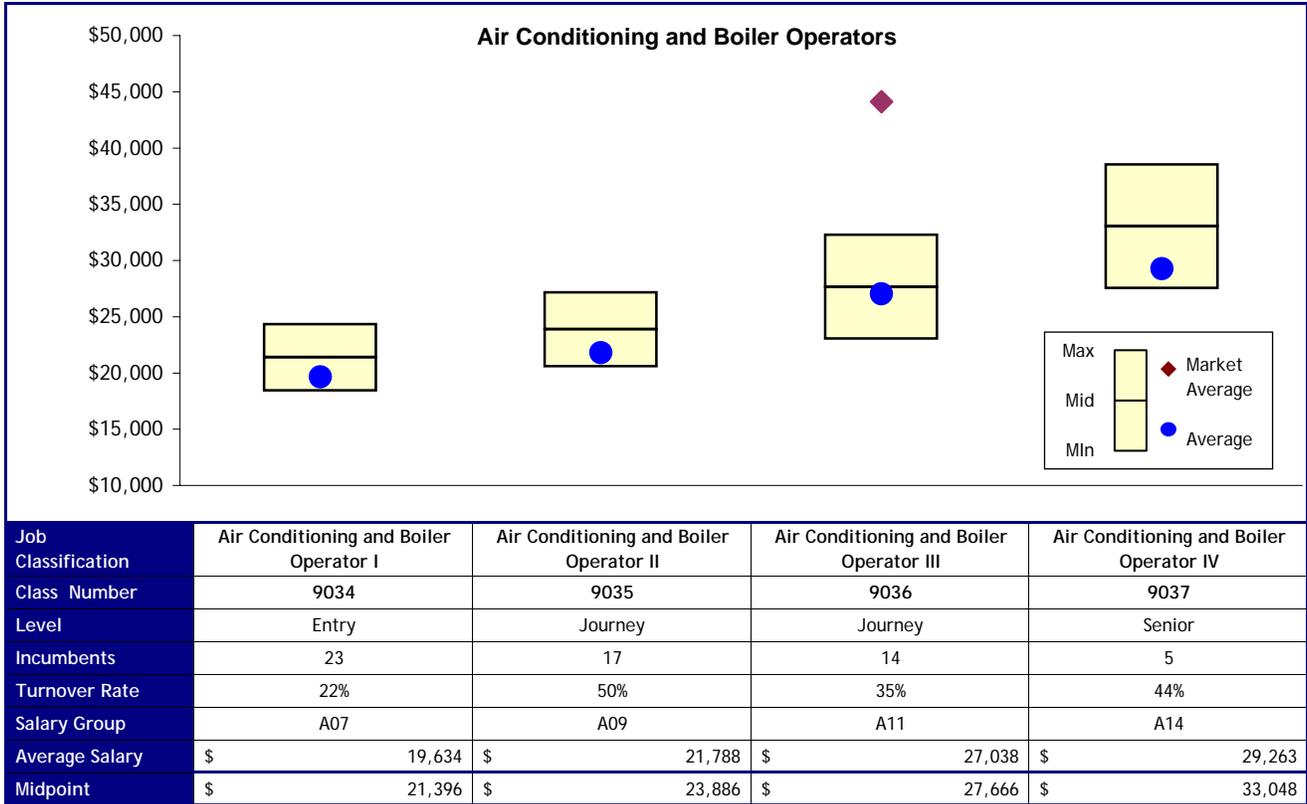


## Current Job Classification Data



## Proposed Changes

### Option 1

Job Classification	Delete, move to B06	Air Conditioner and Boiler Operator I	Air Conditioner and Boiler Operator II	Air Conditioner and Boiler Operator III
New Levels		Entry	Journey	Senior
New Salary Group	B06	B06	B08	B10
Cost	\$ 181,848	\$ 97,788	\$ 56,424	\$ 29,184
			<b>Total Cost</b>	<b>\$ 365,244</b>

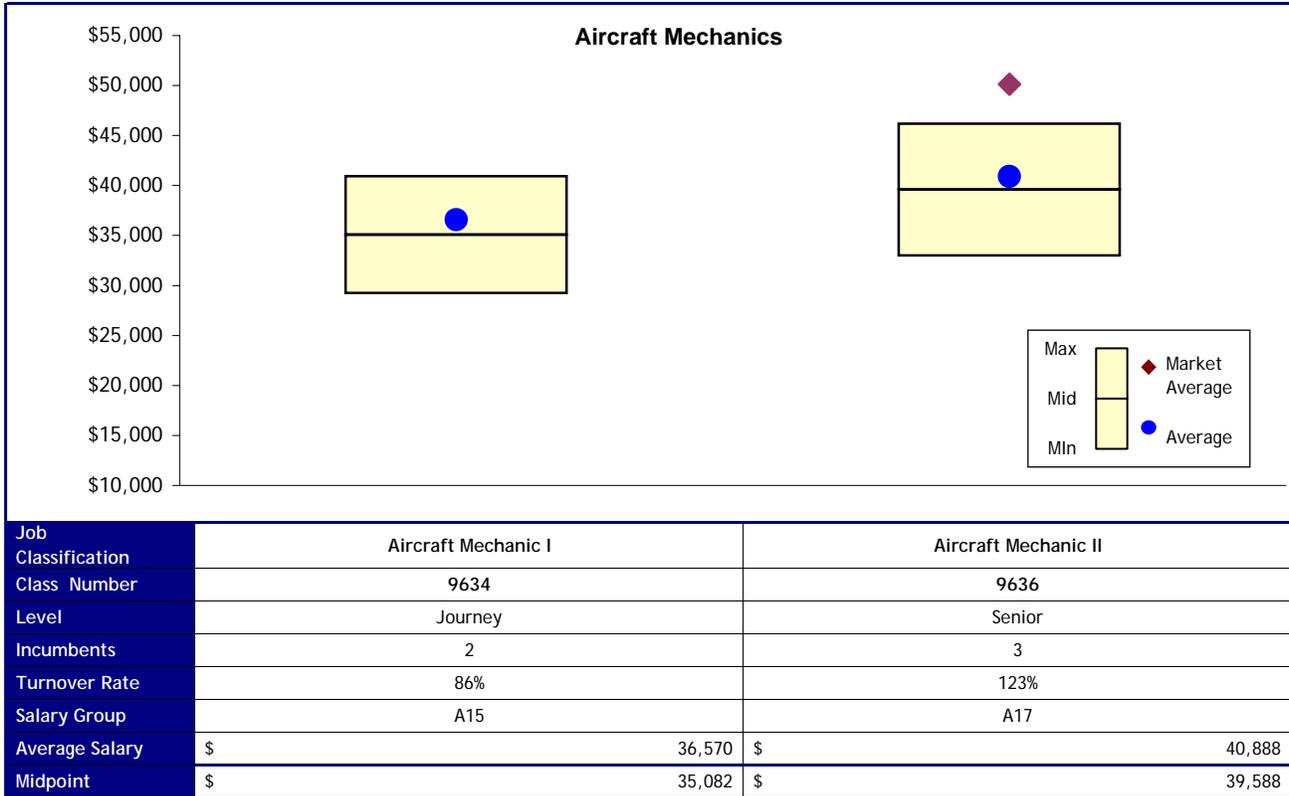
### Option 2

Job Classification	Delete, move to B07	Air Conditioner and Boiler Operator I	Air Conditioner and Boiler Operator II	Air Conditioner and Boiler Operator III
New Levels		Entry	Journey	Senior
New Salary Group	B07	B07	B09	B11
Cost	\$ 220,764	\$ 126,552	\$ 83,304	\$ 40,344
			<b>Total Cost</b>	<b>\$ 470,964</b>

