

EXHIBIT 1
Unit 1- Non-Supervisory Blue Collar (Local 39)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Airport Maintenance Leadworker | 310010 | 6 | 2838 | 2980 | 3130 | 3287 | 3450 |
| Airports Building Maintenance Technician | 310011 | 12 | 2680 | 2814 | 2956 | 3104 | 3259 |
| Airports Operations Specialist | 310012 | 6 | 2573 | 2703 | 2838 | 2980 | 3130 |
| Automotive Painter | 710090 | 6 | 3224 | 3385 | 3555 | 3733 | 3920 |
| Automotive Parts Leadworker | 145006 | 6 | 2778 | 2918 | 3065 | 3218 | 3380 |
| Automotive Parts Specialist | 145005 | 6 | 2520 | 2646 | 2778 | 2918 | 3065 |
| Body & Fender Repairer | 320036 | 6 | 3224 | 3385 | 3555 | 3733 | 3920 |
| Body & Fender Repairer Leadworker | 320037 | 6 | 3555 | 3733 | 3920 | 4116 | 4323 |
| Body & Fender Repairer Trainee | 320035 | 6 | 2650 | 2784 | 2924 | 3070 | 3224 |
| Brake & Front End Specialist | 710085 | 6 | 3555 | 3733 | 3920 | 4116 | 4323 |
| Bus Air Conditioning Mechanic | 320031 | 6 | 3224 | 3385 | 3555 | 3733 | 3920 |
| Bus Air Conditioning Mechanic Leadworker | 320032 | 6 | 3555 | 3733 | 3920 | 4116 | 4323 |
| Bus Air Conditioning Mechanic Trainee | 320030 | 6 | 2650 | 2784 | 2924 | 3070 | 3224 |
| Bus Equipment Attendant Leadworker | 320040 | 6 | 2545 | 2673 | 2808 | 2948 | 3096 |
| Bus Mechanic I | 320020 | 6 | 2650 | 2784 | 2924 | 3070 | 3224 |
| Bus Mechanic II | 320021 | 6 | 3224 | 3385 | 3555 | 3733 | 3920 |
| Bus Mechanic Leadworker | 320022 | 6 | 3555 | 3733 | 3920 | 4116 | 4323 |
| Combination Welder II | 710065 | 6 | 3224 | 3385 | 3555 | 3733 | 3920 |
| Combination Welder Leadworker | 710066 | 6 | 3555 | 3733 | 3920 | 4116 | 4323 |
| Communications Technician I | 710050 | ** | 3206 | 3368 | 3535 | 3712 | 3898 |
| Communications Technician II | 710051 | ** | 3535 | 3712 | 3898 | 4094 | 4299 |
| Convention Center Worker I | 820015 | 12 | 2054 | 2156 | 2265 | 2379 | 2497 |
| Convention Center Worker II | 820016 | 6 | 2680 | 2814 | 2956 | 3104 | 3259 |
| Convention Center Leadworker | 820017 | 6 | 2956 | 3104 | 3259 | 3422 | 3594 |
| Cross Connection Control Technician | 610040 | 6 | 2982 | 3132 | 3289 | 3454 | 3628 |
| Custodian | 810001 | 12 | 1980 | 2071 | 2173 | 2270 | 2375 |
| Electronic Equipment Installer | 710060 | 6 | 2580 | 2709 | 2845 | 2987 | 3138 |

EXHIBIT 1
Unit 1- Non-Supervisory Blue Collar (Local 39)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|-------------------------------------|----------|----------|------|------|------|------|------|
| Equipment Service Worker I | 710075 | 12 | 2054 | 2156 | 2265 | 2379 | 2497 |
| Equipment Service Worker II | 710076 | 6 | 2402 | 2524 | 2650 | 2784 | 2924 |
| Fire Equipment Mechanic I | 420010 | 6 | 2650 | 2784 | 2924 | 3070 | 3224 |
| Fire Equipment Mechanic II | 420011 | 6 | 3224 | 3385 | 3555 | 3733 | 3920 |
| Fire Equipment Mechanic Leadworker | 420012 | 6 | 3555 | 3733 | 3920 | 4116 | 4323 |
| Heavy Equipment Operator | 710025 | 6 | 3130 | 3287 | 3452 | 3625 | 3806 |
| Heavy Equipment Mechanic I | 710100 | *** | 2650 | 2784 | 2924 | 3070 | 3224 |
| Heavy Equipment Mechanic II | 710101 | 6 | 3224 | 3385 | 3555 | 3733 | 3920 |
| Heavy Equipment Mechanic Leadworker | 710102 | 6 | 3555 | 3733 | 3920 | 4116 | 4323 |
| Helicopter Mechanic | 410040 | 12 | 3224 | 3385 | 3555 | 3733 | 3920 |
| Helicopter Mechanic Leadworker | 410041 | 12 | 3555 | 3733 | 3920 | 4116 | 4323 |
| Instrumentation Specialist | 620025 | 6 | 3556 | 3734 | 3921 | 4118 | 4324 |
| Instrumentation Technician | 620026 | 12 | 3149 | 3306 | 3473 | 3647 | 3829 |
| Irrigation Specialist | 510005 | 6 | 2774 | 2912 | 3059 | 3212 | 3373 |
| Laborer | 710005 | 12 | 2084 | 2181 | 2281 | 2385 | 2497 |
| Light Equipment Mechanic I | 710095 | *** | 2650 | 2784 | 2924 | 3070 | 3224 |
| Light Equipment Mechanic II | 710096 | 6 | 3224 | 3385 | 3555 | 3733 | 3920 |
| Light Equipment Mechanic Leadworker | 710097 | 6 | 3555 | 3733 | 3920 | 4116 | 4323 |
| Light Equipment Operator | 710020 | 6 | 2838 | 2980 | 3130 | 3287 | 3452 |
| Locksmith | 810015 | 6 | 2680 | 2814 | 2956 | 3104 | 3259 |
| Maintenance & Construction Worker | 710015 | 6 | 2573 | 2703 | 2838 | 2980 | 3130 |
| Maintenance Carpenter I | 810020 | 6 | 2949 | 3097 | 3252 | 3415 | 3587 |
| Maintenance Carpenter II | 810021 | 6 | 3252 | 3415 | 3587 | 3767 | 3956 |
| Maintenance & Service Worker | 710001 | 6 | 1906 | 2002 | 2103 | 2209 | 2320 |
| Mini Bus Operator | 320010 | 6 | 2097 | 2202 | 2312 | 2427 | 2549 |
| Park Equipment Mechanic II | 710110 | 6 | 2924 | 3070 | 3224 | 3385 | 3555 |
| Park Equipment Mechanic Leadworker | 710111 | 6 | 3224 | 3385 | 3555 | 3733 | 3920 |

