

Regular Council Meeting

March 30, 2023

FRESNO CITY COUNCIL



Supplement Packet

ITEM(S)

1-P (ID 23-518)

Actions pertaining to the City of Fresno Professional Employees Association (CFPEA) for Unit 13

1. ***Adopt a Side Letter of Agreement with the City of Fresno Professional Employees Association (CFPEA) for Unit 13, Exempt Supervisory and Professional and Non-Exempt Professional (Subject to Mayor's Veto)
2. ***RESOLUTION: Adopt the Eleventh Amendment to Fiscal Year 2023 Salary Resolution No. 2022-152, amending Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) and Exhibit 13-2, Unit 13, Non-Exempt Professional (CFPEA), as required by the Side Letter of Agreement with City of Fresno Professional Employees Association; and amending Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) to increase the salary range for the Project Manager classification (Subject to Mayor's Veto)

Contents of Supplement: City of Fresno/CFPEA Side Letter of Agreement - Class & Comp Equity Adjustments, Resolution - Eleventh Amendment to FY 2023 Salary Resolution No. 2022-152, REVISED: Salary Tables - Eleventh Amendment to FY 2023 Salary Resolution No. 2022-152 – Redline, and REVISED: Salary Tables - Eleventh Amendment to FY 2023 Salary Resolution No. 2022-152 - Final, Updated Staff Report

Item(s)

Supplemental Information:

Any agenda related public documents received and distributed to a majority of the City Council after the Agenda Packet is printed are included in Supplemental Packets. Supplemental Packets are produced as needed. The Supplemental Packet is available for public inspection in the City Clerk's Office, 2600 Fresno Street, during normal business hours (main location pursuant to the Brown Act, G.C. 54957.5(2)). In addition, Supplemental Packets are available for public review at the City Council meeting in the City Council Chambers, 2600 Fresno Street. Supplemental Packets are also available on-line on the City Clerk's website.

REPORT TO THE CITY COUNCIL

FROM: TJ MILLER, Interim Director
Personnel Services Department

BY: STEPHANIE HERNANDEZ, Principal Labor Relations Analyst
Personnel Services Department

SUBJECT

..Title

Actions pertaining to the City of Fresno Professional Employees Association (CFPEA) for Unit 13
1.***Adopt a Side Letter of Agreement with the City of Fresno Professional Employees Association (CFPEA) for Unit 13, Exempt Supervisory and Professional and Non-Exempt Professional (Subject to Mayor's Veto)

2.***RESOLUTION: Adopt the Eleventh Amendment to Fiscal Year 2023 Salary Resolution No. 2022-152, amending Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) and Exhibit 13-2, Unit 13, Non-Exempt Professional (CFPEA), as required by the Side Letter of Agreement with City of Fresno Professional Employees Association; and amending Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) to increase the salary range for the Project Manager classification (Subject to Mayor's Veto)

..Body

RECOMMENDATION

It is recommended Council: (1) approve the attached Side Letter of Agreement with the City of Fresno Professional Employees Association (CFPEA) agreeing to equity adjustments for Fiscal Year 2023; and (2) adopt the Eleventh Amendment to the Fiscal Year 2023 Salary Resolution No. 2022-152, amending salaries in Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA) and Exhibit 13-2, Unit 13, Non-Exempt Professional (CFPEA) to implement said equity adjustments; and Exhibit 13-1 to increase the salary range for the classification of Project Manager.

EXECUTIVE SUMMARY

The City and CFPEA reached a tentative agreement on a Side Letter of Agreement to provide equity adjustments for agreed upon Unit 13 classes for Fiscal Year 2023, which implements a third phase of recommended compensation adjustments resulting from the 2018 Classification and Compensation Study of classes represented by CFPEA. The side letter provides equity adjustments to 28 classes, which includes the completion of recommended equity adjustments for 18 classes. The side letter also includes equity adjustments resulting from the classification and compensation study for the Emergency Services Communications Supervisor classification of 14.02%. The equity adjustment resulting from the study for Emergency Services Communications Supervisor, as well as an adjustment above the study results, are being addressed separately in the Ninth Amendment to the FY23 Salary Resolution to address critical recruitment and retention concerns related to the Emergency Services Dispatcher classification series.

Additionally, in collaboration with relevant City departments, the Department of Personnel Services conducted a classification review of the Capital Development Specialist and Project Manager classifications. Results of the classification review determined that both classifications perform similar functions and that reclassifying employees from Capital Development Specialist to Project Manager, and updating the Project Manager job specification to reflect industry-wide project management duties and requiring incumbents to obtain a project management certification is appropriate. As such, the salary range for Project Manager is being increased by 18.57% for comparability with the industry and in recognition that incumbents will now be required to obtain a project management certification.

To implement the Side Letter of Agreement and increase the salary range for the Project Manager classification, it is necessary to approve the Eleventh Amendment to Fiscal Year 2023 Salary Resolution 2022-152, to amend Exhibit 13-1 and Exhibit 13-2.

The Side Letter of Agreement and Salary Resolution Amendment are effective March 27, 2023.

BACKGROUND

In Fiscal Year 2018, the City and CFPEA completed a Classification and Compensation Study which resulted in recommended classification and compensation adjustments for some classes in the unit on the basis of market comparability, equity within the City's compensation plan, addressing recruitment and retention challenges, and streamlining the classification structure. Due to budgetary limitations, the City and CFPEA agreed that equity adjustments would be implemented in phases, with the first phase being implemented in Fiscal Year 2019 and the second phase being implemented in Fiscal Year 2020. Additionally, the Memorandum of Understanding between the City and CFPEA which was approved by Council in December 2021 contains a provision requiring the remainder of equity adjustments to be implemented in phases. The Side Letter of Agreement with CFPEA and Salary Resolution Amendment implements a third phase of equity adjustments consistent with the MOU provision.

