

**EXHIBIT 1**  
**Unit 1 – Non-Supervisory Blue Collar (Local 39), effective October 2, 2017**

| CLASS TITLE                                                    | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|----------------------------------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Parking Meter Attendant I                                      | 710125 <sup>4</sup> | 12 <sup>4</sup> | 2951 | 3099 | 3255 | 3417 | 3588 |
| Parking Meter Attendant II                                     | 710126 <sup>4</sup> | 12 <sup>4</sup> | 3248 | 3410 | 3580 | 3759 | 3947 |
| Parking Meter Attendant III                                    | 710127              | 12              | 3572 | 3750 | 3938 | 4134 | 4341 |
| Parks Maintenance Leadworker                                   | 510003              | 12              | 3547 | 3724 | 3910 | 4105 | 4310 |
| Parks Maintenance Worker I                                     | 510001              | 12              | 2683 | 2817 | 2958 | 3106 | 3261 |
| Parks Maintenance Worker II                                    | 510002              | 12              | 3223 | 3384 | 3554 | 3731 | 3918 |
| Power Generation Operator/Mechanic                             | 620055              | 12              | 4867 | 5110 | 5365 | 5633 | 5915 |
| Property Maintenance Leadworker                                | 810007              | 12              | 3624 | 3805 | 3995 | 4195 | 4405 |
| Property Maintenance Worker                                    | 810006              | 12              | 3385 | 3554 | 3733 | 3919 | 4114 |
| Roofer                                                         | 810010              | 12              | 3286 | 3450 | 3624 | 3804 | 3994 |
| Sanitation Operator                                            | 640021              | 12              | 3593 | 3772 | 3961 | 4159 | 4367 |
| Senior Collection System Maintenance Specialist                | 630004              | 12              | 4397 | 4617 | 4848 | 5090 | 5345 |
| Senior Communications Technician                               | 710052              | 12              | 4780 | 5019 | 5270 | 5533 | 5810 |
| Senior Custodian                                               | 810002              | 12              | 2951 | 3099 | 3255 | 3417 | 3588 |
| Senior Ground Water Production Operator                        | 610038              | 12              | 5139 | 5396 | 5666 | 5949 | 6246 |
| Senior Heavy Equipment Operator                                | 710026              | 12              | 5021 | 5272 | 5535 | 5812 | 6103 |
| Senior Sanitation Operator                                     | 640022              | 12              | 3952 | 4150 | 4357 | 4575 | 4804 |
| Senior Wastewater Mechanical Specialist                        | 620062              | 12              | 4424 | 4645 | 4877 | 5121 | 5377 |
| Senior Wastewater Treatment Plant Operator                     | 620043              | 12              | 5139 | 5396 | 5666 | 5949 | 6246 |
| Senior Water Distribution/ <a href="#">Production</a> Operator | 610030              | 12              | 5139 | 5396 | 5666 | 5949 | 6246 |
| Senior Water Treatment Operator                                | 610039              | 12              | 5244 | 5506 | 5781 | 6071 | 6374 |
| Solid Waste Safety & Training Specialist                       | 640005              | 12              | 3751 | 3939 | 4136 | 4343 | 4560 |
| Street Maintenance Leadworker                                  | 710040              | 12              | 3682 | 3866 | 4059 | 4262 | 4475 |
| Street Sweeper Lead Operator                                   | 710036              | 12              | 3952 | 4150 | 4357 | 4575 | 4804 |
| Street Sweeper Operator                                        | 710035              | 12              | 3593 | 3772 | 3961 | 4159 | 4367 |
| Tire Maintenance & Repair Technician                           | 710081              | 12              | 3593 | 3772 | 3961 | 4159 | 4367 |
| Tire Maintenance Worker                                        | 710080              | 12              | 3266 | 3429 | 3600 | 3781 | 3969 |
| Traffic Maintenance Leadworker                                 | 710046              | 12              | 3682 | 3866 | 4059 | 4262 | 4475 |

<sup>4</sup> 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.

