

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6 ³	2926	3059	3197	3345	3504
Account Clerk II	130002 ³	12 ³	3234	3383	3544	3704	3875
Accountant-Auditor I**	130011 ⁴	12 ⁴	4733 4675	4950 4889	5179 5115	5431 5364	5685 5615
Accountant-Auditor II	130012 ⁴	12 ⁴	5187	5427	5690	5961	6243
Accounting Technician	130010	12	3904	4088	4280	4477	4690
Administrative Clerk I	110001 ³	6 ³	2715	2841	2967	3104	3245
Administrative Clerk II**	110002 ³	12 ³	3104 3058	3247 3199	3395 3344	3553 3500	3716 3661
Airports Operations Officer I	310006 ⁴	12 ⁴	4736	4969	5208	5469	5742
Airports Operations Officer II	310009 ⁴	12 ⁴	5208	5469	5742	6030	6332
Airports Property Specialist I	175001 ⁴	12 ⁴	5068	5313	5565	5826	6108
Airports Property Specialist II	175002 ⁴	12 ⁴	5873	6153	6450	6756	7083
Associate Electrical Safety Consultant I**	230022	12	5914 5861	6195 6140	6493 6435	6799 6739	7127 7064
Associate Electrical Safety Consultant II**	230023	12	6233 6140	6532 6435	6841 6739	7170 7064	7518 7406
Associate Environmental & Safety Consultant I**	230003	12	5914 5861	6195 6140	6493 6435	6799 6739	7127 7064
Associate Environmental & Safety Consultant II**	230004	12	6233 6140	6532 6435	6841 6739	7170 7064	7518 7406
Associate Plumbing & Mechanical Consultant I**	230012	12	5914 5861	6195 6140	6493 6435	6799 6739	7127 7064
Associate Plumbing & Mechanical Consultant II**	230013	12	6233 6140	6532 6435	6841 6739	7170 7064	7518 7406
Billing System Specialist	125075	12	4300	4502	4715	4928	5158
Budget Technician	135005	12	3905	4085	4277	4478	4690
Building Inspector I	230007 ⁴	12 ⁴	5406	5663	5931	6217	6510
Building Inspector II**	230008 ⁴	12 ⁴	5914 5861	6195 6140	6493 6435	6799 6739	7127 7064
Building Inspector III**	230009	12	6233 6140	6532 6435	6841 6739	7170 7064	7518 7406

