

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39), [effective September 3, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3470	3643	3825	4016	4217
Airports Operations Leadworker	310010	12	4052	4255	4468	4691	4926
Airports Operations Specialist	310012	12	3684	3868	4061	4264	4477
Automotive Parts Leadworker	145006	12	3684	3868	4061	4264	4477
Automotive Parts Specialist	145005	12	3348	3515	3690	3876	4069
Aviation Mechanic I	410039⁴	12	4495	4721	4956	5204	5464
Aviation Mechanic II	410040 ⁴	12	4945	5192	5451	5725	6010
Aviation Mechanic Leadworker	410041	12	5439	5711	5997	6297	6612
Body & Fender Repairer	320036	12	4495	4721	4956	5204	5464
Body & Fender Repairer Leadworker	320037	12	4945	5192	5451	5725	6010
Body & Fender Repairer Trainee	320035	6 ⁷	4051	4254	4467	4690	4925
Brake & Front End Specialist	710085	12	4945	5192	5451	5725	6010
Bus Air Conditioning Mechanic	320031	12	4495	4721	4956	5204	5464
Bus Air Conditioning Mechanic Leadworker	320032	12	4945	5192	5451	5725	6010
Bus Air Conditioning Mechanic Trainee	320030	6 ⁷	4051	4254	4467	4690	4925
Bus Equipment Attendant Leadworker	320040	12	3684	3868	4061	4264	4477
Bus Mechanic I	320020 ²	-	4051	4254	4467	4690	4925
Bus Mechanic II	320021	12	4495	4721	4956	5204	5464
Bus Mechanic Leadworker	320022	12	4945	5192	5451	5725	6010
Collection System Maintenance Specialist	630002	12	4098	4303	4519	4744	4981
Collection System Maintenance Technician	630001	12	3725	3912	4108	4313	4528
Combination Welder	710067	12	4495	4721	4956	5204	5464
Combination Welder Leadworker	710066	12	4945	5192	5451	5725	6010
Communications Technician I	710050	12	4030	4231	4442	4664	4897
Communications Technician II	710051	12	4442	4664	4897	5142	5399

2 This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in FMC Section 3-202 (p)(5).

7 This class is in a flexibly-staffed series, which allows an employee to “flex” to the journey level after a required training period.

[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.](#)

[9/3/2018 Fifth Council Amendment
Supersedes the Original](#)

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39), effective March 18, 2019

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airports Building Maintenance Technician	310011	12	3557	3735	3921	4117	4323
Airports Operations Leadworker	310010	12	4155	4363	4581	4810	5050
Airports Operations Specialist	310012	12	3777	3965	4163	4371	4589
Automotive Parts Leadworker	145006	12	3777	3965	4163	4371	4589
Automotive Parts Specialist	145005	12	3432	3603	3783	3973	4171
Aviation Mechanic I	410039⁴	12	4608	4840	5080	5335	5601
Aviation Mechanic II	410040 ⁴	12	5070	5323	5589	5869	6161
Aviation Mechanic Leadworker	410041	12	5576	5855	6148	6455	6778
Body & Fender Repairer	320036	12	4608	4840	5080	5335	5601
Body & Fender Repairer Leadworker	320037	12	5070	5323	5589	5869	6161
Body & Fender Repairer Trainee	320035	6 ⁷	4154	4362	4580	4809	5049
Brake & Front End Specialist	710085	12	5070	5323	5589	5869	6161
Bus Air Conditioning Mechanic	320031	12	4608	4840	5080	5335	5601
Bus Air Conditioning Mechanic Leadworker	320032	12	5070	5323	5589	5869	6161
Bus Air Conditioning Mechanic Trainee	320030	6 ⁷	4154	4362	4580	4809	5049
Bus Equipment Attendant Leadworker	320040	12	3777	3965	4163	4371	4589
Bus Mechanic I	320020 ²	-	4154	4362	4580	4809	5049
Bus Mechanic II	320021	12	4608	4840	5080	5335	5601
Bus Mechanic Leadworker	320022	12	5070	5323	5589	5869	6161
Collection System Maintenance Specialist	630002	12	4201	4411	4632	4863	5106
Collection System Maintenance Technician	630001	12	3819	4010	4211	4421	4642
Combination Welder	710067	12	4608	4840	5080	5335	5601
Combination Welder Leadworker	710066	12	5070	5323	5589	5869	6161
Communications Technician I	710050	12	4131	4337	4554	4781	5020
Communications Technician II	710051	12	4554	4781	5020	5271	5534

