

EXHIBIT 1

Unit 1 – Non-Supervisory Blue Collar (Local 39), retroactively effective December 30, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	<u>4460</u> <u>4335</u>	<u>4683</u> <u>4555</u>	<u>4918</u> <u>4782</u>	<u>5164</u> <u>5020</u>	<u>5423</u> <u>5270</u>
Airports Operations Leadworker	310010	12	<u>5211</u> <u>5065</u>	<u>5472</u> <u>5318</u>	<u>5746</u> <u>5585</u>	<u>6034</u> <u>5864</u>	<u>6336</u> <u>6157</u>
Airports Operations Specialist	310012	12	<u>4740</u> <u>4606</u>	<u>4977</u> <u>4833</u>	<u>5226</u> <u>5075</u>	<u>5488</u> <u>5330</u>	<u>5763</u> <u>5594</u>
Automotive Parts Leadworker	145006	12	<u>4854</u> <u>4606</u>	<u>5097</u> <u>4833</u>	<u>5352</u> <u>5075</u>	<u>5620</u> <u>5330</u>	<u>5901</u> <u>5594</u>
Automotive Parts Specialist	145005	12	<u>4460</u> <u>4185</u>	<u>4683</u> <u>4395</u>	<u>4918</u> <u>4612</u>	<u>5164</u> <u>4844</u>	<u>5423</u> <u>5085</u>
Aviation Mechanic I	410039 ⁴	12 ⁴	<u>6136</u> <u>5618</u>	<u>6443</u> <u>5900</u>	<u>6766</u> <u>6191</u>	<u>7105</u> <u>6504</u>	<u>7461</u> <u>6827</u>
Aviation Mechanic II	410040 ⁴	12 ⁴	<u>6670</u> <u>6181</u>	<u>7004</u> <u>6489</u>	<u>7355</u> <u>6812</u>	<u>7723</u> <u>7155</u>	<u>8110</u> <u>7510</u>
Aviation Mechanic Leadworker	410041	12	<u>7338</u> <u>6799</u>	<u>7705</u> <u>7136</u>	<u>8091</u> <u>7492</u>	<u>8496</u> <u>7867</u>	<u>8921</u> <u>8260</u>
Body & Fender Repairer <u>II</u>	320036 ³	12 ³	<u>5840</u> <u>5618</u>	<u>6132</u> <u>5900</u>	<u>6439</u> <u>6191</u>	<u>6761</u> <u>6504</u>	<u>7100</u> <u>6827</u>
Body & Fender Repairer Leadworker	320037	12	<u>6423</u> <u>6181</u>	<u>6745</u> <u>6489</u>	<u>7083</u> <u>6812</u>	<u>7438</u> <u>7155</u>	<u>7810</u> <u>7510</u>
Body & Fender Repairer TraineeI	320035 ³⁷	<u>12</u> ³⁶⁷	<u>5211</u> <u>5064</u>	<u>5472</u> <u>5317</u>	<u>5746</u> <u>5584</u>	<u>6034</u> <u>5863</u>	<u>6336</u> <u>6154</u>
Brake & Front End Specialist	710085	12	6181	6489	6812	7155	7510
Bus Air Conditioning Mechanic <u>II</u>	320031 ³	12 ³	<u>5840</u> <u>5618</u>	<u>6132</u> <u>5900</u>	<u>6439</u> <u>6191</u>	<u>6761</u> <u>6504</u>	<u>7100</u> <u>6827</u>
Bus Air Conditioning Mechanic Leadworker	320032	12	<u>6423</u> <u>6181</u>	<u>6745</u> <u>6489</u>	<u>7083</u> <u>6812</u>	<u>7438</u> <u>7155</u>	<u>7810</u> <u>7510</u>
Bus Air Conditioning Mechanic TraineeI	320030 ³⁷	<u>12</u> ³⁶⁷	<u>5211</u> <u>5064</u>	<u>5472</u> <u>5317</u>	<u>5746</u> <u>5584</u>	<u>6034</u> <u>5863</u>	<u>6336</u> <u>6154</u>
Bus Equipment Attendant Leadworker	320040	12	<u>4740</u> <u>4606</u>	<u>4977</u> <u>4833</u>	<u>5226</u> <u>5075</u>	<u>5488</u> <u>5330</u>	<u>5763</u> <u>5594</u>
Bus Mechanic I	320020 ³⁴	12 ³⁴	<u>5211</u> <u>5064</u>	<u>5472</u> <u>5317</u>	<u>5746</u> <u>5584</u>	<u>6034</u> <u>5863</u>	<u>6336</u> <u>6246</u>
Bus Mechanic II	320021 ³⁴	12 ³⁴	<u>5840</u> <u>5618</u>	<u>6132</u> <u>5900</u>	<u>6439</u> <u>6191</u>	<u>6761</u> <u>6504</u>	<u>7100</u> <u>6827</u>
Bus Mechanic Leadworker	320022	12	<u>6423</u> <u>6181</u>	<u>6745</u> <u>6489</u>	<u>7083</u> <u>6812</u>	<u>7438</u> <u>7155</u>	<u>7810</u> <u>7510</u>
Collection System Maintenance Specialist	630002	12	<u>5270</u> <u>5123</u>	<u>5534</u> <u>5378</u>	<u>5811</u> <u>5647</u>	<u>6102</u> <u>5928</u>	<u>6408</u> <u>6224</u>
Collection System Maintenance Technician	630001	12	<u>4817</u> <u>4657</u>	<u>5058</u> <u>4890</u>	<u>5311</u> <u>5134</u>	<u>5577</u> <u>5388</u>	<u>5856</u> <u>5659</u>
Combination Welder	710067	12	<u>5796</u> <u>5618</u>	<u>6086</u> <u>5900</u>	<u>6391</u> <u>6191</u>	<u>6711</u> <u>6504</u>	<u>7047</u> <u>6827</u>