In 2022, the Personnel Services Department, with the support of relevant City departments, engaged in a classification review of the Capital Development Specialist and Project Manager classifications. Results of the study revealed that both classes perform similar functions, including developing the scope of work and managing the cyclical project bid process, vendors, and timelines. It was further determined that the Project Manager job specification should be updated to reflect duties appropriate and in line with current duties of most project managers as well as standard duties for project managers industry-wide, including a requirement for incumbents to obtain a Project Management Professional (PMP) certification. As a result, the salary range for the Project Manager class will be increased from \$6,564 - 7,953 monthly, to \$7,990 - \$9,712. Additionally, 17 Capital Development Specialist positions will be reclassified to the Project Manager classification and seven Project Manager incumbents will remain in the classification. Finally, the classification review identified three Project Manager positions that do not perform work consistent with project management. Three Project Manager positions in the Department of Public Utilities will be reclassified to the Program Manager classification, as duties performed are inconsistent with managing projects and inline with duties performed by the Program Manager classification. Specifically, positions manage long-term programs and activities to ensure compliance with regulations, consistent with duties of the Program Manager classification. The Program Manager classification is a class represented by the City of Fresno Management Employees Association (CFMEA).

The City Attorney's Office has approved the Side Letter of Agreement and Salary Resolution Amendment as to form.

ENVIRONMENTAL FINDINGS

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a “project” and is therefore exempt from the California Environmental Quality Act requirements.

LOCAL PREFERENCE

Local preference is not implicated because this item does not involve public contracting or bidding with the City of Fresno.

FISCAL IMPACT

Approval of the Side Letter of Agreement and Salary Resolution Amendment will result in additional salary and benefit expenses of approximately \$93,071 to the General Fund and \$222,605 to All Funds in Fiscal Year 2023; and approximately \$403,308 to the General Fund and \$964,920 to All Funds in ongoing costs.

Attachments:

City of Fresno/CFPEA Side Letter of Agreement – Class & Comp Equity Adjustments
Resolution – Eleventh Amendment to FY 2023 Salary Resolution No. 2022-152
Salary Tables – Eleventh Amendment to FY 2023 Salary Resolution No. 2022-152 – Redline
Salary Tables – Eleventh Amendment to FY 2023 Salary Resolution No. 2022-152 – Final

**Side Letter of Agreement
Between
City of Fresno and City of Fresno Professional Employees Association
Classification and Compensation Study**

The City of Fresno and the City of Fresno Professional Employees Association (CFPEA) have met and conferred in good faith and have agreed to the implementation of pay equity adjustments as follows:

Effective March 27, 2023, pay equity adjustments will be as reflected in Attachment I, attached here and incorporated by reference.

This agreement sets forth the full and entire understanding of the parties regarding pay equity adjustments in Fiscal Year 2023.

This Agreement shall be effective on March 27, 2023 and expires with the current MOU which has an expiration date of December 31, 2023.

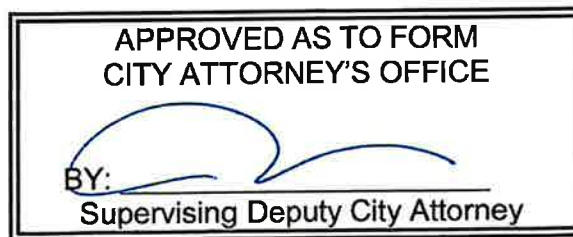
FOR THE CITY OF FRESNO
PROFESSIONAL EMPLOYEES
ASSOCIATION:

FOR THE CITY OF FRESNO:

JESSE GONZALEZ
CFPEA President

TJ MILLER
Interim Director of Personnel
Services

Date: _____



**CFPEA Classification and Compensation Study
Fiscal Year 2023 Equity Adjustments**

Job Code	Job Title	Equity Adjustment
115073	Call Center Supervisor	4.12%
150070	DBE/Small Business Coordinator	1.53%
410004	Emergency Services Communications Sup	14.02%
150105	Grant Writer	1.22%
150016	Human Resources Analyst	3.22%
115050	Human Resources Records Supervisor	3.73%
150008	Lead Risk Analyst	1.75%
150021	Management Analyst II	0.56%
720035	Parking Supervisor	5.65%
220007	Planner III	1.06%
130014	Principal Accountant	4.83%
140004	Procurement Supervisor	1.53%
150010	Risk Analyst	3.22%
130013	Senior Accountant-Auditor	14.55%
230034	Senior Building Inspector	7.66%
230024	Senior Electrical Safety Consultant	7.65%
230077	Senior Engineering Inspector	0.79%
230005	Senior Environmental & Safety Consultant	7.85%
150014	Senior Human Resources Technician	20.55%
230014	Senior Plumbing & Mechanical Consultant	7.66%
230036	Supervising Commercial Building Inspector	7.66%
420005	Supervising Fire Prevention Inspector	1.40%
160020	Supervising Paralegal	1.61%
220008	Supervising Planner	3.27%
210044	Supervising Plans Examiner	6.00%
170013	Supervising Real Estate Agent	0.01%
210031	Survey Party Chief	17.12%
135015	Treasury Officer	4.83%

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE ELEVENTH AMENDMENT TO RESOLUTION NO. 2022-152 ENTITLED "A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE COMPENSATION RATES AND SCHEDULES AND RELATED REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND SCHEDULES FOR FISCAL YEAR 2023"

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Fresno, as follows:

SECTION 1.

Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA), is hereby amended to provide salary increases for respective classes in the said exhibit, as required by the adoption of the Side Letter of Agreement between the City of Fresno and the City of Fresno Professional Employees Association, and to provide an increase to the salary range for the classification of Project Manager, retroactively effective March 27, 2023.

