

## EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~April 15, 2019~~ June 24, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	<u>2689</u> <del>2623</del>	<u>2811</u> <del>2742</del>	<u>2938</u> <del>2866</del>	<u>3075</u> <del>3000</del>	<u>3220</u> <del>3144</del>	-
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	<u>2938</u> <del>2866</del>	<u>3075</u> <del>3000</del>	<u>3220</u> <del>3144</del>	<u>3366</u> <del>3283</del>	<u>3521</u> <del>3435</del>	-
Accountant-Auditor I	130011 <sup>4</sup>	12 <sup>4</sup>	<u>4013</u> <del>3857</del>	<u>4197</u> <del>4033</del>	<u>4392</u> <del>4220</del>	<u>4605</u> <del>4425</del>	<u>4821</u> <del>4633</del>	-
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	<u>4647</u> <del>4466</del>	<u>4862</u> <del>4672</del>	<u>5099</u> <del>4900</del>	<u>5341</u> <del>5133</del>	<u>5594</u> <del>5376</del>	-
Accounting Technician	130010	12	<u>3521</u> <del>3435</del>	<u>3687</u> <del>3597</del>	<u>3861</u> <del>3766</del>	<u>4039</u> <del>3940</del>	<u>4231</u> <del>4127</del>	-
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	<u>2495</u> <del>2434</del>	<u>2611</u> <del>2547</del>	<u>2727</u> <del>2660</del>	<u>2853</u> <del>2783</del>	<u>2983</u> <del>2910</del>	-
Administrative Clerk II	110002 <sup>3</sup>	12 <sup>3</sup>	<u>2768</u> <del>2660</del>	<u>2896</u> <del>2783</del>	<u>3028</u> <del>2910</del>	<u>3169</u> <del>3045</del>	<u>3316</u> <del>3187</del>	-
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	<u>4355</u> <del>4248</del>	<u>4568</u> <del>4456</del>	<u>4788</u> <del>4671</del>	<u>5028</u> <del>4905</del>	<u>5279</u> <del>5150</del>	-
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	<u>4788</u> <del>4671</del>	<u>5028</u> <del>4905</del>	<u>5279</u> <del>5150</del>	<u>5544</u> <del>5408</del>	<u>5821</u> <del>5679</del>	-
Airports Property Specialist I	175001 <sup>4</sup>	12 <sup>4</sup>	<u>4659</u> <del>4545</del>	<u>4884</u> <del>4764</del>	<u>5116</u> <del>4991</del>	<u>5357</u> <del>5226</del>	<u>5616</u> <del>5479</del>	-
Airports Property Specialist II	175002 <sup>4</sup>	12 <sup>4</sup>	<u>5399</u> <del>5267</del>	<u>5657</u> <del>5519</del>	<u>5930</u> <del>5785</del>	<u>6211</u> <del>6059</del>	<u>6512</u> <del>6353</del>	-
Associate Electrical Safety Consultant I	230022	12	<u>5389</u> <del>5079</del>	<u>5645</u> <del>5320</del>	<u>5917</u> <del>5576</del>	<u>6196</u> <del>5839</del>	<u>6495</u> <del>6124</del>	-
Associate Electrical Safety Consultant II	230023	12	<u>5645</u> <del>5320</del>	<u>5917</u> <del>5576</del>	<u>6196</u> <del>5839</del>	<u>6495</u> <del>6124</del>	<u>6809</u> <del>6417</del>	-
Associate Environmental & Safety Consultant I	230003	12	<u>5389</u> <del>5079</del>	<u>5645</u> <del>5320</del>	<u>5917</u> <del>5576</del>	<u>6196</u> <del>5839</del>	<u>6495</u> <del>6124</del>	-
Associate Environmental & Safety Consultant II	230004	12	<u>5645</u> <del>5320</del>	<u>5917</u> <del>5576</del>	<u>6196</u> <del>5839</del>	<u>6495</u> <del>6124</del>	<u>6809</u> <del>6417</del>	-
Associate Plumbing & Mechanical Consultant I	230012	12	<u>5389</u> <del>5079</del>	<u>5645</u> <del>5320</del>	<u>5917</u> <del>5576</del>	<u>6196</u> <del>5839</del>	<u>6495</u> <del>6124</del>	-
Associate Plumbing & Mechanical Consultant II	230013	12	<u>5645</u> <del>5320</del>	<u>5917</u> <del>5576</del>	<u>6196</u> <del>5839</del>	<u>6495</u> <del>6124</del>	<u>6809</u> <del>6417</del>	-
Billing System Specialist	125075	12	<u>3953</u> <del>3856</del>	<u>4138</u> <del>4037</del>	<u>4334</u> <del>4228</del>	<u>4530</u> <del>4419</del>	<u>4742</u> <del>4626</del>	-
Budget Technician	135005	12	<u>3577</u> <del>3489</del>	<u>3743</u> <del>3651</del>	<u>3919</u> <del>3823</del>	<u>4103</u> <del>4002</del>	<u>4297</u> <del>4192</del>	-
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	<u>4970</u> <del>4848</del>	<u>5206</u> <del>5079</del>	<u>5453</u> <del>5320</del>	<u>5716</u> <del>5576</del>	<u>5985</u> <del>5839</del>	-

