

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective May 9, 2022

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	3139	3284	3440	3596	3762
Accountant-Auditor I	130011 ⁴	12 ⁴	4538	4746	4966	5207	5451
Accountant-Auditor II	130012 ⁴	12 ⁴	5035	5268	5524	5787	6061
Accounting Technician	130010	12	3790	3968	4155	4346	4553
Administrative Clerk I	110001 ³	6 ³	2635	2758	2880	3013	3150
Administrative Clerk II	110002 ³	12 ³	2968	3105	3246	3398	3554
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	3791	3966	4152	4347	4553
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

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.

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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	2954	3090	3230	3381	3537
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	3609	3770	3927	4085	4265
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	3357	3509	3672	3842	4021
Community Services Officer II	410026 ⁴	12 ⁴	3672	3842	4021	4211	4410
Computer Systems Specialist I	125010 ⁴	12 ⁴	5248	5492	5753	6030	6314
Computer Systems Specialist II	125011 ⁴	12 ⁴	5762	6034	6322	6624	6945
Computer Systems Specialist III	125012	12	6331	6634	6954	7286	7640
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	6331	6634	6954	7286	7640
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	4126	4293	4472	4676	4873
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	4460	4672	4894	5124	5360
Emergency Services Dispatcher III	410003	12	4907	5132	5381	5630	5896

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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.

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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective May 9, 2022

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	6331	6634	6954	7286	7640
Geographic Information System (GIS) Technician I	125026 ⁴	12 ⁴	5271	5517	5779	6057	6343
Geographic Information System (GIS) Technician II	125027 ⁴	12 ⁴	5788	6061	6351	6654	6977
Graphics Technician	120013	12	4116	4315	4525	4745	4977
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

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4141	4343	4555	4776	5007
Network Systems Specialist	125030	12	6331	6634	6954	7286	7640
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	2915	3035	3161	3285	3425
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3169	3303	3440	3579	3740
Parking Enforcement Officer III	710122	12	3440	3579	3740	3893	4061
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	3969	4152	4345	4547	4761
Police Support Services Clerk	115043	12	3297	3448	3607	3775	3950
Police Support Services Technician	115044	12	3617	3785	3961	4149	4344
Principal Account Clerk	130004	12	3790	3968	4155	4346	4553
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	5223	5467	5726	6002	6285
Programmer/Analyst II	125021 ⁴	12 ⁴	5762	6034	6322	6624	6945
Programmer/Analyst III	125022	12	6331	6634	6954	7286	7640
Programmer/Analyst IV	125023	12	6962	7300	7654	8018	8405
Property & Evidence Technician	145010	12	4033	4222	4420	4629	4847
Radio Dispatcher	120015	12	3497	3655	3807	3975	4138
Rangemaster/Armorer	410035	12	4827	5056	5296	5551	5814

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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	4680	4901	5134	5377	5632
Recreation Specialist	520005	12	3908	4088	4280	4482	4692
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	3554	3719	3892	4072	4266
Senior Account Clerk	130003	12	3453	3609	3775	3953	4139
Senior Administrative Clerk	110003	12	3246	3398	3554	3719	3892
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	3996	4183	4379	4582	4800
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	4420	4629	4847	5073	5316
Senior Cybersecurity Analyst	125091	12	7018	7359	7715	8083	8473
Senior Records Clerk	110101	12	3453	3612	3780	3956	4138
Senior Secretary	110051	12	3790	3965	4152	4346	4553

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4033	4222	4420	4629	4847
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	3796	3974	4163	4350	4554
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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EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA), effective June 20, 2022

