

**EXHIBIT 3**

Unit 3 – Non-Supervisory White Collar (FCEA), effective ~~February 18, 2019~~ **November 12, 2018**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Account Clerk I	130001 <sup>3</sup>	6 <sup>3</sup>	2623	2742	2866	3000	3141	-
Account Clerk II	130002 <sup>3</sup>	12 <sup>3</sup>	2866	3000	3141	3283	3435	-
Accountant-Auditor I	130011 <sup>4</sup>	12 <sup>4</sup>	3857	4033	4220	4425	4633	-
Accountant-Auditor II	130012 <sup>4</sup>	12 <sup>4</sup>	4466	4672	4900	5133	5376	-
Accounting Technician	130010	12	3435	3597	3766	3940	4127	-
Administrative Clerk I	110001 <sup>3</sup>	6 <sup>3</sup>	2434	2547	2660	2783	2910	-
Administrative Clerk II	110002 <sup>3</sup>	12 <sup>3</sup>	2660	2783	2910	3045	3187	-
Airports Operations Officer I	310006	12	<del>3863</del> 4248	<del>4050</del> 4456	<del>4248</del> 4671	<del>4456</del> 4905	<del>4671</del> 5150	-
Airports Operations Officer II	310009	12	4671	4905	5150	5408	5679	-
Airports Property Specialist I	175001 <sup>4</sup>	12 <sup>4</sup>	4545	4764	4991	5226	5479	-
Airports Property Specialist II	175002 <sup>4</sup>	12 <sup>4</sup>	5267	5519	5785	6059	6353	-
Associate Electrical Safety Consultant I	230022	12	5079	5320	5576	5839	6121	-
Associate Electrical Safety Consultant II	230023	12	5320	5576	5839	6121	6417	-
Associate Environmental & Safety Consultant I	230003	12	5079	5320	5576	5839	6121	-
Associate Environmental & Safety Consultant II	230004	12	5320	5576	5839	6121	6417	-
Associate Plumbing & Mechanical Consultant I	230012	12	5079	5320	5576	5839	6121	-
Associate Plumbing & Mechanical Consultant II	230013	12	5320	5576	5839	6121	6417	-
Billing System Specialist	125075	12	3856	4037	4228	4419	4626	-
Budget Technician	135005	12	3489	3651	3823	4002	4192	-
Building Inspector I	230007 <sup>4</sup>	12 <sup>4</sup>	4848	5079	5320	5576	5839	-
Building Inspector II	230008 <sup>4</sup>	12 <sup>4</sup>	5079	5320	5576	5839	6121	-
Building Inspector III	230009	12	5320	5576	5839	6121	6417	-

<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.

*2/14/2019 Tenth Council Amendment* ~~*11/12/2018 Seventh Council Amendment*~~  
*Supersedes Seventh Council Amendment* ~~*Original*~~

**EXHIBIT 3**  
**Unit 3—Non-Supervisory White Collar (FGEA), effective June 25, 2018**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Call Center Representative I	115070 <sup>3</sup>	6 <sup>3</sup>	2866	3000	3147	3283	3435	-
Call Center Representative II	115071 <sup>3</sup>	12 <sup>3</sup>	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 <sup>4</sup>	12 <sup>4</sup>	3008	3146	3291	3444	3604	-
Community Services Officer II	410026 <sup>4</sup>	12 <sup>4</sup>	3291	3444	3604	3775	3953	-
Computer Systems Specialist I	125010 <sup>4</sup>	12 <sup>4</sup>	4145	4338	4544	4762	4988	-
Computer Systems Specialist II	125011 <sup>4</sup>	12 <sup>4</sup>	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 <sup>4</sup>	12 <sup>4</sup>	3882	4064	4255	4458	4670	-
Crime Scene Technician II	410011 <sup>4</sup>	12 <sup>4</sup>	4255	4458	4670	4891	5127	-
Crime Specialist	410008	12	4870	5100	5345	5600	5871	-
Customer Services Clerk I	115060 <sup>3</sup>	6 <sup>3</sup>	2623	2742	2866	3000	3141	-
Customer Services Clerk II	115061 <sup>3</sup>	12 <sup>3</sup>	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 <sup>5</sup>	12 <sup>5</sup>	3549	3692	3845	4022	4191	-
Emergency Services Dispatcher II	410002 <sup>5</sup>	12 <sup>5</sup>	3801	3981	4171	4368	4568	-
Emergency Services Dispatcher III	410003	12	4249	4444	4660	4875	5106	-

<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.

<sup>5</sup>— 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

**EXHIBIT 3**

Unit 3 – Non-Supervisory White Collar (FCEA), effective February 18, 2019 ~~November 12, 2018~~

