

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective January 6, 2020

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3664	3848	4039	4241	4453
Airports Operations Leadworker	310010	12	4280	4494	4719	4955	5202
Airports Operations Specialist	310012	12	3891	4084	4288	4503	4727
Automotive Parts Leadworker	145006	12	3891	4084	4288	4503	4727
Automotive Parts Specialist	145005	12	3535	3712	3897	4093	4297
Aviation Mechanic I	410039 ⁴	12 ⁴	4747	4986	5233	5496	5770
Aviation Mechanic II	410040 ⁴	12 ⁴	5223	5483	5757	6046	6346
Aviation Mechanic Leadworker	410041	12	5744	6031	6333	6649	6982
Body & Fender Repairer	320036	12	4747	4986	5233	5496	5770
Body & Fender Repairer Leadworker	320037	12	5223	5483	5757	6046	6346
Body & Fender Repairer Trainee	320035 ⁷	6 ⁷	4279	4493	4718	4954	5201
Brake & Front End Specialist	710085	12	5223	5483	5757	6046	6346
Bus Air Conditioning Mechanic	320031	12	4747	4986	5233	5496	5770
Bus Air Conditioning Mechanic Leadworker	320032	12	5223	5483	5757	6046	6346
Bus Air Conditioning Mechanic Trainee	320030 ⁷	6 ⁷	4279	4493	4718	4954	5201
Bus Equipment Attendant Leadworker	320040	12	3891	4084	4288	4503	4727
Bus Mechanic I	320020 ⁴	12 ⁴	4279	4493	4718	4954	5201
Bus Mechanic II	320021 ⁴	12 ⁴	4747	4986	5233	5496	5770
Bus Mechanic Leadworker	320022	12	5223	5483	5757	6046	6346
Collection System Maintenance Specialist	630002	12	4328	4544	4771	5009	5260
Collection System Maintenance Technician	630001	12	3934	4131	4338	4554	4782
Combination Welder	710067	12	4747	4986	5233	5496	5770
Combination Welder Leadworker	710066	12	5223	5483	5757	6046	6346
Communications Technician I	710050	12	4255	4468	4691	4925	5171
Communications Technician II	710051	12	4691	4925	5171	5430	5701

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.

7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Technician	610040	12	4547	4775	5012	5263	5525
Custodian	810001	12	2905	3050	3203	3362	3530
Electronic Equipment Installer	710060	12	3451	3623	3805	3995	4195
Equipment Service Worker I	710075	12	3535	3712	3897	4093	4297
Equipment Service Worker II	710076	12	3891	4084	4288	4503	4727
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	4279	4493	4718	4954	5201
Fire Equipment Mechanic II	420011	12	4747	4986	5233	5496	5770
Fire Equipment Mechanic Leadworker	420012	12	5223	5483	5757	6046	6346
Graffiti Abatement Technician	710009	12	3489	3663	3848	4039	4241
Ground Water Production Specialist	610037	12	4547	4775	5012	5263	5525
Ground Water Production Technician	610036	12	4134	4341	4557	4785	5024
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	4279	4493	4718	4954	5201
Heavy Equipment Mechanic II	710101 ⁴	12 ⁴	4747	4986	5233	5496	5770
Heavy Equipment Mechanic Leadworker	710102	12	5223	5483	5757	6046	6346
Heavy Equipment Operator	710025	12	4415	4637	4867	5112	5366
Instrumentation Specialist	620025	12	5000	5250	5513	5788	6076
Instrumentation Technician	620026	12	4547	4775	5012	5263	5525
Irrigation Specialist	510005	12	3839	4032	4233	4444	4665
Laborer	710005	12	2948	3083	3224	3371	3530
Light Equipment Mechanic I	710095 ⁴	12 ⁴	4279	4493	4718	4954	5201
Light Equipment Mechanic II	710096 ⁴	12 ⁴	4747	4986	5233	5496	5770
Light Equipment Mechanic Leadworker	710097	12	5223	5483	5757	6046	6346
Light Equipment Operator	710020	12	3891	4084	4288	4503	4727
Locksmith	810015	12	3558	3736	3922	4118	4323
Maintenance & Construction Worker	710015	12	3535	3712	3897	4093	4297
Maintenance & Operations Assistant	710001	12	2948	3083	3224	3371	3530

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

⁷ This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	3916	4111	4317	4532	4758
Maintenance Carpenter II	810021	12	4319	4535	4761	4999	5249
Park Equipment Mechanic II	710110	12	3891	4084	4288	4503	4727
Park Equipment Mechanic Leadworker	710111	12	4279	4493	4718	4954	5201
Parking Meter Attendant I	710125 ⁴	12 ⁴	3196	3355	3524	3699	3884
Parking Meter Attendant II	710126 ⁴	12 ⁴	3517	3692	3875	4069	4273
Parking Meter Attendant III	710127	12	3867	4060	4263	4476	4699
Parks Maintenance Leadworker	510003	12	3839	4032	4233	4444	4665
Parks Maintenance Worker I	510001	12	2905	3050	3203	3362	3530
Parks Maintenance Worker II	510002	12	3490	3664	3848	4039	4241
Power Generation Operator/Mechanic	620055	12	5268	5531	5808	6097	6402
Property Maintenance Leadworker	810007	12	3924	4119	4325	4542	4768
Property Maintenance Worker	810006	12	3664	3848	4041	4242	4453
Roofer	810010	12	3558	3735	3923	4118	4323
Sanitation Operator	640021	12	3891	4084	4288	4503	4727
Senior Collection System Maintenance Specialist	630004	12	4760	4998	5248	5510	5785
Senior Communications Technician	710052	12	5174	5433	5705	5989	6289
Senior Custodian	810002	12	3196	3355	3524	3699	3884
Senior Ground Water Production Operator	610038	12	5562	5841	6133	6439	6761
Senior Heavy Equipment Operator	710026	12	5435	5707	5992	6292	6606
Senior Sanitation Operator*	640022	12	4415	4637	4867	5112	5366
Senior Wastewater Mechanical Specialist	620062	12	4789	5029	5279	5544	5820
Senior Wastewater Treatment Plant Operator	620043	12	5562	5841	6133	6439	6761
Senior Water Distribution/Production Operator	610030	12	5562	5841	6133	6439	6761
Senior Water Treatment Plant Operator	610039	12	5677	5961	6259	6571	6899
Solid Waste Safety & Training Specialist	640005	12	4212	4417	4635	4861	5099

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.

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

1 This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).

4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

5 This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

* Effective 12/09/19, by the Third Amendment to Salary Resolution No. 2019-135.