

BEFORE THE PUBLIC EMPLOYEE RELATIONS BOARD
OF THE STATE OF KANSAS

IN THE MATTER OF THE PETITION *
FILED BY: *

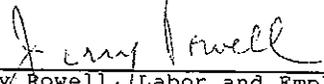
AFSCME Council 64 for unit de- *
termination and certification *
of certain employees of the *
City of Kansas City, Kansas. *

CASE NO: 75-UDC-1-1987

UNIT DETERMINATION ORDER

Pursuant to the mutual agreement of the parties, (See Stipulations) and the Board finding no statutory violation in the proposed action hereby orders that there shall be created three (3) appropriate bargaining units in the City of Kansas City, Kansas known as the Service and Maintenance Unit, the Clerical Unit, and the Technical Unit. A listing of the above mentioned units is attached hereto as attachments A, B, and C respectively.

IT IS SO ORDERED THIS 27th DAY OF April, 1987 BY
JERRY POWELL, FOR THE PUBLIC EMPLOYEE RELATIONS BOARD.



Jerry Powell, Labor and Employment
Standards Administrator

SERVICE & MAINTENANCE

INCLUDE: Animal Control Officer
Automotive Equipment Mechanic
Automotive Mechanic Helper
Building Maintenance Worker
Caretaker
Clubhouse Assistant
Clubhouse Attendant
Detention Officer I
Facility Worker
Greenskeeper
Parking Control Officer
Security Guard
Service Station Attendant
Transit Operator

EXCLUDE: All other employees of the City of Kansas City, Kansas.

CLERICAL

INCLUDE: Court Clerk I
Court Clerk II
Data Entry and Control Clerk I
Data Entry and Control Clerk II
Data Entry and Control Clerk III
Data Entry Operator I
Data Entry Operator II
Microfilm Clerk
Office Assistant I
Office Assistant II
Office Assistant III
Production Control Specialist
Switchboard Operator

EXCLUDE: Data Entry Operator II (#3493 Auditing)
Office Assistant III (#3613 Community Development)
Office Assistant III (#3719 Code Enforcement)
Office Assistant III (#0081 City Administrator)
Office Assistant III (#0269 Personnel)
Office Assistant III (#0270 Personnel)
Office Assistant III (#3157 Water Pollution Control)
And all other employees of the City of Kansas City, Kansas.

TECHNICAL

INCLUDE: Building Inspector I
Building Inspector II
Compliance Officer I
Compliance Officer II
Computer Operator
Construction Inspector I
Construction Inspector II
Court Liaison Officer
Domestic Relations Counselor
Engineering Technician I
Engineering Technician II
Fiscal Assistant I
Identification Specialist
Inspector I
License Inspector
Planning Technician
Printer I
Printer II
Probation Officer
Program Aide
Program Technician I
Program Technician II
Skilled Tradesperson
Standards Inspector
Telecommunications Coordinator
Warrant Officer

EXCLUDE: Engineering Technician II (#3175 Water Pollution Control)
Engineering Technician II (#3176 Water Pollution Control)
Engineering Technician II (#3173 Water Pollution Control)
Engineering Technician II (#3437 Water Pollution Control)
Fiscal Assistant I (#1243 Police)
Fiscal Assistant I (#1247 Police)
Fiscal Assistant I (#1244 Police)
Fiscal Assistant I (#3539 Purchasing)
Fiscal Assistant I (#3415 Treasurer)
Fiscal Assistant I (#3519 Treasurer)
Fiscal Assistant I (#3479 Auditor)
Program Technician I (#3703 Humane Office)
And all other employees of the City of Kansas City, Kansas.

STATE OF KANSAS
BEFORE THE SECRETARY OF HUMAN RESOURCES

AFSCME, Council 64,)
)
 Petitioner,)
)
 vs.) Case No. 75-UDC-1-1987
)
CITY OF KANSAS CITY, KANSAS,)
)
 Respondent.)