Building Inspector II	230008 <sup>4</sup>	12 <sup>4</sup>	<del>5389</del> 5079	<del>5645</del> 5320	<del>5917</del> 5576	<del>6196</del> 5839	<del>6495</del> 6121	-
Building Inspector III	230009	12	<del>5645</del> 5320	<del>5917</del> 5576	<del>6196</del> 5839	<del>6495</del> 6121	<del>6809</del> 6417	-

<sup>3</sup> 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.

<sup>4</sup> 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.

~~4/11/2019~~ ~~6/24/2019~~ ~~Eleventh~~ ~~Twelfth~~ Council Amendment  
Supersedes ~~Tenth~~ ~~Eleventh~~ Council Amendment

**EXHIBIT 3**

Unit 3 – Non-Supervisory White Collar (FCEA), effective **April 15, 2019** **June 24, 2019**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 <sup>3</sup>	6 <sup>3</sup>	<u>2938</u> <del>2866</del>	<u>3075</u> <del>3000</del>	<u>3226</u> <del>3147</del>	<u>3366</u> <del>3283</del>	<u>3521</u> <del>3435</del>	-
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	<u>3220</u> <del>3141</del>	<u>3366</u> <del>3283</del>	<u>3521</u> <del>3435</del>	<u>3687</u> <del>3597</del>	<u>3861</u> <del>3766</del>	-
Central Printing Clerk	120005	12	<u>2768</u> <del>2660</del>	<u>2896</u> <del>2783</del>	<u>3028</u> <del>2910</del>	<u>3169</u> <del>3045</del>	<u>3316</u> <del>3187</del>	-
Chemist	620020	12	<u>4735</u> <del>4619</del>	<u>4964</u> <del>4842</del>	<u>5199</u> <del>5072</del>	<u>5447</u> <del>5314</del>	<u>5707</u> <del>5567</del>	-
City Records Specialist	115025	12	<u>3577</u> <del>3489</del>	<u>3743</u> <del>3651</del>	<u>3919</u> <del>3823</del>	<u>4103</u> <del>4002</del>	<u>4297</u> <del>4192</del>	-
Commercial Building Inspector	230015	12	<u>5389</u> <del>5079</del>	<u>5645</u> <del>5320</del>	<u>5917</u> <del>5576</del>	<u>6196</u> <del>5839</del>	<u>6495</u> <del>6121</del>	-
Community Recreation Assistant	520010	12	<u>3014</u> <del>2896</del>	<u>3149</u> <del>3026</del>	<u>3280</u> <del>3152</del>	<u>3412</u> <del>3278</del>	<u>3562</u> <del>3423</del>	-
Community Revitalization Specialist	230053	12	<u>4850</u> <del>4731</del>	<u>5083</u> <del>4959</del>	<u>5328</u> <del>5198</del>	<u>5619</u> <del>5481</del>	<u>5853</u> <del>5710</del>	-
Community Revitalization Technician	230059	12	<u>3374</u> <del>3291</del>	<u>3531</u> <del>3444</del>	<u>3695</u> <del>3604</del>	<u>3870</u> <del>3775</del>	<u>4052</u> <del>3953</del>	-
Community Services Officer I	410025 <sup>4</sup>	12 <sup>4</sup>	<u>3131</u> <del>3008</del>	<u>3274</u> <del>3146</del>	<u>3425</u> <del>3291</del>	<u>3584</u> <del>3444</del>	<u>3751</u> <del>3604</del>	-
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	<u>3425</u> <del>3291</del>	<u>3584</u> <del>3444</del>	<u>3751</u> <del>3604</del>	<u>3928</u> <del>3775</del>	<u>4114</u> <del>3953</del>	-