Combination Welder Leadworker	710066	12	<u>6359</u> <u>6181</u>	<u>6677</u> <u>6489</u>	<u>7011</u> <u>6812</u>	<u>7362</u> <u>7155</u>	<u>7731</u> <u>7510</u>
Communications Technician I Vehicle Upfitter	710050	12	<u>5270</u> <u>5036</u>	<u>5534</u> <u>5288</u>	<u>5811</u> <u>5551</u>	<u>6102</u> <u>5828</u>	<u>6408</u> <u>6119</u>
Communications Technician II	710051	12	<u>5796</u> <u>5551</u>	<u>6086</u> <u>5828</u>	<u>6391</u> <u>6119</u>	<u>6711</u> <u>6425</u>	<u>7047</u> <u>6747</u>

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.

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

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 1							
Unit 1 – Non-Supervisory Blue Collar (Local 39), <i>retroactively effective December 30, 2024</i>							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Cross Connection Control Specialist	610040	12	<u>5854</u> <u>5381</u>	<u>6147</u> <u>5652</u>	<u>6455</u> <u>5932</u>	<u>6778</u> <u>6227</u>	<u>7117</u> <u>6538</u>
Custodian	810001	12	<u>3589</u> <u>3440</u>	<u>3769</u> <u>3612</u>	<u>3958</u> <u>3792</u>	<u>4156</u> <u>3980</u>	<u>4364</u> <u>4178</u>
Electronic Equipment Installer	710060	12	4086	4289	4504	4727	4965
Equipment Service Worker I	710075	12	<u>4460</u> <u>4185</u>	<u>4683</u> <u>4395</u>	<u>4918</u> <u>4612</u>	<u>5164</u> <u>4844</u>	<u>5423</u> <u>5085</u>
Equipment Service Worker II	710076	12	<u>4854</u> <u>4606</u>	<u>5097</u> <u>4833</u>	<u>5352</u> <u>5075</u>	<u>5620</u> <u>5330</u>	<u>5901</u> <u>5594</u>
Fire Equipment Mechanic I	420010 ³⁷	<u>12</u> ³⁶⁷	<u>5211</u> <u>5064</u>	<u>5472</u> <u>5317</u>	<u>5746</u> <u>5584</u>	<u>6034</u> <u>5863</u>	<u>6336</u> <u>6154</u>
Fire Equipment Mechanic II	420011 ³	<u>12</u> ³	<u>5840</u> <u>5618</u>	<u>6132</u> <u>5900</u>	<u>6439</u> <u>6191</u>	<u>6761</u> <u>6504</u>	<u>7100</u> <u>6827</u>
Fire Equipment Mechanic Leadworker	420012	12	<u>6423</u> <u>6181</u>	<u>6745</u> <u>6489</u>	<u>7083</u> <u>6812</u>	<u>7438</u> <u>7155</u>	<u>7810</u> <u>7510</u>
Graffiti Abatement Technician	710009	12	<u>4249</u> <u>4128</u>	<u>4462</u> <u>4334</u>	<u>4686</u> <u>4555</u>	<u>4921</u> <u>4782</u>	<u>5168</u> <u>5020</u>
Heavy Equipment Mechanic I	710100 ³⁴	<u>12</u> ³⁴	<u>5211</u> <u>5064</u>	<u>5472</u> <u>5317</u>	<u>5746</u> <u>5584</u>	<u>6034</u> <u>5863</u>	<u>6336</u> <u>6154</u>
Heavy Equipment Mechanic II	710101 ³⁴	<u>12</u> ³⁴	<u>5840</u> <u>5618</u>	<u>6132</u> <u>5900</u>	<u>6439</u> <u>6191</u>	<u>6761</u> <u>6504</u>	<u>7100</u> <u>6827</u>
Heavy Equipment Mechanic Leadworker	710102	12	<u>6423</u> <u>6181</u>	<u>6745</u> <u>6489</u>	<u>7083</u> <u>6812</u>	<u>7438</u> <u>7155</u>	<u>7810</u> <u>7510</u>