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[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.](#)

[9/3/2019 Fifth Council Amendment](#)
[Supersedes the Original](#)

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), [effective June 25, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 ³	6 ³	<u>2623</u> <u>2559</u>	<u>2742</u> <u>2675</u>	<u>2866</u> <u>2796</u>	<u>3000</u> <u>2926</u>	<u>3141</u> <u>3064</u>	-
Account Clerk II	130002 ³	12 ³	<u>2866</u> <u>2796</u>	<u>3000</u> <u>2926</u>	<u>3141</u> <u>3064</u>	<u>3283</u> <u>3202</u>	<u>3435</u> <u>3354</u>	-
Accountant-Auditor I	130011 ⁴	12 ⁴	<u>3857</u> <u>3762</u>	<u>4033</u> <u>3934</u>	<u>4220</u> <u>4117</u>	<u>4425</u> <u>4317</u>	<u>4633</u> <u>4520</u>	-
Accountant-Auditor II	130012 ⁴	12 ⁴	<u>4466</u> <u>4357</u>	<u>4672</u> <u>4558</u>	<u>4900</u> <u>4780</u>	<u>5133</u> <u>5007</u>	<u>5376</u> <u>5244</u>	-
Accounting Technician	130010	12	<u>3435</u> <u>3354</u>	<u>3597</u> <u>3509</u>	<u>3766</u> <u>3674</u>	<u>3940</u> <u>3843</u>	<u>4127</u> <u>4026</u>	-
Administrative Clerk I	110001 ³	6 ³	<u>2434</u> <u>2374</u>	<u>2547</u> <u>2484</u>	<u>2660</u> <u>2595</u>	<u>2783</u> <u>2715</u>	<u>2910</u> <u>2839</u>	-
Administrative Clerk II	110002 ³	12 ³	<u>2660</u> <u>2595</u>	<u>2783</u> <u>2715</u>	<u>2910</u> <u>2839</u>	<u>3045</u> <u>2970</u>	<u>3187</u> <u>3109</u>	-
Airports Operations Officer	310006	12	<u>3837</u> <u>3743</u>	<u>4023</u> <u>3924</u>	<u>4220</u> <u>4117</u>	<u>4426</u> <u>4318</u>	<u>4640</u> <u>4526</u>	-
Airports Property Specialist I	175001 ⁴	12 ⁴	<u>4545</u> <u>4434</u>	<u>4764</u> <u>4647</u>	<u>4991</u> <u>4869</u>	<u>5226</u> <u>5098</u>	<u>5479</u> <u>5345</u>	-
Airports Property Specialist II	175002 ⁴	12 ⁴	<u>5267</u> <u>5138</u>	<u>5519</u> <u>5384</u>	<u>5785</u> <u>5643</u>	<u>6059</u> <u>5911</u>	<u>6353</u> <u>6198</u>	-
Associate Electrical Safety Consultant I	230022	12	<u>5079</u> <u>4955</u>	<u>5320</u> <u>5190</u>	<u>5576</u> <u>5440</u>	<u>5839</u> <u>5696</u>	<u>6121</u> <u>5974</u>	-
Associate Electrical Safety Consultant II	230023	12	<u>5320</u> <u>5190</u>	<u>5576</u> <u>5440</u>	<u>5839</u> <u>5696</u>	<u>6121</u> <u>5974</u>	<u>6417</u> <u>6260</u>	-
Associate Environmental & Safety Consultant I	230003	12	<u>5079</u> <u>4955</u>	<u>5320</u> <u>5190</u>	<u>5576</u> <u>5440</u>	<u>5839</u> <u>5696</u>	<u>6121</u> <u>5974</u>	-
Associate Environmental & Safety Consultant II	230004	12	<u>5320</u> <u>5190</u>	<u>5576</u> <u>5440</u>	<u>5839</u> <u>5696</u>	<u>6121</u> <u>5974</u>	<u>6417</u> <u>6260</u>	-
Associate Plumbing & Mechanical Consultant I	230012	12	<u>5079</u> <u>4955</u>	<u>5320</u> <u>5190</u>	<u>5576</u> <u>5440</u>	<u>5839</u> <u>5696</u>	<u>6121</u> <u>5974</u>	-
Associate Plumbing & Mechanical Consultant II	230013	12	<u>5320</u> <u>5190</u>	<u>5576</u> <u>5440</u>	<u>5839</u> <u>5696</u>	<u>6121</u> <u>5974</u>	<u>6417</u> <u>6260</u>	-
Billing System Specialist	125075	12	<u>3425</u> <u>3344</u>	<u>3586</u> <u>3498</u>	<u>3755</u> <u>3663</u>	<u>3925</u> <u>3829</u>	<u>4109</u> <u>4008</u>	-
Budget Technician	135005	12	<u>3489</u> <u>3403</u>	<u>3651</u> <u>3564</u>	<u>3823</u> <u>3729</u>	<u>4002</u> <u>3904</u>	<u>4192</u> <u>4089</u>	-
Building Inspector I	230007 ⁴	12 ⁴	<u>4848</u> <u>4729</u>	<u>5079</u> <u>4955</u>	<u>5320</u> <u>5190</u>	<u>5576</u> <u>5440</u>	<u>5839</u> <u>5696</u>	-
Building Inspector II	230008 ⁴	12 ⁴	<u>5079</u> <u>4955</u>	<u>5320</u> <u>5190</u>	<u>5576</u> <u>5440</u>	<u>5839</u> <u>5696</u>	<u>6121</u> <u>5974</u>	-
Building Inspector III	230009	12	<u>5320</u>	<u>5576</u>	<u>5839</u>	<u>6121</u>	<u>6417</u>	-

