EXHIBIT 1
OUTLINE OF BENEFITS
APCD MANAGEMENT, CONFIDENTIAL CLERICAL AND OTHER UNREPRESENTED EMPLOYEES

CLASSIFICATION TITLE	CLASS CODE	UNIT	BENEFIT CATEGORY	FLEXIBLE MERIT INCREASE	CAR ALLOWANCE A, B OR C	EXECUTIVE PROFESSIONAL MEMBERSHIP	EXECUTIVE ANNUAL LEAVE	CIVIL SERVICE EXEMPT
APCD/EO	9101	MB	2	X		X	X	X
APCD Fiscal Officer	9106	MB	4					
APCD Mgr Fiscal/Admin Svcs	9102	MB	3					
APCD Mgr Public Info Svcs	9105	MB	4					
APCD Mgr Office Systems	9104	MB	4					
APCD Mgmt Asst IV-CC	9156	MB	4					
APCD Sr Manager - Compliance	9155	MB	2	X		X	X	X
APCD Sr Manager – Engineering	9153	MB	2	X		X	X	X
APCD Sr Mgr – Monitoring/Plng	9154	MB	2	X		X	X	X