

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 15, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4661	4894	5140	5397	5668
Airports Operations Leadworker	310010	12	5446	5719	6005	6306	6622
Airports Operations Specialist	310012	12	4954	5201	5462	5735	6023
Automotive Parts Leadworker	145006	12	5073	5327	5593	5873	6167
Automotive Parts Specialist	145005	12	4661	4894	5140	5397	5668
Aviation Mechanic I	410039 ⁴	12 ⁴	6413	6733	7071	7425	7797
Aviation Mechanic II	410040 ⁴	12 ⁴	6971	7320	7686	8071	8475
Aviation Mechanic Leadworker	410041	12	7669	8052	8456	8879	9323
Body & Fender Repairer I	320035 ³	12 ³	5446	5719	6005	6306	6622
Body & Fender Repairer II	320036 ³	12 ³	6103	6408	6729	7066	7420
Body & Fender Repairer Leadworker	320037	12	6713	7049	7402	7773	8162
Bus Air Conditioning Mechanic I	320030 ³	12 ³	5446	5719	6005	6306	6622
Bus Air Conditioning Mechanic II	320031 ³	12 ³	6103	6408	6729	7066	7420
Bus Air Conditioning Mechanic Leadworker	320032	12	6713	7049	7402	7773	8162
Bus Equipment Attendant Leadworker	320040	12	4954	5201	5462	5735	6023
Bus Mechanic I	320020 ³	12 ³	5446	5719	6005	6306	6622
Bus Mechanic II	320021 ³	12 ³	6103	6408	6729	7066	7420
Bus Mechanic Leadworker	320022	12	6713	7049	7402	7773	8162
Collection System Maintenance Specialist	630002	12	5508	5784	6073	6377	6697
Collection System Maintenance Technician	630001	12	5034	5286	5550	5828	6120
Combination Welder	710067	12	6057	6360	6679	7013	7365
Combination Welder Leadworker	710066	12	6646	6978	7327	7694	8079
Communications Technician	710051	12	6057	6360	6679	7013	7365
Construction & Heavy Equipment Operator	710025	12	5619	5901	6196	6507	6833
Cross Connection Control Specialist	610040	12	6118	6424	6746	7084	7438

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.

Effective 12/15/2025 by the Fourteenth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 15, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Custodian	810001	12	3751	3939	4137	4344	4561
Equipment Service Worker I	710075	12	4661	4894	5140	5397	5668
Equipment Service Worker II	710076	12	5073	5327	5593	5873	6167
Fire Equipment Mechanic I	420010 ³	12 ³	5446	5719	6005	6306	6622
Fire Equipment Mechanic II	420011 ³	12 ³	6103	6408	6729	7066	7420
Fire Equipment Mechanic Leadworker	420012	12	6713	7049	7402	7773	8162
Graffiti Abatement Technician	710009	12	4441	4663	4897	5143	5401
Heavy Equipment Mechanic I	710100 ³	12 ³	5446	5719	6005	6306	6622
Heavy Equipment Mechanic II	710101 ³	12 ³	6103	6408	6729	7066	7420
Heavy Equipment Mechanic Leadworker	710102	12	6713	7049	7402	7773	8162
Instrumentation Specialist	620025 ⁴	12 ⁴	6360	6679	7013	7365	7733
Instrumentation Technician	620026 ⁴	12 ⁴	5787	6076	6380	6700	7035
Irrigation Specialist	510005	12	4887	5131	5389	5658	5941
Laborer	710005	12	3751	3939	4137	4344	4561
Light Equipment Mechanic I	710095 ³	12 ³	5446	5719	6005	6306	6622
Light Equipment Mechanic II	710096 ³	12 ³	6103	6408	6729	7066	7420
Light Equipment Mechanic Leadworker	710097	12	6713	7049	7402	7773	8162
Light Equipment Operator	710020	12	4954	5201	5462	5735	6023
Maintenance & Construction Worker	710015	12	4528	4755	4994	5243	5506
Maintenance & Operations Assistant	710001	12	3751	3939	4137	4344	4561
Maintenance Carpenter I	810020	12	4994	5243	5506	5781	6071
Maintenance Carpenter II	810021	12	5508	5784	6073	6377	6697
Park Equipment Mechanic I	710109 ⁴	12 ⁴	4501	4727	4964	5213	5474
Park Equipment Mechanic II	710110 ⁴	12 ⁴	4954	5201	5462	5735	6023
Park Equipment Mechanic Leadworker	710111	12	5446	5719	6005	6306	6622