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	<u>4249</u> <del>4145</del>	<u>4447</u> <del>4338</del>	<u>4658</u> <del>4544</del>	<u>4882</u> <del>4762</del>	<u>5113</u> <del>4988</del>	-
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	<u>5375</u> <del>4870</del>	<u>5629</u> <del>5100</del>	<u>5898</u> <del>5345</del>	<u>6180</u> <del>5600</del>	<u>6480</u> <del>5871</del>	-
Computer Systems Specialist III	125012	12	<u>5933</u> <del>5460</del>	<u>6217</u> <del>5721</del>	<u>6517</u> <del>5998</del>	<u>6829</u> <del>6284</del>	<u>7160</u> <del>6589</del>	-
Construction Compliance Specialist	150055	12	<u>4159</u> <del>4057</del>	<u>4349</u> <del>4242</del>	<u>4556</u> <del>4444</del>	<u>4773</u> <del>4656</del>	<u>4996</u> <del>4874</del>	-
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	<u>3980</u> <del>3882</del>	<u>4166</u> <del>4064</del>	<u>4362</u> <del>4255</del>	<u>4570</u> <del>4458</del>	<u>4787</u> <del>4670</del>	-
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	<u>4362</u> <del>4255</del>	<u>4570</u> <del>4458</del>	<u>4787</u> <del>4670</del>	<u>5014</u> <del>4891</del>	<u>5256</u> <del>5127</del>	-
Crime Specialist	410008	12	<u>4992</u> <del>4870</del>	<u>5228</u> <del>5100</del>	<u>5479</u> <del>5345</del>	<u>5740</u> <del>5600</del>	<u>6018</u> <del>5871</del>	-
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	<u>2941</u> <del>2869</del>	<u>3074</u> <del>2999</del>	<u>3214</u> <del>3135</del>	<u>3364</u> <del>3281</del>	<u>3521</u> <del>3435</del>	-
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	<u>3221</u> <del>3142</del>	<u>3372</u> <del>3289</del>	<u>3531</u> <del>3444</del>	<u>3690</u> <del>3600</del>	<u>3861</u> <del>3766</del>	-
Deputy City Clerk	115028*	12	<u>3169</u> <del>3045</del>	<u>3316</u> <del>3187</del>	<u>3470</u> <del>3334</del>	<u>3631</u> <del>3489</del>	<u>3799</u> <del>3651</del>	-
Development Services Coordinator	230057	12	<u>4915</u> <del>4724</del>	<u>5185</u> <del>4983</del>	<u>5437</u> <del>5225</del>	<u>5697</u> <del>5475</del>	<u>5970</u> <del>5737</del>	-
Digital Forensics Analyst	410050	12	<u>6555</u>	<u>6883</u>	<u>7227</u>	<u>7588</u>	<u>7967</u>	-

			6256	6569	6897	7241	7603	
Emergency Services Dispatcher I	410001 <sup>5</sup>	12 <sup>5</sup>	<del>3729</del> 3638	<del>3880</del> 3785	<del>4041</del> 3942	<del>4227</del> 4123	<del>4404</del> 4296	-
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	<del>4100</del> 4000	<del>4294</del> 4189	<del>4499</del> 4389	<del>4711</del> 4596	<del>4927</del> 4806	-
Emergency Services Dispatcher III	410003	12	<del>4583</del> 4471	<del>4793</del> 4676	<del>5026</del> 4903	<del>5258</del> 5129	<del>5507</del> 5372	-

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> This class is in a flexibly-staffed series. The probationary period for employees in the Emergency Services Dispatcher I class shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.

