



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

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Employee Benefits Director

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Labor Negotiator

July 3, 2025

To: The City Service Commission
From: Andrea Knickerbocker, Human Resources Manager
Subject: Probationary Period Recommendations for Studied Position(s)

The following positions are being recommended for study at the July 8, 2025 meeting of the City Service Commission. Accordingly, we make the following recommendations related to the probationary period.

Department of Public Works-Operations Division

Current	Recommended
City Laborer PR 8AN (\$44,862 - \$60,601) FN: Employees who attain and maintain a CDL to be paid an additional 3% biweekly. For purposes of promotion from this title, the 3% CDL pay shall be rolled into the base rate and be base-building. (36 Vacant Positions)	Equipment Operator 3 PR 8GN (\$61,125 - \$78,746) FN: Recruitment is at \$61,850 (27 Positions)
	Equipment Operator 2 PR 8FN (\$58,215 - \$75,330) FN: Recruitment is at \$58,905 (Underfill Title)
	Equipment Operator 1 PR 8EN (\$54,407 - \$72,076) FN: Recruitment is at \$56,100 (Underfill Title)
Not applicable as the positions are vacant.	