			5190	5440	5696	5971	6260	
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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.

[6/25/2018 Fifth Council Amendment](#)
[Supersedes Original](#)

EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA), effective [July 23, 2018](#) [June 25, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	2866 2796	3000 2926	3147 3070	3283 3202	3435 3351	-
Call Center Representative II	115071 ³	12 ³	3141 3064	3283 3202	3435 3351	3597 3509	3766 3674	-
Central Printing Clerk	120005	12	2660 2595	2783 2715	2910 2839	3045 2970	3187 3109	-
City Records Specialist	115025	12	3489 3403	3651 3561	3823 3729	4002 3904	4192 4089	-
Commercial Building Inspector	230015	12	5079 4955	5320 5190	5576 5440	5839 5696	6121 5971	-
Community Recreation Assistant	520010	12	2896 2825	3026 2952	3152 3075	3278 3198	3423 3339	-
Community Revitalization Specialist	230053	12	4731 4615	4959 4838	5198 5071	5481 5347	5710 5570	-
Community Revitalization Technician	230059	12	3291 3210	3444 3360	3604 3516	3775 3682	3953 3856	-
Community Services Officer I	410025 ⁴	12 ⁴	3008 2934	3146 3069	3291 3210	3444 3360	3604 3516	-
Community Services Officer II	410026 ⁴	12 ⁴	3291 3210	3444 3360	3604 3516	3775 3682	3953 3856	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	4145 4043	4338 4232	4544 4433	4762 4645	4988 4866	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	4870 4751	5100 4975	5345 5214	5600 5463	5871 5727	-
Computer Systems Specialist III	125012	12	5460 5326	5721 5581	5998 5851	6284 6130	6589 6428	-
Construction Compliance Specialist	150055	12	4057 3958	4242 4138	4444 4335	4656 4542	4874 4755	-
Crime Scene Technician I	410010 ⁴	12 ⁴	3882 3787	4064 3964	4255 4151	4458 4349	4670 4556	-
Crime Scene Technician II	410011 ⁴	12 ⁴	4255 4151	4458 4349	4670 4556	4891 4771	5127 5001	-
Crime Specialist	410008	12	4870 4751	5100 4975	5345 5214	5600 5463	5871 5727	-
Customer Services Clerk I	115060 ³	6 ³	2623 2559	2742 2675	2866 2796	3000 2926	3141 3064	-
Customer Services Clerk II	115061 ³	12 ³	2866 2796	3000 2926	3141 3064	3283 3202	3435 3351	-
Deputy City Clerk	115028*	12	3045 2970	3187 3109	3334 3252	3489 3403	3651 3561	-
Development Services Coordinator	230057	12	4724 4608	4983 4861	5225 5097	5475 5341	5737 5597	-
Digital Forensics Analyst	410050	12	6256 6103	6569 6408	6897 6728	7241 7064	7603 7417	-
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3549 3462	3692 3601	3845 3751	4022 3923	4191 4088	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	3801	3981	4171	4368	4568	-

