

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), retroactively effective December 30, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4460	4683	4918	5164	5423
Airports Operations Leadworker	310010	12	5211	5472	5746	6034	6336
Airports Operations Specialist	310012	12	4740	4977	5226	5488	5763
Automotive Parts Leadworker	145006	12	4854	5097	5352	5620	5901
Automotive Parts Specialist	145005	12	4460	4683	4918	5164	5423
Aviation Mechanic I	410039 ⁴	12 ⁴	6136	6443	6766	7105	7461
Aviation Mechanic II	410040 ⁴	12 ⁴	6670	7004	7355	7723	8110
Aviation Mechanic Leadworker	410041	12	7338	7705	8091	8496	8921
Body & Fender Repairer I	320035 ³	12 ³	5211	5472	5746	6034	6336
Body & Fender Repairer II	320036 ³	12 ³	5840	6132	6439	6761	7100
Body & Fender Repairer Leadworker	320037	12	6423	6745	7083	7438	7810
Bus Air Conditioning Mechanic I	320030 ³	12 ³	5211	5472	5746	6034	6336
Bus Air Conditioning Mechanic II	320031 ³	12 ³	5840	6132	6439	6761	7100
Bus Air Conditioning Mechanic Leadworker	320032	12	6423	6745	7083	7438	7810
Bus Equipment Attendant Leadworker	320040	12	4740	4977	5226	5488	5763
Bus Mechanic I	320020 ³	12 ³	5211	5472	5746	6034	6336
Bus Mechanic II	320021 ³	12 ³	5840	6132	6439	6761	7100
Bus Mechanic Leadworker	320022	12	6423	6745	7083	7438	7810
Collection System Maintenance Specialist	630002	12	5270	5534	5811	6102	6408
Collection System Maintenance Technician	630001	12	4817	5058	5311	5577	5856
Combination Welder	710067	12	5796	6086	6391	6711	7047
Combination Welder Leadworker	710066	12	6359	6677	7011	7362	7731
Communications Technician	710051	12	5796	6086	6391	6711	7047
Construction & Heavy Equipment Operator	710025	12	5377	5646	5929	6226	6538
Cross Connection Control Specialist	610040	12	5854	6147	6455	6778	7117

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Custodian	810001	12	3589	3769	3958	4156	4364
Equipment Service Worker I	710075	12	4460	4683	4918	5164	5423
Equipment Service Worker II	710076	12	4854	5097	5352	5620	5901
Fire Equipment Mechanic I	420010 ³	12 ³	5211	5472	5746	6034	6336
Fire Equipment Mechanic II	420011 ³	12 ³	5840	6132	6439	6761	7100
Fire Equipment Mechanic Leadworker	420012	12	6423	6745	7083	7438	7810
Graffiti Abatement Technician	710009	12	4249	4462	4686	4921	5168
Heavy Equipment Mechanic I	710100 ³	12 ³	5211	5472	5746	6034	6336
Heavy Equipment Mechanic II	710101 ³	12 ³	5840	6132	6439	6761	7100
Heavy Equipment Mechanic Leadworker	710102	12	6423	6745	7083	7438	7810
Instrumentation Specialist	620025 ⁴	12 ⁴	6086	6391	6711	7047	7400
Instrumentation Technician	620026 ⁴	12 ⁴	5537	5814	6105	6411	6732
Irrigation Specialist	510005	12	4676	4910	5156	5414	5685
Laborer	710005	12	3589	3769	3958	4156	4364
Light Equipment Mechanic I	710095 ³	12 ³	5211	5472	5746	6034	6336
Light Equipment Mechanic II	710096 ³	12 ³	5840	6132	6439	6761	7100
Light Equipment Mechanic Leadworker	710097	12	6423	6745	7083	7438	7810
Light Equipment Operator	710020	12	4740	4977	5226	5488	5763
Maintenance & Construction Worker	710015	12	4333	4550	4778	5017	5268
Maintenance & Operations Assistant	710001	12	3589	3769	3958	4156	4364
Maintenance Carpenter I	810020	12	4778	5017	5268	5532	5809
Maintenance Carpenter II	810021	12	5270	5534	5811	6102	6408
Park Equipment Mechanic I	710109 ⁴	12 ⁴	4307	4523	4750	4988	5238
Park Equipment Mechanic II	710110 ⁴	12 ⁴	4740	4977	5226	5488	5763
Park Equipment Mechanic Leadworker	710111	12	5211	5472	5746	6034	6336