STIPULATION AND AGREEMENT

Come now the parties herein, AFSCME, Council 64, (hereinafter "AFSCME") and the City of Kansas City, Kansas, (hereinafter "City"), and submit the following stipulation and agreement to the Kansas Public Employee Relations Board (hereinafter "PERB") in resolution of all issues pending in Case No. 75-UDC-1-1987 pending before the Board. The petitioner and respondent have met and conferred in good faith; have had a full opportunity to consider and negotiate concerning all professional, para-professional, clerical and related, technical and blue collar positions at the City which positions are not already represented by other labor organizations; have had a full opportunity to consult legal counsel, if desired; have a full understanding of their legal rights to proceed with a fact-finding determination by PERB and other provisions of the Kansas Public Employer Employee

75-UDC-1-1987

Relations Act to determine the appropriateness of the collective bargaining units and the determination of which employees and or employee classifications should be included within each of the bargaining units; and having full knowledge and understanding of all of these facts enter into the following stipulation and agreement:

1. Case No. 75-UDC-1-1987 shall result in there being created three (3) collective bargaining units within the City, which units will by secret ballot election by a majority of the employees in each appropriate unit (K.S.A. 75-4327(c)), determine whether they wish to be represented by AFSCME or whether they wish to have no representation. The three (3) appropriate units created by this stipulation and agreement are:

- a) Technical
- b) Service and Maintenance
- c) Clerical

2. The City positions and/or employees which are to be included in the various appropriate units or excluded therefrom for the reasons that those employees are supervisory or confidential employees as defined in K.S.A. 75-4322, have been stipulated and agreed and said stipulation and agreement is reflected within Exhibit A attached hereto as though more fully

set out herein. All classifications and positions which were subject to AFSCME's petition herein are indicated on Exhibit A as being either: 1) included within an appropriate unit and if so which unit they are included within or 2) that they are excluded and the factual basis for the exclusion is stated. There are listed in Exhibit A some City job classifications which have positions included and excluded from the units and those positions to be included or excluded are identified by the City position identifying numbers.

The above Stipulation and Agreement is entered this _____ day of March, 1987 by and between AFSCME and the City.

AFSCME, Council 64

CITY OF KANSAS CITY, KANSAS

AFSCME ELIGIBILITY LIST

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|--|---------------|---|
| 0305 | Administrative Aide | Exclude | Confidential |
| 0301 | Administrative Assistant | Exclude | Supervisory, Confidential |
| 0020 | Administrative Assistant (Mayor's Office) | Exclude | Confidential |
| 6180 | Animal Control Officer | Include | Service and Maintenance |
| 6181 | Animal Control Supr. | Exclude | Supervisory, Confidential |
| 0310 | Ass't City Administrator | Exclude | Confidential |
| 1603 | Ass't City Attorney | Exclude | Professional/ Supervisory, Confidential |
| 1115 | Ass't City Engineer | Exclude | Professional/ Supervisory, Confidential |
| 0224 | Ass't City Treasurer | Exclude | Supervisory, Confidential |
| 3204 | Ass't Clubhouse Mgr. | Exclude | Supervisory |
| 1610 | Ass't Court Adm. | Exclude | Supervisory, Confidential |
| 1460 | Ass't Director of Neighborhood Preserv. | Exclude | Supervisory, Confidential |
| 4180 | Ass't Police Garage Superintendent | Exclude | Supervisory, Confidential |
| 0210 | Ass't Purchasing Director | Exclude | Supervisory, Confidential |
| 1119 | Ass't Traffic Engr. | Exclude | Supervisory, Confidential |

"EXHIBIT A"

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|------------------------------------|---------------|---|
| 1608 | Attorney I | Exclude | Professional/ Confidential |
| 1605 | Attorney II | Exclude | Professional/ Confidential |
| 4165 | Automotive Equipment Mechanic | Include | Service and Maintenance |
| 4164 | Automotive Mechanic Helper | Include | Service and Maintenance |
| 0230 | Budget and Fiscal Analyst | Exclude | Confidential |
| 0231 | Budget Director | Exclude | Supervisory, Confidential |
| 0229 | Budget Officer | Exclude | Supervisory, Confidential |
| 6140 | Building Administrator | Exclude | Supervisory, Confidential |
| 6110 | Building Inspector I | Include | Technical |
| 6111 | Building Inspector II | Include | Technical |
| 4140 | Building Maintenance Supervisor | Exclude | Supervisory, Confidential |
| 4110 | Building Maintenance Worker | Include | Service and Maintenance |
| 0208 | Buyer | Exclude | Confidential |
| 4101 | Caretaker | Include | Service and Maintenance |
| 4105 | Caretaker Supervisor | Exclude | Supervisory |
| 0010 | City Administrator | Exclude | Supervisory, Confidential |
| 1125 | City Architect | Exclude | Professional/ Supervisory, Confidential |

