

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA) Effective June 17, 2024**

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>	3343	3496	3655	3826	4001
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
Animal Care Specialist I	560020	6 <sup>3</sup>	3293	3458	3631	3812	4003
Animal Care Specialist II	560021	12 <sup>3</sup>	3623	3804	3994	4194	4404
Animal Resource Officer I	560001	12 <sup>4</sup>	4024	4207	4402	4606	4820
Animal Resource Officer II	560002	12 <sup>4</sup>	4415	4620	4835	5064	5303
Animal Services Representative I	560030	6 <sup>3</sup>	3361	3513	3673	3844	4024
Animal Services Representative II	560031	12 <sup>3</sup>	3671	3842	4023	4205	4398
Associate Electrical Safety Consultant I	230022	12	6092	6381	6688	7003	7341
Associate Electrical Safety Consultant II	230023	12	6711	7033	7366	7720	8095
Associate Environmental & Safety Consultant I	230003	12	6092	6381	6688	7003	7341
Associate Environmental & Safety Consultant II	230004	12	6711	7033	7366	7720	8095
Associate Plumbing & Mechanical Consultant I	230012	12	6092	6381	6688	7003	7341
Associate Plumbing & Mechanical Consultant II	230013	12	6711	7033	7366	7720	8095
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	6711	7033	7366	7720	8095

<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.

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070 <sup>3</sup>	6 <sup>3</sup>	3671	3841	4030	4205	4399
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	4036	4218	4413	4621	4837
Central Printing Clerk	120005	12	3342	3495	3654	3826	4001
Chemist	620020	12	5305	5562	5824	6103	6394
City Records Specialist	115025	12	4009	4195	4391	4597	4816
Commercial Building Inspector	230015	12	6092	6381	6688	7003	7341
Community Recreation Assistant	520010	12	4063	4245	4421	4600	4800
Community Revitalization Specialist	230053	12	5435	5696	5969	6295	6557
Community Revitalization Technician	230059	12	3781	3957	4141	4337	4541
Community Services Officer I	410025 <sup>4</sup>	12 <sup>4</sup>	4024	4207	4402	4606	4820
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	4415	4620	4835	5064	5303
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	5636	5897	6178	6475	6781
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	6178	6471	6779	7102	7447
Computer Systems Specialist III	125012	12	6781	7106	7449	7805	8184
Construction Compliance Specialist	150055	12	4659	4872	5105	5348	5598
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4460	4668	4889	5121	5364
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4889	5121	5364	5618	5889
Crime Specialist	410008	12	5593	5857	6138	6431	6743
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	3361	3513	3673	3844	4024
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	3671	3842	4023	4205	4398
Cybersecurity Analyst	125090	12	6781	7106	7449	7805	8184
Deputy City Clerk	115028 <sup>4</sup>	12 <sup>4</sup>	3665	3835	4012	4200	4392
Development Services Coordinator	230057	12	5702	6015	6308	6609	6926
Digital Forensics Analyst	410050	12	7398	7770	8157	8565	8993
Emergency Services Call Taker	410000	12	5000	5227	5420	5668	5907
Emergency Services Dispatcher I	410001 <sup>5</sup>	12 <sup>5</sup>	5000	5227	5420	5668	5907
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	5410	5662	5931	6210	6496
Emergency Services Dispatcher III	410003	12	5948	6220	6521	6800	7145

