

EXHIBIT 2
Unit 2 – Non-Represented Management and Confidential Classes

| CLASS TITLE | JOB CODE | PROB PER | RANGE | Minimum | | Maximum |
|---|----------------------|----------|------------|-------------|----------|-------------|
| Principal Budget Analyst | 135009e | - | E7 | 8291 | - | 10364 |
| Principal Internal Auditor | 135011e | - | E8 | 7537 | - | 9421 |
| <u>Principal Labor Relations Analyst*</u> | <u>150018e</u> | | <u>E12</u> | <u>7914</u> | <u>-</u> | <u>9892</u> |
| Public Affairs Officer | 150118e | - | E8 | 7537 | - | 9421 |
| Public Works Director | 210085e | - | E4 | 11389 | - | 16344 |
| Retirement Administrator | 135030e | - | E3 | 15190 | - | 18988 |
| Retirement Benefits Manager | 135045e | - | E7 | 8291 | - | 10364 |
| Retirement Office Manager | 115007e | - | E17 | 3978 | - | 6449 |
| Senior Budget Analyst | 135007e | - | E8 | 7537 | - | 9421 |
| Senior Deputy City Attorney I | 160013e | - | E6 | 8558 | - | 11982 |
| Senior Deputy City Attorney II | 160014e | - | E21 | 9414 | - | 13181 |
| Senior Deputy City Attorney III | 160016e | - | E22 | 9884 | - | 13840 |
| Senior Human Resources/Risk Analyst | 150017e | - | E8 | 7537 | - | 9421 |
| Senior Law Clerk | 115022 ¹⁰ | - | E16 | 4086 | - | 5748 |
| Supervising Deputy City Attorney | 160010e | - | E5 | 9588 | - | 13460 |

E Exempt class, see Section 4.

10 Persons in this classification are limited to no more than two (2) consecutive years in this class.

*Effective 4/25/22, by the Sixteenth Amendment to the Salary Resolution 2021-176.

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 | 2757 | 2882 | 3012 | 3152 | 3304 |
| Account Clerk II | 130002 ³ | 12 ³ | 3012 | 3152 | 3304 | 3451 | 3610 |
| Accountant-Auditor I | 130011 ⁴ | 12 ⁴ | 4114 | 4302 | 4502 | 4721 | 4942 |
| Accountant-Auditor II | 130012 ⁴ | 12 ⁴ | 4764 | 4984 | 5227 | 5475 | 5734 |
| Accounting Technician | 130010 | 12 | 3610 | 3780 | 3958 | 4140 | 4337 |
| Administrative Clerk I | 110001 ³ | 6 ³ | 2558 | 2677 | 2796 | 2925 | 3058 |
| Administrative Clerk II | 110002 ³ | 12 ³ | 2838 | 2969 | 3104 | 3249 | 3399 |
| Airports Operations Officer I | 310006 ⁴ | 12 ⁴ | 4464 | 4683 | 4908 | 5154 | 5411 |
| Airports Operations Officer II | 310009 ⁴ | 12 ⁴ | 4908 | 5154 | 5411 | 5683 | 5967 |
| Airports Property Specialist I | 175001 ⁴ | 12 ⁴ | 4776 | 5007 | 5244 | 5491 | 5757 |
| Airports Property Specialist II | 175002 ⁴ | 12 ⁴ | 5534 | 5799 | 6079 | 6367 | 6675 |
| Associate Electrical Safety Consultant I | 230022 | 12 | 5524 | 5787 | 6065 | 6351 | 6658 |
| Associate Electrical Safety Consultant II | 230023 | 12 | 5787 | 6065 | 6351 | 6658 | 6980 |
| Associate Environmental & Safety Consultant I | 230003 | 12 | 5524 | 5787 | 6065 | 6351 | 6658 |
| Associate Environmental & Safety Consultant II | 230004 | 12 | 5787 | 6065 | 6351 | 6658 | 6980 |
| Associate Plumbing & Mechanical Consultant I | 230012 | 12 | 5524 | 5787 | 6065 | 6351 | 6658 |
| Associate Plumbing & Mechanical Consultant II | 230013 | 12 | 5787 | 6065 | 6351 | 6658 | 6980 |
| Billing System Specialist | 125075 | 12 | 4052 | 4242 | 4443 | 4644 | 4864 |
| Budget Technician | 135005 | 12 | 3667 | 3837 | 4017 | 4206 | 4405 |
| Building Inspector I | 230007 ⁴ | 12 ⁴ | 5095 | 5337 | 5590 | 5859 | 6135 |
| Building Inspector II | 230008 ⁴ | 12 ⁴ | 5524 | 5787 | 6065 | 6351 | 6658 |
| Building Inspector III | 230009 | 12 | 5787 | 6065 | 6351 | 6658 | 6980 |

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.

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 | 3012 | 3152 | 3307 | 3451 | 3610 |
| Call Center Representative II | 115071 ³ | 12 ³ | 3301 | 3451 | 3610 | 3780 | 3958 |
| Central Printing Clerk | 120005 | 12 | 2838 | 2969 | 3104 | 3249 | 3399 |
| Chemist | 620020 | 12 | 4854 | 5089 | 5329 | 5584 | 5850 |
| City Records Specialist | 115025 | 12 | 3667 | 3837 | 4017 | 4206 | 4405 |
| Commercial Building Inspector | 230015 | 12 | 5524 | 5787 | 6065 | 6351 | 6658 |
| Community Recreation Assistant | 520010 | 12 | 3090 | 3228 | 3362 | 3498 | 3652 |
| Community Revitalization Specialist | 230053 | 12 | 4972 | 5211 | 5462 | 5760 | 6000 |
| Community Revitalization Technician | 230059 | 12 | 3459 | 3620 | 3788 | 3967 | 4154 |
| Community Services Officer I | 410025 ⁴ | 12 ⁴ | 3210 | 3356 | 3511 | 3674 | 3845 |
| Community Services Officer II | 410026 ⁴ | 12 ⁴ | 3511 | 3674 | 3845 | 4027 | 4217 |
| Computer Systems Specialist I | 125010 ⁴ | 12 ⁴ | 4356 | 4559 | 4775 | 5005 | 5241 |
| Computer Systems Specialist II | 125011 ⁴ | 12 ⁴ | 5510 | 5770 | 6046 | 6335 | 6642 |
| Computer Systems Specialist III | 125012 | 12 | 6082 | 6373 | 6680 | 7000 | 7339 |
| Construction Compliance Specialist | 150055 | 12 | 4263 | 4458 | 4670 | 4893 | 5121 |
| Crime Scene Technician I | 410010 ⁴ | 12 ⁴ | 4080 | 4271 | 4472 | 4685 | 4907 |
| Crime Scene Technician II | 410011 ⁴ | 12 ⁴ | 4472 | 4685 | 4907 | 5140 | 5388 |
| Crime Specialist | 410008 | 12 | 5117 | 5359 | 5616 | 5884 | 6169 |
| Customer Services Clerk I | 115060 ³ | 6 ³ | 3015 | 3151 | 3295 | 3449 | 3610 |
| Customer Services Clerk II | 115061 ³ | 12 ³ | 3302 | 3457 | 3620 | 3783 | 3958 |
| Cybersecurity Analyst | 125090 | 12 | 6082 | 6373 | 6680 | 7000 | 7339 |
| Deputy City Clerk | 115028 ⁴ | 12 ⁴ | 3249 | 3399 | 3557 | 3722 | 3894 |
| Development Services Coordinator | 230057 | 12 | 5038 | 5315 | 5573 | 5840 | 6120 |
| Digital Forensics Analyst | 410050 | 12 | 6719 | 7056 | 7408 | 7778 | 8167 |
| Emergency Services Dispatcher I | 410001 ⁵ | 12 ⁵ | 3823 | 3977 | 4143 | 4333 | 4515 |
| Emergency Services Dispatcher II | 410002 ⁵ | 12 ⁵ | 4203 | 4402 | 4612 | 4829 | 5051 |
| Emergency Services Dispatcher III | 410003 | 12 | 4698 | 4913 | 5152 | 5390 | 5645 |

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.

EXHIBIT 3
Unit 3—Non-Supervisory White Collar (FGEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|---------------------|-----------------|------|------|------|------|------|
| Engineer I | 210015 ⁴ | 12 ⁴ | 5746 | 6015 | 6298 | 6603 | 6907 |
| Engineer II | 210016 ⁴ | 12 ⁴ | 6302 | 6591 | 6908 | 7234 | 7597 |
| Engineering Aide I | 210001 ³ | 6 ³ | 3191 | 3333 | 3485 | 3647 | 3821 |
| Engineering Aide II | 210002 ³ | 12 ³ | 3727 | 3902 | 4079 | 4269 | 4476 |
| Engineering Inspector I | 230075 ⁴ | 12 ⁴ | 4909 | 5159 | 5392 | 5646 | 5920 |
| Engineering Inspector II | 230076 ⁴ | 12 ⁴ | 5370 | 5624 | 5895 | 6176 | 6472 |
| Engineering Technician I | 210005 ⁴ | 12 ⁴ | 3749 | 3924 | 4113 | 4297 | 4499 |
| Engineering Technician II | 210006 ⁴ | 12 ⁴ | 4386 | 4600 | 4812 | 5035 | 5277 |
| Environmental Control Officer | 620001 | 12 | 4788 | 5017 | 5248 | 5499 | 5758 |
| Facilities Construction Specialist | 230085 | 12 | 4893 | 5120 | 5365 | 5620 | 5890 |
| Fire Prevention Inspector I | 420001 ⁵ | 12 ⁵ | 4324 | 4527 | 4733 | 4965 | 5201 |
| Fire Prevention Inspector II | 420002 ⁵ | 12 ⁵ | 4984 | 5211 | 5462 | 5729 | 6000 |
| Fleet Operations Specialist | 710105 | 12 | 4572 | 4785 | 5016 | 5252 | 5504 |
| Geographic Information System (GIS) Specialist | 125025 | 12 | 6082 | 6373 | 6680 | 7000 | 7339 |
| Geographic Information System (GIS) Technician I | 125026 ⁴ | 12 ⁴ | 4356 | 4559 | 4775 | 5005 | 5241 |
| Geographic Information System (GIS) Technician II | 125027 ⁴ | 12 ⁴ | 5510 | 5770 | 6046 | 6335 | 6642 |
| Graphics Technician | 120013 | 12 | 3936 | 4127 | 4328 | 4537 | 4760 |
| Helicopter Pilot | 410033 | 12 | 5996 | 6288 | 6597 | 6920 | 7261 |
| Housing Rehabilitation Specialist | 230056 | 12 | 4956 | 5198 | 5455 | 5722 | 6000 |
| Industrial/Commercial Water Conservation Representative | 610015 | 12 | 4796 | 5025 | 5258 | 5508 | 5768 |
| Interpreter/Translator | 150232 | 12 | 5127 | 5408 | 5671 | 5942 | 6227 |
| Laboratory Assistant | 620010 | 12 | 3347 | 3506 | 3668 | 3839 | 4017 |
| Laboratory Technician I | 620011 ⁴ | 12 ⁴ | 4024 | 4212 | 4410 | 4617 | 4833 |
| Laboratory Technician II | 620012 ⁴ | 12 ⁴ | 4420 | 4626 | 4844 | 5076 | 5317 |
| Landscape Water Conservation Specialist | 610005 | 12 | 4782 | 5010 | 5248 | 5498 | 5758 |

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EXHIBIT 3
Unit 3—Non-Supervisory White Collar (FGEA)