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|------------------------------------|---------------|---|
| 1601 | City Attorney | Exclude | Professional/ Supervisory, Confidential |
| 0227 | City Auditor | Exclude | Supervisory, Confidential |
| 0222 | City Clerk | Exclude | Supervisory, Confidential |
| 1122 | City Engineer | Exclude | Professional/ Supervisory, Confidential |
| 0225 | City Treasurer | Exclude | Supervisory, Confidential |
| 5260 | Civil Defense Director | Exclude | Supervisory, Confidential |
| 3201 | Clubhouse Assistant | Include | Service and Maintenance |
| 3202 | Clubhouse Attendant | Include | Service and Maintenance |
| 3205 | Clubhouse Manager | Exclude | Supervisory, Confidential |
| 6130 | Codes Administrator | Exclude | Supervisory, Confidential |
| 6150 | Compliance Officer I | Include | Technical |
| 6151 | Compliance Officer II | Include | Technical |
| 1235 | Computer Operator | Include | Technical |
| 1250 | Computer Programmer/ Analyst I | Exclude | Confidential |
| 1251 | Computer Programmer/ Analyst II | Exclude | Confidential |
| 1130 | Construction Inspector I | Include | Technical |
| 1131 | Construction Inspector II | Include | Technical |

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|--|--|--------------------------------|
| 4315 | Construction Superintendent | Exclude | Supervisory, Confidential |
| 4310 | Construction Worker I | Exclude | Public Service Employees & WPC |
| 4311 | Construction Worker II | Exclude | Public Service Employees & WPC |
| 4312 | Construction Worker III | Exclude | Public Service Employees & WPC |
| 3320 | Convention Center/ Memorial Building Dir. | Exclude | Supervisory, Confidential |
| 0030 | Coordinating Specialist (Mayor's Office) | Exclude | Confidential |
| 0140 | Court Clerk I | Include | Clerical |
| 0141 | Court Clerk II | Include | Clerical |
| 5125 | Court Liaison Officer | Include | Technical |
| 1121 | Data Entry and Control Clerk I | Include | Clerical |
| 1212 | Data Entry and Control Clerk .II | Include | Clerical |
| 1213 | Data Entry and Control Clerk III | Include | Clerical |
| 1201 | Data Entry Operator I | Include | Clerical |
| 1202 | Data Entry Operator II | Include #0319 Info. and Research | Clerical |
| | | Exclude | Confidential |
| | | #3493 Audit- ing | |
| 1205 | Data Entry Supervisor | Exclude | Supervisory, Confidential |
| 5120 | Detention Officer I | Include | Service and Maintenance |

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|---|---------------|---|
| 5121 | Detention Officer II | Exclude | Supervisory |
| 6113 | Deputy Chief Building Inspector | Exclude | Supervisory, Confidential |
| 0311 | Deputy City Adm. | Exclude | Supervisory, Confidential |
| 1602 | Deputy City Attorney | Exclude | Professional/ Supervisory, Confidential |
| 0205 | Deputy City Auditor | Exclude | Supervisory, Confidential |
| 0220 | Deputy City Clerk | Exclude | Supervisory, Confidential |
| 1124 | Deputy Public Works Director | Exclude | Supervisory, Confidential |
| 1245 | Director of Computer Services | Exclude | Supervisory, Confidential |
| 1270 | Director of Data Processing and Research | Exclude | Supervisory, Confidential |
| 1450 | Director of Economic Development | Exclude | Supervisory, Confidential |
| 1451 | Director of Economic Development & Planning | Exclude | Supervisory, Confidential |
| 0221 | Director of Finance | Exclude | Supervisory, Confidential |
| 6177 | Director of Human Resources | Exclude | Supervisory, Confidential |
| 1461 | Director of Neighborhood Preservation | Exclude | Supervisory, Confidential |
| 2215 | Director of Parking Control | Exclude | Supervisory, Confidential |
| 0206 | Director of Payroll | Exclude | Supervisory, Confidential |