<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>5</sup> 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**  
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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	7081	7435	7806	8196	8606
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	7991	8392	8811	9251	9713
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3488	3643	3809	3987	4177
Engineering Aide II	210002 <sup>3</sup>	12 <sup>3</sup>	4144	4339	4534	4745	4976
Engineering Inspector I	230075 <sup>4</sup>	12 <sup>4</sup>	5574	5857	6121	6410	6721
Engineering Inspector II	230076 <sup>4</sup>	12 <sup>4</sup>	6102	6390	6698	7018	7356
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	4098	4289	4496	4696	4918
Engineering Technician II	210006 <sup>4</sup>	12 <sup>4</sup>	5012	5257	5499	5755	6031
Environmental Control Officer	620001	12	5233	5484	5737	6010	6293
Facilities Construction Specialist	230085	12	5348	5596	5863	6142	6438
Fire Prevention Inspector I	420001 <sup>5</sup>	12 <sup>5</sup>	4726	4948	5173	5427	5685
Fire Prevention Inspector II	420002 <sup>5</sup>	12 <sup>5</sup>	5448	5696	5969	6262	6557
Fleet Operations Specialist	710105	12	4998	5230	5483	5741	6017
Geographic Information System (GIS) Specialist	125025	12	6781	7106	7449	7805	8184
Geographic Information System (GIS) Technician I	125026 <sup>4</sup>	12 <sup>4</sup>	5632	5894	6173	6470	6776
Geographic Information System (GIS) Technician II	125027 <sup>4</sup>	12 <sup>4</sup>	6178	6469	6779	7102	7447
Graphics Technician	120013	12	4397	4609	4832	5068	5315
Helicopter Pilot	410033	12	6666	6991	7333	7693	8072
Housing Rehabilitation Specialist	230056	12	5417	5681	5962	6254	6557
Industrial/Commercial Water Conservation Representative	610015	12	5242	5492	5747	6021	6305
Interpreter/Translator	150232	12	5788	6106	6403	6709	7030
Laboratory Assistant	620010	12	3659	3833	4010	4197	4391
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	4399	4605	4821	5046	5282
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4831	5056	5295	5548	5812
Landscape Water Conservation Specialist	610005	12	5227	5476	5737	6008	6293

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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>	4024	4207	4402	4606	4820
Park Ranger II	410061 <sup>4</sup>	12 <sup>4</sup>	4415	4620	4835	5064	5303
Parking Enforcement Officer I	710120 <sup>4</sup>	12 <sup>4</sup>	3541	3687	3839	3990	4159
Parking Enforcement Officer II	710121 <sup>4</sup>	12 <sup>4</sup>	3879	4044	4211	4381	4577
Parking Enforcement Officer III	710122	12	4271	4444	4643	4833	5041
Phlebotomist	410007	12	3659	3833	4010	4197	4391
Planner I	220005 <sup>3</sup>	6 <sup>3</sup>	5338	5578	5845	6126	6420
Planner II	220006 <sup>3</sup>	12 <sup>3</sup>	5790	6108	6406	6710	7032
Plans Examiner	220002	12	5843	6106	6400	6713	7029
Plans and Permit Technician	220002	12	5325	5574	5827	6113	6404
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	4394	4600	4816	5043	5281
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	125095	12 <sup>4</sup>	6178	6471	6779	7102	7447
Radio Frequency (RF) Network Engineer II	125096	12 <sup>4</sup>	6781	7106	7449	7805	8184
Rangemaster/Armorer	410035	12	5122	5365	5619	5890	6169

