

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	3801	3991	4191	4400	4619
Maintenance Carpenter II	810021	12	4193	4402	4622	4853	5096
Park Equipment Mechanic II	710110	12	3777	3965	4163	4371	4589
Park Equipment Mechanic Leadworker	710111	12	4154	4362	4580	4809	5049
Parking Meter Attendant I	710125 <sup>4</sup>	12 <sup>4</sup>	3102	3257	3421	3591	3770
Parking Meter Attendant II	710126 <sup>4</sup>	12 <sup>4</sup>	3414	3584	3762	3950	4148
Parking Meter Attendant III	710127	12	3754	3941	4138	4345	4562
Parks Maintenance Leadworker	510003	12	3727	3914	4109	4314	4529
Parks Maintenance Worker I	510001	12	2820	2961	3109	3264	3427
Parks Maintenance Worker II	510002	12	3388	3557	3735	3921	4117
Power Generation Operator/Mechanic	620055	12	5114	5369	5638	5919	6215
Property Maintenance Leadworker	810007	12	3809	3999	4199	4409	4629
Property Maintenance Worker	810006	12	3557	3735	3923	4118	4323
Roofer	810010	12	3454	3626	3808	3998	4197
Sanitation Operator	640021	12	3777	3965	4163	4371	4589
Senior Collection System Maintenance Specialist	630004	12	4621	4852	5095	5349	5616
Senior Communications Technician	710052	12	5023	5274	5538	5814	6105
Senior Custodian	810002	12	3102	3257	3421	3591	3770
Senior Ground Water Production Operator	610038	12	5400	5670	5954	6251	6564
Senior Heavy Equipment Operator	710026	12	5276	5540	5817	6108	6413
Senior Sanitation Operator*	640022	12	4286	4501	4725	4963	5209
Senior Wastewater Mechanical Specialist	620062	12	4649	4882	5125	5382	5650
Senior Wastewater Treatment Plant Operator	620043	12	5400	5670	5954	6251	6564
Senior Water Distribution/Production Operator	610030	12	5400	5670	5954	6251	6564
Senior Water Treatment Plant Operator	610039	12	5511	5787	6076	6379	6698
Solid Waste Safety & Training Specialist	640005	12	3942	4139	4346	4564	4791

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 8/19/19, by the Second Amendment to Salary Resolution No. 2019-135.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA)**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	5605	5868	6144	6441	6738	-
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	6148	6430	6739	7057	7411	-
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3113	3251	3400	3558	3727	-
Engineering Aide II	210002 <sup>3</sup>	12 <sup>3</sup>	3636	3806	3979	4164	4366	-
Engineering Inspector I	230075 <sup>4</sup>	12 <sup>4</sup>	4789	5033	5260	5508	5775	-
Engineering Inspector II	230076 <sup>4</sup>	12 <sup>4</sup>	5239	5486	5751	6025	6314	-
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	3657	3828	4012	4192	4389	-
Engineering Technician II	210006 <sup>4</sup>	12 <sup>4</sup>	4279	4487	4694	4912	5148	-
Environmental Control Officer	620001	12	4671	4894	5120	5364	5617	-
Facilities Construction Specialist	230085	12	4773	4995	5234	5482	5746	-
Fire Prevention Inspector I*	420001 <sup>5</sup>	12 <sup>5</sup>	4218	4416	4617	4843	5074	-
Fire Prevention Inspector II*	420002 <sup>5</sup>	12 <sup>5</sup>	4862	5083	5328	5589	5853	-
Fleet Operations Specialist	710105	12	4460	4668	4893	5123	5369	-
Geographic Information System (GIS) Specialist	125025	12	5933	6217	6517	6829	7160	-
Graphics Technician	120013	12	3840	4026	4222	4426	4643	-
Helicopter Pilot	410033	12	5849	6134	6436	6751	7083	-
Housing Rehabilitation Specialist	230056	12	4835	5071	5321	5582	5853	-
Industrial/Commercial Water Conservation Representative	610015	12	4679	4902	5129	5373	5627	-
Laboratory Assistant	620010	12	3265	3420	3578	3745	3919	-
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	3925	4109	4302	4504	4715	-
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4312	4513	4725	4952	5187	-
Landscape Water Conservation Specialist	610005	12	4665	4887	5120	5363	5617	-

<sup>3</sup> 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.

