

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 3557	3848 3735	4039 3924	4241 4117	4453 4323
Airports Operations Leadworker	310010	12	4280 4155	4494 4363	4719 4584	4955 4810	5202 5050
Airports Operations Specialist	310012	12	3891 3777	4084 3965	4288 4163	4503 4374	4727 4589
Automotive Parts Leadworker	145006	12	3891 3777	4084 3965	4288 4163	4503 4374	4727 4589
Automotive Parts Specialist	145005	12	3535 3432	3712 3603	3897 3783	4093 3973	4297 4174
Aviation Mechanic I	410039 ⁴	12 ⁴	4747 4608	4986 4840	5233 5080	5496 5335	5770 5604
Aviation Mechanic II	410040 ⁴	12 ⁴	5223 5070	5483 5323	5757 5589	6046 5869	6346 6164
Aviation Mechanic Leadworker	410041	12	5744 5576	6031 5855	6333 6148	6649 6455	6982 6778
Body & Fender Repairer	320036	12	4747 4608	4986 4840	5233 5080	5496 5335	5770 5604
Body & Fender Repairer Leadworker	320037	12	5223 5070	5483 5323	5757 5589	6046 5869	6346 6164
Body & Fender Repairer Trainee	320035 ⁷	6 ⁷	4279 4154	4493 4362	4718 4580	4954 4809	5201 5049
Brake & Front End Specialist	710085	12	5223 5070	5483 5323	5757 5589	6046 5869	6346 6164
Bus Air Conditioning Mechanic	320031	12	4747 4608	4986 4840	5233 5080	5496 5335	5770 5604
Bus Air Conditioning Mechanic Leadworker	320032	12	5223 5070	5483 5323	5757 5589	6046 5869	6346 6164
Bus Air Conditioning Mechanic Trainee	320030 ⁷	6 ⁷	4279 4154	4493 4362	4718 4580	4954 4809	5201 5049
Bus Equipment Attendant Leadworker	320040	12	3891 3777	4084 3965	4288 4163	4503 4374	4727 4589
Bus Mechanic I	320020 ⁴	12 ⁴	4279 4154	4493 4362	4718 4580	4954 4809	5201 5049
Bus Mechanic II	320021 ⁴	12 ⁴	4747 4608	4986 4840	5233 5080	5496 5335	5770 5604
Bus Mechanic Leadworker	320022	12	5223 5070	5483 5323	5757 5589	6046 5869	6346 6164

Collection System Maintenance Specialist	630002	12	<u>4328</u> 4201	<u>4544</u> 4411	<u>4771</u> 4632	<u>5009</u> 4863	<u>5260</u> 5106
Collection System Maintenance Technician	630001	12	<u>3934</u> 3819	<u>4131</u> 4010	<u>4338</u> 4211	<u>4554</u> 4421	<u>4782</u> 4642
Combination Welder	710067	12	<u>4747</u> 4608	<u>4986</u> 4840	<u>5233</u> 5080	<u>5496</u> 5335	<u>5770</u> 5601
Combination Welder Leadworker	710066	12	<u>5223</u> 5070	<u>5483</u> 5323	<u>5757</u> 5589	<u>6046</u> 5869	<u>6346</u> 6161
Communications Technician I	710050	12	<u>4255</u> 4131	<u>4468</u> 4337	<u>4691</u> 4554	<u>4925</u> 4781	<u>5171</u> 5020
Communications Technician II	710051	12	<u>4691</u> 4554	<u>4925</u> 4781	<u>5171</u> 5020	<u>5430</u> 5271	<u>5701</u> 5534

- 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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Cross Connection Control Technician	610040	12	4547 4414	4775 4635	5012 4866	5263 5109	5525 5364
Custodian	810001	12	2905 2820	3050 2961	3203 3109	3362 3264	3530 3427
Electronic Equipment Installer	710060	12	3451 3350	3623 3517	3805 3694	3995 3878	4195 4072
Equipment Service Worker I	710075	12	3535 3432	3712 3603	3897 3783	4093 3973	4297 4171
Equipment Service Worker II	710076	12	3891 3777	4084 3965	4288 4163	4503 4371	4727 4589
Fire Equipment Mechanic I	420010 ⁷	6 ⁷	4279 4154	4493 4362	4718 4580	4954 4809	5201 5049
Fire Equipment Mechanic II	420011	12	4747 4608	4986 4840	5233 5080	5496 5335	5770 5601
Fire Equipment Mechanic Leadworker	420012	12	5223 5070	5483 5323	5757 5589	6046 5869	6346 6161
Graffiti Abatement Technician	710009	12	3489 3387	3663 3556	3848 3735	4039 3921	4241 4117
Ground Water Production Specialist	610037	12	4547 4414	4775 4635	5012 4866	5263 5109	5525 5364
Ground Water Production Technician	610036	12	4134 4013	4341 4214	4557 4424	4785 4645	5024 4877
Heavy Equipment Mechanic I	710100 ⁴	12 ⁴	4279 4154	4493 4362	4718 4580	4954 4809	5201 5049
Heavy Equipment Mechanic II	710101 ⁴	12 ⁴	4747 4608	4986 4840	5233 5080	5496 5335	5770 5601
Heavy Equipment Mechanic Leadworker	710102	12	5223 5070	5483 5323	5757 5589	6046 5869	6346 6161
Heavy Equipment Operator	710025	12	4415 4286	4637 4501	4867 4725	5112 4963	5366 5209
Instrumentation Specialist	620025	12	5000 4854	5250 5097	5513 5352	5788 5619	6076 5899
Instrumentation Technician	620026	12	4547 4414	4775 4635	5012 4866	5263 5109	5525 5364
Irrigation Specialist	510005	12	3839 3727	4032 3914	4233 4109	4444 4314	4665 4529
Laborer	710005	12	2948 2862	3083 2993	3224 3130	3371 3272	3530 3427