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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>	5536	5797	6074	6360	6661
Recreation Specialist	520005	12	4367	4568	4783	5008	5242
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	4039	4227	4424	4628	4847
Senior Account Clerk	130003	12	3664	3830	4006	4195	4392
Senior Administrative Clerk	110003	12	3675	3846	4023	4210	4407
Senior Animal Care Specialist	560022	12	3985	4184	4393	4613	4844
Senior Animal Resource Officer	560003	12	4866	5095	5333	5580	5845
Senior Animal Services Representative	560032	12	4482	4683	4900	5130	5371
Senior Call Center Representative	115072	12	4405	4617	4840	5075	5321
Senior Commercial Building Inspector	230016	12	6711	7033	7366	7720	8095
Senior Community Revitalization Specialist	230054	12	6092	6378	6675	6998	7337
Senior Community Services Officer	410027	12	4866	5095	5333	5580	5845
Senior Crime Scene Technician	410012	12	5122	5365	5619	5890	6169
Senior Customer Services Clerk	115062	12	4482	4683	4900	5130	5371
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	5519	5781	6052	6343	6635
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	4866	5095	5333	5580	5845
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	4831	5059	5298	5545	5810
Senior Radio Frequency (RF) Network Engineer	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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Unit 3 – Non-Supervisory White Collar (FCEA) Effective June 17, 2024							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4394	4600	4816	5043	5281
Senior Utility Service Representative	230092	12	4418	4625	4844	5071	5313
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7446	7808	8186	8576	8990
Staff Assistant	150001	12	4028	4217	4417	4616	4832
Storeskeeper	145001	12	3992	4179	4372	4577	4792
Survey Party Technician	210030	12	5012	5257	5499	5755	6031
Tax/Permit Inspector	135001	12	4726	4949	5175	5430	5686
Traffic Signal Operations Specialist	710150	12	6773	7096	7439	7793	8174
Transit Scheduler	320049	12	6773	7096	7439	7793	8174
Tree Program Specialist	510015	12	4997	5232	5485	5745	6017
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	3663	3832	4009	4197	4391
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	4021	4210	4406	4613	4830
Wastewater Reclamation Coordinator	620035	12	5221	5473	5732	6001	6292
Water Conservation Representative	610001	12	3780	3957	4141	4335	4540
Water Systems Telemetry & Distributed Control Specialist	610021	12	6165	6457	6766	7089	7430

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**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA) Effective December 30, 2024**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	3075	3215	3359	3515	3683
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	3399	3555	3725	3893	4072
Accountant-Auditor I	130011 <sup>4</sup>	12 <sup>4</sup>	4973	5201	5442	5706	5974
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	5450	5702	5979	6263	6560
Accounting Technician	130010	12	4103	4296	4498	4705	4928
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2853	2986	3119	3262	3410
Administrative Clerk II	110002 <sup>3</sup>	12 <sup>3</sup>	3410	3566	3729	3903	4082
Airports Credentialing Technician	115080	12	3972	4157	4350	4557	4771
Airports Operations Officer I	310006 <sup>4</sup>	12 <sup>4</sup>	4977	5222	5473	5747	6034
Airports Operations Officer II	310009 <sup>4</sup>	12 <sup>4</sup>	5473	5747	6034	6336	6653
Animal Care Specialist I	560020	6 <sup>3</sup>	3359	3528	3704	3889	4084
Animal Care Specialist II	560021	12 <sup>3</sup>	3696	3881	4074	4278	4493
Animal Resource Officer I	560001	12 <sup>4</sup>	4105	4292	4491	4699	4917
Animal Resource Officer II	560002	12 <sup>4</sup>	4504	4713	4932	5166	5410
Animal Services Representative I	560030	6 <sup>3</sup>	3429	3584	3747	3921	4105
Animal Services Representative II	560031	12 <sup>3</sup>	3745	3919	4104	4290	4486
Associate Electrical Safety Consultant I	230022	12	6214	6509	6822	7144	7488
Associate Electrical Safety Consultant II	230023	12	6846	7174	7514	7875	8257
Associate Environmental & Safety Consultant I	230003	12	6214	6509	6822	7144	7488
Associate Environmental & Safety Consultant II	230004	12	6846	7174	7514	7875	8257
Associate Plumbing & Mechanical Consultant I	230012	12	6214	6509	6822	7144	7488
Associate Plumbing & Mechanical Consultant II	230013	12	6846	7174	7514	7875	8257
Billing System Specialist	125075	12	4518	4731	4955	5178	5420
Budget Technician	135005	12	4104	4293	4495	4706	4928
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	5681	5950	6232	6533	6841
Building Inspector II	230008 <sup>4</sup>	12 <sup>4</sup>	6214	6509	6822	7144	7488
Building Inspector III	230009	12	6846	7174	7514	7875	8257