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6 ³	2926	3059	3197	3345	3504
Account Clerk II	130002 ³	12 ³	3234	3383	3544	3704	3875
Accountant-Auditor I	130011 ⁴	12 ⁴	4675	4889	5115	5364	5615
Accountant-Auditor II	130012 ⁴	12 ⁴	5187	5427	5690	5961	6243
Accounting Technician	130010	12	3904	4088	4280	4477	4690
Administrative Clerk I	110001 ³	6 ³	2715	2841	2967	3104	3245
Administrative Clerk II	110002 ³	12 ³	3058	3199	3344	3500	3661
Airports Operations Officer I	310006 ⁴	12 ⁴	4736	4969	5208	5469	5742
Airports Operations Officer II	310009 ⁴	12 ⁴	5208	5469	5742	6030	6332
Airports Property Specialist I	175001 ⁴	12 ⁴	5068	5313	5565	5826	6108
Airports Property Specialist II	175002 ⁴	12 ⁴	5873	6153	6450	6756	7083
Associate Electrical Safety Consultant I	230022	12	5861	6140	6435	6739	7064
Associate Electrical Safety Consultant II	230023	12	6140	6435	6739	7064	7406
Associate Environmental & Safety Consultant I	230003	12	5861	6140	6435	6739	7064
Associate Environmental & Safety Consultant II	230004	12	6140	6435	6739	7064	7406
Associate Plumbing & Mechanical Consultant I	230012	12	5861	6140	6435	6739	7064
Associate Plumbing & Mechanical Consultant II	230013	12	6140	6435	6739	7064	7406
Billing System Specialist	125075	12	4300	4502	4715	4928	5158
Budget Technician	135005	12	3905	4085	4277	4478	4690
Building Inspector I	230007 ⁴	12 ⁴	5406	5663	5931	6217	6510
Building Inspector II	230008 ⁴	12 ⁴	5861	6140	6435	6739	7064
Building Inspector III	230009	12	6140	6435	6739	7064	7406

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CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Call Center Representative I	115070 ³	6 ³	3197	3345	3510	3662	3831
Call Center Representative II	115071 ³	12 ³	3504	3662	3831	4011	4200
Central Printing Clerk	120005	12	3043	3183	3327	3483	3644
Chemist	620020	12	5150	5400	5654	5925	6207
City Records Specialist	115025	12	3892	4072	4263	4463	4675
Commercial Building Inspector	230015	12	5861	6140	6435	6739	7064
Community Recreation Assistant	520010	12	3718	3884	4045	4208	4393
Community Revitalization Specialist	230053	12	5276	5530	5795	6111	6366
Community Revitalization Technician	230059	12	3670	3841	4020	4210	4408
Community Services Officer I	410025 ⁴	12 ⁴	3458	3615	3783	3958	4142
Community Services Officer II	410026 ⁴	12 ⁴	3783	3958	4142	4338	4543
Computer Systems Specialist I	125010 ⁴	12 ⁴	5406	5657	5926	6211	6504
Computer Systems Specialist II	125011 ⁴	12 ⁴	5935	6216	6512	6823	7154
Computer Systems Specialist III	125012	12	6521	6834	7163	7505	7870
Construction Compliance Specialist	150055	12	4523	4730	4956	5192	5434
Crime Scene Technician I	410010 ⁴	12 ⁴	4330	4532	4746	4971	5207
Crime Scene Technician II	410011 ⁴	12 ⁴	4746	4971	5207	5454	5717
Crime Specialist	410008	12	5430	5686	5959	6243	6546
Customer Services Clerk I	115060 ³	6 ³	3200	3344	3496	3660	3831
Customer Services Clerk II	115061 ³	12 ³	3505	3668	3841	4014	4200
Cybersecurity Analyst	125090	12	6521	6834	7163	7505	7870
Deputy City Clerk	115028 ⁴	12 ⁴	3448	3607	3774	3950	4132
Development Services Coordinator	230057	12	5346	5640	5914	6197	6494
Digital Forensics Analyst	410050	12	7129	7487	7860	8253	8666
Emergency Services Dispatcher I	410001 ⁵	12 ⁵	4250	4422	4607	4817	5020
Emergency Services Dispatcher II	410002 ⁵	12 ⁵	4594	4813	5041	5278	5521
Emergency Services Dispatcher III	410003	12	5055	5286	5543	5799	6073