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Effective 12/15/2025 by the Fourteenth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 15, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125 ⁴	12 ⁴	4067	4270	4485	4709	4945
Parking Meter Attendant II	710126 ⁴	12 ⁴	4501	4727	4964	5213	5474
Parking Meter Attendant Leadworker	710127	12	4921	5168	5427	5699	5984
Parks Maintenance Leadworker	510003	12	4887	5131	5389	5658	5941
Parks Maintenance Worker I	510001	12	3751	3939	4137	4344	4561
Parks Maintenance Worker II	510002	12	4441	4663	4897	5143	5401
Power Generation Operator/Mechanic	620055	12	6705	7041	7393	7763	8151
Property Maintenance Leadworker	810007	12	4994	5243	5506	5781	6071
Property Maintenance Worker	810006	12	4661	4894	5140	5397	5668
Roofer	810010	12	4551	4779	5019	5270	5535
Sanitation Operator	640021	12	4954	5201	5462	5735	6023
Senior Collection System Maintenance Specialist	630004	12	6059	6362	6681	7016	7367
Senior Communications Technician	710052	12	6646	6978	7327	7694	8079
Senior Construction & Heavy Equipment Operator	710026	12	6915	7261	7625	8006	8408
Senior Custodian	810002	12	4067	4270	4485	4709	4945
Senior Sanitation Operator	640022	12	5619	5901	6196	6507	6833
Senior Wastewater Mechanical Specialist	620062	12	6590	6920	7267	7631	8014
Senior Wastewater Treatment Plant Operator	620043	12	7310	7676	8061	8464	8887
Senior Water Distribution/Production Operator	610030	12	7310	7676	8061	8464	8887
Senior Water Treatment Plant Operator	610039	12	7651	8034	8437	8859	9302
Solid Waste Safety & Training Specialist	640005	12	5359	5628	5910	6206	6516
Street Maintenance Leadworker	710040	12	5073	5327	5593	5873	6167
Street Sweeper Lead Operator	710036	12	5446	5719	6005	6306	6622
Street Sweeper Operator	710035	12	4954	5201	5462	5735	6023
Tire Maintenance & Repair Technician	710081	12	5073	5327	5593	5873	6167

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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Unit 1 – Non-Supervisory Blue Collar (Local 39), effective December 15, 2025							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Tire Maintenance Worker	710080	12	4661	4894	5140	5397	5668
Traffic Maintenance Leadworker	710046	12	5073	5327	5593	5873	6167
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	4184	4394	4614	4845	5088
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4603	4834	5076	5330	5596
Tree Trimmer Leadworker	510010	12	5034	5286	5550	5828	6120
Utility Leadworker	710010	12	4887	5131	5389	5658	5941
Vehicle Upfitter	710050	12	5508	5784	6073	6377	6697
Waste Container Maintenance Worker	640010	12	4067	4270	4485	4709	4945
Wastewater Distributor Technician	620050	12	4603	4834	5076	5330	5596
Wastewater Mechanical Specialist	620061	12	6118	6424	6746	7084	7438
Wastewater Mechanical Technician	620060	12	5508	5784	6073	6377	6697
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	4873	5118	5374	5643	5927
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	6446	6769	7108	7464	7838
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	6093	6398	6719	7055	7409
Water Distribution/Production Specialist	610029	12	6118	6424	6746	7084	7438
Water Distribution/Production Technician	610028	12	5508	5784	6073	6377	6697
Water Maintenance Mechanic Specialist	610032	12	6093	6398	6719	7055	7409
Water Maintenance Mechanic Technician	610031	12	5508	5784	6073	6377	6697
Water Quality Specialist	610034	12	6118	6424	6746	7084	7438
Water Quality Technician	610033	12	5508	5784	6073	6377	6697
Water System Trainee	610023 ¹	-	3751	3939	4137	4344	4561
Water Treatment Plant Operator	610042	12	6646	6978	7327	7694	8079
Water Treatment Plant Operator-In-Training	610041 ¹	-	4921	5168	5427	5699	5984

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.