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070 <sup>3</sup>	6 <sup>3</sup>	3745	3918	4111	4290	4487
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	4117	4303	4502	4714	4934
Central Printing Clerk	120005	12	3409	3565	3728	3903	4082
Chemist	620020	12	5412	5674	5941	6226	6522
City Records Specialist	115025	12	4090	4279	4479	4689	4913
Commercial Building Inspector	230015	12	6214	6509	6822	7144	7488
Community Recreation Assistant	520010	12	4145	4330	4510	4692	4896
Community Revitalization Specialist	230053	12	5544	5810	6089	6421	6689
Community Revitalization Technician	230059	12	3857	4037	4224	4424	4632
Community Services Officer I	410025 <sup>4</sup>	12 <sup>4</sup>	4105	4292	4491	4699	4917
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	4504	4713	4932	5166	5410
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	5749	6015	6302	6605	6917
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	6302	6601	6915	7245	7596
Computer Systems Specialist III	125012	12	6917	7249	7598	7962	8348
Construction Compliance Specialist	150055	12	4753	4970	5208	5455	5710
Crime Scene Technician I	410010 <sup>4</sup>	12 <sup>4</sup>	4550	4762	4987	5224	5472
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4987	5224	5472	5731	6007
Crime Specialist	410008	12	5705	5975	6261	6560	6878
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	3429	3584	3747	3921	4105
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	3745	3919	4104	4290	4486
Cybersecurity Analyst	125090	12	6917	7249	7598	7962	8348
Deputy City Clerk	115028 <sup>4</sup>	12 <sup>4</sup>	3739	3912	4093	4284	4480
Development Services Coordinator	230057	12	5817	6136	6435	6742	7065
Digital Forensics Analyst	410050	12	7546	7926	8321	8737	9173
Emergency Services Call Taker	410000	12	5100	5332	5529	5782	6026
Emergency Services Dispatcher I	410001 <sup>5</sup>	12 <sup>5</sup>	5100	5332	5529	5782	6026
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	5519	5776	6050	6335	6626
Emergency Services Dispatcher III	410003	12	6067	6345	6652	6936	7288

<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>5</sup> 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 30, 2024**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	7223	7584	7963	8360	8779
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	8151	8560	8988	9437	9908
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3558	3716	3886	4067	4261
Engineering Aide II	210002 <sup>3</sup>	12 <sup>3</sup>	4227	4426	4625	4840	5076
Engineering Inspector I	230075 <sup>4</sup>	12 <sup>4</sup>	5686	5975	6244	6539	6856
Engineering Inspector II	230076 <sup>4</sup>	12 <sup>4</sup>	6225	6518	6832	7159	7504
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	4180	4375	4586	4790	5017
Engineering Technician II	210006 <sup>4</sup>	12 <sup>4</sup>	5113	5363	5609	5871	6152
Environmental Control Officer	620001	12	5338	5594	5852	6131	6419
Facilities Construction Specialist	230085	12	5455	5708	5981	6265	6567
Fire Prevention Inspector I	420001 <sup>5</sup>	12 <sup>5</sup>	4821	5047	5277	5536	5799
Fire Prevention Inspector II	420002 <sup>5</sup>	12 <sup>5</sup>	5557	5810	6089	6388	6689
Fleet Operations Specialist	710105	12	5098	5335	5593	5856	6138
Geographic Information System (GIS) Specialist	125025	12	6917	7249	7598	7962	8348
Geographic Information System (GIS) Technician I	125026 <sup>4</sup>	12 <sup>4</sup>	5745	6012	6297	6600	6912
Geographic Information System (GIS) Technician II	125027 <sup>4</sup>	12 <sup>4</sup>	6302	6599	6915	7245	7596
Graphics Technician	120013	12	4485	4702	4929	5170	5422
Helicopter Pilot	410033	12	6800	7131	7480	7847	8234
Housing Rehabilitation Specialist	230056	12	5526	5795	6082	6380	6689
Industrial/Commercial Water Conservation Representative	610015	12	5347	5602	5862	6142	6432
Interpreter/Translator	150232	12	5904	6229	6532	6844	7171
Laboratory Assistant	620010	12	3733	3910	4091	4281	4479
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	4487	4698	4918	5147	5388
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4928	5158	5401	5659	5929
Landscape Water Conservation Specialist	610005	12	5332	5586	5852	6129	6419

