

**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 |
| 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.

**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 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 Records Clerk                               | 110101              | 12              | 3664 | 3833 | 4011 | 4198 | 4391 |
| Senior Secretary                                   | 110051              | 12              | 4022 | 4207 | 4406 | 4612 | 4831 |

<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>\*\*\*</sup>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.

SEE APPENDIX FOR FOOTNOTES

**EXHIBIT 13-1**  
**Unit 13 – Exempt Supervisory and Professional (CFPEA)**

| CLASS TITLE                                   | JOB CODE | PROB PER | A    | B     | C     | D     | E     |
|-----------------------------------------------|----------|----------|------|-------|-------|-------|-------|
| Acoustical Program Coordinator                | 310100e  | 12       | 6444 | 6761  | 7089  | 7440  | 7803  |
| Airports Airside/Landside Superintendent      | 310018e  | 12       | 7088 | 7435  | 7802  | 8183  | 8585  |
| Airports Credentialing Supervisor             | 115081e  | 12       | 5693 | 5972  | 6268  | 6569  | 6894  |
| Airports Projects Supervisor                  | 310016e  | 12       | 7449 | 7814  | 8198  | 8601  | 9026  |
| Airports Property Supervisor                  | 175005e  | 12       | 6450 | 6765  | 7093  | 7444  | 7803  |
| Animal Center Supervisor <sup>v</sup>         | 560035e  | 12       | 5687 | 5971  | 6270  | 6583  | 6913  |
| Animal Programs Coordinator****               | 560050e  | 12       | 4304 | 4531  | 4732  | 4963  | 5207  |
| Architect                                     | 210045e  | 12       | 9001 | 9446  | 9910  | 10406 | 10925 |
| Assistant Law Office Manager                  | 115019e  | 12       | 7365 | 7720  | 8102  | 8494  | 8911  |
| Business Process & Systems Analyst            | 125044e  | 12       | 7364 | 7720  | 8100  | 8496  | 8911  |
| Call Center Supervisor                        | 115073e  | 12       | 5941 | 6230  | 6531  | 6845  | 7179  |
| Capital Development Specialist                | 310007e  | 12       | 7085 | 7437  | 7801  | 8185  | 8586  |
| Central Print Supervisor                      | 120007e  | 12       | 5324 | 5586  | 5857  | 6144  | 6442  |
| Chief Engineering Inspector                   | 230078e  | 12       | 7273 | 7628  | 8004  | 8398  | 8809  |
| Chief Engineering Technician                  | 210009e  | 12       | 8178 | 8578  | 9001  | 9446  | 9910  |
| Chief of Facilities Maintenance               | 810037e  | 12       | 7129 | 7480  | 7847  | 8232  | 8638  |
| Chief of Wastewater Environmental Services    | 620075e  | 12       | 6822 | 7158  | 7509  | 7877  | 8263  |
| Chief of Wastewater Facilities Maintenance    | 620085e  | 12       | 7129 | 7480  | 7847  | 8232  | 8638  |
| Chief of Wastewater Treatment Operations      | 620080e  | 12       | 7207 | 7567  | 7939  | 8328  | 8737  |
| Chief of Water Operations                     | 610070e  | 12       | 7327 | 7684  | 8065  | 8462  | 8876  |
| Chief Police Pilot                            | 410031e  | 12       | 8053 | 8448  | 8867  | 9303  | 9765  |
| Chief Surveyor                                | 210032e  | 12       | 9861 | 10349 | 10859 | 11396 | 11966 |
| Community Services and Recreation Supervisor* | 520016e  | 12       | 6462 | 6778  | 7112  | 7464  | 7823  |
| Contract Compliance Officer                   | 150061e  | 12       | 6450 | 6765  | 7093  | 7444  | 7803  |
| Custodial Supervisor                          | 810025e  | 12       | 6450 | 6765  | 7093  | 7444  | 7803  |
| Database Administrator                        | 125045e  | 12       | 7364 | 7720  | 8100  | 8496  | 8911  |
| DBE/Small Business Program Coordinator        | 150070e  | 12       | 6460 | 6773  | 7104  | 7453  | 7821  |

e Exempt class, see Section 4.

\*\*\*\*Effective October 9, 2023, by the Fourth 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.