Exhibit 13-1, Unit 13, Exempt Supervisory and Professional (CFPEA), effective June 19, 2023, is hereby amended to provide salary increases for respective classes in the said exhibit, as required by the adoption of the Side Letter of Agreement between the City of Fresno and the City of Fresno Professional Employees Association, and to provide an increase to the salary range for the classification of Project Manager.

SECTION 2.

Exhibit 13-2, Unit 13, Non-Exempt Professional (CFPEA), is hereby amended to provide salary increases for respective classes in the said exhibit, as required by the adoption of the Side Letter of Agreement between the City of Fresno and the City of Fresno Professional Employees Association, retroactively effective March 27, 2023.

Exhibit 13-2, Unit 13, Non-Exempt Professional (CFPEA), effective June 19, 2023, is hereby amended to provide salary increases for respective classes in the said exhibit, as required by the adoption of the Side Letter of Agreement between the City of Fresno and the City of Fresno Professional Employees Association.



SECTION 3.

Upon final legislative approval, this Resolution shall become retroactively effective March 27, 2023.

STATE OF CALIFORNIA)
COUNTY OF FRESNO) ss.
CITY OF FRESNO)

I, TODD STERMER, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the _____ day of _____ 2023.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2023
Mayor Approval/No Return: _____, 2023
Mayor Veto: _____, 2023
Council Override Vote: _____, 2023

TODD STERMER, CMC
City Clerk

By: _____
Deputy Date

APPROVED AS TO FORM:
ANDREW JANZ
City Attorney

By: _____
Mao Lee Date
Deputy City Attorney III

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	6256	6564	6882	7223	7575
Airports Airside/Landside Superintendent	310018e	12	6881	7218	7574	7944	8334
Airports Projects Supervisor	310016e	12	7232	7586	7959	8350	8763
Airports Property Supervisor	175005e	12	6262	6567	6886	7227	7575
Architect	210045e	12	8738	9170	9621	10102	10606
Assistant Law Office Manager	115019e	12	7150	7495	7866	8246	8651
Business Process & Systems Analyst	125044e	12	7149	7495	7864	8248	8651
Call Center Supervisor**	115073e	12	5767 5538	60485 808	63406 089	66456 382	69696 693
Capital Development Specialist	310007e	12	6878	7220	7573	7946	8335
Central Print Supervisor	120007e	12	5168	5423	5686	5965	6254
Chief Engineering Inspector	230078e	12	7061	7405	7770	8153	8552
Chief Engineering Technician	210009e	12	7939	8328	8738	9170	9621
Chief of Facilities Maintenance	810037e	12	6921	7262	7618	7992	8386
Chief of Wastewater Environmental Services	620075e	12	6623	6949	7290	7647	8022
Chief of Wastewater Facilities Maintenance	620085e	12	6921	7262	7618	7992	8386
Chief of Wastewater Treatment Operations	620080e	12	6997	7346	7707	8085	8482
Chief of Water Operations	610070e	12	7113	7460	7830	8215	8617
Chief Police Pilot	410031e	12	7818	8201	8608	9032	9480
Chief Surveyor	210032e	12	9573	10047	10542	11064	11617
Community Services and Recreation Supervisor	520016e	12	6273	6580	6904	7246	7595
Contract Compliance Officer	150061e	12	6262	6567	6886	7227	7575
Custodial Supervisor	810025e	12	6262	6567	6886	7227	7575
Database Administrator	125045e	12	7149	7495	7864	8248	8651
DBE/Small Business Program Coordinator**	150070e	12	6271 6176	65756 475	68976 793	72357 125	75937 478

e | Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Dispatch Supervisor*	410004e	12	6590	6911	7246	7602	7973
Energy Efficiency Supervisor	230058e	12	5551	5824	6108	6410	6724
Equipment Supervisor	720031e	12	6809	7140	7491	7859	8247
Fire Prevention Engineer	210055e	12	7025	7370	7732	8111	8512
Fleet Administration Supervisor	720025e	12	6262	6567	6886	7227	7575
Forestry Supervisor I	510030e	12	5168	5423	5686	5965	6254
Forestry Supervisor II	510031e	12	5293	5551	5825	6114	6410
Grant Writer**	150105e	12	5043 4982	5291 5227	5547 5480	5820 5749	6102 6028
Historic Preservation Specialist	230066e	12	6565	6889	7230	7582	7953
Housing Program Supervisor	230055e	12	6767	7105	7460	7833	8226
Human Resources Analyst**	150016e	12	5793 5642	6076 5886	6370 6171	6683 6474	7012 6793
Human Resources Records Supervisor**	115050e	12	5734 5527	6015 5798	6312 6085	6615 6377	6943 6693
Information Services Supervisor	125032e	12	7861	8248	8651	9077	9527
Landscape Maintenance Superintendent	510027e	12	7799	8184	8583	9005	9448
Lead Risk Analyst**	150008e	12	6271 6463	6582 6468	6912 6793	7257 7132	7621 7489
Management Analyst I	150020e ⁴	12 ⁴	4178	4381	4594	4818	5055
Management Analyst II**	150021e ⁴	12 ⁴	5161 5132	5415 5384	5677 5645	5956 5922	6244 6209
Parking Supervisor**	720035e	12	5616 5345	5884 5569	6168 5838	6468 6122	7072 6693
Parks Supervisor I	510025e	12	5168	5423	5686	5965	6254
Parks Supervisor II	510026e	12	6273	6580	6904	7246	7595
Planner III**	220007e	12	6083 6049	6380 6313	6691 6620	7021 6947	7368 7290
Police Support Services Supervisor	115047e	12	5527	5798	6085	6377	6693
Principal Accountant**	130014e	12	6895 6577	7233 6899	7589 7239	7961 7594	8352 7967
Procurement Supervisor**	140004e	12	6247 6452	6559 6460	6886 6782	7231 7122	7593 7478

e Exempt class, see Section 4.

SEE APPENDIX FOR FOOTNOTES

Page 13-1.2

- 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.

