u>	<u>4227</u>	<u>4427</u>	<u>4635</u>	<u>-</u>
<u>Senior Utility Service Representative</u>	<u>230092</u>	<u>12</u>	<u>4042</u>	<u>4232</u>	<u>4432</u>	<u>4639</u>	<u>4861</u>	<u>-</u>
<u>Senior Water Systems Telemetry & Distributed Control Specialist</u>	<u>610022</u>	<u>12</u>	<u>6813</u>	<u>7144</u>	<u>7433</u>	<u>7847</u>	<u>8226</u>	<u>-</u>
<u>Staff Assistant</u>	<u>150001</u>	<u>12</u>	<u>3654</u>	<u>3825</u>	<u>4006</u>	<u>4187</u>	<u>4383</u>	<u>-</u>
<u>Storeskeeper</u>	<u>145001</u>	<u>12</u>	<u>3652</u>	<u>3823</u>	<u>4000</u>	<u>4187</u>	<u>4384</u>	<u>-</u>
<u>Survey Party Technician</u>	<u>210030</u>	<u>12</u>	<u>4386</u>	<u>4600</u>	<u>4812</u>	<u>5035</u>	<u>5277</u>	<u>-</u>
<u>Tax/Permit Inspector</u>	<u>135001</u>	<u>12</u>	<u>4324</u>	<u>4528</u>	<u>4734</u>	<u>4967</u>	<u>5202</u>	<u>-</u>
<u>Traffic Signal Operations Specialist</u>	<u>710150</u>	<u>12</u>	<u>6197</u>	<u>6493</u>	<u>6806</u>	<u>7131</u>	<u>7478</u>	<u>-</u>
<u>Transit Scheduler</u>	<u>320049</u>	<u>12</u>	<u>6197</u>	<u>6493</u>	<u>6806</u>	<u>7131</u>	<u>7478</u>	<u>-</u>
<u>Tree Program Specialist</u>	<u>510015</u>	<u>12</u>	<u>4571</u>	<u>4787</u>	<u>5018</u>	<u>5256</u>	<u>5504</u>	<u>-</u>
<u>Utility Service Representative I</u>	<u>230090⁴</u>	<u>12⁴</u>	<u>3351</u>	<u>3505</u>	<u>3667</u>	<u>3839</u>	<u>4017</u>	<u>-</u>
<u>Utility Service Representative II</u>	<u>230091⁴</u>	<u>12⁴</u>	<u>3678</u>	<u>3851</u>	<u>4031</u>	<u>4220</u>	<u>4419</u>	<u>-</u>
<u>Wastewater Reclamation Coordinator</u>	<u>620035</u>	<u>12</u>	<u>4776</u>	<u>5007</u>	<u>5244</u>	<u>5491</u>	<u>5757</u>	<u>-</u>
<u>Water Conservation Representative</u>	<u>610001</u>	<u>12</u>	<u>3458</u>	<u>3620</u>	<u>3788</u>	<u>3966</u>	<u>4153</u>	<u>-</u>
<u>Water Systems Telemetry & Distributed Control Specialist</u>	<u>610021</u>	<u>12</u>	<u>5640</u>	<u>5907</u>	<u>6190</u>	<u>6486</u>	<u>6798</u>	<u>-</u>

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

EXHIBIT 8 Unit 8 – Non-Represented				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	\$18.00 - \$25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	\$12.00 Per Hour
Law Clerk	910015	-	Hourly	\$20.00 - \$25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$25.00 Per Hour
Lifeguard	950001	–	Hourly	\$12.00 - \$12.50 Per Hour
Police Cadet I	940005 ⁹	48 mos.	Hourly	\$12.00 - \$14.48 Per Hour
Police Cadet II*	940006 ⁹	48 mos.	Hourly	\$18.00 14.49 - \$25.00 18.00 Per Hour
Pool Supervisor	950015	–	Hourly	\$13.50 - \$22.00 Per Hour
Senior Lifeguard	950002	–	Hourly	\$12.50 - \$14.00 Per Hour
Services Aide	910005	–	Hourly	\$12.00 - \$15.00 Per Hour
Sports Official	950010	–		\$12.00 - \$50.00 Per Game
Intern	910002	–	Hourly	\$12.00 - \$15.00 Per Hour

⁹ The classifications of Police Cadet I and II have a 48-month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).

