

EXHIBIT 2

Unit 2 – Non-Represented Management and Confidential Classes, effective April 15, 2019

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Senior Budget Analyst	135007e	–	E8		7389	-	9236	
Senior Deputy City Attorney I	160013e	–	E6		8390	-	11747	
Senior Deputy City Attorney II	160014e	–	E21		9229	–	12922	
Senior Deputy City Attorney III	160016e	–	E22		9690	–	13568	
Senior Human Resources/Risk Analyst	150017e	–	E8		7389	-	9236	
Senior Law Clerk	115022	–	E16		4005	–	5635	
Supervising Deputy City Attorney	160010e	–	E5		9400	-	13196	

e Exempt class, see Section 4.

*4/11/2019 Eleventh Amendment
Supersedes Original*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective April 15, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 ³	6 ³	2623	2742	2866	3000	3141	-
Account Clerk II	130002 ³	12 ³	2866	3000	3141	3283	3435	-
Accountant-Auditor I	130011 ⁴	12 ⁴	3857	4033	4220	4425	4633	-
Accountant-Auditor II	130012 ⁴	12 ⁴	4466	4672	4900	5133	5376	-
Accounting Technician	130010	12	3435	3597	3766	3940	4127	-
Administrative Clerk I	110001 ³	6 ³	2434	2547	2660	2783	2910	-
Administrative Clerk II	110002 ³	12 ³	2660	2783	2910	3045	3187	-
Airports Operations Officer I	310006 ⁴	12 ⁴	4248	4456	4671	4905	5150	-
Airports Operations Officer II	310009 ⁴	12 ⁴	4671	4905	5150	5408	5679	-
Airports Property Specialist I	175001 ⁴	12 ⁴	4545	4764	4991	5226	5479	-
Airports Property Specialist II	175002 ⁴	12 ⁴	5267	5519	5785	6059	6353	-
Associate Electrical Safety Consultant I	230022	12	5079	5320	5576	5839	6121	-
Associate Electrical Safety Consultant II	230023	12	5320	5576	5839	6121	6417	-
Associate Environmental & Safety Consultant I	230003	12	5079	5320	5576	5839	6121	-
Associate Environmental & Safety Consultant II	230004	12	5320	5576	5839	6121	6417	-
Associate Plumbing & Mechanical Consultant I	230012	12	5079	5320	5576	5839	6121	-
Associate Plumbing & Mechanical Consultant II	230013	12	5320	5576	5839	6121	6417	-
Billing System Specialist	125075	12	3856	4037	4228	4419	4626	-
Budget Technician	135005	12	3489	3651	3823	4002	4192	-
Building Inspector I	230007 ⁴	12 ⁴	4848	5079	5320	5576	5839	-
Building Inspector II	230008 ⁴	12 ⁴	5079	5320	5576	5839	6121	-
Building Inspector III	230009	12	5320	5576	5839	6121	6417	-

³ This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases in which an employee is hired at the journey level, twelve months of satisfactory service is required.

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

*4/11/2019 Eleventh Council Amendment
 Supersedes Tenth Council Amendment*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective April 15, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	2866	3000	3147	3283	3435	-
Call Center Representative II	115071 ³	12 ³	3141	3283	3435	3597	3766	-
Central Printing Clerk	120005	12	2660	2783	2910	3045	3187	-
Chemist	620020	12	4619	4842	5072	5314	5567	-
City Records Specialist	115025	12	3489	3651	3823	4002	4192	-
Commercial Building Inspector	230015	12	5079	5320	5576	5839	6121	-
Community Recreation Assistant	520010	12	2896	3026	3152	3278	3423	-
Community Revitalization Specialist	230053	12	4731	4959	5198	5481	5710	-
Community Revitalization Technician	230059	12	3291	3444	3604	3775	3953	-
Community Services Officer I	410025 ⁴	12 ⁴	3008	3146	3291	3444	3604	-
Community Services Officer II	410026 ⁴	12 ⁴	3291	3444	3604	3775	3953	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	4145	4338	4544	4762	4988	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	4870	5100	5345	5600	5871	-
Computer Systems Specialist III	125012	12	5460	5721	5998	6284	6589	-
Construction Compliance Specialist	150055	12	4057	4242	4444	4656	4874	-
Crime Scene Technician I	410010 ⁴	12 ⁴	3882	4064	4255	4458	4670	-
Crime Scene Technician II	410011 ⁴	12 ⁴	4255	4458	4670	4891	5127	-
Crime Specialist	410008	12	4870	5100	5345	5600	5871	-
Customer Services Clerk I	115060 ³	6 ³	2869	2999	3135	3281	3435	-
Customer Services Clerk II	115061 ³	12 ³	3142	3289	3444	3600	3766	-
Deputy City Clerk	115028*	12	3045	3187	3334	3489	3651	-
Development Services Coordinator	230057	12	4724	4983	5225	5475	5737	-
Digital Forensics Analyst	410050	12	6256	6569	6897	7241	7603	-
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3638	3785	3942	4123	4296	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	4000	4189	4389	4596	4806	-
Emergency Services Dispatcher III	410003	12	4471	4676	4903	5129	5372	-