EXHIBIT 1
Unit 1- Non-Supervisory Blue Collar (Local 39)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Parking Meter Attendant I | 710125 | ** | 2134 | 2241 | 2353 | 2470 | 2595 |
| Parking Meter Attendant II | 710126 | ** | 2353 | 2470 | 2595 | 2725 | 2861 |
| Parking Meter Attendant III | 710127 | 6 | 2595 | 2725 | 2861 | 3004 | 3155 |
| Parks Maintenance Worker I | 510001 | 12 | 2171 | 2280 | 2394 | 2515 | 2641 |
| Parks Maintenance Worker II | 510002 | 6 | 2515 | 2641 | 2774 | 2912 | 3059 |
| Parks Maintenance Leadworker | 510003 | 6 | 2774 | 2912 | 3059 | 3212 | 3373 |
| Power Generation Operator/Mechanic | 620055 | 6 | 3230 | 3391 | 3561 | 3739 | 3928 |
| Property Maintenance Worker I | 810005 | ** | 2429 | 2553 | 2680 | 2814 | 2956 |
| Property Maintenance Worker II | 810006 | ** | 2680 | 2814 | 2956 | 3104 | 3259 |
| Property Maintenance Leadworker | 810007 | 6 | 2956 | 3104 | 3259 | 3422 | 3594 |
| Roofer | 810010 | 6 | 2680 | 2814 | 2956 | 3104 | 3259 |
| Senior Communications Technician | 710052 | 6 | 3898 | 4094 | 4299 | 4514 | 4742 |
| Senior Custodian | 810002 | 6 | 2083 | 2188 | 2298 | 2415 | 2535 |
| Senior Heavy Equipment Operator | 710026 | 6 | 3969 | 4168 | 4377 | 4596 | 4827 |
| Senior Stage Technician | 820021 | 6 | 2956 | 3104 | 3259 | 3422 | 3594 |
| Senior Waste Container Maintenance Worker | 640012 | 6 | 2890 | 3035 | 3187 | 3346 | 3515 |
| Senior Wastewater Treatment Plant Operator | 620043 | 6 | 3623 | 3804 | 3995 | 4196 | 4405 |
| Senior Water Treatment Operator | 610035 | 6 | 2976 | 3126 | 3282 | 3447 | 3620 |
| Senior Zoo Keeper | 530002 | 6 | 2547 | 2675 | 2810 | 2950 | 3099 |
| Sewer Worker II | 630001 | 6 | 2454 | 2577 | 2706 | 2841 | 2983 |
| Sewer Leadworker | 630002 | 6 | 2706 | 2841 | 2983 | 3133 | 3291 |
| Solid Waste Safety & Training Specialist | 640005 | 6 | 2941 | 3088 | 3244 | 3407 | 3578 |
| Stage Technician | 820020 | 6 | 2680 | 2814 | 2956 | 3104 | 3259 |
| Street Maintenance Leadworker | 710040 | 6 | 2838 | 2980 | 3130 | 3287 | 3452 |
| Street Sweeper Lead Operator | 710036 | 6 | 2951 | 3100 | 3255 | 3417 | 3589 |
| Street Sweeper Operator II | 710035 | 6 | 2676 | 2811 | 2951 | 3100 | 3255 |
| Tire Maintenance & Repair Technician | 710081 | 6 | 2600 | 2730 | 2867 | 3011 | 3162 |
| Tire Maintenance Worker | 710080 | 6 | 2381 | 2499 | 2626 | 2757 | 2896 |

EXHIBIT 1
Unit 1- Non-Supervisory Blue Collar (Local 39)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|----------|----------|------|------|------|------|------|
| Traffic Maintenance Worker I | 710044 | 12 | 2356 | 2475 | 2599 | 2729 | 2867 |
| Traffic Maintenance Worker II | 710045 | 6 | 2593 | 2722 | 2859 | 3002 | 3153 |
| Traffic Maintenance Leadworker | 710046 | 6 | 2859 | 3002 | 3153 | 3311 | 3478 |
| Tree Trimmer Leadworker | 510010 | 6 | 2980 | 3130 | 3287 | 3452 | 3625 |
| Upholsterer | 710070 | 6 | 2306 | 2421 | 2542 | 2670 | 2804 |
| Utility Leadworker | 710010 | 6 | 2578 | 2696 | 2826 | 2956 | 3096 |
| Waste Collector II | 640020 | 6 | 2303 | 2418 | 2538 | 2667 | 2800 |
| Waste Collector Leadworker | 640021 | 6 | 2667 | 2800 | 2941 | 3088 | 3244 |
| Waste Container Maintenance Assistant | 640010 | 6 | 2266 | 2380 | 2498 | 2624 | 2756 |
| Waste Container Maintenance Worker | 640011 | 6 | 2667 | 2800 | 2941 | 3088 | 3244 |
| Wastewater Distributor | 620050 | 6 | 2291 | 2408 | 2528 | 2655 | 2788 |
| Wastewater Lead Distributor | 620051 | 6 | 2728 | 2864 | 3008 | 3158 | 3317 |
| Wastewater Treatment Plant Mechanic I | 620060 | 6 | 2393 | 2502 | 2616 | 2742 | 2873 |
| Wastewater Treatment Plant Mechanic II | 620061 | 6 | 3013 | 3164 | 3322 | 3488 | 3663 |
| Wastewater Treatment Plant Lead Mechanic | 620062 | 6 | 3230 | 3391 | 3561 | 3739 | 3928 |
| Wastewater Treatment Plant Operator-In-Training | 620040 | * | 2291 | 2408 | 2528 | 2655 | 2788 |
| Wastewater Treatment Plant Operator I | 620041 | 6 | 2637 | 2769 | 2908 | 3053 | 3206 |
| Wastewater Treatment Plant Operator II | 620042 | 6 | 3047 | 3200 | 3361 | 3528 | 3705 |
| Water System Operator I | 610025 | 6 | 2578 | 2707 | 2842 | 2984 | 3135 |
| Water System Operator II | 610026 | 6 | 2976 | 3126 | 3282 | 3447 | 3620 |
| Water System Operator III | 610027 | 12 | 3893 | 4089 | 4294 | 4509 | 4734 |
| Zoo Keeper | 530001 | 6 | 2312 | 2427 | 2550 | 2677 | 2812 |

- * This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section 2-1601.1(p)(5).
- ** This Class is in a flexibly-staffed series which requires one year of satisfactory service before an employee can “flex” to the journey level. An employee in this series must serve a probationary period of one year.
- *** This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section 2-1601.1(p)(5).

EXHIBIT 2
Section 2.0 - Non - Represented Classes

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|--|----------|----------|-----------------|-------------------|------|------|--------|------|
| Airport Public Safety Manager | 310004* | -- | E3 | | 2500 | - | 7700 | |
| Airport Public Safety Supervisor | 310003 | 12 | | | 4000 | - | 7000 | |
| Assistant City Attorney | 160008* | -- | E2 | | 4000 | - | 10,100 | |
| Assistant City Manager | 150135* | -- | E1 | | 5000 | - | 10,700 | |
| Assistant Controller | 135020* | -- | E2 | | 4000 | - | 10,100 | |
| Assistant Director of Administrative Services | 150040* | | E2 | | 4000 | - | 10,100 | |
| Assistant Director of Parks, Recreation & Community Services | 520030* | -- | E2 | | 4000 | - | 10,100 | |
| Assistant Director of Personnel | 150043* | -- | E2 | | 4000 | - | 10,100 | |
| Assistant Director of Public Utilities | 620100* | -- | E2 | | 4000 | - | 10,100 | |
| Assistant Director of Public Works | 210089* | -- | E2 | | 4000 | - | 10,100 | |
| Assistant Film Commissioner | 820050* | -- | E3 | | 2500 | - | 7700 | |
| Assistant Ombudsperson | 150115* | -- | | | 1700 | - | 3400 | |
| Assistant Police Chief | 415010* | -- | E2 | | 4000 | - | 10,100 | |
| Assistant Retirement Administrator | 135040* | -- | E3 | | 2500 | - | 7700 | |
| Assistant Treasurer | 135017* | -- | E2 | | 4000 | - | 10,100 | |
| Benefits Coordinator | 150048* | 12 | | 3576 | 3755 | 3943 | 4140 | 4347 |
| Budget Analyst | 135006* | 12 | | | 2600 | - | 4700 | |
| Budget Manager | 135008* | -- | E2 | | 4000 | - | 10,100 | |
| Chief Assistant City Attorney | 160015* | -- | E1 [#] | | 5000 | - | 11,655 | |
| Chief Information Officer | 125067* | -- | E1 | | 5000 | - | 10,700 | |
| Chief of Staff to the Mayor | 150123* | -- | E3 | | 2500 | - | 7700 | |
| City Administrative Hearing Officer | 150110* | -- | E1 | | 5000 | - | 10,700 | |
| City Attorney | 160009* | -- | | 124,488 - 180,000 | | | | |
| City Clerk | 150125* | -- | | | 5000 | - | 10,700 | |
| City Engineer | 210080* | -- | E1 | | 5000 | - | 10,700 | |
| City Manager | 150130* | -- | | 124,488 - 180,000 | | | | |
| Community Coordinator | 150075* | -- | E3 | | 2500 | - | 7700 | |
| Controller | 135021* | -- | E1 | | 5000 | - | 10,700 | |