This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I**	115070 ³	6 ³	<u>3245</u> <u>3197</u>	<u>3396</u> <u>3345</u>	<u>3563</u> <u>3510</u>	<u>3717</u> <u>3662</u>	<u>3889</u> <u>3831</u>
Call Center Representative II**	115071 ³	12 ³	<u>3557</u> <u>3504</u>	<u>3717</u> <u>3662</u>	<u>3889</u> <u>3831</u>	<u>4072</u> <u>4011</u>	<u>4263</u> <u>4200</u>
Central Printing Clerk**	120005	12	<u>3089</u> <u>3043</u>	<u>3231</u> <u>3183</u>	<u>3377</u> <u>3327</u>	<u>3536</u> <u>3483</u>	<u>3699</u> <u>3644</u>
Chemist	620020	12	5150	5400	5654	5925	6207
City Records Specialist	115025	12	3892	4072	4263	4463	4675
Commercial Building Inspector**	230015	12	<u>5914</u> <u>5861</u>	<u>6195</u> <u>6140</u>	<u>6493</u> <u>6435</u>	<u>6799</u> <u>6739</u>	<u>7127</u> <u>7064</u>
Community Recreation Assistant**	520010	12	<u>3774</u> <u>3718</u>	<u>3943</u> <u>3884</u>	<u>4106</u> <u>4045</u>	<u>4272</u> <u>4208</u>	<u>4459</u> <u>4393</u>
Community Revitalization Specialist**	230053	12	5276	5530	5795	6111	6366
Community Revitalization Technician**	230059	12	3670	3841	4020	4210	4408
Community Services Officer I**	410025 ⁴	12 ⁴	<u>3510</u> <u>3458</u>	<u>3670</u> <u>3615</u>	<u>3840</u> <u>3783</u>	<u>4018</u> <u>3958</u>	<u>4205</u> <u>4142</u>
Community Services Officer II**	410026 ⁴	12 ⁴	<u>3840</u> <u>3783</u>	<u>4018</u> <u>3958</u>	<u>4205</u> <u>4142</u>	<u>4404</u> <u>4338</u>	<u>4612</u> <u>4543</u>
Computer Systems Specialist I**	125010 ⁴	12 ⁴	<u>5471</u> <u>5406</u>	<u>5725</u> <u>5657</u>	<u>5998</u> <u>5926</u>	<u>6286</u> <u>6211</u>	<u>6583</u> <u>6504</u>
Computer Systems Specialist II**	125011 ⁴	12 ⁴	<u>5998</u> <u>5935</u>	<u>6282</u> <u>6216</u>	<u>6581</u> <u>6512</u>	<u>6895</u> <u>6823</u>	<u>7230</u> <u>7154</u>
Computer Systems Specialist III**	125012	12	<u>6583</u> <u>6521</u>	<u>6899</u> <u>6834</u>	<u>7232</u> <u>7163</u>	<u>7577</u> <u>7505</u>	<u>7945</u> <u>7870</u>
Construction Compliance Specialist	150055	12	4523	4730	4956	5192	5434
Crime Scene Technician I	410010 ⁴	12 ⁴	4330	4532	4746	4971	5207
Crime Scene Technician II	410011 ⁴	12 ⁴	4746	4971	5207	5454	5717
Crime Specialist	410008	12	5430	5686	5959	6243	6546
Customer Services Clerk I**	115060 ³	6 ³	<u>3248</u> <u>3200</u>	<u>3395</u> <u>3344</u>	<u>3549</u> <u>3496</u>	<u>3715</u> <u>3660</u>	<u>3889</u> <u>3831</u>
Customer Services Clerk II**	115061 ³	12 ³	<u>3558</u> <u>3505</u>	<u>3724</u> <u>3668</u>	<u>3899</u> <u>3841</u>	<u>4075</u> <u>4014</u>	<u>4263</u> <u>4200</u>
Cybersecurity Analyst**	125090	12	<u>6583</u> <u>6521</u>	<u>6899</u> <u>6834</u>	<u>7232</u> <u>7163</u>	<u>7577</u> <u>7505</u>	<u>7945</u> <u>7870</u>
Deputy City Clerk**	115028 ⁴	12 ⁴	<u>3500</u> <u>3448</u>	<u>3662</u> <u>3607</u>	<u>3831</u> <u>3774</u>	<u>4010</u> <u>3950</u>	<u>4194</u> <u>4132</u>
Development Services Coordinator**	230057	12	<u>5427</u> <u>5346</u>	<u>5725</u> <u>5640</u>	<u>6003</u> <u>5914</u>	<u>6290</u> <u>6197</u>	<u>6592</u> <u>6494</u>
Digital Forensics Analyst**	410050	12	<u>7182</u> <u>7129</u>	<u>7543</u> <u>7487</u>	<u>7919</u> <u>7860</u>	<u>8315</u> <u>8253</u>	<u>8731</u> <u>8666</u>
Emergency Call Taker*	410000	12	4854	5074	5262	5502	5734
Emergency Services Dispatcher I*	410001 ⁵	12 ⁵	4854	5074	5262	5502	5734
Emergency Services Dispatcher II*	410002 ⁵	12 ⁵	5247	5497	5758	6029	6306

Emergency Services Dispatcher III*	410003	12	5774	6038	6331	6601	6936
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- ³ This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- ⁴ This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- ⁵ This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015 ⁴	12 ⁴	6874	7218	7578	7957	8355
Engineer II	210016 ⁴	12 ⁴	7758	8147	8554	8981	9430
Engineering Aide I	210001 ³	6 ³	3386	3536	3698	3870	4055
Engineering Aide II**	210002 ³	12 ³	4015 3955	4204 4141	4394 4329	4598 4530	4822 4750
Engineering Inspector I**	230075 ⁴	12 ⁴	5288 5209	5557 5474	5807 5721	6081 5991	6376 6281
Engineering Inspector II**	230076 ⁴	12 ⁴	5784 5698	6057 5967	6349 6255	6652 6553	6972 6868
Engineering Technician I	210005 ⁴	12 ⁴	3978	4164	4365	4559	4774
Engineering Technician II**	210006 ⁴	12 ⁴	4724 4654	4955 4881	5183 5106	5424 5343	5684 5600
Environmental Control Officer	620001	12	5080	5324	5569	5834	6109
Facilities Construction Specialist	230085	12	5192	5433	5692	5963	6250
Fire Prevention Inspector I	420001 ⁵	12 ⁵	4588	4803	5022	5268	5519
Fire Prevention Inspector II	420002 ⁵	12 ⁵	5289	5530	5795	6079	6366
Fleet Operations Specialist	710105	12	4852	5077	5323	5573	5841
Geographic Information System (GIS) Specialist**	125025	12	6583 6521	6899 6834	7232 7163	7577 7505	7945 7870
Geographic Information System (GIS) Technician I**	125026 ⁴	12 ⁴	5467 5430	5722 5683	5993 5953	6281 6239	6578 6534
Geographic Information System (GIS) Technician II**	125027 ⁴	12 ⁴	5998 5962	6280 6243	6581 6542	6895 6854	7230 7187
Graphics Technician**	120013	12	4268 4240	4474 4445	4691 4661	4920 4888	5160 5127
Helicopter Pilot**	410033	12	6471 6362	6787 6672	7119 6999	7468 7342	7836 7704
Housing Rehabilitation Specialist	230056	12	5259	5515	5788	6071	6366
Industrial/Commercial Water Conservation Representative	610015	12	5089	5332	5579	5845	6121
Interpreter/Translator	150232	12	5440	5739	6018	6305	6607
Laboratory Assistant	620010	12	3552	3721	3893	4074	4263
Laboratory Technician I	620011 ⁴	12 ⁴	4270	4470	4680	4899	5128
Laboratory Technician II	620012 ⁴	12 ⁴	4690	4908	5140	5386	5642
Landscape Water Conservation Specialist	610005	12	5074	5316	5569	5833	6109