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Law Office Assistant | 115021 | 12 | 3890 | 4079 | 4278 | 4486 | 4703 |
| Network Systems Specialist | 125030 | 12 | 6082 | 6373 | 6680 | 7000 | 7339 |
| PAR Program Specialist | 410023 | 12 | 3459 | 3620 | 3788 | 3967 | 4154 |
| Paratransit Specialist | 320005 | 12 | 3684 | 3858 | 4040 | 4222 | 4420 |
| Parking Enforcement Officer I | 710120 ⁴ | 12 ⁴ | 2747 | 2860 | 2978 | 3096 | 3228 |
| Parking Enforcement Officer II | 710121 ⁴ | 12 ⁴ | 2986 | 3112 | 3241 | 3372 | 3525 |
| Parking Enforcement Officer III | 710122 | 12 | 3241 | 3372 | 3525 | 3668 | 3827 |
| Phlebotomist | 410007 | 12 | 3347 | 3506 | 3668 | 3839 | 4017 |
| Planner I | 220005 ³ | 6 ³ | 4550 | 4756 | 4983 | 5223 | 5473 |
| Planner II | 220006 ³ | 12 ³ | 5127 | 5408 | 5671 | 5942 | 6227 |
| Plans and Permit Technician | 220002 | 12 | 4871 | 5100 | 5332 | 5593 | 5859 |
| Plans Examiner | 210041 | 12 | 5345 | 5587 | 5856 | 6142 | 6432 |
| Police Data Transcriptionist | 115035 | 12 | 3796 | 3970 | 4155 | 4348 | 4553 |
| Police Support Services Clerk | 115043 | 12 | 3162 | 3306 | 3459 | 3620 | 3788 |
| Police Support Services Technician | 115044 | 12 | 3459 | 3620 | 3788 | 3967 | 4154 |
| Principal Account Clerk | 130004 | 12 | 3610 | 3780 | 3958 | 4140 | 4337 |
| Procurement Specialist | 140002 | 12 | 4621 | 4842 | 5070 | 5311 | 5566 |
| Program Compliance Officer | 640026 | 12 | 3951 | 4146 | 4348 | 4560 | 4782 |
| Programmer/Analyst I | 125020 ⁴ | 12 ⁴ | 4356 | 4559 | 4775 | 5005 | 5241 |
| Programmer/Analyst II | 125021 ⁴ | 12 ⁴ | 5510 | 5770 | 6046 | 6335 | 6642 |
| Programmer/Analyst III | 125022 | 12 | 6082 | 6373 | 6680 | 7000 | 7339 |
| Programmer/Analyst IV | 125023 | 12 | 6647 | 6970 | 7308 | 7656 | 8025 |
| Property & Evidence Technician | 145010 | 12 | 3857 | 4037 | 4227 | 4427 | 4635 |
| Radio Dispatcher | 120015 | 12 | 3395 | 3548 | 3696 | 3859 | 4017 |
| Rangemaster/Armorer | 410035 | 12 | 4685 | 4907 | 5140 | 5388 | 5643 |

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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 | 3872 | 4053 | 4238 | 4440 | 4650 |
| Real Estate Finance Specialist II | 170002 ⁴ | 12 ⁴ | 4475 | 4687 | 4910 | 5142 | 5386 |
| Recreation Specialist | 520005 | 12 | 3737 | 3909 | 4093 | 4286 | 4487 |
| Retirement Counselor I | 135050 ⁴ | 12 ⁴ | 3678 | 3851 | 4033 | 4221 | 4420 |
| Retirement Counselor II | 135051 ⁴ | 12 ⁴ | 4044 | 4233 | 4432 | 4641 | 4861 |
| Safety and Training Specialist | 150050 | 12 | 4318 | 4528 | 4751 | 4983 | 5227 |
| Secretary | 110050 | 12 | 3399 | 3557 | 3722 | 3894 | 4079 |
| Senior Account Clerk | 130003 | 12 | 3301 | 3451 | 3610 | 3780 | 3958 |
| Senior Administrative Clerk | 110003 | 12 | 3104 | 3249 | 3399 | 3557 | 3722 |
| Senior Call Center Representative | 115072 | 12 | 3801 | 3984 | 4176 | 4379 | 4592 |
| Senior Commercial Building Inspector | 230016 | 12 | 5787 | 6065 | 6351 | 6658 | 6980 |
| Senior Community Revitalization Specialist | 230054 | 12 | 5573 | 5835 | 6107 | 6403 | 6713 |
| Senior Community Services Officer | 410027 | 12 | 3766 | 3942 | 4127 | 4318 | 4524 |
| Senior Crime Scene Technician | 410012 | 12 | 4685 | 4907 | 5140 | 5388 | 5643 |
| Senior Customer Services Clerk | 115062 | 12 | 3774 | 3944 | 4127 | 4321 | 4524 |
| Senior Deputy City Clerk | 115029 ⁴ | 12 ⁴ | 3679 | 3849 | 4031 | 4219 | 4420 |
| Senior Engineering Technician | 210007 | 12 | 4948 | 5181 | 5425 | 5686 | 5948 |
| Senior Fire Prevention Inspector | 420003 | 12 | 5573 | 5835 | 6107 | 6403 | 6713 |
| Senior Laboratory Technician | 620013 | 12 | 4927 | 5163 | 5408 | 5666 | 5936 |
| Senior Network Systems Specialist | 125031 | 12 | 6813 | 7144 | 7490 | 7847 | 8226 |
| Senior Plans Examiner | 210042 | 12 | 5871 | 6146 | 6433 | 6744 | 7072 |
| Senior Procurement Specialist | 140003 | 12 | 5070 | 5311 | 5566 | 5832 | 6108 |
| Senior Property & Evidence Technician | 145011 | 12 | 4227 | 4427 | 4635 | 4852 | 5084 |
| Senior Cybersecurity Analyst | 125091 | 12 | 6813 | 7144 | 7490 | 7847 | 8226 |
| Senior Records Clerk | 110101 | 12 | 3249 | 3399 | 3557 | 3722 | 3894 |
| Senior Secretary | 110051 | 12 | 3679 | 3849 | 4031 | 4219 | 4420 |

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

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|---------------------|-----------------|------|------|------|------|------|
| Senior Storeskeeper | 145002 | 12 | 3857 | 4037 | 4227 | 4427 | 4635 |
| Senior Utility Service Representative | 230092 | 12 | 4042 | 4232 | 4432 | 4639 | 4861 |
| Senior Water Systems Telemetry & Distributed Control Specialist | 610022 | 12 | 6813 | 7144 | 7490 | 7847 | 8226 |
| Staff Assistant | 150001 | 12 | 3654 | 3825 | 4006 | 4187 | 4383 |
| Storeskeeper | 145001 | 12 | 3652 | 3823 | 4000 | 4187 | 4384 |
| Survey Party Technician | 210030 | 12 | 4386 | 4600 | 4812 | 5035 | 5277 |
| Tax/Permit Inspector | 135001 | 12 | 4324 | 4528 | 4734 | 4967 | 5202 |
| Traffic Signal Operations Specialist | 710150 | 12 | 6197 | 6493 | 6806 | 7131 | 7478 |
| Transit Scheduler | 320049 | 12 | 6197 | 6493 | 6806 | 7131 | 7478 |
| Tree Program Specialist | 510015 | 12 | 4571 | 4787 | 5018 | 5256 | 5504 |
| Utility Service Representative I | 230090 ⁴ | 12 ⁴ | 3351 | 3505 | 3667 | 3839 | 4017 |
| Utility Service Representative II | 230091 ⁴ | 12 ⁴ | 3678 | 3851 | 4031 | 4220 | 4419 |
| Wastewater Reclamation Coordinator | 620035 | 12 | 4776 | 5007 | 5244 | 5491 | 5757 |
| Water Conservation Representative | 610001 | 12 | 3458 | 3620 | 3788 | 3966 | 4153 |
| Water Systems Telemetry & Distributed Control Specialist | 610021 | 12 | 5640 | 5907 | 6190 | 6486 | 6798 |

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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|---------------------|-----------------|------|------|------|------|------|
| Account Clerk I | 130001 ³ | 6 ³ | 2840 | 2969 | 3103 | 3247 | 3401 |
| Account Clerk II | 130002 ³ | 12 ³ | 3103 | 3247 | 3401 | 3555 | 3719 |
| Accountant-Auditor I | 130011 ⁴ | 12 ⁴ | 4238 | 4432 | 4638 | 4863 | 5091 |
| Accountant-Auditor II | 130012 ⁴ | 12 ⁴ | 4907 | 5134 | 5384 | 5640 | 5907 |
| Accounting Technician | 130010 | 12 | 3719 | 3894 | 4077 | 4265 | 4468 |
| Administrative Clerk I | 110001 ³ | 6 ³ | 2635 | 2758 | 2880 | 3013 | 3150 |
| Administrative Clerk II | 110002 ³ | 12 ³ | 2924 | 3059 | 3198 | 3347 | 3501 |
| Airports Operations Officer I | 310006 ⁴ | 12 ⁴ | 4598 | 4824 | 5056 | 5309 | 5574 |
| Airports Operations Officer II | 310009 ⁴ | 12 ⁴ | 5056 | 5309 | 5574 | 5854 | 6147 |
| Airports Property Specialist I | 175001 ⁴ | 12 ⁴ | 4920 | 5158 | 5402 | 5656 | 5930 |
| Airports Property Specialist II | 175002 ⁴ | 12 ⁴ | 5701 | 5973 | 6262 | 6559 | 6876 |
| Associate Electrical Safety Consultant I | 230022 | 12 | 5690 | 5961 | 6247 | 6542 | 6858 |
| Associate Electrical Safety Consultant II | 230023 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |
| Associate Environmental & Safety Consultant I | 230003 | 12 | 5690 | 5961 | 6247 | 6542 | 6858 |
| Associate Environmental & Safety Consultant II | 230004 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |
| Associate Plumbing & Mechanical Consultant I | 230012 | 12 | 5690 | 5961 | 6247 | 6542 | 6858 |
| Associate Plumbing & Mechanical Consultant II | 230013 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |
| Billing System Specialist | 125075 | 12 | 4174 | 4370 | 4577 | 4784 | 5007 |
| Budget Technician | 135005 | 12 | 3778 | 3953 | 4138 | 4333 | 4538 |
| Building Inspector I | 230007 ⁴ | 12 ⁴ | 5248 | 5498 | 5758 | 6035 | 6320 |
| Building Inspector II | 230008 ⁴ | 12 ⁴ | 5690 | 5961 | 6247 | 6542 | 6858 |
| Building Inspector III | 230009 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |

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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|-------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Call Center Representative I | 115070 ³ | 6 ³ | 3103 | 3247 | 3407 | 3555 | 3719 |
| Call Center Representative II | 115071 ³ | 12 ³ | 3401 | 3555 | 3719 | 3894 | 4077 |
| Central Printing Clerk | 120005 | 12 | 2924 | 3059 | 3198 | 3347 | 3501 |
| Chemist | 620020 | 12 | 5000 | 5242 | 5489 | 5752 | 6026 |
| City Records Specialist | 115025 | 12 | 3778 | 3953 | 4138 | 4333 | 4538 |
| Commercial Building Inspector | 230015 | 12 | 5690 | 5961 | 6247 | 6542 | 6858 |
| Community Recreation Assistant | 520010 | 12 | 3183 | 3325 | 3463 | 3603 | 3762 |
| Community Revitalization Specialist | 230053 | 12 | 5122 | 5368 | 5626 | 5933 | 6180 |
| Community Revitalization Technician | 230059 | 12 | 3563 | 3729 | 3902 | 4087 | 4279 |
| Community Services Officer I | 410025 ⁴ | 12 ⁴ | 3307 | 3457 | 3617 | 3785 | 3961 |
| Community Services Officer II | 410026 ⁴ | 12 ⁴ | 3617 | 3785 | 3961 | 4148 | 4344 |
| Computer Systems Specialist I | 125010 ⁴ | 12 ⁴ | 4487 | 4696 | 4919 | 5156 | 5399 |
| Computer Systems Specialist II | 125011 ⁴ | 12 ⁴ | 5676 | 5944 | 6228 | 6526 | 6842 |
| Computer Systems Specialist III | 125012 | 12 | 6265 | 6565 | 6881 | 7210 | 7560 |
| Construction Compliance Specialist | 150055 | 12 | 4391 | 4592 | 4811 | 5040 | 5275 |
| Crime Scene Technician I | 410010 ⁴ | 12 ⁴ | 4203 | 4400 | 4607 | 4826 | 5055 |
| Crime Scene Technician II | 410011 ⁴ | 12 ⁴ | 4607 | 4826 | 5055 | 5295 | 5550 |
| Crime Specialist | 410008 | 12 | 5271 | 5520 | 5785 | 6061 | 6355 |
| Customer Services Clerk I | 115060 ³ | 6 ³ | 3106 | 3246 | 3394 | 3553 | 3719 |
| Customer Services Clerk II | 115061 ³ | 12 ³ | 3402 | 3561 | 3729 | 3897 | 4077 |
| Cybersecurity Analyst | 125090 | 12 | 6265 | 6565 | 6881 | 7210 | 7560 |
| Deputy City Clerk | 115028 ⁴ | 12 ⁴ | 3347 | 3501 | 3664 | 3834 | 4011 |
| Development Services Coordinator | 230057 | 12 | 5190 | 5475 | 5741 | 6016 | 6304 |
| Digital Forensics Analyst | 410050 | 12 | 6921 | 7268 | 7631 | 8012 | 8413 |
| Emergency Services Dispatcher I | 410001 ⁵ | 12 ⁵ | 3938 | 4097 | 4268 | 4463 | 4651 |
| Emergency Services Dispatcher II | 410002 ⁵ | 12 ⁵ | 4330 | 4535 | 4751 | 4974 | 5203 |
| Emergency Services Dispatcher III | 410003 | 12 | 4839 | 5061 | 5307 | 5552 | 5815 |