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| EXHIBIT 1                                                                  |                     |                 |                 |                 |                 |                 |                 |
|----------------------------------------------------------------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Unit 1 – Non-Supervisory Blue Collar (Local 39), effective October 2, 2017 |                     |                 |                 |                 |                 |                 |                 |
| CLASS TITLE                                                                | JOB CODE            | PROB PER        | A               | B               | C               | D               | E               |
| Traffic Maintenance Worker I                                               | 710044 <sup>4</sup> | 12 <sup>4</sup> | 3037            | 3188            | 3347            | 3515            | 3690            |
| Traffic Maintenance Worker II                                              | 710045 <sup>4</sup> | 12 <sup>4</sup> | 3339            | 3506            | 3681            | 3865            | 4058            |
| Tree Trimmer Leadworker                                                    | 510010              | 12              | 3654            | 3837            | 4029            | 4231            | 4442            |
| Utility Leadworker                                                         | 710010              | 12              | 3547            | 3724            | 3910            | 4105            | 4310            |
| <del>Waste Collector II</del>                                              | <del>640020</del>   | <del>6</del>    | <del>2770</del> | <del>2906</del> | <del>3051</del> | <del>3205</del> | <del>3365</del> |
| Waste Container Maintenance Worker                                         | 640010              | 12              | 2951            | 3099            | 3255            | 3417            | 3588            |
| <del>Waste Container Maintenance Worker</del>                              | <del>640011</del>   | <del>6</del>    | <del>3190</del> | <del>3348</del> | <del>3515</del> | <del>3692</del> | <del>3879</del> |
| Wastewater Distributor Technician                                          | 620050              | 12              | 3304            | 3469            | 3642            | 3824            | 4015            |
| <del>Wastewater Lead Distributor</del>                                     | <del>620051</del>   | <del>12</del>   | <del>3262</del> | <del>3425</del> | <del>3596</del> | <del>3776</del> | <del>3965</del> |
| Wastewater Mechanical Specialist                                           | 620061              | 12              | 4200            | 4410            | 4630            | 4862            | 5105            |
| Wastewater Mechanical Technician                                           | 620060              | 12              | 3819            | 4010            | 4210            | 4420            | 4641            |
| Wastewater Treatment Plant Operator-In-Training                            | 620040 <sup>1</sup> | –               | 3304            | 3469            | 3642            | 3824            | 4015            |
| Wastewater Treatment Plant Specialist                                      | 620042              | 12              | 4424            | 4645            | 4877            | 5121            | 5377            |
| Wastewater Treatment Plant Technician                                      | 620041              | 12              | 4200            | 4410            | 4630            | 4862            | 5105            |
| Water Distribution/ <a href="#">Production</a> Specialist                  | 610029              | 12              | 4200            | 4410            | 4630            | 4862            | 5105            |
| Water Distribution/ <a href="#">Production</a> Technician                  | 610028              | 12              | 3819            | 4010            | 4210            | 4420            | 4641            |
| Water Maintenance Mechanic Specialist                                      | 610032              | 12              | 4200            | 4410            | 4630            | 4862            | 5105            |
| Water Maintenance Mechanic Technician                                      | 610031              | 12              | 3819            | 4010            | 4210            | 4420            | 4641            |
| Water Quality Specialist                                                   | 610034              | 12              | 4200            | 4410            | 4630            | 4862            | 5105            |
| Water Quality Technician                                                   | 610033              | 12              | 3819            | 4010            | 4210            | 4420            | 4641            |
| Water System Operator I                                                    | 610025              | 12              | 3421            | 3593            | 3772            | 3961            | 4159            |
| Water System Operator II                                                   | 610026              | 12              | 3796            | 3986            | 4185            | 4394            | 4614            |
| Water System Operator III                                                  | 610027              | 12              | 4771            | 5010            | 5262            | 5523            | 5799            |
| Welder                                                                     | 710065              | 12              | 3952            | 4150            | 4357            | 4575            | 4804            |

- 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).
- 2 This is an entry level 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.