*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution No. 2022-152.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

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	8738	9170	9621	10102	10606
Project Manager**	150065e	12	7990 6564	8389 6889	8809 7230	92497 582	97127 953
Records Supervisor	115045e	12	5527	5798	6085	6377	6693
Recycling Coordinator	640001e	12	5226	5479	5747	6026	6323
Revenue Supervisor	135025e	12	5538	5808	6089	6382	6693
Risk Analyst**	150010e	12	5793 5612	6076 5886	6370 6171	66836 474	70126 793
Sanitation Supervisor	640029e	12	6262	6567	6886	7227	7575
Senior Accountant-Auditor**	130013e	12	6304 5503	6612 5772	6937 6055	72766 351	76306 660
Senior Building Inspector**	230034e	12	6923 6430	7265 6748	7621 7078	79957 426	83937 795
Senior Database Administrator**	125046e	12	7888	8264	8661	9076	9527
Senior Electrical Safety Consultant**	230024e	12	6922 6430	7265 6748	7620 7078	79957 426	83927 795
Senior Engineering Inspector**	230077e	12	6417 6366	6734 6681	7064 7008	74117 362	77787 717
Senior Environmental & Safety Consultant**	230005e	12	6935 6430	7278 6748	7634 7078	80097 426	84077 795
Senior Plumbing & Mechanical Consultant**	230014e	12	6923 6430	7265 6748	7621 7078	79957 426	83937 795
Senior Programmer Analyst	125019e	12	7861	8248	8651	9077	9527
Senior Real Estate Agent	170012e	12	6262	6567	6886	7227	7575
Senior Retirement Counselor	135052e	12	6887	7234	7594	7972	8372
Street Maintenance Superintendent	720004e	12	7799	8184	8583	9005	9448
Street Maintenance Supervisor	720001e	12	6881	7218	7574	7944	8334
Supervising Airports Building Maintenance Technician	310014e	12	6262	6567	6886	7227	7575
Supervising Airports Operations Officer	310013e	12	6262	6567	6886	7227	7575
Supervising Commercial Building Inspector**	230036e	12	6923 6430	7265 6748	7621 7078	79957 426	83937 795
Supervising Engineering Technician	210008e	12	6878	7220	7573	7946	8335
Supervising Fire Prevention Inspector**	420005e	12	6634 6542	6960 6863	7303 7202	76637 557	80397 928

Supervising Paralegal**	160020e	12	6582 6477	6905 6795	7242 7127	76007 479	79727 845
Supervising Planner**	220008e	12	6909 6690	7247 7017	7600 7359	79737 720	83628 097

e Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner**	210044e	12	8028 7573	84257 948	88418 340	92728 747	97289 177
Supervising Professional Engineer	210110e	12	9573	10047	10542	11064	11617
Supervising Real Estate Agent**	170013e	12	6882 6881	72197 218	75757 574	79457 944	83358 334
Supervising Traffic Signal Operations Specialist	720050e	12	7140	7490	7862	8249	8651
Survey Party Chief**	210031e	12	7052 6021	73936 312	77556 621	81326 943	85367 288
Systems Security Administrator	125050e	12	7150	7495	7866	8246	8651
Transit Supervisor I	320050e	12	6050	6344	6651	6979	7319
Transit Supervisor II	320051e	12	6810	7139	7491	7860	8247
Treasury Officer**	135015e	12	6895 6577	72336 899	75897 239	79617 594	83527 967
Wastewater Environmental Supervisor	620073e	12	7330	7686	8066	8464	8879
Wastewater Operations Supervisor	620072e	12	7330	7686	8066	8464	8879
Wastewater System Supervisor	620071e	12	7330	7686	8066	8464	8879
Water Conservation Supervisor	610045e	12	6477	6795	7127	7479	7845
Water System Supervisor	610055e	12	7330	7686	8066	8464	8879

e Exempt class, see Section 4.

*Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6444	6761	7089	7440	7803
Airports Airside/Landside Superintendent	310018e	12	7088	7435	7802	8183	8585
Airports Projects Supervisor	310016e	12	7449	7814	8198	8601	9026
Airports Property Supervisor	175005e	12	6450	6765	7093	7444	7803
Architect	210045e	12	9001	9446	9910	10406	10925
Assistant Law Office Manager	115019e	12	7365	7720	8102	8494	8911
Business Process & Systems Analyst	125044e	12	7364	7720	8100	8496	8911
Call Center Supervisor	115073e	12	5941 5705	62305 983	65316 272	68456 574	71796 894
Capital Development Specialist	310007e	12	7085	7437	7801	8185	8586
Central Print Supervisor	120007e	12	5324	5586	5857	6144	6442
Chief Engineering Inspector	230078e	12	7273	7628	8004	8398	8809
Chief Engineering Technician	210009e	12	8178	8578	9001	9446	9910
Chief of Facilities Maintenance	810037e	12	7129	7480	7847	8232	8638
Chief of Wastewater Environmental Services	620075e	12	6822	7158	7509	7877	8263
Chief of Wastewater Facilities Maintenance	620085e	12	7129	7480	7847	8232	8638
Chief of Wastewater Treatment Operations	620080e	12	7207	7567	7939	8328	8737
Chief of Water Operations	610070e	12	7327	7684	8065	8462	8876
Chief Police Pilot	410031e	12	8053	8448	8867	9303	9765
Chief Surveyor	210032e	12	9861	10349	10859	11396	11966
Community Services and Recreation Supervisor*	520016e	12	6462	6778	7112	7464	7823
Contract Compliance Officer	150061e	12	6450	6765	7093	7444	7803
Custodial Supervisor	810025e	12	6450	6765	7093	7444	7803
Database Administrator	125045e	12	7364	7720	8100	8496	8911
DBE/Small Business Program Coordinator	150070e	12	6460 6362	67736 670	71046 997	74537 339	78217 703

e | Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Dispatch Supervisor*	410004e	12	6788	7119	7464	7831	8213
Energy Efficiency Supervisor	230058e	12	5718	5999	6292	6603	6926
Equipment Supervisor	720031e	12	7014	7355	7716	8095	8495
Fire Prevention Engineer	210055e	12	7236	7592	7964	8355	8768
Fleet Administration Supervisor	720025e	12	6450	6765	7093	7444	7803
Forestry Supervisor I	510030e	12	5324	5586	5857	6144	6442
Forestry Supervisor II	510031e	12	5452	5718	6000	6298	6603
Grant Writer	150105e	12	5195 5132	5450 5384	5714 5645	5995 5922	6286 6209
Historic Preservation Specialist	230066e	12	6762	7096	7447	7810	8192
Housing Program Supervisor	230055e	12	6971	7319	7684	8068	8473
Human Resources Analyst	150016e	12	5967 5781	6259 6063	6562 6357	6884 6669	7223 6997
Human Resources Records Supervisor	115050e	12	5907 5693	6196 5972	6502 6268	6814 6569	7152 6894
Information Services Supervisor	125032e	12	8097	8496	8911	9350	9813
Landscape Maintenance Superintendent	510027e	12	8033	8430	8841	9276	9732
Lead Risk Analyst	150008e	12	6460 6348	6780 6663	7120 6997	7475 7346	7850 7714
Management Analyst I	150020e ⁴	12 ⁴	4304	4513	4732	4963	5207
Management Analyst II	150021e ⁴	12 ⁴	5316 5286	5578 5546	5848 5815	6135 6100	6432 6396
Parking Supervisor	720035e	12	5785 5475	6061 5737	6354 6014	6663 6306	7285 6894
Parks Supervisor I	510025e	12	5324	5586	5857	6144	6442
Parks Supervisor II	510026e	12	6462	6778	7112	7464	7823
Planner III	220007e	12	6266 6200	6572 6503	6892 6819	7232 7156	7590 7509
Police Support Services Supervisor	115047e	12	5693	5972	6268	6569	6894
Principal Accountant	130014e	12	7102 6775	7450 7106	7817 7457	8200 7822	8603 8207
Procurement Supervisor	140004e	12	6435 6337	6756 6654	7093 6986	7448 7336	7821 7703

e Exempt class, see Section 4.
SEE APPENDIX FOR FOOTNOTES

- 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.

*Effective 3/27/2023, by the Ninth Amendment ~~to~~ the Salary Resolution No. 2022-152.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 19, 2023							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	9001	9446	9910	10406	10925
Project Manager**	150065e	12	8230 6764	8641 7096	9074 7447	95277 810	10004 8192
Records Supervisor	115045e	12	5693	5972	6268	6569	6894
Recycling Coordinator	640001e	12	5383	5644	5920	6207	6513
Revenue Supervisor	135025e	12	5705	5983	6272	6574	6894
Risk Analyst**	150010e	12	5967 5784	6259 6063	6562 6357	68846 669	72236 997
Sanitation Supervisor	640029e	12	6450	6765	7093	7444	7803
Senior Accountant-Auditor**	130013e	12	6494 5669	6811 5946	7146 6237	74956 542	78596 860
Senior Building Inspector**	230034e	12	7131 6623	7483 6954	7850 7294	82357 649	86458 029
Senior Database Administrator	125046e	12	8125	8512	8921	9349	9813
Senior Electrical Safety Consultant**	230024e	12	7130 6623	7483 6954	7849 7294	82357 649	86448 029
Senior Engineering Inspector**	230077e	12	6610 6557	6937 6882	7276 7219	76347 573	80127 949
Senior Environmental & Safety Consultant**	230005e	12	7144 6623	7497 6954	7864 7294	82507 649	86608 029
Senior Plumbing & Mechanical Consultant**	230014e	12	7131 6623	7483 6954	7850 7294	82357 649	86458 029
Senior Programmer Analyst	125019e	12	8097	8496	8911	9350	9813
Senior Real Estate Agent	170012e	12	6450	6765	7093	7444	7803
Senior Retirement Counselor	135052e	12	7094	7452	7822	8212	8624
Street Maintenance Superintendent	720004e	12	8033	8430	8841	9276	9732
Street Maintenance Supervisor	720001e	12	7088	7435	7802	8183	8585
Supervising Airports Building Maintenance Technician	310014e	12	6450	6765	7093	7444	7803
Supervising Airports Operations Officer	310013e	12	6450	6765	7093	7444	7803
Supervising Commercial Building Inspector**	230036e	12	7131 6623	7483 6954	7850 7294	82357 649	86458 029
Supervising Engineering Technician	210008e	12	7085	7437	7801	8185	8586
Supervising Fire Prevention Inspector**	420005e	12	6834 6739	7169 7069	7523 7419	78937 784	82818 466

Supervising Paralegal**	160020e	12	6780 6672	7113 6999	7460 7341	78287 704	82128 081
Supervising Planner**	220008e	12	7117 6891	7465 7228	7828 7580	82137 952	86138 340

e Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA), June 19, 2023							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner**	210044e	12	8269 7801	86788 187	91078 591	95519 010	10020 9453
Supervising Professional Engineer	210110e	12	9861	10349	10859	11396	11966
Supervising Real Estate Agent**	170013e	12	7089 7088	74367 435	78037 802	81848 183	85868 585
Supervising Traffic Signal Operations Specialist	720050e	12	7355	7715	8098	8497	8911
Survey Party Chief**	210031e	12	7264 6202	76156 502	79886 820	83767 152	87937 507
Systems Security Administrator	125050e	12	7365	7720	8102	8494	8911
Transit Supervisor I	320050e	12	6232	6535	6851	7189	7539
Transit Supervisor II	320051e	12	7015	7354	7716	8096	8495
Treasury Officer**	135015e	12	7102 6775	74507 106	78177 457	82007 822	86038 207
Wastewater Environmental Supervisor	620073e	12	7550	7917	8308	8718	9146
Wastewater Operations Supervisor	620072e	12	7550	7917	8308	8718	9146
Wastewater System Supervisor	620071e	12	7550	7917	8308	8718	9146
Water Conservation Supervisor	610045e	12	6672	6999	7341	7704	8081
Water System Supervisor	610055e	12	7550	7917	8308	8718	9146

e Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

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	3735	3916	4104	4301	4510
Legal Secretary II	115016	12	4133	4334	4542	4761	4992
Paralegal	160001	12	5273	5530	5798	6082	6381
Senior Human Resources Technician**	150014	12	4929 4088	5164 4283	5410 4487	5675 4707	5948 4934
Senior Legal Secretary	115017	12	4756	4994	5243	5505	5780
Senior Paralegal	160002	12	5789	6077	6382	6701	7036
Supervising Crime Scene Technician	410013	12	5534	5804	6086	6383	6693

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3848	4034	4228	4431	4646
Legal Secretary II	115016	12	4257	4465	4679	4904	5142
Paralegal	160001	12	5432	5696	5972	6265	6573
Senior Human Resources Technician**	150014	12	5077 4211	5319 4412	5573 4622	5846 4849	6127 5083
Senior Legal Secretary	115017	12	4899	5144	5401	5671	5954
Senior Paralegal	160002	12	5963	6260	6574	6903	7248
Supervising Crime Scene Technician	410013	12	5701	5979	6269	6575	6894

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

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	6256	6564	6882	7223	7575
Airports Airside/Landside Superintendent	310018e	12	6881	7218	7574	7944	8334
Airports Projects Supervisor	310016e	12	7232	7586	7959	8350	8763
Airports Property Supervisor	175005e	12	6262	6567	6886	7227	7575
Architect	210045e	12	8738	9170	9621	10102	10606
Assistant Law Office Manager	115019e	12	7150	7495	7866	8246	8651
Business Process & Systems Analyst	125044e	12	7149	7495	7864	8248	8651
Call Center Supervisor**	115073e	12	5767	6048	6340	6645	6969
Capital Development Specialist	310007e	12	6878	7220	7573	7946	8335
Central Print Supervisor	120007e	12	5168	5423	5686	5965	6254
Chief Engineering Inspector	230078e	12	7061	7405	7770	8153	8552
Chief Engineering Technician	210009e	12	7939	8328	8738	9170	9621
Chief of Facilities Maintenance	810037e	12	6921	7262	7618	7992	8386
Chief of Wastewater Environmental Services	620075e	12	6623	6949	7290	7647	8022
Chief of Wastewater Facilities Maintenance	620085e	12	6921	7262	7618	7992	8386
Chief of Wastewater Treatment Operations	620080e	12	6997	7346	7707	8085	8482
Chief of Water Operations	610070e	12	7113	7460	7830	8215	8617
Chief Police Pilot	410031e	12	7818	8201	8608	9032	9480
Chief Surveyor	210032e	12	9573	10047	10542	11064	11617
Community Services and Recreation Supervisor	520016e	12	6273	6580	6904	7246	7595
Contract Compliance Officer	150061e	12	6262	6567	6886	7227	7575
Custodial Supervisor	810025e	12	6262	6567	6886	7227	7575
Database Administrator	125045e	12	7149	7495	7864	8248	8651
DBE/Small Business Program Coordinator**	150070e	12	6271	6575	6897	7235	7593

e Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Dispatch Supervisor*	410004e	12	6590	6911	7246	7602	7973
Energy Efficiency Supervisor	230058e	12	5551	5824	6108	6410	6724
Equipment Supervisor	720031e	12	6809	7140	7491	7859	8247
Fire Prevention Engineer	210055e	12	7025	7370	7732	8111	8512
Fleet Administration Supervisor	720025e	12	6262	6567	6886	7227	7575
Forestry Supervisor I	510030e	12	5168	5423	5686	5965	6254
Forestry Supervisor II	510031e	12	5293	5551	5825	6114	6410
Grant Writer**	150105e	12	5043	5291	5547	5820	6102
Historic Preservation Specialist	230066e	12	6565	6889	7230	7582	7953
Housing Program Supervisor	230055e	12	6767	7105	7460	7833	8226
Human Resources Analyst**	150016e	12	5793	6076	6370	6683	7012
Human Resources Records Supervisor**	115050e	12	5734	6015	6312	6615	6943
Information Services Supervisor	125032e	12	7861	8248	8651	9077	9527
Landscape Maintenance Superintendent	510027e	12	7799	8184	8583	9005	9448
Lead Risk Analyst**	150008e	12	6271	6582	6912	7257	7621
Management Analyst I	150020e ⁴	12 ⁴	4178	4381	4594	4818	5055
Management Analyst II**	150021e ⁴	12 ⁴	5161	5415	5677	5956	6244
Parking Supervisor**	720035e	12	5616	5884	6168	6468	7072
Parks Supervisor I	510025e	12	5168	5423	5686	5965	6254
Parks Supervisor II	510026e	12	6273	6580	6904	7246	7595
Planner III**	220007e	12	6083	6380	6691	7021	7368
Police Support Services Supervisor	115047e	12	5527	5798	6085	6377	6693
Principal Accountant**	130014e	12	6895	7233	7589	7961	8352
Procurement Supervisor**	140004e	12	6247	6559	6886	7231	7593

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.