			3708	3883	4069	4261	4456	
Emergency Services Dispatcher III	410003	12	4249 4145	4444 4335	4660 4546	4875 4756	5106 4981	-

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

* [New class effective July 23, 2018](#)

[6/25/2018 Fifth Council Amendment](#)
[Supersedes Original](#)

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), [effective September 3, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 ³	6 ³	2866	3000	3147	3283	3435	-
Call Center Representative II	115071 ³	12 ³	3141	3283	3435	3597	3766	-
Central Printing Clerk	120005	12	2660	2783	2910	3045	3187	-
City Records Specialist	115025	12	3489	3651	3823	4002	4192	-
Commercial Building Inspector	230015	12	5079	5320	5576	5839	6121	-
Community Recreation Assistant	520010	12	2896	3026	3152	3278	3423	-
Community Revitalization Specialist	230053	12	4731	4959	5198	5481	5710	-
Community Revitalization Technician	230059	12	3291	3444	3604	3775	3953	-
Community Services Officer I	410025 ⁴	12 ⁴	3008	3146	3291	3444	3604	-
Community Services Officer II	410026 ⁴	12 ⁴	3291	3444	3604	3775	3953	-
Computer Systems Specialist I	125010 ⁴	12 ⁴	4145	4338	4544	4762	4988	-
Computer Systems Specialist II	125011 ⁴	12 ⁴	4870	5100	5345	5600	5871	-
Computer Systems Specialist III	125012	12	5460	5721	5998	6284	6589	-
Construction Compliance Specialist	150055	12	4057	4242	4444	4656	4874	-
Crime Scene Technician I	410010 ⁴	12 ⁴	3882	4064	4255	4458	4670	-
Crime Scene Technician II	410011 ⁴	12 ⁴	4255	4458	4670	4891	5127	-
Crime Specialist	410008	12	4870	5100	5345	5600	5871	-
Customer Services Clerk I	115060 ³	6 ³	2623	2742	2866	3000	3141	-
Customer Services Clerk II	115061 ³	12 ³	2866	3000	3141	3283	3435	-
Deputy City Clerk	115028*	12	3045	3187	3334	3489	3651	-
Development Services Coordinator	230057	12	4724	4983	5225	5475	5737	-
Digital Forensics Analyst	410050	12	6256	6569	6897	7241	7603	-
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	3638 3549	3785 3692	3942 3845	4123 4022	4296 4191	-
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	3897 3801	4081 3981	4276 4171	4478 4368	4683 4568	-
Emergency Services Dispatcher III	410003	12	4356 4249	4556 4444	4777 4660	4997 4875	5234 5106	-

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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.