### Option 3

Job Classification	Delete, move to B08	Air Conditioner and Boiler Operator I	Air Conditioner and Boiler Operator II	Air Conditioner and Boiler Operator III
New Levels		Entry	Journey	Senior
New Salary Group	B08	B08	B10	B12
Cost	\$ 262,992	\$ 157,764	\$ 112,872	\$ 52,224
			<b>Total Cost</b>	<b>\$ 585,852</b>

## Current Job Classification Data



## Proposed Changes

### Option 1

Job Classification	Delete, move to B10	Aircraft Mechanic
New Levels		Senior
New Salary Group	B10	B10
Cost	\$ 792	\$ -
<b>Total Cost</b>		<b>\$ 792</b>

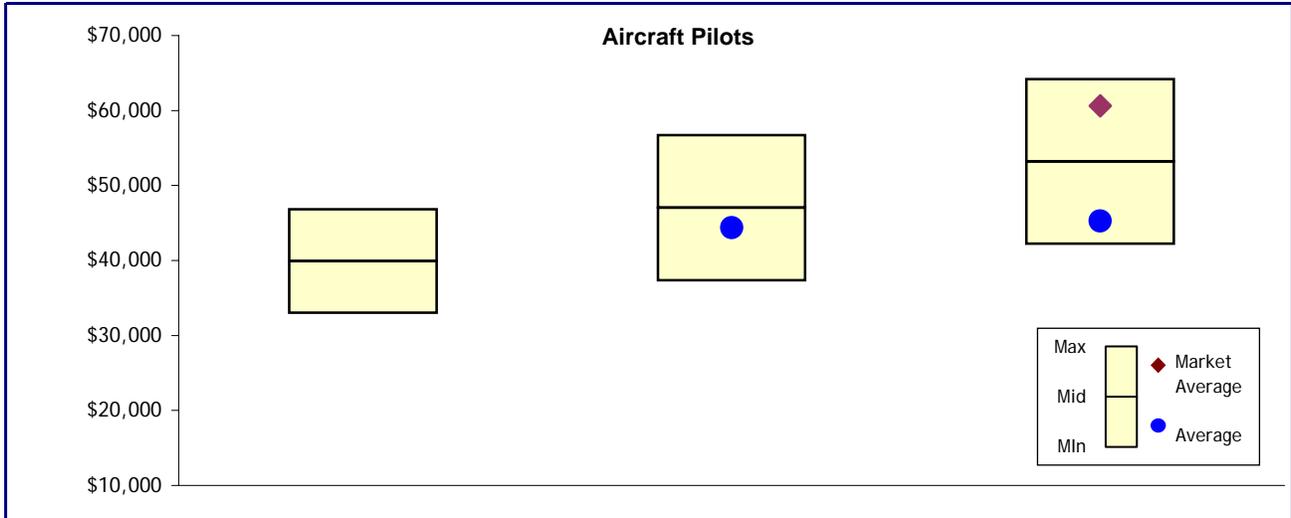
### Option 2

Job Classification	Delete, move to B11	Aircraft Mechanic
New Levels		Senior
New Salary Group	B11	B11
Cost	\$ 3,024	\$ -
<b>Total Cost</b>		<b>\$ 3,024</b>

### Option 3

Job Classification	Delete, move to B12	Aircraft Mechanic
New Levels		Senior
New Salary Group	B12	B12
Cost	\$ 6,276	\$ -
<b>Total Cost</b>		<b>\$ 6,276</b>

## Current Job Classification Data



Job Classification	Aircraft Pilot I	Aircraft Pilot II	Aircraft Pilot III
Class Number	9622	9624	9626
Level	Journey	Senior	Senior
Incumbents	0	8	1
Turnover Rate		84%	100%
Salary Group	B09	B11	B13
Average Salary	\$ -	\$ 44,387	\$ 45,252
Midpoint	\$ 39,912	\$ 47,034	\$ 53,196

## Proposed Changes

### Option 1

Job Classification	Delete, move to B13	Delete, move to B13	Aircraft Pilot
New Levels			Senior
New Salary Group	B13	B13	B13
Cost	\$ -	\$ 3,455	\$ -
		<b>Total Cost</b>	<b>\$ 3,455</b>

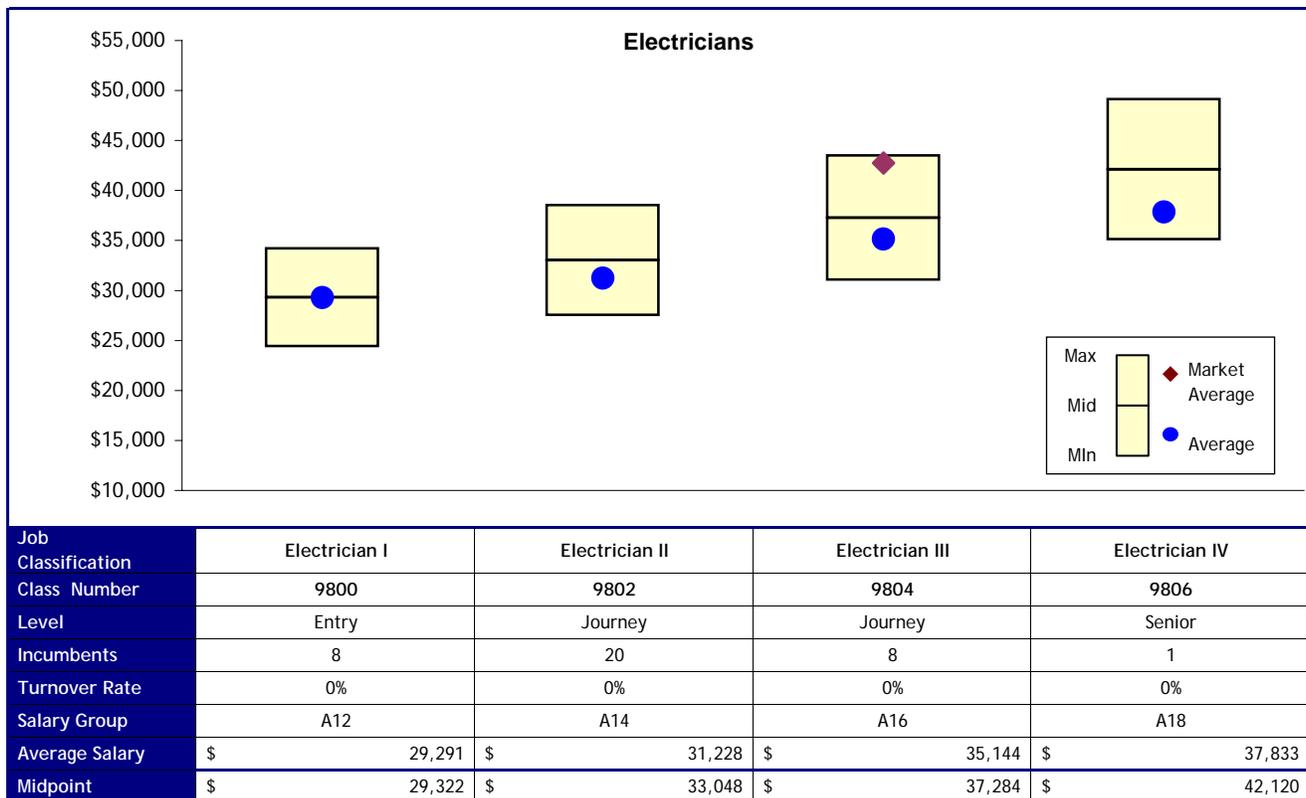
### Option 2

Job Classification	Delete, move to B14	Delete, move to B14	Aircraft Pilot
New Levels			Senior
New Salary Group	B14	B14	B14
Cost	\$ -	\$ 12,887	\$ -
		<b>Total Cost</b>	<b>\$ 12,887</b>

### Option 3

Job Classification	Delete, move to B15	Delete, move to B15	Aircraft Pilot
New Levels			Senior
New Salary Group	B15	B15	B15
Cost	\$ -	\$ 27,659	\$ 2,568
		<b>Total Cost</b>	<b>\$ 30,227</b>