Light Equipment Mechanic I	710095 ⁴	12 ⁴	<u>4279</u> 4154	<u>4493</u> 4362	<u>4718</u> 4580	<u>4954</u> 4809	<u>5201</u> 5049
Light Equipment Mechanic II	710096 ⁴	12 ⁴	<u>4747</u> 4608	<u>4986</u> 4840	<u>5233</u> 5080	<u>5496</u> 5335	<u>5770</u> 5601
Light Equipment Mechanic Leadworker	710097	12	<u>5223</u> 5070	<u>5483</u> 5323	<u>5757</u> 5589	<u>6046</u> 5869	<u>6346</u> 6161
Light Equipment Operator	710020	12	<u>3891</u> 3777	<u>4084</u> 3965	<u>4288</u> 4163	<u>4503</u> 4371	<u>4727</u> 4589
Locksmith	810015	12	<u>3558</u> 3454	<u>3736</u> 3627	<u>3922</u> 3807	<u>4118</u> 3998	<u>4323</u> 4197
Maintenance & Construction Worker	710015	12	<u>3535</u> 3432	<u>3712</u> 3603	<u>3897</u> 3783	<u>4093</u> 3973	<u>4297</u> 4171
Maintenance & Operations Assistant	710001	12	<u>2948</u> 2862	<u>3083</u> 2993	<u>3224</u> 3130	<u>3371</u> 3272	<u>3530</u> 3427

- 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.

EXHIBIT 1
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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	3916 3804	4111 3991	4317 4191	4532 4400	4758 4619
Maintenance Carpenter II	810021	12	4319 4193	4535 4402	4761 4622	4999 4853	5249 5096
Park Equipment Mechanic II	710110	12	3891 3777	4084 3965	4288 4163	4503 4371	4727 4589
Park Equipment Mechanic Leadworker	710111	12	4279 4154	4493 4362	4718 4580	4954 4809	5201 5049
Parking Meter Attendant I	710125 ⁴	12 ⁴	3196 3102	3355 3257	3524 3421	3699 3591	3884 3770
Parking Meter Attendant II	710126 ⁴	12 ⁴	3517 3414	3692 3584	3875 3762	4069 3950	4273 4148
Parking Meter Attendant III	710127	12	3867 3754	4060 3941	4263 4138	4476 4345	4699 4562
Parks Maintenance Leadworker	510003	12	3839 3727	4032 3914	4233 4109	4444 4314	4665 4529
Parks Maintenance Worker I	510001	12	2905 2820	3050 2961	3203 3109	3362 3264	3530 3427
Parks Maintenance Worker II	510002	12	3490 3388	3664 3557	3848 3735	4039 3921	4241 4117
Power Generation Operator/Mechanic	620055	12	5268 5114	5531 5369	5808 5638	6097 5919	6402 6215
Property Maintenance Leadworker	810007	12	3924 3809	4119 3999	4325 4199	4542 4409	4768 4629
Property Maintenance Worker	810006	12	3664 3557	3848 3735	4041 3923	4242 4118	4453 4323
Rofer	810010	12	3558 3454	3735 3626	3923 3808	4118 3998	4323 4197
Sanitation Operator	640021	12	3891 3777	4084 3965	4288 4163	4503 4371	4727 4589
Senior Collection System Maintenance Specialist	630004	12	4760 4621	4998 4852	5248 5095	5510 5349	5785 5616
Senior Communications Technician	710052	12	5174 5023	5433 5274	5705 5538	5989 5814	6289 6105
Senior Custodian	810002	12	3196 3102	3355 3257	3524 3421	3699 3591	3884 3770
Senior Ground Water Production Operator	610038	12	5562 5400	5841 5670	6133 5954	6439 6251	6761 6564