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⁴ This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

- ⁵ This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4266	4474	4692	4920	5158
Network Systems Specialist** <u> </u>	125030	12	<u>6583</u> <u>6521</u>	<u>6899</u> <u>6834</u>	<u>7232</u> <u>7163</u>	<u>7577</u> <u>7505</u>	<u>7945</u> <u>7870</u>
PAR Program Specialist	410023	12	3670	3841	4020	4210	4408
Paratransit Specialist	320005	12	3909	4094	4287	4480	4690
Park Ranger I* ** <u> </u>	410060 ⁴	12 ⁴	<u>3510</u> <u>3458</u>	<u>3670</u> <u>3615</u>	<u>3840</u> <u>3783</u>	<u>4018</u> <u>3958</u>	<u>4205</u> <u>4142</u>
Park Ranger II* ** <u> </u>	410061 ⁴	12 ⁴	<u>3840</u> <u>3783</u>	<u>4018</u> <u>3958</u>	<u>4205</u> <u>4142</u>	<u>4404</u> <u>4338</u>	<u>4612</u> <u>4543</u>
Parking Enforcement Officer I** <u> </u>	710120 ⁴	12 ⁴	<u>3049</u> <u>3003</u>	<u>3174</u> <u>3127</u>	<u>3305</u> <u>3256</u>	<u>3435</u> <u>3384</u>	<u>3581</u> <u>3528</u>
Parking Enforcement Officer II** <u> </u>	710121 ⁴	12 ⁴	<u>3314</u> <u>3265</u>	<u>3455</u> <u>3403</u>	<u>3598</u> <u>3544</u>	<u>3743</u> <u>3687</u>	<u>3911</u> <u>3853</u>
Parking Enforcement Officer III** <u> </u>	710122	12	<u>3598</u> <u>3544</u>	<u>3743</u> <u>3687</u>	<u>3911</u> <u>3853</u>	<u>4071</u> <u>4010</u>	<u>4246</u> <u>4183</u>
Phlebotomist	410007	12	3552	3721	3893	4074	4263
Planner I** <u> </u>	220005 ³	6 ³	<u>4901</u> <u>4828</u>	<u>5122</u> <u>5046</u>	<u>5367</u> <u>5287</u>	<u>5626</u> <u>5542</u>	<u>5896</u> <u>5808</u>
Planner II** <u> </u>	220006 ³	12 ³	<u>5522</u> <u>5440</u>	<u>5826</u> <u>5739</u>	<u>6109</u> <u>6018</u>	<u>6400</u> <u>6305</u>	<u>6707</u> <u>6607</u>
Plans and Permit Technician	220002	12	5169	5411	5657	5934	6217
Plans Examiner	210041	12	5672	5928	6213	6517	6824
Police Data Transcriptionist** <u> </u>	115035	12	<u>4148</u> <u>4089</u>	<u>4339</u> <u>4277</u>	<u>4541</u> <u>4476</u>	<u>4752</u> <u>4684</u>	<u>4975</u> <u>4904</u>
Police Support Services Clerk** <u> </u>	115043	12	<u>3443</u> <u>3396</u>	<u>3602</u> <u>3552</u>	<u>3768</u> <u>3716</u>	<u>3943</u> <u>3889</u>	<u>4126</u> <u>4069</u>
Police Support Services Technician** <u> </u>	115044	12	<u>3780</u> <u>3726</u>	<u>3956</u> <u>3899</u>	<u>4139</u> <u>4080</u>	<u>4336</u> <u>4274</u>	<u>4540</u> <u>4475</u>
Principal Account Clerk	130004	12	3904	4088	4280	4477	4690
Procurement Specialist	140002	12	4903	5138	5380	5636	5905
Program Compliance Officer	640026	12	4193	4400	4614	4838	5074
Programmer/Analyst I** <u> </u>	125020 ⁴	12 ⁴	<u>5474</u> <u>5380</u>	<u>5730</u> <u>5632</u>	<u>6001</u> <u>5898</u>	<u>6291</u> <u>6183</u>	<u>6587</u> <u>6474</u>
Programmer/Analyst II** <u> </u>	125021 ⁴	12 ⁴	<u>5998</u> <u>5935</u>	<u>6282</u> <u>6216</u>	<u>6581</u> <u>6512</u>	<u>6895</u> <u>6823</u>	<u>7230</u> <u>7154</u>
Programmer/Analyst III** <u> </u>	125022	12	<u>6583</u> <u>6521</u>	<u>6899</u> <u>6834</u>	<u>7232</u> <u>7163</u>	<u>7577</u> <u>7505</u>	<u>7945</u> <u>7870</u>
Programmer/Analyst IV** <u> </u>	125023	12	<u>7231</u> <u>7171</u>	<u>7582</u> <u>7519</u>	<u>7950</u> <u>7884</u>	<u>8328</u> <u>8259</u>	<u>8730</u> <u>8658</u>
Property & Evidence Technician** <u> </u>	145010	12	<u>4217</u> <u>4154</u>	<u>4415</u> <u>4349</u>	<u>4622</u> <u>4553</u>	<u>4840</u> <u>4768</u>	<u>5068</u> <u>4993</u>
Radio Dispatcher	120015	12	3602	3765	3922	4095	4263