<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>5</sup> 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 30, 2024**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4482	4702	4930	5170	5420
Network Systems Specialist	125030	12	6917	7249	7598	7962	8348
PAR Program Specialist	410023	12	3857	4037	4224	4424	4632
Paratransit Specialist	320005	12	4108	4302	4505	4708	4928
Park Ranger I	410060 <sup>4</sup>	12 <sup>4</sup>	4105	4292	4491	4699	4917
Park Ranger II	410061 <sup>4</sup>	12 <sup>4</sup>	4504	4713	4932	5166	5410
Parking Enforcement Officer I	710120 <sup>4</sup>	12 <sup>4</sup>	3612	3761	3916	4070	4243
Parking Enforcement Officer II	710121 <sup>4</sup>	12 <sup>4</sup>	3957	4125	4296	4469	4669
Parking Enforcement Officer III	710122	12	4357	4533	4736	4930	5142
Phlebotomist	410007	12	3733	3910	4091	4281	4479
Planner I	220005 <sup>3</sup>	6 <sup>3</sup>	5445	5690	5962	6249	6549
Planner II	220006 <sup>3</sup>	12 <sup>3</sup>	5906	6231	6535	6845	7173
Plans Examiner	220002	12	5960	6229	6528	6848	7170
Plans and Permit Technician	220002	12	5432	5686	5944	6236	6533
Police Data Transcriptionist	115035	12	4359	4560	4772	4993	5228
Police Support Services Clerk	115043	12	3618	3786	3960	4144	4335
Police Support Services Technician	115044	12	3972	4157	4350	4557	4771
Principal Account Clerk	130004	12	4103	4296	4498	4705	4928
Procurement Specialist	140002	12	5153	5399	5653	5923	6205
Program Compliance Officer	640026	12	4406	4623	4849	5084	5332
Programmer/Analyst I	125020 <sup>4</sup>	12 <sup>4</sup>	5752	6021	6306	6610	6921
Programmer/Analyst II	125021 <sup>4</sup>	12 <sup>4</sup>	6302	6601	6915	7245	7596
Programmer/Analyst III	125022	12	6917	7249	7598	7962	8348
Programmer/Analyst IV	125023	12	7597	7967	8353	8750	9172
Property & Evidence Technician	145010	12	4482	4692	4913	5144	5387
Property Specialist I	175001 <sup>4</sup>	12 <sup>4</sup>	5326	5583	5847	6122	6418
Property Specialist II	175002 <sup>4</sup>	12 <sup>4</sup>	6171	6465	6777	7099	7442
Radio Dispatcher	120015	12	3786	3956	4121	4303	4479
Radio Frequency (RF) Network Engineer I	125095	12 <sup>4</sup>	6302	6601	6915	7245	7596
Radio Frequency (RF) Network Engineer II	125096	12 <sup>4</sup>	6917	7249	7598	7962	8348
Rangemaster/Armorer	410035	12	5225	5473	5732	6008	6293