EXHIBIT 2
Section 2.0 - Non - Represented Classes

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|---|----------|----------|-------|---|------|---|--------|---|
| Convention Center Director | 820035* | -- | E1 | | 5000 | - | 10,700 | |
| Council Assistant | 150085* | -- | | | 2500 | - | 7700 | |
| Deputy City Attorney I | 160005* | -- | | | 2600 | - | 4700 | |
| Deputy City Attorney II | 160006* | -- | E3 | | 2500 | - | 7700 | |
| Deputy City Attorney III | 160007* | -- | E3 | | 2500 | - | 7700 | |
| Deputy City Manager | 150140* | -- | E3 | | 2500 | - | 7700 | |
| Deputy Development Director-Inspection | 230035* | -- | E2 | | 4000 | - | 10,100 | |
| Deputy Development Director-Planning | 220015* | -- | E2 | | 4000 | - | 10,100 | |
| Deputy Mayor | 150200* | -- | E3 | | 2500 | - | 7700 | |
| Director of Administrative Services | 150041* | | E1 | | 5000 | - | 10,700 | |
| Director of Aviation | 310045* | | E1 | | 5000 | - | 10,700 | |
| Director of Development | 220020* | -- | E1 | | 5000 | - | 10,700 | |
| Director of General Services | 150150* | -- | E1 | | 5000 | - | 10,700 | |
| Director of Housing & Neighborhood Revitalization | 230070* | -- | E1 | | 5000 | - | 10,700 | |
| Director of Personnel | 150042* | -- | E1 | | 5000 | - | 10,700 | |
| Director of Public Utilities | 620101* | -- | E1 | | 5000 | - | 10,700 | |
| Director of Transportation | 310040* | -- | E1 | | 5000 | - | 10,700 | |
| Economic Development Analyst | 150095* | -- | E3 | | 2500 | - | 7700 | |
| Economic Development Coordinator | 150090* | -- | E3 | | 2500 | - | 7700 | |
| Economic Development Director | 150099* | -- | E1 | | 5000 | - | 10,700 | |
| Economic Development Manager | 150100* | -- | E1 | | 5000 | - | 10,700 | |
| Education Liaison | 150210* | -- | E3 | | 2500 | - | 7700 | |
| Executive Analyst to the Council | 150120* | -- | E3 | | 2500 | - | 7700 | |
| Executive Assistant to the City Manager | 115001* | 12 | | | 2600 | - | 4700 | |
| Executive Assistant to Department Director | 115003* | 12 | | | 2600 | - | 4700 | |
| Film Commissioner | 820051* | -- | E3 | | 2500 | - | 7700 | |
| Fire Chief | 425007* | -- | E1 | | 5000 | - | 10,700 | |
| Grant Writer | 150105* | -- | E3 | | 2500 | - | 7700 | |
| Human Resources Manager | 150025* | -- | E3 | | 2500 | - | 7700 | |

EXHIBIT 2
Section 2.0 - Non - Represented Classes

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|---|----------|----------|-----------------|---|------|---|--------|---|
| Internal Auditor | 135010* | 12 | | | 2600 | - | 4700 | |
| Labor Relations Manager | 150030* | -- | E3 | | 2500 | - | 7700 | |
| Labor Relations Secretary | 115010 | 12 | | | 2600 | - | 4700 | |
| Labor Relations Specialist | 150031* | -- | | | 2600 | - | 4700 | |
| Ombudsperson | 150116* | -- | E3 | | 2500 | - | 7700 | |
| Organization Development & Training Manager | 150144* | -- | E3 | | 2500 | - | 7700 | |
| Parks, Recreation & Community Services Director | 520035* | -- | E1 | | 5000 | - | 10,700 | |
| Police Chief | 415008* | -- | E1 [†] | | 5000 | | 12,238 | |
| Principal Budget Analyst | 135009* | -- | E3 | | 2500 | - | 7700 | |
| Principal Internal Auditor | 135011* | -- | E3 | | 2500 | - | 7700 | |
| Public Affairs Officer | 150118* | -- | E3 | | 2500 | - | 7700 | |
| Public Works Director | 210085* | -- | E1 | | 5000 | - | 10,700 | |
| Redevelopment Administrator | 150080* | -- | E2 [◆] | | 7679 | - | 10,100 | |
| Retirement Administrator | 135030* | -- | E2 | | 4000 | - | 10,100 | |
| Risk/Safety Manager | 150035* | -- | E3 | | 2500 | - | 7700 | |
| Senior Budget Analyst | 135007* | -- | E3 | | 2500 | - | 7700 | |
| Senior Deputy City Attorney | 160013* | -- | E2 | | 4000 | - | 10,100 | |
| Senior Human Resources/Risk Analyst | 150017* | -- | E3 | | 2500 | - | 7700 | |
| Transit General Manager | 320065* | -- | E2 | | 4000 | - | 10,100 | |
| Zoo Manager | 530030* | -- | E2 | | 4000 | - | 10,100 | |

Applicable to Chief Assistant City Attorney effective July 1, 2002.

◆ Applicable to Redevelopment Administrator effective July 1, 2003.

† Applicable to Police Chief effective July 1, 2004.

* Exempt class, see Narrative Section 4.

EXHIBIT 2
Section 2.1 - Police Management

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|---------------------|----------|----------|-------|------|------|------|--------|------|
| Deputy Police Chief | 415007* | -- | E2 | | 4000 | -- | 10,100 | |
| Police Captain | 415006* | 12 | | 7768 | 8156 | 8566 | 8993 | 9445 |
| Police Lieutenant | 415005* | 12 | | 6746 | 7084 | 7439 | 7811 | 8201 |

* Exempt class, see Narrative Section 4.

EXHIBIT 2
Section 2.2- Fire Management

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|----------------------|----------|----------|-------|------|------|------|--------|------|
| Fire Battalion Chief | 425005* | 12 | | 6720 | 7056 | 7408 | 7778 | 8166 |
| Fire Bureau Chief | 425006* | -- | E2 | | 5600 | -- | 10,100 | |

* Exempt class, see Narrative Section 4.

EXHIBIT 2
Section 2.3 - Management Confidential Classes (CFMEA)

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|---|----------|----------|-------|---|------|---|------|---|
| Airports Development Manager | 310022* | -- | E3 | | 2500 | - | 7700 | |
| Airports Operations Manager | 310020* | -- | E3 | | 2500 | - | 7700 | |
| Airports Planning Manager | 310021* | -- | E3 | | 2500 | - | 7700 | |
| Airports Projects Manager | 310019* | -- | E3 | | 2500 | - | 7700 | |
| Assistant City Clerk | 115030* | -- | E3 | | 2500 | - | 7700 | |
| Building & Safety Services Manager | 230031* | -- | E3 | | 2500 | - | 7700 | |
| Chandler Airport Superintendent | 310030* | -- | E3 | | 2500 | - | 7700 | |
| City Construction Engineer | 210060* | -- | E3 | | 2500 | - | 7700 | |
| City Design Engineer | 210065* | -- | E3 | | 2500 | - | 7700 | |
| City Traffic Engineer | 210076* | -- | E3 | | 2500 | - | 7700 | |
| Communications Manager | 125060* | -- | E3 | | 2500 | - | 7700 | |
| Community Sanitation Manager | 720040* | -- | E3 | | 2500 | - | 7700 | |
| Convention Center Manager | 820040* | -- | E3 | | 2500 | - | 7700 | |
| Deputy Recreation Manager | 520020* | -- | E3 | | 2500 | - | 7700 | |
| Emergency Services Communications Manager | 410005* | -- | E3 | | 2500 | - | 7700 | |
| Facilities Manager | 810040* | -- | E3 | | 2500 | - | 7700 | |
| Fleet Manager | 720032* | -- | E3 | | 2500 | - | 7700 | |
| Housing & Neighborhood Revitalization Manager | 230065* | -- | E3 | | 2500 | - | 7700 | |
| Information Services Manager | 125055* | -- | E3 | | 2500 | - | 7700 | |
| Law Office Manager | 115020* | -- | E3 | | 2500 | - | 7700 | |
| Management Analyst III | 150022* | -- | E3 | | 2500 | - | 7700 | |
| Parks Manager | 510035* | -- | E3 | | 2500 | - | 7700 | |
| Planning & Development Administrative Manager | 220025* | -- | E3 | | 2500 | - | 7700 | |
| Planning Manager | 220010* | -- | E3 | | 2500 | - | 7700 | |
| Police Technical Services Manager | 410045* | -- | E3 | | 2500 | - | 7700 | |
| Public Works Administrative Division Manager | 210090* | -- | E3 | | 2500 | - | 7700 | |
| Public Works Manager | 210095* | -- | E3 | | 2500 | - | 7700 | |