EXHIBIT 8 Unit 8 – Non-Represented, effective January 1, 2020				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	\$18.00 - \$25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	\$13.00 Per Hour
Law Clerk	910015	-	Hourly	\$20.00 - \$25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$25.00 Per Hour
Lifeguard	950001	–	Hourly	\$13.00 - \$13.50 Per Hour
Police Cadet I	940005 ⁹	48 mos.	Hourly	\$13.00 - \$15.48 Per Hour
Police Cadet II*	940006 ⁹	48 mos.	Hourly	\$15.49 - 19.00 Per Hour
Pool Supervisor	950015	–	Hourly	\$14.50 - \$25.00 Per Hour
Senior Lifeguard	950002	–	Hourly	\$13.50 - \$15.00 Per Hour
Services Aide	910005	–	Hourly	\$13.00 - \$16.00 Per Hour
Sports Official	950010	–		\$13.00 - \$50.00 Per Game
Intern	910002	–	Hourly	\$13.00 - \$16.00 Per Hour

⁹ The classifications of Police Cadet I and II have a 48-month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).

* [Effective 8/19/19, by the Second Amendment to Salary Resolution No. 2019-135.](#)

~~EXHIBIT 13-1~~
~~Unit 13—Exempt Supervisory and Professional (CFPEA)~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5473	5742	6020	6319	6626
Airports Airside/Landside Superintendent	310018e	12	6326	6636	6963	7304	7663
Airports Projects Supervisor	310016e	12	6649	6975	7318	7677	8057
Airports Property Supervisor	175005e	12	5757	6038	6331	6644	6964
Architect	210045e	12	5846	6132	6433	6750	7081
Business Process & Systems Analyst	125044e	12	6187	6487	6806	7138	7489
Call Center Supervisor	115073e	12	4253	4460	4676	4902	5141
Capital Development Specialist	310007e	12	6035	6334	6647	6971	7313
Chief Engineering Inspector	230078e	12	6320	6628	6955	7297	7654
Chief Engineering Technician	210009e	12	7299	7657	8034	8431	8845
Chief of Facilities Maintenance	810037e	12	6363	6677	7004	7349	7710
Chief of Wastewater Environmental Services	620075e	12	6089	6389	6702	7031	7376
Chief of Wastewater Facilities Maintenance	620085e	12	6363	6677	7004	7349	7710
Chief of Wastewater Treatment Operations	620080e	12	6434	6755	7086	7434	7799
Chief of Water Operations	610070e	12	6539	6859	7199	7553	7923
Chief Police Pilot	410031e	12	7188	7541	7915	8304	8716
Chief Surveyor	210032e	12	8390	8802	9238	9692	10173
Community Recreation Supervisor I	520015e	12	4512	4735	4965	5209	5461
Community Recreation Supervisor II	520016e	12	4866	5104	5356	5621	5893
Contract Compliance Officer	150061e	12	5757	6038	6331	6644	6964
Custodial Supervisor	810025e	12	5757	6038	6331	6644	6964
Database Administrator	125045e	12	6187	6487	6806	7138	7489
DBE/Small Business Coordinator	150070e	12	5335	5593	5868	6155	6460

e — Exempt class, see Section 4.