Rangemaster/Armorer	410035	12	4972	5208	5455	5718	5989
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- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can "flex" to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152

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 ⁴	12 ⁴	4109	4301	4497	4712	4934
Real Estate Finance Specialist II** <u> </u>	170002 ⁴	12 ⁴	<u>4894</u> <u>4821</u>	<u>5125</u> <u>5049</u>	<u>5369</u> <u>5289</u>	<u>5623</u> <u>5539</u>	<u>5889</u> <u>5801</u>
Recreation Specialist** <u> </u>	520005	12	<u>4087</u> <u>4026</u>	<u>4275</u> <u>4211</u>	<u>4476</u> <u>4409</u>	<u>4687</u> <u>4617</u>	<u>4906</u> <u>4833</u>
Retirement Counselor I	135050 ⁴	12 ⁴	3903	4087	4279	4479	4690
Retirement Counselor II	135051 ⁴	12 ⁴	4291	4491	4702	4925	5158
Safety and Training Specialist	150050	12	4582	4804	5041	5287	5546
Secretary** <u> </u>	110050	12	<u>3716</u> <u>3661</u>	<u>3889</u> <u>3831</u>	<u>4070</u> <u>4009</u>	<u>4258</u> <u>4195</u>	<u>4460</u> <u>4394</u>
Senior Account Clerk	130003	12	3557	3718	3889	4072	4264
Senior Administrative Clerk** <u> </u>	110003	12	<u>3395</u> <u>3344</u>	<u>3553</u> <u>3500</u>	<u>3716</u> <u>3661</u>	<u>3889</u> <u>3831</u>	<u>4070</u> <u>4009</u>
Senior Call Center Representative** <u> </u>	115072	12	<u>4095</u> <u>4034</u>	<u>4292</u> <u>4228</u>	<u>4499</u> <u>4432</u>	<u>4717</u> <u>4647</u>	<u>4946</u> <u>4872</u>
Senior Commercial Building Inspector** <u> </u>	230016	12	<u>6233</u> <u>6140</u>	<u>6532</u> <u>6435</u>	<u>6841</u> <u>6739</u>	<u>7170</u> <u>7064</u>	<u>7518</u> <u>7406</u>
Senior Community Revitalization Specialist	230054	12	5914	6192	6480	6794	7123
Senior Community Services Officer** <u> </u>	410027	12	<u>4178</u> <u>4116</u>	<u>4374</u> <u>4309</u>	<u>4579</u> <u>4511</u>	<u>4791</u> <u>4720</u>	<u>5019</u> <u>4944</u>
Senior Crime Scene Technician** <u> </u>	410012	12	<u>4972</u> <u>4971</u>	<u>5208</u> <u>5207</u>	<u>5455</u> <u>5454</u>	<u>5718</u> <u>5717</u>	<u>5989</u> <u>5988</u>
Senior Customer Services Clerk** <u> </u>	115062	12	<u>4066</u> <u>4005</u>	<u>4248</u> <u>4185</u>	<u>4445</u> <u>4379</u>	<u>4654</u> <u>4585</u>	<u>4872</u> <u>4800</u>
Senior Cybersecurity Analyst	125091	12	7229	7580	7947	8326	8728
Senior Deputy City Clerk	115029 ⁴	12 ⁴	3904	4084	4277	4477	4690
Senior Engineering Technician** <u> </u>	210007	12	<u>5329</u> <u>5250</u>	<u>5581</u> <u>5498</u>	<u>5843</u> <u>5756</u>	<u>6124</u> <u>6033</u>	<u>6406</u> <u>6311</u>
Senior Fire Prevention Inspector	420003	12	5914	6192	6480	6794	7123
Senior Laboratory Technician	620013	12	5228	5478	5739	6012	6299
Senior Network Systems Specialist	125031	12	7229	7580	7947	8326	8728
Senior Park Ranger* ** <u> </u>	410062	12	<u>4178</u> <u>4116</u>	<u>4374</u> <u>4309</u>	<u>4579</u> <u>4511</u>	<u>4791</u> <u>4720</u>	<u>5019</u> <u>4944</u>
Senior Plans Examiner	210042	12	6230	6521	6825	7156	7504
Senior Procurement Specialist	140003	12	5380	5636	5905	6188	6481
Senior Property & Evidence Technician	145011	12	<u>4622</u> <u>4553</u>	<u>4840</u> <u>4768</u>	<u>5068</u> <u>4993</u>	<u>5305</u> <u>5226</u>	<u>5559</u> <u>5476</u>
Senior Records Clerk	110101	12	3557	3721	3894	4075	4263
Senior Secretary	110051	12	3904	4084	4277	4477	4690

- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper** _	145002	12	4217 4154	4415 4349	4622 4553	4840 4768	5068 4993
Senior Utility Service Representative	230092	12	4289	4490	4702	4923	5158
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7229	7580	7947	8326	8728
Staff Assistant	150001	12	3910	4094	4288	4481	4691
Storeskeeper	145001	12	3875	4057	4244	4443	4652
Survey Party Technician** _	210030	12	4724 4654	4955 4881	5183 5106	5424 5343	5684 5600
Tax/Permit Inspector	135001	12	4588	4804	5024	5271	5520
Traffic Signal Operations Specialist	710150	12	6575	6889	7222	7566	7935
Transit Scheduler	320049	12	6575	6889	7222	7566	7935
Tree Program Specialist	510015	12	4851	5079	5325	5577	5841
Utility Service Representative I	230090 ⁴	12 ⁴	3556	3720	3892	4074	4263
Utility Service Representative II	230091 ⁴	12 ⁴	3903	4087	4277	4478	4689
Wastewater Reclamation Coordinator	620035	12	5068	5313	5565	5826	6108
Water Conservation Representative	610001	12	3669	3841	4020	4208	4407
Water Systems Telemetry & Distributed Control Specialist	610021	12	5985	6268	6568	6882	7213

⁴ This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6 ³	3014	3151	3293	3446	3610
Account Clerk II	130002 ³	12 ³	3332	3485	3651	3816	3992
Accountant-Auditor I**	130011 ⁴	12 ⁴	4875 4816	5099 5036	5335 5269	5594 5525	5856 5784
Accountant-Auditor II	130012 ⁴	12 ⁴	5343	5590	5861	6140	6431
Accounting Technician	130010	12	4022	4211	4409	4612	4831
Administrative Clerk I	110001 ³	6 ³	2797	2927	3057	3198	3343
Administrative Clerk II**	110002 ³	12 ³	3198 3150	3345 3295	3497 3445	3660 3605	3828 3771
Airports Operations Officer I	310006 ⁴	12 ⁴	4879	5119	5365	5634	5915
Airports Operations Officer II	310009 ⁴	12 ⁴	5365	5634	5915	6211	6522
Airports Property Specialist I	175001 ⁴	12 ⁴	5221	5473	5732	6001	6292
Airports Property Specialist II	175002 ⁴	12 ⁴	6050	6338	6644	6959	7296
Associate Electrical Safety Consultant I**	230022	12	6092 6037	6381 6325	6688 6629	7003 6942	7341 7276
Associate Electrical Safety Consultant II**	230023	12	6420 6325	6728 6629	7047 6942	7386 7276	7744 7629
Associate Environmental & Safety Consultant I**	230003	12	6092 6037	6381 6325	6688 6629	7003 6942	7341 7276
Associate Environmental & Safety Consultant II**	230004	12	6420 6325	6728 6629	7047 6942	7386 7276	7744 7629
Associate Plumbing & Mechanical Consultant I**	230012	12	6092 6037	6381 6325	6688 6629	7003 6942	7341 7276
Associate Plumbing & Mechanical Consultant II**	230013	12	6420 6325	6728 6629	7047 6942	7386 7276	7744 7629
Billing System Specialist	125075	12	4429	4638	4857	5076	5313
Budget Technician	135005	12	4023	4208	4406	4613	4831
Building Inspector I	230007 ⁴	12 ⁴	5569	5833	6109	6404	6706
Building Inspector II**	230008 ⁴	12 ⁴	6092 6037	6381 6325	6688 6629	7003 6942	7341 7276
Building Inspector III**	230009	12	6420 6325	6728 6629	7047 6942	7386 7276	7744 7629