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Engineer I	210015 ⁴	12 ⁴	6097	6382	6682	7007	7329
Engineer II	210016 ⁴	12 ⁴	6687	6993	7330	7676	8060
Engineering Aide I	210001 ³	6 ³	3386	3536	3698	3870	4055
Engineering Aide II	210002 ³	12 ³	3955	4141	4329	4530	4750
Engineering Inspector I	230075 ⁴	12 ⁴	5209	5474	5721	5991	6281
Engineering Inspector II	230076 ⁴	12 ⁴	5698	5967	6255	6553	6868
Engineering Technician I	210005 ⁴	12 ⁴	3978	4164	4365	4559	4774
Engineering Technician II	210006 ⁴	12 ⁴	4654	4881	5106	5343	5600
Environmental Control Officer	620001	12	5080	5324	5569	5834	6109
Facilities Construction Specialist	230085	12	5192	5433	5692	5963	6250
Fire Prevention Inspector I	420001 ⁵	12 ⁵	4588	4803	5022	5268	5519
Fire Prevention Inspector II	420002 ⁵	12 ⁵	5289	5530	5795	6079	6366
Fleet Operations Specialist	710105	12	4852	5077	5323	5573	5841
Geographic Information System (GIS) Specialist	125025	12	6521	6834	7163	7505	7870
Geographic Information System (GIS) Technician I	125026 ⁴	12 ⁴	5430	5683	5953	6239	6534
Geographic Information System (GIS) Technician II	125027 ⁴	12 ⁴	5962	6243	6542	6854	7187
Graphics Technician	120013	12	4240	4445	4661	4888	5127
Helicopter Pilot	410033	12	6362	6672	6999	7342	7704
Housing Rehabilitation Specialist	230056	12	5259	5515	5788	6071	6366
Industrial/Commercial Water Conservation Representative	610015	12	5089	5332	5579	5845	6121
Interpreter/Translator	150232	12	5440	5739	6018	6305	6607
Laboratory Assistant	620010	12	3552	3721	3893	4074	4263
Laboratory Technician I	620011 ⁴	12 ⁴	4270	4470	4680	4899	5128
Laboratory Technician II	620012 ⁴	12 ⁴	4690	4908	5140	5386	5642
Landscape Water Conservation Specialist	610005	12	5074	5316	5569	5833	6109

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Law Office Assistant	115021	12	4266	4474	4692	4920	5158
Network Systems Specialist	125030	12	6521	6834	7163	7505	7870
PAR Program Specialist	410023	12	3670	3841	4020	4210	4408
Paratransit Specialist	320005	12	3909	4094	4287	4480	4690
Parking Enforcement Officer I	710120 ⁴	12 ⁴	3003	3127	3256	3384	3528
Parking Enforcement Officer II	710121 ⁴	12 ⁴	3265	3403	3544	3687	3853
Parking Enforcement Officer III	710122	12	3544	3687	3853	4010	4183
Phlebotomist	410007	12	3552	3721	3893	4074	4263
Planner I	220005 ³	6 ³	4828	5046	5287	5542	5808
Planner II	220006 ³	12 ³	5440	5739	6018	6305	6607
Plans and Permit Technician	220002	12	5169	5411	5657	5934	6217
Plans Examiner	210041	12	5672	5928	6213	6517	6824
Police Data Transcriptionist	115035	12	4089	4277	4476	4684	4904
Police Support Services Clerk	115043	12	3396	3552	3716	3889	4069
Police Support Services Technician	115044	12	3726	3899	4080	4274	4475
Principal Account Clerk	130004	12	3904	4088	4280	4477	4690
Procurement Specialist	140002	12	4903	5138	5380	5636	5905
Program Compliance Officer	640026	12	4193	4400	4614	4838	5074
Programmer/Analyst I	125020 ⁴	12 ⁴	5380	5632	5898	6183	6474
Programmer/Analyst II	125021 ⁴	12 ⁴	5935	6216	6512	6823	7154
Programmer/Analyst III	125022	12	6521	6834	7163	7505	7870
Programmer/Analyst IV	125023	12	7171	7519	7884	8259	8658
Property & Evidence Technician	145010	12	4154	4349	4553	4768	4993
Radio Dispatcher	120015	12	3602	3765	3922	4095	4263
Rangemaster/Armorer	410035	12	4972	5208	5455	5718	5989