Senior Heavy Equipment Operator	710026	12	<u>5435</u> 5276	<u>5707</u> 5540	<u>5992</u> 5817	<u>6292</u> 6108	<u>6606</u> 6413
Senior Sanitation Operator*	640022	12	<u>4415</u> 4286	<u>4637</u> 4504	<u>4867</u> 4725	<u>5112</u> 4963	<u>5366</u> 5209
Senior Wastewater Mechanical Specialist	620062	12	<u>4789</u> 4649	<u>5029</u> 4882	<u>5279</u> 5125	<u>5544</u> 5382	<u>5820</u> 5650
Senior Wastewater Treatment Plant Operator	620043	12	<u>5562</u> 5400	<u>5841</u> 5670	<u>6133</u> 5954	<u>6439</u> 6251	<u>6761</u> 6564
Senior Water Distribution/Production Operator	610030	12	<u>5562</u> 5400	<u>5841</u> 5670	<u>6133</u> 5954	<u>6439</u> 6251	<u>6761</u> 6564
Senior Water Treatment Plant Operator	610039	12	<u>5677</u> 5511	<u>5961</u> 5787	<u>6259</u> 6076	<u>6571</u> 6379	<u>6899</u> 6698
Solid Waste Safety & Training Specialist	640005	12	<u>4212</u> 3942	<u>4417</u> 4139	<u>4635</u> 4346	<u>4861</u> 4564	<u>5099</u> 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.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	3987 3870	4185 4063	4394 4266	4614 4479	4844 4702
Street Sweeper Lead Operator	710036	12	4279 4154	4493 4362	4718 4580	4954 4809	5201 5049
Street Sweeper Operator	710035	12	3891 3777	4084 3965	4288 4163	4503 4371	4727 4589
Tire Maintenance & Repair Technician	710081	12	3891 3777	4084 3965	4288 4163	4503 4371	4727 4589
Tire Maintenance Worker	710080	12	3535 3432	3712 3603	3897 3783	4093 3973	4297 4171
Traffic Maintenance Leadworker	710046	12	3987 3870	4185 4063	4394 4266	4614 4479	4844 4702
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3287 3191	3451 3350	3623 3517	3805 3694	3995 3878
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	3615 3509	3795 3684	3986 3869	4184 4062	4392 4264
Tree Trimmer Leadworker	510010	12	3956 3840	4153 4032	4362 4234	4580 4446	4809 4668
Utility Leadworker	710010	12	3839 3727	4032 3914	4233 4109	4444 4314	4665 4529
Waste Container Maintenance Worker	640010	12	3196 3102	3355 3257	3524 3421	3699 3591	3884 3770
Wastewater Distributor Technician	620050	12	3577 3472	3755 3645	3943 3828	4139 4018	4346 4219
Wastewater Mechanical Specialist*	620061 ⁵	12 ⁵	4547 4414	4775 4635	5012 4866	5263 5109	5525 5364
Wastewater Mechanical Technician*	620060 ⁵	12 ⁵	4134 4013	4341 4214	4557 4424	4785 4645	5024 4877
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	3577 3472	3755 3645	3943 3828	4139 4018	4346 4219
Wastewater Treatment Plant Specialist	620042	12	4789 4649	5029 4882	5279 5125	5544 5382	5820 5650
Wastewater Treatment Plant Technician	620041	12	4547 4414	4775 4635	5012 4866	5263 5109	5525 5364
Water Distribution/Production Specialist	610029	12	4547 4414	4775 4635	5012 4866	5263 5109	5525 5364

Water Distribution/Production Technician	610028	12	<u>4134</u> 4013	<u>4341</u> 4214	<u>4557</u> 4424	<u>4785</u> 4645	<u>5024</u> 4877
Water Maintenance Mechanic Specialist	610032	12	<u>4547</u> 4414	<u>4775</u> 4635	<u>5012</u> 4866	<u>5263</u> 5109	<u>5525</u> 5364
Water Maintenance Mechanic Technician	610031	12	<u>4134</u> 4013	<u>4341</u> 4214	<u>4557</u> 4424	<u>4785</u> 4645	<u>5024</u> 4877
Water Quality Specialist	610034	12	<u>4547</u> 4414	<u>4775</u> 4635	<u>5012</u> 4866	<u>5263</u> 5109	<u>5525</u> 5364
Water Quality Technician	610033	12	<u>4134</u> 4013	<u>4341</u> 4214	<u>4557</u> 4424	<u>4785</u> 4645	<u>5024</u> 4877
Welder	710065	12	<u>4279</u> 4154	<u>4493</u> 4362	<u>4718</u> 4580	<u>4954</u> 4809	<u>5201</u> 5049

- 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.