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**EXHIBIT 3**  
Unit 3 – Non-Supervisory White Collar (FCEA), [effective September 25, 2017](#)

| CLASS TITLE                         | JOB CODE            | PROB PER        | A                       | B                       | C                       | D                       | E                       | F |
|-------------------------------------|---------------------|-----------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|---|
| Call Center Representative I        | 115070 <sup>3</sup> | 6 <sup>3</sup>  | 2796                    | 2926                    | 3070                    | 3202                    | 3351                    | - |
| Call Center Representative II       | 115071 <sup>3</sup> | 12 <sup>3</sup> | 3064                    | 3202                    | 3351                    | 3509                    | 3674                    | - |
| Central Printing Clerk              | 120005              | 12              | 2595                    | 2715                    | 2839                    | 2970                    | 3109                    | - |
| City Records Specialist             | 115025              | 12              | 3403                    | 3561                    | 3729                    | 3904                    | 4089                    | - |
| Commercial Building Inspector       | 230015              | 12              | 4955                    | 5190                    | 5440                    | 5696                    | 5971                    | - |
| Community Recreation Assistant      | 520010              | 12              | 2825                    | 2952                    | 3075                    | 3198                    | 3339                    | - |
| Community Revitalization Specialist | 230053              | 12              | 4615                    | 4838                    | 5071                    | 5347                    | 5570                    | - |
| Community Revitalization Technician | 230059              | 12              | 3210                    | 3360                    | 3516                    | 3682                    | 3856                    | - |
| Community Services Officer I        | 410025 <sup>4</sup> | 12 <sup>4</sup> | 2934                    | 3069                    | 3210                    | 3360                    | 3516                    | - |
| Community Services Officer II       | 410026 <sup>4</sup> | 12 <sup>4</sup> | 3210                    | 3360                    | 3516                    | 3682                    | 3856                    | - |
| Computer Systems Specialist I       | 125010 <sup>4</sup> | 12 <sup>4</sup> | 4043                    | 4232                    | 4433                    | 4645                    | 4866                    | - |
| Computer Systems Specialist II      | 125011 <sup>4</sup> | 12 <sup>4</sup> | 4751                    | 4975                    | 5214                    | 5463                    | 5727                    | - |
| Computer Systems Specialist III     | 125012              | 12              | 5326                    | 5581                    | 5851                    | 6130                    | 6428                    | - |
| Construction Compliance Specialist  | 150055              | 12              | 3958                    | 4138                    | 4335                    | 4542                    | 4755                    | - |
| Crime Specialist                    | 410008              | 12              | 4751                    | 4975                    | 5214                    | 5463                    | 5727                    | - |
| Crime Scene Technician I            | 410010 <sup>4</sup> | 12 <sup>4</sup> | 3787                    | 3964                    | 4151                    | 4349                    | 4556                    | - |
| Crime Scene Technician II           | 410011 <sup>4</sup> | 12 <sup>4</sup> | 4151                    | 4349                    | 4556                    | 4771                    | 5001                    | - |
| Customer Services Clerk I           | 115060 <sup>3</sup> | 6 <sup>3</sup>  | 2559                    | 2675                    | 2796                    | 2926                    | 3064                    | - |
| Customer Services Clerk II          | 115061 <sup>3</sup> | 12 <sup>3</sup> | 2796                    | 2926                    | 3064                    | 3202                    | 3351                    | - |
| Development Services Coordinator    | 230057              | 12              | 4608                    | 4861                    | 5097                    | 5341                    | 5597                    | - |
| Digital Forensics Analyst           | 410050              | 12              | <del>5829</del><br>6103 | <del>6111</del><br>6408 | <del>6412</del><br>6728 | <del>6726</del><br>7064 | <del>7056</del><br>7417 |   |
| Emergency Services Dispatcher I     | 410001 <sup>5</sup> | 12 <sup>5</sup> | 3462                    | 3601                    | 3751                    | 3923                    | 4088                    | - |
| Emergency Services Dispatcher II    | 410002 <sup>5</sup> | 12 <sup>5</sup> | 3708                    | 3883                    | 4069                    | 4261                    | 4456                    | - |
| Emergency Services Dispatcher III   | 410003              | 12              | 4145                    | 4335                    | 4546                    | 4756                    | 4981                    | - |

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.