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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.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125 ⁴	12 ⁴	3891	4086	4291	4506	4732
Parking Meter Attendant II	710126 ⁴	12 ⁴	4307	4523	4750	4988	5238
Parking Meter Attendant Leadworker	710127	12	4709	4945	5193	5453	5726
Parks Maintenance Leadworker	510003	12	4676	4910	5156	5414	5685
Parks Maintenance Worker I	510001	12	3589	3769	3958	4156	4364
Parks Maintenance Worker II	510002	12	4249	4462	4686	4921	5168
Power Generation Operator/Mechanic	620055	12	6416	6737	7074	7428	7800
Property Maintenance Leadworker	810007	12	4778	5017	5268	5532	5809
Property Maintenance Worker	810006	12	4460	4683	4918	5164	5423
Roofer	810010	12	4355	4573	4802	5043	5296
Sanitation Operator	640021	12	4740	4977	5226	5488	5763
Senior Collection System Maintenance Specialist	630004	12	5798	6088	6393	6713	7049
Senior Communications Technician	710052	12	6359	6677	7011	7362	7731
Senior Construction & Heavy Equipment Operator	710026	12	6617	6948	7296	7661	8045
Senior Custodian	810002	12	3891	4086	4291	4506	4732
Senior Sanitation Operator	640022	12	5377	5646	5929	6226	6538
Senior Wastewater Mechanical Specialist	620062	12	6306	6622	6954	7302	7668
Senior Wastewater Treatment Plant Operator	620043	12	6995	7345	7713	8099	8504
Senior Water Distribution/Production Operator	610030	12	6995	7345	7713	8099	8504
Senior Water Treatment Plant Operator	610039	12	7321	7688	8073	8477	8901
Solid Waste Safety & Training Specialist	640005	12	5128	5385	5655	5938	6235
Street Maintenance Leadworker	710040	12	4854	5097	5352	5620	5901
Street Sweeper Lead Operator	710036	12	5211	5472	5746	6034	6336
Street Sweeper Operator	710035	12	4740	4977	5226	5488	5763
Tire Maintenance & Repair Technician	710081	12	4854	5097	5352	5620	5901

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Tire Maintenance Worker	710080	12	4460	4683	4918	5164	5423
Traffic Maintenance Leadworker	710046	12	4854	5097	5352	5620	5901
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	4003	4204	4415	4636	4868
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4404	4625	4857	5100	5355
Tree Trimmer Leadworker	510010	12	4817	5058	5311	5577	5856
Utility Leadworker	710010	12	4676	4910	5156	5414	5685
Vehicle Upfitter	710050	12	5270	5534	5811	6102	6408
Waste Container Maintenance Worker	640010	12	3891	4086	4291	4506	4732
Wastewater Distributor Technician	620050	12	4404	4625	4857	5100	5355
Wastewater Mechanical Specialist	620061	12	5854	6147	6455	6778	7117
Wastewater Mechanical Technician	620060	12	5270	5534	5811	6102	6408
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	4663	4897	5142	5400	5671
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	6168	6477	6801	7142	7500
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	5830	6122	6429	6751	7089
Water Distribution/Production Specialist	610029	12	5854	6147	6455	6778	7117
Water Distribution/Production Technician	610028	12	5270	5534	5811	6102	6408
Water Maintenance Mechanic Specialist	610032	12	5830	6122	6429	6751	7089
Water Maintenance Mechanic Technician	610031	12	5270	5534	5811	6102	6408
Water Quality Specialist	610034	12	5854	6147	6455	6778	7117
Water Quality Technician	610033	12	5270	5534	5811	6102	6408
Water System Trainee	610023 ¹	-	3589	3769	3958	4156	4364
Water Treatment Plant Operator	610042	12	6359	6677	7011	7362	7731
Water Treatment Plant Operator-In-Training	610041 ¹	-	4709	4945	5193	5453	5726

¹ This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).