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12/9/2021 Sixth Amendment Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|---------------------|-----------------|------|------|------|------|------|
| Engineer I | 210015 ⁴ | 12 ⁴ | 5919 | 6196 | 6487 | 6802 | 7115 |
| Engineer II | 210016 ⁴ | 12 ⁴ | 6492 | 6789 | 7116 | 7452 | 7825 |
| Engineering Aide I | 210001 ³ | 6 ³ | 3287 | 3433 | 3590 | 3757 | 3936 |
| Engineering Aide II | 210002 ³ | 12 ³ | 3839 | 4020 | 4202 | 4398 | 4611 |
| Engineering Inspector I | 230075 ⁴ | 12 ⁴ | 5057 | 5314 | 5554 | 5816 | 6098 |
| Engineering Inspector II | 230076 ⁴ | 12 ⁴ | 5532 | 5793 | 6072 | 6362 | 6667 |
| Engineering Technician I | 210005 ⁴ | 12 ⁴ | 3862 | 4042 | 4237 | 4426 | 4634 |
| Engineering Technician II | 210006 ⁴ | 12 ⁴ | 4518 | 4738 | 4957 | 5187 | 5436 |
| Environmental Control Officer | 620001 | 12 | 4932 | 5168 | 5406 | 5664 | 5931 |
| Facilities Construction Specialist | 230085 | 12 | 5040 | 5274 | 5526 | 5789 | 6067 |
| Fire Prevention Inspector I | 420001 ⁵ | 12 ⁵ | 4454 | 4663 | 4875 | 5114 | 5358 |
| Fire Prevention Inspector II | 420002 ⁵ | 12 ⁵ | 5134 | 5368 | 5626 | 5901 | 6180 |
| Fleet Operations Specialist | 710105 | 12 | 4710 | 4929 | 5167 | 5410 | 5670 |
| Geographic Information System (GIS) Specialist | 125025 | 12 | 6265 | 6565 | 6881 | 7210 | 7560 |
| Geographic Information System (GIS) Technician I | 125026 ⁴ | 12 ⁴ | 4487 | 4696 | 4919 | 5156 | 5399 |
| Geographic Information System (GIS) Technician II | 125027 ⁴ | 12 ⁴ | 5676 | 5944 | 6228 | 6526 | 6842 |
| Graphics Technician | 120013 | 12 | 4055 | 4251 | 4458 | 4674 | 4903 |
| Helicopter Pilot | 410033 | 12 | 6176 | 6477 | 6795 | 7128 | 7479 |
| Housing Rehabilitation Specialist | 230056 | 12 | 5105 | 5354 | 5619 | 5894 | 6180 |
| Industrial/Commercial Water Conservation Representative | 610015 | 12 | 4940 | 5176 | 5416 | 5674 | 5942 |
| Interpreter/Translator | 150232 | 12 | 5281 | 5571 | 5842 | 6121 | 6414 |
| Laboratory Assistant | 620010 | 12 | 3448 | 3612 | 3779 | 3955 | 4138 |
| Laboratory Technician I | 620011 ⁴ | 12 ⁴ | 4145 | 4339 | 4543 | 4756 | 4978 |
| Laboratory Technician II | 620012 ⁴ | 12 ⁴ | 4553 | 4765 | 4990 | 5229 | 5477 |
| Landscape Water Conservation Specialist | 610005 | 12 | 4926 | 5161 | 5406 | 5663 | 5931 |

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.

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|------------------------------------|---------------------|-----------------|------|------|------|------|------|
| Law Office Assistant | 115021 | 12 | 4007 | 4202 | 4407 | 4621 | 4845 |
| Network Systems Specialist | 125030 | 12 | 6265 | 6565 | 6881 | 7210 | 7560 |
| PAR Program Specialist | 410023 | 12 | 3563 | 3729 | 3902 | 4087 | 4279 |
| Paratransit Specialist | 320005 | 12 | 3795 | 3974 | 4162 | 4349 | 4553 |
| Parking Enforcement Officer I | 710120 ⁴ | 12 ⁴ | 2830 | 2946 | 3068 | 3189 | 3325 |
| Parking Enforcement Officer II | 710121 ⁴ | 12 ⁴ | 3076 | 3206 | 3339 | 3474 | 3631 |
| Parking Enforcement Officer III | 710122 | 12 | 3339 | 3474 | 3631 | 3779 | 3942 |
| Phlebotomist | 410007 | 12 | 3448 | 3612 | 3779 | 3955 | 4138 |
| Planner I | 220005 ³ | 6 ³ | 4687 | 4899 | 5133 | 5380 | 5638 |
| Planner II | 220006 ³ | 12 ³ | 5281 | 5571 | 5842 | 6121 | 6414 |
| Plans and Permit Technician | 220002 | 12 | 5018 | 5253 | 5492 | 5761 | 6035 |
| Plans Examiner | 210041 | 12 | 5506 | 5755 | 6032 | 6327 | 6625 |
| Police Data Transcriptionist | 115035 | 12 | 3910 | 4090 | 4280 | 4479 | 4690 |
| Police Support Services Clerk | 115043 | 12 | 3257 | 3406 | 3563 | 3729 | 3902 |
| Police Support Services Technician | 115044 | 12 | 3563 | 3729 | 3902 | 4087 | 4279 |
| Principal Account Clerk | 130004 | 12 | 3719 | 3894 | 4077 | 4265 | 4468 |
| Procurement Specialist | 140002 | 12 | 4760 | 4988 | 5223 | 5471 | 5733 |
| Program Compliance Officer | 640026 | 12 | 4070 | 4271 | 4479 | 4697 | 4926 |
| Programmer/Analyst I | 125020 ⁴ | 12 ⁴ | 4487 | 4696 | 4919 | 5156 | 5399 |
| Programmer/Analyst II | 125021 ⁴ | 12 ⁴ | 5676 | 5944 | 6228 | 6526 | 6842 |
| Programmer/Analyst III | 125022 | 12 | 6265 | 6565 | 6881 | 7210 | 7560 |
| Programmer/Analyst IV | 125023 | 12 | 6847 | 7180 | 7528 | 7886 | 8266 |
| Property & Evidence Technician | 145010 | 12 | 3973 | 4159 | 4354 | 4560 | 4775 |
| Radio Dispatcher | 120015 | 12 | 3497 | 3655 | 3807 | 3975 | 4138 |
| Rangemaster/Armorer | 410035 | 12 | 4826 | 5055 | 5295 | 5550 | 5813 |

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.

*12/9/2021 Sixth Amendment
 Supersedes Original*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA) , effective December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|---------------------|-----------------|------|------|------|------|------|
| Real Estate Finance Specialist I | 170001 ⁴ | 12 ⁴ | 3989 | 4175 | 4366 | 4574 | 4790 |
| Real Estate Finance Specialist II | 170002 ⁴ | 12 ⁴ | 4610 | 4828 | 5058 | 5297 | 5548 |
| Recreation Specialist | 520005 | 12 | 3850 | 4027 | 4216 | 4415 | 4622 |
| Retirement Counselor I | 135050 ⁴ | 12 ⁴ | 3789 | 3967 | 4154 | 4348 | 4553 |
| Retirement Counselor II | 135051 ⁴ | 12 ⁴ | 4166 | 4360 | 4565 | 4781 | 5007 |
| Safety and Training Specialist | 150050 | 12 | 4448 | 4664 | 4894 | 5133 | 5384 |
| Secretary | 110050 | 12 | 3501 | 3664 | 3834 | 4011 | 4202 |
| Senior Account Clerk | 130003 | 12 | 3401 | 3555 | 3719 | 3894 | 4077 |
| Senior Administrative Clerk | 110003 | 12 | 3198 | 3347 | 3501 | 3664 | 3834 |
| Senior Call Center Representative | 115072 | 12 | 3916 | 4104 | 4302 | 4511 | 4730 |
| Senior Commercial Building Inspector | 230016 | 12 | 5961 | 6247 | 6542 | 6858 | 7190 |
| Senior Community Revitalization Specialist | 230054 | 12 | 5741 | 6011 | 6291 | 6596 | 6915 |
| Senior Community Services Officer | 410027 | 12 | 3879 | 4061 | 4251 | 4448 | 4660 |
| Senior Crime Scene Technician | 410012 | 12 | 4826 | 5055 | 5295 | 5550 | 5813 |
| Senior Customer Services Clerk | 115062 | 12 | 3888 | 4063 | 4251 | 4451 | 4660 |
| Senior Deputy City Clerk | 115029 ⁴ | 12 ⁴ | 3790 | 3965 | 4152 | 4346 | 4553 |
| Senior Engineering Technician | 210007 | 12 | 5097 | 5337 | 5588 | 5857 | 6127 |
| Senior Fire Prevention Inspector | 420003 | 12 | 5741 | 6011 | 6291 | 6596 | 6915 |
| Senior Laboratory Technician | 620013 | 12 | 5075 | 5318 | 5571 | 5836 | 6115 |
| Senior Network Systems Specialist | 125031 | 12 | 7018 | 7359 | 7715 | 8083 | 8473 |
| Senior Plans Examiner | 210042 | 12 | 6048 | 6331 | 6626 | 6947 | 7285 |
| Senior Procurement Specialist | 140003 | 12 | 5223 | 5471 | 5733 | 6007 | 6292 |
| Senior Property & Evidence Technician | 145011 | 12 | 4354 | 4560 | 4775 | 4998 | 5237 |
| Senior Cybersecurity Analyst | 125091 | 12 | 7018 | 7359 | 7715 | 8083 | 8473 |
| Senior Records Clerk | 110101 | 12 | 3347 | 3501 | 3664 | 3834 | 4011 |
| Senior Secretary | 110051 | 12 | 3790 | 3965 | 4152 | 4346 | 4553 |

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.

*12/9/2021 Sixth Amendment
Supersedes Original*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA) , effective December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|---------------------|-----------------|------|------|------|------|------|
| Senior Storeskeeper | 145002 | 12 | 3973 | 4159 | 4354 | 4560 | 4775 |
| Senior Utility Service Representative | 230092 | 12 | 4164 | 4359 | 4565 | 4779 | 5007 |
| Senior Water Systems Telemetry & Distributed Control Specialist | 610022 | 12 | 7018 | 7359 | 7715 | 8083 | 8473 |
| Staff Assistant | 150001 | 12 | 3764 | 3940 | 4127 | 4313 | 4515 |
| Storeskeeper | 145001 | 12 | 3762 | 3938 | 4120 | 4313 | 4516 |
| Survey Party Technician | 210030 | 12 | 4518 | 4738 | 4957 | 5187 | 5436 |
| Tax/Permit Inspector | 135001 | 12 | 4454 | 4664 | 4877 | 5117 | 5359 |
| Traffic Signal Operations Specialist | 710150 | 12 | 6383 | 6688 | 7011 | 7345 | 7703 |
| Transit Scheduler | 320049 | 12 | 6383 | 6688 | 7011 | 7345 | 7703 |
| Tree Program Specialist | 510015 | 12 | 4709 | 4931 | 5169 | 5414 | 5670 |
| Utility Service Representative I | 230090 ⁴ | 12 ⁴ | 3452 | 3611 | 3778 | 3955 | 4138 |
| Utility Service Representative II | 230091 ⁴ | 12 ⁴ | 3789 | 3967 | 4152 | 4347 | 4552 |
| Wastewater Reclamation Coordinator | 620035 | 12 | 4920 | 5158 | 5402 | 5656 | 5930 |
| Water Conservation Representative | 610001 | 12 | 3562 | 3729 | 3902 | 4085 | 4278 |
| Water Systems Telemetry & Distributed Control Specialist | 610021 | 12 | 5810 | 6085 | 6376 | 6681 | 7002 |