5 This class is in a flexibly-staffed series. The probationary period for employees in the Emergency Services Dispatcher I class 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 13-1<br>Unit 13 – Exempt Supervisory and Professional (CFPEA), <a href="#">effective September 22, 2017</a> |                         |                    |                      |                      |                      |                      |                      |
|---------------------------------------------------------------------------------------------------------------------|-------------------------|--------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| CLASS TITLE                                                                                                         | JOB CODE                | PROB PER           | A                    | B                    | C                    | D                    | E                    |
| Emergency Preparedness Officer                                                                                      | 420020e                 | 12                 | 4094                 | 4295                 | 4504                 | 4725                 | 4954                 |
| Emergency Services Communications Supervisor                                                                        | 410004e                 | 12                 | 4588                 | 4812                 | 5046                 | 5294                 | 5553                 |
| Energy Efficiency Supervisor                                                                                        | 230058e                 | 12                 | 4905                 | 5146                 | 5398                 | 5664                 | 5941                 |
| Equipment Supervisor                                                                                                | 720031e                 | 12                 | 5570                 | 5841                 | 6128                 | 6429                 | 6746                 |
| Fire Prevention Engineer                                                                                            | 210055e                 | 12                 | 6085                 | 6384                 | 6698                 | 7026                 | 7374                 |
| Fleet Administration Supervisor                                                                                     | 720025e                 | 12                 | 5401                 | 5664                 | 5941                 | 6234                 | 6540                 |
| Forestry Supervisor I                                                                                               | 510030e                 | 12                 | 4261                 | 4471                 | 4689                 | 4920                 | 5158                 |
| Forestry Supervisor II                                                                                              | 510031e                 | 12                 | 4676                 | 4905                 | 5147                 | 5401                 | 5664                 |
| Grant Writer                                                                                                        | 150105e                 | 12                 | 4380                 | 4600                 | 4830                 | 5071                 | 5325                 |
| <a href="#">Historic Preservation Specialist</a>                                                                    | <a href="#">230066e</a> | <a href="#">12</a> | <a href="#">5631</a> | <a href="#">5910</a> | <a href="#">6201</a> | <a href="#">6503</a> | <a href="#">6823</a> |
| Housing Program Supervisor                                                                                          | 230055e                 | 12                 | 5347                 | 5611                 | 5885                 | 6174                 | 6476                 |
| Human Resources Analyst                                                                                             | 150016e                 | 12                 | 4500                 | 4720                 | 4949                 | 5192                 | 5447                 |
| Human Resources Records Supervisor                                                                                  | 115050e                 | 12                 | 4371                 | 4585                 | 4809                 | 5043                 | 5292                 |
| Industrial Electrician Supervisor                                                                                   | 720020e                 | 12                 | 5843                 | 6136                 | 6443                 | 6764                 | 7104                 |
| Information Services Supervisor                                                                                     | 125032e                 | 12                 | 6305                 | 6615                 | 6938                 | 7280                 | 7642                 |
| Laboratory Supervisor                                                                                               | 620014e                 | 12                 | 5087                 | 5336                 | 5597                 | 5872                 | 6161                 |
| Landscape Maintenance Superintendent                                                                                | 510027e                 | 12                 | 5852                 | 6140                 | 6441                 | 6757                 | 7089                 |
| Lead Risk Analyst                                                                                                   | 150008e                 | 12                 | 4941                 | 5188                 | 5447                 | 5720                 | 6006                 |
| Management Analyst I                                                                                                | 150020e <sup>4</sup>    | 12                 | 3339                 | 3502                 | 3672                 | 3851                 | 4041                 |
| Management Analyst II                                                                                               | 150021e <sup>4</sup>    | 12                 | 4094                 | 4295                 | 4504                 | 4725                 | 4954                 |
| Parking Supervisor                                                                                                  | 720035e                 | 12                 | 3141                 | 3291                 | 3450                 | 3618                 | 3957                 |
| Parks Supervisor I                                                                                                  | 510025e                 | 12                 | 4261                 | 4471                 | 4689                 | 4920                 | 5158                 |
| Parks Supervisor II                                                                                                 | 510026e                 | 12                 | 4676                 | 4905                 | 5147                 | 5401                 | 5664                 |
| Planner III                                                                                                         | 220007e                 | 12                 | 5011                 | 5258                 | 5514                 | 5786                 | 6070                 |
| Power Generation System Supervisor                                                                                  | 620056e                 | 12                 | 5570                 | 5841                 | 6128                 | 6429                 | 6746                 |
| Principal Accountant                                                                                                | 130014e                 | 12                 | 5557                 | 5830                 | 6117                 | 6417                 | 6732                 |
| Procurement Supervisor                                                                                              | 140004e                 | 12                 | 4895                 | 5136                 | 5383                 | 5649                 | 5925                 |