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|-----------------------------------|--|-------------------------------|
| 1330 | Director of Research | Exclude | Supervisory, Confidential |
| 2120 | Director of Transportation | Exclude | Supervisory, Confidential |
| 1620 | Domestic Relations Counselor | Include | Technical |
| 1621 | Domestic Relations Manager | Exclude | Supervisory, Confidential |
| 4125 | Electrical Maintenance Supervisor | Exclude | Supervisory |
| 1111 | Engineer I | Exclude | Professional/ Supervisory |
| 1112 | Engineer II | Exclude | Professional/ Supervisory |
| 1101 | Engineering Technician I | Include | Technical |
| 1102 | Engineering Technician II | Include | Technical |
| | | #2319 Engineering #3623 Engineering | |
| | | Exclude | Other union representation |
| | | #3175 WPC Amendment #3176 WPC Amendment #3173 WPC Amendment #3437 WPC Amendment | |
| 1103 | Engineering Technician III | Exclude | Supervisory |
| 1104 | Engineering Technician IV | Exclude | Supervisory, Confidential |
| 3310 | Facility Manager | Exclude | Supervisory, Confidential |
| 3301 | Facility Worker | Include | Service and Maintenance |

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|------------------------------------|---|----------------------------------|
| 4150 | Facilities/Transportation Director | Exclude | Supervisory, Confidential |
| 0201 | Fiscal Assistant I | Include | Technical |
| | | #947 Police #3529 Purchasing #3849 Public Building Maint. #3785 Public Building Maint. | |
| | | #3911 Transportation #3969 Parking Control #3967 Parking Control | |
| | | Exclude | Confidential |
| | | #1243 Police #1247 Police #1244 Police #3539 Purchasing #3415 Treasurer #3519 Treasurer #3479 Auditor | |
| 0202 | Fiscal Assistant II | Exclude | Confidential |
| 0203 | Fiscal Assistant III | Exclude | Confidential |
| 0204 | Fiscal Officer | Exclude | Supervisory, Confidential |
| 4175 | Garage Superintendent | Exclude | Supervisory, Confidential |
| 4301 | General Maintenance Worker I | Exclude | Service Employee's Union and WPC |
| 4305 | General Maintenance Worker II | Exclude | Service Employee's Union and WPC |
| 3220 | Golf Course Superintendent | Exclude | Supervisory, Confidential |
| 3215 | Golf Course Supervisor | Exclude | Supervisory |
| 3210 | Greenskeeper | Include | Service and Maintenance |

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|--------------------------------------|---------------|-----------------------------------|
| 6170 | Human Relations Mgr. | Exclude | Supervisory, Confidential |
| 5130 | Identification Specialist | Include | Technical |
| 4245 | Industrial Pretreatment Inspector | Exclude | Supervisory, Confidential, WPC |
| 6101 | Inspector I | Include | Technical |
| 6102 | Inspector II | Exclude | Supervisory, Confidential |
| 4205 | Laboratory Technician | Exclude | WPC Amendment |
| 1133 | Landfill Inspector | Exclude | WPC Amendment |
| 0320 | Legislative Specialist | Exclude | Confidential |
| 6125 | License Administrator | Exclude | Supervisory, Confidential |
| 6123 | License Inspector | Include | Technical |
| 6171 | Manager, Office of Disabled | Exclude | Supervisory, Confidential |
| 0120 | Microfilm Clerk | Include | Clerical |
| 1611 | Municipal Court Administrator | Exclude | Supervisory, Confidential |
| 1630 | Municipal Court Judge | Exclude | Supervisory, Confidential |
| 0110 | Office Assistant I | Include | Clerical |
| 0111 | Office Assistant II | Include | Clerical |
| | | #0247 | Action Center |
| | | #3683 | Building Inspection |
| | | #3677 | Building Inspection |
| | | #0912 | Police |
| | | #0909 | Police |
| | | #1233 | Police |
| | | #0911 | Police |