\* New class effective July 23, 2018

~~4/11/2019~~~~6/24/2019~~ ~~Eleventh~~ ~~Twelfth~~ Council Amendment  
Supersedes ~~Seventh~~ ~~Eleventh~~ Council Amendment

**EXHIBIT 3**

Unit 3 – Non-Supervisory White Collar (FCEA), effective [April 15, 2019](#) [June 24, 2019](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	<u>5605</u> 4614	<u>5868</u> 4830	<u>6144</u> 5058	<u>6441</u> 5302	<u>6738</u> 5546	-
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	<u>6148</u> 5339	<u>6430</u> 5584	<u>6739</u> 5852	<u>7057</u> 6128	<u>7411</u> 6436	-
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	<u>3113</u> 3037	<u>3251</u> 3171	<u>3400</u> 3317	<u>3558</u> 3471	<u>3727</u> 3636	-
Engineering Aide II	210002 <sup>3</sup>	12 <sup>3</sup>	<u>3636</u> 3488	<u>3806</u> 3651	<u>3979</u> 3816	<u>4164</u> 3994	<u>4366</u> 4188	-
Engineering Inspector I	230075 <sup>4</sup>	12 <sup>4</sup>	<u>4789</u> 4500	<u>5033</u> 4729	<u>5260</u> 4942	<u>5508</u> 5175	<u>5775</u> 5426	-
Engineering Inspector II	230076 <sup>4</sup>	12 <sup>4</sup>	<u>5239</u> 4918	<u>5486</u> 5150	<u>5751</u> 5398	<u>6025</u> 5656	<u>6314</u> 5927	-
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	<u>3657</u> 3567	<u>3828</u> 3734	<u>4012</u> 3914	<u>4192</u> 4089	<u>4389</u> 4284	-
Engineering Technician II	210006 <sup>4</sup>	12 <sup>4</sup>	<u>4279</u> 3994	<u>4487</u> 4188	<u>4694</u> 4382	<u>4912</u> 4586	<u>5148</u> 4806	-
Environmental Control Officer	620001	12	<u>4671</u> 4557	<u>4894</u> 4774	<u>5120</u> 4995	<u>5364</u> 5233	<u>5617</u> 5480	-
Facilities Construction Specialist	230085	12	<u>4773</u> 4656	<u>4995</u> 4873	<u>5234</u> 5106	<u>5482</u> 5348	<u>5746</u> 5605	-
Fire Prevention Inspector I	420001 <sup>4</sup>	12 <sup>4</sup>	<u>4218</u> 4115	<u>4416</u> 4308	<u>4617</u> 4504	<u>4843</u> 4724	<u>5074</u> 4950	-
Fire Prevention Inspector II	420002 <sup>4</sup>	12 <sup>4</sup>	<u>4862</u> 4743	<u>5083</u> 4959	<u>5328</u> 5198	<u>5589</u> 5452	<u>5853</u> 5710	-
Fleet Operations Specialist	710105	12	<u>4460</u> 4351	<u>4668</u> 4554	<u>4893</u> 4773	<u>5123</u> 4998	<u>5369</u> 5238	-
Geographic Information System (GIS) Specialist	125025	12	<u>5933</u> 5460	<u>6217</u> 5721	<u>6517</u> 5998	<u>6829</u> 6284	<u>7160</u> 6589	-
Graphics Technician	120013	12	<u>3840</u> 3746	<u>4026</u> 3927	<u>4222</u> 4119	<u>4426</u> 4318	<u>4643</u> 4529	-
Helicopter Pilot	410033	12	<u>5849</u> 5706	<u>6134</u> 5984	<u>6436</u> 6279	<u>6751</u> 6586	<u>7083</u> 6910	-
Housing Rehabilitation Specialist	230056	12	<u>4835</u> 4717	<u>5071</u> 4947	<u>5321</u> 5191	<u>5582</u> 5445	<u>5853</u> 5710	-
Industrial/Commercial Water Conservation Representative	610015	12	<u>4679</u> 4564	<u>4902</u> 4782	<u>5129</u> 5003	<u>5373</u> 5241	<u>5627</u> 5489	-
Laboratory Assistant	620010	12	<u>3265</u> 3185	<u>3420</u> 3336	<u>3578</u> 3490	<u>3745</u> 3653	<u>3919</u> 3823	-
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	<u>3925</u> 3829	<u>4109</u> 4008	<u>4302</u> 4197	<u>4504</u> 4394	<u>4715</u> 4600	-
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	<u>4312</u> 4206	<u>4513</u> 4402	<u>4725</u> 4609	<u>4952</u> 4831	<u>5187</u> 5060	-
Landscape Water Conservation Specialist	610005	12	<u>4665</u> 4551	<u>4887</u> 4767	<u>5120</u> 4995	<u>5363</u> 5232	<u>5617</u> 5480	-