e Exempt class, see Section 4.

4 This is 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.



## EXHIBIT 14

## Unit 14 – Management Classes (CFMEA), effective October 2, 2017

| CLASS TITLE                                       | JOB CODE | PROB PER | RANGE | A | B            | C | D            | E |
|---------------------------------------------------|----------|----------|-------|---|--------------|---|--------------|---|
| Administrative Manager                            | 220025e  | –        | E11   |   | 7937         | - | 9912         |   |
| Airports Marketing & Public Relations Coordinator | 310150e  | –        | E14   |   | 6022         |   | 7520         |   |
| Airports Operations Manager                       | 310020e  | –        | E12   |   | 7216         | - | 9011         |   |
| Airports Planning Manager                         | 310019e  | –        | E1211 |   | 7216<br>7937 | - | 9011<br>9912 |   |
| Airports Properties Manager                       | 310021e  | –        | E12   |   | 7216         | - | 9011         |   |
| Assistant City Clerk                              | 115030e  | –        | E14   |   | 6022         |   | 7520         |   |
| Building Services Manager                         | 230031e  | –        | E18   |   | 8136         | - | 10160        |   |
| Business Manager                                  | 150019e  | –        | E12   |   | 7216         | - | 9011         |   |
| City Traffic Engineer                             | 210076e  | –        | E12   |   | 7216         | - | 9011         |   |
| Communications Manager                            | 125060e  | –        | E11   |   | 7937         | - | 9912         |   |
| Community Sanitation Manager                      | 720040e  | –        | E14   |   | 6022         |   | 7520         |   |
| Construction Manager                              | 210096   | –        | E12   |   | 7216         | - | 9011         |   |
| Crime Scene Investigation Bureau Manager          | 410015e  | –        | E12   |   | 7216         | - | 9011         |   |
| Deputy City Engineer                              | 210081e  | –        | E18   |   | 8136         | - | 10160        |   |
| Division Manager                                  | 150024e  | –        | E12   |   | 7216         | - | 9011         |   |
| Economic Development Analyst                      | 150095e  | –        | E14   |   | 6022         |   | 7520         |   |
| Facilities Manager                                | 810040e  | –        | E12   |   | 7216         | - | 9011         |   |
| Fleet Manager                                     | 720032e  | –        | E12   |   | 7216         | - | 9011         |   |
| Housing & Neighborhood Revitalization Manager     | 230065e  | –        | E11   |   | 7937         | - | 9912         |   |
| Information Services Manager                      | 125055e  | –        | E11   |   | 7937         | - | 9912         |   |
| Law Office Manager                                | 115020e  | –        | E12   |   | 7216         | - | 9011         |   |
| Management Analyst III                            | 150022e  | –        | E12   |   | 7216         | - | 9011         |   |
| Parks Manager                                     | 510035e  | –        | E12   |   | 7216         | - | 9011         |   |
| Personnel Manager                                 | 150026e  | –        | E12   |   | 7216         | - | 9011         |   |
| Planning Manager                                  | 220010e  | –        | E11   |   | 7937         | - | 9912         |   |
| Projects Administrator                            | 150063e  | –        | E11   |   | 7937         | - | 9912         |   |
| Public Works Manager                              | 210095e  | –        | E11   |   | 7937         | - | 9912         |   |
| Purchasing Manager                                | 140005e  | –        | E12   |   | 7216         | - | 9011         |   |

e Exempt class, see Section 4.

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SEE APPENDIX FOR FOOTNOTES