This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

*Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I**	115070 ³	6 ³	<u>3343</u> <u>3293</u>	<u>3498</u> <u>3446</u>	<u>3670</u> <u>3616</u>	<u>3829</u> <u>3772</u>	<u>4006</u> <u>3946</u>
Call Center Representative II**	115071 ³	12 ³	<u>3664</u> <u>3610</u>	<u>3829</u> <u>3772</u>	<u>4006</u> <u>3946</u>	<u>4195</u> <u>4132</u>	<u>4391</u> <u>4326</u>
Central Printing Clerk	120005	12	<u>3182</u> <u>3135</u>	<u>3328</u> <u>3279</u>	<u>3479</u> <u>3427</u>	<u>3643</u> <u>3588</u>	<u>3810</u> <u>3754</u>
Chemist	620020	12	5305	5562	5824	6103	6394
City Records Specialist	115025	12	4009	4195	4391	4597	4816
Commercial Building Inspector**	230015	12	<u>6092</u> <u>6037</u>	<u>6381</u> <u>6325</u>	<u>6688</u> <u>6629</u>	<u>7003</u> <u>6942</u>	<u>7341</u> <u>7276</u>
Community Recreation Assistant**	520010	12	<u>3888</u> <u>3830</u>	<u>4062</u> <u>4001</u>	<u>4230</u> <u>4167</u>	<u>4401</u> <u>4335</u>	<u>4593</u> <u>4525</u>
Community Revitalization Specialist	230053	12	5435	5696	5969	6295	6557
Community Revitalization Technician	230059	12	3781	3957	4141	4337	4541
Community Services Officer I**	410025 ⁴	12 ⁴	<u>3616</u> <u>3562</u>	<u>3781</u> <u>3724</u>	<u>3956</u> <u>3897</u>	<u>4139</u> <u>4077</u>	<u>4332</u> <u>4267</u>
Community Services Officer II**	410026 ⁴	12 ⁴	<u>3956</u> <u>3897</u>	<u>4139</u> <u>4077</u>	<u>4332</u> <u>4267</u>	<u>4537</u> <u>4469</u>	<u>4751</u> <u>4680</u>
Computer Systems Specialist I**	125010 ⁴	12 ⁴	<u>5636</u> <u>5569</u>	<u>5897</u> <u>5827</u>	<u>6178</u> <u>6104</u>	<u>6475</u> <u>6398</u>	<u>6781</u> <u>6700</u>
Computer Systems Specialist II**	125011 ⁴	12 ⁴	<u>6178</u> <u>6114</u>	<u>6471</u> <u>6403</u>	<u>6779</u> <u>6708</u>	<u>7102</u> <u>7028</u>	<u>7447</u> <u>7369</u>
Computer Systems Specialist III**	125012	12	<u>6781</u> <u>6717</u>	<u>7106</u> <u>7040</u>	<u>7449</u> <u>7378</u>	<u>7805</u> <u>7731</u>	<u>8184</u> <u>8107</u>
Construction Compliance Specialist	150055	12	4659	4872	5105	5348	5598
Crime Scene Technician I	410010 ⁴	12 ⁴	4460	4668	4889	5121	5364
Crime Scene Technician II	410011 ⁴	12 ⁴	4889	5121	5364	5618	5889
Crime Specialist	410008	12	5593	5857	6138	6431	6743
Customer Services Clerk I**	115060 ³	6 ³	<u>3346</u> <u>3296</u>	<u>3497</u> <u>3445</u>	<u>3656</u> <u>3601</u>	<u>3827</u> <u>3770</u>	<u>4006</u> <u>3946</u>
Customer Services Clerk II**	115061 ³	12 ³	<u>3665</u> <u>3611</u>	<u>3836</u> <u>3779</u>	<u>4016</u> <u>3957</u>	<u>4198</u> <u>4135</u>	<u>4391</u> <u>4326</u>
Cybersecurity Analyst**	125090	12	<u>6781</u> <u>6717</u>	<u>7106</u> <u>7040</u>	<u>7449</u> <u>7378</u>	<u>7805</u> <u>7731</u>	<u>8184</u> <u>8107</u>
Deputy City Clerk**	115028 ⁴	12 ⁴	<u>3605</u> <u>3552</u>	<u>3772</u> <u>3716</u>	<u>3946</u> <u>3888</u>	<u>4131</u> <u>4069</u>	<u>4320</u> <u>4256</u>
Development Services Coordinator**	230057	12	<u>5590</u> <u>5507</u>	<u>5897</u> <u>5810</u>	<u>6184</u> <u>6092</u>	<u>6479</u> <u>6383</u>	<u>6790</u> <u>6689</u>
Digital Forensics Analyst**	410050	12	<u>7398</u> <u>7343</u>	<u>7770</u> <u>7712</u>	<u>8157</u> <u>8096</u>	<u>8565</u> <u>8501</u>	<u>8993</u> <u>8926</u>
Emergency Call Taker*	410000	12	5000	5227	5420	5668	5907
Emergency Services Dispatcher I*	410001 ⁵	12 ⁵	5000	5227	5420	5668	5907
Emergency Services Dispatcher II*	410002 ⁵	12 ⁵	5405	5662	5931	6210	6496

Emergency Services Dispatcher III*	410003	12	5948	6220	6521	6800	7145
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- ³ This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- ⁴ This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- ⁵ This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