- 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.

~~4/11/2019~~ ~~6/24/2019~~ ~~Eleventh~~ ~~Twelfth~~ Council Amendment  
Supersedes ~~Tenth~~ ~~Eleventh~~ Council Amendment

**EXHIBIT 3**  
 Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~November 12, 2018~~–June 24, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	<del>3795</del> 3702	<del>3979</del> 3881	<del>4173</del> 4071	<del>4376</del> 4269	<del>4588</del> 4476	-
Network Systems Specialist	125030	12	<del>5933</del> 5460	<del>6217</del> 5721	<del>6517</del> 5998	<del>6829</del> 6284	<del>7160</del> 6589	-
PAR Program Specialist	410023	12	<del>3374</del> 3291	<del>3531</del> 3444	<del>3695</del> 3604	<del>3870</del> 3775	<del>4052</del> 3953	-
Paratransit Specialist	320005	12	<del>3594</del> 3506	<del>3763</del> 3671	<del>3941</del> 3844	<del>4119</del> 4018	<del>4312</del> 4206	-
Parking Controller I	710120 <sup>4</sup>	12 <sup>4</sup>	<del>2680</del> 2575	<del>2790</del> 2680	<del>2905</del> 2792	<del>3020</del> 2902	<del>3149</del> 3026	-
Parking Controller II	710121 <sup>4</sup>	12 <sup>4</sup>	<del>2913</del> 2799	<del>3036</del> 2917	<del>3161</del> 3037	<del>3289</del> 3160	<del>3439</del> 3305	-
Parking Controller III	710122	12	<del>3161</del> 3037	<del>3289</del> 3160	<del>3439</del> 3305	<del>3578</del> 3438	<del>3733</del> 3587	-
Phlebotomist	410007	12	<del>3265</del> 3122	<del>3420</del> 3270	<del>3578</del> 3421	<del>3745</del> 3581	<del>3919</del> 3748	-
Planner I	220005 <sup>3</sup>	6 <sup>3</sup>	<del>4439</del> 4038	<del>4640</del> 4221	<del>4861</del> 4423	<del>5095</del> 4635	<del>5339</del> 4857	-
Planner II	220006 <sup>3</sup>	12 <sup>3</sup>	<del>5001</del> 4724	<del>5276</del> 4983	<del>5532</del> 5225	<del>5797</del> 5475	<del>6075</del> 5737	-
Plans and Permit Technician	220002	12	<del>4752</del> 4362	<del>4975</del> 4567	<del>5201</del> 4775	<del>5456</del> 5008	<del>5716</del> 5247	-
Plans Examiner	210041	12	<del>5214</del> 4910	<del>5450</del> 5133	<del>5713</del> 5380	<del>5992</del> 5643	<del>6275</del> 5910	-
Police Data Transcriptionist	115035	12	<del>3703</del> 3612	<del>3873</del> 3778	<del>4053</del> 3954	<del>4241</del> 4137	<del>4441</del> 4332	-
Police Support Services Clerk	115043	12	<del>3084</del> 3008	<del>3225</del> 3146	<del>3374</del> 3291	<del>3531</del> 3444	<del>3695</del> 3604	-
Police Support Services Technician	115044	12	<del>3374</del> 3291	<del>3531</del> 3444	<del>3695</del> 3604	<del>3870</del> 3775	<del>4052</del> 3953	-
Principal Account Clerk	130004	12	<del>3521</del> 3435	<del>3687</del> 3597	<del>3861</del> 3766	<del>4039</del> 3940	<del>4231</del> 4127	-
Procurement Specialist	140002	12	<del>4508</del> 4398	<del>4723</del> 4607	<del>4946</del> 4825	<del>5181</del> 5054	<del>5430</del> 5297	-
Program Compliance Officer	640026	12	<del>3854</del> 3760	<del>4044</del> 3945	<del>4241</del> 4137	<del>4448</del> 4339	<del>4665</del> 4551	-
Programmer/Analyst I	125020 <sup>4</sup>	12 <sup>4</sup>	<del>4249</del> 4145	<del>4447</del> 4338	<del>4658</del> 4544	<del>4882</del> 4762	<del>5113</del> 4988	-
Programmer/Analyst II	125021 <sup>4</sup>	12 <sup>4</sup>	<del>5375</del> 4870	<del>5629</del> 5100	<del>5898</del> 5345	<del>6180</del> 5600	<del>6480</del> 5871	-
Programmer/Analyst III	125022	12	<del>5933</del> 5460	<del>6217</del> 5721	<del>6517</del> 5998	<del>6829</del> 6284	<del>7160</del> 6589	-
Programmer/Analyst IV	125023	12	<del>6484</del> 5851	<del>6800</del> 6136	<del>7129</del> 6433	<del>7469</del> 6740	<del>7829</del> 7065	-
Property & Evidence Technician	145010	12	<del>3762</del> 3615	<del>3938</del> 3784	<del>4123</del> 3962	<del>4319</del> 4150	<del>4521</del> 4344	-