## Current Job Classification Data



## Proposed Changes

### Option 1

Job Classification	Delete, move to B06	Electrician I	Electrician II	Electrician III
New Levels		Entry	Journey	Senior
New Salary Group	B06	B06	B08	B10
Cost	\$ 3,888	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 3,888</b>

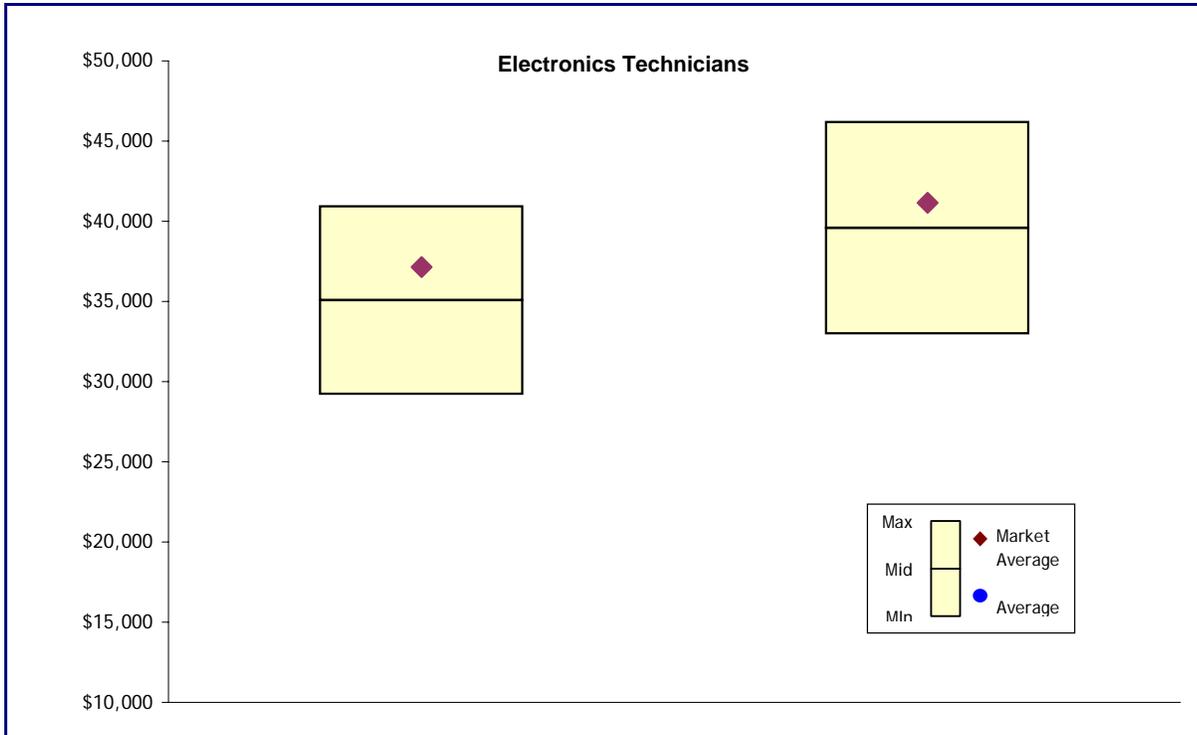
### Option 2

Job Classification	Delete, move to B07	Electrician I	Electrician II	Electrician III
New Levels		Entry	Journey	Senior
New Salary Group	B07	B07	B09	B11
Cost	\$ 10,656	\$ 7,260	\$ 1,159	\$ -
<b>Total Cost</b>				<b>\$ 19,075</b>

### Option 3

Job Classification	Delete, move to B07	Electrician I	Electrician II	Electrician III
New Levels		Entry	Journey	Senior
New Salary Group	B07	B07	B09	B11
Cost	\$ 10,656	\$ 7,260	\$ 1,159	\$ -
<b>Total Cost</b>				<b>\$ 19,075</b>

# Proposed Job Classification



## Proposed New Series

### Option 1

Job Classification	Electronics Technician I	Electronics Technician II
New Levels	Journey	Senior
New Salary Group	A15	A17
Cost	\$ -	\$ -
<b>Total Cost</b>	<b>\$ -</b>	

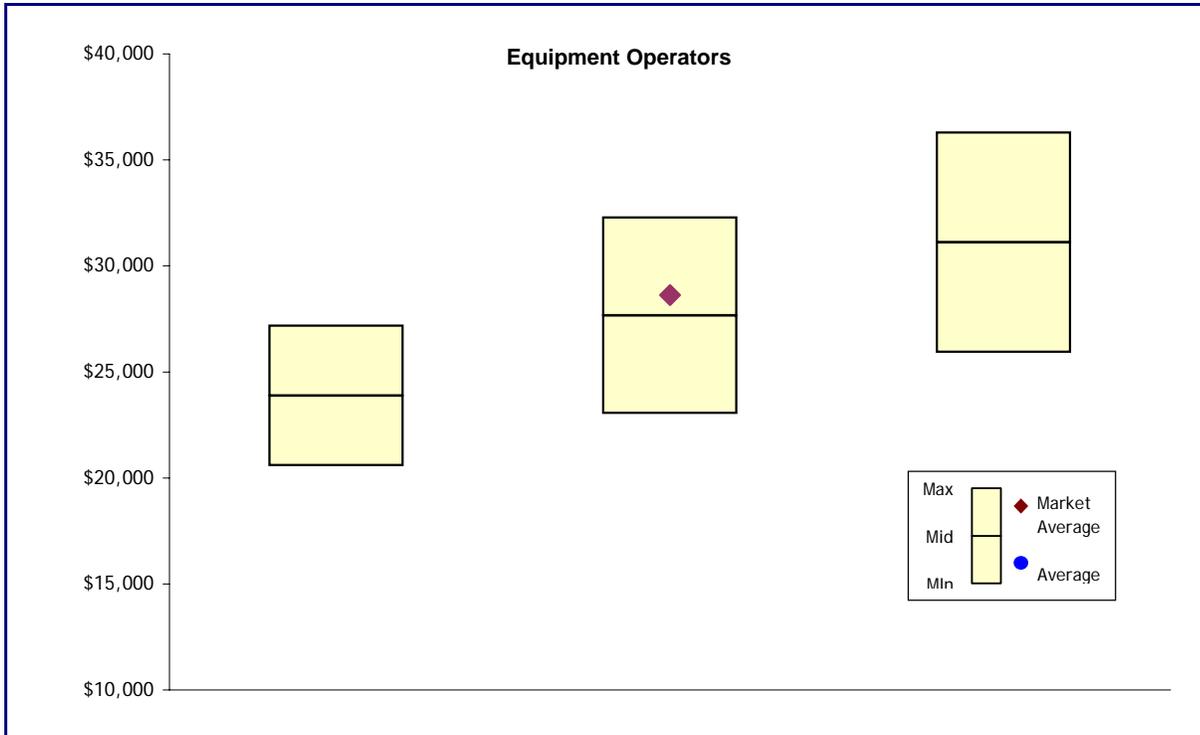
### Option 2

Job Classification	Electronics Technician I	Electronics Technician II
New Levels	Journey	Senior
New Salary Group	A15	A17
Cost	\$ -	\$ -
<b>Total Cost</b>	<b>\$ -</b>	

### Option 3

Job Classification	Electronics Technician I	Electronics Technician II
New Levels	Journey	Senior
New Salary Group	A15	A17
Cost	\$ -	\$ -
<b>Total Cost</b>	<b>\$ -</b>	

# Proposed Job Classification



# Proposed Job Series

## Option 1

Job Classification	Equipment Operator I	Equipment Operator II	Equipment Operator III
New Levels	Entry	Journey	Senior
New Salary Group	A09	A11	A13
Cost	\$ -	\$ -	\$ -
	Total Cost		\$ -