CLASS CODE

JOB TITLE

STATUS

REASON/BARGAINING UNIT

#2073 Fire
#2074 Fire
#2081 Fire
#2277 Traffic Regulations
#2701 Parks and Recreation
#3453 City Clerk
#3465 City Clerk
#3470 City Clerk
#3551 License
#3549 License
#3605 Neighborhood Preservation
#3715 Neighborhood Preservation
#3717 Neighborhood Preservation
#3847 Public Building Maint.
#3863 Public Building Maint.
#3909 Transportation
#4052 Planning
#4065 Economic Development
#0079 Domestic Relations

#0268 Personnel
#3147 Water Pollution Control

0112

Office Assistant III

Include Clerical

#0920 Police
#0927 Police
#0918 Police
#1231 Police
#0917 Police
#0919 Police
#0924 Police
#0923 Police
#1235 Police
#0921 Police
#0922 Police
#0925 Police
#0926 Police
#0910 Police
#3679 Building Inspection
#3457 City Clerk
#3713 Code Enforcement
#3607 Code Enforcement
#3609 Community Development
#3611 Economic Development
#4066 Economic Development
#2289 Engineering
#2077 Fire Department
#4082 Human Relations

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|-------------------------------------|---------------------------------------|-------------------------------|
| | | #0315 Information & Research | |
| | | #3876 Memorial Hall/Convention Center | |
| | | #4033 Physical Planning | |
| | | #3783 Public Building Maint. | |
| | | #3527 Purchasing | |
| | | #3521 Purchasing | |
| | | #3525 Purchasing | |
| | | #3115 Right of Way | |
| | | #3116 Right of Way | |
| | | #3145 Water Pollution Control | |
| | | #3149 Water Pollution Control | |
| | | #3162 Water Pollution Control | |
| | | Exclude | Confidential |
| | | #3613 Community Development | |
| | | #3719 Code Enforcement | |
| | | #0081 City Administrator | |
| | | #0270 Personnel | |
| | | #0269 Personnel | |
| | | #3157 Water Pollution Control | |
| 0113 | Office Assistant IV | Exclude | Supervisory, Confidential |
| 0114 | Office Assistant V | Exclude | Supervisory, Confidential |
| 0115 | Office Assistant VI | Exclude | Supervisory, Confidential |
| 2210 | Parking Control Officer | Include | Service and Maintenance |
| 3125 | Parks Maintenance Superintendent | Exclude | Supervisory, Confidential |
| 3120 | Parks Maintenance Supervisor I | Exclude | Supervisory, Confidential |
| 3121 | Parks Maintenance Supervisor II | Exclude | Supervisory, Confidential |
| 3115 | Parks and Recreation Director | Exclude | Supervisory, Confidential |
| 1511 | Personnel Analyst | Exclude | Confidential |

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------------|---|---------------------|--------------------------------|
| 1501 | Personnel Director | Exclude | Supervisory, Confidential |
| 1510 | Personnel Technician | Exclude | Confidential |
| 1306 | Planner II | Exclude | Supervisory |
| 1310 | Planning Director | Exclude | Supervisory, Confidential |
| 1301 | Planning Technician | Include | Technical |
| 0240 | Printer I | Include | Technical |
| 0241 | Printer II | Include | Technical |
| 1615 | Probation Officer | Include | Technical |
| 1240 | Production Control and Operations Supervisor | Exclude | Supervisory |
| 1230 | Production Control Specialist | Include | Clerical |
| 1401 | Program Aide | Include | Technical |
| 1410 | Program Manager I | Exclude | Supervisory |
| 1411 | Program Manager II | Exclude | Supervisory, Confidential |
| 1412 | Program Manager III | Exclude | Supervisory, Confidential |
| <i>Excluded.</i> → 1420 | Program Planner I | Exclude | Supervisory <i>Pro. Techs.</i> |
| 1421 | Program Planner II | Exclude | Supervisory, Confidential |
| 1402 | Program Technician I | Include | Technical |
| | | Exclude | Confidential |
| | | #3703 Humane Office | |
| 1403 | Program Technician II | Include | Technical |
| 0319 | Public Information Officer | Exclude | Confidential |