EXHIBIT 2
Section 2.3 - Management Confidential Classes (CFMEA)

| CLASS TITLE | JOB CODE | PROB PER | RANGE | A | B | C | D | E |
|-----------------------------|----------|----------|-------|---|------|---|------|---|
| Purchasing Manager | 140005* | -- | E3 | | 2500 | - | 7700 | |
| Records Manager | 115046* | -- | E3 | | 2500 | - | 7700 | |
| Recreation Manager | 520025* | -- | E3 | | 2500 | - | 7700 | |
| Retirement Benefits Manager | 135045* | -- | E3 | | 2500 | - | 7700 | |
| Revenue Manager | 135026* | -- | E3 | | 2500 | - | 7700 | |
| Sewer Maintenance Manager | 630010* | -- | E3 | | 2500 | - | 7700 | |
| Solid Waste Manager | 640040* | -- | E3 | | 2500 | - | 7700 | |
| Street Maintenance Manager | 720003* | -- | E3 | | 2500 | - | 7700 | |
| Training Officer | 150046* | -- | E3 | | 2500 | - | 7700 | |
| Transit Maintenance Manager | 320060* | -- | E3 | | 2500 | - | 7700 | |
| Transit Operations Manager | 320055* | -- | E3 | | 2500 | - | 7700 | |
| Wastewater Manager | 620095* | -- | E3 | | 2500 | - | 7700 | |
| Water System Manager | 610075* | -- | E3 | | 2500 | - | 7700 | |

* Exempt class, see Narrative Section 4.

8/17/04 Fourth Council Amendment
 Supersedes Original

EXHIBIT 2
Section 2.4 - Management Non-Confidential Classes (CFPEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Acoustical Program Coordinator | 310100* | 12 | 4547 | 4775 | 5012 | 5265 | 5527 |
| Airport Airside/Landside Superintendent | 310018* | 12 | 4696 | 4932 | 5178 | 5437 | 5709 |
| Airports Maintenance Supervisor | 310015* | 12 | 3665 | 3849 | 4042 | 4246 | 4458 |
| Airports Marketing & Public Relations Coordinator | 310150* | 12 | 3605 | 3786 | 3976 | 4176 | 4384 |
| Airports Projects Supervisor | 310016* | 12 | 5275 | 5540 | 5818 | 6108 | 6415 |
| Airports Property Supervisor | 175005* | 12 | 4597 | 4828 | 5071 | 5325 | 5591 |
| Assistant Chief of Wastewater Treatment Operations | 620079* | 12 | 4852 | 5093 | 5348 | 5616 | 5896 |
| Assistant Zoo Manager | 530025* | 12 | 4517 | 4746 | 4982 | 5232 | 5493 |
| Box Office Supervisor | 820002* | 12 | 3714 | 3900 | 4096 | 4302 | 4516 |
| Building Services Supervisor | 810030* | 12 | 3665 | 3849 | 4042 | 4246 | 4458 |
| Central Printing Supervisor | 120007* | 12 | 3473 | 3648 | 3831 | 4021 | 4223 |
| Chief Engineering Inspector | 230078* | 12 | 4867 | 5111 | 5367 | 5636 | 5918 |
| Chief Engineering Technician | 210009* | 12 | 5718 | 6003 | 6305 | 6621 | 6953 |
| Chief of Solid Waste Operations | 640035* | 12 | 5071 | 5325 | 5591 | 5870 | 6165 |
| Chief of Wastewater Environmental Services | 620075* | 12 | 4833 | 5076 | 5331 | 5598 | 5878 |
| Chief of Wastewater Facilities Maintenance | 620085* | 12 | 5303 | 5569 | 5848 | 6140 | 6447 |
| Chief of Wastewater Treatment Operations | 620080* | 12 | 5365 | 5635 | 5917 | 6212 | 6523 |
| Chief of Water Operations | 610070* | 12 | 5452 | 5725 | 6014 | 6313 | 6629 |
| Chief Surveyor | 210032* | 12 | 4940 | 5189 | 5448 | 5719 | 6006 |
| Collection System Maintenance Supervisor | 630005* | 12 | 4234 | 4446 | 4668 | 4903 | 5149 |
| Community Recreation Supervisor I | 520015* | 12 | 3665 | 3849 | 4042 | 4246 | 4458 |
| Community Recreation Supervisor II | 520016* | 12 | 4031 | 4234 | 4447 | 4671 | 4903 |
| Community Sanitation Supervisor I | 720042* | 12 | 4466 | 4689 | 4925 | 5171 | 5431 |
| Contract Compliance Officer | 150061* | 12 | 3745 | 3932 | 4130 | 4337 | 4553 |
| Convention Center Maintenance Supervisor | 820030* | 12 | 3848 | 4041 | 4244 | 4456 | 4681 |

EXHIBIT 2
Section 2.4 - Management Non-Confidential Classes (CFPEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Convention Center Marketing Coordinator | 820010* | 12 | 3714 | 3900 | 4096 | 4302 | 4516 |
| Curator of Education | 530005* | 12 | 3648 | 3832 | 4026 | 4229 | 4437 |
| Custodial Supervisor | 810025* | 12 | 3057 | 3210 | 3371 | 3541 | 3717 |
| DBE/Small Business Coordinator | 150070* | 12 | 4339 | 4556 | 4785 | 5024 | 5276 |
| Electrician Supervisor I | 720020 | 12 | 4682 | 4915 | 5162 | 5421 | 5692 |
| Emergency Preparedness Officer | 420020* | 12 | 3517 | 3694 | 3879 | 4074 | 4277 |
| Emergency Services Communications Supervisor | 410004* | 12 | 3953 | 4150 | 4358 | 4576 | 4805 |
| Equipment Supervisor | 720031* | 12 | 4246 | 4458 | 4682 | 4915 | 5161 |
| Events Coordinator | 820006* | 12 | 3417 | 3588 | 3768 | 3957 | 4156 |
| Facilities Maintenance Supervisor | 810035* | 12 | 3720 | 3906 | 4101 | 4307 | 4523 |
| Fire Prevention Engineer | 210055* | 12 | 5275 | 5540 | 5818 | 6108 | 6415 |
| Fleet Administration Supervisor | 720025* | 12 | 4671 | 4903 | 5149 | 5407 | 5678 |
| Forestry Supervisor I | 510030* | 12 | 3665 | 3849 | 4042 | 4246 | 4458 |
| Forestry Supervisor II | 510031* | 12 | 4031 | 4234 | 4447 | 4671 | 4903 |
| General Curator | 530010* | 12 | 3506 | 3684 | 3870 | 4065 | 4265 |
| Housing Development Supervisor | 230060* | 12 | 4463 | 4686 | 4923 | 5167 | 5427 |
| Housing Program Supervisor | 230055* | 12 | 4624 | 4857 | 5100 | 5355 | 5623 |
| Human Resources Records Supervisor | 115050* | 12 | 3762 | 3951 | 4148 | 4356 | 4574 |
| Information Services Supervisor | 125032* | 12 | 5470 | 5744 | 6030 | 6333 | 6652 |
| Laboratory Supervisor | 620014* | 12 | 4394 | 4613 | 4845 | 5087 | 5343 |
| Operations and Events Supervisor | 820025* | 12 | 3934 | 4130 | 4335 | 4551 | 4780 |
| Outreach Coordinator | 520040* | 12 | 3714 | 3900 | 4096 | 4302 | 4516 |
| Parking Supervisor | 720035* | 12 | 2674 | 2807 | 2947 | 3096 | 3251 |
| Parks Supervisor I | 510025* | 12 | 3665 | 3849 | 4042 | 4246 | 4458 |
| Parks Supervisor II | 510026* | 12 | 4031 | 4234 | 4447 | 4671 | 4903 |
| Planner III | 220007* | 12 | 4328 | 4545 | 4771 | 5012 | 5263 |
| Police Data Processing Supervisor | 125085* | 12 | 5045 | 5300 | 5564 | 5843 | 6135 |