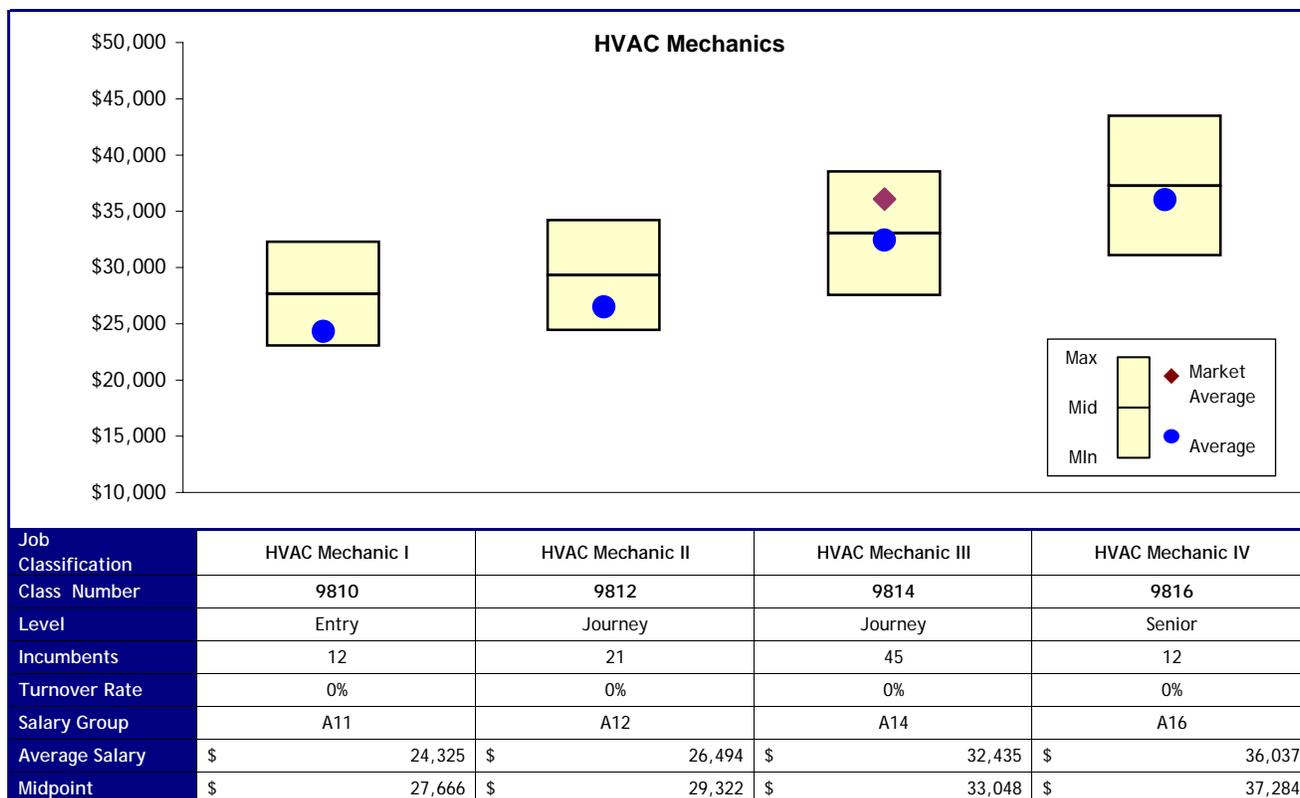
## Option 2

Job Classification	Equipment Operator I	Equipment Operator II	Equipment Operator III
New Levels	Entry	Journey	Senior
New Salary Group	A09	A11	A13
Cost	\$ -	\$ -	\$ -
	Total Cost		\$ -

## Option 3

Job Classification	Equipment Operator I	Equipment Operator II	Equipment Operator III
New Levels	Entry	Journey	Senior
New Salary Group	A09	A11	A13
Cost	\$ -	\$ -	\$ -
	Total Cost		\$ -

## Current Job Classification Data



## Proposed Changes

### Option 1

Job Classification	Delete, move to A12	HVAC Mechanic I	HVAC Mechanic II	HVAC Mechanic III
New Levels		Entry	Journey	Senior
New Salary Group	A12	A12	A14	A16
Cost	\$ 1,800	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 1,800</b>

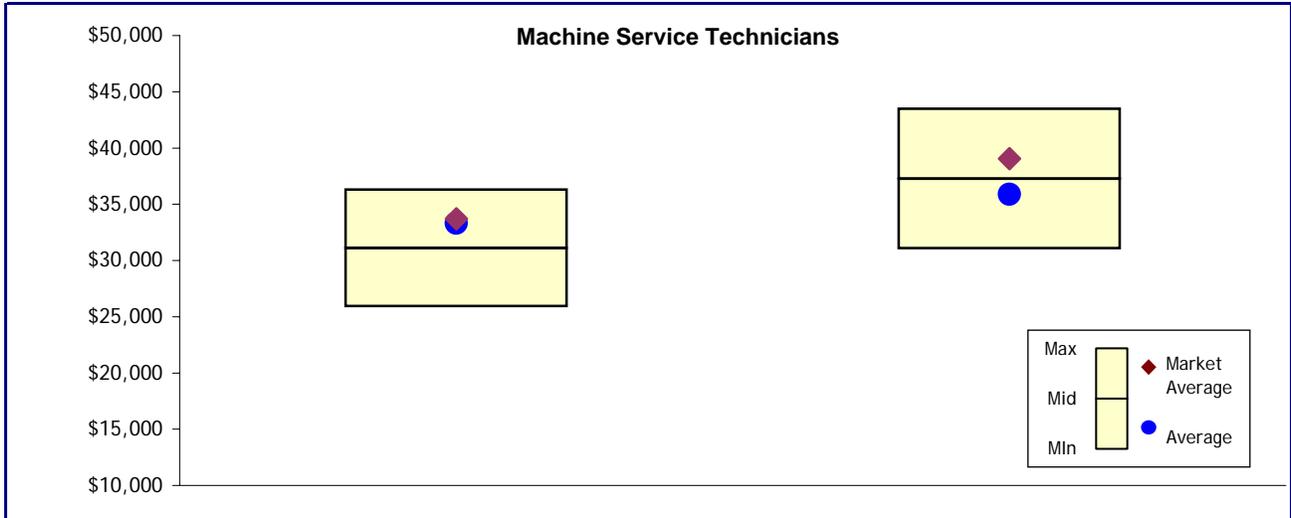
### Option 2

Job Classification	Delete, move to A12	HVAC Mechanic I	HVAC Mechanic II	HVAC Mechanic III
New Levels		Entry	Journey	Senior
New Salary Group	A12	A12	A14	A16
Cost	\$ 1,800	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 1,800</b>

### Option 3

Job Classification	Delete, move to A13	HVAC Mechanic I	HVAC Mechanic II	HVAC Mechanic III
New Levels		Entry	Journey	Senior
New Salary Group	A13	A13	A15	A17
Cost	\$ 19,284	\$ 4,831	\$ 6,120	\$ 2,592
<b>Total Cost</b>				<b>\$ 32,827</b>

# Current Job Classification Data



Job Classification	Machine Service Technician I	Machine Service Technician II
Class Number	9733	9734
Level	Journey	Senior
Incumbents	1	8
Turnover Rate	0%	47%
Salary Group	A13	A16
Average Salary	\$ 33,312	\$ 35,886
Midpoint	\$ 31,116	\$ 37,284

## Proposed Changes

### Option 1

Job Classification	Equipment Maintenance Technician I	Equipment Maintenance Technician II
New Levels	Journey	Senior
New Salary Group	A14	A16
Cost	\$ -	\$ -
<b>Total Cost</b>		\$ -