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|---|---------------|-------------------------------|
| 4145 | Public Levee Maintenance Superintendent | Exclude | Supervisory, Confidential |
| 1445 | Public Levee Manager | Exclude | Supervisory, Confidential |
| 0304 | Public Works Coordinator | Exclude | Confidential |
| 1123 | Public Works Director | Exclude | Supervisory, Confidential |
| 0130 | Purchasing Clerk | Exclude | Confidential |
| 0211 | Purchasing Director | Exclude | Supervisory, Confidential |
| 3110 | Recreation Supt. | Exclude | Supervisory, Confidential |
| 3105 | Recreation Supervisor I | Exclude | Supervisory |
| 3106 | Recreation Supervisor II | Exclude | Supervisory |
| 1320 | Research Analyst I | Exclude | Confidential |
| 1321 | Research Analyst II | Exclude | Confidential |
| 1140 | Right-of-Way Director | Exclude | Supervisory, Confidential |
| 1505 | Risk Manager | Exclude | Supervisory, Confidential |
| 6175 | Safety Officer | Exclude | Supervisory, Confidential |
| 0031 | Secretary (Mayor's Office) | Exclude | Confidential |
| 0032 | Secretary/Typist (Mayor's Office) | Exclude | Confidential |
| 6190 | Security Guard | Include | Service and Maintenance |
| 0302 | Senior Administrative Assistant | Exclude | Supervisory, Confidential |

Professio

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|----------------------------------|---------------|-------------------------------|
| 0229 | Senior Budget Analyst | Exclude | Confidential |
| 1430 | Senior Citizen Club Director | Exclude | Supervisory, Confidential |
| 4160 | Service Station Attendant | Include | Service and Maintenance |
| 4161 | Service Station Supervisor | Exclude | Supervisory |
| 4375 | Sewer Maintenance Superintendent | Exclude | Supervisory, Confidential |
| 4370 | Sewer Maintenance Supervisor | Exclude | Supervisory |
| 4320 | Sign Shop Worker | Exclude | Supervisory |
| 4120 | Skilled Tradesperson | Include | Technical |
| 6120 | Standards Administrator | Exclude | Supervisory, Confidential |
| 6115 | Standards Inspector | Include | Technical |
| 4330 | Street Maintenance Supervisor I | Exclude | Supervisory |
| 4331 | Street Maintenance Supervisor II | Exclude | Supervisory |
| 0100 | Switchboard Operator | Include | Clerical |
| 1265 | Telecommunications Coordinator | Include | Technical |
| 1120 | Traffic Engineer | Exclude | Supervisory, Confidential |
| 6174 | Training Officer | Exclude | Supervisory, Confidential |
| 2110 | Transit Operations Mgr. | Exclude | Supervisory, Confidential |
| 2105 | Transit Operations Supervisor | Exclude | Supervisory |

| <u>CLASS CODE</u> | <u>JOB TITLE</u> | <u>STATUS</u> | <u>REASON/BARGAINING UNIT</u> |
|-------------------|--|---------------|--|
| 2101 | Transit Operator | Include | Service and Maintenance |
| 4280 | Utility Maintenance Superintendent | Exclude | Supervisory, Confidential |
| 4170 | Vehicle Maintenance Supervisor | Exclude | Supervisory |
| 6160 | Warrant Officer | Include | Technical |
| 1121 | Wastewater Engineering Manager | Exclude | Professional/Supervisory, Confidential |
| 4250 | Wastewater Operations Manager | Exclude | Supervisory, Confidential |
| 4240 | Wastewater Plant Manager I | Exclude | Supervisory, Confidential |
| 4241 | Wastewater Plant Manager II | Exclude | Supervisory, Confidential |
| 4231 | Wastewater Plant Operations Supervisor | Exclude | Supervisory |
| 4260 | Wastewater Utility Director | Exclude | Professional/Supervisory, Confidential |