

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

| CLASS TITLE                                    | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|--|---------------------|-----------------|------|------|------|------|------|
| Account Clerk I                                | 130001 <sup>3</sup> | 6 <sup>3</sup>  | 3014 | 3151 | 3293 | 3446 | 3610 |
| Account Clerk II                               | 130002 <sup>3</sup> | 12 <sup>3</sup> | 3332 | 3485 | 3651 | 3816 | 3992 |
| Accountant-Auditor I                           | 130011 <sup>4</sup> | 12 <sup>4</sup> | 4875 | 5099 | 5335 | 5594 | 5856 |
| Accountant-Auditor II                          | 130012 <sup>4</sup> | 12 <sup>4</sup> | 5343 | 5590 | 5861 | 6140 | 6431 |
| Accounting Technician                          | 130010              | 12              | 4022 | 4211 | 4409 | 4612 | 4831 |
| Administrative Clerk I                         | 110001 <sup>3</sup> | 6 <sup>3</sup>  | 2797 | 2927 | 3057 | 3198 | 3343 |
| Administrative Clerk II                        | 110002 <sup>3</sup> | 12 <sup>3</sup> | 3198 | 3345 | 3497 | 3660 | 3828 |
| Airports Credentialing Technician              | 115080              | 12              | 3894 | 4075 | 4264 | 4467 | 4677 |
| Airports Operations Officer I                  | 310006 <sup>4</sup> | 12 <sup>4</sup> | 4879 | 5119 | 5365 | 5634 | 5915 |
| Airports Operations Officer II                 | 310009 <sup>4</sup> | 12 <sup>4</sup> | 5365 | 5634 | 5915 | 6211 | 6522 |
| Airports Public Safety Agent I <sup>IX</sup>   | 310061              | 12 <sup>4</sup> | 3616 | 3781 | 3956 | 4139 | 4332 |
| Airports Public Safety Agent II <sup>IX</sup>  | 310062              | 12 <sup>4</sup> | 3956 | 4139 | 4332 | 4537 | 4751 |
| Animal Care Specialist I <sup>V</sup>          | 560020              | 6 <sup>3</sup>  | 3293 | 3458 | 3631 | 3812 | 4003 |
| Animal Care Specialist II <sup>V</sup>         | 560021              | 12 <sup>3</sup> | 3623 | 3804 | 3994 | 4194 | 4404 |
| Animal Resource Officer I <sup>***</sup>       | 560001              | 12 <sup>4</sup> | 3616 | 3781 | 3956 | 4139 | 4332 |
| Animal Resource Officer II <sup>***</sup>      | 560002              | 12 <sup>4</sup> | 3956 | 4139 | 4332 | 4537 | 4751 |
| Animal Services Representative I <sup>V</sup>  | 560030              | 6 <sup>3</sup>  | 3346 | 3497 | 3656 | 3827 | 4006 |
| Animal Services Representative II <sup>V</sup> | 560031              | 12 <sup>3</sup> | 3665 | 3836 | 4016 | 4198 | 4391 |
| Associate Electrical Safety Consultant I       | 230022              | 12              | 6092 | 6381 | 6688 | 7003 | 7341 |
| Associate Electrical Safety Consultant II      | 230023              | 12              | 6420 | 6728 | 7047 | 7386 | 7744 |
| Associate Environmental & Safety Consultant I  | 230003              | 12              | 6092 | 6381 | 6688 | 7003 | 7341 |
| Associate Environmental & Safety Consultant II | 230004              | 12              | 6420 | 6728 | 7047 | 7386 | 7744 |
| Associate Plumbing & Mechanical Consultant I   | 230012              | 12              | 6092 | 6381 | 6688 | 7003 | 7341 |
| Associate Plumbing & Mechanical Consultant II  | 230013              | 12              | 6420 | 6728 | 7047 | 7386 | 7744 |
| Billing System Specialist                      | 125075              | 12              | 4429 | 4638 | 4857 | 5076 | 5313 |
| Budget Technician                              | 135005              | 12              | 4023 | 4208 | 4406 | 4613 | 4831 |
| Building Inspector I                           | 230007 <sup>4</sup> | 12 <sup>4</sup> | 5569 | 5833 | 6109 | 6404 | 6706 |
| Building Inspector II                          | 230008 <sup>4</sup> | 12 <sup>4</sup> | 6092 | 6381 | 6688 | 7003 | 7341 |
| Building Inspector III                         | 230009              | 12              | 6420 | 6728 | 7047 | 7386 | 7744 |

<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. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

\*\*\*Effective September 11, 2023, by the Third Amendment to the Salary Resolution No. 2023-183

<sup>V</sup> Effective October 23, 2023, by the Fifth Amendment to the Salary Resolution No. 2023-183.