Radio Dispatcher	120015	12	<del>3312</del> 3231	<del>3461</del> 3376	<del>3605</del> 3517	<del>3764</del> 3672	<del>3919</del> 3823	-
Rangemaster/Armorer	410035	12	<del>4570</del> 4458	<del>4787</del> 4670	<del>5014</del> 4891	<del>5256</del> 5127	<del>5505</del> 5370	-
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	<del>3777</del> 3684	<del>3954</del> 3857	<del>4134</del> 4033	<del>4331</del> 4225	<del>4536</del> 4425	-
Real Estate Finance Specialist II	170002 <sup>4</sup>	12 <sup>4</sup>	<del>4365</del> 4195	<del>4572</del> 4394	<del>4790</del> 4603	<del>5016</del> 4820	<del>5254</del> 5049	-

<sup>3</sup> 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.

<sup>4</sup> 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.

~~11/12/2018~~6/24/2019 ~~Seventh~~-Twelfth Council Amendment  
Supersedes ~~Original~~Seventh



## EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~November 12, 2018~~ June 24, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	<u>3645</u> <del>3503</del>	<u>3813</u> <del>3665</del>	<u>3993</u> <del>3837</del>	<u>4181</u> <del>4018</del>	<u>4377</u> <del>4206</del>	-
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	<u>3588</u> <del>3500</del>	<u>3757</u> <del>3665</del>	<u>3934</u> <del>3838</del>	<u>4118</u> <del>4017</del>	<u>4312</u> <del>4206</del>	-
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	<u>3945</u> <del>3848</del>	<u>4129</u> <del>4028</del>	<u>4323</u> <del>4217</del>	<u>4527</u> <del>4416</del>	<u>4742</u> <del>4626</del>	-
Safety and Training Specialist	150050	12	<u>4212</u> <del>4109</del>	<u>4417</u> <del>4309</del>	<u>4635</u> <del>4521</del>	<u>4861</u> <del>4742</del>	<u>5099</u> <del>4974</del>	-
Secretary	110050	12	<u>3316</u> <del>3187</del>	<u>3470</u> <del>3334</del>	<u>3631</u> <del>3489</del>	<u>3799</u> <del>3651</del>	<u>3979</u> <del>3823</del>	-
Senior Account Clerk	130003	12	<u>3220</u> <del>3141</del>	<u>3366</u> <del>3283</del>	<u>3521</u> <del>3435</del>	<u>3687</u> <del>3597</del>	<u>3861</u> <del>3766</del>	-
Senior Administrative Clerk	110003	12	<u>3028</u> <del>2910</del>	<u>3169</u> <del>3045</del>	<u>3316</u> <del>3187</del>	<u>3470</u> <del>3334</del>	<u>3631</u> <del>3489</del>	-
Senior Call Center Representative	115072	12	<u>3708</u> <del>3563</del>	<u>3886</u> <del>3734</del>	<u>4074</u> <del>3915</del>	<u>4272</u> <del>4105</del>	<u>4480</u> <del>4305</del>	-
Senior Commercial Building Inspector	230016	12	<u>5645</u> <del>5320</del>	<u>5917</u> <del>5576</del>	<u>6196</u> <del>5839</del>	<u>6495</u> <del>6121</del>	<u>6809</u> <del>6417</del>	-