<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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

<sup>5</sup> 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 7/1/19, by the Second Amendment to Salary Resolution No. 2019-135.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	2757	2882	3012	3152	3301	-
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	3012	3152	3301	3451	3610	-
Accountant-Auditor I	130011 <sup>4</sup>	12 <sup>4</sup>	4114	4302	4502	4721	4942	-
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	4764	4984	5227	5475	5734	-
Accounting Technician	130010	12	3610	3780	3958	4140	4337	-
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2558	2677	2796	2925	3058	-
Administrative Clerk II	110002 <sup>3</sup>	12 <sup>3</sup>	2838	2969	3104	3249	3399	-
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	4464	4683	4908	5154	5411	-
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	4908	5154	5411	5683	5967	-
Airports Property Specialist I	175001 <sup>4</sup>	12 <sup>4</sup>	4776	5007	5244	5491	5757	-
Airports Property Specialist II	175002 <sup>4</sup>	12 <sup>4</sup>	5534	5799	6079	6367	6675	-
Associate Electrical Safety Consultant I	230022	12	5524	5787	6065	6351	6658	-
Associate Electrical Safety Consultant II	230023	12	5787	6065	6351	6658	6980	-
Associate Environmental & Safety Consultant I	230003	12	5524	5787	6065	6351	6658	-
Associate Environmental & Safety Consultant II	230004	12	5787	6065	6351	6658	6980	-
Associate Plumbing & Mechanical Consultant I	230012	12	5524	5787	6065	6351	6658	-
Associate Plumbing & Mechanical Consultant II	230013	12	5787	6065	6351	6658	6980	-
Billing System Specialist	125075	12	4052	4242	4443	4644	4861	-
Budget Technician	135005	12	3667	3837	4017	4206	4405	-
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	5095	5337	5590	5859	6135	-
Building Inspector II	230008 <sup>4</sup>	12 <sup>4</sup>	5524	5787	6065	6351	6658	-
Building Inspector III	230009	12	5787	6065	6351	6658	6980	-

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<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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 <sup>3</sup>	6 <sup>3</sup>	3012	3152	3307	3451	3610	-
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	3301	3451	3610	3780	3958	-
Central Printing Clerk	120005	12	2838	2969	3104	3249	3399	-
Chemist	620020	12	4854	5089	5329	5584	5850	-
City Records Specialist	115025	12	3667	3837	4017	4206	4405	-
Commercial Building Inspector	230015	12	5524	5787	6065	6351	6658	-
Community Recreation Assistant	520010	12	3090	3228	3362	3498	3652	-
Community Revitalization Specialist	230053	12	4972	5211	5462	5760	6000	-
Community Revitalization Technician	230059	12	3459	3620	3788	3967	4154	-
Community Services Officer I	410025 <sup>4</sup>	12 <sup>4</sup>	3210	3356	3511	3674	3845	-
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	3511	3674	3845	4027	4217	-
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	4356	4559	4775	5005	5241	-
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	5510	5770	6046	6335	6642	-
Computer Systems Specialist III	125012	12	6082	6373	6680	7000	7339	-
Construction Compliance Specialist	150055	12	4263	4458	4670	4893	5121	-
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4080	4271	4472	4685	4907	-
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4472	4685	4907	5140	5388	-
Crime Specialist	410008	12	5117	5359	5616	5884	6169	-
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	3015	3151	3295	3449	3610	-
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	3302	3457	3620	3783	3958	-
Deputy City Clerk	115028*	12	3249	3399	3557	3722	3894	-
Development Services Coordinator	230057	12	5038	5315	5573	5840	6120	-
Digital Forensics Analyst	410050	12	6719	7056	7408	7778	8167	-
Emergency Services Dispatcher I	410001 <sup>5</sup>	12 <sup>5</sup>	3823	3977	4143	4333	4515	-
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	4203	4402	4612	4829	5051	-
Emergency Services Dispatcher III	410003	12	4698	4913	5152	5390	5645	-