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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 16

Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/2016

Classification Title	Deleted	Benchmarked To	Percent	Effective
Airport Public Safety Supervisor (310003)	7/1/24	Airport Public Safety Supervisor (310005)	114.44%	7/1/24
Assistant Chief of Wastewater Treatment Operations (620079)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Brake & Front End Specialist (710085)	10/20/25	Heavy Equipment Mechanic Leadworker (710102)	100%	10/20/25
Bus Driver – F Step (320015)	1/1/17	Bus Driver – E Step (320015)	100%	1/1/17
Buyer I (140001)	1/28/16	Procurement Specialist (140002)	90%	1/28/16
Chief of Solid Waste Operations (640035)	7/1/18	Landscape Maintenance Superintendent (510027)	100%	7/1/18
City Traffic Engineer (210076)	7/1/18	Construction Manager (210096)	100%	7/1/18
Collection System Maintenance Operator I (630003)	5/29/17	Collection System Maintenance Technician (630001)	90%	5/29/17
Collection System Maintenance Supervisor (630005)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Community Recreation Supervisor I (520015)	7/1/20	Community Services and Recreation Supervisor (520016)	96%	7/1/20
Community Revitalization Specialist – F Step (230053)	10/3/16	Community Revitalization Specialist – E Step (230053)	100%	10/3/16
Community Sanitation Supervisor I (720042)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
Electronic Equipment Installer (710060)	10/20/25	Vehicle Upfitter (710050)	81.14%	10/20/25
Emergency Preparedness Officer (420020)	7/1/18	Management Analyst II (150021)	100%	7/1/18
Executive Assistant to the Retirement Administrator (115006e)	7/1/21	Executive Assistant to the City Attorney (115004e)	100%	7/1/21
Ground Water Production Specialist (610037)	7/1/20	Water Distribution/Production Specialist (610029)	100%	7/1/20

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Ground Water Production Technician (610036)	7/1/20	Water Distribution/Production Technician (610028)	100%	7/1/20
Industrial Electrician Supervisor (720020)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Labor Relations Secretary (115010)	7/1/18	Executive Assistant to Department Director (115003)	100%	7/1/18
Laboratory Supervisor (620014)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Locksmith (810015)	10/20/25	Roofer (810010)	100%	10/20/25
Management Analyst III (150022)	7/1/18	Business Manager (150019)	100%	7/1/18
Police Officer – A Step (415002)	1/31/22	Police Officer – C Step (415002)	90.72%	1/31/22
Police Officer – B Step (415002)	1/31/22	Police Officer – C Step (415002)	95.23%	1/31/22
Police Specialist (415003)	7/1/19	Police Officer (415002)	100%	7/1/19
Plans Examiner I (210040)	10/3/16	Plans Examiner (210041)	84.61%	10/3/16
Power Generation System Supervisor (620056)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Risk/Safety Manager (150035)	7/1/18	Human Resources Manager (150025)	100%	7/1/18
Redevelopment Administrator (150080)	7/1/18	Assistant Director of Personnel Services (150043)	100%	7/1/18
Secretary (110050)	2/24/25	Senior Secretary (110051)	100%	2/24/25
Senior Ground Water Production Operator (610038)	7/1/20	Senior Water Distribution/Production Operator (610030)	100%	7/1/20
Sewer Maintenance Manager (630010)	7/1/18	Wastewater Manager (620095)	100%	7/1/18
Solid Waste System Supervisor (640030)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
Special Guard (940010)	4/1/02	Police Cadet II (940006)	100%	12/10/20

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Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16

Classification Title	Deleted	Benchmarked To	Percent	Effective
Supervising Environmental Control Officer (620005)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Transit Maintenance Manager (320060)	7/1/18	Transit Operations Manager (320055)	100%	7/1/18
Waste Collector II (640020)	9/5/16	Sanitation Operator (640021)	84.19%	9/5/16
Waste Container Maintenance Worker (640011)	9/5/16	Waste Container Maintenance Worker (640010)	117.65%	9/5/16
Wastewater Lead Distributor (620051)	9/5/16	Wastewater Distributor Technician (620050)	118.92%	9/5/16
Wastewater Treatment Maintenance Supervisor (620070)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Water System Operator I (610025)	7/1/18	Water Distribution/Production Technician (610028)	100%	7/1/18
Water System Operator II (610026)	7/1/18	Water Distribution/Production Specialist (610029)	100%	7/1/18
Water System Operator III (610027)	7/1/18	Senior Water Treatment Plant Operator (610039)	90.79%	7/1/18
Welder (710065)	10/20/25	Combination Welder (710067)	90.14%	10/20/25