

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective October 2, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125 ⁴	12 ⁴	2951	3099	3255	3417	3588
Parking Meter Attendant II	710126 ⁴	12 ⁴	3248	3410	3580	3759	3947
Parking Meter Attendant III	710127	12	3572	3750	3938	4134	4341
Parks Maintenance Leadworker	510003	12	3547	3724	3910	4105	4310
Parks Maintenance Worker I	510001	12	2683	2817	2958	3106	3261
Parks Maintenance Worker II	510002	12	3223	3384	3554	3731	3918
Power Generation Operator/Mechanic	620055	12	4867	5110	5365	5633	5915
Property Maintenance Leadworker	810007	12	3624	3805	3995	4195	4405
Property Maintenance Worker	810006	12	3385	3554	3733	3919	4114
Roofer	810010	12	3286	3450	3624	3804	3994
Sanitation Operator	640021	12	3593	3772	3961	4159	4367
Senior Collection System Maintenance Specialist	630004	12	4397	4617	4848	5090	5345
Senior Communications Technician	710052	12	4780	5019	5270	5533	5810
Senior Custodian	810002	12	2951	3099	3255	3417	3588
Senior Ground Water Production Operator	610038	12	5139	5396	5666	5949	6246
Senior Heavy Equipment Operator	710026	12	5021	5272	5535	5812	6103
Senior Sanitation Operator	640022	12	3952	4150	4357	4575	4804
Senior Wastewater Mechanical Specialist	620062	12	4424	4645	4877	5121	5377
Senior Wastewater Treatment Plant Operator	620043	12	5139	5396	5666	5949	6246
Senior Water Distribution/Production Operator	610030	12	5139	5396	5666	5949	6246
Senior Water Treatment Operator	610039	12	5244	5506	5781	6071	6374
Solid Waste Safety & Training Specialist	640005	12	3751	3939	4136	4343	4560
Street Maintenance Leadworker	710040	12	3682	3866	4059	4262	4475
Street Sweeper Lead Operator	710036	12	3952	4150	4357	4575	4804
Street Sweeper Operator	710035	12	3593	3772	3961	4159	4367
Tire Maintenance & Repair Technician	710081	12	3593	3772	3961	4159	4367
Tire Maintenance Worker	710080	12	3266	3429	3600	3781	3969
Traffic Maintenance Leadworker	710046	12	3682	3866	4059	4262	4475

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.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Traffic Maintenance Worker I	710044 ⁴	12 ⁴	3037	3188	3347	3515	3690
Traffic Maintenance Worker II	710045 ⁴	12 ⁴	3339	3506	3681	3865	4058
Tree Trimmer Leadworker	510010	12	3654	3837	4029	4231	4442
Utility Leadworker	710010	12	3547	3724	3910	4105	4310
Waste Collector II	640020	6	2770	2906	3051	3205	3365
Waste Container Maintenance Worker	640010	12	2951	3099	3255	3417	3588
Waste Container Maintenance Worker	640011	6	3190	3348	3515	3692	3879
Wastewater Distributor Technician	620050	12	3304	3469	3642	3824	4015
Wastewater Lead Distributor	620051	12	3262	3425	3596	3776	3965
Wastewater Mechanical Specialist	620061	12	4200	4410	4630	4862	5105
Wastewater Mechanical Technician	620060	12	3819	4010	4210	4420	4641
Wastewater Treatment Plant Operator-In-Training	620040 ¹	–	3304	3469	3642	3824	4015
Wastewater Treatment Plant Specialist	620042	12	4424	4645	4877	5121	5377
Wastewater Treatment Plant Technician	620041	12	4200	4410	4630	4862	5105
Water Distribution/Production Specialist	610029	12	4200	4410	4630	4862	5105
Water Distribution/Production Technician	610028	12	3819	4010	4210	4420	4641
Water Maintenance Mechanic Specialist	610032	12	4200	4410	4630	4862	5105
Water Maintenance Mechanic Technician	610031	12	3819	4010	4210	4420	4641
Water Quality Specialist	610034	12	4200	4410	4630	4862	5105
Water Quality Technician	610033	12	3819	4010	4210	4420	4641
Water System Operator I	610025	12	3421	3593	3772	3961	4159
Water System Operator II	610026	12	3796	3986	4185	4394	4614
Water System Operator III	610027	12	4771	5010	5262	5523	5799
Welder	710065	12	3952	4150	4357	4575	4804

- 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).
- 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.

10/2/2017 Fourth Council Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective September 25, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	2796	2926	3070	3202	3351	-
Call Center Representative II	115071 ³	12 ³	3064	3202	3351	3509	3674	-
Central Printing Clerk	120005	12	2595	2715	2839	2970	3109	-
City Records Specialist	115025	12	3403	3561	3729	3904	4089	-
Commercial Building Inspector	230015	12	4955	5190	5440	5696	5971	-
Community Recreation Assistant	520010	12	2825	2952	3075	3198	3339	-
Community Revitalization Specialist	230053	12	4615	4838	5071	5347	5570	-
Community Revitalization Technician	230059	12	3210	3360	3516	3682	3856	-
Community Services Officer I	410025 ⁴	12 ⁴	2934	3069	3210	3360	3516	-
Community Services Officer II	410026 ⁴	12 ⁴	3210	3360	3516	3682	3856	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	4043	4232	4433	4645	4866	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	4751	4975	5214	5463	5727	-
Computer Systems Specialist III	125012	12	5326	5581	5851	6130	6428	-
Construction Compliance Specialist	150055	12	3958	4138	4335	4542	4755	-
Crime Specialist	410008	12	4751	4975	5214	5463	5727	-
Crime Scene Technician I	410010 ⁴	12 ⁴	3787	3964	4151	4349	4556	-
Crime Scene Technician II	410011 ⁴	12 ⁴	4151	4349	4556	4771	5001	-
Customer Services Clerk I	115060 ³	6 ³	2559	2675	2796	2926	3064	-
Customer Services Clerk II	115061 ³	12 ³	2796	2926	3064	3202	3351	-
Development Services Coordinator	230057	12	4608	4861	5097	5341	5597	-
Digital Forensics Analyst	410050	12	6103	6408	6728	7064	7417	-
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3462	3601	3751	3923	4088	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	3708	3883	4069	4261	4456	-
Emergency Services Dispatcher III	410003	12	4145	4335	4546	4756	4981	-

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.