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**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	5746	6015	6298	6603	6907	-
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	6302	6591	6908	7234	7597	-
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3191	3333	3485	3647	3821	-
Engineering Aide II	210002 <sup>3</sup>	12 <sup>3</sup>	3727	3902	4079	4269	4476	-
Engineering Inspector I	230075 <sup>4</sup>	12 <sup>4</sup>	4909	5159	5392	5646	5920	-
Engineering Inspector II	230076 <sup>4</sup>	12 <sup>4</sup>	5370	5624	5895	6176	6472	-
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	3749	3924	4113	4297	4499	-
Engineering Technician II	210006 <sup>4</sup>	12 <sup>4</sup>	4386	4600	4812	5035	5277	-
Environmental Control Officer	620001	12	4788	5017	5248	5499	5758	-
Facilities Construction Specialist	230085	12	4893	5120	5365	5620	5890	-
Fire Prevention Inspector I	420001 <sup>5</sup>	12 <sup>5</sup>	4324	4527	4733	4965	5201	-
Fire Prevention Inspector II	420002 <sup>5</sup>	12 <sup>5</sup>	4984	5211	5462	5729	6000	-
Fleet Operations Specialist	710105	12	4572	4785	5016	5252	5504	-
Geographic Information System (GIS) Specialist	125025	12	6082	6373	6680	7000	7339	-
Graphics Technician	120013	12	3936	4127	4328	4537	4760	-
Helicopter Pilot	410033	12	5996	6288	6597	6920	7261	-
Housing Rehabilitation Specialist	230056	12	4956	5198	5455	5722	6000	-
Industrial/Commercial Water Conservation Representative	610015	12	4796	5025	5258	5508	5768	-
Laboratory Assistant	620010	12	3347	3506	3668	3839	4017	-
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	4024	4212	4410	4617	4833	-
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4420	4626	4844	5076	5317	-
Landscape Water Conservation Specialist	610005	12	4782	5010	5248	5498	5758	-

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<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. 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 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3890	4079	4278	4486	4703	-
Network Systems Specialist	125030	12	6082	6373	6680	7000	7339	-
PAR Program Specialist	410023	12	3459	3620	3788	3967	4154	-
Paratransit Specialist	320005	12	3684	3858	4040	4222	4420	-
Parking Controller I	710120 <sup>4</sup>	12 <sup>4</sup>	2747	2860	2978	3096	3228	-
Parking Controller II	710121 <sup>4</sup>	12 <sup>4</sup>	2986	3112	3241	3372	3525	-
Parking Controller III	710122	12	3241	3372	3525	3668	3827	-
Phlebotomist	410007	12	3347	3506	3668	3839	4017	-
Planner I	220005 <sup>3</sup>	6 <sup>3</sup>	4550	4756	4983	5223	5473	-
Planner II	220006 <sup>3</sup>	12 <sup>3</sup>	5127	5408	5671	5942	6227	-
Plans and Permit Technician	220002	12	4871	5100	5332	5593	5859	-
Plans Examiner	210041	12	5345	5587	5856	6142	6432	-
Police Data Transcriptionist	115035	12	3796	3970	4155	4348	4553	-
Police Support Services Clerk	115043	12	3162	3306	3459	3620	3788	-
Police Support Services Technician	115044	12	3459	3620	3788	3967	4154	-
Principal Account Clerk	130004	12	3610	3780	3958	4140	4337	-
Procurement Specialist	140002	12	4621	4842	5070	5311	5566	-
Program Compliance Officer	640026	12	3951	4146	4348	4560	4782	-
Programmer/Analyst I	125020 <sup>4</sup>	12 <sup>4</sup>	4356	4559	4775	5005	5241	-
Programmer/Analyst II	125021 <sup>4</sup>	12 <sup>4</sup>	5510	5770	6046	6335	6642	-
Programmer/Analyst III	125022	12	6082	6373	6680	7000	7339	-
Programmer/Analyst IV	125023	12	6647	6970	7308	7656	8025	-
Property & Evidence Technician	145010	12	3857	4037	4227	4427	4635	-
Radio Dispatcher	120015	12	3395	3548	3696	3859	4017	-
Rangemaster/Armorer	410035	12	4685	4907	5140	5388	5643	-
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	3872	4053	4238	4440	4650	-
Real Estate Finance Specialist II	170002 <sup>4</sup>	12 <sup>4</sup>	4475	4687	4910	5142	5386	-