Construction & Heavy Equipment Operator	710025	12	5377 5226	5646 5488	5929 5764	6226 6054	6538 6350
Instrumentation Specialist	620025 ⁴	12 ⁴	6086 5915	6391 6213	6711 6524	7047 6849	7400 7190
Instrumentation Technician	620026 ⁴	12 ⁴	5537 5381	5814 5652	6105 5932	6411 6227	6732 6538
Irrigation Specialist	510005	12	4676 4545	4910 4772	5156 5014	5414 5264	5685 5522
Laborer	710005	12	3589 3489	3769 3651	3958 3815	4156 3994	4364 4178
Light Equipment Mechanic I	710095 ³⁴	12 ³⁴	5211 5064	5472 5317	5746 5584	6034 5863	6336 6154
Light Equipment Mechanic II	710096 ³⁴	12 ³⁴	5840 5618	6132 5900	6439 6194	6761 6504	7100 6827
Light Equipment Mechanic Leadworker	710097	12	6423 6181	6745 6489	7083 6812	7438 7155	7810 7510
Light Equipment Operator	710020	12	4740 4606	4977 4833	5226 5075	5488 5330	5763 5594
Locksmith	810015	12	4212	4422	4644	4873	5118
Maintenance & Construction Worker	710015	12	4333 4185	4550 4395	4778 4612	5017 4844	5268 5085
Maintenance & Operations Assistant	710001	12	3589 3489	3769 3651	3958 3815	4156 3994	4364 4178