Effective 12/15/2025 by the Fourteenth Amendment to FY26 Salary Resolution No. 2025-177.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 15, 2026							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	4801	5041	5295	5559	5839
Airports Operations Leadworker	310010	12	5610	5891	6186	6496	6821
Airports Operations Specialist	310012	12	5103	5358	5626	5908	6204
Automotive Parts Leadworker	145006	12	5226	5487	5761	6050	6353
Automotive Parts Specialist	145005	12	4801	5041	5295	5559	5839
Aviation Mechanic I	410039 ⁴	12 ⁴	6606	6935	7284	7648	8031
Aviation Mechanic II	410040 ⁴	12 ⁴	7181	7540	7917	8314	8730
Aviation Mechanic Leadworker	410041	12	7900	8294	8710	9146	9603
Body & Fender Repairer I	320035 ³	12 ³	5610	5891	6186	6496	6821
Body & Fender Repairer II	320036 ³	12 ³	6287	6601	6931	7278	7643
Body & Fender Repairer Leadworker	320037	12	6915	7261	7625	8007	8407
Bus Air Conditioning Mechanic I	320030 ³	12 ³	5610	5891	6186	6496	6821
Bus Air Conditioning Mechanic II	320031 ³	12 ³	6287	6601	6931	7278	7643
Bus Air Conditioning Mechanic Leadworker	320032	12	6915	7261	7625	8007	8407
Bus Equipment Attendant Leadworker	320040	12	5103	5358	5626	5908	6204
Bus Mechanic I	320020 ³	12 ³	5610	5891	6186	6496	6821
Bus Mechanic II	320021 ³	12 ³	6287	6601	6931	7278	7643
Bus Mechanic Leadworker	320022	12	6915	7261	7625	8007	8407
Collection System Maintenance Specialist	630002	12	5674	5958	6256	6569	6898
Collection System Maintenance Technician	630001	12	5186	5445	5717	6003	6304
Combination Welder	710067	12	6239	6551	6880	7224	7586
Combination Welder Leadworker	710066	12	6846	7188	7547	7925	8322
Communications Technician	710051	12	6239	6551	6880	7224	7586
Construction & Heavy Equipment Operator	710025	12	5788	6079	6382	6703	7038
Cross Connection Control Specialist	610040	12	6302	6617	6949	7297	7662

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 1

Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 15, 2026

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Custodian	810001	12	3864	4058	4262	4475	4698
Equipment Service Worker I	710075	12	4801	5041	5295	5559	5839
Equipment Service Worker II	710076	12	5226	5487	5761	6050	6353
Fire Equipment Mechanic I	420010 ³	12 ³	5610	5891	6186	6496	6821
Fire Equipment Mechanic II	420011 ³	12 ³	6287	6601	6931	7278	7643
Fire Equipment Mechanic Leadworker	420012	12	6915	7261	7625	8007	8407
Graffiti Abatement Technician	710009	12	4575	4803	5044	5298	5564
Heavy Equipment Mechanic I	710100 ³	12 ³	5610	5891	6186	6496	6821
Heavy Equipment Mechanic II	710101 ³	12 ³	6287	6601	6931	7278	7643
Heavy Equipment Mechanic Leadworker	710102	12	6915	7261	7625	8007	8407
Instrumentation Specialist	620025 ⁴	12 ⁴	6551	6880	7224	7586	7965
Instrumentation Technician	620026 ⁴	12 ⁴	5961	6259	6572	6901	7247
Irrigation Specialist	510005	12	5034	5285	5551	5828	6120
Laborer	710005	12	3864	4058	4262	4475	4698
Light Equipment Mechanic I	710095 ³	12 ³	5610	5891	6186	6496	6821
Light Equipment Mechanic II	710096 ³	12 ³	6287	6601	6931	7278	7643
Light Equipment Mechanic Leadworker	710097	12	6915	7261	7625	8007	8407
Light Equipment Operator	710020	12	5103	5358	5626	5908	6204
Maintenance & Construction Worker	710015	12	4664	4898	5144	5401	5672
Maintenance & Operations Assistant	710001	12	3864	4058	4262	4475	4698
Maintenance Carpenter I	810020	12	5144	5401	5672	5955	6254
Maintenance Carpenter II	810021	12	5674	5958	6256	6569	6898
Park Equipment Mechanic I	710109 ⁴	12 ⁴	4637	4869	5113	5370	5639
Park Equipment Mechanic II	710110 ⁴	12 ⁴	5103	5358	5626	5908	6204
Park Equipment Mechanic Leadworker	710111	12	5610	5891	6186	6496	6821