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**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	3737	3909	4093	4286	4487	-
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	3678	3851	4033	4221	4420	-
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	4044	4233	4432	4641	4861	-
Safety and Training Specialist	150050	12	4318	4528	4751	4983	5227	-
Secretary	110050	12	3399	3557	3722	3894	4079	-
Senior Account Clerk	130003	12	3301	3451	3610	3780	3958	-
Senior Administrative Clerk	110003	12	3104	3249	3399	3557	3722	-
Senior Call Center Representative	115072	12	3801	3984	4176	4379	4592	-
Senior Commercial Building Inspector	230016	12	5787	6065	6351	6658	6980	-
Senior Community Revitalization Specialist	230054	12	5573	5835	6107	6403	6713	-
Senior Community Services Officer	410027	12	3766	3942	4127	4318	4524	-
Senior Crime Scene Technician	410012	12	4685	4907	5140	5388	5643	-
Senior Customer Services Clerk	115062	12	3774	3944	4127	4321	4524	-
Senior Deputy City Clerk	115029*	12	3679	3849	4031	4219	4420	-
Senior Engineering Technician	210007	12	4948	5181	5425	5686	5948	-
Senior Fire Prevention Inspector	420003	12	5573	5835	6107	6403	6713	-
Senior Laboratory Technician	620013	12	4927	5163	5408	5666	5936	-
Senior Network Systems Specialist	125031	12	6813	7144	7490	7847	8226	-
Senior Plans Examiner	210042	12	5871	6146	6433	6744	7072	-
Senior Procurement Specialist	140003	12	5070	5311	5566	5832	6108	-
Senior Property & Evidence Technician	145011	12	4227	4427	4635	4852	5084	-
Senior Records Clerk	110101	12	3249	3399	3557	3722	3894	-
Senior Secretary	110051	12	3679	3849	4031	4219	4420	-

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**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective June 22, 2020**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	3857	4037	4227	4427	4635	-
Senior Utility Service Representative	230092	12	4042	4232	4432	4639	4861	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	6813	7144	7433	7847	8226	-
Staff Assistant	150001	12	3654	3825	4006	4187	4383	-
Storeskeeper	145001	12	3652	3823	4000	4187	4384	-
Survey Party Technician	210030	12	4386	4600	4812	5035	5277	-
Tax/Permit Inspector	135001	12	4324	4528	4734	4967	5202	-
Traffic Signal Operations Specialist	710150	12	6197	6493	6806	7131	7478	-
Transit Scheduler	320049	12	6197	6493	6806	7131	7478	-
Tree Program Specialist	510015	12	4571	4787	5018	5256	5504	-
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	3351	3505	3667	3839	4017	-
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	3678	3851	4031	4220	4419	-
Wastewater Reclamation Coordinator	620035	12	4776	5007	5244	5491	5757	-
Water Conservation Representative	610001	12	3458	3620	3788	3966	4153	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	5640	5907	6190	6486	6798	-

<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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.