*Effective 3/27/2023, by the Ninth Amendment to the Salary Resolution 2022-152.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015 ⁴	12 ⁴	7081	7435	7806	8196	8606
Engineer II	210016 ⁴	12 ⁴	7991	8392	8811	9251	9713
Engineering Aide I	210001 ³	6 ³	3488	3643	3809	3987	4177
Engineering Aide II ^{**}	210002 ³	12 ³	4136 4074	4331 4266	4526 4459	4736 4666	4967 4893
Engineering Inspector I ^{**}	230075 ⁴	12 ⁴	5447 5366	5724 5639	5982 5893	6264 6171	6568 6470
Engineering Inspector II ^{**}	230076 ⁴	12 ⁴	5958 5869	6239 6147	6540 6443	6852 6750	7182 7075
Engineering Technician I	210005 ⁴	12 ⁴	4098	4289	4496	4696	4918
Engineering Technician II ^{**}	210006 ⁴	12 ⁴	4866 4794	5104 5028	5339 5260	5587 5504	5855 5768
Environmental Control Officer	620001	12	5233	5484	5737	6010	6293
Facilities Construction Specialist	230085	12	5348	5596	5863	6142	6438
Fire Prevention Inspector I	420001 ⁵	12 ⁵	4726	4948	5173	5427	5685
Fire Prevention Inspector II	420002 ⁵	12 ⁵	5448	5696	5969	6262	6557
Fleet Operations Specialist	710105	12	4998	5230	5483	5741	6017
Geographic Information System (GIS) Specialist ^{**}	125025	12	6781 6717	7106 7040	7449 7378	7805 7731	8184 8107
Geographic Information System (GIS) Technician I ^{**}	125026 ⁴	12 ⁴	5632 5593	5894 5854	6173 6132	6470 6427	6776 6731
Geographic Information System (GIS) Technician II ^{**}	125027 ⁴	12 ⁴	6178 6141	6469 6431	6779 6739	7102 7060	7447 7403
Graphics Technician ^{**}	120013	12	4397 4368	4609 4579	4832 4801	5068 5035	5315 5281
Helicopter Pilot ^{**}	410033	12	6666 6553	6991 6873	7333 7209	7693 7563	8072 7936
Housing Rehabilitation Specialist	230056	12	5417	5681	5962	6254	6557
Industrial/Commercial Water Conservation Representative	610015	12	5242	5492	5747	6021	6305
Interpreter/Translator	150232	12	5604	5912	6199	6495	6806
Laboratory Assistant	620010	12	3659	3833	4010	4197	4391
Laboratory Technician I	620011 ⁴	12 ⁴	4399	4605	4821	5046	5282
Laboratory Technician II	620012 ⁴	12 ⁴	4831	5056	5295	5548	5812
Landscape Water Conservation Specialist	610005	12	5227	5476	5737	6008	6293

³ This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

- ⁴ This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- ⁵ This class is in a flexibly-staffed series. The probationary period for employees in these classes shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4394	4609	4833	5068	5313
Network Systems Specialist**	125030	12	6781 6717	7106 7040	7449 7378	7805 7731	8184 8107
PAR Program Specialist	410023	12	3781	3957	4141	4337	4541
Paratransit Specialist	320005	12	4027	4217	4416	4615	4831
Park Ranger I* **	410060 ⁴	12 ⁴	3616	3781	3956	4139	4332
Park Ranger II* **	410061 ⁴	12 ⁴	3956	4139	4332	4537	4751
Parking Enforcement Officer I**	710120 ⁴	12 ⁴	3141 3094	3270 3224	3405 3354	3539 3486	3689 3634
Parking Enforcement Officer II**	710121 ⁴	12 ⁴	3414 3363	3559 3506	3706 3651	3856 3798	4029 3969
Parking Enforcement Officer III**	710122	12	3706 3651	3856 3798	4029 3969	4194 4131	4374 4309
Phlebotomist	410007	12	3659	3833	4010	4197	4391
Planner I**	220005 ³	6 ³	5049 4973	5276 5198	5529 5446	5795 5709	6073 5983
Planner II**	220006 ³	12 ³	5688 5604	6001 5912	6293 6199	6592 6495	6909 6806
Plans and Permit Technician	220002	12	5325	5574	5827	6113	6404
Plans Examiner	210041	12	5843	6106	6400	6713	7029
Police Data Transcriptionist**	115035	12	4273 4212	4470 4406	4678 4611	4895 4825	5125 5052
Police Support Services Clerk**	115043	12	3547 3498	3711 3659	3882 3828	4062 4006	4250 4192
Police Support Services Technician**	115044	12	3894 3838	4075 4016	4264 4203	4467 4403	4677 4610
Principal Account Clerk	130004	12	4022	4211	4409	4612	4831
Procurement Specialist	140002	12	5051	5293	5542	5806	6083
Program Compliance Officer	640026	12	4319	4532	4753	4984	5227
Programmer/Analyst I**	125020 ⁴	12 ⁴	5639 5542	5902 5804	6182 6075	6480 6369	6785 6669
Programmer/Analyst II**	125021 ⁴	12 ⁴	6178 6114	6471 6403	6779 6708	7102 7028	7447 7369
Programmer/Analyst III**	125022	12	6781 6717	7106 7040	7449 7378	7805 7731	8184 8107
Programmer/Analyst IV**	125023	12	7448 7387	7810 7745	8189 8121	8578 8507	8992 8918
Property & Evidence Technician**	145010	12	4344 4279	4548 4480	4761 4690	4986 4912	5221 5143
Radio Dispatcher	120015	12	3711	3878	4040	4218	4391