Senior Community Revitalization Specialist	230054	12	<u>5437</u> <del>5304</del>	<u>5692</u> <del>5553</del>	<u>5958</u> <del>5812</del>	<u>6246</u> <del>6093</del>	<u>6549</u> <del>6389</del>	-
Senior Community Services Officer	410027	12	<u>3674</u> <del>3531</del>	<u>3845</u> <del>3695</del>	<u>4026</u> <del>3868</del>	<u>4212</u> <del>4048</del>	<u>4413</u> <del>4241</del>	-
Senior Crime Scene Technician	410012	12	<u>4570</u> <del>4458</del>	<u>4787</u> <del>4670</del>	<u>5014</u> <del>4891</del>	<u>5256</u> <del>5127</del>	<u>5505</u> <del>5370</del>	-
Senior Customer Services Clerk	115062	12	<u>3681</u> <del>3591</del>	<u>3847</u> <del>3753</del>	<u>4026</u> <del>3927</del>	<u>4215</u> <del>4112</del>	<u>4413</u> <del>4305</del>	-
Senior Deputy City Clerk	115029*	12	<u>3589</u> <del>3489</del>	<u>3755</u> <del>3651</del>	<u>3932</u> <del>3823</del>	<u>4116</u> <del>4002</del>	<u>4312</u> <del>4192</del>	-
Senior Engineering Technician	210007	12	<u>4827</u> <del>4614</del>	<u>5054</u> <del>4830</del>	<u>5292</u> <del>5058</del>	<u>5547</u> <del>5302</del>	<u>5802</u> <del>5546</del>	-
Senior Fire Prevention Inspector	420003	12	<u>5437</u> <del>5304</del>	<u>5692</u> <del>5553</del>	<u>5958</u> <del>5812</del>	<u>6246</u> <del>6093</del>	<u>6549</u> <del>6389</del>	-
Senior Laboratory Technician	620013	12	<u>4806</u> <del>4688</del>	<u>5037</u> <del>4914</del>	<u>5276</u> <del>5147</del>	<u>5527</u> <del>5392</del>	<u>5791</u> <del>5649</del>	-
Senior Network Systems Specialist	125031	12	<u>6646</u> <del>6483</del>	<u>6969</u> <del>6799</del>	<u>7307</u> <del>7128</del>	<u>7655</u> <del>7468</del>	<u>8025</u> <del>7829</del>	-
Senior Plans Examiner	210042	12	<u>5727</u> <del>5437</del>	<u>5996</u> <del>5692</del>	<u>6276</u> <del>5958</del>	<u>6579</u> <del>6246</del>	<u>6899</u> <del>6549</del>	-
Senior Procurement Specialist	140003	12	<u>4946</u> <del>4825</del>	<u>5181</u> <del>5054</del>	<u>5430</u> <del>5297</del>	<u>5689</u> <del>5550</del>	<u>5959</u> <del>5813</del>	-
Senior Property & Evidence Technician	145011	12	<u>4123</u> <del>3962</del>	<u>4319</u> <del>4150</del>	<u>4521</u> <del>4344</del>	<u>4733</u> <del>4548</del>	<u>4960</u> <del>4767</del>	-
Senior Records Clerk	110101	12	<u>3169</u> <del>3045</del>	<u>3316</u> <del>3187</del>	<u>3470</u> <del>3334</del>	<u>3631</u> <del>3489</del>	<u>3799</u> <del>3651</del>	-

Senior Secretary	110051	12	<del>3589</del> 3489	<del>3755</del> 3651	<del>3932</del> 3823	<del>4116</del> 4002	<del>4312</del> 4192	-
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<sup>4</sup> 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.

