

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	3987	4185	4394	4614	4844
Street Sweeper Lead Operator	710036	12	4279	4493	4718	4954	5201
Street Sweeper Operator	710035	12	3891	4084	4288	4503	4727
Tire Maintenance & Repair Technician	710081	12	3891	4084	4288	4503	4727
Tire Maintenance Worker	710080	12	3535	3712	3897	4093	4297
Traffic Maintenance Leadworker	710046	12	3987	4185	4394	4614	4844
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3287	3451	3623	3805	3995
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	3615	3795	3986	4184	4392
Tree Trimmer Leadworker	510010	12	3956	4153	4362	4580	4809
Utility Leadworker	710010	12	3839	4032	4233	4444	4665
Waste Container Maintenance Worker	640010	12	3196	3355	3524	3699	3884
Wastewater Distributor Technician	620050	12	3577	3755	3943	4139	4346
Wastewater Mechanical Specialist	620061	12	4547	4775	5012	5263	5525
Wastewater Mechanical Technician	620060	12	4134	4341	4557	4785	5024
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	3577	3755	3943	4139	4346
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	4789	5029	5279	5544	5820
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	4547	4775	5012	5263	5525
Water Distribution/Production Specialist	610029	12	4547	4775	5012	5263	5525
Water Distribution/Production Technician	610028	12	4134	4341	4557	4785	5024
Water Maintenance Mechanic Specialist	610032	12	4547	4775	5012	5263	5525
Water Maintenance Mechanic Technician	610031	12	4134	4341	4557	4785	5024
Water Quality Specialist	610034	12	4547	4775	5012	5263	5525
Water Quality Technician	610033	12	4134	4341	4557	4785	5024
Water System Trainee*	610023 ¹	-	2948	3083	3224	3371	3530
Water Treatment Plant Operator*	610042	12	4547	4775	5012	5263	5525
Water Treatment Plant Operator-In-Training*	610041 ¹	-	3577	3755	3943	4139	4346
Welder	710065	12	4279	4493	4718	4954	5201

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.

* Effective 9/28/20, by the First Amendment to Salary Resolution No. 2020-157.

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective January 4, 2021

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	4107	4311	4526	4753	4990
Street Sweeper Lead Operator	710036	12	4408	4628	4860	5103	5358
Street Sweeper Operator	710035	12	4008	4207	4417	4639	4869
Tire Maintenance & Repair Technician	710081	12	4008	4207	4417	4639	4869
Tire Maintenance Worker	710080	12	3642	3824	4014	4216	4426
Traffic Maintenance Leadworker	710046	12	4107	4311	4526	4753	4990
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3386	3555	3732	3920	4115
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	3724	3909	4106	4310	4524
Tree Trimmer Leadworker	510010	12	4075	4278	4493	4718	4954
Utility Leadworker	710010	12	3955	4153	4360	4578	4805
Waste Container Maintenance Worker	640010	12	3292	3456	3630	3810	4001
Wastewater Distributor Technician	620050	12	3685	3868	4062	4264	4477
Wastewater Mechanical Specialist	620061	12	4684	4919	5163	5421	5691
Wastewater Mechanical Technician	620060	12	4259	4472	4694	4929	5175
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	3685	3868	4062	4264	4477
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	4933	5180	5438	5711	5995
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	4684	4919	5163	5421	5691
Water Distribution/Production Specialist	610029	12	4684	4919	5163	5421	5691
Water Distribution/Production Technician	610028	12	4259	4472	4694	4929	5175
Water Maintenance Mechanic Specialist	610032	12	4684	4919	5163	5421	5691
Water Maintenance Mechanic Technician	610031	12	4259	4472	4694	4929	5175
Water Quality Specialist	610034	12	4684	4919	5163	5421	5691
Water Quality Technician	610033	12	4259	4472	4694	4929	5175
Water System Trainee*	610023 ¹	-	3037	3176	3321	3473	3636
Water Treatment Plant Operator*	610042	12	4684	4919	5163	5421	5691
Water Treatment Plant Operator-In-Training*	610041 ¹	-	3685	3868	4062	4264	4477
Welder	710065	12	4408	4628	4860	5103	5358

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.

* Effective 9/28/20, by the First Amendment to Salary Resolution No. 2020-157.

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	7482	7849	8235	8642	9067
Project Manager	150065e	12	6186	6493	6814	7146	7496
Records Supervisor	115045e	12	5209	5465	5734	6010	6308
Recycling Coordinator	640001e	12	4925	5164	5416	5679	5959
Revenue Supervisor	135025e	12	5219	5473	5738	6015	6308
Risk Analyst	150010e	12	5289	5547	5816	6101	6402
Sanitation Supervisor	640029e	12	5901	6189	6490	6811	7139
Senior Accountant-Auditor	130013e	12	5186	5439	5706	5986	6277
Senior Building Inspector	230034e	12	6060	6360	6670	6999	7346
Senior Database Administrator	125046e	12	7434	7789	8163	8554	8979
Senior Electrical Safety Consultant	230024e	12	6060	6360	6670	6999	7346
Senior Engineering Inspector	230077e	12	6000	6297	6604	6929	7273
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	6491	6818	7157	7513	7891
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	6482	6804	7137	7489	7856
Supervising Fire Prevention Inspector	420005e	12	6166	6468	6788	7122	7472
Supervising Paralegal*	610020e	12	6104	6404	6717	7049	7394
Supervising Planner	220008e	12	6305	6613	6935	7276	7632

e Exempt class, see Section 4.

* Effective 9/28/20, by the First Amendment to Salary Resolution No. 2020-157.