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Engineer I	210015 <sup>4</sup>	12 <sup>4</sup>	4614	4830	5058	5302	5546	-
Engineer II	210016 <sup>4</sup>	12 <sup>4</sup>	5339	5584	5852	6128	6436	-
Engineering Aide I	210001 <sup>3</sup>	6 <sup>3</sup>	3037	3171	3317	3471	3636	-
Engineering Aide II	210002 <sup>3</sup>	12 <sup>3</sup>	3488	3651	3816	3994	4188	-
Engineering Inspector I	230075 <sup>4</sup>	12 <sup>4</sup>	4500	4729	4942	5175	5426	-
Engineering Inspector II	230076 <sup>4</sup>	12 <sup>4</sup>	4918	5150	5398	5656	5927	-
Engineering Technician I	210005 <sup>4</sup>	12 <sup>4</sup>	3567	3734	3914	4089	4281	-
Engineering Technician II	210006 <sup>4</sup>	12 <sup>4</sup>	3994	4188	4382	4586	4806	-
Environmental Control Officer	620001	12	4557	4774	4995	5233	5480	-
Facilities Construction Specialist	230085	12	4656	4873	5106	5348	5605	-
Fire Prevention Inspector I	420001 <sup>4</sup>	12 <sup>4</sup>	4115	4308	4504	4724	4950	-
Fire Prevention Inspector II	420002 <sup>4</sup>	12 <sup>4</sup>	4743	4959	5198	5452	5710	-
Fleet Operations Specialist	710105	12	4351	4554	4773	4998	5238	-
Geographic Information System (GIS) Specialist	125025	12	5460	5721	5998	6284	6589	-
Graphics Technician	120013	12	3746	3927	4119	4318	4529	-
Helicopter Pilot	410033	12	5706	5984	6279	6586	6910	-
Housing Rehabilitation Specialist	230056	12	4717	4947	5191	5445	5710	-
Industrial/Commercial Water Conservation Representative	610015	12	4564	4782	5003	5241	5489	-
Inorganic Chemist	620020	12	4619	4842	5072	5314	5567	-
Laboratory Assistant	620010	12	3185	3336	3490	3653	3823	-
Laboratory Technician I	620011 <sup>4</sup>	12 <sup>4</sup>	3829	4008	4197	4394	4600	-
Laboratory Technician II	620012 <sup>4</sup>	12 <sup>4</sup>	4206	4402	4609	4831	5060	-
Landscape Water Conservation Specialist	610005	12	4551	4767	4995	5232	5480	-

<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.

*2/14/2019 Tenth Council Amendment ~~11/12/2018 Seventh Council Amendment~~  
Supersedes Seventh Council Amendment Original*

**EXHIBIT 7**  
~~Unit 7 – Non-Supervisory Groups and Crafts (IBEW)~~

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
<del>Air Conditioning Mechanic</del>	<del>730004</del>	<del>12</del>	<del>Flat Rate</del>	<del>6336</del>
<del>Concrete Finisher</del>	<del>730005</del>	<del>12</del>	<del>Flat Rate</del>	<del>5526</del>
<del>Electrician</del>	<del>730010</del>	<del>12</del>	<del>Flat Rate</del>	<del>5731</del>
<del>Industrial Electrician</del>	<del>730012</del>	<del>12</del>	<del>Flat Rate</del>	<del>6336</del>
<del>Painter</del>	<del>730015</del>	<del>12</del>	<del>Flat Rate</del>	<del>5035</del>
<del>Plumber</del>	<del>730030</del>	<del>12</del>	<del>Flat Rate</del>	<del>5731</del>

**EXHIBIT 7**  
Unit 7 – Non-Supervisory Groups and Crafts (IBEW), effective ~~February 18, 2019~~ **September 17, 2018**

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	6495
Airports Electrician	730011	12	Flat Rate	5875
Concrete Finisher	730005	12	Flat Rate	5665
Electrician	730010	12	Flat Rate	5875
Industrial Electrician	730012	12	Flat Rate	6495
Painter	730015	12	Flat Rate	5161
Plumber	730030	12	Flat Rate	5875

*2/14/2019 Tenth Council Amendment  
Supersedes Original*

**EXHIBIT 14**

Unit 14 – Management Classes (CFMEA), effective ~~February 18, 2019~~ **December 10, 2018**

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
ADA Coordinator	150231e	-	E14		6143		7671	
Administrative Manager	220025e	-	E11		8096	-	10111	
Airports Marketing & Public Relations Coordinator	310150e	-	E14		6143	-	7671	
Airports Operations Manager	310020e	-	E12		7361	-	9192	
Airports Planning Manager	310019e	-	E11		8096	-	10111	
Airports Properties Manager	310021e	-	E12		7361	-	9192	
Airports Safety Management Systems Manager	310161e	-	E12		7361	-	9192	
Assistant City Clerk	115030e	-	E14		6143	-	7671	
Building Services Manager	230031e	-	E18		9593	-	11991	
Business Manager	150019e	-	E12		7361	-	9192	
Communications Manager	125060e	-	E11		8096	-	10111	
Community Sanitation Manager	720040e	-	E14		6143	-	7671	
Construction Manager	210096e	-	E12		7361	-	9192	
Crime Scene Investigation Bureau Manager	410015e	-	E12		7361	-	9192	
Deputy City Engineer	210081e	-	E18		9593	-	11991	
Division Manager	150024e	-	E12		7361	-	9192	
Economic Development Analyst	150095e	-	E14		6143	-	7671	
Facilities Manager	810040e	-	E12		7361	-	9192	
Fleet Manager	720032e	-	E12		7361	-	9192	
Housing & Neighborhood Revitalization Manager	230065e	-	E11		8096	-	10111	
Information Services Manager	125055e	-	E11		8096	-	10111	
Law Office Manager	115020e	-	E12		7361	-	9192	
Parks Manager	510035e	-	E12		7361	-	9192	
Personnel Manager	150026e	-	E12		7361	-	9192	
Planning Manager	220010e	-	E11		8096	-	10111	
Projects Administrator	150063e	-	E11		8096	-	10111	
Public Works/Public Utilities Manager	210095e	-	E11		8096	-	10111	

e Exempt class, see Section 4.

*2/14/2019 Tenth Council Amendment* ~~12/10/2018 Ninth Amendment~~  
~~Supersedes Ninth Council Amendment~~ ~~Third Council Amendment~~