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Maintenance Carpenter I	810020	12	<u>4778</u> <u>4635</u>	<u>5017</u> <u>4865</u>	<u>5268</u> <u>5110</u>	<u>5532</u> <u>5364</u>	<u>5809</u> <u>5634</u>
Maintenance Carpenter II	810021	12	<u>5270</u> <u>5112</u>	<u>5534</u> <u>5368</u>	<u>5811</u> <u>5635</u>	<u>6102</u> <u>5914</u>	<u>6408</u> <u>6212</u>
Park Equipment Mechanic I	710109 ⁴	12 ⁴	<u>4307</u> <u>4185</u>	<u>4523</u> <u>4395</u>	<u>4750</u> <u>4612</u>	<u>4988</u> <u>4844</u>	<u>5238</u> <u>5085</u>
Park Equipment Mechanic II	710110 ⁴	12 ⁴	<u>4740</u> <u>4606</u>	<u>4977</u> <u>4833</u>	<u>5226</u> <u>5075</u>	<u>5488</u> <u>5330</u>	<u>5763</u> <u>5594</u>
Park Equipment Mechanic Leadworker	710111	12	<u>5211</u> <u>5064</u>	<u>5472</u> <u>5317</u>	<u>5746</u> <u>5584</u>	<u>6034</u> <u>5863</u>	<u>6336</u> <u>6154</u>
Parking Meter Attendant I	710125 ⁴	12 ⁴	<u>3891</u> <u>3782</u>	<u>4086</u> <u>3971</u>	<u>4291</u> <u>4172</u>	<u>4506</u> <u>4379</u>	<u>4732</u> <u>4599</u>
Parking Meter Attendant II	710126 ⁴	12 ⁴	<u>4307</u> <u>4163</u>	<u>4523</u> <u>4370</u>	<u>4750</u> <u>4586</u>	<u>4988</u> <u>4817</u>	<u>5238</u> <u>5058</u>
Parking Meter Attendant III Leadworker	710127	12	<u>4709</u> <u>4577</u>	<u>4945</u> <u>4805</u>	<u>5193</u> <u>5045</u>	<u>5453</u> <u>5298</u>	<u>5726</u> <u>5561</u>
Parks Maintenance Leadworker	510003	12	<u>4676</u> <u>4545</u>	<u>4910</u> <u>4772</u>	<u>5156</u> <u>5011</u>	<u>5414</u> <u>5261</u>	<u>5685</u> <u>5522</u>
Parks Maintenance Worker I	510001	12	<u>3589</u> <u>3440</u>	<u>3769</u> <u>3612</u>	<u>3958</u> <u>3792</u>	<u>4156</u> <u>3980</u>	<u>4364</u> <u>4178</u>
Parks Maintenance Worker II	510002	12	<u>4249</u> <u>4130</u>	<u>4462</u> <u>4335</u>	<u>4686</u> <u>4555</u>	<u>4921</u> <u>4782</u>	<u>5168</u> <u>5020</u>
Power Generation Operator/Mechanic	620055	12	<u>6416</u> <u>6236</u>	<u>6737</u> <u>6544</u>	<u>7074</u> <u>6873</u>	<u>7428</u> <u>7213</u>	<u>7800</u> <u>7575</u>
Property Maintenance Leadworker	810007	12	<u>4778</u> <u>4644</u>	<u>5017</u> <u>4874</u>	<u>5268</u> <u>5120</u>	<u>5532</u> <u>5376</u>	<u>5809</u> <u>5644</u>
Property Maintenance Worker	810006	12	<u>4460</u> <u>4335</u>	<u>4683</u> <u>4555</u>	<u>4918</u> <u>4784</u>	<u>5164</u> <u>5021</u>	<u>5423</u> <u>5270</u>
Roofer	810010	12	<u>4355</u> <u>4212</u>	<u>4573</u> <u>4421</u>	<u>4802</u> <u>4643</u>	<u>5043</u> <u>4873</u>	<u>5296</u> <u>5118</u>
Sanitation Operator	640021	12	<u>4740</u> <u>4606</u>	<u>4977</u> <u>4833</u>	<u>5226</u> <u>5075</u>	<u>5488</u> <u>5330</u>	<u>5763</u> <u>5594</u>
Senior Collection System Maintenance Specialist	630004	12	<u>5798</u> <u>5634</u>	<u>6088</u> <u>5913</u>	<u>6393</u> <u>6211</u>	<u>6713</u> <u>6520</u>	<u>7049</u> <u>6846</u>
Senior Communications Technician	710052	12	<u>6359</u> <u>6124</u>	<u>6677</u> <u>6429</u>	<u>7011</u> <u>6751</u>	<u>7362</u> <u>7086</u>	<u>7731</u> <u>7442</u>
Senior Custodian	810002	12	<u>3891</u> <u>3782</u>	<u>4086</u> <u>3971</u>	<u>4291</u> <u>4172</u>	<u>4506</u> <u>4379</u>	<u>4732</u> <u>4599</u>
Senior <u>Construction &</u> Heavy Equipment Operator	710026	12	<u>6617</u> <u>6432</u>	<u>6948</u> <u>6753</u>	<u>7296</u> <u>7089</u>	<u>7661</u> <u>7445</u>	<u>8045</u> <u>7818</u>
Senior Sanitation Operator	640022	12	<u>5377</u> <u>5226</u>	<u>5646</u> <u>5488</u>	<u>5929</u> <u>5761</u>	<u>6226</u> <u>6051</u>	<u>6538</u> <u>6350</u>
Senior Wastewater Mechanical Specialist	620062	12	<u>6306</u> <u>5667</u>	<u>6622</u> <u>5951</u>	<u>6954</u> <u>6247</u>	<u>7302</u> <u>6561</u>	<u>7668</u> <u>6885</u>
Senior Wastewater Treatment Plant Operator	620043	12	<u>6995</u> <u>6582</u>	<u>7345</u> <u>6913</u>	<u>7713</u> <u>7258</u>	<u>8099</u> <u>7619</u>	<u>8504</u> <u>8000</u>