EXHIBIT 2
Section 2.4 - Management Non-Confidential Classes (CFPEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|----------|----------|------|------|------|------|------|
| Power Generation System Supervisor | 620056* | 12 | 4821 | 5061 | 5314 | 5581 | 5860 |
| Principal Accountant | 130014* | 12 | 4809 | 5050 | 5304 | 5569 | 5848 |
| Professional Engineer | 210100* | 12 | 5275 | 5540 | 5818 | 6108 | 6415 |
| Project Manager | 150065* | 12 | 4875 | 5121 | 5378 | 5646 | 5929 |
| Real Estate Finance Supervisor | 170004* | 12 | 4453 | 4677 | 4911 | 5157 | 5415 |
| Records Supervisor | 115045* | 12 | 3762 | 3951 | 4148 | 4356 | 4574 |
| Recycling Coordinator | 640001* | 12 | 3655 | 3838 | 4030 | 4232 | 4443 |
| Redevelopment Planning Supervisor | 220060* | 12 | 4434 | 4655 | 4889 | 5135 | 5389 |
| Redevelopment Project Planner | 220050* | 12 | 3864 | 4058 | 4261 | 4475 | 4698 |
| Revenue Supervisor | 135025* | 12 | 3438 | 3611 | 3791 | 3978 | 4179 |
| Senior Accountant-Auditor | 130013* | 12 | 3974 | 4173 | 4383 | 4604 | 4833 |
| Senior Building Inspector | 230034* | 12 | 4423 | 4645 | 4877 | 5122 | 5379 |
| Senior Electrical Safety Consultant | 230024* | 12 | 4423 | 4645 | 4877 | 5122 | 5379 |
| Senior Engineering Inspector | 230077* | 12 | 4423 | 4645 | 4877 | 5122 | 5379 |
| Senior Environmental & Safety Consultant | 230005* | 12 | 4423 | 4645 | 4877 | 5122 | 5379 |
| Senior Plumbing & Mechanical Consultant | 230014* | 12 | 4423 | 4645 | 4877 | 5122 | 5379 |
| Senior Real Estate Agent | 170012* | 12 | 4738 | 4975 | 5225 | 5487 | 5761 |
| Solid Waste Management Supervisor I | 640030* | 12 | 4101 | 4307 | 4522 | 4750 | 4987 |
| Street Maintenance Supervisor | 720001* | 12 | 5113 | 5369 | 5638 | 5920 | 6216 |
| Supervising Buyer | 140004* | 12 | 4225 | 4436 | 4657 | 4891 | 5134 |
| Supervising Engineering Technician | 210008* | 12 | 5022 | 5275 | 5540 | 5818 | 6108 |
| Supervising Environmental Control Officer | 620005* | 12 | 4394 | 4613 | 4845 | 5087 | 5342 |
| Supervising Fire Prevention Inspector | 420005* | 12 | 4634 | 4866 | 5112 | 5368 | 5637 |
| Supervising Identification Technician | 410013 | 12 | 3859 | 4053 | 4255 | 4469 | 4692 |
| Supervising Planner | 220008* | 12 | 4763 | 5001 | 5251 | 5513 | 5789 |
| Supervising Plans Examiner | 210044* | 12 | 4875 | 5121 | 5378 | 5646 | 5929 |
| Supervising Professional Engineer | 210110* | 12 | 6003 | 6305 | 6621 | 6953 | 7301 |
| Supervising Real Estate Agent | 170013* | 12 | 5213 | 5474 | 5748 | 6035 | 6338 |

EXHIBIT 2
Section 2.4 - Management Non-Confidential Classes (CFPEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|----------|----------|------|------|------|------|------|
| Survey Party Chief | 210031* | 12 | 3965 | 4163 | 4372 | 4590 | 4822 |
| Traffic Engineering Assistant | 210070* | 12 | 4428 | 4650 | 4885 | 5127 | 5385 |
| Transit Supervisor I | 320050* | 12 | 3665 | 3849 | 4042 | 4246 | 4458 |
| Transit Supervisor II | 320051* | 12 | 4032 | 4235 | 4447 | 4671 | 4903 |
| Treasury Officer | 135015* | 12 | 4809 | 5050 | 5304 | 5569 | 5848 |
| Wastewater Treatment Maintenance Supervisor | 620070* | 12 | 4410 | 4630 | 4862 | 5107 | 5361 |
| Water Conservation Supervisor | 610045* | 12 | 4410 | 4630 | 4862 | 5107 | 5361 |
| Water System Supervisor | 610055* | 12 | 4410 | 4630 | 4862 | 5107 | 5361 |
| Water Treatment Operations Supervisor | 610050* | 12 | 4410 | 4630 | 4862 | 5107 | 5361 |
| Zoo Supervisor | 530020* | 12 | 3665 | 3849 | 4042 | 4246 | 4458 |
| Zoo Veterinarian | 530016* | 12 | 5051 | 5305 | 5571 | 5850 | 6142 |

* Exempt class, see Narrative Section 4.

EXHIBIT 2
Section 2.5 - Non-Management Confidential Classes (CFPEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|-----------------------------------|----------|----------|------|------|------|------|------|
| Administrative Support Clerk | 115005 | 12 | 2531 | 2658 | 2792 | 2932 | 3080 |
| Claims Specialist | 150005* | 12 | 2582 | 2714 | 2850 | 2992 | 3144 |
| Data Base Administrator | 125045* | 12 | 4569 | 4797 | 5038 | 5289 | 5554 |
| Executive Secretary | 110052* | 12 | 3122 | 3278 | 3444 | 3617 | 3798 |
| Human Resources Analyst | 150016* | 12 | 3517 | 3694 | 3879 | 4074 | 4277 |
| Human Resources Technician | 150015 | 12 | 2570 | 2699 | 2835 | 2976 | 3126 |
| Legal Assistant | 160001 | 12 | 3121 | 3277 | 3440 | 3615 | 3797 |
| Legal Secretary I | 115015 | 12 | 2558 | 2685 | 2820 | 2961 | 3109 |
| Legal Secretary II | 115016 | 12 | 2838 | 2981 | 3130 | 3286 | 3451 |
| Management Analyst I | 150020* | 12 | 2849 | 2994 | 3143 | 3301 | 3469 |
| Management Analyst II | 150021* | 12 | 3517 | 3694 | 3879 | 4074 | 4277 |
| Risk Analyst | 150010* | 12 | 3875 | 4069 | 4272 | 4487 | 4712 |
| Senior Human Resources Technician | 150014 | 12 | 2837 | 2978 | 3126 | 3283 | 3448 |
| Systems Programmer I | 125040* | 12 | 3592 | 3772 | 3961 | 4160 | 4368 |
| Systems Programmer II | 125041* | 12 | 4588 | 4819 | 5060 | 5313 | 5580 |
| Systems Security Administrator | 125050* | 12 | 4569 | 4797 | 5038 | 5289 | 5554 |

* Exempt class, see Narrative Section 4.