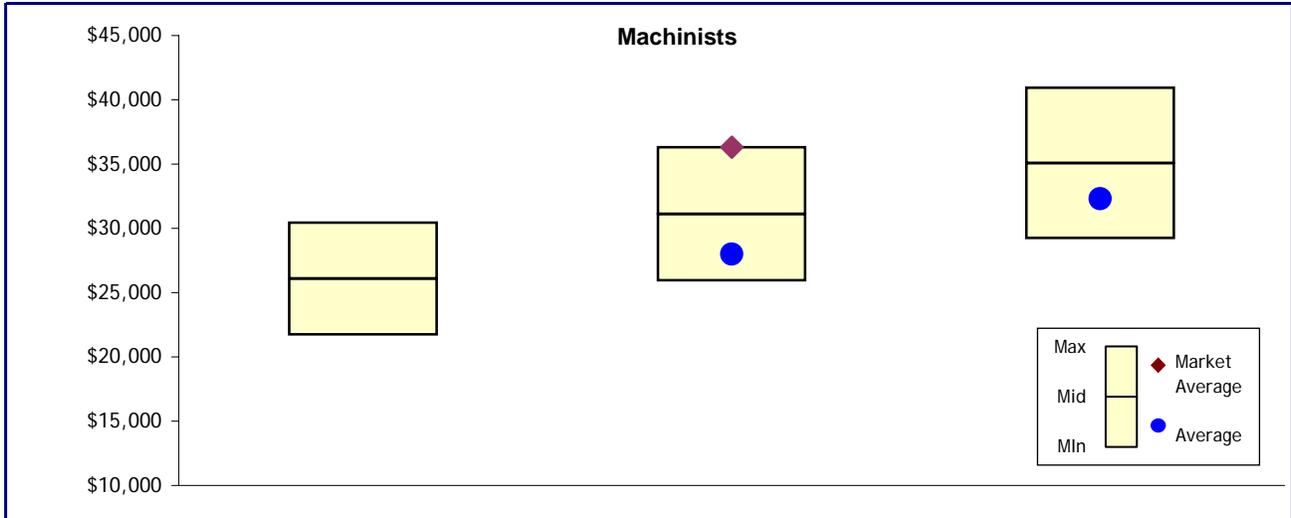
### Option 2

Job Classification	Equipment Maintenance Technician I	Equipment Maintenance Technician II
New Levels	Journey	Senior
New Salary Group	A14	A16
Cost	\$ -	\$ -
<b>Total Cost</b>		\$ -

### Option 3

Job Classification	Equipment Maintenance Technician I	Equipment Maintenance Technician II
New Levels	Journey	Senior
New Salary Group	A14	A16
Cost	\$ -	\$ -
<b>Total Cost</b>		\$ -

## Current Job Classification Data



Job Classification	Machinist I	Machinist II	Machinist III
Class Number	9510	9512	9514
Level	Entry	Journey	Senior
Incumbents	0	11	4
Turnover Rate	0%	15%	0%
Salary Group	A10	A13	A15
Average Salary	\$ -	\$ 27,985	\$ 32,310
Midpoint	\$ 26,094	\$ 31,116	\$ 35,082

## Proposed Changes

### Option 1

Job Classification	Delete, move to A13	Machinist I	Machinist II
New Levels		Journey	Senior
New Salary Group	A13	A13	A15
Cost	\$ -	\$ -	\$ -
<b>Total Cost</b>			<b>\$ -</b>

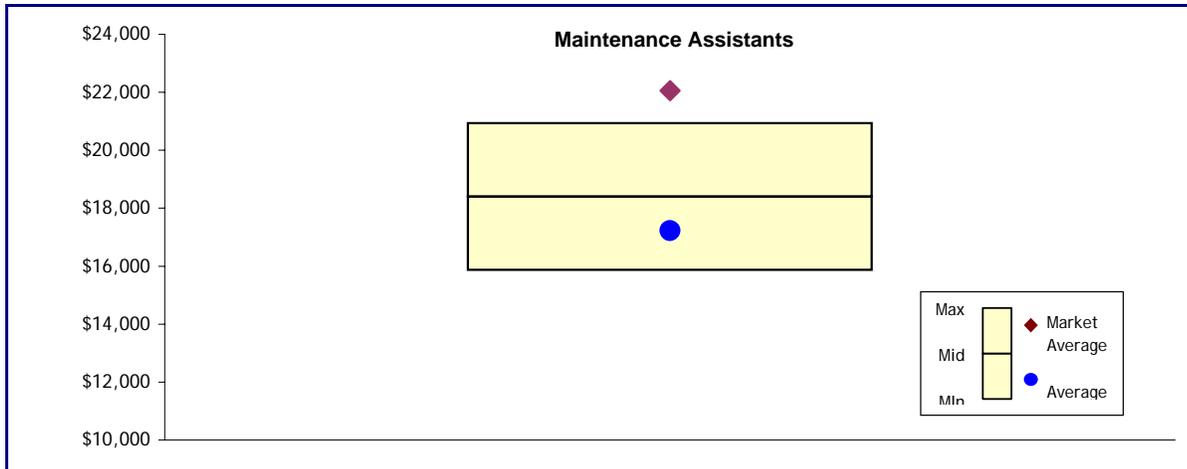
### Option 2

Job Classification	Delete, move to A14	Machinist I	Machinist II
New Levels		Journey	Senior
New Salary Group	A14	A14	A16
Cost	\$ -	\$ 9,648	\$ 636
<b>Total Cost</b>			<b>\$ 10,284</b>

### Option 3

Job Classification	Delete, move to A15	Machinist I	Machinist II
New Levels		Journey	Senior
New Salary Group	A15	A15	A17
Cost	\$ -	\$ 21,444	\$ 5,148
<b>Total Cost</b>			<b>\$ 26,592</b>

## Current Job Classification Data



Job Classification	Maintenance Assistant	
Class Number	9004	
Level	Entry	
Incumbents	13	
Turnover Rate	0%	
Salary Group	A04	
Average Salary	\$	17,226
Midpoint	\$	18,402

## Proposed Changes

### Option 1

Job Classification	Maintenance Assistant	
New Levels	Entry	
New Salary Group	A06	
Cost	\$	5,956
Total Cost \$		5,956

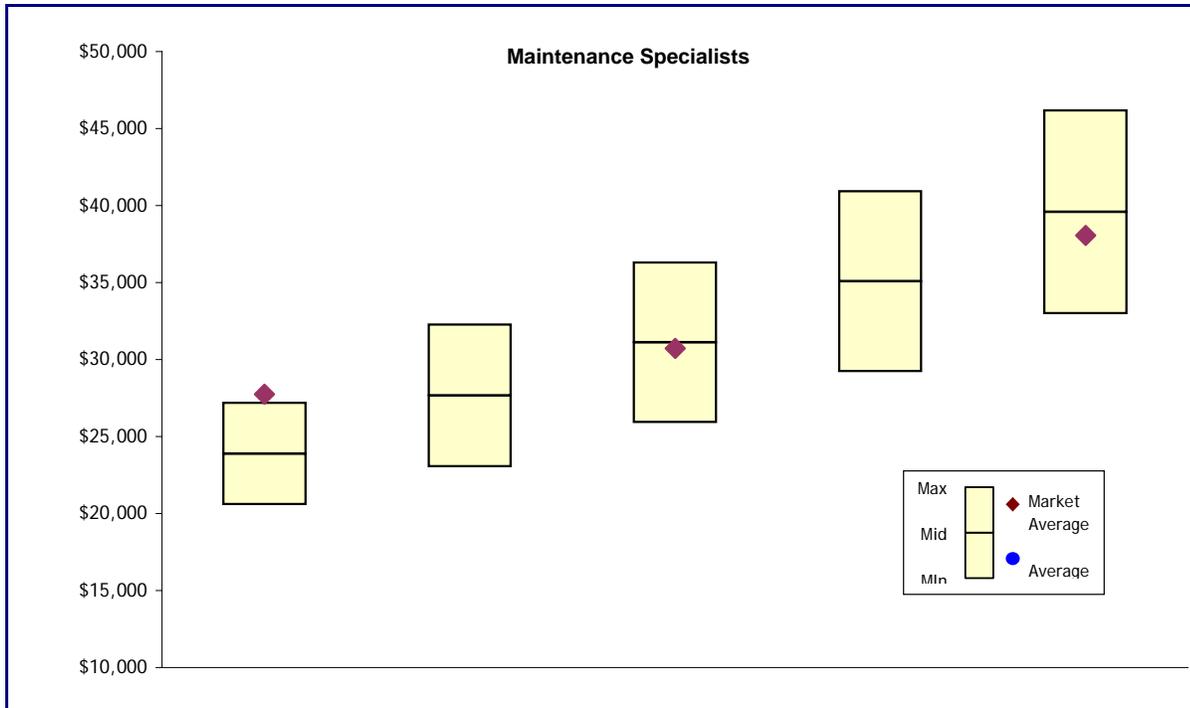
### Option 2

Job Classification	Maintenance Assistant	
New Levels	Entry	
New Salary Group	A07	
Cost	\$	15,837
Total Cost \$		15,837