[9/3/2018 Fifth Council Amendment](#)
[Supersedes Original](#)

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), [effective June 25, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 ⁴	12 ⁴	4614 4501	4830 4712	5058 4934	5302 5172	5546 5410	-
Engineer II	210016 ⁴	12 ⁴	5339 5208	5584 5447	5852 5709	6128 5978	6436 6279	-
Engineering Aide I	210001 ³	6 ³	3037 2962	3171 3093	3317 3236	3471 3386	3636 3547	-
Engineering Aide II	210002 ³	12 ³	3488 3402	3651 3561	3816 3722	3994 3896	4188 4085	-
Engineering Inspector I	230075 ⁴	12 ⁴	4500 4390	4729 4613	4942 4821	5175 5048	5426 5293	-
Engineering Inspector II	230076 ⁴	12 ⁴	4918 4798	5150 5024	5398 5266	5656 5518	5927 5782	-
Engineering Technician I	210005 ⁴	12 ⁴	3567 3480	3734 3642	3914 3818	4089 3989	4281 4176	-
Engineering Technician II	210006 ⁴	12 ⁴	3994 3896	4188 4085	4382 4275	4586 4474	4806 4688	-
Environmental Control Officer	620001	12	4441 4332	4653 4539	4868 4749	5100 4975	5341 5210	-
Facilities Construction Specialist	230085	12	4656 4542	4873 4754	5106 4981	5348 5217	5605 5468	-
Fire Prevention Inspector I	420001 ⁴	12 ⁴	4115 4014	4308 4202	4504 4394	4724 4608	4950 4829	-
Fire Prevention Inspector II	420002 ⁴	12 ⁴	4743 4627	4959 4838	5198 5071	5452 5319	5710 5570	-
Fleet Operations Specialist	710105	12	4312 4206	4513 4402	4730 4614	4953 4832	5191 5064	-
Geographic Information System (GIS) Specialist	125025	12	5460 5326	5721 5581	5998 5851	6284 6130	6589 6428	-
Graphics Technician	120013	12	3746 3654	3927 3831	4119 4018	4318 4212	4529 4418	-
Helicopter Pilot	410033	12	5706 5566	5984 5838	6279 6125	6586 6425	6910 6741	-
Housing Rehabilitation Specialist	230056	12	4623 4510	4848 4729	5087 4962	5336 5205	5596 5459	-
Industrial/Commercial Water Conservation Representative	610015	12	4441 4332	4653 4539	4868 4749	5100 4975	5341 5210	-
Inorganic Chemist	620020	12	4503 4393	4720 4604	4944 4823	5180 5053	5427 5294	-
Laboratory Assistant	620010	12	3122 3045	3270 3190	3421 3337	3581 3493	3748 3656	-
Laboratory Technician I	620011 ⁴	12 ⁴	3748 3656	3924 3828	4109 4008	4301 4196	4503 4393	-
Laboratory Technician II	620012 ⁴	12 ⁴	4109 4008	4301 4196	4503 4393	4720 4604	4944 4823	-
Landscape Water Conservation	610005	12	4339	4545	4763	4989	5225	-

Specialist			4233	4434	4646	4867	5097	
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- 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.

[6/25/2018 Fifth Council Amendment](#)
[Supersedes Original](#)