EXHIBIT 3
Unit 3 - Non-Supervisory White Collar (FCEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Account Clerk I | 130001 | * | 1905 | 2001 | 2101 | 2207 | 2318 |
| Account Clerk II | 130002 | * | 2101 | 2207 | 2318 | 2433 | 2555 |
| Accountant-Auditor I | 130011 | ** | 2891 | 3031 | 3182 | 3347 | 3513 |
| Accountant - Auditor II | 130012 | ** | 3379 | 3544 | 3725 | 3909 | 4106 |
| Accounting Technician | 130010 | 12 | 2555 | 2683 | 2818 | 2958 | 3107 |
| Administrative Clerk I | 110001 | * | 1755 | 1844 | 1936 | 2034 | 2135 |
| Administrative Clerk II | 110002 | * | 1936 | 2034 | 2135 | 2243 | 2356 |
| Airports Computer Specialist | 125080 | 12 | 3700 | 3885 | 4080 | 4284 | 4499 |
| Airports Property Specialist I | 175001 | 12 | 3443 | 3616 | 3797 | 3987 | 4188 |
| Airports Property Specialist II | 175002 | 12 | 4019 | 4220 | 4431 | 4653 | 4886 |
| Architect | 210045 | 12 | 4766 | 5004 | 5256 | 5518 | 5794 |
| Assistant Training Officer | 150045 | 12 | 3220 | 3381 | 3551 | 3729 | 3915 |
| Associate Electrical Safety Consultant I | 230022 | 12 | 3867 | 4061 | 4265 | 4476 | 4701 |
| Associate Electrical Safety Consultant II | 230023 | 12 | 4061 | 4265 | 4476 | 4701 | 4937 |
| Associate Environmental & Safety Consultant I | 230003 | 12 | 3867 | 4061 | 4265 | 4476 | 4701 |
| Associate Environmental & Safety Consultant II | 230004 | 12 | 4061 | 4265 | 4476 | 4701 | 4937 |
| Associate Plumbing & Mechanical Consultant I | 230012 | 12 | 3867 | 4061 | 4265 | 4476 | 4701 |
| Associate Plumbing & Mechanical Consultant II | 230013 | 12 | 4061 | 4265 | 4476 | 4701 | 4937 |
| Box Office Assistant | 820001 | 12 | 2546 | 2675 | 2810 | 2946 | 3092 |
| Budget Technician | 135005 | 12 | 2597 | 2727 | 2864 | 3007 | 3158 |
| Buyer I | 140001 | ** | 3012 | 3164 | 3323 | 3489 | 3664 |
| Buyer II | 140002 | ** | 3323 | 3489 | 3664 | 3848 | 4041 |
| Central Printing Clerk | 120005 | 12 | 1936 | 2034 | 2135 | 2243 | 2356 |
| Central Printing Technician | 120006 | 12 | 2295 | 2411 | 2533 | 2659 | 2792 |
| City Records Specialist | 115025 | 12 | 2597 | 2727 | 2864 | 3007 | 3158 |
| Code Enforcement Specialist | 230040 | 12 | 2808 | 2944 | 3091 | 3242 | 3406 |
| Community Recreation Assistant | 520010 | 12 | 2123 | 2227 | 2327 | 2430 | 2544 |

EXHIBIT 3
Unit 3 - Non-Supervisory White Collar (FCEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---------------------------------------|----------|----------|------|------|------|------|------|
| Community Services Officer I | 410025 | ** | 2212 | 2323 | 2439 | 2562 | 2690 |
| Community Services Officer II | 410026 | ** | 2439 | 2562 | 2690 | 2826 | 2968 |
| Computer Operator I | 125015 | ** | 2176 | 2276 | 2377 | 2486 | 2608 |
| Computer Operator II | 125016 | ** | 2417 | 2537 | 2660 | 2794 | 2936 |
| Computer Operator III | 125017 | 12 | 2660 | 2794 | 2936 | 3077 | 3231 |
| Computer Systems Specialist I | 125010 | ** | 3121 | 3277 | 3442 | 3614 | 3795 |
| Computer Systems Specialist II | 125011 | ** | 3700 | 3885 | 4080 | 4284 | 4499 |
| Computer Systems Specialist III | 125012 | 12 | 4173 | 4382 | 4602 | 4831 | 5074 |
| Computer Systems Technician | 125005 | 12 | 2073 | 2177 | 2286 | 2401 | 2520 |
| Construction Compliance Specialist | 150055 | 12 | 3051 | 3199 | 3360 | 3529 | 3704 |
| Contract Compliance Specialist | 150060 | 12 | 3051 | 3199 | 3360 | 3529 | 3704 |
| Convention Center Marketing Assistant | 820009 | 12 | 2546 | 2675 | 2810 | 2946 | 3092 |
| Customer Services Clerk I | 115060 | * | 1905 | 2001 | 2101 | 2207 | 2318 |
| Customer Services Clerk II | 115061 | * | 2101 | 2207 | 2318 | 2433 | 2555 |
| Department Computer Specialist | 125075 | 12 | 2546 | 2675 | 2810 | 2946 | 3092 |
| Electrical Safety Consultant I | 230020 | ** | 3347 | 3513 | 3685 | 3867 | 4061 |
| Electrical Safety Consultant II | 230021 | ** | 3513 | 3685 | 3867 | 4061 | 4265 |
| Emergency Services Dispatcher I | 410001 | *** | 2646 | 2759 | 2882 | 3023 | 3157 |
| Emergency Services Dispatcher II | 410002 | *** | 2847 | 2990 | 3142 | 3300 | 3459 |
| Emergency Services Dispatcher III | 410003 | 12 | 3204 | 3360 | 3533 | 3705 | 3890 |
| Engineer I | 210015 | ** | 3496 | 3669 | 3852 | 4045 | 4242 |
| Engineer II | 210016 | ** | 4074 | 4272 | 4488 | 4706 | 4952 |
| Engineering Aide I | 210001 | * | 2236 | 2344 | 2460 | 2582 | 2714 |
| Engineering Aide II | 210002 | * | 2596 | 2727 | 2859 | 3001 | 3155 |
| Engineering Inspector I | 230075 | ** | 3406 | 3588 | 3759 | 3944 | 4145 |
| Engineering Inspector II | 230076 | ** | 3739 | 3925 | 4122 | 4328 | 4546 |
| Engineering Technician I | 210005 | ** | 2660 | 2794 | 2936 | 3077 | 3231 |
| Engineering Technician II | 210006 | ** | 3001 | 3155 | 3312 | 3476 | 3650 |

