

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA), effective October 20, 2025**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	3237	3384	3536	3700	3877
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	3578	3742	3921	4098	4286
Accountant-Auditor I	130011 <sup>4</sup>	12 <sup>4</sup>	5235	5475	5728	6006	6288
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	5737	6002	6293	6592	6905
Accounting Technician	130010	12	4319	4522	4735	4953	5187
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	3011	3143	3283	3434	3590
Administrative Clerk II	110002 <sup>3</sup>	12 <sup>3</sup>	3590	3754	3925	4108	4297
Airports Credentialing Technician	115080	12	4181	4376	4579	4797	5022
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	5239	5497	5761	6049	6351
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	5761	6049	6351	6669	7003
Airports Public Safety Agent I	310061	12 <sup>4</sup>	4321	4518	4727	4946	5176
Airports Public Safety Agent II	310062	12 <sup>4</sup>	4741	4961	5191	5438	5695
<u>Airports Systems Technician<sup>XVII</sup></u>	<u>310171</u>	<u>12</u>	<u>5677</u>	<u>5960</u>	<u>6257</u>	<u>6569</u>	<u>6897</u>
Animal Care Specialist I	560020	6 <sup>3</sup>	3536	3714	3899	4094	4299
Animal Care Specialist II	560021	12 <sup>3</sup>	3891	4085	4288	4503	4729
Animal Resource Officer I	560001	12 <sup>4</sup>	4321	4518	4727	4946	5176
Animal Resource Officer II	560002	12 <sup>4</sup>	4741	4961	5191	5438	5695
Animal Services Representative I	560030	6 <sup>3</sup>	3610	3773	3944	4127	4321
Animal Services Representative II	560031	12 <sup>3</sup>	3942	4125	4320	4516	4722
Associate Electrical Safety Consultant I	230022	12	6541	6851	7181	7520	7882
Associate Electrical Safety Consultant II	230023	12	7206	7551	7909	8289	8691
Associate Environmental & Safety Consultant I	230003	12	6541	6851	7181	7520	7882
Associate Environmental & Safety Consultant II	230004	12	7206	7551	7909	8289	8691
Associate Plumbing & Mechanical Consultant I	230012	12	6541	6851	7181	7520	7882
Associate Plumbing & Mechanical Consultant II	230013	12	7206	7551	7909	8289	8691
Billing System Specialist	125075	12	4756	4980	5216	5450	5705
Budget Technician	135005	12	4320	4519	4731	4954	5187
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	5980	6263	6560	6876	7201
Building Inspector II	230008 <sup>4</sup>	12 <sup>4</sup>	6541	6851	7181	7520	7882
Building Inspector III	230009	12	7206	7551	7909	8289	8691

<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 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177.

<sup>XVII</sup> Effective 12/22/2025, by the Seventeenth Amendment to the FY26 Salary Resolution, No. 2025-177.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4718	4939	5171	5415	5670
Senior Utility Service Representative	230092	12	4744	4966	5201	5445	5705
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7994	8384	8789	9208	9652
Staff Assistant	150001	12	4337	4539	4750	4969	5204
Storeskeeper	145001	12	4286	4487	4695	4915	5145
Survey Party Technician	210030	12	5382	5645	5904	6180	6475
Tax/Permit Inspector	135001	12	5075	5314	5557	5830	6105
Traffic Signal Operations Specialist	710150	12	7272	7618	7987	8367	8776
Transit Scheduler	320049	12	7272	7618	7987	8367	8776
<u>Transit Scheduler Technician<sup>XVII</sup></u>	<u>320070</u>	<u>12</u>	<u>5718</u>	<u>5985</u>	<u>6257</u>	<u>6564</u>	<u>6876</u>
Tree Program Specialist	510015	12	5365	5618	5889	6168	6461
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	3934	4115	4305	4506	4715
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	4318	4521	4731	4954	5186
Wastewater Reclamation Coordinator	620035	12	5606	5877	6154	6444	6755
Water Conservation Representative	610001	12	4059	4249	4446	4655	4875
Water Systems Telemetry & Distributed Control Specialist	610021	12	6620	6933	7265	7611	7977

<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 10/20/2025 by the Tenth Amendment to FY26 Salary Resolution No. 2025-177*

<sup>XVII</sup> Effective 12/22/2025, by the Seventeenth Amendment to the FY26 Salary Resolution, No. 2025-177.