### Option 3

Job Classification	Maintenance Assistant	
New Levels	Entry	
New Salary Group	A07	
Cost	\$	15,837
Total Cost \$		15,837

# Proposed Job Classification



## Proposed Job Series

### Option 1

Job Classification	Maintenance Specialist I	Maintenance Specialist II	Maintenance Specialist III	Maintenance Specialist IV	Maintenance Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A09	A11	A13	A15	A17
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					<b>\$ -</b>

### Option 2

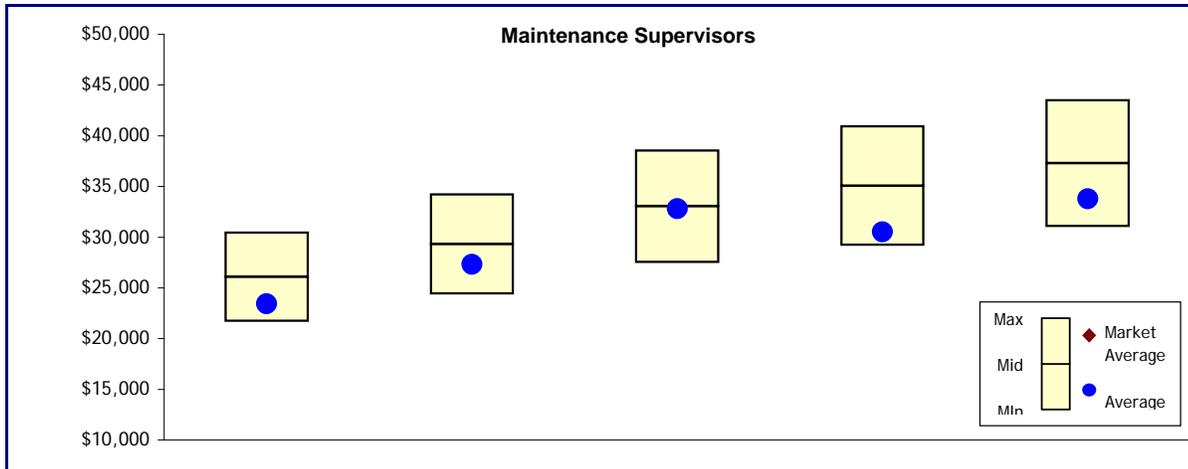
Job Classification	Maintenance Specialist I	Maintenance Specialist II	Maintenance Specialist III	Maintenance Specialist IV	Maintenance Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A09	A11	A13	A15	A17
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					<b>\$ -</b>

### Option 3

Job Classification	Maintenance Specialist I	Maintenance Specialist II	Maintenance Specialist III	Maintenance Specialist IV	Maintenance Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A09	A11	A13	A15	A17
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					<b>\$ -</b>

Note: Maintenance Supervisor and Maintenance Technician series are combined to create a Maintenance Specialist series.

## Current Job Classification Data



Job Classification	Maintenance Supervisor I	Maintenance Supervisor II	Maintenance Supervisor III	Maintenance Supervisor IV	Maintenance Supervisor V
Class Number	9051	9052	9053	9054	9055
Level	Entry	Journey	Senior	Senior	Senior
Incumbents	17	52	227	708	163
Turnover Rate	26%	16%	17%	16%	18%
Salary Group	A10	A12	A14	A15	A16
Average Salary	\$ 23,420	\$ 27,317	\$ 32,822	\$ 30,526	\$ 33,768
Midpoint	\$ 26,094	\$ 29,322	\$ 33,048	\$ 35,082	\$ 37,284

## Proposed Changes

### Option 1

Job Classification	Delete, move to Maintenance Specialist series at A11	Delete, move to Maintenance Specialist series at A13	Delete, move to Maintenance Specialist series at A15	Delete, move to Maintenance Specialist series at A15	Delete, move to Maintenance Specialist series at A17
New Levels					
New Salary Group	A11	A13	A15	A15	A17
Cost	\$ 2,280	\$ 10,500	\$ 30,492	\$ -	\$ 88,800
<b>Total Cost</b>					<b>\$ 132,072</b>

### Option 2

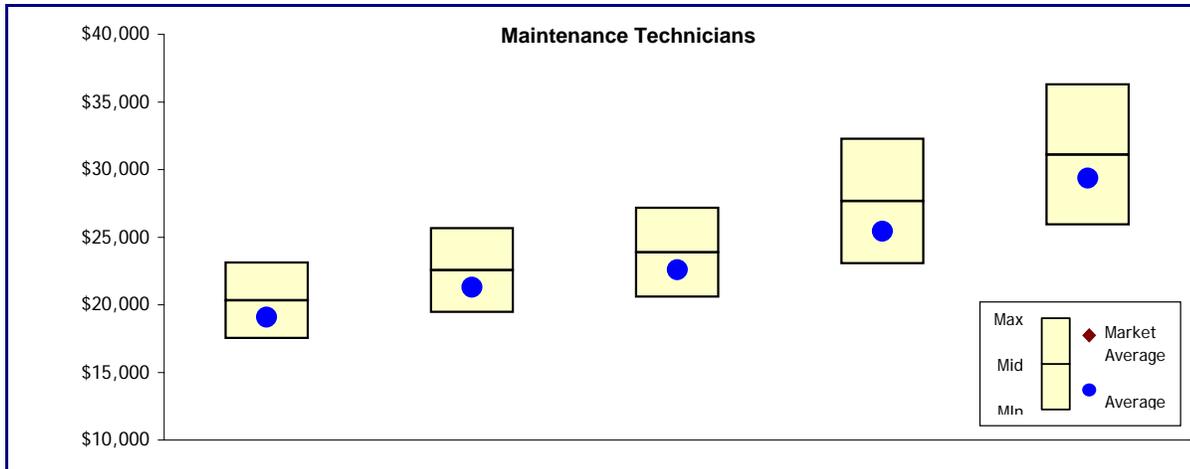
Job Classification	Delete, move to Maintenance Specialist series at A11	Delete, move to Maintenance Specialist series at A13	Delete, move to Maintenance Specialist series at A15	Delete, move to Maintenance Specialist series at A15	Delete, move to Maintenance Specialist series at A17
New Levels					
New Salary Group	A11	A13	A15	A15	A17
Cost	\$ 2,280	\$ 10,500	\$ 30,492	\$ -	\$ 88,800
<b>Total Cost</b>					<b>\$ 132,072</b>

### Option 3

Job Classification	Delete, move to Maintenance Specialist series at A11	Delete, move to Maintenance Specialist series at A13	Delete, move to Maintenance Specialist series at A15	Delete, move to Maintenance Specialist series at A15	Delete, move to Maintenance Specialist series at A17
New Levels					
New Salary Group	A11	A13	A15	A15	A17
Cost	\$ 2,280	\$ 10,500	\$ 30,492	\$ -	\$ 88,800
<b>Total Cost</b>					<b>\$ 132,072</b>

Note: Maintenance Supervisor and Maintenance Technician series are combined to create a Maintenance Specialist series.