EXHIBIT 3
Unit 3 - Non-Supervisory White Collar (FCEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|----------|----------|------|------|------|------|------|
| Environmental Control Officer | 620001 | 12 | 3357 | 3527 | 3698 | 3885 | 4076 |
| Environmental & Safety Consultant I | 230001 | ** | 3347 | 3513 | 3685 | 3867 | 4061 |
| Environmental & Safety Consultant II | 230002 | ** | 3513 | 3685 | 3867 | 4061 | 4265 |
| Events Specialist | 820005 | 12 | 2891 | 3031 | 3185 | 3347 | 3513 |
| Facilities Construction Specialist | 230085 | 12 | 3529 | 3703 | 3890 | 4083 | 4288 |
| Fire Prevention Inspector I | 420001 | ** | 3097 | 3251 | 3410 | 3585 | 3765 |
| Fire Prevention Inspector II | 420002 | ** | 3600 | 3774 | 3964 | 4166 | 4371 |
| Fleet Operations Specialist | 710105 | 12 | 3254 | 3417 | 3589 | 3768 | 3957 |
| Identification Technician I | 410010 | ** | 2912 | 3057 | 3210 | 3373 | 3542 |
| Identification Technician II | 410011 | ** | 3210 | 3373 | 3542 | 3719 | 3905 |
| Identification Technician III | 410012 | 12 | 3373 | 3542 | 3719 | 3905 | 4101 |
| Industrial Waste Inspector | 620030 | 12 | 2855 | 2994 | 3145 | 3304 | 3462 |
| Industrial/Commercial Water Conservation Representative | 610015 | 12 | 3357 | 3527 | 3698 | 3885 | 4076 |
| Inorganic Chemist | 620020 | 12 | 3409 | 3581 | 3760 | 3948 | 4146 |
| Laboratory Assistant | 620010 | 12 | 2305 | 2422 | 2542 | 2670 | 2804 |
| Laboratory Technician I | 620011 | ** | 2804 | 2945 | 3092 | 3246 | 3409 |
| Laboratory Technician II | 620012 | ** | 3092 | 3246 | 3409 | 3581 | 3760 |
| Land Surveyor | 210035 | 12 | 4293 | 4508 | 4735 | 4971 | 5221 |
| Landscape Water Conservation Specialist | 610005 | 12 | 3278 | 3443 | 3615 | 3796 | 3986 |
| Life Skills Instructor | 940015 | 12 | 3095 | 3250 | 3413 | 3585 | 3764 |
| Mail Operations Technician | 120001 | 12 | 2135 | 2243 | 2356 | 2473 | 2597 |
| Municipal Facilities Booking Clerk | 115055 | 12 | 2756 | 2894 | 3039 | 3192 | 3351 |
| Neighborhood Services Specialist I | 230050 | ** | 3097 | 3251 | 3410 | 3585 | 3765 |
| Neighborhood Services Specialist II | 230051 | ** | 3600 | 3774 | 3964 | 4166 | 4371 |
| Neighborhood Standards Specialist I | 230045 | ** | 2891 | 3031 | 3185 | 3347 | 3513 |
| Neighborhood Standards Specialist II | 230046 | ** | 3446 | 3614 | 3800 | 3988 | 4189 |

EXHIBIT 3
Unit 3 - Non-Supervisory White Collar (FCEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|-------------------------------------|----------|----------|------|------|------|------|------|
| Network Systems Specialist | 125030 | 12 | 4173 | 4382 | 4602 | 4831 | 5074 |
| Offset Equipment Operator | 120010 | 12 | 2295 | 2411 | 2533 | 2659 | 2792 |
| PAR Program Specialist | 410023 | 12 | 2439 | 2562 | 2690 | 2826 | 2968 |
| Paratransit Specialist | 320005 | 12 | 2546 | 2675 | 2810 | 2946 | 3092 |
| Parking Controller I | 710120 | ** | 1866 | 1949 | 2040 | 2128 | 2227 |
| Parking Controller II | 710121 | ** | 2045 | 2141 | 2236 | 2334 | 2450 |
| Parking Controller III | 710122 | 12 | 2236 | 2334 | 2450 | 2557 | 2676 |
| Parks Planning Coordinator | 510020 | 12 | 4039 | 4242 | 4454 | 4676 | 4911 |
| Phlebotomist | 410007 | 12 | 2305 | 2422 | 2542 | 2670 | 2804 |
| Planner I | 220005 | * | 3036 | 3183 | 3345 | 3514 | 3690 |
| Planner II | 220006 | * | 3585 | 3791 | 3986 | 4184 | 4394 |
| Planning Illustrator I | 220001 | ** | 2850 | 2992 | 3144 | 3302 | 3460 |
| Planning Illustrator II | 220002 | ** | 3173 | 3329 | 3496 | 3669 | 3852 |
| Plans Examiner I | 210040 | ** | 3027 | 3178 | 3338 | 3506 | 3684 |
| Plans Examiner II | 210041 | ** | 3513 | 3685 | 3867 | 4061 | 4265 |
| Plans Examiner III | 210042 | 12 | 3867 | 4061 | 4265 | 4476 | 4701 |
| Plumbing & Mechanical Consultant I | 230010 | ** | 3347 | 3513 | 3685 | 3867 | 4061 |
| Plumbing & Mechanical Consultant II | 230011 | ** | 3513 | 3685 | 3867 | 4061 | 4265 |
| Police Data Transcriptionist | 115035 | 12 | 2356 | 2473 | 2597 | 2727 | 2864 |
| Principal Account Clerk | 130004 | 12 | 2555 | 2683 | 2818 | 2958 | 3107 |
| Programmer/Analyst I | 125020 | ** | 3121 | 3277 | 3442 | 3614 | 3795 |
| Programmer/Analyst II | 125021 | ** | 3700 | 3885 | 4080 | 4284 | 4499 |
| Programmer/Analyst III | 125022 | 12 | 4173 | 4382 | 4602 | 4831 | 5074 |
| Programmer/Analyst IV | 125023 | 12 | 4487 | 4712 | 4949 | 5195 | 5455 |
| Property & Evidence Technician | 145010 | 12 | 2698 | 2833 | 2975 | 3125 | 3281 |
| Radio Dispatcher | 120015 | 12 | 2243 | 2351 | 2458 | 2574 | 2689 |
| Rangemaster/Armorer | 410035 | 12 | 3373 | 3542 | 3719 | 3905 | 4101 |
| Real Estate Agent I | 170010 | ** | 3185 | 3347 | 3513 | 3685 | 3872 |
| Real Estate Agent II | 170011 | ** | 4149 | 4343 | 4564 | 4782 | 5034 |

EXHIBIT 3
Unit 3 - Non-Supervisory White Collar (FCEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|----------|----------|------|------|------|------|------|
| Real Estate Finance Specialist I | 170001 | ** | 2752 | 2891 | 3031 | 3185 | 3347 |
| Real Estate Finance Specialist II | 170002 | ** | 3161 | 3319 | 3486 | 3660 | 3844 |
| Recreation Leader | 520001 | 12 | 1512 | 1588 | 1668 | 1751 | 1839 |
| Recreation Specialist | 520005 | 12 | 2609 | 2738 | 2876 | 3020 | 3171 |
| Retirement Counselor I | 135050 | 12 | 2555 | 2683 | 2818 | 2959 | 3107 |
| Retirement Counselor II | 135051 | 12 | 2818 | 2959 | 3107 | 3263 | 3427 |
| Safety Specialist | 150050 | 12 | 2660 | 2793 | 2934 | 3081 | 3236 |
| Secretary | 110050 | 12 | 2356 | 2473 | 2597 | 2727 | 2864 |
| Senior Account Clerk | 130003 | 12 | 2318 | 2433 | 2555 | 2683 | 2818 |
| Senior Administrative Clerk | 110003 | 12 | 2135 | 2243 | 2356 | 2473 | 2597 |
| Senior Buyer | 140003 | 12 | 3664 | 3848 | 4041 | 4244 | 4456 |
| Senior Community Services Officer | 410027 | 12 | 2630 | 2762 | 2900 | 3045 | 3198 |
| Senior Customer Services Clerk | 115062 | 12 | 2318 | 2433 | 2555 | 2683 | 2818 |
| Senior Engineering Technician | 210007 | 12 | 3496 | 3669 | 3852 | 4045 | 4242 |
| Senior Fire Prevention Inspector | 420003 | 12 | 4047 | 4246 | 4455 | 4678 | 4915 |
| Senior Laboratory Technician | 620013 | 12 | 3409 | 3581 | 3760 | 3948 | 4146 |
| Senior Neighborhood Services Specialist | 230052 | 12 | 4047 | 4246 | 4455 | 4678 | 4915 |
| Senior Neighborhood Standards Specialist | 230047 | 12 | 3614 | 3796 | 3986 | 4184 | 4394 |
| Senior Network Systems Specialist | 125031 | 12 | 4487 | 4712 | 4949 | 5195 | 5455 |
| Senior Offset Equipment Operator | 120011 | 12 | 2533 | 2659 | 2792 | 2932 | 3079 |
| Senior Property & Evidence Technician | 145011 | 12 | 2975 | 3125 | 3281 | 3446 | 3619 |
| Senior Real Estate Finance Specialist | 170003 | 12 | 3486 | 3660 | 3844 | 4037 | 4240 |
| Senior Records Clerk | 110101 | 12 | 2243 | 2356 | 2473 | 2597 | 2727 |
| Senior Secretary | 110051 | 12 | 2597 | 2727 | 2864 | 3007 | 3158 |
| Senior Storeskeeper | 145002 | 12 | 2698 | 2833 | 2975 | 3125 | 3281 |
| Senior Water Systems Telemetry & Distributed Control Specialist | 610022 | 12 | 4487 | 4712 | 4912 | 5195 | 5455 |
| Solid Waste Bin Inspector | 640025 | 12 | 2583 | 2696 | 2815 | 2948 | 3075 |
| Staff Assistant | 150001 | 12 | 2546 | 2675 | 2810 | 2946 | 3092 |
| Storeskeeper | 145001 | 12 | 2446 | 2570 | 2698 | 2833 | 2975 |