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

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

* New class effective July 23, 2018

*4/11/2019 Eleventh Council Amendment
 Supersedes Seventh Council Amendment*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective April 15, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 ⁴	12 ⁴	4614	4830	5058	5302	5546	-
Engineer II	210016 ⁴	12 ⁴	5339	5584	5852	6128	6436	-
Engineering Aide I	210001 ³	6 ³	3037	3171	3317	3471	3636	-
Engineering Aide II	210002 ³	12 ³	3488	3651	3816	3994	4188	-
Engineering Inspector I	230075 ⁴	12 ⁴	4500	4729	4942	5175	5426	-
Engineering Inspector II	230076 ⁴	12 ⁴	4918	5150	5398	5656	5927	-
Engineering Technician I	210005 ⁴	12 ⁴	3567	3734	3914	4089	4281	-
Engineering Technician II	210006 ⁴	12 ⁴	3994	4188	4382	4586	4806	-
Environmental Control Officer	620001	12	4557	4774	4995	5233	5480	-
Facilities Construction Specialist	230085	12	4656	4873	5106	5348	5605	-
Fire Prevention Inspector I	420001 ⁴	12 ⁴	4115	4308	4504	4724	4950	-
Fire Prevention Inspector II	420002 ⁴	12 ⁴	4743	4959	5198	5452	5710	-
Fleet Operations Specialist	710105	12	4351	4554	4773	4998	5238	-
Geographic Information System (GIS) Specialist	125025	12	5460	5721	5998	6284	6589	-
Graphics Technician	120013	12	3746	3927	4119	4318	4529	-
Helicopter Pilot	410033	12	5706	5984	6279	6586	6910	-
Housing Rehabilitation Specialist	230056	12	4717	4947	5191	5445	5710	-
Industrial/Commercial Water Conservation Representative	610015	12	4564	4782	5003	5241	5489	-
Laboratory Assistant	620010	12	3185	3336	3490	3653	3823	-
Laboratory Technician I	620011 ⁴	12 ⁴	3829	4008	4197	4394	4600	-
Laboratory Technician II	620012 ⁴	12 ⁴	4206	4402	4609	4831	5060	-
Landscape Water Conservation Specialist	610005	12	4551	4767	4995	5232	5480	-

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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.

*4/11/2019 Eleventh Council Amendment
 Supersedes Tenth Council Amendment*

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective April 15, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	5473	5742	6020	6319	6626
Airports Airside/Landside Superintendent	310018e	12	6326	6636	6963	7304	7663
Airports Projects Supervisor	310016e	12	6649	6975	7318	7677	8057
Airports Property Supervisor	175005e	12	5757	6038	6331	6644	6964
Architect	210045e	12	5846	6132	6433	6750	7081
Business Process & Systems Analyst	125044e	12	6187	6487	6806	7138	7489
Call Center Supervisor	115073e	12	4253	4460	4676	4902	5141
Capital Development Specialist	310007e	12	6035	6334	6647	6971	7313
Chief Engineering Inspector	230078e	12	6320	6628	6955	7297	7654
Chief Engineering Technician	210009e	12	7299	7657	8034	8431	8845
Chief of Facilities Maintenance	810037e	12	6363	6677	7004	7349	7710
Chief of Wastewater Environmental Services	620075e	12	6089	6389	6702	7031	7376
Chief of Wastewater Facilities Maintenance	620085e	12	6363	6677	7004	7349	7710
Chief of Wastewater Treatment Operations	620080e	12	6434	6755	7086	7434	7799
Chief of Water Operations	610070e	12	6539	6859	7199	7553	7923
Chief Police Pilot	410031e	12	7188	7541	7915	8304	8716
Chief Surveyor	210032e	12	8390	8802	9238	9692	10173
Community Recreation Supervisor I	520015e	12	4512	4735	4965	5209	5461
Community Recreation Supervisor II	520016e	12	4866	5104	5356	5621	5893
Contract Compliance Officer	150061e	12	5757	6038	6331	6644	6964
Custodial Supervisor	810025e	12	5757	6038	6331	6644	6964
Database Administrator	125045e	12	6187	6487	6806	7138	7489
DBE/Small Business Coordinator	150070e	12	5335	5593	5868	6155	6460

e Exempt class, see Section 4.

*4/11/2019 Eleventh Council Amendment
Supersedes Eighth Council Amendment*

EXHIBIT 14
Unit 14 – Management Classes (CFMEA), effective April 15, 2019

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Public Works/Public Utilities Manager – Licensed Engineer	210094e	-	E13		9359	-	11698	
Purchasing Manager	140005e	-	E12		7361	-	9192	
Records Manager	115046e	-	E12		7361	-	9192	
Recreation Manager	520025e	-	E12		7361	-	9192	
Revenue Manager	135026e	-	E12		7361	-	9192	
Senior Management Analyst	150023e	-	E14		6143	-	7671	
Solid Waste Manager	640040e	-	E12		7361	-	9192	
Training Officer	150046e	-	E14		6143	-	7671	
Transit Maintenance Manager	320060e	-	E12		7361	-	9192	
Transit Operations Manager	320055e	-	E12		7361	-	9192	
Wastewater Manager	620095e	-	E12		7361	-	9192	
Water Manager	610075e	-	E12		7361	-	9192	
Water/Wastewater Manager-Certified	620096e	-	E23		8456	-	10570	

e Exempt class, see Section 4.

4/11/2019 Eleventh Council Amendment
Supersedes Original