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*12/9/2021 Sixth Amendment
 Supersedes Original*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|---|---------------------------|-----------------------|-------------|-------------|-------------|-------------|-------------|
| <u>Account Clerk I</u> | <u>130001³</u> | <u>6³</u> | <u>2926</u> | <u>3059</u> | <u>3197</u> | <u>3345</u> | <u>3504</u> |
| <u>Account Clerk II</u> | <u>130002³</u> | <u>12³</u> | <u>3197</u> | <u>3345</u> | <u>3504</u> | <u>3662</u> | <u>3831</u> |
| <u>Accountant-Auditor I</u> | <u>130011⁴</u> | <u>12⁴</u> | <u>4366</u> | <u>4565</u> | <u>4778</u> | <u>5009</u> | <u>5244</u> |
| <u>Accountant-Auditor II</u> | <u>130012⁴</u> | <u>12⁴</u> | <u>5055</u> | <u>5289</u> | <u>5546</u> | <u>5810</u> | <u>6085</u> |
| <u>Accounting Technician</u> | <u>130010</u> | <u>12</u> | <u>3831</u> | <u>4011</u> | <u>4200</u> | <u>4393</u> | <u>4603</u> |
| <u>Administrative Clerk I</u> | <u>110001³</u> | <u>6³</u> | <u>2715</u> | <u>2841</u> | <u>2967</u> | <u>3104</u> | <u>3245</u> |
| <u>Administrative Clerk II</u> | <u>110002³</u> | <u>12³</u> | <u>3012</u> | <u>3151</u> | <u>3294</u> | <u>3448</u> | <u>3607</u> |
| <u>Airports Operations Officer I</u> | <u>310006⁴</u> | <u>12⁴</u> | <u>4736</u> | <u>4969</u> | <u>5208</u> | <u>5469</u> | <u>5742</u> |
| <u>Airports Operations Officer II</u> | <u>310009⁴</u> | <u>12⁴</u> | <u>5208</u> | <u>5469</u> | <u>5742</u> | <u>6030</u> | <u>6332</u> |
| <u>Airports Property Specialist I</u> | <u>175001⁴</u> | <u>12⁴</u> | <u>5068</u> | <u>5313</u> | <u>5565</u> | <u>5826</u> | <u>6108</u> |
| <u>Airports Property Specialist II</u> | <u>175002⁴</u> | <u>12⁴</u> | <u>5873</u> | <u>6153</u> | <u>6450</u> | <u>6756</u> | <u>7083</u> |
| <u>Associate Electrical Safety Consultant I</u> | <u>230022</u> | <u>12</u> | <u>5861</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> |
| <u>Associate Electrical Safety Consultant II</u> | <u>230023</u> | <u>12</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> | <u>7406</u> |
| <u>Associate Environmental & Safety Consultant I</u> | <u>230003</u> | <u>12</u> | <u>5861</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> |
| <u>Associate Environmental & Safety Consultant II</u> | <u>230004</u> | <u>12</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> | <u>7406</u> |
| <u>Associate Plumbing & Mechanical Consultant I</u> | <u>230012</u> | <u>12</u> | <u>5861</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> |
| <u>Associate Plumbing & Mechanical Consultant II</u> | <u>230013</u> | <u>12</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> | <u>7406</u> |
| <u>Billing System Specialist</u> | <u>125075</u> | <u>12</u> | <u>4300</u> | <u>4502</u> | <u>4715</u> | <u>4928</u> | <u>5158</u> |
| <u>Budget Technician</u> | <u>135005</u> | <u>12</u> | <u>3892</u> | <u>4072</u> | <u>4263</u> | <u>4463</u> | <u>4675</u> |
| <u>Building Inspector I</u> | <u>230007⁴</u> | <u>12⁴</u> | <u>5406</u> | <u>5663</u> | <u>5931</u> | <u>6217</u> | <u>6510</u> |
| <u>Building Inspector II</u> | <u>230008⁴</u> | <u>12⁴</u> | <u>5861</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> |
| <u>Building Inspector III</u> | <u>230009</u> | <u>12</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> | <u>7406</u> |

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.

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4/25/2022 Sixteenth Amendment
Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|--|---------------------------|-----------------------|-------------|-------------|-------------|-------------|-------------|
| <u>Call Center Representative I</u> | <u>115070³</u> | <u>6³</u> | <u>3197</u> | <u>3345</u> | <u>3510</u> | <u>3662</u> | <u>3831</u> |
| <u>Call Center Representative II</u> | <u>115071³</u> | <u>12³</u> | <u>3504</u> | <u>3662</u> | <u>3831</u> | <u>4011</u> | <u>4200</u> |
| <u>Central Printing Clerk</u> | <u>120005</u> | <u>12</u> | <u>3012</u> | <u>3151</u> | <u>3294</u> | <u>3448</u> | <u>3607</u> |
| <u>Chemist</u> | <u>620020</u> | <u>12</u> | <u>5150</u> | <u>5400</u> | <u>5654</u> | <u>5925</u> | <u>6207</u> |
| <u>City Records Specialist</u> | <u>115025</u> | <u>12</u> | <u>3892</u> | <u>4072</u> | <u>4263</u> | <u>4463</u> | <u>4675</u> |
| <u>Commercial Building Inspector</u> | <u>230015</u> | <u>12</u> | <u>5861</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> |
| <u>Community Recreation Assistant</u> | <u>520010</u> | <u>12</u> | <u>3279</u> | <u>3425</u> | <u>3567</u> | <u>3712</u> | <u>3875</u> |
| <u>Community Revitalization Specialist</u> | <u>230053</u> | <u>12</u> | <u>5276</u> | <u>5530</u> | <u>5795</u> | <u>6111</u> | <u>6366</u> |
| <u>Community Revitalization Technician</u> | <u>230059</u> | <u>12</u> | <u>3670</u> | <u>3841</u> | <u>4020</u> | <u>4210</u> | <u>4408</u> |
| <u>Community Services Officer I</u> | <u>410025⁴</u> | <u>12⁴</u> | <u>3407</u> | <u>3561</u> | <u>3726</u> | <u>3899</u> | <u>4080</u> |
| <u>Community Services Officer II</u> | <u>410026⁴</u> | <u>12⁴</u> | <u>3726</u> | <u>3899</u> | <u>4080</u> | <u>4273</u> | <u>4475</u> |
| <u>Computer Systems Specialist I</u> | <u>125010⁴</u> | <u>12⁴</u> | <u>4622</u> | <u>4837</u> | <u>5067</u> | <u>5311</u> | <u>5561</u> |
| <u>Computer Systems Specialist II</u> | <u>125011⁴</u> | <u>12⁴</u> | <u>5847</u> | <u>6123</u> | <u>6415</u> | <u>6722</u> | <u>7048</u> |
| <u>Computer Systems Specialist III</u> | <u>125012</u> | <u>12</u> | <u>6453</u> | <u>6762</u> | <u>7088</u> | <u>7427</u> | <u>7787</u> |
| <u>Construction Compliance Specialist</u> | <u>150055</u> | <u>12</u> | <u>4523</u> | <u>4730</u> | <u>4956</u> | <u>5192</u> | <u>5434</u> |
| <u>Crime Scene Technician I</u> | <u>410010⁴</u> | <u>12⁴</u> | <u>4330</u> | <u>4532</u> | <u>4746</u> | <u>4971</u> | <u>5207</u> |
| <u>Crime Scene Technician II</u> | <u>410011⁴</u> | <u>12⁴</u> | <u>4746</u> | <u>4971</u> | <u>5207</u> | <u>5454</u> | <u>5717</u> |
| <u>Crime Specialist</u> | <u>410008</u> | <u>12</u> | <u>5430</u> | <u>5686</u> | <u>5959</u> | <u>6243</u> | <u>6546</u> |
| <u>Customer Services Clerk I</u> | <u>115060³</u> | <u>6³</u> | <u>3200</u> | <u>3344</u> | <u>3496</u> | <u>3660</u> | <u>3831</u> |
| <u>Customer Services Clerk II</u> | <u>115061³</u> | <u>12³</u> | <u>3505</u> | <u>3668</u> | <u>3841</u> | <u>4014</u> | <u>4200</u> |
| <u>Cybersecurity Analyst</u> | <u>125090</u> | <u>12</u> | <u>6453</u> | <u>6762</u> | <u>7088</u> | <u>7427</u> | <u>7787</u> |
| <u>Deputy City Clerk</u> | <u>115028⁴</u> | <u>12⁴</u> | <u>3448</u> | <u>3607</u> | <u>3774</u> | <u>3950</u> | <u>4132</u> |
| <u>Development Services Coordinator</u> | <u>230057</u> | <u>12</u> | <u>5346</u> | <u>5640</u> | <u>5914</u> | <u>6197</u> | <u>6494</u> |
| <u>Digital Forensics Analyst</u> | <u>410050</u> | <u>12</u> | <u>7129</u> | <u>7487</u> | <u>7860</u> | <u>8253</u> | <u>8666</u> |
| <u>Emergency Services Dispatcher I</u> | <u>410001⁵</u> | <u>12⁵</u> | <u>4057</u> | <u>4220</u> | <u>4397</u> | <u>4597</u> | <u>4791</u> |
| <u>Emergency Services Dispatcher II</u> | <u>410002⁵</u> | <u>12⁵</u> | <u>4460</u> | <u>4672</u> | <u>4894</u> | <u>5124</u> | <u>5360</u> |
| <u>Emergency Services Dispatcher III</u> | <u>410003</u> | <u>12</u> | <u>4985</u> | <u>5213</u> | <u>5467</u> | <u>5719</u> | <u>5990</u> |

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4/25/2022 Sixteenth-12/9/2021 Sixth Amendment Supersedes Original

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|--|---------------------------|-----------------------|-------------|-------------|-------------|-------------|-------------|
| <u>Engineer I</u> | <u>210015⁴</u> | <u>12⁴</u> | <u>6097</u> | <u>6382</u> | <u>6682</u> | <u>7007</u> | <u>7329</u> |
| <u>Engineer II</u> | <u>210016⁴</u> | <u>12⁴</u> | <u>6687</u> | <u>6993</u> | <u>7330</u> | <u>7676</u> | <u>8060</u> |
| <u>Engineering Aide I</u> | <u>210001³</u> | <u>6³</u> | <u>3386</u> | <u>3536</u> | <u>3698</u> | <u>3870</u> | <u>4055</u> |
| <u>Engineering Aide II</u> | <u>210002³</u> | <u>12³</u> | <u>3955</u> | <u>4141</u> | <u>4329</u> | <u>4530</u> | <u>4750</u> |
| <u>Engineering Inspector I</u> | <u>230075⁴</u> | <u>12⁴</u> | <u>5209</u> | <u>5474</u> | <u>5721</u> | <u>5991</u> | <u>6281</u> |
| <u>Engineering Inspector II</u> | <u>230076⁴</u> | <u>12⁴</u> | <u>5698</u> | <u>5967</u> | <u>6255</u> | <u>6553</u> | <u>6868</u> |
| <u>Engineering Technician I</u> | <u>210005⁴</u> | <u>12⁴</u> | <u>3978</u> | <u>4164</u> | <u>4365</u> | <u>4559</u> | <u>4774</u> |
| <u>Engineering Technician II</u> | <u>210006⁴</u> | <u>12⁴</u> | <u>4654</u> | <u>4881</u> | <u>5106</u> | <u>5343</u> | <u>5600</u> |
| <u>Environmental Control Officer</u> | <u>620001</u> | <u>12</u> | <u>5080</u> | <u>5324</u> | <u>5569</u> | <u>5834</u> | <u>6109</u> |
| <u>Facilities Construction Specialist</u> | <u>230085</u> | <u>12</u> | <u>5192</u> | <u>5433</u> | <u>5692</u> | <u>5963</u> | <u>6250</u> |
| <u>Fire Prevention Inspector I</u> | <u>420001⁵</u> | <u>12⁵</u> | <u>4588</u> | <u>4803</u> | <u>5022</u> | <u>5268</u> | <u>5519</u> |
| <u>Fire Prevention Inspector II</u> | <u>420002⁵</u> | <u>12⁵</u> | <u>5289</u> | <u>5530</u> | <u>5795</u> | <u>6079</u> | <u>6366</u> |
| <u>Fleet Operations Specialist</u> | <u>710105</u> | <u>12</u> | <u>4852</u> | <u>5077</u> | <u>5323</u> | <u>5573</u> | <u>5841</u> |
| <u>Geographic Information System (GIS) Specialist</u> | <u>125025</u> | <u>12</u> | <u>6453</u> | <u>6762</u> | <u>7088</u> | <u>7427</u> | <u>7787</u> |
| <u>Geographic Information System (GIS) Technician I</u> | <u>125026⁴</u> | <u>12⁴</u> | <u>4622</u> | <u>4837</u> | <u>5067</u> | <u>5311</u> | <u>5561</u> |
| <u>Geographic Information System (GIS) Technician II</u> | <u>125027⁴</u> | <u>12⁴</u> | <u>5847</u> | <u>6123</u> | <u>6415</u> | <u>6722</u> | <u>7048</u> |
| <u>Graphics Technician</u> | <u>120013</u> | <u>12</u> | <u>4177</u> | <u>4379</u> | <u>4592</u> | <u>4815</u> | <u>5051</u> |
| <u>Helicopter Pilot</u> | <u>410033</u> | <u>12</u> | <u>6362</u> | <u>6672</u> | <u>6999</u> | <u>7342</u> | <u>7704</u> |
| <u>Housing Rehabilitation Specialist</u> | <u>230056</u> | <u>12</u> | <u>5259</u> | <u>5515</u> | <u>5788</u> | <u>6071</u> | <u>6366</u> |
| <u>Industrial/Commercial Water Conservation Representative</u> | <u>610015</u> | <u>12</u> | <u>5089</u> | <u>5332</u> | <u>5579</u> | <u>5845</u> | <u>6121</u> |
| <u>Interpreter/Translator</u> | <u>150232</u> | <u>12</u> | <u>5440</u> | <u>5739</u> | <u>6018</u> | <u>6305</u> | <u>6607</u> |
| <u>Laboratory Assistant</u> | <u>620010</u> | <u>12</u> | <u>3552</u> | <u>3721</u> | <u>3893</u> | <u>4074</u> | <u>4263</u> |
| <u>Laboratory Technician I</u> | <u>620011⁴</u> | <u>12⁴</u> | <u>4270</u> | <u>4470</u> | <u>4680</u> | <u>4899</u> | <u>5128</u> |
| <u>Laboratory Technician II</u> | <u>620012⁴</u> | <u>12⁴</u> | <u>4690</u> | <u>4908</u> | <u>5140</u> | <u>5386</u> | <u>5642</u> |
| <u>Landscape Water Conservation Specialist</u> | <u>610005</u> | <u>12</u> | <u>5074</u> | <u>5316</u> | <u>5569</u> | <u>5833</u> | <u>6109</u> |

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.