Senior Water Distribution/Production Operator	610030	12	6995 6582	7345 6913	7713 7258	8099 7619	8504 8000
Senior Water Treatment Plant Operator	610039	12	7321 7139	7688 7496	8073 7871	8477 8265	8901 8679
Solid Waste Safety & Training Specialist	640005	12	5128 4984	5385 5228	5655 5486	5938 5753	6235 6034

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Unit 1 – Non-Supervisory Blue Collar (Local 39), retroactively effective December 30, 2024

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Street Maintenance Leadworker	710040	12	<u>4854</u> <u>4719</u>	<u>5097</u> <u>4953</u>	<u>5352</u> <u>5199</u>	<u>5620</u> <u>5461</u>	<u>5901</u> <u>5733</u>
Street Sweeper Lead Operator	710036	12	<u>5211</u> <u>5064</u>	<u>5472</u> <u>5317</u>	<u>5746</u> <u>5584</u>	<u>6034</u> <u>5863</u>	<u>6336</u> <u>6154</u>
Street Sweeper Operator	710035	12	<u>4740</u> <u>4606</u>	<u>4977</u> <u>4833</u>	<u>5226</u> <u>5075</u>	<u>5488</u> <u>5330</u>	<u>5763</u> <u>5594</u>
Tire Maintenance & Repair Technician	710081	12	<u>4854</u> <u>4606</u>	<u>5097</u> <u>4833</u>	<u>5352</u> <u>5075</u>	<u>5620</u> <u>5330</u>	<u>5901</u> <u>5594</u>
Tire Maintenance Worker	710080	12	<u>4460</u> <u>4185</u>	<u>4683</u> <u>4395</u>	<u>4918</u> <u>4612</u>	<u>5164</u> <u>4844</u>	<u>5423</u> <u>5085</u>
Traffic Maintenance Leadworker	710046	12	<u>4854</u> <u>4719</u>	<u>5097</u> <u>4953</u>	<u>5352</u> <u>5199</u>	<u>5620</u> <u>5461</u>	<u>5901</u> <u>5733</u>
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	<u>4003</u> <u>3891</u>	<u>4204</u> <u>4086</u>	<u>4415</u> <u>4289</u>	<u>4636</u> <u>4504</u>	<u>4868</u> <u>4727</u>
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	<u>4404</u> <u>4279</u>	<u>4625</u> <u>4493</u>	<u>4857</u> <u>4718</u>	<u>5100</u> <u>4952</u>	<u>5355</u> <u>5197</u>
Tree Trimmer Leadworker	510010	12	<u>4817</u> <u>4682</u>	<u>5058</u> <u>4915</u>	<u>5311</u> <u>5162</u>	<u>5577</u> <u>5421</u>	<u>5856</u> <u>5692</u>
Utility Leadworker	710010	12	<u>4676</u> <u>4545</u>	<u>4910</u> <u>4772</u>	<u>5156</u> <u>5014</u>	<u>5414</u> <u>5261</u>	<u>5685</u> <u>5522</u>
Waste Container Maintenance Worker	640010	12	<u>3891</u> <u>3782</u>	<u>4086</u> <u>3971</u>	<u>4291</u> <u>4172</u>	<u>4506</u> <u>4379</u>	<u>4732</u> <u>4599</u>
Wastewater Distributor Technician	620050	12	<u>4404</u> <u>4233</u>	<u>4625</u> <u>4444</u>	<u>4857</u> <u>4668</u>	<u>5100</u> <u>4900</u>	<u>5355</u> <u>5144</u>
Wastewater Mechanical Specialist	620061	12	<u>5854</u> <u>5381</u>	<u>6147</u> <u>5652</u>	<u>6455</u> <u>5932</u>	<u>6778</u> <u>6227</u>	<u>7117</u> <u>6538</u>
Wastewater Mechanical Technician	620060	12	<u>5270</u> <u>4894</u>	<u>5534</u> <u>5137</u>	<u>5811</u> <u>5394</u>	<u>6102</u> <u>5663</u>	<u>6408</u> <u>5946</u>
Wastewater Treatment Plant Operator-In-Training	620040 ¹	-	<u>4663</u> <u>4233</u>	<u>4897</u> <u>4444</u>	<u>5142</u> <u>4668</u>	<u>5400</u> <u>4900</u>	<u>5671</u> <u>5144</u>
Wastewater Treatment Plant Specialist	620042 ⁵	12 ⁵	<u>6168</u> <u>5667</u>	<u>6477</u> <u>5954</u>	<u>6801</u> <u>6247</u>	<u>7142</u> <u>6564</u>	<u>7500</u> <u>6885</u>
Wastewater Treatment Plant Technician	620041 ⁵	12 ⁵	<u>5830</u> <u>5381</u>	<u>6122</u> <u>5652</u>	<u>6429</u> <u>5932</u>	<u>6751</u> <u>6227</u>	<u>7089</u> <u>6538</u>
Water Distribution/Production Specialist	610029	12	<u>5854</u> <u>5381</u>	<u>6147</u> <u>5652</u>	<u>6455</u> <u>5932</u>	<u>6778</u> <u>6227</u>	<u>7117</u> <u>6538</u>
Water Distribution/Production Technician	610028	12	<u>5270</u> <u>4894</u>	<u>5534</u> <u>5137</u>	<u>5811</u> <u>5394</u>	<u>6102</u> <u>5663</u>	<u>6408</u> <u>5946</u>
Water Maintenance Mechanic Specialist	610032	12	<u>5830</u> <u>5381</u>	<u>6122</u> <u>5652</u>	<u>6429</u> <u>5932</u>	<u>6751</u> <u>6227</u>	<u>7089</u> <u>6538</u>
Water Maintenance Mechanic Technician	610031	12	<u>5270</u> <u>4894</u>	<u>5534</u> <u>5137</u>	<u>5811</u> <u>5394</u>	<u>6102</u> <u>5663</u>	<u>6408</u> <u>5946</u>
Water Quality Specialist	610034	12	<u>5854</u> <u>5381</u>	<u>6147</u> <u>5652</u>	<u>6455</u> <u>5932</u>	<u>6778</u> <u>6227</u>	<u>7117</u> <u>6538</u>
Water Quality Technician	610033	12	<u>5270</u> <u>4894</u>	<u>5534</u> <u>5137</u>	<u>5811</u> <u>5394</u>	<u>6102</u> <u>5663</u>	<u>6408</u> <u>5946</u>