## Current Job Classification Data



Job Classification	Maintenance Technician I	Maintenance Technician II	Maintenance Technician III	Maintenance Technician IV	Maintenance Technician V
Class Number	9041	9042	9043	9044	9045
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	120	179	213	204	163
Turnover Rate	22%	17%	21%	17%	11%
Salary Group	A06	A08	A09	A11	A13
Average Salary	\$ 19,075	\$ 21,294	\$ 22,583	\$ 25,437	\$ 29,370
Midpoint	\$ 20,334	\$ 22,566	\$ 23,886	\$ 27,666	\$ 31,116

## Proposed Changes

### Option 1

Job Classification	Delete, move to Maintenance Assistant at A06	Delete, move to Maintenance Specialist series at A09	Delete, move to Maintenance Specialist series at A09	Delete, move to Maintenance Specialist series at A11	Delete, move to Maintenance Specialist series at A13
New Levels					
New Salary Group	A06	A09	A09	A11	A13
Cost	\$ -	\$ 25,620	\$ -	\$ -	\$ -
<b>Total Cost</b>					<b>\$ 25,620</b>

### Option 2

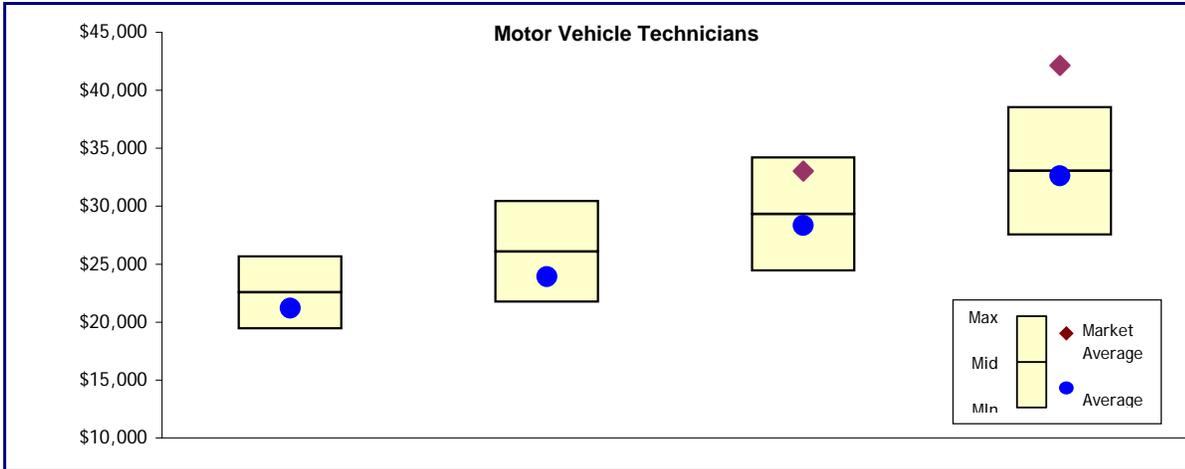
Job Classification	Delete, move to Maintenance Assistant at A07	Delete, move to Maintenance Specialist series at A09	Delete, move to Maintenance Specialist series at A09	Delete, move to Maintenance Specialist series at A11	Delete, move to Maintenance Specialist series at A13
New Levels					
New Salary Group	A07	A09	A09	A11	A13
Cost	\$ 16,440	\$ 25,620	\$ -	\$ -	\$ -
<b>Total Cost</b>					<b>\$ 42,060</b>

### Option 3

Job Classification	Delete, move to Maintenance Assistant at A07	Delete, move to Maintenance Specialist series at A09	Delete, move to Maintenance Specialist series at A09	Delete, move to Maintenance Specialist series at A11	Delete, move to Maintenance Specialist series at A13
New Levels					
New Salary Group	A07	A09	A09	A11	A13
Cost	\$ 16,440	\$ 25,620	\$ -	\$ -	\$ -
<b>Total Cost</b>					<b>\$ 42,060</b>

Note: Maintenance Supervisor and Maintenance Technician series are combined to create a Maintenance Specialist series.

# Current Job Classification Data



Job Classification	Motor Vehicle Technician I	Motor Vehicle Technician II	Motor Vehicle Technician III	Motor Vehicle Technician IV
Class Number	9416	9417	9418	9419
Level	Entry	Journey	Journey	Senior
Incumbents	30	105	171	130
Turnover Rate	31%	26%	12%	9%
Salary Group	A08	A10	A12	A14
Average Salary	\$21,198	\$23,917	\$28,344	\$32,614
Midpoint	\$22,566	\$26,094	\$29,322	\$33,048

## Proposed Changes

### Option 1

Job Classification	Delete, move to A10	Motor Vehicle Technician I	Motor Vehicle Technician II	Motor Vehicle Technician III
New Levels		Entry	Journey	Senior
New Salary Group	A10	A10	A12	A14
Cost	\$23,520	\$-	\$-	\$-
<b>Total Cost</b>				<b>\$23,520</b>

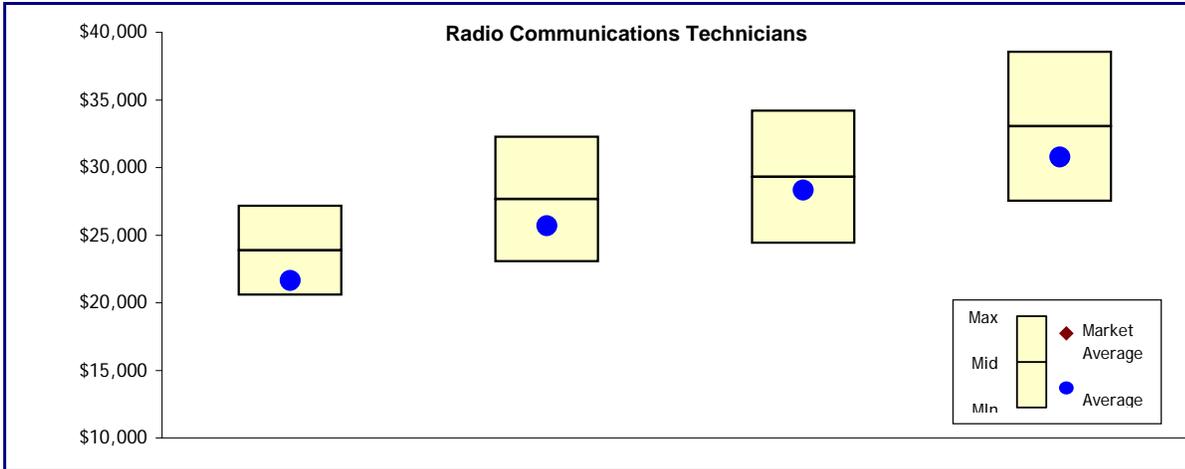
### Option 2

Job Classification	Delete, move to A10	Motor Vehicle Technician I	Motor Vehicle Technician II	Motor Vehicle Technician III
New Levels		Entry	Journey	Senior
New Salary Group	A11	A11	A13	A15
Cost	\$57,504	\$50,460	\$30,456	\$21,061
<b>Total Cost</b>				<b>\$159,481</b>

### Option 3

Job Classification	Delete, move to A10	Motor Vehicle Technician I	Motor Vehicle Technician II	Motor Vehicle Technician III
New Levels		Entry	Journey	Senior
New Salary Group	A12	A12	A14	A16
Cost	\$97,524	\$135,144	\$127,021	\$92,304
<b>Total Cost</b>				<b>\$451,993</b>