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), [effective June 25, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Law Office Assistant	115021	12	3702 3611	3881 3786	4071 3971	4269 4164	4476 4366	-
Network Systems Specialist	125030	12	5460 5326	5721 5581	5998 5851	6284 6130	6589 6428	-
PAR Program Specialist	410023	12	3291 3210	3444 3360	3604 3516	3775 3682	3953 3856	-
Paratransit Specialist	320005	12	3425 3341	3586 3498	3755 3663	3925 3829	4109 4008	-
Parking Controller I	710120 ⁴	12 ⁴	2575 2512	2680 2614	2792 2723	2902 2831	3026 2952	-
Parking Controller II	710121 ⁴	12 ⁴	2799 2730	2917 2845	3037 2962	3160 3082	3305 3224	-
Parking Controller III	710122	12	3037 2962	3160 3082	3305 3224	3438 3354	3587 3499	-
Phlebotomist	410007	12	3122 3045	3270 3190	3421 3337	3581 3493	3748 3656	-
Planner I	220005 ³	6 ³	4038 3939	4221 4118	4423 4315	4635 4521	4857 4738	-
Planner II	220006 ³	12 ³	4724 4608	4983 4861	5225 5097	5475 5341	5737 5597	-
Plans and Permit Technician	220002	12	4115 4014	4308 4202	4504 4394	4724 4608	4950 4829	-
Plans Examiner	210041	12	4743 4627	4959 4838	5198 5071	5452 5319	5710 5570	-
Police Data Transcriptionist	115035	12	3187 3109	3334 3252	3489 3403	3651 3561	3823 3729	-
Principal Account Clerk	130004	12	3435 3351	3597 3509	3766 3674	3940 3843	4127 4026	-
Procurement Specialist	140002	12	4398 4290	4607 4494	4825 4707	5054 4930	5297 5167	-
Program Compliance Officer	640026	12	3760 3668	3945 3848	4137 4036	4339 4233	4551 4440	-
Programmer/Analyst I	125020 ⁴	12 ⁴	4145 4043	4338 4232	4544 4433	4762 4645	4988 4866	-
Programmer/Analyst II	125021 ⁴	12 ⁴	4870 4751	5100 4975	5345 5214	5600 5463	5871 5727	-
Programmer/Analyst III	125022	12	5460 5326	5721 5581	5998 5851	6284 6130	6589 6428	-
Programmer/Analyst IV	125023	12	5851 5708	6136 5986	6433 6276	6740 6575	7065 6892	-
Property & Evidence Technician	145010	12	3615 3526	3784 3691	3962 3865	4150 4048	4344 4238	-
Radio Dispatcher	120015	12	3045 2970	3182 3104	3315 3234	3461 3376	3603 3515	-
Rangemaster/Armorer	410035	12	4458	4670	4891	5127	5370	-

			4349	4556	4771	5001	5239	
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	<u>3684</u> <u>3594</u>	<u>3857</u> <u>3762</u>	<u>4033</u> <u>3934</u>	<u>4225</u> <u>4121</u>	<u>4425</u> <u>4317</u>	-
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	<u>4195</u> <u>4092</u>	<u>4394</u> <u>4286</u>	<u>4603</u> <u>4490</u>	<u>4820</u> <u>4702</u>	<u>5049</u> <u>4925</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.

[6/25/2018 Fifth Council Amendment](#)
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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~July 23, 2018~~ June 25, 2018