Water System Trainee	610023 ¹	-	3589 3489	3769 3654	3958 3815	4156 3991	4364 4178
Water Treatment Plant Operator	610042	12	6359 5803	6677 6094	7011 6399	7362 6718	7731 7054
Water Treatment Plant Operator-In-Training	610041 ¹	-	4709 4233	4945 4444	5193 4668	5453 4900	5726 5144
Welder	710065	12	5064	5317	5584	5863	6154

- 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.

Retroactively effective 12/30/2024 by the Eighth Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 16

Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/2016

Classification Title	Deleted	Benchmarked To	Percent	Effective
Airport Public Safety Supervisor (310003)	7/1/24	Airport Public Safety Supervisor (310005)	114.44%	7/1/24
Assistant Chief of Wastewater Treatment Operations (620079)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
<u>Brake & Front End Specialist (710085)</u>	<u>10/20/25</u>	<u>Heavy Equipment Mechanic Leadworker (710102)</u>	<u>100%</u>	<u>10/20/25</u>
Bus Driver – F Step (320015)	1/1/17	Bus Driver – E Step (320015)	100%	1/1/17
Buyer I (140001)	1/28/16	Procurement Specialist (140002)	90%	1/28/16
Chief of Solid Waste Operations (640035)	7/1/18	Landscape Maintenance Superintendent (510027)	100%	7/1/18
City Traffic Engineer (210076)	7/1/18	Construction Manager (210096)	100%	7/1/18
Collection System Maintenance Operator I (630003)	5/29/17	Collection System Maintenance Technician (630001)	90%	5/29/17
Collection System Maintenance Supervisor (630005)	7/1/18	Wastewater Operations Supervisor (620072)	100%	7/1/18
Community Recreation Supervisor I (520015)	7/1/20	Community Services and Recreation Supervisor (520016)	96%	7/1/20
Community Revitalization Specialist – F Step (230053)	10/3/16	Community Revitalization Specialist – E Step (230053)	100%	10/3/16
Community Sanitation Supervisor I (720042)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
<u>Electronic Equipment Installer (710060)</u>	<u>10/20/25</u>	<u>Vehicle Upfitter (710050)</u>	<u>81.14%</u>	<u>10/20/25</u>
Emergency Preparedness Officer (420020)	7/1/18	Management Analyst II (150021)	100%	7/1/18
Executive Assistant to the Retirement Administrator (115006e)	7/1/21	Executive Assistant to the City Attorney (115004e)	100%	7/1/21
Ground Water Production Specialist (610037)	7/1/20	Water Distribution/Production Specialist (610029)	100%	7/1/20