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|---|---------------------------|-----------------------|-------------|-------------|-------------|-------------|-------------|
| <u>Law Office Assistant</u> | <u>115021</u> | <u>12</u> | <u>4128</u> | <u>4329</u> | <u>4540</u> | <u>4760</u> | <u>4991</u> |
| <u>Network Systems Specialist</u> | <u>125030</u> | <u>12</u> | <u>6453</u> | <u>6762</u> | <u>7088</u> | <u>7427</u> | <u>7787</u> |
| <u>PAR Program Specialist</u> | <u>410023</u> | <u>12</u> | <u>3670</u> | <u>3841</u> | <u>4020</u> | <u>4210</u> | <u>4408</u> |
| <u>Paratransit Specialist</u> | <u>320005</u> | <u>12</u> | <u>3909</u> | <u>4094</u> | <u>4287</u> | <u>4480</u> | <u>4690</u> |
| <u>Parking Enforcement Officer I</u> | <u>710120⁴</u> | <u>12⁴</u> | <u>2915</u> | <u>3035</u> | <u>3161</u> | <u>3285</u> | <u>3425</u> |
| <u>Parking Enforcement Officer II</u> | <u>710121⁴</u> | <u>12⁴</u> | <u>3169</u> | <u>3303</u> | <u>3440</u> | <u>3579</u> | <u>3740</u> |
| <u>Parking Enforcement Officer III</u> | <u>710122</u> | <u>12</u> | <u>3440</u> | <u>3579</u> | <u>3740</u> | <u>3893</u> | <u>4061</u> |
| <u>Phlebotomist</u> | <u>410007</u> | <u>12</u> | <u>3552</u> | <u>3721</u> | <u>3893</u> | <u>4074</u> | <u>4263</u> |
| <u>Planner I</u> | <u>220005³</u> | <u>6³</u> | <u>4828</u> | <u>5046</u> | <u>5287</u> | <u>5542</u> | <u>5808</u> |
| <u>Planner II</u> | <u>220006³</u> | <u>12³</u> | <u>5440</u> | <u>5739</u> | <u>6018</u> | <u>6305</u> | <u>6607</u> |
| <u>Plans and Permit Technician</u> | <u>220002</u> | <u>12</u> | <u>5169</u> | <u>5411</u> | <u>5657</u> | <u>5934</u> | <u>6217</u> |
| <u>Plans Examiner</u> | <u>210041</u> | <u>12</u> | <u>5672</u> | <u>5928</u> | <u>6213</u> | <u>6517</u> | <u>6824</u> |
| <u>Police Data Transcriptionist</u> | <u>115035</u> | <u>12</u> | <u>4028</u> | <u>4213</u> | <u>4409</u> | <u>4614</u> | <u>4831</u> |
| <u>Police Support Services Clerk</u> | <u>115043</u> | <u>12</u> | <u>3355</u> | <u>3509</u> | <u>3670</u> | <u>3841</u> | <u>4020</u> |
| <u>Police Support Services Technician</u> | <u>115044</u> | <u>12</u> | <u>3670</u> | <u>3841</u> | <u>4020</u> | <u>4210</u> | <u>4408</u> |
| <u>Principal Account Clerk</u> | <u>130004</u> | <u>12</u> | <u>3831</u> | <u>4011</u> | <u>4200</u> | <u>4393</u> | <u>4603</u> |
| <u>Procurement Specialist</u> | <u>140002</u> | <u>12</u> | <u>4903</u> | <u>5138</u> | <u>5380</u> | <u>5636</u> | <u>5905</u> |
| <u>Program Compliance Officer</u> | <u>640026</u> | <u>12</u> | <u>4193</u> | <u>4400</u> | <u>4614</u> | <u>4838</u> | <u>5074</u> |
| <u>Programmer/Analyst I</u> | <u>125020⁴</u> | <u>12⁴</u> | <u>4622</u> | <u>4837</u> | <u>5067</u> | <u>5311</u> | <u>5561</u> |
| <u>Programmer/Analyst II</u> | <u>125021⁴</u> | <u>12⁴</u> | <u>5847</u> | <u>6123</u> | <u>6415</u> | <u>6722</u> | <u>7048</u> |
| <u>Programmer/Analyst III</u> | <u>125022</u> | <u>12</u> | <u>6453</u> | <u>6762</u> | <u>7088</u> | <u>7427</u> | <u>7787</u> |
| <u>Programmer/Analyst IV</u> | <u>125023</u> | <u>12</u> | <u>7053</u> | <u>7396</u> | <u>7754</u> | <u>8123</u> | <u>8514</u> |
| <u>Property & Evidence Technician</u> | <u>145010</u> | <u>12</u> | <u>4093</u> | <u>4284</u> | <u>4485</u> | <u>4697</u> | <u>4919</u> |
| <u>Radio Dispatcher</u> | <u>120015</u> | <u>12</u> | <u>3602</u> | <u>3765</u> | <u>3922</u> | <u>4095</u> | <u>4263</u> |
| <u>Rangemaster/Armorer</u> | <u>410035</u> | <u>12</u> | <u>4971</u> | <u>5207</u> | <u>5454</u> | <u>5717</u> | <u>5988</u> |

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.

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*4/25/2022 Sixteenth Amendment
 Supersedes Original*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA) , effective June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|---|---------------------------|-----------------------|-------------|-------------|-------------|-------------|-------------|
| <u>Real Estate Finance Specialist I</u> | <u>170001⁴</u> | <u>12⁴</u> | <u>4109</u> | <u>4301</u> | <u>4497</u> | <u>4712</u> | <u>4934</u> |
| <u>Real Estate Finance Specialist II</u> | <u>170002⁴</u> | <u>12⁴</u> | <u>4749</u> | <u>4973</u> | <u>5210</u> | <u>5456</u> | <u>5715</u> |
| <u>Recreation Specialist</u> | <u>520005</u> | <u>12</u> | <u>3966</u> | <u>4148</u> | <u>4343</u> | <u>4548</u> | <u>4761</u> |
| <u>Retirement Counselor I</u> | <u>135050⁴</u> | <u>12⁴</u> | <u>3903</u> | <u>4087</u> | <u>4279</u> | <u>4479</u> | <u>4690</u> |
| <u>Retirement Counselor II</u> | <u>135051⁴</u> | <u>12⁴</u> | <u>4291</u> | <u>4491</u> | <u>4702</u> | <u>4925</u> | <u>5158</u> |
| <u>Safety and Training Specialist</u> | <u>150050</u> | <u>12</u> | <u>4582</u> | <u>4804</u> | <u>5041</u> | <u>5287</u> | <u>5546</u> |
| <u>Secretary</u> | <u>110050</u> | <u>12</u> | <u>3607</u> | <u>3774</u> | <u>3950</u> | <u>4132</u> | <u>4329</u> |
| <u>Senior Account Clerk</u> | <u>130003</u> | <u>12</u> | <u>3504</u> | <u>3662</u> | <u>3831</u> | <u>4011</u> | <u>4200</u> |
| <u>Senior Administrative Clerk</u> | <u>110003</u> | <u>12</u> | <u>3294</u> | <u>3448</u> | <u>3607</u> | <u>3774</u> | <u>3950</u> |
| <u>Senior Call Center Representative</u> | <u>115072</u> | <u>12</u> | <u>4034</u> | <u>4228</u> | <u>4432</u> | <u>4647</u> | <u>4872</u> |
| <u>Senior Commercial Building Inspector</u> | <u>230016</u> | <u>12</u> | <u>6140</u> | <u>6435</u> | <u>6739</u> | <u>7064</u> | <u>7406</u> |
| <u>Senior Community Revitalization Specialist</u> | <u>230054</u> | <u>12</u> | <u>5914</u> | <u>6192</u> | <u>6480</u> | <u>6794</u> | <u>7123</u> |
| <u>Senior Community Services Officer</u> | <u>410027</u> | <u>12</u> | <u>3996</u> | <u>4183</u> | <u>4379</u> | <u>4582</u> | <u>4800</u> |
| <u>Senior Crime Scene Technician</u> | <u>410012</u> | <u>12</u> | <u>4971</u> | <u>5207</u> | <u>5454</u> | <u>5717</u> | <u>5988</u> |
| <u>Senior Customer Services Clerk</u> | <u>115062</u> | <u>12</u> | <u>4005</u> | <u>4185</u> | <u>4379</u> | <u>4585</u> | <u>4800</u> |
| <u>Senior Deputy City Clerk</u> | <u>115029⁴</u> | <u>12⁴</u> | <u>3904</u> | <u>4084</u> | <u>4277</u> | <u>4477</u> | <u>4690</u> |
| <u>Senior Engineering Technician</u> | <u>210007</u> | <u>12</u> | <u>5250</u> | <u>5498</u> | <u>5756</u> | <u>6033</u> | <u>6311</u> |
| <u>Senior Fire Prevention Inspector</u> | <u>420003</u> | <u>12</u> | <u>5914</u> | <u>6192</u> | <u>6480</u> | <u>6794</u> | <u>7123</u> |
| <u>Senior Laboratory Technician</u> | <u>620013</u> | <u>12</u> | <u>5228</u> | <u>5478</u> | <u>5739</u> | <u>6012</u> | <u>6299</u> |
| <u>Senior Network Systems Specialist</u> | <u>125031</u> | <u>12</u> | <u>7229</u> | <u>7580</u> | <u>7947</u> | <u>8326</u> | <u>8728</u> |
| <u>Senior Plans Examiner</u> | <u>210042</u> | <u>12</u> | <u>6230</u> | <u>6521</u> | <u>6825</u> | <u>7156</u> | <u>7504</u> |
| <u>Senior Procurement Specialist</u> | <u>140003</u> | <u>12</u> | <u>5380</u> | <u>5636</u> | <u>5905</u> | <u>6188</u> | <u>6481</u> |
| <u>Senior Property & Evidence Technician</u> | <u>145011</u> | <u>12</u> | <u>4485</u> | <u>4697</u> | <u>4919</u> | <u>5148</u> | <u>5395</u> |
| <u>Senior Cybersecurity Analyst</u> | <u>125091</u> | <u>12</u> | <u>7229</u> | <u>7580</u> | <u>7947</u> | <u>8326</u> | <u>8728</u> |
| <u>Senior Records Clerk</u> | <u>110101</u> | <u>12</u> | <u>3448</u> | <u>3607</u> | <u>3774</u> | <u>3950</u> | <u>4132</u> |
| <u>Senior Secretary</u> | <u>110051</u> | <u>12</u> | <u>3904</u> | <u>4084</u> | <u>4277</u> | <u>4477</u> | <u>4690</u> |

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.