EXHIBIT 13-1
Unit 13—Exempt Supervisory and Professional (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Communications Supervisor	410004e	12	5085	5334	5593	5868	6154
Energy Efficiency Supervisor	230058e	12	5104	5355	5616	5893	6182
Equipment Supervisor	720031e	12	6260	6565	6887	7226	7582
Fire Prevention Engineer	210055e	12	6332	6642	6969	7311	7673
Fleet Administration Supervisor	720025e	12	5757	6038	6331	6644	6964
Forestry Supervisor I	510030e	12	4657	4887	5124	5376	5637
Forestry Supervisor II	510031e	12	4866	5104	5356	5621	5893
Grant Writer	150105e	12	4580	4805	5039	5285	5542
Historic Preservation Specialist	230066e	12	5859	6149	6453	6767	7100
Housing Program Supervisor	230055e	12	6221	6533	6859	7201	7563
Human Resources Analyst	150016e	12	4777	5010	5253	5511	5782
Human Resources Records Supervisor	115050e	12	4639	4867	5106	5352	5618
Information Services Supervisor	125032e	12	6692	7021	7365	7727	8111
Landscape Maintenance Superintendent	510027e	12	7170	7524	7892	8280	8686
Lead Risk Analyst	150008e	12	5245	5506	5782	6072	6375
Management Analyst I	150020e⁴	12⁴	3475	3644	3822	4007	4205
Management Analyst II	150021e⁴	12⁴	4580	4805	5039	5285	5542
Parking Supervisor	720035e	12	3515	3682	3860	4048	4427
Parks Supervisor I	510025e	12	4657	4887	5124	5376	5637
Parks Supervisor II	510026e	12	5645	5921	6213	6521	6836
Planner III	220007e	12	5320	5581	5852	6141	6444
Principal Accountant	130014e	12	5928	6218	6525	6844	7180
Procurement Supervisor	140004e	12	5656	5939	6236	6548	6876

e—Exempt class, see Section 4.

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

EXHIBIT 13-1
Unit 13—Exempt Supervisory and Professional (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	7299	7657	8034	8431	8845
Project Manager	150065e	12	6035	6334	6647	6971	7313
Records Supervisor	115045e	12	4639	4867	5106	5352	5618
Recycling Coordinator	640001e	12	4804	5038	5283	5540	5813
Revenue Supervisor	135025e	12	4253	4460	4676	4902	5141
Risk Analyst	150010e	12	4777	5010	5253	5511	5782
Sanitation Supervisor	640029e	12	5757	6038	6331	6644	6964
Senior Accountant-Auditor	130013e	12	4960	5201	5457	5724	6002
Senior Building Inspector	230034e	12	5912	6204	6507	6828	7166
Senior Database Administrator	125046e	12	6686	7005	7342	7693	8076
Senior Electrical Safety Consultant	230024e	12	5912	6204	6507	6828	7166
Senior Engineering Inspector	230077e	12	5738	6022	6316	6627	6955
Senior Environmental & Safety Consultant	230005e	12	5912	6204	6507	6828	7166
Senior Plumbing & Mechanical Consultant	230014e	12	5912	6204	6507	6828	7166
Senior Real Estate Agent	170012e	12	5757	6038	6331	6644	6964
Senior Retirement Counselor	135052e	12	4732	4970	5218	5478	5753
Street Maintenance Superintendent	720004e	12	7170	7524	7892	8280	8686
Street Maintenance Supervisor	720001e	12	6326	6636	6963	7304	7663
Supervising Airports Building Maintenance Technician	310014e	12	5757	6038	6331	6644	6964
Supervising Airports Operations Officer	310013e	12	5757	6038	6331	6644	6964
Supervising Commercial Building Inspector	230036e	12	5912	6204	6507	6828	7166
Supervising Engineering Technician	210008e	12	6153	6459	6775	7109	7458
Supervising Fire Prevention Inspector	420005e	12	5897	6186	6491	6811	7146
Supervising Planner	220008e	12	5883	6171	6472	6790	7122

e — Exempt class, see Section 4.

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA)

GLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	6826	7164	7518	7884	8272
Supervising Professional Engineer	210110e	12	8390	8802	9238	9692	10173
Supervising Real Estate Agent	170013e	12	6326	6636	6963	7304	7663
Supervising Traffic Signal Operations Specialist	720050e	12	6558	6879	7220	7575	7946
Survey Party Chief	210031e	12	5124	5373	5636	5910	6203
Systems Security Administrator	125050e	12	5612	5883	6174	6473	6792
Transit Supervisor I	320050e	12	5561	5833	6115	6416	6729
Transit Supervisor II	320051e	12	6217	6519	6839	7176	7529
Treasury Officer	135015e	12	5928	6218	6525	6844	7180
Wastewater Environmental Supervisor	620073e	12	6739	7067	7416	7782	8163
Wastewater Operations Supervisor	620072e	12	6739	7067	7416	7782	8163
Wastewater System Supervisor	620071e	12	6739	7067	7416	7782	8163
Water Conservation Supervisor	610045e	12	5955	6247	6553	6877	7213
Water System Supervisor	610055e	12	6739	7067	7416	7782	8163