\* New class effective July 23, 2018

~~11/12/2018~~ ~~6/24/2019~~ ~~Seventh~~ ~~Twelfth~~ Council Amendment  
Supersedes ~~Original~~ ~~Seventh~~

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA) , effective ~~November 12, 2018~~ June 24, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	<del>3762</del> <u>3615</u>	<del>3938</del> <u>3784</u>	<del>4123</del> <u>3962</u>	<del>4319</del> <u>4150</u>	<del>4521</del> <u>4344</u>	-
Senior Utility Service Representative	230092	12	<del>3943</del> <u>3846</u>	<del>4128</del> <u>4027</u>	<del>4323</del> <u>4217</u>	<del>4525</del> <u>4414</u>	<del>4742</del> <u>4626</u>	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	<del>6646</del> <u>6483</u>	<del>6969</del> <u>6799</u>	<del>7251</del> <u>7074</u>	<del>7655</del> <u>7468</u>	<del>8025</del> <u>7829</u>	-
Staff Assistant	150001	12	<del>3564</del> <u>3425</u>	<del>3731</del> <u>3586</u>	<del>3908</del> <u>3755</u>	<del>4084</del> <u>3925</u>	<del>4276</del> <u>4109</u>	-
Storeskeeper	145001	12	<del>3562</del> <u>3475</u>	<del>3729</del> <u>3638</u>	<del>3902</del> <u>3806</u>	<del>4084</del> <u>3984</u>	<del>4277</del> <u>4172</u>	-
Survey Party Technician	210030	12	<del>4279</del> <u>3994</u>	<del>4487</del> <u>4188</u>	<del>4694</del> <u>4382</u>	<del>4912</del> <u>4586</u>	<del>5148</del> <u>4806</u>	-
Tax/Permit Inspector	135001	12	<del>4218</del> <u>4113</u>	<del>4417</del> <u>4307</u>	<del>4618</del> <u>4503</u>	<del>4845</del> <u>4724</u>	<del>5075</del> <u>4949</u>	-
Traffic Signal Operations Specialist	710150	12	<del>6045</del> <u>5897</u>	<del>6334</del> <u>6179</u>	<del>6640</del> <u>6478</u>	<del>6957</del> <u>6787</u>	<del>7295</del> <u>7117</u>	-
Transit Scheduler	320049	12	<del>6045</del> <u>5897</u>	<del>6334</del> <u>6179</u>	<del>6640</del> <u>6478</u>	<del>6957</del> <u>6787</u>	<del>7295</del> <u>7117</u>	-
Tree Program Specialist	510015	12	<del>4459</del> <u>4350</u>	<del>4670</del> <u>4556</u>	<del>4895</del> <u>4775</u>	<del>5127</del> <u>5004</u>	<del>5369</del> <u>5238</u>	-
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	<del>3269</del> <u>3189</u>	<del>3419</del> <u>3335</u>	<del>3577</del> <u>3489</u>	<del>3745</del> <u>3653</u>	<del>3919</del> <u>3823</u>	-
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	<del>3588</del> <u>3500</u>	<del>3757</del> <u>3665</u>	<del>3932</del> <u>3836</u>	<del>4117</del> <u>4016</u>	<del>4311</del> <u>4205</u>	-
Wastewater Reclamation Coordinator	620035	12	<del>4659</del> <u>4545</u>	<del>4884</del> <u>4764</u>	<del>5116</del> <u>4994</u>	<del>5357</del> <u>5226</u>	<del>5616</del> <u>5479</u>	-
Water Conservation Representative	610001	12	<del>3373</del> <u>3290</u>	<del>3531</del> <u>3444</u>	<del>3695</del> <u>3604</u>	<del>3869</del> <u>3774</u>	<del>4051</del> <u>3952</u>	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	<del>5502</del> <u>5367</u>	<del>5762</del> <u>5624</u>	<del>6039</del> <u>5894</u>	<del>6327</del> <u>6172</u>	<del>6632</del> <u>6470</u>	-

<sup>4</sup> 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.

~~11/12/2018~~ 6/24/2019 ~~Seventh~~-Twelfth Council Amendment  
Supersedes ~~Original~~ Seventh