EXHIBIT 16 Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16				
Classification Title	Deleted	Benchmarked To	Percent	Effective
Ground Water Production Technician (610036)	7/1/20	Water Distribution/Production Technician (610028)	100%	7/1/20
Industrial Electrician Supervisor (720020)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Labor Relations Secretary (115010)	7/1/18	Executive Assistant to Department Director (115003)	100%	7/1/18
Laboratory Supervisor (620014)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
<u>Locksmith (810015)</u>	<u>10/20/25</u>	<u>Roofer (810010)</u>	<u>100%</u>	<u>10/20/25</u>
Management Analyst III (150022)	7/1/18	Business Manager (150019)	100%	7/1/18
Police Officer – A Step (415002)	1/31/22	Police Officer – C Step (415002)	90.72%	1/31/22
Police Officer – B Step (415002)	1/31/22	Police Officer – C Step (415002)	95.23%	1/31/22
Police Specialist (415003)	7/1/19	Police Officer (415002)	100%	7/1/19
Plans Examiner I (210040)	10/3/16	Plans Examiner (210041)	84.61%	10/3/16
Power Generation System Supervisor (620056)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Risk/Safety Manager (150035)	7/1/18	Human Resources Manager (150025)	100%	7/1/18
Redevelopment Administrator (150080)	7/1/18	Assistant Director of Personnel Services (150043)	100%	7/1/18
Secretary (110050)	2/24/25	Senior Secretary (110051)	100%	2/24/25
Senior Ground Water Production Operator (610038)	7/1/20	Senior Water Distribution/Production Operator (610030)	100%	7/1/20
Sewer Maintenance Manager (630010)	7/1/18	Wastewater Manager (620095)	100%	7/1/18
Solid Waste System Supervisor (640030)	7/1/18	Sanitation Supervisor (640029)	100%	7/1/18
Special Guard (940010)	4/1/02	Police Cadet II (940006)	100%	12/10/20

EXHIBIT 16

Benchmarked Deleted Job Classifications or Deleted Pay Step, since 1/28/16

Classification Title	Deleted	Benchmarked To	Percent	Effective
Supervising Environmental Control Officer (620005)	7/1/18	Wastewater Environmental Supervisor (620073)	100%	7/1/18
Transit Maintenance Manager (320060)	7/1/18	Transit Operations Manager (320055)	100%	7/1/18
Waste Collector II (640020)	9/5/16	Sanitation Operator (640021)	84.19%	9/5/16
Waste Container Maintenance Worker (640011)	9/5/16	Waste Container Maintenance Worker (640010)	117.65%	9/5/16
Wastewater Lead Distributor (620051)	9/5/16	Wastewater Distributor Technician (620050)	118.92%	9/5/16
Wastewater Treatment Maintenance Supervisor (620070)	7/1/18	Wastewater System Supervisor (620071)	100%	7/1/18
Water System Operator I (610025)	7/1/18	Water Distribution/Production Technician (610028)	100%	7/1/18
Water System Operator II (610026)	7/1/18	Water Distribution/Production Specialist (610029)	100%	7/1/18
Water System Operator III (610027)	7/1/18	Senior Water Treatment Plant Operator (610039)	90.79%	7/1/18
<u>Welder (710065)</u>	<u>10/20/25</u>	<u>Combination Welder (710067)</u>	<u>90.14%</u>	<u>10/20/25</u>