e — Exempt class, see Section 4.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), effective ~~July 22, 2019~~ August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5896 5610	6186 5886	6486 6171	6807 6477	7139 6792
Airports Airside/Landside Superintendent	310018e	12	6485	6802	7138	7487	7855
Airports Projects Supervisor	310016e	12	6816	7150	7501	7869	8259
Airports Property Supervisor	175005e	12	5901	6189	6490	6811	7139
Architect	210045e	12	6233 5993	6538 6286	6858 6594	7196 6919	7550 7259
Business Process & Systems Analyst	125044e	12	6737 6342	7064 6650	7411 6977	7773 7317	8154 7677
Call Center Supervisor	115073e	12	5219 4360	5473 4572	5738 4793	6015 5025	6308 5270
Capital Development Specialist	310007e	12	6186	6493	6814	7146	7496
Chief Engineering Inspector	230078e	12	6655 6478	6979 6794	7323 7129	7684 7480	8060 7846
Chief Engineering Technician	210009e	12	7482	7849	8235	8642	9067
Chief of Facilities Maintenance	810037e	12	6523	6844	7180	7533	7903
Chief of Wastewater Environmental Services	620075e	12	6242	6549	6870	7207	7561
Chief of Wastewater Facilities Maintenance	620085e	12	6523	6844	7180	7533	7903
Chief of Wastewater Treatment Operations	620080e	12	6595	6924	7264	7620	7994
Chief of Water Operations	610070e	12	6703	7031	7379	7742	8122
Chief Police Pilot	410031e	12	7368	7730	8113	8512	8934
Chief Surveyor	210032e	12	8600	9023	9469	9935	10428
Community Recreation Supervisor I	520015e	12	4787 4625	5024 4854	5269 5090	5527 5340	5795 5598
Community Recreation Supervisor II	520016e	12	4988	5232	5490	5762	6041
Contract Compliance Officer	150061e	12	5901	6189	6490	6811	7139
Custodial Supervisor	810025e	12	5901	6189	6490	6811	7139
Database Administrator	125045e	12	6737 6342	7064 6650	7411 6977	7773 7317	8154 7677
DBE/Small Business Coordinator	150070e	12	5821 5469	6102 5733	6402 6015	6715 6309	7048 6622

e Exempt class, see Section 4.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), effective ~~July 22, 2019~~ August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Communications Supervisor	410004e	12	5213	5468	5733	6015	6308
Energy Efficiency Supervisor	230058e	12	5232	5489	5757	6041	6337
Equipment Supervisor	720031e	12	6417	6730	7060	7407	7772
Fire Prevention Engineer	210055e	12	6491 <u>6621</u>	6809 <u>6946</u>	7144 <u>7287</u>	7494 <u>7644</u>	7865 <u>8023</u>
Fleet Administration Supervisor	720025e	12	5901	6189	6490	6811	7139
Forestry Supervisor I	510030e	12	4774 <u>4870</u>	5010 <u>5111</u>	5253 <u>5359</u>	5511 <u>5622</u>	5778 <u>5894</u>
Forestry Supervisor II	510031e	12	4988	5232	5490	5762	6041
Grant Writer	150105e	12	4695	4926	5165	5418	5681
Historic Preservation Specialist	230066e	12	6006 <u>6187</u>	6303 <u>6493</u>	6615 <u>6814</u>	6937 <u>7146</u>	7278 <u>7496</u>
Housing Program Supervisor	230055e	12	6377	6697	7031	7382	7753
Human Resources Analyst	150016e	12	4897 <u>5289</u>	5136 <u>5547</u>	5385 <u>5816</u>	5649 <u>6101</u>	5927 <u>6402</u>
Human Resources Records Supervisor	115050e	12	4755 <u>5209</u>	4989 <u>5465</u>	5234 <u>5734</u>	5486 <u>6010</u>	5759 <u>6308</u>
Information Services Supervisor	125032e	12	6860 <u>7409</u>	7197 <u>7773</u>	7550 <u>8154</u>	7921 <u>8555</u>	8314 <u>8979</u>
Landscape Maintenance Superintendent	510027e	12	7350	7713	8090	8487	8904
Lead Risk Analyst	150008e	12	5377 <u>5808</u>	5644 <u>6096</u>	5927 <u>6402</u>	6224 <u>6722</u>	6535 <u>7058</u>
Management Analyst I	150020e ⁴	12 ⁴	3562 <u>3937</u>	3736 <u>4129</u>	3918 <u>4330</u>	4108 <u>4540</u>	4311 <u>4764</u>
Management Analyst II	150021e ⁴	12 ⁴	4695 <u>4836</u>	4926 <u>5074</u>	5165 <u>5320</u>	5418 <u>5581</u>	5681 <u>5852</u>
Parking Supervisor	720035e	12	3603 <u>5009</u>	3775 <u>5248</u>	3957 <u>5501</u>	4150 <u>5769</u>	4538 <u>6308</u>
Parks Supervisor I	510025e	12	4774 <u>4870</u>	5010 <u>5111</u>	5253 <u>5359</u>	5511 <u>5622</u>	5778 <u>5894</u>
Parks Supervisor II	510026e	12	5787 <u>5912</u>	6070 <u>6201</u>	6369 <u>6506</u>	6685 <u>6829</u>	7007 <u>7158</u>
Planner III	220007e	12	<u>5672</u>	<u>5950</u>	<u>6239</u>	<u>6547</u>	<u>6870</u>