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.

9/25/2017 Fourth Council Amendment
Supersedes Original

EXHIBIT 7 Unit 7 – Non-Supervisory Groups and Crafts (IBEW) , effective September 18, 2017				
CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	6336
Concrete Finisher	730005	12	Flat Rate	5526
Electrician	730010	12	Flat Rate	5731
Industrial Electrician	730012	12	Flat Rate	6336
Painter	730015	12	Flat Rate	5035
Plumber	730030	12	Flat Rate	5731

9/18/2017 Fourth Council Amendment
 Supersedes Original

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective September 22, 2017

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Emergency Preparedness Officer	420020e	12	4094	4295	4504	4725	4954
Emergency Services Communications Supervisor	410004e	12	4588	4812	5046	5294	5553
Energy Efficiency Supervisor	230058e	12	4905	5146	5398	5664	5941
Equipment Supervisor	720031e	12	5570	5841	6128	6429	6746
Fire Prevention Engineer	210055e	12	6085	6384	6698	7026	7374
Fleet Administration Supervisor	720025e	12	5401	5664	5941	6234	6540
Forestry Supervisor I	510030e	12	4261	4471	4689	4920	5158
Forestry Supervisor II	510031e	12	4676	4905	5147	5401	5664
Grant Writer	150105e	12	4380	4600	4830	5071	5325
Historic Preservation Specialist	230066e	12	5631	5910	6201	6503	6823
Housing Program Supervisor	230055e	12	5347	5611	5885	6174	6476
Human Resources Analyst	150016e	12	4500	4720	4949	5192	5447
Human Resources Records Supervisor	115050e	12	4371	4585	4809	5043	5292
Industrial Electrician Supervisor	720020e	12	5843	6136	6443	6764	7104
Information Services Supervisor	125032e	12	6305	6615	6938	7280	7642
Laboratory Supervisor	620014e	12	5087	5336	5597	5872	6161
Landscape Maintenance Superintendent	510027e	12	5852	6140	6441	6757	7089
Lead Risk Analyst	150008e	12	4941	5188	5447	5720	6006
Management Analyst I	150020e ⁴	12	3339	3502	3672	3851	4041
Management Analyst II	150021e ⁴	12	4094	4295	4504	4725	4954
Parking Supervisor	720035e	12	3141	3291	3450	3618	3957
Parks Supervisor I	510025e	12	4261	4471	4689	4920	5158
Parks Supervisor II	510026e	12	4676	4905	5147	5401	5664
Planner III	220007e	12	5011	5258	5514	5786	6070
Power Generation System Supervisor	620056e	12	5570	5841	6128	6429	6746
Principal Accountant	130014e	12	5557	5830	6117	6417	6732
Procurement Supervisor	140004e	12	4895	5136	5383	5649	5925

e Exempt class, see Section 4.

4 This is 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.

EXHIBIT 14

Unit 14 – Management Classes (CFMEA), effective October 2, 2017

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Administrative Manager	220025e	–	E11		7937	-	9912	
Airports Marketing & Public Relations Coordinator	310150e	–	E14		6022		7520	
Airports Operations Manager	310020e	–	E12		7216	-	9011	
Airports Planning Manager	310019e	–	E11		7937	-	9912	
Airports Properties Manager	310021e	–	E12		7216	-	9011	
Assistant City Clerk	115030e	–	E14		6022		7520	
Building Services Manager	230031e	–	E18		8136	-	10160	
Business Manager	150019e	–	E12		7216	-	9011	
City Traffic Engineer	210076e	–	E12		7216	-	9011	
Communications Manager	125060e	–	E11		7937	-	9912	
Community Sanitation Manager	720040e	–	E14		6022		7520	
Construction Manager	210096	–	E12		7216	-	9011	
Crime Scene Investigation Bureau Manager	410015e	–	E12		7216	-	9011	
Deputy City Engineer	210081e	–	E18		8136	-	10160	
Division Manager	150024e	–	E12		7216	-	9011	
Economic Development Analyst	150095e	–	E14		6022		7520	
Facilities Manager	810040e	–	E12		7216	-	9011	
Fleet Manager	720032e	–	E12		7216	-	9011	
Housing & Neighborhood Revitalization Manager	230065e	–	E11		7937	-	9912	
Information Services Manager	125055e	–	E11		7937	-	9912	
Law Office Manager	115020e	–	E12		7216	-	9011	
Management Analyst III	150022e	–	E12		7216	-	9011	
Parks Manager	510035e	–	E12		7216	-	9011	
Personnel Manager	150026e	–	E12		7216	-	9011	
Planning Manager	220010e	–	E11		7937	-	9912	
Projects Administrator	150063e	–	E11		7937	-	9912	
Public Works Manager	210095e	–	E11		7937	-	9912	
Purchasing Manager	140005e	–	E12		7216	-	9011	

e Exempt class, see Section 4.

10/2/2017 Fourth Council Amendment
Supersedes Original