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

*5/9/2022 Seventeenth Amendment
Supersedes Original*

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

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12 ⁴	4109	4301	4497	4712	4934
Real Estate Finance Specialist II	170002 ⁴	12 ⁴	4821	5049	5289	5539	5801
Recreation Specialist	520005	12	4026	4211	4409	4617	4833
Retirement Counselor I	135050 ⁴	12 ⁴	3903	4087	4279	4479	4690
Retirement Counselor II	135051 ⁴	12 ⁴	4291	4491	4702	4925	5158
Safety and Training Specialist	150050	12	4582	4804	5041	5287	5546
Secretary	110050	12	3661	3831	4009	4195	4394
Senior Account Clerk	130003	12	3557	3718	3889	4072	4264
Senior Administrative Clerk	110003	12	3344	3500	3661	3831	4009
Senior Call Center Representative	115072	12	4034	4228	4432	4647	4872
Senior Commercial Building Inspector	230016	12	6140	6435	6739	7064	7406
Senior Community Revitalization Specialist	230054	12	5914	6192	6480	6794	7123
Senior Community Services Officer	410027	12	4116	4309	4511	4720	4944
Senior Crime Scene Technician	410012	12	4971	5207	5454	5717	5988
Senior Customer Services Clerk	115062	12	4005	4185	4379	4585	4800
Senior Deputy City Clerk	115029 ⁴	12 ⁴	3904	4084	4277	4477	4690
Senior Engineering Technician	210007	12	5250	5498	5756	6033	6311
Senior Fire Prevention Inspector	420003	12	5914	6192	6480	6794	7123
Senior Laboratory Technician	620013	12	5228	5478	5739	6012	6299
Senior Network Systems Specialist	125031	12	7229	7580	7947	8326	8728
Senior Plans Examiner	210042	12	6230	6521	6825	7156	7504
Senior Procurement Specialist	140003	12	5380	5636	5905	6188	6481
Senior Property & Evidence Technician	145011	12	4553	4768	4993	5226	5476
Senior Cybersecurity Analyst	125091	12	7229	7580	7947	8326	8728
Senior Records Clerk	110101	12	3557	3721	3894	4075	4263
Senior Secretary	110051	12	3904	4084	4277	4477	4690

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.

*5/9/2022 Seventeenth Amendment
Supersedes Original*

EXHIBIT 3							
Unit 3 – Non-Supervisory White Collar (FCEA) , effective June 20, 2022							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Senior Storeskeeper	145002	12	4154	4349	4553	4768	4993
Senior Utility Service Representative	230092	12	4289	4490	4702	4923	5158
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	7229	7580	7947	8326	8728
Staff Assistant	150001	12	3910	4094	4288	4481	4691
Storeskeeper	145001	12	3875	4057	4244	4443	4652
Survey Party Technician	210030	12	4654	4881	5106	5343	5600
Tax/Permit Inspector	135001	12	4588	4804	5024	5271	5520
Traffic Signal Operations Specialist	710150	12	6575	6889	7222	7566	7935
Transit Scheduler	320049	12	6575	6889	7222	7566	7935
Tree Program Specialist	510015	12	4851	5079	5325	5577	5841
Utility Service Representative I	230090 ⁴	12 ⁴	3556	3720	3892	4074	4263
Utility Service Representative II	230091 ⁴	12 ⁴	3903	4087	4277	4478	4689
Wastewater Reclamation Coordinator	620035	12	5068	5313	5565	5826	6108
Water Conservation Representative	610001	12	3669	3841	4020	4208	4407
Water Systems Telemetry & Distributed Control Specialist	610021	12	5985	6268	6568	6882	7213

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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