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Unit 1 – Non-Supervisory Blue Collar (Local 39), effective June 15, 2026							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125 ⁴	12 ⁴	4190	4399	4620	4851	5094
Parking Meter Attendant II	710126 ⁴	12 ⁴	4637	4869	5113	5370	5639
Parking Meter Attendant Leadworker	710127	12	5069	5324	5590	5870	6164
Parks Maintenance Leadworker	510003	12	5034	5285	5551	5828	6120
Parks Maintenance Worker I	510001	12	3864	4058	4262	4475	4698
Parks Maintenance Worker II	510002	12	4575	4803	5044	5298	5564
Power Generation Operator/Mechanic	620055	12	6907	7253	7615	7996	8396
Property Maintenance Leadworker	810007	12	5144	5401	5672	5955	6254
Property Maintenance Worker	810006	12	4801	5041	5295	5559	5839
Roofer	810010	12	4688	4923	5170	5429	5702
Sanitation Operator	640021	12	5103	5358	5626	5908	6204
Senior Collection System Maintenance Specialist	630004	12	6241	6553	6882	7227	7589
Senior Communications Technician	710052	12	6846	7188	7547	7925	8322
Senior Construction & Heavy Equipment Operator	710026	12	7123	7479	7854	8247	8661
Senior Custodian	810002	12	4190	4399	4620	4851	5094
Senior Sanitation Operator	640022	12	5788	6079	6382	6703	7038
Senior Wastewater Mechanical Specialist	620062	12	6788	7128	7486	7860	8255
Senior Wastewater Treatment Plant Operator	620043	12	7530	7907	8303	8718	9154
Senior Water Distribution/Production Operator	610030	12	7530	7907	8303	8718	9154
Senior Water Treatment Plant Operator	610039	12	7881	8276	8691	9125	9582
Solid Waste Safety & Training Specialist	640005	12	5520	5797	6088	6393	6712
Street Maintenance Leadworker	710040	12	5226	5487	5761	6050	6353
Street Sweeper Lead Operator	710036	12	5610	5891	6186	6496	6821
Street Sweeper Operator	710035	12	5103	5358	5626	5908	6204
Tire Maintenance & Repair Technician	710081	12	5226	5487	5761	6050	6353

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Tire Maintenance Worker	710080	12	4801	5041	5295	5559	5839
Traffic Maintenance Leadworker	710046	12	5226	5487	5761	6050	6353
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	4310	4526	4753	4991	5241
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	4742	4980	5229	5490	5764
Tree Trimmer Leadworker	510010	12	5186	5445	5717	6003	6304
Utility Leadworker	710010	12	5034	5285	5551	5828	6120
Vehicle Upfitter	710050	12	5674	5958	6256	6569	6898
Waste Container Maintenance Worker	640010	12	4190	4399	4620	4851	5094
Wastewater Distributor Technician	620050	12	4742	4980	5229	5490	5764
Wastewater Mechanical Specialist	620061	12	6302	6617	6949	7297	7662
Wastewater Mechanical Technician	620060	12	5674	5958	6256	6569	6898
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	5020	5272	5536	5813	6105
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	6640	6973	7322	7688	8074
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	6276	6590	6921	7267	7632
Water Distribution/Production Specialist	610029	12	6302	6617	6949	7297	7662
Water Distribution/Production Technician	610028	12	5674	5958	6256	6569	6898
Water Maintenance Mechanic Specialist	610032	12	6276	6590	6921	7267	7632
Water Maintenance Mechanic Technician	610031	12	5674	5958	6256	6569	6898
Water Quality Specialist	610034	12	6302	6617	6949	7297	7662
Water Quality Technician	610033	12	5674	5958	6256	6569	6898
Water System Trainee	610023 ¹	-	3864	4058	4262	4475	4698
Water Treatment Plant Operator	610042	12	6846	7188	7547	7925	8322
Water Treatment Plant Operator-In-Training	610041 ¹	-	5069	5324	5590	5870	6164

- 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.

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