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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA) , effective June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|--|---------------------------|-----------------------|-------------|-------------|-------------|-------------|-------------|
| <u>Senior Storeskeeper</u> | <u>145002</u> | <u>12</u> | <u>4093</u> | <u>4284</u> | <u>4485</u> | <u>4697</u> | <u>4919</u> |
| <u>Senior Utility Service Representative</u> | <u>230092</u> | <u>12</u> | <u>4289</u> | <u>4490</u> | <u>4702</u> | <u>4923</u> | <u>5158</u> |
| <u>Senior Water Systems Telemetry & Distributed Control Specialist</u> | <u>610022</u> | <u>12</u> | <u>7229</u> | <u>7580</u> | <u>7947</u> | <u>8326</u> | <u>8728</u> |
| <u>Staff Assistant</u> | <u>150001</u> | <u>12</u> | <u>3877</u> | <u>4059</u> | <u>4251</u> | <u>4443</u> | <u>4651</u> |
| <u>Storeskeeper</u> | <u>145001</u> | <u>12</u> | <u>3875</u> | <u>4057</u> | <u>4244</u> | <u>4443</u> | <u>4652</u> |
| <u>Survey Party Technician</u> | <u>210030</u> | <u>12</u> | <u>4654</u> | <u>4881</u> | <u>5106</u> | <u>5343</u> | <u>5600</u> |
| <u>Tax/Permit Inspector</u> | <u>135001</u> | <u>12</u> | <u>4588</u> | <u>4804</u> | <u>5024</u> | <u>5271</u> | <u>5520</u> |
| <u>Traffic Signal Operations Specialist</u> | <u>710150</u> | <u>12</u> | <u>6575</u> | <u>6889</u> | <u>7222</u> | <u>7566</u> | <u>7935</u> |
| <u>Transit Scheduler</u> | <u>320049</u> | <u>12</u> | <u>6575</u> | <u>6889</u> | <u>7222</u> | <u>7566</u> | <u>7935</u> |
| <u>Tree Program Specialist</u> | <u>510015</u> | <u>12</u> | <u>4851</u> | <u>5079</u> | <u>5325</u> | <u>5577</u> | <u>5841</u> |
| <u>Utility Service Representative I</u> | <u>230090⁴</u> | <u>12⁴</u> | <u>3556</u> | <u>3720</u> | <u>3892</u> | <u>4074</u> | <u>4263</u> |
| <u>Utility Service Representative II</u> | <u>230091⁴</u> | <u>12⁴</u> | <u>3903</u> | <u>4087</u> | <u>4277</u> | <u>4478</u> | <u>4689</u> |
| <u>Wastewater Reclamation Coordinator</u> | <u>620035</u> | <u>12</u> | <u>5068</u> | <u>5313</u> | <u>5565</u> | <u>5826</u> | <u>6108</u> |
| <u>Water Conservation Representative</u> | <u>610001</u> | <u>12</u> | <u>3669</u> | <u>3841</u> | <u>4020</u> | <u>4208</u> | <u>4407</u> |
| <u>Water Systems Telemetry & Distributed Control Specialist</u> | <u>610021</u> | <u>12</u> | <u>5985</u> | <u>6268</u> | <u>6568</u> | <u>6882</u> | <u>7213</u> |

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.

*4/25/2022 Sixteenth Amendment
 Supersedes Original*

EXHIBIT 7
Unit 7 – Non-Supervisory Groups and Crafts (IBEW)

| CLASS TITLE | JOB CODE | PROB PER | RANGE | SALARY |
|---------------------------|----------|----------|-----------|--------|
| Air Conditioning Mechanic | 730004 | 12 | Flat Rate | 6658 |
| Airports Electrician | 730014 | 12 | Flat Rate | 6022 |
| Concrete Finisher | 730005 | 12 | Flat Rate | 5807 |
| Electrician | 730040 | 12 | Flat Rate | 6022 |
| Industrial Electrician | 730012 | 12 | Flat Rate | 6658 |
| Painter | 730015 | 12 | Flat Rate | 5294 |
| Plumber | 730030 | 12 | Flat Rate | 6022 |

EXHIBIT 7
Unit 7 – Non-Supervisory Groups and Crafts (IBEW), effective December 6, 2021

| CLASS TITLE | JOB CODE | PROB PER | RANGE | SALARY |
|---------------------------|----------|----------|-----------|--------|
| Air Conditioning Mechanic | 730001 | 12 | Flat Rate | 6858 |
| Airports Electrician | 730011 | 12 | Flat Rate | 6203 |
| Concrete Finisher | 730005 | 12 | Flat Rate | 5982 |
| Electrician | 730010 | 12 | Flat Rate | 6203 |
| Industrial Electrician | 730012 | 12 | Flat Rate | 6858 |
| Painter | 730015 | 12 | Flat Rate | 5450 |
| Plumber | 730030 | 12 | Flat Rate | 6203 |

12/9/2021 Fourth Amendment
Supersedes Original

EXHIBIT 7
Unit 7 – Non-Supervisory Groups and Crafts (IBEW), effective June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>RANGE</u> | <u>SALARY</u> |
|----------------------------------|-----------------|-----------------|------------------|---------------|
| <u>Air Conditioning Mechanic</u> | <u>730001</u> | <u>12</u> | <u>Flat Rate</u> | <u>7064</u> |
| <u>Airports Electrician</u> | <u>730011</u> | <u>12</u> | <u>Flat Rate</u> | <u>6390</u> |
| <u>Concrete Finisher</u> | <u>730005</u> | <u>12</u> | <u>Flat Rate</u> | <u>6162</u> |
| <u>Electrician</u> | <u>730010</u> | <u>12</u> | <u>Flat Rate</u> | <u>6390</u> |
| <u>Industrial Electrician</u> | <u>730012</u> | <u>12</u> | <u>Flat Rate</u> | <u>7064</u> |
| <u>Painter</u> | <u>730015</u> | <u>12</u> | <u>Flat Rate</u> | <u>5614</u> |

| | | | | |
|----------------|---------------|-----------|------------------|-------------|
| <u>Plumber</u> | <u>730030</u> | <u>12</u> | <u>Flat Rate</u> | <u>6390</u> |
|----------------|---------------|-----------|------------------|-------------|

4/25/2022 Sixteenth Amendment
Supersedes Original

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 21, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|---|----------|----------|------|------|------|-------|-------|
| Acoustical Program Coordinator | 310100e | 12 | 6073 | 6372 | 6681 | 7012 | 7354 |
| Airports Airside/Landside Superintendent | 310018e | 12 | 6680 | 7007 | 7353 | 7712 | 8091 |
| Airports Projects Supervisor | 310016e | 12 | 7021 | 7365 | 7727 | 8106 | 8507 |
| Airports Property Supervisor | 175005e | 12 | 6079 | 6375 | 6685 | 7016 | 7354 |
| Architect | 210045e | 12 | 6420 | 6735 | 7064 | 7412 | 7777 |
| Assistant Law Office Manager | 115019e | 12 | 6941 | 7276 | 7636 | 8005 | 8399 |
| Business Process & Systems Analyst | 125044e | 12 | 6940 | 7276 | 7634 | 8007 | 8399 |
| Call Center Supervisor | 115073e | 12 | 5376 | 5638 | 5911 | 6196 | 6498 |
| Capital Development Specialist | 310007e | 12 | 6677 | 7009 | 7352 | 7714 | 8092 |
| Central Print Supervisor | 120007e | 12 | 5017 | 5265 | 5520 | 5791 | 6071 |
| Chief Engineering Inspector | 230078e | 12 | 6855 | 7189 | 7543 | 7915 | 8302 |
| Chief Engineering Technician | 210009e | 12 | 7707 | 8085 | 8483 | 8902 | 9340 |
| Chief of Facilities Maintenance | 810037e | 12 | 6719 | 7050 | 7396 | 7759 | 8141 |
| Chief of Wastewater Environmental Services | 620075e | 12 | 6430 | 6746 | 7077 | 7424 | 7788 |
| Chief of Wastewater Facilities Maintenance | 620085e | 12 | 6719 | 7050 | 7396 | 7759 | 8141 |
| Chief of Wastewater Treatment Operations | 620080e | 12 | 6793 | 7132 | 7482 | 7849 | 8234 |
| Chief of Water Operations | 610070e | 12 | 6905 | 7242 | 7601 | 7975 | 8366 |
| Chief Police Pilot | 410031e | 12 | 7590 | 7962 | 8357 | 8768 | 9203 |
| Chief Surveyor | 210032e | 12 | 8858 | 9294 | 9754 | 10234 | 10741 |
| Community Services and Recreation Supervisor* | 520016e | 12 | 6090 | 6388 | 6702 | 7034 | 7373 |
| Contract Compliance Officer | 150061e | 12 | 6079 | 6375 | 6685 | 7016 | 7354 |
| Custodial Supervisor | 810025e | 12 | 6079 | 6375 | 6685 | 7016 | 7354 |
| Database Administrator | 125045e | 12 | 6940 | 7276 | 7634 | 8007 | 8399 |
| DBE/Small Business Program Coordinator | 150070e | 12 | 5996 | 6286 | 6595 | 6917 | 7260 |

e Exempt class, see Section 4.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

12/9/2021 Fifth Amendment
Supersedes Original

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 21, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------------------|-----------------|------|------|------|------|------|
| Emergency Services Communications Supervisor | 410004e | 12 | 5370 | 5633 | 5905 | 6196 | 6498 |
| Energy Efficiency Supervisor | 230058e | 12 | 5389 | 5654 | 5930 | 6223 | 6528 |
| Equipment Supervisor | 720031e | 12 | 6610 | 6932 | 7272 | 7630 | 8006 |
| Fire Prevention Engineer | 210055e | 12 | 6820 | 7155 | 7506 | 7874 | 8264 |
| Fleet Administration Supervisor | 720025e | 12 | 6079 | 6375 | 6685 | 7016 | 7354 |
| Forestry Supervisor I | 510030e | 12 | 5017 | 5265 | 5520 | 5791 | 6071 |
| Forestry Supervisor II | 510031e | 12 | 5138 | 5389 | 5655 | 5935 | 6223 |
| Grant Writer | 150105e | 12 | 4836 | 5074 | 5320 | 5581 | 5852 |
| Historic Preservation Specialist | 230066e | 12 | 6373 | 6688 | 7019 | 7361 | 7721 |
| Housing Program Supervisor | 230055e | 12 | 6569 | 6898 | 7242 | 7604 | 7986 |
| Human Resources Analyst | 150016e | 12 | 5448 | 5714 | 5991 | 6285 | 6595 |
| Human Resources Records Supervisor | 115050e | 12 | 5366 | 5629 | 5907 | 6191 | 6498 |
| Information Services Supervisor | 125032e | 12 | 7632 | 8007 | 8399 | 8812 | 9249 |
| Landscape Maintenance Superintendent | 510027e | 12 | 7571 | 7945 | 8333 | 8742 | 9172 |
| Lead Risk Analyst | 150008e | 12 | 5983 | 6279 | 6595 | 6924 | 7270 |
| Management Analyst I | 150020e ⁴ | 12 ⁴ | 4056 | 4253 | 4460 | 4677 | 4907 |
| Management Analyst II | 150021e ⁴ | 12 ⁴ | 4982 | 5227 | 5480 | 5749 | 6028 |
| Parking Supervisor | 720035e | 12 | 5160 | 5406 | 5667 | 5943 | 6498 |
| Parks Supervisor I | 510025e | 12 | 5017 | 5265 | 5520 | 5791 | 6071 |
| Parks Supervisor II | 510026e | 12 | 6090 | 6388 | 6702 | 7034 | 7373 |
| Police Support Services Supervisor* | 115047e | 12 | 5366 | 5629 | 5907 | 6191 | 6498 |
| Planner III | 220007e | 12 | 5843 | 6129 | 6427 | 6744 | 7077 |
| Principal Accountant | 130014e | 12 | 6385 | 6698 | 7028 | 7372 | 7734 |
| Procurement Supervisor | 140004e | 12 | 5972 | 6271 | 6584 | 6914 | 7260 |

e Exempt class, see Section 4.