			5453	5721	5999	6295	6606
Principal Accountant	130014e	12	<u>6199</u> 6077	<u>6502</u> 6374	<u>6823</u> 6689	<u>7157</u> 7016	<u>7508</u> 7360
Procurement Supervisor	140004e	12	5798	6088	6392	6712	7048

e Exempt class, see Section 4.

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

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), effective ~~July 22, 2019~~ August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	7482	7849	8235	8642	9067
Project Manager	150065e	12	6186	6493	6814	7146	7496
Records Supervisor	115045e	12	4755 <u>5209</u>	4989 <u>5465</u>	5234 <u>5734</u>	5486 <u>6010</u>	5759 <u>6308</u>
Recycling Coordinator	640001e	12	4925	5164	5416	5679	5959
Revenue Supervisor	135025e	12	4360 <u>5219</u>	4572 <u>5473</u>	4793 <u>5738</u>	5025 <u>6015</u>	5270 <u>6308</u>
Risk Analyst	150010e	12	4897 <u>5289</u>	5136 <u>5547</u>	5385 <u>5816</u>	5649 <u>6101</u>	5927 <u>6402</u>
Sanitation Supervisor	640029e	12	5901	6189	6490	6811	7139
Senior Accountant-Auditor	130013e	12	5084 <u>5186</u>	5332 <u>5439</u>	5594 <u>5706</u>	5868 <u>5986</u>	6153 <u>6277</u>
Senior Building Inspector	230034e	12	6060	6360	6670	6999	7346
Senior Database Administrator	125046e	12	6854 <u>7434</u>	7181 <u>7789</u>	7526 <u>8163</u>	7886 <u>8554</u>	8278 <u>8979</u>
Senior Electrical Safety Consultant	230024e	12	6060	6360	6670	6999	7346
Senior Engineering Inspector	230077e	12	5882 <u>6000</u>	6173 <u>6297</u>	6474 <u>6604</u>	6793 <u>6929</u>	7129 <u>7273</u>
Senior Environmental & Safety Consultant	230005e	12	6060	6360	6670	6999	7346
Senior Plumbing & Mechanical Consultant	230014e	12	6060	6360	6670	6999	7346
Senior Real Estate Agent	170012e	12	5901	6189	6490	6811	7139
Senior Retirement Counselor	135052e	12	4854 <u>6491</u>	5095 <u>6818</u>	5349 <u>7157</u>	5615 <u>7513</u>	5897 <u>7891</u>
Street Maintenance Superintendent	720004e	12	7350	7713	8090	8487	8904
Street Maintenance Supervisor	720001e	12	6485	6802	7138	7487	7855
Supervising Airports Building Maintenance Technician	310014e	12	5901	6189	6490	6811	7139
Supervising Airports Operations Officer	310013e	12	5901	6189	6490	6811	7139
Supervising Commercial Building Inspector	230036e	12	6060	6360	6670	6999	7346
Supervising Engineering Technician	210008e	12	6307 <u>6482</u>	6621 <u>6804</u>	6945 <u>7137</u>	7287 <u>7489</u>	7645 <u>7856</u>
Supervising Fire Prevention Inspector	420005e	12	<u>6166</u>	<u>6468</u>	<u>6788</u>	<u>7122</u>	<u>7472</u>