EXHIBIT 3
Unit 3 - Non-Supervisory White Collar (FCEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Survey Party Technician | 210030 | 12 | 3001 | 3155 | 3312 | 3476 | 3650 |
| Tax/Permit Representative | 135001 | 12 | 2675 | 2810 | 2946 | 3092 | 3251 |
| Telecommunications Systems Specialist | 710055 | 12 | 3487 | 3662 | 3846 | 4039 | 4242 |
| Transit Surveyor | 320001 | 12 | 1905 | 2001 | 2101 | 2207 | 2318 |
| Tree Program Specialist | 510015 | 12 | 3278 | 3443 | 3615 | 3796 | 3986 |
| Utility Service Representative I | 230090 | ** | 2252 | 2364 | 2482 | 2608 | 2738 |
| Utility Service Representative II | 230091 | ** | 2482 | 2608 | 2738 | 2876 | 3020 |
| Utility Service Representative III | 230092 | 12 | 2738 | 2876 | 3020 | 3171 | 3331 |
| Veterinary Technician | 530015 | 12 | 2472 | 2596 | 2726 | 2863 | 3006 |
| Wastewater Reclamation Coordinator | 620035 | 12 | 3443 | 3616 | 3797 | 3987 | 4188 |
| Water Conservation Representative | 610001 | 12 | 2227 | 2327 | 2430 | 2556 | 2675 |
| Water Education Coordinator | 610010 | 12 | 3357 | 3527 | 3698 | 3885 | 4076 |
| Water Systems Telemetry & Distributed Control Specialist | 610021 | 12 | 3700 | 3885 | 4080 | 4284 | 4499 |
| Water Systems Telemetry & Distributed Control Technician | 610020 | 12 | 3355 | 3524 | 3700 | 3885 | 4080 |

- * This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service. An employee in this series must serve a total probationary period of one year.
- ** This class is in a flexibly-staffed series which requires one year of satisfactory service before an employee can “flex” to the journey level. An employee in this series must serve a probationary period of one year.
- *** 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. A employee in this series must serve a minimum one year probationary period.

EXHIBIT 4
Unit 4 - Police Non-Management (FPOA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|------------------------|----------|----------|------|------|------|------|------|
| Police Officer Recruit | 415001 | 06 | 3861 | 4054 | -- | -- | -- |
| Police Officer | 415002 | 12 | 4460 | 4683 | 4918 | 5164 | 5423 |
| Police Specialist | 415003 | -- | 4460 | 4683 | 4918 | 5164 | 5423 |
| Police Sergeant | 415004 | 12 | 5377 | 5646 | 5929 | 6226 | 6538 |

EXHIBIT 5
Unit 5 - Fire Non - Management (IAFF)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|------------------------|----------|----------|------|------|------|------|------|
| Firefighter Trainee | 425001 | -- | 3780 | -- | -- | -- | -- |
| Firefighter | 425002 | 12 | 4199 | 4408 | 4628 | 4859 | 5101 |
| Firefighter Specialist | 425003 | 12 | 4748 | 4985 | 5234 | 5495 | 5769 |
| Fire Captain | 425004 | 12 | 5312 | 5577 | 5855 | 6147 | 6454 |

EXHIBIT 6
Unit 6 - Transit (ATU)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|-------------------------|----------|----------|-----------|-----------|-----------|-----------|-----------|
| Bus Driver ¹ | 320015 | 06 | 15.421153 | 16.880769 | 17.728846 | 18.588461 | 20.192307 |
| Bus Driver | 320015 | 06 | 2673 | 2926 | 3073 | 3222 | 3500 |

1. A person selected to fill a vacant position is a “student driver.” A “student driver” is a new operator who must be trained and instructed on all lines and bus equipment of the system until, in the opinion of the Director of Transportation, the person is capable of performing the duties of a regular or extra board operator. A “student driver” shall be employed as a temporary employee at \$9.50 per hour. Overtime for a “student driver” shall be paid for work in excess of 40 hours in a week, at the rate of time and one-half.

07/01/04 First Council Amendment
Supersedes Original

EXHIBIT 7
Group 8 - Non-Represented

| CLASS TITLE | JOB CODE | PROB PER | RANGE | SALARY |
|---|----------|----------|-----------|----------------------------|
| Academy Trainee | 940001 | -- | Flat Rate | \$1,656 |
| Background Investigator | 940030 | -- | Hourly | \$18.00 - \$22.00 Per Hour |
| Cashier Clerk | 910010 | -- | Flat Rate | \$6.75 Per Hour |
| Chief Police Pilot ¹ | 410031* | 12 | Monthly | \$3,500 - \$5,250 |
| Contract Law Enforcement Services Coordinator | 940025 | -- | Hourly | \$18.00 - \$22.00 Per Hour |
| Information Services Aide | 125001 | -- | Hourly | \$6.75 - \$22.00 |
| Law Enforcement Instructor | 940020 | -- | Hourly | \$18.00 - \$22.00 Per Hour |
| Lifeguard | 950001 | -- | Flat Rate | \$8.05 Per Hour |
| Police Cadet I | 940005 | -- | Flat Rate | \$9.92 Per Hour |
| Police Cadet II | 940006 | -- | Hourly | \$12.49 - \$14.34 Per Hour |
| Police Pilot ¹ | 410030 | -- | Hourly | \$20.00 - \$24.00 |
| Pool Attendant | 950005 | -- | Flat Rate | \$6.75 Per Hour |
| Pool Supervisor | 950015 | -- | Flat Rate | \$9.77 Per Hour |
| Senior Lifeguard | 950002 | -- | Flat Rate | \$8.62 Per Hour |
| Service Worker I | 970001 | -- | Flat Rate | \$6.75 Per Hour |
| Service Worker II | 970002 | -- | Flat Rate | \$6.75 Per Hour |
| Services Aide | 910005 | -- | Hourly | \$6.75 - \$15.00 Per Hour |
| Sports Official | 950010 | -- | | \$6.75 - \$50 Per Game |
| Student Aide I | 910001 | -- | Flat Rate | \$6.75 Per Hour |
| Student Aide II | 910002 | -- | Flat Rate | \$6.96 Per Hour |

¹ Appointments to positions in this class may be made at any point within the specified pay range, with approval of the City Manager based upon experience and qualifications.

EXHIBIT 8
Unit 11 - Airport Public Safety (FAPOFA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|-------------------------------|----------|----------|------|------|------|------|------|
| Airport Public Safety Trainee | 310001 | 12 | 3687 | 3871 | -- | -- | -- |
| Airport Public Safety Officer | 310002 | 12 | 4259 | 4444 | 4647 | 4858 | 5010 |

EXHIBIT 9
Unit 7 - Non-supervisory Groups and Crafts (IBEW)

| CLASS TITLE | JOB CODE | PROB PER | RANGE | SALARY |
|---------------------------|----------|----------|-----------|--------|
| Air Conditioning Mechanic | 730001 | 12 | Flat Rate | 5175 |
| Concrete Finisher | 730005 | 12 | Flat Rate | 4513 |
| Electrician | 730010 | 12 | Flat Rate | 4680 |
| Painter | 730015 | 12 | Flat Rate | 4111 |