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 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

12/9/2021 Fifth Amendment
Supersedes Original

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 21, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|------|------|
| Professional Engineer | 210100e | 12 | 7707 | 8085 | 8483 | 8902 | 9340 |
| Project Manager | 150065e | 12 | 6372 | 6688 | 7019 | 7361 | 7721 |
| Records Supervisor | 115045e | 12 | 5366 | 5629 | 5907 | 6191 | 6498 |
| Recycling Coordinator | 640001e | 12 | 5073 | 5319 | 5579 | 5850 | 6138 |
| Revenue Supervisor | 135025e | 12 | 5376 | 5638 | 5911 | 6196 | 6498 |
| Risk Analyst | 150010e | 12 | 5448 | 5714 | 5991 | 6285 | 6595 |
| Sanitation Supervisor | 640029e | 12 | 6079 | 6375 | 6685 | 7016 | 7354 |
| Senior Accountant-Auditor | 130013e | 12 | 5342 | 5603 | 5878 | 6166 | 6466 |
| Senior Building Inspector | 230034e | 12 | 6242 | 6551 | 6871 | 7209 | 7567 |
| Senior Database Administrator | 125046e | 12 | 7658 | 8023 | 8408 | 8811 | 9249 |
| Senior Electrical Safety Consultant | 230024e | 12 | 6242 | 6551 | 6871 | 7209 | 7567 |
| Senior Engineering Inspector | 230077e | 12 | 6180 | 6486 | 6803 | 7137 | 7492 |
| Senior Environmental & Safety Consultant | 230005e | 12 | 6242 | 6551 | 6871 | 7209 | 7567 |
| Senior Plumbing & Mechanical Consultant | 230014e | 12 | 6242 | 6551 | 6871 | 7209 | 7567 |
| Senior Programmer Analyst* | 125019e | 12 | 7632 | 8007 | 8399 | 8812 | 9249 |
| Senior Real Estate Agent | 170012e | 12 | 6079 | 6375 | 6685 | 7016 | 7354 |
| Senior Retirement Counselor | 135052e | 12 | 6686 | 7023 | 7372 | 7739 | 8128 |
| Street Maintenance Superintendent | 720004e | 12 | 7571 | 7945 | 8333 | 8742 | 9172 |
| Street Maintenance Supervisor | 720001e | 12 | 6680 | 7007 | 7353 | 7712 | 8091 |
| Supervising Airports Building Maintenance Technician | 310014e | 12 | 6079 | 6375 | 6685 | 7016 | 7354 |
| Supervising Airports Operations Officer | 310013e | 12 | 6079 | 6375 | 6685 | 7016 | 7354 |
| Supervising Commercial Building Inspector | 230036e | 12 | 6242 | 6551 | 6871 | 7209 | 7567 |
| Supervising Engineering Technician | 210008e | 12 | 6677 | 7009 | 7352 | 7714 | 8092 |
| Supervising Paralegal | 160020e | 12 | 6288 | 6597 | 6919 | 7261 | 7616 |
| Supervising Fire Prevention Inspector | 420005e | 12 | 6351 | 6663 | 6992 | 7336 | 7697 |
| Supervising Planner | 220008e | 12 | 6495 | 6812 | 7144 | 7495 | 7861 |

e Exempt class, see Section 4.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

12/9/2021 Fifth Amendment
Supersedes Original

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), effective June 21, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|--|----------|----------|------|------|------|-------|-------|
| Supervising Plans Examiner | 210044e | 12 | 7352 | 7716 | 8097 | 8492 | 8909 |
| Supervising Professional Engineer | 210110e | 12 | 8858 | 9294 | 9754 | 10234 | 10741 |
| Supervising Real Estate Agent | 170013e | 12 | 6680 | 7007 | 7353 | 7712 | 8091 |
| Supervising Traffic Signal Operations Specialist | 720050e | 12 | 6932 | 7271 | 7633 | 8008 | 8399 |
| Survey Party Chief | 210031e | 12 | 5845 | 6128 | 6428 | 6740 | 7075 |
| Systems Security Administrator | 125050e | 12 | 6941 | 7276 | 7636 | 8005 | 8399 |
| Transit Supervisor I | 320050e | 12 | 5873 | 6159 | 6457 | 6775 | 7105 |
| Transit Supervisor II | 320051e | 12 | 6611 | 6931 | 7272 | 7631 | 8006 |
| Treasury Officer | 135015e | 12 | 6385 | 6698 | 7028 | 7372 | 7734 |
| Wastewater Environmental Supervisor | 620073e | 12 | 7116 | 7462 | 7831 | 8217 | 8620 |
| Wastewater Operations Supervisor | 620072e | 12 | 7116 | 7462 | 7831 | 8217 | 8620 |
| Wastewater System Supervisor | 620071e | 12 | 7116 | 7462 | 7831 | 8217 | 8620 |
| Water Conservation Supervisor | 610045e | 12 | 6288 | 6597 | 6919 | 7261 | 7616 |
| Water System Supervisor | 610055e | 12 | 7116 | 7462 | 7831 | 8217 | 8620 |

e Exempt class, see Section 4.

12/9/2021 Fifth Amendment
Supersedes Original

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|--|-----------------|-----------------|-------------|-------------|-------------------------|--------------|--------------|
| <u>Acoustical Program Coordinator</u> | <u>310100e</u> | <u>12</u> | <u>6256</u> | <u>6564</u> | <u>6882</u> | <u>7223</u> | <u>7575</u> |
| <u>Airports Airside/Landside Superintendent</u> | <u>310018e</u> | <u>12</u> | <u>6881</u> | <u>7218</u> | <u>7574</u> | <u>7944</u> | <u>8334</u> |
| <u>Airports Projects Supervisor</u> | <u>310016e</u> | <u>12</u> | <u>7232</u> | <u>7586</u> | <u>7959</u> | <u>8350</u> | <u>8763</u> |
| <u>Airports Property Supervisor</u> | <u>175005e</u> | <u>12</u> | <u>6262</u> | <u>6567</u> | <u>6886</u> | <u>7227</u> | <u>7575</u> |
| <u>Architect</u> | <u>210045e</u> | <u>12</u> | <u>6613</u> | <u>6938</u> | <u>7276</u> | <u>7635</u> | <u>8011</u> |
| <u>Assistant Law Office Manager</u> | <u>115019e</u> | <u>12</u> | <u>7150</u> | <u>7495</u> | <u>7866</u> | <u>8246</u> | <u>8651</u> |
| <u>Business Process & Systems Analyst</u> | <u>125044e</u> | <u>12</u> | <u>7149</u> | <u>7495</u> | <u>7864</u> | <u>8248</u> | <u>8651</u> |
| <u>Call Center Supervisor</u> | <u>115073e</u> | <u>12</u> | <u>5538</u> | <u>5808</u> | <u>6089</u> | <u>6382</u> | <u>6693</u> |
| <u>Capital Development Specialist</u> | <u>310007e</u> | <u>12</u> | <u>6878</u> | <u>7220</u> | <u>7573</u> | <u>7946</u> | <u>8335</u> |
| <u>Central Print Supervisor</u> | <u>120007e</u> | <u>12</u> | <u>5168</u> | <u>5423</u> | <u>5686</u> | <u>5965</u> | <u>6254</u> |
| <u>Chief Engineering Inspector</u> | <u>230078e</u> | <u>12</u> | <u>7061</u> | <u>7405</u> | <u>7770</u> | <u>8153</u> | <u>8552</u> |
| <u>Chief Engineering Technician</u> | <u>210009e</u> | <u>12</u> | <u>7939</u> | <u>8328</u> | <u>8738</u> | <u>9170</u> | <u>9621</u> |
| <u>Chief of Facilities Maintenance</u> | <u>810037e</u> | <u>12</u> | <u>6921</u> | <u>7262</u> | <u>7618</u> | <u>7992</u> | <u>8386</u> |
| <u>Chief of Wastewater Environmental Services</u> | <u>620075e</u> | <u>12</u> | <u>6623</u> | <u>6949</u> | <u>7290</u> | <u>7647</u> | <u>8022</u> |
| <u>Chief of Wastewater Facilities Maintenance</u> | <u>620085e</u> | <u>12</u> | <u>6921</u> | <u>7262</u> | <u>7618</u> | <u>7992</u> | <u>8386</u> |
| <u>Chief of Wastewater Treatment Operations</u> | <u>620080e</u> | <u>12</u> | <u>6997</u> | <u>7346</u> | <u>7707</u> | <u>8085</u> | <u>8482</u> |
| <u>Chief of Water Operations</u> | <u>610070e</u> | <u>12</u> | <u>7113</u> | <u>7460</u> | <u>7830</u> | <u>8215</u> | <u>8617</u> |
| <u>Chief Police Pilot</u> | <u>410031e</u> | <u>12</u> | <u>7818</u> | <u>8201</u> | <u>8608</u> | <u>9032</u> | <u>9480</u> |
| <u>Chief Surveyor</u> | <u>210032e</u> | <u>12</u> | <u>9124</u> | <u>9573</u> | <u>1004</u> <u>7</u> | <u>10542</u> | <u>11064</u> |
| <u>Community Services and Recreation Supervisor*</u> | <u>520016e</u> | <u>12</u> | <u>6273</u> | <u>6580</u> | <u>6904</u> | <u>7246</u> | <u>7595</u> |
| <u>Contract Compliance Officer</u> | <u>150061e</u> | <u>12</u> | <u>6262</u> | <u>6567</u> | <u>6886</u> | <u>7227</u> | <u>7575</u> |
| <u>Custodial Supervisor</u> | <u>810025e</u> | <u>12</u> | <u>6262</u> | <u>6567</u> | <u>6886</u> | <u>7227</u> | <u>7575</u> |
| <u>Database Administrator</u> | <u>125045e</u> | <u>12</u> | <u>7149</u> | <u>7495</u> | <u>7864</u> | <u>8248</u> | <u>8651</u> |
| <u>DBE/Small Business Program Coordinator</u> | <u>150070e</u> | <u>12</u> | <u>6176</u> | <u>6475</u> | <u>6793</u> | <u>7125</u> | <u>7478</u> |

e | Exempt class, see Section 4.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

4/25/2022 Sixteenth 12/9/2021-Fifth-Amendment
Supersedes Original

EXHIBIT 13-1

Unit 13 – Exempt Supervisory and Professional (CFPEA), June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|---|----------------------------|-----------------------|-------------|-------------|-------------|-------------|-------------|
| <u>Emergency Services Communications Supervisor</u> | <u>410004e</u> | <u>12</u> | <u>5532</u> | <u>5802</u> | <u>6083</u> | <u>6382</u> | <u>6693</u> |
| <u>Energy Efficiency Supervisor</u> | <u>230058e</u> | <u>12</u> | <u>5551</u> | <u>5824</u> | <u>6108</u> | <u>6410</u> | <u>6724</u> |
| <u>Equipment Supervisor</u> | <u>720031e</u> | <u>12</u> | <u>6809</u> | <u>7140</u> | <u>7491</u> | <u>7859</u> | <u>8247</u> |
| <u>Fire Prevention Engineer</u> | <u>210055e</u> | <u>12</u> | <u>7025</u> | <u>7370</u> | <u>7732</u> | <u>8111</u> | <u>8512</u> |
| <u>Fleet Administration Supervisor</u> | <u>720025e</u> | <u>12</u> | <u>6262</u> | <u>6567</u> | <u>6886</u> | <u>7227</u> | <u>7575</u> |
| <u>Forestry Supervisor I</u> | <u>510030e</u> | <u>12</u> | <u>5168</u> | <u>5423</u> | <u>5686</u> | <u>5965</u> | <u>6254</u> |
| <u>Forestry Supervisor II</u> | <u>510031e</u> | <u>12</u> | <u>5293</u> | <u>5551</u> | <u>5825</u> | <u>6114</u> | <u>6410</u> |
| <u>Grant Writer</u> | <u>150105e</u> | <u>12</u> | <u>4982</u> | <u>5227</u> | <u>5480</u> | <u>5749</u> | <u>6028</u> |
| <u>Historic Preservation Specialist</u> | <u>230066e</u> | <u>12</u> | <u>6565</u> | <u>6889</u> | <u>7230</u> | <u>7582</u> | <u>7953</u> |
| <u>Housing Program Supervisor</u> | <u>230055e</u> | <u>12</u> | <u>6767</u> | <u>7105</u> | <u>7460</u> | <u>7833</u> | <u>8226</u> |
| <u>Human Resources Analyst</u> | <u>150016e</u> | <u>12</u> | <u>5612</u> | <u>5886</u> | <u>6171</u> | <u>6474</u> | <u>6793</u> |
| <u>Human Resources Records Supervisor</u> | <u>115050e</u> | <u>12</u> | <u>5527</u> | <u>5798</u> | <u>6085</u> | <u>6377</u> | <u>6693</u> |
| <u>Information Services Supervisor</u> | <u>125032e</u> | <u>12</u> | <u>7861</u> | <u>8248</u> | <u>8651</u> | <u>9077</u> | <u>9527</u> |
| <u>Landscape Maintenance Superintendent</u> | <u>510027e</u> | <u>12</u> | <u>7799</u> | <u>8184</u> | <u>8583</u> | <u>9005</u> | <u>9448</u> |
| <u>Lead Risk Analyst</u> | <u>150008e</u> | <u>12</u> | <u>6163</u> | <u>6468</u> | <u>6793</u> | <u>7132</u> | <u>7489</u> |
| <u>Management Analyst I</u> | <u>150020e⁴</u> | <u>12⁴</u> | <u>4178</u> | <u>4381</u> | <u>4594</u> | <u>4818</u> | <u>5055</u> |
| <u>Management Analyst II</u> | <u>150021e⁴</u> | <u>12⁴</u> | <u>5132</u> | <u>5384</u> | <u>5645</u> | <u>5922</u> | <u>6209</u> |
| <u>Parking Supervisor</u> | <u>720035e</u> | <u>12</u> | <u>5315</u> | <u>5569</u> | <u>5838</u> | <u>6122</u> | <u>6693</u> |
| <u>Parks Supervisor I</u> | <u>510025e</u> | <u>12</u> | <u>5168</u> | <u>5423</u> | <u>5686</u> | <u>5965</u> | <u>6254</u> |
| <u>Parks Supervisor II</u> | <u>510026e</u> | <u>12</u> | <u>6273</u> | <u>6580</u> | <u>6904</u> | <u>7246</u> | <u>7595</u> |
| <u>Police Support Services Supervisor*</u> | <u>115047e</u> | <u>12</u> | <u>5527</u> | <u>5798</u> | <u>6085</u> | <u>6377</u> | <u>6693</u> |
| <u>Planner III</u> | <u>220007e</u> | <u>12</u> | <u>6019</u> | <u>6313</u> | <u>6620</u> | <u>6947</u> | <u>7290</u> |
| <u>Principal Accountant</u> | <u>130014e</u> | <u>12</u> | <u>6577</u> | <u>6899</u> | <u>7239</u> | <u>7594</u> | <u>7967</u> |
| <u>Procurement Supervisor</u> | <u>140004e</u> | <u>12</u> | <u>6152</u> | <u>6460</u> | <u>6782</u> | <u>7122</u> | <u>7478</u> |

e Exempt class, see Section 4.