<sup>IX</sup>Effective December 18, 2023, by the Ninth Amendment to the Salary Resolution No. 2023-183.

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

| CLASS TITLE  | JOB CODE            | PROB PER        | A    | B    | C    | D    | E    |
|--|---------------------|-----------------|------|------|------|------|------|
| Law Office Assistant                                   | 115021              | 12              | 4394 | 4609 | 4833 | 5068 | 5313 |
| Network Systems Specialist                             | 125030              | 12              | 6781 | 7106 | 7449 | 7805 | 8184 |
| PAR Program Specialist                                 | 410023              | 12              | 3781 | 3957 | 4141 | 4337 | 4541 |
| Paratransit Specialist                                 | 320005              | 12              | 4027 | 4217 | 4416 | 4615 | 4831 |
| Park Ranger I  | 410060 <sup>4</sup> | 12 <sup>4</sup> | 3616 | 3781 | 3956 | 4139 | 4332 |
| Park Ranger II   | 410061 <sup>4</sup> | 12 <sup>4</sup> | 3956 | 4139 | 4332 | 4537 | 4751 |
| Parking Enforcement Officer I                          | 710120 <sup>4</sup> | 12 <sup>4</sup> | 3141 | 3270 | 3405 | 3539 | 3689 |
| Parking Enforcement Officer II                         | 710121 <sup>4</sup> | 12 <sup>4</sup> | 3414 | 3559 | 3706 | 3856 | 4029 |
| Parking Enforcement Officer III                        | 710122              | 12              | 3706 | 3856 | 4029 | 4194 | 4374 |
| Phlebotomist   | 410007              | 12              | 3659 | 3833 | 4010 | 4197 | 4391 |
| Planner I  | 220005 <sup>3</sup> | 6 <sup>3</sup>  | 5049 | 5276 | 5529 | 5795 | 6073 |
| Planner II   | 220006 <sup>3</sup> | 12 <sup>3</sup> | 5688 | 6001 | 6293 | 6592 | 6909 |
| Plans and Permit Technician                            | 220002              | 12              | 5325 | 5574 | 5827 | 6113 | 6404 |
| Plans Examiner   | 210041              | 12              | 5843 | 6106 | 6400 | 6713 | 7029 |
| Police Data Transcriptionist                           | 115035              | 12              | 4273 | 4470 | 4678 | 4895 | 5125 |
| Police Support Services Clerk                          | 115043              | 12              | 3547 | 3711 | 3882 | 4062 | 4250 |
| Police Support Services Technician                     | 115044              | 12              | 3894 | 4075 | 4264 | 4467 | 4677 |
| Principal Account Clerk                                | 130004              | 12              | 4022 | 4211 | 4409 | 4612 | 4831 |
| Procurement Specialist                                 | 140002              | 12              | 5051 | 5293 | 5542 | 5806 | 6083 |
| Program Compliance Officer                             | 640026              | 12              | 4319 | 4532 | 4753 | 4984 | 5227 |
| Programmer/Analyst I                                   | 125020 <sup>4</sup> | 12 <sup>4</sup> | 5639 | 5902 | 6182 | 6480 | 6785 |
| Programmer/Analyst II                                  | 125021 <sup>4</sup> | 12 <sup>4</sup> | 6178 | 6471 | 6779 | 7102 | 7447 |
| Programmer/Analyst III                                 | 125022              | 12              | 6781 | 7106 | 7449 | 7805 | 8184 |
| Programmer/Analyst IV                                  | 125023              | 12              | 7448 | 7810 | 8189 | 8578 | 8992 |
| Property & Evidence Technician                         | 145010              | 12              | 4344 | 4548 | 4761 | 4986 | 5221 |
| Property Specialist I                                  | 175001 <sup>4</sup> | 12 <sup>4</sup> | 5221 | 5473 | 5732 | 6001 | 6292 |
| Property Specialist II                                 | 175002 <sup>4</sup> | 12 <sup>4</sup> | 6050 | 6338 | 6644 | 6959 | 7296 |
| Radio Dispatcher                                       | 120015              | 12              | 3711 | 3878 | 4040 | 4218 | 4391 |
| Radio Frequency (RF) Network Engineer I <sup>ix</sup>  | 125095              | 12 <sup>4</sup> | 6178 | 6471 | 6779 | 7102 | 7447 |
| Radio Frequency (RF) Network Engineer II <sup>ix</sup> | 125096              | 12 <sup>4</sup> | 6781 | 7106 | 7449 | 7805 | 8184 |
| Rangemaster/Armorer                                    | 410035              | 12              | 5122 | 5365 | 5619 | 5890 | 6169 |

<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. In those cases, in which an employee is hired at the journey level, twelve months of satisfactory service is required.