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Recreation Specialist	520005	12	<u>3503</u> <u>3417</u>	<u>3665</u> <u>3575</u>	<u>3837</u> <u>3743</u>	<u>4018</u> <u>3920</u>	<u>4206</u> <u>4103</u>	-
Retirement Counselor I	135050 ⁴	12 ⁴	<u>3435</u> <u>3351</u>	<u>3597</u> <u>3509</u>	<u>3766</u> <u>3674</u>	<u>3942</u> <u>3845</u>	<u>4127</u> <u>4026</u>	-
Retirement Counselor II	135051 ⁴	12 ⁴	<u>3766</u> <u>3674</u>	<u>3942</u> <u>3845</u>	<u>4127</u> <u>4026</u>	<u>4322</u> <u>4216</u>	<u>4528</u> <u>4417</u>	-
Safety and Training Specialist	150050	12	<u>4109</u> <u>4008</u>	<u>4309</u> <u>4203</u>	<u>4521</u> <u>4410</u>	<u>4742</u> <u>4626</u>	<u>4974</u> <u>4852</u>	-
Secretary	110050	12	<u>3187</u> <u>3109</u>	<u>3334</u> <u>3252</u>	<u>3489</u> <u>3403</u>	<u>3651</u> <u>3561</u>	<u>3823</u> <u>3729</u>	-
Senior Account Clerk	130003	12	<u>3141</u> <u>3064</u>	<u>3283</u> <u>3202</u>	<u>3435</u> <u>3351</u>	<u>3597</u> <u>3509</u>	<u>3766</u> <u>3674</u>	-
Senior Administrative Clerk	110003	12	<u>2910</u> <u>2839</u>	<u>3045</u> <u>2970</u>	<u>3187</u> <u>3109</u>	<u>3334</u> <u>3252</u>	<u>3489</u> <u>3403</u>	-
Senior Call Center Representative	115072	12	<u>3563</u> <u>3476</u>	<u>3734</u> <u>3642</u>	<u>3915</u> <u>3819</u>	<u>4105</u> <u>4004</u>	<u>4305</u> <u>4200</u>	-
Senior Commercial Building Inspector	230016	12	<u>5320</u> <u>5190</u>	<u>5576</u> <u>5440</u>	<u>5839</u> <u>5696</u>	<u>6121</u> <u>5971</u>	<u>6417</u> <u>6260</u>	-
Senior Community Revitalization Specialist	230054	12	<u>5304</u> <u>5087</u>	<u>5553</u> <u>5336</u>	<u>5812</u> <u>5597</u>	<u>6093</u> <u>5914</u>	<u>6389</u> <u>6233</u>	-
Senior Community Services Officer	410027	12	<u>3531</u> <u>3444</u>	<u>3695</u> <u>3604</u>	<u>3868</u> <u>3773</u>	<u>4048</u> <u>3949</u>	<u>4241</u> <u>4137</u>	-
Senior Crime Scene Technician	410012	12	<u>4458</u> <u>4349</u>	<u>4670</u> <u>4556</u>	<u>4891</u> <u>4774</u>	<u>5127</u> <u>5001</u>	<u>5370</u> <u>5239</u>	-
Senior Customer Services Clerk	115062	12	<u>3141</u> <u>3064</u>	<u>3283</u> <u>3202</u>	<u>3435</u> <u>3351</u>	<u>3597</u> <u>3509</u>	<u>3766</u> <u>3674</u>	-
Senior Deputy City Clerk	115029*	12	<u>3489</u> <u>3403</u>	<u>3651</u> <u>3561</u>	<u>3823</u> <u>3729</u>	<u>4002</u> <u>3904</u>	<u>4192</u> <u>4089</u>	-
Senior Engineering Technician	210007	12	<u>4614</u> <u>4501</u>	<u>4830</u> <u>4712</u>	<u>5058</u> <u>4934</u>	<u>5302</u> <u>5172</u>	<u>5546</u> <u>5410</u>	-
Senior Fire Prevention Inspector	420003	12	<u>5304</u> <u>5174</u>	<u>5553</u> <u>5417</u>	<u>5812</u> <u>5670</u>	<u>6093</u> <u>5944</u>	<u>6389</u> <u>6233</u>	-
Senior Laboratory Technician	620013	12	<u>4503</u> <u>4393</u>	<u>4720</u> <u>4604</u>	<u>4944</u> <u>4823</u>	<u>5180</u> <u>5053</u>	<u>5427</u> <u>5294</u>	-
Senior Network Systems Specialist	125031	12	<u>5851</u> <u>5708</u>	<u>6136</u> <u>5986</u>	<u>6433</u> <u>6276</u>	<u>6740</u> <u>6575</u>	<u>7065</u> <u>6892</u>	-
Senior Plans Examiner	210042	12	<u>5304</u> <u>5174</u>	<u>5553</u> <u>5417</u>	<u>5812</u> <u>5670</u>	<u>6093</u> <u>5944</u>	<u>6389</u> <u>6233</u>	-
Senior Procurement Specialist	140003	12	<u>4825</u> <u>4707</u>	<u>5054</u> <u>4930</u>	<u>5297</u> <u>5167</u>	<u>5550</u> <u>5414</u>	<u>5813</u> <u>5671</u>	-
Senior Property & Evidence Technician	145011	12	<u>3962</u> <u>3865</u>	<u>4150</u> <u>4048</u>	<u>4344</u> <u>4238</u>	<u>4548</u> <u>4437</u>	<u>4767</u> <u>4650</u>	-
Senior Records Clerk	110101	12	<u>3045</u> <u>2970</u>	<u>3187</u> <u>3109</u>	<u>3334</u> <u>3252</u>	<u>3489</u> <u>3403</u>	<u>3651</u> <u>3561</u>	-
Senior Secretary	110051	12	<u>3489</u>	<u>3651</u>	<u>3823</u>	<u>4002</u>	<u>4192</u>	-

			3403	3561	3729	3904	4089	
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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.