Rangemaster/Armorer	410035	12	5122	5365	5619	5890	6169
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- 3 This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service for a total probationary period of twelve months. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.
- 4 This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution 2022-152.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	4233	4431	4632	4854	5083
Real Estate Finance Specialist II ^{**}	170002 ⁴	12 ⁴	5041 4966	5279 5201	5531 5448	5792 5706	6066 5976
Recreation Specialist ^{**}	520005	12	4210 4147	4404 4338	4611 4542	4828 4756	5054 4978
Retirement Counselor I	135050 ⁴	12 ⁴	4021	4210	4408	4614	4831
Retirement Counselor II	135051 ⁴	12 ⁴	4420	4626	4844	5073	5313
Safety and Training Specialist	150050	12	4720	4949	5193	5446	5713
Secretary ^{**}	110050	12	3828 3771	4006 3946	4193 4130	4386 4321	4594 4526
Senior Account Clerk	130003	12	3664	3830	4006	4195	4392
Senior Administrative Clerk ^{**}	110003	12	3497 3445	3660 3605	3828 3771	4006 3946	4193 4130
Senior Call Center Representative ^{**}	115072	12	4218 4156	4421 4355	4634 4565	4859 4787	5095 5019
Senior Commercial Building Inspector ^{**}	230016	12	6420 6325	6728 6629	7047 6942	7386 7276	7744 7629
Senior Community Revitalization Specialist	230054	12	6092	6378	6675	6998	7337
Senior Community Services Officer ^{**}	410027	12	4304 4240	4506 4439	4717 4647	4935 4862	5170 5093
Senior Crime Scene Technician ^{**}	410012	12	5122 5121	5365 5364	5619 5618	5890 5889	6169 6168
Senior Customer Services Clerk ^{**}	115062	12	4188 4126	4376 4311	4579 4511	4794 4723	5019 4944
Senior Cybersecurity Analyst	125091	12	7446	7808	8186	8576	8990
Senior Deputy City Clerk	115029 ⁴	12 ⁴	4022	4207	4406	4612	4831
Senior Engineering Technician ^{**}	210007	12	5489 5408	5749 5663	6019 5929	6308 6214	6599 6501
Senior Fire Prevention Inspector	420003	12	6092	6378	6675	6998	7337
Senior Laboratory Technician	620013	12	5385	5643	5912	6193	6488
Senior Network Systems Specialist	125031	12	7446	7808	8186	8576	8990
Senior Park Ranger ^{* **}	410062	12	4304	4506	4717	4935	5170
Senior Plans Examiner	210042	12	6417	6717	7030	7371	7730
Senior Procurement Specialist	140003	12	5542	5806	6083	6374	6676
Senior Property & Evidence Technician ^{**}	145011	12	4761 4690	4986 4912	5221 5143	5465 5383	5726 5641
Senior Records Clerk	110101	12	3664	3833	4011	4198	4391
Senior Secretary	110051	12	4022	4207	4406	4612	4831

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This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

*Effective 10/3/2022, by the Fourth Amendment to the Salary Resolution No. 2022-152.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.

EXHIBIT 3 Unit 3 – Non-Supervisory White Collar (FCEA), effective June 19, 2023							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper**	145002	12	4344 4279	4548 4480	4761 4690	4986 4912	5221 5143
Senior Utility Service Representative	230092	12	4418	4625	4844	5071	5313
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7446	7808	8186	8576	8990
Staff Assistant	150001	12	4028	4217	4417	4616	4832
Storeskeeper	145001	12	3992	4179	4372	4577	4792
Survey Party Technician**	210030	12	4866 4794	5104 5028	5339 5260	5587 5504	5855 5768
Tax/Permit Inspector	135001	12	4726	4949	5175	5430	5686
Traffic Signal Operations Specialist	710150	12	6773	7096	7439	7793	8174
Transit Scheduler	320049	12	6773	7096	7439	7793	8174
Tree Program Specialist	510015	12	4997	5232	5485	5745	6017
Utility Service Representative I	230090 ⁴	12 ⁴	3663	3832	4009	4197	4391
Utility Service Representative II	230091 ⁴	12 ⁴	4021	4210	4406	4613	4830
Wastewater Reclamation Coordinator	620035	12	5221	5473	5732	6001	6292
Water Conservation Representative	610001	12	3780	3957	4141	4335	4540
Water Systems Telemetry & Distributed Control Specialist	610021	12	6165	6457	6766	7089	7430

⁴ This class is in a flexibly-staffed series, which requires one year of satisfactory service before an employee can “flex” to the journey level. Employees in classes that require one year of service for flexing will not serve an additional probationary period at the journey level. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

**Effective 3/27/2023, by the Tenth Amendment to the Salary Resolution 2022-152.