<sup>ix</sup>Effective December 18, 2023, by the Ninth Amendment to the Salary Resolution No. 2023-183.

**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 <sup>4</sup> | 12 <sup>4</sup> | 4233 | 4431 | 4632 | 4854 | 5083 |
| Real Estate Finance Specialist II                          | 170002 <sup>4</sup> | 12 <sup>4</sup> | 5041 | 5279 | 5531 | 5792 | 6066 |
| Recreation Specialist                                      | 520005              | 12              | 4210 | 4404 | 4611 | 4828 | 5054 |
| Retirement Counselor I                                     | 135050 <sup>4</sup> | 12 <sup>4</sup> | 4021 | 4210 | 4408 | 4614 | 4831 |
| Retirement Counselor II                                    | 135051 <sup>4</sup> | 12 <sup>4</sup> | 4420 | 4626 | 4844 | 5073 | 5313 |
| Safety and Training Specialist                             | 150050              | 12              | 4720 | 4949 | 5193 | 5446 | 5713 |
| Secretary  | 110050              | 12              | 3828 | 4006 | 4193 | 4386 | 4594 |
| Senior Account Clerk                                       | 130003              | 12              | 3664 | 3830 | 4006 | 4195 | 4392 |
| Senior Administrative Clerk                                | 110003              | 12              | 3497 | 3660 | 3828 | 4006 | 4193 |
| Senior Airports Public Safety Agent <sup>IX</sup>          | 310063              | 12              | 4304 | 4506 | 4717 | 4935 | 5170 |
| Senior Animal Care Specialist <sup>V</sup>                 | 560022              | 12              | 3985 | 4184 | 4393 | 4613 | 4844 |
| Senior Animal Resource Officer <sup>***</sup>              | 560003              | 12              | 4304 | 4506 | 4717 | 4935 | 5170 |
| Senior Animal Services Representative <sup>V</sup>         | 560032              | 12              | 4188 | 4376 | 4579 | 4794 | 5019 |
| Senior Call Center Representative                          | 115072              | 12              | 4218 | 4421 | 4634 | 4859 | 5095 |
| Senior Commercial Building Inspector                       | 230016              | 12              | 6420 | 6728 | 7047 | 7386 | 7744 |
| Senior Community Revitalization Specialist                 | 230054              | 12              | 6092 | 6378 | 6675 | 6998 | 7337 |
| Senior Community Services Officer                          | 410027              | 12              | 4304 | 4506 | 4717 | 4935 | 5170 |
| Senior Crime Scene Technician                              | 410012              | 12              | 5122 | 5365 | 5619 | 5890 | 6169 |
| Senior Customer Services Clerk                             | 115062              | 12              | 4188 | 4376 | 4579 | 4794 | 5019 |
| Senior Cybersecurity Analyst                               | 125091              | 12              | 7446 | 7808 | 8186 | 8576 | 8990 |
| Senior Deputy City Clerk                                   | 115029 <sup>4</sup> | 12 <sup>4</sup> | 4022 | 4207 | 4406 | 4612 | 4831 |
| Senior Engineering Technician                              | 210007              | 12              | 5489 | 5749 | 6019 | 6308 | 6599 |
| Senior Fire Prevention Inspector                           | 420003              | 12              | 6092 | 6378 | 6675 | 6998 | 7337 |
| Senior Laboratory Technician                               | 620013              | 12              | 5385 | 5643 | 5912 | 6193 | 6488 |
| Senior Network Systems Specialist                          | 125031              | 12              | 7446 | 7808 | 8186 | 8576 | 8990 |
| Senior Park Ranger   | 410062              | 12              | 4304 | 4506 | 4717 | 4935 | 5170 |
| Senior Plans Examiner                                      | 210042              | 12              | 6417 | 6717 | 7030 | 7371 | 7730 |
| Senior Procurement Specialist                              | 140003              | 12              | 5542 | 5806 | 6083 | 6374 | 6676 |
| Senior Property & Evidence Technician                      | 145011              | 12              | 4761 | 4986 | 5221 | 5465 | 5726 |
| Senior Radio Frequency (RF) Network Engineer <sup>IX</sup> | 125097              | 12              | 7446 | 7808 | 8186 | 8576 | 8990 |
| Senior Records Clerk                                       | 110101              | 12              | 3664 | 3833 | 4011 | 4198 | 4391 |
| Senior Secretary   | 110051              | 12              | 4022 | 4207 | 4406 | 4612 | 4831 |

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