<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.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA) Effective December 30, 2024**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 <sup>4</sup>	12 <sup>4</sup>	4318	4520	4725	4952	5185
Real Estate Finance Specialist II	170002 <sup>4</sup>	12 <sup>4</sup>	5647	5913	6196	6488	6795
Recreation Specialist	520005	12	4455	4660	4879	5109	5347
Retirement Counselor I	135050 <sup>4</sup>	12 <sup>4</sup>	4102	4295	4497	4707	4928
Retirement Counselor II	135051 <sup>4</sup>	12 <sup>4</sup>	4509	4719	4941	5175	5420
Safety and Training Specialist	150050	12	4815	5048	5297	5555	5828
Secretary	110050	12	4120	4312	4513	4721	4944
Senior Account Clerk	130003	12	3738	3907	4087	4279	4480
Senior Administrative Clerk	110003	12	3749	3923	4104	4295	4496
Senior Animal Care Specialist	560022	12	4065	4268	4481	4706	4941
Senior Animal Resource Officer	560003	12	4964	5197	5440	5692	5962
Senior Animal Services Representative	560032	12	4572	4777	4998	5233	5479
Senior Call Center Representative	115072	12	4494	4710	4937	5177	5428
Senior Commercial Building Inspector	230016	12	6846	7174	7514	7875	8257
Senior Community Revitalization Specialist	230054	12	6214	6506	6809	7138	7484
Senior Community Services Officer	410027	12	4964	5197	5440	5692	5962
Senior Crime Scene Technician	410012	12	5225	5473	5732	6008	6293
Senior Customer Services Clerk	115062	12	4572	4777	4998	5233	5479
Senior Cybersecurity Analyst	125091	12	7595	7965	8350	8748	9170
Senior Deputy City Clerk	115029 <sup>4</sup>	12 <sup>4</sup>	4103	4292	4495	4705	4928
Senior Engineering Technician	210007	12	5630	5897	6174	6470	6768
Senior Fire Prevention Inspector	420003	12	6214	6506	6809	7138	7484
Senior Laboratory Technician	620013	12	5493	5756	6031	6317	6618
Senior Network Systems Specialist	125031	12	7595	7965	8350	8748	9170
Senior Park Ranger	410062	12	4964	5197	5440	5692	5962
Senior Plans Examiner	210042	12	6546	6852	7171	7519	7885
Senior Procurement Specialist	140003	12	5653	5923	6205	6502	6810
Senior Property & Evidence Technician	145011	12	4928	5161	5404	5656	5927
Senior Radio Frequency (RF) Network Engineer	125097	12	7595	7965	8350	8748	9170
Senior Records Clerk	110101	12	3738	3910	4092	4282	4479
Senior Secretary	110051	12	4103	4292	4495	4705	4928

<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.

**EXHIBIT 3**  
**Unit 3 – Non-Supervisory White Collar (FCEA) Effective December 30, 2024**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4482	4692	4913	5144	5387
Senior Utility Service Representative	230092	12	4507	4718	4941	5173	5420
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7595	7965	8350	8748	9170
Staff Assistant	150001	12	4109	4302	4506	4709	4929
Storeskeeper	145001	12	4072	4263	4460	4669	4888
Survey Party Technician	210030	12	5113	5363	5609	5871	6152
Tax/Permit Inspector	135001	12	4821	5048	5279	5539	5800
Traffic Signal Operations Specialist	710150	12	6909	7238	7588	7949	8338
Transit Scheduler	320049	12	6909	7238	7588	7949	8338
Tree Program Specialist	510015	12	5097	5337	5595	5860	6138
Utility Service Representative I	230090 <sup>4</sup>	12 <sup>4</sup>	3737	3909	4090	4281	4479
Utility Service Representative II	230091 <sup>4</sup>	12 <sup>4</sup>	4102	4295	4495	4706	4927
Wastewater Reclamation Coordinator	620035	12	5326	5583	5847	6122	6418
Water Conservation Representative	610001	12	3856	4037	4224	4422	4631
Water Systems Telemetry & Distributed Control Specialist	610021	12	6289	6587	6902	7231	7579

<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 6/17/2024, by the Fourth Amendment to Salary Resolution No. 2024-120.  
 Supersedes Original*