* [New class effective July 23, 2018](#)

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EXHIBIT 3

Unit 3 – Non-Supervisory White Collar (FCEA) , [effective June 25, 2018](#)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Senior Storeskeeper	145002	12	<u>3615</u> <u>3526</u>	<u>3784</u> <u>3694</u>	<u>3962</u> <u>3865</u>	<u>4150</u> <u>4048</u>	<u>4344</u> <u>4238</u>	-
Senior Utility Service Representative	230092	12	<u>3665</u> <u>3575</u>	<u>3837</u> <u>3743</u>	<u>4018</u> <u>3920</u>	<u>4206</u> <u>4103</u>	<u>4408</u> <u>4300</u>	-
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	<u>5851</u> <u>5708</u>	<u>6136</u> <u>5986</u>	<u>6384</u> <u>6228</u>	<u>6740</u> <u>6575</u>	<u>7065</u> <u>6892</u>	-
Staff Assistant	150001	12	<u>3425</u> <u>3341</u>	<u>3586</u> <u>3498</u>	<u>3755</u> <u>3663</u>	<u>3925</u> <u>3829</u>	<u>4109</u> <u>4008</u>	-
Storeskeeper	145001	12	<u>3300</u> <u>3219</u>	<u>3455</u> <u>3370</u>	<u>3615</u> <u>3526</u>	<u>3784</u> <u>3694</u>	<u>3962</u> <u>3865</u>	-
Survey Party Technician	210030	12	<u>3994</u> <u>3896</u>	<u>4188</u> <u>4085</u>	<u>4382</u> <u>4275</u>	<u>4586</u> <u>4474</u>	<u>4806</u> <u>4688</u>	-
Tax/Permit Inspector	135001	12	<u>4113</u> <u>4012</u>	<u>4307</u> <u>4204</u>	<u>4503</u> <u>4393</u>	<u>4724</u> <u>4608</u>	<u>4949</u> <u>4828</u>	-
Traffic Signal Operations Specialist	710150	12	<u>5460</u> <u>5326</u>	<u>5721</u> <u>5584</u>	<u>5998</u> <u>5854</u>	<u>6284</u> <u>6130</u>	<u>6589</u> <u>6428</u>	-
Transit Scheduler	320049	12	<u>5460</u> <u>5326</u>	<u>5721</u> <u>5584</u>	<u>5998</u> <u>5854</u>	<u>6284</u> <u>6130</u>	<u>6589</u> <u>6428</u>	-
Tree Program Specialist	510015	12	<u>4339</u> <u>4233</u>	<u>4545</u> <u>4434</u>	<u>4763</u> <u>4646</u>	<u>4989</u> <u>4867</u>	<u>5225</u> <u>5097</u>	-
Utility Service Representative I	230090 ⁴	12 ⁴	<u>3057</u> <u>2982</u>	<u>3197</u> <u>3119</u>	<u>3344</u> <u>3262</u>	<u>3502</u> <u>3416</u>	<u>3665</u> <u>3575</u>	-
Utility Service Representative II	230091 ⁴	12 ⁴	<u>3344</u> <u>3262</u>	<u>3502</u> <u>3416</u>	<u>3665</u> <u>3575</u>	<u>3837</u> <u>3743</u>	<u>4018</u> <u>3920</u>	-
Wastewater Reclamation Coordinator	620035	12	<u>4545</u> <u>4434</u>	<u>4764</u> <u>4647</u>	<u>4991</u> <u>4869</u>	<u>5226</u> <u>5098</u>	<u>5479</u> <u>5345</u>	-
Water Conservation Representative	610001	12	<u>3290</u> <u>3209</u>	<u>3444</u> <u>3360</u>	<u>3604</u> <u>3516</u>	<u>3774</u> <u>3681</u>	<u>3952</u> <u>3855</u>	-
Water Systems Telemetry & Distributed Control Specialist	610021	12	<u>4870</u> <u>4754</u>	<u>5100</u> <u>4975</u>	<u>5345</u> <u>5214</u>	<u>5600</u> <u>5463</u>	<u>5871</u> <u>5727</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.

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