EXHIBIT 8 Unit 8 – Non-Represented				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	\$18.00 - \$25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	\$12.00 Per Hour
Law Clerk	910015	-	Hourly	\$20.00 - \$25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$25.00 Per Hour
Lifeguard	950001	–	Hourly	\$12.00 - \$12.50 Per Hour
Police Cadet I	940005 <sup>9</sup>	48 mos.	Hourly	\$12.00 - \$14.48 Per Hour
Police Cadet II*	940006 <sup>9</sup>	48 mos.	Hourly	\$18.00- \$25.00Per Hour
Pool Supervisor	950015	–	Hourly	\$13.50 - \$22.00 Per Hour
Senior Lifeguard	950002	–	Hourly	\$12.50 - \$14.00 Per Hour
Services Aide	910005	–	Hourly	\$12.00 - \$15.00 Per Hour
Sports Official	950010	–		\$12.00 - \$50.00 Per Game
Intern	910002	–	Hourly	\$12.00 - \$15.00 Per Hour

<sup>9</sup> The classifications of Police Cadet I and II have a 48-month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).

EXHIBIT 8 Unit 8 – Non-Represented, effective January 1, 2020				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	\$18.00 - \$25.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	\$13.00 Per Hour
Law Clerk	910015	-	Hourly	\$20.00 - \$25.00 Per Hour
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$25.00 Per Hour
Lifeguard	950001	–	Hourly	\$13.00 - \$13.50 Per Hour
Police Cadet I	940005 <sup>9</sup>	48 mos.	Hourly	\$13.00 - \$15.48 Per Hour
Police Cadet II*	940006 <sup>9</sup>	48 mos.	Hourly	\$15.49 - 19.00 Per Hour
Pool Supervisor	950015	–	Hourly	\$14.50 - \$25.00 Per Hour
Senior Lifeguard	950002	–	Hourly	\$13.50 - \$15.00 Per Hour
Services Aide	910005	–	Hourly	\$13.00 - \$16.00 Per Hour
Sports Official	950010	–		\$13.00 - \$50.00 Per Game
Intern	910002	–	Hourly	\$13.00 - \$16.00 Per Hour

<sup>9</sup> The classifications of Police Cadet I and II have a 48-month tenure limitation in the Police Cadet program pursuant to FMC 3-266(d).

\* Effective 8/19/19, by the Second Amendment to Salary Resolution No. 2019-135.

## EXHIBIT 13-1

## Unit 13 – Exempt Supervisory and Professional (CFPEA), effective August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5896	6186	6486	6807	7139
Airports Airside/Landside Superintendent	310018e	12	6485	6802	7138	7487	7855
Airports Projects Supervisor	310016e	12	6816	7150	7501	7869	8259
Airports Property Supervisor	175005e	12	5901	6189	6490	6811	7139
Architect	210045e	12	6233	6538	6858	7196	7550
Business Process & Systems Analyst	125044e	12	6737	7064	7411	7773	8154
Call Center Supervisor	115073e	12	5219	5473	5738	6015	6308
Capital Development Specialist	310007e	12	6186	6493	6814	7146	7496
Chief Engineering Inspector	230078e	12	6655	6979	7323	7684	8060
Chief Engineering Technician	210009e	12	7482	7849	8235	8642	9067
Chief of Facilities Maintenance	810037e	12	6523	6844	7180	7533	7903
Chief of Wastewater Environmental Services	620075e	12	6242	6549	6870	7207	7561
Chief of Wastewater Facilities Maintenance	620085e	12	6523	6844	7180	7533	7903
Chief of Wastewater Treatment Operations	620080e	12	6595	6924	7264	7620	7994
Chief of Water Operations	610070e	12	6703	7031	7379	7742	8122
Chief Police Pilot	410031e	12	7368	7730	8113	8512	8934
Chief Surveyor	210032e	12	8600	9023	9469	9935	10428
Community Recreation Supervisor I	520015e	12	4787	5024	5269	5527	5795
Community Recreation Supervisor II	520016e	12	4988	5232	5490	5762	6041
Contract Compliance Officer	150061e	12	5901	6189	6490	6811	7139
Custodial Supervisor	810025e	12	5901	6189	6490	6811	7139
Database Administrator	125045e	12	6737	7064	7411	7773	8154
DBE/Small Business Coordinator	150070e	12	5821	6102	6402	6715	7048

e Exempt class, see Section 4.