# Current Job Classification Data



Job Classification	Radio Communications Technician I	Radio Communications Technician II	Radio Communications Technician III	Radio Communications Technician IV
Class Number	9700	9702	9704	9706
Level	Entry	Journey	Senior	Senior
Incumbents	4	7	11	15
Turnover Rate	24%	0%	0%	21%
Salary Group	A09	A11	A12	A14
Average Salary	\$21,642	\$25,704	\$28,337	\$30,769
Midpoint	\$23,886	\$27,666	\$29,322	\$33,048

## Proposed Changes

### Option 1

Job Classification	Radio Communications Technician I	Delete, move to A12	Radio Communications Technician II	Radio Communications Technician III
New Levels	Entry		Journey	Senior
New Salary Group	A10	A12	A12	A14
Cost	\$ 2,304	\$ 360	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 2,664</b>

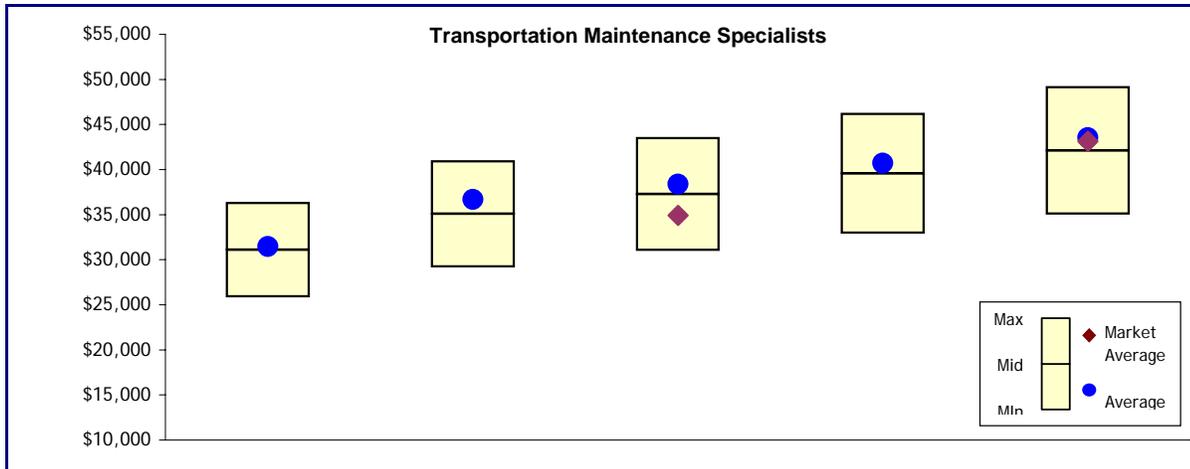
### Option 2

Job Classification	Radio Communications Technician I	Delete, move to A12	Radio Communications Technician II	Radio Communications Technician III
New Levels	Entry		Journey	Senior
New Salary Group	A10	A12	A12	A14
Cost	\$ 2,304	\$ 360	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 2,664</b>

### Option 3

Job Classification	Radio Communications Technician I	Delete, move to A12	Radio Communications Technician II	Radio Communications Technician III
New Levels	Entry		Journey	Senior
New Salary Group	A10	A12	A12	A14
Cost	\$ 2,304	\$ 360	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 2,664</b>

## Current Job Classification Data



Job Classification	Transportation Maintenance Specialist I	Transportation Maintenance Specialist II	Transportation Maintenance Specialist III	Transportation Maintenance Specialist IV	Transportation Maintenance Specialist V
Class Number	9305	9306	9307	9308	9309
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	141	205	124	110	89
Turnover Rate	14%	8%	14%	12%	16%
Salary Group	A13	A15	A16	A17	A18
Average Salary	\$31,475	\$36,667	\$38,389	\$40,705	\$43,536
Midpoint	\$ 31,116	\$ 35,082	\$ 37,284	\$ 39,588	\$ 42,120

## Proposed Changes

### Option 1

Job Classification	Transportation Maintenance Specialist I	Transportation Maintenance Specialist II	Transportation Maintenance Specialist III	Transportation Maintenance Specialist IV	Transportation Maintenance Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A13	A15	A16	A17	A18
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					\$ -

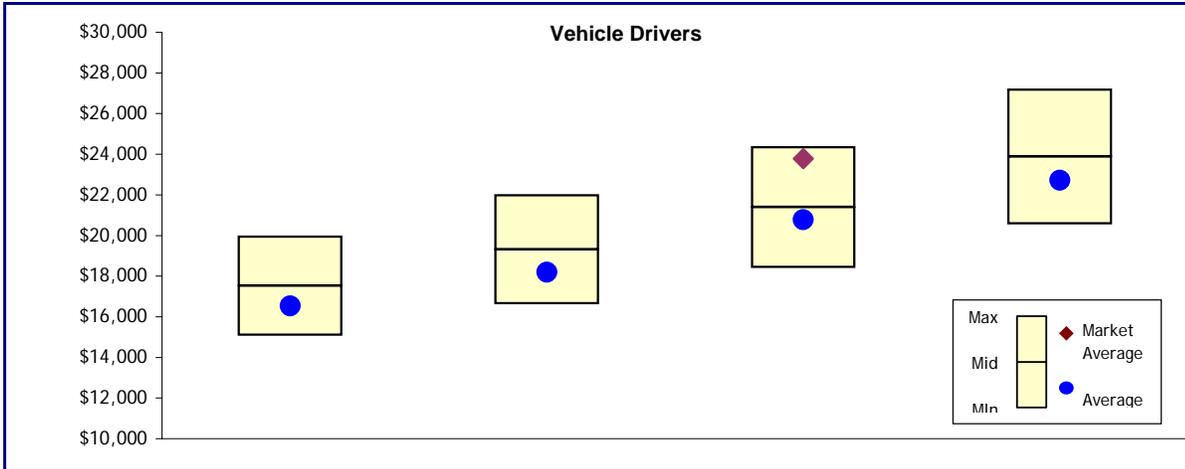
### Option 2

Job Classification	Transportation Maintenance Specialist I	Transportation Maintenance Specialist II	Transportation Maintenance Specialist III	Transportation Maintenance Specialist IV	Transportation Maintenance Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A13	A15	A16	A17	A18
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					\$ -

### Option 3

Job Classification	Transportation Maintenance Specialist I	Transportation Maintenance Specialist II	Transportation Maintenance Specialist III	Transportation Maintenance Specialist IV	Transportation Maintenance Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A14	A15	A16	A17	A18
Cost	\$ 13,188	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					\$ 13,188

# Current Job Classification Data



Job Classification	Vehicle Driver I	Vehicle Driver II	Vehicle Driver III	Vehicle Driver IV
Class Number	9321	9322	9323	9324
Level	Entry	Journey	Journey	Senior
Incumbents	20	128	35	43
Turnover Rate	11%	15%	20%	9%
Salary Group	A03	A05	A07	A09
Average Salary	\$16,536	\$18,192	\$20,770	\$22,710
Midpoint	\$17,526	\$19,320	\$21,396	\$23,886

## Proposed Changes

### Option 1

Job Classification	Delete, move to A05	Vehicle Driver I	Vehicle Driver II	Vehicle Driver III
New Levels		Entry	Journey	Senior
New Salary Group	A05	A05	A07	A09
Cost	\$ 5,100	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 5,100</b>

### Option 2

Job Classification	Delete, move to A05	Vehicle Driver I	Vehicle Driver II	Vehicle Driver III
New Levels		Entry	Journey	Senior
New Salary Group	A05	A05	A07	A09
Cost	\$ 5,100	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 5,100</b>

### Option 3

Job Classification	Delete, move to A06	Vehicle Driver I	Vehicle Driver II	Vehicle Driver III
New Levels		Entry	Journey	Senior
New Salary Group	A06	A06	A08	A10
Cost	\$ 20,504	\$ 10,368	\$ -	\$ 3,456
<b>Total Cost</b>				<b>\$ 34,328</b>