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 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|---|-----------------|-----------------|-------------|-------------|-------------|-------------|-------------|
| <u>Professional Engineer</u> | <u>210100e</u> | <u>12</u> | <u>7939</u> | <u>8328</u> | <u>8738</u> | <u>9170</u> | <u>9621</u> |
| <u>Project Manager</u> | <u>150065e</u> | <u>12</u> | <u>6564</u> | <u>6889</u> | <u>7230</u> | <u>7582</u> | <u>7953</u> |
| <u>Records Supervisor</u> | <u>115045e</u> | <u>12</u> | <u>5527</u> | <u>5798</u> | <u>6085</u> | <u>6377</u> | <u>6693</u> |
| <u>Recycling Coordinator</u> | <u>640001e</u> | <u>12</u> | <u>5226</u> | <u>5479</u> | <u>5747</u> | <u>6026</u> | <u>6323</u> |
| <u>Revenue Supervisor</u> | <u>135025e</u> | <u>12</u> | <u>5538</u> | <u>5808</u> | <u>6089</u> | <u>6382</u> | <u>6693</u> |
| <u>Risk Analyst</u> | <u>150010e</u> | <u>12</u> | <u>5612</u> | <u>5886</u> | <u>6171</u> | <u>6474</u> | <u>6793</u> |
| <u>Sanitation Supervisor</u> | <u>640029e</u> | <u>12</u> | <u>6262</u> | <u>6567</u> | <u>6886</u> | <u>7227</u> | <u>7575</u> |
| <u>Senior Accountant-Auditor</u> | <u>130013e</u> | <u>12</u> | <u>5503</u> | <u>5772</u> | <u>6055</u> | <u>6351</u> | <u>6660</u> |
| <u>Senior Building Inspector</u> | <u>230034e</u> | <u>12</u> | <u>6430</u> | <u>6748</u> | <u>7078</u> | <u>7426</u> | <u>7795</u> |
| <u>Senior Database Administrator</u> | <u>125046e</u> | <u>12</u> | <u>7888</u> | <u>8264</u> | <u>8661</u> | <u>9076</u> | <u>9527</u> |
| <u>Senior Electrical Safety Consultant</u> | <u>230024e</u> | <u>12</u> | <u>6430</u> | <u>6748</u> | <u>7078</u> | <u>7426</u> | <u>7795</u> |
| <u>Senior Engineering Inspector</u> | <u>230077e</u> | <u>12</u> | <u>6366</u> | <u>6681</u> | <u>7008</u> | <u>7352</u> | <u>7717</u> |
| <u>Senior Environmental & Safety Consultant</u> | <u>230005e</u> | <u>12</u> | <u>6430</u> | <u>6748</u> | <u>7078</u> | <u>7426</u> | <u>7795</u> |
| <u>Senior Plumbing & Mechanical Consultant</u> | <u>230014e</u> | <u>12</u> | <u>6430</u> | <u>6748</u> | <u>7078</u> | <u>7426</u> | <u>7795</u> |
| <u>Senior Programmer Analyst*</u> | <u>125019e</u> | <u>12</u> | <u>7861</u> | <u>8248</u> | <u>8651</u> | <u>9077</u> | <u>9527</u> |
| <u>Senior Real Estate Agent</u> | <u>170012e</u> | <u>12</u> | <u>6262</u> | <u>6567</u> | <u>6886</u> | <u>7227</u> | <u>7575</u> |
| <u>Senior Retirement Counselor</u> | <u>135052e</u> | <u>12</u> | <u>6887</u> | <u>7234</u> | <u>7594</u> | <u>7972</u> | <u>8372</u> |
| <u>Street Maintenance Superintendent</u> | <u>720004e</u> | <u>12</u> | <u>7799</u> | <u>8184</u> | <u>8583</u> | <u>9005</u> | <u>9448</u> |
| <u>Street Maintenance Supervisor</u> | <u>720001e</u> | <u>12</u> | <u>6881</u> | <u>7218</u> | <u>7574</u> | <u>7944</u> | <u>8334</u> |
| <u>Supervising Airports Building Maintenance Technician</u> | <u>310014e</u> | <u>12</u> | <u>6262</u> | <u>6567</u> | <u>6886</u> | <u>7227</u> | <u>7575</u> |
| <u>Supervising Airports Operations Officer</u> | <u>310013e</u> | <u>12</u> | <u>6262</u> | <u>6567</u> | <u>6886</u> | <u>7227</u> | <u>7575</u> |
| <u>Supervising Commercial Building Inspector</u> | <u>230036e</u> | <u>12</u> | <u>6430</u> | <u>6748</u> | <u>7078</u> | <u>7426</u> | <u>7795</u> |
| <u>Supervising Engineering Technician</u> | <u>210008e</u> | <u>12</u> | <u>6878</u> | <u>7220</u> | <u>7573</u> | <u>7946</u> | <u>8335</u> |
| <u>Supervising Paralegal</u> | <u>160020e</u> | <u>12</u> | <u>6477</u> | <u>6795</u> | <u>7127</u> | <u>7479</u> | <u>7845</u> |
| <u>Supervising Fire Prevention Inspector</u> | <u>420005e</u> | <u>12</u> | <u>6542</u> | <u>6863</u> | <u>7202</u> | <u>7557</u> | <u>7928</u> |
| <u>Supervising Planner</u> | <u>220008e</u> | <u>12</u> | <u>6690</u> | <u>7017</u> | <u>7359</u> | <u>7720</u> | <u>8097</u> |

e Exempt class, see Section 4.

* Effective 9/27/21, by the Third Amendment to the Salary Resolution 2021-176.

4/25/2022 Sixteenth Amendment
Supersedes Original

EXHIBIT 13-1
Unit 13 – Exempt Supervisory and Professional (CFPEA), June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|---|-----------------|-----------------|-------------|-------------|--------------|--------------|--------------|
| <u>Supervising Plans Examiner</u> | <u>210044e</u> | <u>12</u> | <u>7573</u> | <u>7948</u> | <u>8340</u> | <u>8747</u> | <u>9177</u> |
| <u>Supervising Professional Engineer</u> | <u>210110e</u> | <u>12</u> | <u>9124</u> | <u>9573</u> | <u>10047</u> | <u>10542</u> | <u>11064</u> |
| <u>Supervising Real Estate Agent</u> | <u>170013e</u> | <u>12</u> | <u>6881</u> | <u>7218</u> | <u>7574</u> | <u>7944</u> | <u>8334</u> |
| <u>Supervising Traffic Signal Operations Specialist</u> | <u>720050e</u> | <u>12</u> | <u>7140</u> | <u>7490</u> | <u>7862</u> | <u>8249</u> | <u>8651</u> |
| <u>Survey Party Chief</u> | <u>210031e</u> | <u>12</u> | <u>6021</u> | <u>6312</u> | <u>6621</u> | <u>6943</u> | <u>7288</u> |
| <u>Systems Security Administrator</u> | <u>125050e</u> | <u>12</u> | <u>7150</u> | <u>7495</u> | <u>7866</u> | <u>8246</u> | <u>8651</u> |
| <u>Transit Supervisor I</u> | <u>320050e</u> | <u>12</u> | <u>6050</u> | <u>6344</u> | <u>6651</u> | <u>6979</u> | <u>7319</u> |
| <u>Transit Supervisor II</u> | <u>320051e</u> | <u>12</u> | <u>6810</u> | <u>7139</u> | <u>7491</u> | <u>7860</u> | <u>8247</u> |
| <u>Treasury Officer</u> | <u>135015e</u> | <u>12</u> | <u>6577</u> | <u>6899</u> | <u>7239</u> | <u>7594</u> | <u>7967</u> |
| <u>Wastewater Environmental Supervisor</u> | <u>620073e</u> | <u>12</u> | <u>7330</u> | <u>7686</u> | <u>8066</u> | <u>8464</u> | <u>8879</u> |
| <u>Wastewater Operations Supervisor</u> | <u>620072e</u> | <u>12</u> | <u>7330</u> | <u>7686</u> | <u>8066</u> | <u>8464</u> | <u>8879</u> |
| <u>Wastewater System Supervisor</u> | <u>620071e</u> | <u>12</u> | <u>7330</u> | <u>7686</u> | <u>8066</u> | <u>8464</u> | <u>8879</u> |
| <u>Water Conservation Supervisor</u> | <u>610045e</u> | <u>12</u> | <u>6477</u> | <u>6795</u> | <u>7127</u> | <u>7479</u> | <u>7845</u> |
| <u>Water System Supervisor</u> | <u>610055e</u> | <u>12</u> | <u>7330</u> | <u>7686</u> | <u>8066</u> | <u>8464</u> | <u>8879</u> |

e Exempt class, see Section 4.

4/25/2022 *Sixteenth Amendment*
Supersedes Original

EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA), effective June 21, 2021

| CLASS TITLE | JOB CODE | PROB PER | A | B | C | D | E |
|------------------------------------|----------|----------|------|------|------|------|------|
| Legal Secretary I | 115015 | 12 | 3626 | 3801 | 3984 | 4175 | 4378 |
| Legal Secretary II | 115016 | 12 | 4012 | 4207 | 4409 | 4622 | 4846 |
| Paralegal | 160001 | 12 | 5119 | 5368 | 5629 | 5904 | 6195 |
| Senior Human Resources Technician | 150014 | 12 | 3968 | 4158 | 4356 | 4569 | 4790 |
| Senior Legal Secretary | 115017 | 12 | 4617 | 4848 | 5090 | 5344 | 5611 |
| Senior Paralegal | 160002 | 12 | 5620 | 5900 | 6196 | 6505 | 6831 |
| Supervising Crime Scene Technician | 410013 | 12 | 5372 | 5634 | 5908 | 6197 | 6498 |

*12/9/2021 Fifth Amendment
Supersedes Original*

EXHIBIT 13-2
Unit 13 – Non-Exempt Professional (CFPEA), effective June 20, 2022

| <u>CLASS TITLE</u> | <u>JOB CODE</u> | <u>PROB PER</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|---|-----------------|-----------------|-------------|-------------|-------------|-------------|-------------|
| <u>Legal Secretary I</u> | <u>115015</u> | <u>12</u> | <u>3735</u> | <u>3916</u> | <u>4104</u> | <u>4301</u> | <u>4510</u> |
| <u>Legal Secretary II</u> | <u>115016</u> | <u>12</u> | <u>4133</u> | <u>4334</u> | <u>4542</u> | <u>4761</u> | <u>4992</u> |
| <u>Paralegal</u> | <u>160001</u> | <u>12</u> | <u>5273</u> | <u>5530</u> | <u>5798</u> | <u>6082</u> | <u>6381</u> |
| <u>Senior Human Resources Technician</u> | <u>150014</u> | <u>12</u> | <u>4088</u> | <u>4283</u> | <u>4487</u> | <u>4707</u> | <u>4934</u> |
| <u>Senior Legal Secretary</u> | <u>115017</u> | <u>12</u> | <u>4756</u> | <u>4994</u> | <u>5243</u> | <u>5505</u> | <u>5780</u> |
| <u>Senior Paralegal</u> | <u>160002</u> | <u>12</u> | <u>5789</u> | <u>6077</u> | <u>6382</u> | <u>6701</u> | <u>7036</u> |
| <u>Supervising Crime Scene Technician</u> | <u>410013</u> | <u>12</u> | <u>5534</u> | <u>5804</u> | <u>6086</u> | <u>6383</u> | <u>6693</u> |

*4/25/2022 Sixteenth Amendment
Supersedes Original*