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), effective August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Services Communications Supervisor	410004e	12	5213	5468	5733	6015	6308
Energy Efficiency Supervisor	230058e	12	5232	5489	5757	6041	6337
Equipment Supervisor	720031e	12	6417	6730	7060	7407	7772
Fire Prevention Engineer	210055e	12	6621	6946	7287	7644	8023
Fleet Administration Supervisor	720025e	12	5901	6189	6490	6811	7139
Forestry Supervisor I	510030e	12	4870	5111	5359	5622	5894
Forestry Supervisor II	510031e	12	4988	5232	5490	5762	6041
Grant Writer	150105e	12	4695	4926	5165	5418	5681
Historic Preservation Specialist	230066e	12	6187	6493	6814	7146	7496
Housing Program Supervisor	230055e	12	6377	6697	7031	7382	7753
Human Resources Analyst	150016e	12	5289	5547	5816	6101	6402
Human Resources Records Supervisor	115050e	12	5209	5465	5734	6010	6308
Information Services Supervisor	125032e	12	7409	7773	8154	8555	8979
Landscape Maintenance Superintendent	510027e	12	7350	7713	8090	8487	8904
Lead Risk Analyst	150008e	12	5808	6096	6402	6722	7058
Management Analyst I	150020e <sup>4</sup>	12 <sup>4</sup>	3937	4129	4330	4540	4764
Management Analyst II	150021e <sup>4</sup>	12 <sup>4</sup>	4836	5074	5320	5581	5852
Parking Supervisor	720035e	12	5009	5248	5501	5769	6308
Parks Supervisor I	510025e	12	4870	5111	5359	5622	5894
Parks Supervisor II	510026e	12	5912	6201	6506	6829	7158
Planner III	220007e	12	5672	5950	6239	6547	6870
Principal Accountant	130014e	12	6199	6502	6823	7157	7508
Procurement Supervisor	140004e	12	5798	6088	6392	6712	7048

e Exempt class, see Section 4.

<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. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA), effective August 19, 2019**

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 Planner	220008e	12	6305	6613	6935	7276	7632

e Exempt class, see Section 4.

## EXHIBIT 13-1

## Unit 13 – Exempt Supervisory and Professional (CFPEA), effective August 19, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Supervising Plans Examiner	210044e	12	7137	7491	7861	8244	8649
Supervising Professional Engineer	210110e	12	8600	9023	9469	9935	10428
Supervising Real Estate Agent	170013e	12	6485	6802	7138	7487	7855
Supervising Traffic Signal Operations Specialist	720050e	12	6730	7059	7410	7774	8154
Survey Party Chief	210031e	12	5674	5949	6240	6543	6868
Systems Security Administrator	125050e	12	6738	7064	7413	7771	8154
Transit Supervisor I	320050e	12	5701	5979	6268	6577	6898
Transit Supervisor II	320051e	12	6418	6729	7060	7408	7772
Treasury Officer	135015e	12	6199	6502	6823	7157	7508
Wastewater Environmental Supervisor	620073e	12	6908	7244	7602	7977	8368
Wastewater Operations Supervisor	620072e	12	6908	7244	7602	7977	8368
Wastewater System Supervisor	620071e	12	6908	7244	7602	7977	8368
Water Conservation Supervisor	610045e	12	6104	6404	6717	7049	7394
Water System Supervisor	610055e	12	6908	7244	7602	7977	8368

e Exempt class, see Section 4.

**EXHIBIT 13-2**  
**Unit 13 – Non-Exempt Professional (CFPEA), effective August 19, 2019**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Legal Secretary I	115015	12	3520	3690	3867	4053	4250
Legal Secretary II	115016	12	3895	4084	4280	4487	4704
Paralegal	160001	12	4969	5211	5465	5732	6014
Senior Human Resources Technician	150014	12	3852	4036	4229	4435	4650
Senior Legal Secretary	115017	12	4482	4706	4941	5188	5447
Senior Paralegal	160002	12	5456	5728	6015	6315	6632
Supervising Crime Scene Technician	410013	12	5215	5469	5735	6016	6308