			6045	6341	6654	6982	7325
Supervising Planner	220008e	12	6305 6034	6613 6326	6935 6634	7276 6960	7632 7304

e Exempt class, see Section 4.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), effective ~~July 22, 2019~~ August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	6997 <u>7137</u>	7344 <u>7491</u>	7706 <u>7861</u>	8082 <u>8244</u>	8479 <u>8649</u>
Supervising Professional Engineer	210110e	12	8600	9023	9469	9935	10428
Supervising Real Estate Agent	170013e	12	6485	6802	7138	7487	7855
Supervising Traffic Signal Operations Specialist	720050e	12	6722 <u>6730</u>	7051 <u>7059</u>	7401 <u>7410</u>	7765 <u>7774</u>	8145 <u>8154</u>
Survey Party Chief	210031e	12	5253 <u>5674</u>	5508 <u>5949</u>	5777 <u>6240</u>	6058 <u>6543</u>	6359 <u>6868</u>
Systems Security Administrator	125050e	12	5753 <u>6738</u>	6031 <u>7064</u>	6329 <u>7413</u>	6635 <u>7771</u>	6962 <u>8154</u>
Transit Supervisor I	320050e	12	5701	5979	6268	6577	6898
Transit Supervisor II	320051e	12	6373 <u>6418</u>	6682 <u>6729</u>	7010 <u>7060</u>	7356 <u>7408</u>	7718 <u>7772</u>
Treasury Officer	135015e	12	6077 <u>6199</u>	6374 <u>6502</u>	6689 <u>6823</u>	7016 <u>7157</u>	7360 <u>7508</u>
Wastewater Environmental Supervisor	620073e	12	6908	7244	7602	7977	8368
Wastewater Operations Supervisor	620072e	12	6908	7244	7602	7977	8368
Wastewater System Supervisor	620071e	12	6908	7244	7602	7977	8368
Water Conservation Supervisor	610045e	12	6104	6404	6717	7049	7394
Water System Supervisor	610055e	12	6908	7244	7602	7977	8368

e Exempt class, see Section 4.

EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3179	3332	3492	3660	3838
Legal Secretary II	115016	12	3584	3758	3938	4129	4329
Paralegal	160001	12	4706	4935	5175	5429	5696
Senior Human Resources Technician	150014	12	3479	3645	3819	4005	4200
Senior Legal Secretary	115017	12	4124	4330	4547	4774	5013
Senior Paralegal	160002	12	5167	5425	5696	5981	6281
Supervising Crime Scene Technician	410013	12	4883	5121	5370	5634	5908

EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA), effective ~~July 22, 2019~~ August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3179 <u>3520</u>	3332 <u>3690</u>	3492 <u>3867</u>	3660 <u>4053</u>	3838 <u>4250</u>
Legal Secretary II	115016	12	3584 <u>3895</u>	3758 <u>4084</u>	3938 <u>4280</u>	4129 <u>4487</u>	4329 <u>4704</u>
Paralegal	160001	12	4706 <u>4969</u>	4935 <u>5211</u>	5175 <u>5465</u>	5429 <u>5732</u>	5696 <u>6014</u>
Senior Human Resources Technician	150014	12	3479 <u>3852</u>	3645 <u>4036</u>	3819 <u>4229</u>	4005 <u>4435</u>	4200 <u>4650</u>
Senior Legal Secretary	115017	12	4124 <u>4482</u>	4330 <u>4706</u>	4547 <u>4941</u>	4774 <u>5188</u>	5013 <u>5447</u>
Senior Paralegal	160002	12	5167 <u>5456</u>	5425 <u>5728</u>	5696 <u>6015</u>	5981 <u>6315</u>	6281 <u>6632</u>
Supervising Crime Scene Technician	410013	12	4883 <u>5215</u>	5121 <u>5469</u>	5370 <u>5735</u>	5634 <u>6016</u>	5908 <u>6308</u>