*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution No. 2022-152.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

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	8738	9170	9621	10102	10606
Project Manager**	150065e	12	7990	8389	8809	9249	9712
Records Supervisor	115045e	12	5527	5798	6085	6377	6693
Recycling Coordinator	640001e	12	5226	5479	5747	6026	6323
Revenue Supervisor	135025e	12	5538	5808	6089	6382	6693
Risk Analyst**	150010e	12	5793	6076	6370	6683	7012
Sanitation Supervisor	640029e	12	6262	6567	6886	7227	7575
Senior Accountant-Auditor**	130013e	12	6304	6612	6937	7276	7630
Senior Building Inspector**	230034e	12	6923	7265	7621	7995	8393
Senior Database Administrator	125046e	12	7888	8264	8661	9076	9527
Senior Electrical Safety Consultant**	230024e	12	6922	7265	7620	7995	8392
Senior Engineering Inspector**	230077e	12	6417	6734	7064	7411	7778
Senior Environmental & Safety Consultant**	230005e	12	6935	7278	7634	8009	8407
Senior Plumbing & Mechanical Consultant**	230014e	12	6923	7265	7621	7995	8393
Senior Programmer Analyst	125019e	12	7861	8248	8651	9077	9527
Senior Real Estate Agent	170012e	12	6262	6567	6886	7227	7575
Senior Retirement Counselor	135052e	12	6887	7234	7594	7972	8372
Street Maintenance Superintendent	720004e	12	7799	8184	8583	9005	9448
Street Maintenance Supervisor	720001e	12	6881	7218	7574	7944	8334
Supervising Airports Building Maintenance Technician	310014e	12	6262	6567	6886	7227	7575
Supervising Airports Operations Officer	310013e	12	6262	6567	6886	7227	7575
Supervising Commercial Building Inspector**	230036e	12	6923	7265	7621	7995	8393
Supervising Engineering Technician	210008e	12	6878	7220	7573	7946	8335
Supervising Fire Prevention Inspector**	420005e	12	6634	6960	7303	7663	8039
Supervising Paralegal**	160020e	12	6582	6905	7242	7600	7972
Supervising Planner**	220008e	12	6909	7247	7600	7973	8362

e Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner**	210044e	12	8028	8425	8841	9272	9728
Supervising Professional Engineer	210110e	12	9573	10047	10542	11064	11617
Supervising Real Estate Agent**	170013e	12	6882	7219	7575	7945	8335
Supervising Traffic Signal Operations Specialist	720050e	12	7140	7490	7862	8249	8651
Survey Party Chief**	210031e	12	7052	7393	7755	8132	8536
Systems Security Administrator	125050e	12	7150	7495	7866	8246	8651
Transit Supervisor I	320050e	12	6050	6344	6651	6979	7319
Transit Supervisor II	320051e	12	6810	7139	7491	7860	8247
Treasury Officer**	135015e	12	6895	7233	7589	7961	8352
Wastewater Environmental Supervisor	620073e	12	7330	7686	8066	8464	8879
Wastewater Operations Supervisor	620072e	12	7330	7686	8066	8464	8879
Wastewater System Supervisor	620071e	12	7330	7686	8066	8464	8879
Water Conservation Supervisor	610045e	12	6477	6795	7127	7479	7845
Water System Supervisor	610055e	12	7330	7686	8066	8464	8879

e Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	6444	6761	7089	7440	7803
Airports Airside/Landside Superintendent	310018e	12	7088	7435	7802	8183	8585
Airports Projects Supervisor	310016e	12	7449	7814	8198	8601	9026
Airports Property Supervisor	175005e	12	6450	6765	7093	7444	7803
Architect	210045e	12	9001	9446	9910	10406	10925
Assistant Law Office Manager	115019e	12	7365	7720	8102	8494	8911
Business Process & Systems Analyst	125044e	12	7364	7720	8100	8496	8911
Call Center Supervisor**	115073e	12	5941	6230	6531	6845	7179
Capital Development Specialist	310007e	12	7085	7437	7801	8185	8586
Central Print Supervisor	120007e	12	5324	5586	5857	6144	6442
Chief Engineering Inspector	230078e	12	7273	7628	8004	8398	8809
Chief Engineering Technician	210009e	12	8178	8578	9001	9446	9910
Chief of Facilities Maintenance	810037e	12	7129	7480	7847	8232	8638
Chief of Wastewater Environmental Services	620075e	12	6822	7158	7509	7877	8263
Chief of Wastewater Facilities Maintenance	620085e	12	7129	7480	7847	8232	8638
Chief of Wastewater Treatment Operations	620080e	12	7207	7567	7939	8328	8737
Chief of Water Operations	610070e	12	7327	7684	8065	8462	8876
Chief Police Pilot	410031e	12	8053	8448	8867	9303	9765
Chief Surveyor	210032e	12	9861	10349	10859	11396	11966
Community Services and Recreation Supervisor	520016e	12	6462	6778	7112	7464	7823
Contract Compliance Officer	150061e	12	6450	6765	7093	7444	7803
Custodial Supervisor	810025e	12	6450	6765	7093	7444	7803
Database Administrator	125045e	12	7364	7720	8100	8496	8911
DBE/Small Business Program Coordinator**	150070e	12	6460	6773	7104	7453	7821

e Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Dispatch Supervisor*	410004e	12	6788	7119	7464	7831	8213
Energy Efficiency Supervisor	230058e	12	5718	5999	6292	6603	6926
Equipment Supervisor	720031e	12	7014	7355	7716	8095	8495
Fire Prevention Engineer	210055e	12	7236	7592	7964	8355	8768
Fleet Administration Supervisor	720025e	12	6450	6765	7093	7444	7803
Forestry Supervisor I	510030e	12	5324	5586	5857	6144	6442
Forestry Supervisor II	510031e	12	5452	5718	6000	6298	6603
Grant Writer**	150105e	12	5195	5450	5714	5995	6286
Historic Preservation Specialist	230066e	12	6762	7096	7447	7810	8192
Housing Program Supervisor	230055e	12	6971	7319	7684	8068	8473
Human Resources Analyst**	150016e	12	5967	6259	6562	6884	7223
Human Resources Records Supervisor**	115050e	12	5907	6196	6502	6814	7152
Information Services Supervisor	125032e	12	8097	8496	8911	9350	9813
Landscape Maintenance Superintendent	510027e	12	8033	8430	8841	9276	9732
Lead Risk Analyst**	150008e	12	6460	6780	7120	7475	7850
Management Analyst I	150020e ⁴	12 ⁴	4304	4513	4732	4963	5207
Management Analyst II**	150021e ⁴	12 ⁴	5316	5578	5848	6135	6432
Parking Supervisor**	720035e	12	5785	6061	6354	6663	7285
Parks Supervisor I	510025e	12	5324	5586	5857	6144	6442
Parks Supervisor II	510026e	12	6462	6778	7112	7464	7823
Planner III**	220007e	12	6266	6572	6892	7232	7590
Police Support Services Supervisor	115047e	12	5693	5972	6268	6569	6894
Principal Accountant**	130014e	12	7102	7450	7817	8200	8603
Procurement Supervisor**	140004e	12	6435	6756	7093	7448	7821

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.

*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution No. 2022-152.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-1 Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 19, 2023							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Professional Engineer	210100e	12	9001	9446	9910	10406	10925
Project Manager**	150065e	12	8230	8641	9074	9527	10004
Records Supervisor	115045e	12	5693	5972	6268	6569	6894
Recycling Coordinator	640001e	12	5383	5644	5920	6207	6513
Revenue Supervisor	135025e	12	5705	5983	6272	6574	6894
Risk Analyst**	150010e	12	5967	6259	6562	6884	7223
Sanitation Supervisor	640029e	12	6450	6765	7093	7444	7803
Senior Accountant-Auditor**	130013e	12	6494	6811	7146	7495	7859
Senior Building Inspector**	230034e	12	7131	7483	7850	8235	8645
Senior Database Administrator	125046e	12	8125	8512	8921	9349	9813
Senior Electrical Safety Consultant**	230024e	12	7130	7483	7849	8235	8644
Senior Engineering Inspector**	230077e	12	6610	6937	7276	7634	8012
Senior Environmental & Safety Consultant**	230005e	12	7144	7497	7864	8250	8660
Senior Plumbing & Mechanical Consultant**	230014e	12	7131	7483	7850	8235	8645
Senior Programmer Analyst	125019e	12	8097	8496	8911	9350	9813
Senior Real Estate Agent	170012e	12	6450	6765	7093	7444	7803
Senior Retirement Counselor	135052e	12	7094	7452	7822	8212	8624
Street Maintenance Superintendent	720004e	12	8033	8430	8841	9276	9732
Street Maintenance Supervisor	720001e	12	7088	7435	7802	8183	8585
Supervising Airports Building Maintenance Technician	310014e	12	6450	6765	7093	7444	7803
Supervising Airports Operations Officer	310013e	12	6450	6765	7093	7444	7803
Supervising Commercial Building Inspector**	230036e	12	7131	7483	7850	8235	8645
Supervising Engineering Technician	210008e	12	7085	7437	7801	8185	8586
Supervising Fire Prevention Inspector**	420005e	12	6834	7169	7523	7893	8281
Supervising Paralegal**	160020e	12	6780	7113	7460	7828	8212
Supervising Planner**	220008e	12	7117	7465	7828	8213	8613

e Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-1							
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 19, 2023							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner**	210044e	12	8269	8678	9107	9551	10020
Supervising Professional Engineer	210110e	12	9861	10349	10859	11396	11966
Supervising Real Estate Agent**	170013e	12	7089	7436	7803	8184	8586
Supervising Traffic Signal Operations Specialist	720050e	12	7355	7715	8098	8497	8911
Survey Party Chief**	210031e	12	7264	7615	7988	8376	8793
Systems Security Administrator	125050e	12	7365	7720	8102	8494	8911
Transit Supervisor I	320050e	12	6232	6535	6851	7189	7539
Transit Supervisor II	320051e	12	7015	7354	7716	8096	8495
Treasury Officer**	135015e	12	7102	7450	7817	8200	8603
Wastewater Environmental Supervisor	620073e	12	7550	7917	8308	8718	9146
Wastewater Operations Supervisor	620072e	12	7550	7917	8308	8718	9146
Wastewater System Supervisor	620071e	12	7550	7917	8308	8718	9146
Water Conservation Supervisor	610045e	12	6672	6999	7341	7704	8081
Water System Supervisor	610055e	12	7550	7917	8308	8718	9146

e Exempt class, see Section 4.

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

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	3735	3916	4104	4301	4510
Legal Secretary II	115016	12	4133	4334	4542	4761	4992
Paralegal	160001	12	5273	5530	5798	6082	6381
Senior Human Resources Technician**	150014	12	4929	5164	5410	5675	5948
Senior Legal Secretary	115017	12	4756	4994	5243	5505	5780
Senior Paralegal	160002	12	5789	6077	6382	6701	7036
Supervising Crime Scene Technician	410013	12	5534	5804	6086	6383	6693

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.

EXHIBIT 13-2 Unit 13 – Non-Exempt Professional (CFPEA), effective June 19, 2023							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3848	4034	4228	4431	4646
Legal Secretary II	115016	12	4257	4465	4679	4904	5142
Paralegal	160001	12	5432	5696	5972	6265	6573
Senior Human Resources Technician**	150014	12	5077	5319	5573	5846	6127
Senior Legal Secretary	115017	12	4899	5144	5401	5671	5954
Senior Paralegal	160002	12	5963	6260	6574	6903	7248
Supervising Crime Scene Technician	410013	12	5701	5979	6269	6575	6894

**Effective 3/27/2023, by the Eleventh Amendment to the Salary Resolution No. 2022-152.